City Charter Urges Policy Of 'No Contract, No Work'

Members of the executive committee of the New York City chapter of the Civil Service Employees Assn. last week urged the parent organization to adopt a policy of "No Contract, No Work," should the State fail to approve the legislative program adopted by CSEA delegates for the upcoming fiscal year which starts April 1.

In other actions the chapter recommended that:

- Employees not go to work in the new World Trade Center until the chapter receives written evidence, assurance, and proof that the lives of the employees are not unduly endangered by the fire hazards in these new buildings.
- If a line item budget is not adopted by the Legislature this year, CSEA will involve Comptroller Arthur Levitt in another lawsuit to force the County over a contract.
- That as a part of future political action, the CSEA endorse a Presidential candidate and work for his election in the State.
- Solomon Bendet, chapter president, explained that chapter delegates felt the State had no authority to pay the overtime since the account had been eliminated by the Legislature.
- $16,000 Owed Deputies

Sheriff's deputies make $11,518 annually after three years. Two thousand hours of overtime at that rate would amount to about $16,000.

 Monroe County Area CSEA To Host Annual Legislative Luncheon

HENRIETTA — Civil Service Employees Assn. chapters in the Monroe County area and adjoining counties will attend a legislative luncheon on Saturday, Feb. 5 at the Carriage Stop Restaurant on West Henrietta Road. The luncheon will start at 11:30 a.m. according to Samuel Grosfield of Rochester chapter. Over a dozen legislators have already signified their intention to attend, Grosfield reports.

INSIDE THE LEADER

Wend Fights To Block Firing Of Investigators — See Page 3

Western Conference Moves On Political Action — See Page 3

Attica Memorial Fund Contributions Continue — See Page 9

Tally Shows Nassau Contract Will Pass By Large Margin

MINEOLA — A partial count of ballots on the contract settlement reached by the Nassau chapter, Civil Service Employees Assn., showed a four-to-one margin in favor at Leader press time. About half the ballots had been tallied.

The tallying was watched by a dozen representatives from various departments and conducted by employees of the New York Telephone Co. in a procedure supervised by Anthony Giannetti and Ralph Vail of the county civil service commission. The contract provides a fifty percent pay boost in addition to increments and 24 other new benefits.

Wins Overtime For Deputies

Rochester — Monroe County sheriff's deputies will be paid for more than 2,000 hours of overtime because of pressure by Monroe chapter of the Civil Service Employees Assn.

The overtime was denied them by the county because the sheriff's $200,000 overtime account was eliminated in the 1972 budget adopted by the County Legislature.

Vincent A. Alessi, chapter president, said the missing overtime will be included in the paychecks deputies receive in their next paychecks on Jan. 28.

The Monroe chapter had threatened to sue to have the money paid. The checks without the overtime covered a two-week period and were the first under the new budget.

County personnel and civil service director Fred A. Herman contended his office had no authority to pay the overtime since the account had been eliminated by the Legislature.

"Fair Pay" Bill

Babylon — State legislators in the Montauk Point to Mount Vernon area covered by District 10, Department of Transportation, will be receiving letters demanding a "fair-pay" bill, it was announced by Joseph Gambino, president of the District 10 chapter of the Civil Service Employees Assn.

"If the legislators refuse us a pay increase, we will consider not backing them up in the next election," Gambino asserted.

"Every time there's an election year we have to fight these people," he complained. "If they don't respond to us, who needs them?"

Gambino, a member of the political action committee of the Long Island Conference and of the State negotiating team, indicated that any failure of the State Administration to negotiate a reasonable pay adjustment, would throw the issue in the laps of the legislators.

The District 10 chapter, now with more than 1,000 members, is joining with other CSEA groups throughout the State in directly contacting area legislators.
CSEA Sues Jobs of Meat Cutters

(Special to The Leader)

WENZL — The result of an agreement between the Civil Service Employees Assn. and the Department of Correction is that the butcher positions, which would be eliminated, would be reassigned to the Department of Correction's employees. The CSEA had attempted to prevent the elimination of these positions, but the court upheld the decision.

CSEA Sues Jobs of Meat Cutters

(Special to The Leader)

The case was brought by the Nassau PBA, on behalf of its former president, Edward E. S. L., who had been barred from claiming retirement payments.

CSEA Wins Grievance

ALBANY — The State has backed down on its plans to start charging rent to employees of the Office of the Commissioner of Insurance, which operates the Bingo Control Commission. The CSEA had contended that the proposed plan violated the "past practices" clause of the CSEA-Bureau of Motor Carriers contracts.

The clause in question forbids the State to take away or alter any employee's rights or privileges without negotiations with CSEA.

State Park Residents Should Pay No Rent;
CSEA Wins Grievance

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The clause in question forbids the State to take away or alter any employee's rights or privileges without negotiations with CSEA.

Judicial Conference Retiree Is Honored

A luncheon was held in New York City on Jan. 14 in honor of Mary Ryan, who is retiring after 35 years in State service. Ms. Ryan had previously served in various capacities at the State Insurance Fund and other agencies.

CSEA Seeking To Fill Director Post In Albany

An opportunity to work for the Civil Service Employees Assn. in Albany has been announced by the 200,000-member Association, which is seeking a director of education and membership recruitment.

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Productivity

THE BIG NEW word in town today is "productivity."

THE FIRE DEPARTMENT has certainly been in the forefront with a 300 percent increase in productivity.

NEW YORK TIMES was serious about obtaining greater productivity, they would spend just a few dollars in research and development of modern equipment for the Fire Department. Productivity would soar if the Department had modern equipment.

We ARE UP against a deadly enemy and the City gives us Civil War-type equipment to do the job.

ONE EXAMPLE is our smoke masks. There hasn't been a change in these ridiculous devices for 30 years. They are cumbersome, heavy and time-consuming to don. Their effective use is only of short duration.

THEY HAD a 300 percent increase in productivity.

THERE ARE other examples. Some of the nozzles on fire houses—the solid stream variety—are of nineteenth century vintage. The familiar fire clothing consisting of boots, coats, and helmets are also a relic from the past. Where is it written that a firefighter must be so clumsily attired?

A FEW DOLLARS investment in a research and development unit, and a few more dollars in worth-while recommendations issued by this unit, would save the Fire Department time, money, property and lives.

WE OFFER another suggestion that might lead to great savings. A new type of mask should be established to respond to fire scenes to examine firefighters on the spot. Standards should be established so that firefighters with more than a certain percentage of carbon monoxide poisoning would be able to report their condition returns to normal. This would save a tremendous amount of man hours lost to sick leave.

THE PROPOSED research and development unit would almost certainly be eligible for Federal and foundation grants. Productive work could be shared with communities all over the Nation.

I AM POSITIVE that the cost of bringing the Fire Department into the Twentieth Century would be minimal, and most certainly productive.

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Adamski Divides Western Conf. Into 3 Regions In Political Action Strategy

BUFFALO — "Familiarize yourselves with your local legislators and make sure they know our problems," John S. Adamski, president of the Western Conference of the Civil Service Employees Assn., suggested in naming three political action arms for the conference at a recent meeting in Hamburg, a Buffalo suburb.

Adamski, in his 17th annual conference into three geographical groups and named individual chapter members to one of the groups.

Frank O. Talomie, conference vice-president from Ontario County, was named to head a committee that included 13 chapters from the Rochester area.

Frederick E. Huber Jr., president of the Buffalo chapter, was appointed to head the 21-member committee composed of Buffalo area chapters.

No chairman was named for the five chapters belonging to the Southern Tier political action chapter group pending selection by the chapters.

Talomie heads the political action committee of the whole conference and Huber is vice-chairman.

Adamski pointed out in indicating their appointments were appropriate.

Adamski urged the more than 100 members present at the Saturday meeting in the Regency Model to bring CSEA "needs and demands" before the legislators.

He had apparently followed his own advice by exchanging letters on State legislation with his legislator, Republican Assemblyman Alberi J. Haasbeck of Buffalo.

Haasbeck replied to his letter.

Adamski, by backing up his voting record, which the assemblyman said was "independent in favor of State workers, and suggesting to Adamski that the CSEA official "fist" him the hand that feeds you."

That comment was in reply to Adamski's suggestion that CSEA members planned to vote out of office in November legislators who try to harm State employees through budget cuts.

Adamski wrote back to Haasbeck and suggested another idiom: "If the shoe fits, wear it."

"As a State employee, I am only doing my job and the CSEA doesn't want us to suffer."

Any employee interested should write to Governor Bobulsky of Suffolk County CSEA, 330 Jericho Turnpike, Smithtown, N. Y. 11787.

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A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

There are openings with New York State Government for the positions listed below, requiring a minimum of 175 words per minute, type 40 words per minute amount must be on typewriter or machine. These positions are Civil Service positions with generous fringe benefits. The New York State Employment Service encourages you to apply to the 5th floor of the Office Personnel Placement Center, 575 Lexington Ave., New York City (784-1020).

The demand for Sewing Machine Operators continues to be heavy. Operators are needed for single or multiple models of sewing machines as needed. Experience on men's, women's, children's garments, leather goods or shoes is also acceptable. The salary range is $70 to $150 a week. There is some piece work available. Examples of Stitchers are also wanted to work with designers in the production of the original garment. Any garment sewing experience acceptable. The pay is $75 to $100 a week. There is also a need for Merrow Machine Operators to work mainly on knitting and filling weekly salary of $50 to $90 a week. Apply at the Apparel Office, 238 West 35th St., Manhattan (tel: 724-1700).

In Brooklyn, there are openings for office personnel. Experienced data processing clerks are needed to type reports into the computer. Typing ability can get jobs paying $110 a week. Accuracy and good spelling and typing are also needed to handle general ledger as well as prepare and reconcile daily statements. The pay is $110 to $200 a week. Applications should be submitted at the Brooklyn County Office of the Civil Service Employees Association.

The Civil Service Employees Association is interested in getting applications from workers who would like to take charge of the accounting department of a large company. The pay is $130 and up per week. The applicant must have a high school diploma and working knowledge of accounting principles and methods. Contact the Civil Service Employees Association, 175 Remsen St., Brooklyn (tel: 291-4225).

CSEA Contract Triumphs In Nassau Dispute

(MINEOLA — The Civil Service Employees Association, con-
tracted to negotiate with local employers on behalf of their employees — has won a critical victory in a recent arbitration case. The arbitrator ruled that the contract was "clear and unambiguous" and ordered the district to pay up. CSEA regional attorney Richard C. Gaba of Mineola, who has served the state labor department, said the case is a significant step forward in the labor movement.

The rights awards two days' pay to driver William Pollano, who was docked that he had engaged in a personal matter that resulted in a work stoppage. The arbitrator cited the contract, which provided for a personal matter that resulted in a work stoppage. The arbitrator cited the contract, which provided for a personal matter that resulted in a work stoppage. The arbitrator cited the contract, which provided for a personal matter that resulted in a work stoppage. The arbitrator cited the contract, which provided for a personal matter that resulted in a work stoppage.

The arbitrator ruled that the contract was "clear and unambiguous" and ordered the district to pay up. CSEA regional attorney Richard C. Gaba of Mineola handled the case.

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CSEA Contract Triumphs In Nassau Dispute

(SMITHTOWN — A plan for separate school district chapters within the Civil Service Employees Association has been endorsed by statewide president Dr. Theodore Wenzl, second vice-president A. Victor Costa and Suffolk county coordinator Frank Imbula at a special meeting called by the Suffolk chapter.

The plan is to be presented at the March delegates meeting. Imbula asserted that the "dual-paying members of any organization have a right to any structure they want. The structure should not be allowed to stand in the way of service to the members." The Suffolk chapter, he said, has instructed its delegates to support the measure at the March meeting.

The Suffolk chapter has more than 30 school districts under its current authority. Fledged Funds

In the event that the revocation is not adopted, Imbula said the Suffolk chapter would order an election among school district units of a committee that would function as a liaison between the chapter and handle school district matters exclusively. He pledged financial support from the chapter's treasury for the school committee.

Also boosting the plan were the recommendations of John Rely, co-chairman of the Suffolk chapter school district committee.

Dr. Wenzl and Costa, who heads the State restructuring effort, view the CSEA leadership as an important step toward the restructuring of the state's public school system. Several autonomous agency officials are to meet with the CSEA to discuss the restructuring of the state's public school system.

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For information on all courses

The Delehaney Institute

(Continued on Page 19)
A Line Item Budget?

ASEMBLY Speaker Perry B. Duryea last week announced a 1972 "Majority Legislative Reform" package, a major feature of which, he said, is increasing the awareness of the need for State programs and set priorities.

In announcing his new proposals, the Speaker said that "the current fiscal crisis has made us even more acutely aware of the need to cut the costs of government." To meet the demands of this meat axe approach, he said, would be indiscriminate, if Speaker Duryea is able to force his call-for-reforms in this area, he will have to call a special session of the Legislature with respect to its new priorities and ascertain whether legislative intent is being observed.

This latter goal is exactly what the Civil Service Employees Union was established last year when it went to court to fight for a line item budget, a case which was unjustly lost. The CSEA said that it was impossible to slash a budget in general terms and, in fact, that the figures called for in order for it to meet the demands of this meat axe approach would be indiscriminate and create havoc on State services. It is now history that that was the result.

Less than a month ago, CSEA president Theodore C. Wenzel issued new and more stringent requirements for a line item budget in order to establish the "humane priorities" that the society of a modern society demands. If Speaker Duryea is able to enforce his call-for-reforms in this area, he will have to deal with the public and to public employees as a whole, and that is what observers of the legislature have come to expect.

For Mental Hygiene

FROM the other side of the aisle in the Assembly, Minority Leader Stanley Steingut has urged adoption of an assembly resolution to establish an Assembly Standing Committee on Mental Hygiene.

In recommending to Assembly Speaker Perry B. Duryea that such a committee be formed, Steingut said that it offered an Assembly that a lack of adequate brain health care would give new direction to the Mental Hygiene Department of the State of New York.

The Democratic minority leader said that the act was necessary as an initial step in "assuring the families of these unfortunate victims that this Legislature is determined to restore their loved ones to a normal, happy, productive life.

We feel the proposal deserves immediate attention and action. The more involved the Legislature becomes in the problems and conditions of our State institutions, the more the people who are working the welfare of these unfortunate victims than that this Legislature is determined to restore their loved ones to a normal, happy, productive life.

NEW YORK Woman Named For Commerce Post

ALBANY - The Governor has named Audra Mosher, of New York City, as assistant commissioner in the State Department of Commerce, with responsibility for stimulating commercial and industrial growth in the New York City area.

Most recently, Ms. Mosher has served as special assistant to the Governor's labor consultant. Ms. Mosher is to serve in the new position without salary.

Political leaders, who differ in their views as to the impact of the Court's decision, are looking towards the Court of Appeals, which is expected to hear the case at the end of this month.

Civil Service Administration

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Law & You

The law, however, does not go far enough!

IN ORDER TO protect a civil service commissioner fully from political interference during his six-year term, it should be provided in the Civil Service Law that his salary and other benefits be protected during the first three years of his term. In that case, the salary was cut from $11,259 to $500 and the job of civil service commissioner preserved. If the law is not adequate to cope with this type of interference, then the State Commission should provide for a civil service commissioner to have the protection of the law and the right to appeal to the State Supreme Court.

In the first case, the individual whose removal is sought is entitled to a public hearing. If the State Commission seeks his removal, it is entitled to a hearing on a written charge. He may be able to appeal this action to the Supreme Court.

There is also provision for removal of such persons by the individual who removes them and of the State Commission concerning its administration of the law and the rules. They are also required to submit such other reports as the State Commission may require from time to time.

MUNICIPAL CIVIL service commissions are required by law to submit an annual report to the State Commission concerning their administration of the law and the rules. They are also required to submit such other reports as the State Commission may require from time to time.

MEMBERS of a municipal civil service commission or a personnel officer may at any time be removed for cause by the body or officer having the power of appointment or removal, provided that the notice of such removal is given in writing to the individual concerned. There is also provision for removal of such persons by the State Commission on the grounds of incompetency, inefficiency, neglect of duty, misconduct or violation of the provisions of the Civil Service Law. In the case of an employee, the State Commission may require from time to time.

THE LAW is not adequate to cope with this type of interference. The courts are now considering the legality of a municipality reducing the salary of a civil service commissioner to a level below the minimum wage. In that case, the salary was cut from $11,250 to $500 and the job of civil service commissioner preserved.

THE PROHIBITION against salary reduction must be found in the Civil Service Law. There is also provision for removal of such persons by the State Commission on the grounds of incompetency, inefficiency, neglect of duty, misconduct or violation of the provisions of the Civil Service Law.
Deputy Fire Commissioner Leonard Mansfield pins honorary deputy chief's badge on Paul Thayer, while Victor Collymore, executive assistant to the Fire Commissioner, looks on at left. Following the installation ceremony, presentations were made to Paul Thayer, president of the Uniformed Fire Officers Assoc., of a regulation honorary deputy chief's helmet and a statue depicting firefighters at work.

One of the satisfactions of being Fire Commissioner is that there are a number of people outside the job who really love the Fire Department. Most of the public is deeply conscious of our Department only when there is a serious fire or emergency. There are some people, however, whose devotion and support are constant and unwavering. These are the friends who see us through bad times as well as good times; who understand the firefighter's job; and whose faith and confidence inspires and rekindles our own dedication.

Among these friends of the Fire Department—all of them wonderful people and many of them here tonight—Paul Thayer occupies a special position of respect, affection and gratitude. So many important stories might have gone untold, so many acts of heroism or kindness might have gone unnoticed, except that Paul Thayer saw them or learned of them and brought them to the attention of the public.

I respect the fact that Paul Thayer speaks and writes about us with a deep regard and pride. It seems to me that Paul Thayer is the “firefighter’s reporter.” An occasional chief officer may earn his admiration, but he maintains what you might call a healthy skepticism concerning the civilian management of the Fire Department. Anytime we get through a week without being brought to task in Paul’s column, we conclude that we must either be good or lucky.

I think it is a very good thing for the Fire Department that we have Paul Thayer to keep an eye on things and to call the shots as he sees them, on the basis of decades of experience. He has seen things in the same way, over the same range of situations, as we have. Chiefs and Commissioners come and go, but Paul goes on, serving his own vital and irreplaceable function, and underlining every word he writes is his love for the firefighter and for the firefighting profession.

I am sure that long ago he would have been appointed as an Honorary Deputy Chief, except that he was already so much a part of the Fire Department that any such gesture seemed superfluous. He has served as honorary chairman of the testimonial dinner in Paul’s behalf, was unable to attend because of the death of his wife, Marjorie.

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Here is the official listing of State Senators and Assemblymen from the New York Metropolitan Area, printed in red, written by those public employees who write to their representatives urging support for measures which affect their jobs, pensions and rights.

Also listed is the New York Congressional Delegation.

The (R), (D), (C), and (L) represent the political party of the office holder.

The addresses listed are where these representatives may be contacted in their district.

Listing Of New York Metropolitan Area Legislators

New York City


Kings County

Fourth District—Jack E. Flynn (R), 15 Harou Rd., Yonkers, N.Y. 10701. Sixth District—Antony B. Polito (D), 61 Betro Blvd., Port Chester, N.Y. 10573. Westminster-Putnam

Fifth District—Eugene O'Reilly (R), 1420 Birlover Ave, Peakskill, N.Y. 10566.

Orange-Clark

Seventh District—Richard F. Seeligson (D-L), 613 Spruce St., New York, N.Y. 10012.

Queens County

Ethnic District—Milton Jonas (R), 9029 Kings Highway, Brooklyn, N.Y. 11219. 21st District—Howard L. B. Kimball (D), 129-11 22nd Ave., Queens Village, N.Y. 11429. 22nd District—Joseph L. Vitale (D-L), 4321 46th St., Woodside, N.Y. 11377.

Suburban Counties

Sixteenth District—Peter A. Pugnetti (R), 9 Bunnips Lane, Irvington, N.Y. 10533.

Nassau County


Assembly

Phyllis E. D. Slight is the name of the person in charge of the Assembly section.

Suffolk County

### Metro Lawmakers

(Continued from Page 8)

> Hoheb (D), 2456 Bronziale Ave., Bronx, N.Y. 10462. 82nd District—Armand A. Carbone (R-D-L), 3130 Loring Place, Bronx, N.Y. 10463. 83rd District—Burtis (R), 3750 Chestnut St., Utica, N.Y. 13501. 84th District—G. Oliver Koppell (D), 5708 Arlington Ave., Bronx, N.Y. 10468. 85th District—Anthony J. Stella (R-D-L), 2571 Radcliff Ave., Bronx, N.Y. 10469.

### Weston County


### Rockland County

45th District—Barrie Levy (R-D-L), 74 East Place, Suffern, N.Y. 10901. 46th District—Lawrence Herbst (R-D-L), Lecht Place, Newburgh, N.Y. 12550.

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### Attica Memorial Fund At $88,000

(From Leader Correspondent)

**ATTICA** — This community’s fund to help the families of the 11 inmates who died in the September inmate uprising has reached $88,000. President of the Civil Service Employees Assn. chapter at Attica, William Durnan, is a member of the 11-day committee.

The fund has received tax-exempt status from the Internal Revenue Service in Washington, D.C. The president of the Civil Service Employees Assn. chapter at Attica, William Durnan, is a member of the 11-day committee.

Since there are 29 members of the 11 family, they will be under 21 years of age. The fund’s purpose is to give them a tax-free source of income.

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Charles W. Schneider, Edward H. Coleman, George A. Curtln, chat, Julio L. Matta, James N. con, Peter Stradford, Harold Vincent L. Dozler, Perddy Pal-
Victor J. Landl Jr, Ronald Bar-
Washington, Darryl V. Hawkins, John Tarrago, Vernon A. Hol-
Rugen, Vernon D. McKinney, Jr, James F. Rogan, James A. B Gathers, Benjamin B. Horo-
Sexton, Charles T. Hughes Walt-
Rab, Gerard L. Dennis, William B. Benson, Ben Trabulis, Vito J. Bus Driver—Canduttor Bigibles

You should be able to read this text naturally without any further assistance.
The City Personnel Department The assistant title insists on full-time experience. A State examination is scheduled for June 1972.
As 1972 begins we reaffirm our commitment to the goals of Con Edison as published when I joined the Company almost five years ago:

- To provide the best possible service at rates as low as the cost of doing business will permit.
- To protect the environment in every practicable way, and to design and maintain our properties to intrude as little as possible on the appearance of the communities we serve.
- To employ and promote without discrimination, and to take positive steps to qualify the underprivileged for useful jobs.

Progress since 1967 toward achieving these goals has been substantial, though not as rapid as we would like. If new requirements are met, and in addition, we have had to add about 2,000,000 KW of obsolete in-city generating capacity. To finance this program and to improve our distribution facilities, will require about $3 billion in the next five years.

Here is where we stand on various programs that we think are of special interest to you:

**Power supply**

Con Edison has the largest construction program in its history, a program designed to meet load growth of about 450,000 KW per year, and in addition, to replace equipment of about 2,000,000 KW of obsolete in-city generating capacity.

- To finance the program, the company will need additional funding.
- The program will require about $3 billion in the next five years.

The new generating stations under construction and when we expect they will be ready for commercial operation, there are no further licensing delays.

- About 480,000 KW representing Con Edison's initial share in two units at Roseton near Newburgh, November 1972 and May 1973.
- About 480,000 KW additional to our Astoria Plant, June 1972.
- In addition, we are building extra high voltage transmission interconnections with other utilities that, subject to the timely approval of the PSC, will double our power import capability by 1973.

For the second half of the 1970's and early 1980's we hope to construct the 2,000,000 KW pumped storage hydroelectric project in Ossining, and the 1,000,000 KW of additional generating capacity we will have available to us, either through federal or state funding.

Perhaps the most complex of the many environmental problems we have encountered is the method by which we can generate about 1,000,000 KW of capacity from the Power Authority of the State of New York, and 500,000 KW from Hydro Quebec.

For the latter part of the 1980's we are presently foreseeing as new sources a series of nuclear plants, possibly of the "A-Watt" reduced our summertime peak load by more than one third. In addition, we have had to add about 2,000,000 KW of obsolete in-city generating capacity. To finance this program and to improve our distribution facilities, will require about $3 billion in the next five years.

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For the latter part of the 1980's we are presently foreseeing as new sources a series of nuclear plants, possibly of the "A-Watt" type, to provide power for a future generation of customers with reliable electric energy and, at the same time, make it possible to improve further the environment of the metropolitan area. Like all such plans, there are benefits to be derived from change from time to time to adapt to changing conditions and technology.

A principal part of our planning we have increased our direct participation in research and development. In the past five years, we have encouraged an industry-wide coordinated research and development program. In years ahead we foresee even greater expansion of R & D commitments.

Due to some suggestions from any citizen or groups of citizens for improvements in our long-range planning.

**The summer of '72**

To get ready for the summer of '72, we are taking as many machines out of service for overhaul this winter as can be spared.

- In the meantime, Big Ailsi is being overhauled, and we are working hard for completion this summer of three new generating units: Indian Point No. 2, Bowline Point No. 1 and "The Narrows." All three are essential if we are to have adequate reserves this summer. We are more optimistic than the PSC about our chances of completing them on present schedules but we recognize that despite our best efforts further delays may occur.

- The environment

We continue to strengthen programs for environmental protection. We have reduced by more than half the remaining late emissions by more than 50%. In the next five years we expect to increase the remaining power sendout by another 28%, and reduce our sulfur dioxide and particulate emissions by more than 50%.

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SUNYAB Hosts Western Conf.

(Continued from Page 3) discussions attended by nearly 75 persons.

Thomas B. Christy, Buffalo area field rep, spoke about grievance procedures at the first session, aided by Prltsch. Christy showed a movie on an industrial problem and then directed a floor discussion.

"Basically, they're all the same," Christy advised the audience in discussing various grievance procedures used by different CSEA organizations.

Joseph Pernauro, director of information services for the State Retirement System, was next to take the podium. He explained various retirement plans and options open to CSEA members under the retirement system.

A three-man panel of William Parry of Blue Cross-Blue Shield, Erhard Kruse of the Buffalo area Group Health Insurance and George Burch of Workmen's Compensation, was the final portion of the Friday evening session.

All three reviewed various matters relating to their specific fields.

Burch explained that workers should never feel guilty about claiming compensation.

"The very fact that you work for a living makes it right," he said in relating a story about a man whose $225,000 in medical bills over seven years of care were covered in full by compensation.

Final event of the Conference's weekend meeting was the dinner at which Dr. Charles H. V. Ebert was principal speaker. Dr. Ebert, dean of undergraduate studies at the State University of Buffalo, was presented with two plaques honoring his services in behalf of CSEA and the public employee.

The first plaque was presented by Edward Dudek, president of the host SUNYAB chapter, and was followed by a second plaque presented by Adamski on behalf of the Conference.

Dr. Ebert spoke of misconceptions and facts concerning the modern higher learning.

Education program chairman Margaret Anastasia, second from right, compares notes on the successful Friday night program with committee members, from left, Grace Hilyer, Josephine Jackson and Edward Dudek.

Committee members from the host State University at Buffalo chapter take a coffee break together during pause in afternoon business session. From left, they are Mike Day, Dorothy Lewis, Virginia Paulus, Kay Massimi, chapter second vice-president Dorothy Haney, fourth vice-president William Stoberi, president Edward Dudek and first vice-president Robert Smith. Treasurer June Boyle, who is missing from the picture, was co-hostess for the event with Ms. Haney.

Samuel Grossfield, president of Rochester chapter, urges Western Conference to take strong stand on issues.

Statewide fourth vice-president William McGowan, left, shares a hug from Jim Stahl with grandfather George DeLong, who has recently been appointed as sergeant-at-arms for the statewide Board of Directors. DeLong is a former Conference president and immediate past fifth vice-president of the Association.

Fred Huber, president of Buffalo chapter, speaks after being appointed as one of three regional political action chairmen for Conference.

William Doyle, president of Niagara County chapter, participates in discussion of membership dues to Conference. The subject was referred to committee.
In Suffolk County

Dist. Court Promotes 29
(From Leader Correspondent)

SMITHTOWN—Twenty-nine promotions among personnel of the Suffolk County District Court have been made by Judge Frank C. O'Connell, administrative judge.

The promotions affect members of the District Court unit of the Suffolk county, Civil Service Employees Assn.

CHIEF JUDGE O'Connell was the naming of James G. Groll of West Islip to the supervisory post of court clerk II in the District Court unit of the Suffolk county, Civil Service Employees Assn.

Also, female court officers: Diane Bertolito and Pearl Leiser.

Key among promotions: Lynn Morrisey and Mary Celeste.


Court assistant: Osie Abal, Lorraine Trubbi, Claire Arena, Sofia Tresor, Chole Stewart, Helen Quinn and Ann Schmidt.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF SUFFOLK

HERBERT W. SAVAGE, Father of the deceased

V.

NUNZIO GROLL, West Islip, in the District Court of Suffolk County, Civil Service Employees Assn., 33 Ekl St., Albany.

Is charged with Is not getting a fair share of police protection that is provided on the City's subways he is most closely aware of the harassment, the assaults and the robberies. He has listened when your children have their parents. He also is aware of the many who suffer abuse as the way of life in this City. He will let it be known that the passenger whose safety he

EVEN THE united voices of groups with names like "concerned parents," "worried mothers of," ..., and "committee committed, safety travel on," have gone unheeded.

ONE SEGMENT of our City has listened and responded, however. This is the bus operator. He has listened because he is most closely aware of the harassment, the assaults and the robberies. He has listened when your children have their parents. He also is aware of the many who suffer the indignities heaped upon them while innocently traveling on buses and limited response to the complaints, but simply accept abuse as the way of life in this City.

THEY RETURN day after day for more of the same. YES, THE bus operator has listened and done his part to correct the situation — by reporting the facts to his superior — by speaking out at union meetings. By letting it be known that the passenger whose safety he is charged with is getting a fair share of police protection.

Bus Maintainer Entries Open To Maint. Helpers

Feb. 1 will see the start of filing for promotion candidates seeking to advance to the bus maintainer position. Applicants for this position must be 18 years of age, able to pass the physical examination and must have no criminal record.

The written test, set to weigh 40, will consist of questions on efficient work practices; TA rules and regulations; repair and trouble-shooting of buses and related equipment; use of shop machinery; and record keeping.

Applications may be obtained at the Division of Motor Service, 140 State Street, Albany. They must be submitted by mail or in person to Transit Authority headquarters, postmarked by Feb. 15.

Duties upon hiring will involve preparing and repairing electrical, mechanical and hydraulic equipment.
ORGANIZERS — Pictured here are some of the members of the driving force behind activating local chapters of Retired Civil Service Employees of CSEA. From left, Hazel G. Abrams, CSEA fifth vice-president; Irene Darron and Claude Rowell, members of the new Rochester chapter. In rear, left, Joseph D. Lochner, CSEA executive director, and Lawrence Kerwin, chairman of the CSEA Statewide retirees’ committee.

Stony Brook Retiree Gets Chapter Scroll
STONY BROOK — Isabella Giovanelli of the Stony Brook University chapter of the Civil Service Employees Assn. was awarded a chapter scroll recently on her retirement. The scroll was presented by chapter president Albert Varacchil.

Ms. Giovanelli’s retirement followed 18 years of service at Pilgrim and Central Islip State Hospitals, the Yaphank School for Boys and the last eight years at Stony Brook.

ROCHESTER — About 100 retired workers attended the organizational meeting of the Rochester Area Retirees chapter of the Civil Service Employees Assn. Jan. 18.

The chapter, which is inviting membership from Monroe, Livingston, Orleans, Ontario, Genesee and Wayne Counties, is the second of its kind. Albany’s Capital District chapter has 800 members.

The CSEA plans to organize chapters in every large city across the State to serve the nearly 70,000 State, county and municipal retirees who are eligible for membership.

Claude E. Rowell of Rochester was elected chairman of the new chapter and Irene Darron was elected secretary.

State CSEA officers who attended included Joseph D. Lochner, executive director; Hanel G. Abrams, fifth vice-president who has been designated by CSEA president Theodore Wendl to organize retiree chapters; Lawrence Kerwin, chairman of the statewide retiree committee, and Thomas Ranger, Melba Binn and Rowell, all members of the statewide retirement committee.

Dr. Russell Barton, director of Rochester State Hospital, which hosted the meeting, welcomed the retirees and wished them well in their organizational efforts.

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Ready to Retire?

Protect your retirement future with a membership in the Retired Civil Service Employees of the Civil Service Employees Assn.

It has as its goals:

- Better retirement options;
- Dental insurance and increased major medical coverage;
- Health insurance after retirement;
- Increased retirement benefits.

By banding together under the banner of CSEA, retired public employees can obtain these and many more goals for a better retirement future.

Send the coupon below for enrollment information.

Ms. Hazel G. Abrams
Civil Service Employees Assn.
33 Elk St.
Albany, N.Y.

Dear Ms. Abrams:

I am interested in protecting my future. Please send me an enrollment form for membership in Retired Civil Service Employees of CSEA.

Name: ________________________________
Street: ________________________________ Apt. ________
City: ________________________________ Zip: ________

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City: ________________________________ Zip: ________
They came from St. Lawrence County in the north. They came from New York City. They came from Albany, Long Island, cities and small towns all over the State. Their purpose: to lay the groundwork for welding the political punch of more than 200,000 members of the Civil Service Employees Assn. into a statewide network of political action.

By conservative estimates, the average civil service family has two and a half votes. That rings up over a half million votes in CSEA families. And, by any standard, that is political power, "Civil Service Power!"

Last week, CSEA president Theodore C. Wenzl summoned nearly 300 chapter legislative and political action committee chairmen to Albany and gave them the word — that public employees in New York State face more legislative hostility and repression from unjust labor laws than ever before in the history of the organization.

Wenzl opened the meeting by telling the committee men and women that the Employees Association faced the future with optimism and confidence that its programs in the State Legislature and those on the bargaining table would meet with success.

"But," he said, "the members of the Legislature must be made aware of our determination not to be made the goats in times of fiscal crisis and public hostility. The key to this awareness lies in communication, which is the very basis of political action."

The meeting was a joint session of the CSEA's statewide legislative and political action committees, chaired by Thomas McDonough, first vice-president, and Richard Tarmey, third vice-president, respectively.

Neutral Stance May Be Dropped
Political action is not entirely new to the Employees Association. Local chapters and conferences in several areas have endorsed candidates for public office and fought against officials who, in the eyes of local CSEA members, were hostile to civil service goals. Tarmey noted, however, that as a statewide organization, the CSEA had remained neutral, but that the experiences of this session of the Legislature could change that stance.

Tarmey said that by coordinating the activities of his committee with that of the legislative committee the CSEA would get "a factual basis for determining if conditions and environment have changed enough to cause us to alter our recommendation for neutrality, and, if direct political action on a statewide basis is desirable in the form of specific endorsements and other support, it will indicate the issues, candidates and political organizations deserving of our backing."

McDonough Sums Up
McDonough then summed up the situation by saying:

"As Dr. Wenzl indicated, our newly expanded legislative committee has undertaken the job of revising and updating our legislative and political action programs to prepare us to meet the problems currently confronting us. In this effort, we

(Continued on Page 4-A)
In a very true sense, people are the key to success. It is their collective activities that shape the circumstances that decide which individuals and groups find fame, fortune and fulfillment.

People buy merchandise and make manufacturers and businessmen successful. They elect political candidates. They pay their dues and give of their time and effort to make an organization successful and influential.

It is people, a large number of individuals, upon whom the Civil Service Employees Assn. depends to be successful in everything it does. CSEA cannot be successful without the dues our members pay, but more importantly, it is the dedication and interest these hard-working people show, that makes us what we are today.

CSEA is entering a new phase in which we will rely heavily on "grass roots" support—in other words, on people—our members. That is political action.

In this new endeavor, we will be letting candidates for political office at both the local and state levels know what we are thinking and how we will react collectively to those decisions they make which will help or hurt us.

GRASS ROOTS SUPPORT OR "PEOPLE POWER" IS VITAL TO OUR BEING SUCCESSFUL. We cannot and will not become an effective political action force to be reckoned with unless we have the interest and support of our members employed by the State, counties, cities, towns, villages and school districts.

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As CSEA embarks on this new trail, I ask you to pause and give thought to supporting the actions and recommendations put forth by CSEA—your union. I assure you that any positions CSEA may take in the coming months will be carefully thought out. Practical and realistic thinking—not emotions—will guide us in whatever direction we go.

Remember, we all share a common bond. CSEA's success is your success—CSEA's failure, yours.

THEODORE C. WENZL, President

300 DELEGATES CONVENE FOR POLITICAL ACTION

Representatives from all over the State had a chance to put their heads together to determine a course of action for effective political action. Here, Albert Shillo, president of the Western Thruway Division chapter, center, confers with nearby delegates.

EILEEN GORSKI
Central Islip

THEODORE LEE
Syracuse Psychiatric Hospital

ALEX BOEFA
Nassau County

GUS MENZEL
Suffolk State School

VICTOR PESCI
New York City

JOSEPH BOURIEE, CSEA director of public relations.
CSEA Kicks Off On Political Action

(Continued from Page 1-A)

have begun the following program with the assistance of the political action committee.

A. At our first joint meeting with the political action committee on Dec. 16, 1971, we analyzed the problems currently facing us and attempted to determine in advance what we could do to prepare for significant, unpredictable events. We determined the following issues to be facing us in the next several months and adopted these proposals for dealing with them.

1. The Special Session of the State Legislature which convened on Dec. 27, 1971.
   (a) We determined that CSEA's membership had a substantial interest in assuring that radical and substantial cutbacks in programs and expenditures be avoided, and that the state be required, by the failure of the Legislature to raise the revenues needed to support these essential programs. The committees accordingly unanimously adopted a resolution recommending to Dr. Wenzl that he support the passage of the necessary legislation to provide funds for support of currently established State programs, thereby eliminating the threat of major State employee firings if new tax legislation is not enacted. As the Legislature met in its Special Session, Dr. Wenzl issued a public statement adopting the position recommended by our committees and communicating his support for this type of responsible action to the State Administration and legislative leadership.
   (b) At the same time, a number of our committees, especially the local chapter leaders, asked us to send similar indications of support for responsible revenue legislation to their local legislators. Our efforts to block of efforts of communication were limited to limited areas of legislative opposition to new revenue measures, but the cooperation of our representative members and chapter leaders, particularly in the City of New York, Nassau and Suffolk Counties, Buffalo and the Capitol District was gratifying and hopefully a sign of the effectiveness with which we can work if we improve our channels of communication.

2. The committees decided the next significant issues would be those growing out of the Governor's 1972-73 budget proposals. The budget, last Monday, calls for maintenance of last year's expenditure levels. In periods of rising costs for government as well as private citizens, maintenance of expenditure levels means curtailment of programs. Both State and local government employees are in need of pay raises and job security, and this year's State budget poses a threat to our entire membership. Moreover, the committees felt it should be prepared for the traditional demands for more cutbacks by certain legislative and public interest. Because small change in terms of communication system, we agreed with Dr. Wenzl that late January was an appropriate time to convene our two State committees with the regional and chapter committees to consider the development of the Special Session of the Legislature and the terms of the Governor's budget and the remainder of this year's Regular Session of the Legislature.

3. Support for our affirmative legislative program was the next issue faced by our committees. This year's legislative program includes a number of important changes to CSEA and its members. Among the leading issues for consideration are:
   (a) Amendment of the Taylor Law to allow an agency shop.
   (b) Repeal of the strike ban on public employees.
   (c) Repeal of the regressive amendments to the Taylor Law enacted last year, in the fields of pensions and union representation, of so-called management-confidential employees.
   (d) Expansion of pension benefits for retired employees.
   (e) Provision of sanctions against public employers who engage in unfair labor conduct under the Taylor Law.

Of course, we know that gaining statutory collective bargaining rights involved relinquishment of the ability to seek improvements in terms and conditions of employment through legislation, but improvements in the collective bargaining process provided by the Taylor Law and alteration of non-negotiable provisions are still an appropriate part of Chapter 2, The Civil Service Law. These items all fall within the latter category.

4. The committees felt that attempts to pass further regressive legislation amending the Taylor Law and the report of the new comprehensive provisions provided the next issue to deal with by the CSEA.

B. The 1972-73 budget, the Legislature's reaction to it, our affirmative program, and our opposition to further regression from a valid collective bargaining process is the next issue found by the committees. The committees accordingly unhesitatingly issued a written statement for use by local chapter representatives and the membership. This year's legislative program included:

2. Development of a network between the State legislative and political action committees, and our representatives.
3. Development of communications between you and your local committees and the membership for development of communications between you, your committee, your membership and your local legislators.
4. Use of the network thus created:
   (a) To give information to you, your committees, and our membership.
   (b) To communicate to the Administration, the legislative leadership and rank-and-file legislators from CSEA's State organization, its conferences and chapters and its political action committee.

C. We hope what we are establishing will provide the machinery for the most effective use of our strength. Our committees feel our power is in our numbers, and for this power to be effectively utilized, we must be able to notify our membership of each issue on it and the reason for it, and then they are mobilized and directed so that elected officials are aware of their concern and interest.

Methods of Communication

A lively questioning period followed the exposition of CSEA's efforts and there was no doubt that the chapter representatives were ready and eager to pass the message on political action down to the grass roots of the entire membership. The following reports made to the representatives on methods of communication should be studied by all members.

I. Comprehensive coverage of all legislators through assignment of specific legislators to local conferences and chapter legislative and political action committees:
   (a) The presentation of CSEA's position to local legislators is therefore the primary objective of any communications system.
   (b) In order to insure that our positions are thus presented and are heard on a timely basis, the plan to utilize the following methods of communications:

Letter or Memo. This type of communication, though slow, is the most comprehensive and allows complete review and analysis. It requires only correct and reliable information regarding home or office address of the chairmen of the committees and cooperation in reviewing and retaining the material sent.

Telegram. This method is quicker and allows a written statement for use by local chairman in implementing the specific action required. It requires both a home and office address to insure a check of the wire and telephone numbers for future reference the wire received, and complying with any requests for action.

Telephone. This is the only effective method for prompt notification of specific issues and the need for immediate personal communication to legislators by local chapters and their membership. Reliability of the information transmitted can be assured if reference is made to previously written materials. This requires not only a name and address, but also both an office and home telephone number. It also requires promptness by both political action committee chairmen, as an understanding of the issues, and personal acquaintance with local legislators and a diligent effort at communications with them by letter, wire and/or telephone is necessary. For most effective use, it is further required for the prior establishment of a local network of officers, committee chairmen and local membership.

III. Each of you will therefore be notified in the next week of the statewide legislative and political action committee member who is being assigned to communicate with you on an emergency basis. We request that you also immediately establish similar system of communication within your chapter, including all of your chapter officers, board members and legislative and political action committee chairmen.

We also ask that you discuss with your chapter officers and Board members a method for communicating to the membership through mail, bulletin boards, and emergency conference, chapter, and unit membership meetings.

IV. You will also be notified of specific legislators in your area whom you will be asked to contact regarding specific issues. We hope you will do several things in preparation for this contact.

A. Read and review all of the information forwarded to you regarding specific issues confronting us, including material contained in The Civil Service Leader, reports from your Statewide legislative and political action committees, and stories in the general press.

C. Acquaint yourself with the legislators assigned to you at the earliest possible time. Personal acquaintance, of course, must grow over a period of time and already exists in a number of cases. To the extent that it does not now prevail, the committees feel this machinery will also be utilized, and in those cases where deficiencies exist, it ought to be corrected.

V. You will receive a written notification of all of the statewide legislative and political action committees' activities and we will give both written and telephone notification of your place in our network from the statewide committee member assigned to you.

Do Your Part - Political Action Is Everyone's Business