All-Out Fight On Parking Fees

CSEA Hits State With Improper Practice Charge And Court Suit

(Special To The Leader)

ALBANY—The union that represents thousands of State employees threatened with the imposition of a parking fee continues its fight against the State's refusal to bargain with them on the issue through various legal actions and with full support of the local chapter level.

Capital District chapters of the Civil Service Employees Assn., which represent employees facing the fees, have pledged support for any workers whose cars are removed from their regular parking areas because of their refusal to buy the stickers being sold by the State.

A spokesman for CSEA said that most chapters involved in the parking fee protest had indicated that they would pay for any towing charges and assist in filing claims against the State for any inconvenience or damage that might result from towing.

Meanwhile, the union continues its assault against the State on several levels, with legal objections filed in the courts with employment relations agencies of the State.

Binding Arbitration

The grievance filed by CSEA with the State Office of Employee Relations has gone to the final stage, binding arbitration.

Action on this is now "in the works," according to the union spokesman.

An amended improper practice charge has been filed with the State Public Employment Relations Board and a formal hearing on this charge alleging violation of the CSEA/State contracts has been scheduled for the last week in September.

The union spokesman indicated that the State Office of Employee Relations has gone to the final stage, binding arbitration.

The charge was filed by CSEA against the State employees to be assured of any necessary legal help and a fund has been set up.

(Continued on Page 3)

CSEA是个工会组织，代表成千上万的州政府雇员，他们面临着停车费的威胁。工会方面承诺，如果工人车辆被拖走，他们会支付任何拖车费用，并支持在法院和就业关系局对州政府的法律行动。

同时，工会正在多层面上对州政府发起攻击，包括在法院和就业关系局对州政府的法律行动。

仲裁

CSEA向州政府的人力资源办公室提出的投诉已经进入最终阶段，即仲裁。

行动已经进入“末了阶段”，根据工会发言人的说法。

一个修正的不正当地行为指控已经被提交给州公共雇员关系委员会，并且州政府人力资源办公室已经对州政府雇员进行了最终阶段的仲裁。

(Continued on Page 3)

Nassau Chap. Declares Impasse Over County Plan To Abolish Grades

MINEOLA—In the earliest such action ever taken, the negotiating team of Nassau chapter, Civil Service Employees Assn., last week broke off talks and declared an impasse.

Chapter president Irving Flaumenbaum termed the County's stance "completely inadequate.

County negotiators admitted that they had renewed their efforts last week in an attempt to "get down to business and start" negotiations.

The Nassau chapter last week broke off talks and declared an impasse with Nassau County.

(From Leader Correspondent)

Negotiating team of Nassau chapter, Civil Service Employees Assn., last week broke off talks and declared an impasse with Nassau County.

The Nassau chapter president, Irving Flaumenbaum, termed the county's stance "completely inadequate." The county negotiators admitted that they had renewed their efforts last week in an attempt to "get down to business and start" negotiations.

(Continued on Page 3)

Statewide Delegates Meeting Gets Under Way In Rochester

ROCHESTER—More than 1,000 delegates of the 202,000-member Civil Service Employees Assn. began arriving in this upstate city Monday for the start of the union's annual meeting which runs through Friday.

The convention Is being held at the Flagship Motel and nearby Holiday Inn, to accommodate all of the union's delegates. Most of the meetings, however, including the general delegate sessions, will be held at the Flagship Motel.

Tuesday's activities will be confined primarily to registration and certification of delegates, with separate meetings of the various State Department and County Division delegates scheduled for the evening.

The general delegate session will open Wednesday at 9:30 a.m. in the Legislative Room of the Flagship which will also be the site of the Annual Delegate Banquet on Thursday night.

The delegate sessions will be conducted all day Wednesday and Thursday, and possibly run into Friday if business is not completed.

Mayor Stephen B. May of Rochester will welcome the delegates on Wednesday morning.

Delegates will be asked to consider a number of issues, including internal reorganization, negotiating demands for State employees, and contracts expire this coming March 31, and proposals affecting both State and local government workers which will be submitted for action to this session of the New York Legislature. Current problems facing the organization will also be taken up.

CSEA president Theodore C. Wende will preside at all of the business sessions.

CSEA, New York State's largest private employer union, is comprised of 100,000 members employed by New York State and quasi-State agencies such as the Thruway, and 82,000 members of counties, cities, towns, villages.

(Continued on Page 3)
**Nassau Nurse Agreement Delays Return Of Overpay**

(From Leader Correspondent)

MINEOLA—Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum last week notified County nurses that the return of an erroneous overpayment will be delayed until next year.

Overpayments, averaging about $175, will be deducted at the rate of $10 per paycheck starting in January 1973. The schedule was arranged by CSEA in order to avert hardship on the nurses.

The agreement followed the demand by Supreme Court Justice William Sullivan of a CSEA lawsuit that sought to restrain the County from recovering the overpayments.

The CSEA last January had negotiated a 5 percent pay increase in addition to a one-step upgrading for the nurses, but the County erroneously included an additional increment in the package. When the error was discovered, the County halted payment for the increment and sought to deduct the amounts already overpaid. The County had proposed making deductions for the balance of 1972.

Flaumenbaum said the deductions starting in January would be offset by automatic incremental increases coming due at that time and by any wage increases to be negotiated in the 1973 contract.

"While the Court would prohibit the County from recovering the amount overpaid," Flaumenbaum said, "the settlement will spare the nurses from an actual reduction in pay that would have resulted from making deductions this year."

**Tickets Available For Nassau Day**

MINEOLA — A last call went out this week for tickets to the annual dinner-dance at the Nassau chapter of the Civil Service Employees Assn. The chapter's 26th anniversary event will be held Oct. 7 at Carl Hoppi's Restaurant, New York Ave. Tickets are $10 per person. The executive board is scheduled to install chapter officers.

**Talks Still Stalled In CUNY Contract Dispute**

The contract dispute between the United Federation of Teachers and the Board of Education has been solved, but 5,000 members of the City University of New York faculty are now in fact-finding in an effort to reach an agreement with the Board of Higher Education.

The professors staged a demonstration outside the board's Manhattan offices last week and attorneys for the Professional Staff Congress, the union representing them, were in Albany looking for a fact-finder to settle the Public Employees Relations Board.

An impasse was declared in the talks two weeks ago. The union's contract expired Aug. 31 but their 120-member delegate assembly voted not to strike or conduct any job action as the FEPR had threatened. The union is now working under the old contract but claims the board has frozen salary increments provided for in the expired contract.

CUNY officials reported last week that more students are attending the 20 campuses that at any time in the university's 136-year history.

An estimated 220,000 full-time and part-time students, including 4,000 freshmen, are enrolled, officials said.

But, officials added, for the first time since the start of the university's open enrollment policy in September, 1970, CUNY has a 10 percent increase in space available for each student.

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**Metro Armories Meet**

Metropolitan Armories chapter of the Civil Service Employees Assn. has scheduled a meeting for Oct. 5, according to chapter president Al Knight. The 2 p.m. meeting will be in the Jamaica Armory, 93-05 168th St., Jamaica, Queens.

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Use second-class postage paid. October 1939. Entered as second-class matter and permitted to mail at special rate provided for in the expired contract. Union spokesmen said, however, that an even greater point is the board's effort to increase class size.

CUNY officials reported last week that more students are attending the 20 campuses that at any time in the university's 136-year history.

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**REHAB UNIT NEGOTIATES** — The negotiating team of the Office of Vocational Rehabilitation unit of the New York City chapter, Civil Service Employees Assn., met for its second negotiating session with management Sept. 13 to discuss decentralization of the New York City office into four borough offices. Topics included the method of personal assignment and the physical facilities of each office. Left to right are Stanley Marre, William Spulman, Sylvia Salzman, CSEA field representative Ed Scherker, negotiating team chairman Helen Plimun, co-chairman Jack Schuyler, Ted O'Brien, Stanley Sherman, Helen Pope and Herbert Magram.

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- What is your present premium? $200.00
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- What does your present insurance exclude? Damage to your own vehicle
- IS your present insurance really a savings? Yes
- Will we return your present policy? Yes
- What is your present provider? State Farm Insurance
- What is your present premium? $200.00

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**STENOTYPIC ACADEMY**

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FLOYD PEASHLEY: CENTRAL CONF’S LEADER HAS WORKED HIS WAY UP

(From Leader Correspondent)

FLOYD Peashley, president of the College of Liberal Arts at SUNY Oswego, was installed as president of the Central Conference of the CSEA last week.

Peashley is a native of Oswego and has been a resident of the city for over 30 years. He has been involved in local and state politics, and has held various positions in the CSEA, including vice-president and treasurer.

Peashley has served on the board of trustees of the Oswego County Community College, and has been a member of the board of directors of the Oswego County Fair. He is also a member of the board of directors of the Oswego County Chamber of Commerce.

Peashley has been active in local and state politics, and has been a member of the Oswego County Democratic Committee. He has served as a member of the board of directors of the Oswego County Democratic Committee, and has been a member of the state Democratic Committee.

Peashley has been active in the CSEA, and has served as a member of the CSEA’s executive board. He has been a member of the CSEA’s executive board for over 10 years, and has served as president of the CSEA’s executive board.

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Congratulations to Capt. Alfred Benway upon his election to the post of president of the Uniformed Fire Officers' Assn. The best of success, too, to Capt. Ray Gimmler in his efforts as president of "Firefighters for Nixon." It looks from here too, to Capt. Ray will handle with lots of talent, diplomacy and dispatch.

"He will do a good job, too, and will handle with lots of talent, diplomacy and dispatch."

"I'm trying to change the way bargaining has gone—we need more negotiating, not less running to the press and TV before all channels of negotiation have been pursed." Benway said.

"I think that fire officers can—through contract agreement with the City or other agencies—finance health research on the order that performed for the employees of the Trumborough Bridge and Danzel General Hospital. They that the fire study funded by the City," he said, "because they took a very intelligent stand and threatened to strike. That's something that fire officers just can't do." He continued, "I'm trying to change the way bargaining has gone—we need more negotiating, not less running to the press and TV before all channels of negotiation have been pursed."

Benway said that he would fight attempts to place fire officers in a computerized two-plant system, which the Fire Department's productivity program calls for in mid-1973. As fire officers, tours of duty are set down in the City's administrative code, he said the fire officers just can't do. But that's the future, and the City is settling for resisting this manpower shift, which he feels would leave many officers working only the busiest hours of duty. The Fire Department's productivity blueprint calls for an efficient distribution of manpower. "But that's the future," he said. "We can't do anything until they try to implement it."

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BUY U.S. BONDS

Sweeny, Gimmler and Dufi were up bright and early on this day.

In the Quarter of Tower Ladder 54, seventeen teenage boys arrived at the Story Avenue firehouse, after introductions all around, boarded a bus for the trip to Sheephead Bay. They boarded a 50-foot fishing boat, "The Helen M.," and out to sea for the whole day. They had a whale of a time and caught 40 fish among them. The same firefighters in conjunction with Community Relations had previously sponsored similar trips for the Kids Day Club, the Southview Presbyterian Church and the Holy Cross Day Care Center. Total kids benefitting from this fish effort is 100.

That sort of effort plus a great many more which space now does not permit us to cover, I believe, the reason why assaults on firefighters have been reduced. Of course, Ronn wasn't built in a day and miracles cannot be expected. But for my dues, it looks like a heck of a fine start and all concerned deserve a hearty and sincere "well done." Congratulations to all.

This story goes under the heading of "Une-official Mutual Aid . . . Greasy Kid Stuff Division.

Seems that when Mt. Vernon Engine No. 5 and Rescue No. 1 arrived at "Oil City" on the New York-Mt. Vernon border about 10 days ago, they took a whiff of the Hutchinson River, gupped, called their Chief of Department, Leggett, and gave him the bad news: 5,000 gallons of No. 2 fuel oil spilled and in the water. Chief Leggett called the Bronx dispatcher who made the necessary notifications and soon, Marine No. 6, Tender Smoke, Division 3, Battalion 16 and assorted brass were on the scene on scene. Due to a federal grant for cleaning up New York Harbor, FDFNY is prepared to handle such matters with dispatch and the Marine Battalion took charge and had things in hand willy-nilly.

One thing that FDFNY takes care of and about which so few people ever get to know is:

At 11:30 on Thursday night the 6th, the Bronx dispatcher received several calls and several boxes for 141 Chadwick Ave. At the same time Car 48 with Supervising Marshal Ernest Graham, Marshal William Popiolek as driver and a visitor, Fire Cadet, and his pal Felix Mondale, a Model Cities Police Cadet from the 42nd Precinct, spotted somebody pulling the box and followed them, discovering the fire themselves. Without any moment's hesitation, they went up through the hallways and around the tenants, knocked on doors to safety where necessary, prior to the arrival of Car 48 or FD apparatus. The fact that five firefighters were pulled by the boxes during operations there will give you some idea of the job those two did. Marshal Graham says he cannot remember a night such as that in many a moon and he should know since he's there to get some recognition. They deserve it!

Capt. Alfred Benway, who recently succeeded Capt. Raymond Gimmler as president of the Uniformed Fire Officers Assn, told The Leader last week that his main interest as head of the "UFOA" is to prevent the fire officer from dying 87 years younger than the national average.

He hopes to improve the fire officers' dangerous lot by two means: research into the health hazards of firefighting; and, "We've been killing ourselves," the fire officer, said of his motivation for first becoming a firefighter. "Men will whistle two or three fire flies a night, the sudden death isn't so bad, they'll feel over."

His concern has led him to read up on the effects of extensive inhalation of smoke, oxides, one of the chief products of combustion, and to talk with the Tobacco Institute and the government in the problem. He also read what he could find on flame retardants, plastics, foam rubber, linoleum and the myriad other components of a modern building—all inhaled by the fire fighter when that building burns.

His conclusion: no one knows much too much about the long-range effects of complex smoke inhalation, but evidence does point to such things as heart attacks, hardening of the arteries, lung and kidney damage.

"I felt that this is a way in which the union should go toward health research," Benway said of his motivation for first seeking UFOA office in 1970. "He concluded, "I'm trying to change the way bargaining has gone—we need more negotiating, not less running to the press and TV before all channels of negotiation have been pursed.""
This Week's City Eligible Lists

EXAM NO. 1146
CULTURAL PROGRAM SPECIALIST
This list of 26 eligible, established Sept. 14, resulted from practical training and experience evaluations of 11 candidates who filed in March. Salary is $18,900.
J. J. C., Ross, Janet L., Brown, Patricia S., D., Smith, and Robert E. Jr., Williams.

EXAM NO. 1525
PROM. TO SR. SPECIAL OFFICER
These seven lists, by department, were established Sept. 14 after a May 13 written test. Of the 182 applicants, 111 appeared for the practical test, 92 failed and 19 withdrew. Salary is $20,100.

Transportation Admin
1. Leon Stenberg, Queensboro Comm. College
2. Philip J. Oates, Manhattan Comm. College
A Probe Is Needed

A probe is needed to determine the extent of alleged abuses in the civil service system. The first of a possible string of investigations was launched last week by the U.S. Department of Labor, after the city administration reported apparent misuse of federal Emergency Employment Act funds, designed to provide employment for Vietnam veterans and the poor, to hire non-eligibles and political hacks.

Another investigation into possible misuse of federal funds, both on a City and national level, was asked for by City Congressmen: Herman Badillo (D-L, Bronx), James Scheuer (D-L, Bronx), Mario Biaggi (D-C, Bronx) and Stephen C. Mathis, chairman of the Assembly committee on Labor.

The Labor Department probe will be headed by Armando Quillon, associate regional manpower administrator for New York City, who has been investigating merit system abuses in various areas for four years. However, the department no longer has the authority to expand the probe to other jurisdictions.

In the area of promotional opportunities, the probe will examine the practices of various departments to determine whether there has been an improper use of political activities, and whether promotions on an interdepartmental basis or through merit processes have been made.

The probe will also investigate the extent to which the civil service system has been controlled by political hacks, and whether the civil service system has been used to benefit political hacks at the expense of the public.

The probe will be conducted by a team of investigators who will be assisted by the Department of Labor's Office of Public Employment Services.

Questions and Answers

Q. I recently got a job as a waitress. Even though my wages are not much, my tips usually average $45 a week. My employer solemnly reports to me, "You know how much I get in tips so that he can report them for social security." Is this correct?

A. No, because your tips are more than $20 a month. The law requires you to give your employer reportable tips on the 10th of each month on the tips you received the previous month. Your employer should not report any tips and should report your wages, which are subject to social security contributions.

Q. My cleaning lady will not get a social security number so I cannot report her wages. What can I do about this?

A. If you pay your cleaning lady $20 or more in cash wages each week, you must report her wages in a calendar quarter, and she must have a social security number. A full report for the quarter may be made before the 15th of the following month.

Q. My son, a 17-year-old, was working for a week in a series of articles probing alleged abuses of the civil service system.

A. Yes, the Labor Department has released a report on alleged abuses of the civil service system. The report states that there have been numerous instances of political interference in the selection of employees, and that the civil service system has been used to benefit political hacks at the expense of the public.

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Promotional Opportunities

The concept of face-to-face negotiations between a union and an employer has matured over the years so that there are few, if any, terms and conditions of employment which are not subject to the collective bargaining procedure. It is labor's right to have a fair share of the promotional opportunities for its members, it negotiates contractual provisions directly with the employer which will assure that seniority or qualifications, or both, are used as determining factors of promotion.

Under the Taylor Law and the court decision interpreting it, the scope of negotiable items is constantly broadening. However, in the area of promotional opportunities, the control lies with the state or municipal civil service commission, which is the bargaining unit. Section 52.4 of the Civil Service Law provides:

- "Departmental and interdepartmental promotion lists.

The state civil service department and municipal commission may establish interdepartmental promotion lists which shall not be effective unless the promotion eligible list for the department has been established.

The decision as to whether or not there will be any interdepartmental promotions is the responsibility of the state or municipal civil service commission, which is the bargaining unit. Agreement between the union and the public employer to the effect that there shall be interdepartmental promotion lists might very well be ignored by the local commission.

There are other discretionary factors set forth in section 52, Civil Service Law, such as the commission's ability to determine to expand promotional opportunities to people in lower jobs in collateral or related lines of employment rather than to employees in positions in the direct line of promotion.

It is, of course, essential that the independence of municipal civil service commissions be preserved. However, there could be a benefit to the legitimate interests and aspirations of employees for promotional opportunities in the career service of the public employer. How can this be accomplished without the cooperation of a civil service commission?

The present political division of the state and federal civil service systems has been generated by the fact that Republicans have controlled the state and federal governments for over 20 years. Part of the change has been generated by the fact that Republicans set the Assembly boundary lines. In accordance with political considerations, the Assembly has drawn the district lines.

Because of this, the political division has been generated by the fact that Republicans have controlled the state and federal governments for over 20 years. Part of the change has been generated by the fact that Republicans set the Assembly boundary lines. In accordance with political considerations, the Assembly has drawn the district lines.

Promotional opportunities and decisions about promotions are involved in a political consideration, and the state and federal civil service systems have been the subject of allegations of political interference. It is labor's right to have a fair share of the promotional opportunities for its members, it negotiates contractual provisions directly with the employer which will assure that seniority or qualifications, or both, are used as determining factors of promotion.

Two NYC Firefighters Receive National Honors

Two New York City firefighters — one posthumously — have received national recognition for their service in the line of duty. During the convention of the International Association of Fire Chiefs in Cleveland, Capt. John T. Dunn, who died last year in the line of duty, was posthumously named to the Hall of Fame.

The firefighter, who had been a firefighter for 27 years and was a member of the Fire Department of New York, was honored for his dedication to the community and his. heroism during his service. The firefighter was posthumously named to the Hall of Fame.

The firefighter, who had been a firefighter for 27 years and was a member of the Fire Department of New York, was honored for his dedication to the community and his heroism during his service. The firefighter was posthumously named to the Hall of Fame.

The Department of Labor was represented at the convention, which was held in Cleveland. The firefighter, who had been a firefighter for 27 years and was a member of the Fire Department of New York, was honored for his dedication to the community and his heroism during his service. The firefighter was posthumously named to the Hall of Fame.
Eligibles
(Continued from Page 5)
L. Wright, Edward J. Konieczewski, Everett O. Wattley, Martin B. Goldstone, Josephine Troika, Frank J. Fascent, Pauline G. Salisbury, Seymour Goodman, Rose Fruhberg, Ireen Bennett, Barbara A. Young. 
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NEW YORK CITY ENROLLMENT
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INSIDE FIRE LINES

By MICHAEL J. MAYE
(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Stop False Alarms

"What this country needs is a good five-cent cigar." When that statement was first made by Thomas Riley Marshall, Vice President of the United States in 1914, it was a time and day of relaxation—a 16-man tug of war was going on, a quartet was singing "Sweet Adeline," and an eight-man shell team was pulling up the Potomac River. It was a time when a workingman wouldn't buy a hat without checking the union bug. He never saw the man who made the hat, that wasn't important. It was a union man—part of the team—out to better the lot.

THAT STATEMENT was a good one for that time. It was the American way of teamwork and cooperation.

In this day and age, that seems to be the attribute which we cannot regain or muster again. We have presidents, senators and congressmen, all men of prominence, who cannot seem to get together for the good of all, or at least that's what the campaign literature tells us. Here, despite the appeals of public officials, the clergy, civic leaders and others, the cooperation needed to bring a halt to the rising increase in false alarms has failed.

Of course, the easy thing is to make excuses. The people are understanding for a while, but then they become disenchanted. With the absence of teamwork, the losers are always the people. You are not getting what you paid for, and it makes no difference whether you are a dues payer, a tax payer, or just a bystander.

ONE CAN easily take an example from your firefighters. If the MPO (Motor Pump Operator)—and he may be the tax payer, or just a bystander.

He understands and knows the need for teamwork—his very life depends on it.

If the MPO (Motor Pump Operator)—and he may be the tax payer, or just a bystander.

He understands and knows the need for teamwork—his very life depends on it.

Firefighters are a team. When a man is hurt, the line comes in and out of danger. That teamwork is the American way of teamwork and cooperation.

Don't Repeat This!

(Continued from Page 6)

loses in the statewide totals. It is just as possible for the Republicans to carry a majority of the Assembly seats even if President Nixon fails to carry the state.

The only thing really sure about the Assembly races is that the next Assembly will be a vastly different body from the last because of resignations, primary defeats, departures from the Assembly to seek other elective office, and incumbents who will be defeated on election day.

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Restructuring Phase II Defines The Workings Of CSEA Committees

At the statewide Delegates Meeting of the Civil Service Employees Assn. this week, the restructuring committee will present Phase II for final approval and Phase III for the first time. These phases cover by-laws and administrative changes to streamline CSEA.

Phase I appeared in last week's edition of The Leader. Here Phase II, which deals primarily with the committee system, is presented. Phase III, which has yet to be acted upon by the delegates, will be covered after the convention.

In interpreting the information below, some deletions were made of material that has been rejected or referred to a later phase (III) of the report. What is reprinted below is still "alive," even though, in some cases, it may have been referred back to the committee for further study or rewording.

The original proposals are set in full-width bold/face type. The indented lightface type beneath indicates amendments to the proposals and what portions of the constitution or by-laws are affected, or indicates what status the proposal now stands in. In some cases, parentheses are used to indicate the old wording, and these parentheses are followed by the new wording in quotation marks.

**CSEA COMMITTEES**

**Background:** At present the Association has five classifications of committees: (1) Standing, (2) Board Special (3) Ad Hoc (4) Departmental, Standing and Board Committees are governed by the CSEA Constitution. Special, Ad Hoc and Departmental Committees are established or directed by Delegate, Board or Presidents action. Committees are in charge of their own, function, tenure. Certain committees overlap others in duties and responsibility. Committees, except Board Committees, are appointed by the President. The President may or may not be a member of a regional or departmental committee. The President may appoint a chair of the committee, which, in turn, may select its own members. The members do not necessarily represent geographical or "community of interest" representation of CSEA.

The most useful devices for carrying on Association business is through the committee system. Committees are a means of furthering the Association business through the committee system. The restructuring committee recommends that CSEA maintain six main types of committees.

**PROPOSAL A**


**By-Laws—Article 5, new Section 6.**

Amended to read: "These Committees shall be: Insurance; Legal, Constitution and By-Laws; Retirees; Convention; Political Action and Administration."

Tak en care of in Phase I.

**SECTION 2:** Standing committee chairman and member, shall be appointed by the President for the duration of his term of office (two years).

**By-Laws—Article 5, Section 1—new Section I(a).**

**SECTION 3:** All standing committees shall be appointed within 90 days after the installation of the President. Vacancies on standing committees shall be filled within 20 days,

**By-Laws—Article 5, Section I—new Section I(a).**

**SECTION 4:** All standing committees shall be attended by a new combined delegation of members from each of the bargaining units.

**By-Laws—Article 5, Section 1—new Section I(a).**

**SECTION 5:** Any member of a committee failing to attend three consecutive meetings without proper notification to the committee chairman shall be deemed to have resigned from the committee.

**Amends By-Laws—Article 5, Section 1, new Section I(a).**

**SECTION 6:** All standing committee reports are received for informational purposes and its recommendations are to be received or rejected by the Board of Directors.

**Amends By-Laws—Articles 5, Section 1, new Section I(a).**

**SECTION 7:** Standing committee membership shall be not exceed nine nor be less than seven.

"Convention Committee shall not be more than 10 or less than five.

**Amends new section to By-Laws, Article 5, Section 1(b).**

**SECTION 8:** (a) Task committees of standing committees: Standing committees may appoint from within its membership task sub-committees as it deems necessary in the interest of the Association. A task sub-committee shall not exceed five nor be less than three members and is to report its recommendations to the standing committee for its consideration. The President may appoint a chair of the committee, which, in turn, may select its own members. The members do not necessarily represent geographical or "community of interest" representation of CSEA.

**Amends new section to By-Laws, Article 5, new Section 7 (a).**

(b) Certain committees, such as credentials, site and time, social and a new task committee for hotel registration. Convention and by-laws for regional meetings which might be a meeting called by the President of CSEA, its Board of Delegates.

**Amends to read: "Office of voting member."

**Amends new section to By-Laws, Article 5, Section 7(b).**

**SECTION 9:** Duties of standing committees: INSURANCE: All phases of insurance presently or future phases of CSEA shall be the responsibility of this Committee.

**LEGAL: All legal assistance requested by an Association, member, chapter unit, a conference shall be referred for study and recommendation.**

**REVISION OF CONSTITUTION AND BY-LAWS of CSEA: All proposals affecting the Constitution and By-Laws shall be referred to this Committee for study and recommendations.**

**FINANCE: This Committee is responsible to propose, study, recommend and act upon all legislation and benefits which affect retired members of CSEA.**

**CONVENTION COMMITTEE: The Convention Committee is recommended as a standing committee.**

**COMMUNICATIONS:**

**GROUP LIFE INSURANCE:** This Committee is responsible to the Board of Directors for the fiscal guidance of the Association. The review and adherence to the adopted budget and the referral of all motions requiring expenditures, including referral of any committee budget, to the Board of Directors for approval or disapproval.

**CHARTER:** This Committee will be responsible to the Board of Directors for the amendment, adoption or disapproval of new charters, revoking existing charters, changes authorized by local or regions and the review of all charters in existence to certain adherence to mandated clauses and the modus-constitutions. This Committee shall also assist in the handling of CSEA Group Life Insurance costs.

**PERSONNEL:** This Committee is responsible to the Board of Directors for the amendment, adoption or disapproval of new charters, revoking existing charters, changes authorized by local or regions and the review of all charters in existence to certain adherence to mandated clauses and the modus-constitutions. This Committee shall also assist in the handling of CSEA Group Life Insurance costs.

**DUTIES OF BOARD COMMITTEES:**

(A) BUDGET AND FINANCE: This Committee is responsible to the Board of Directors for the amendment, adoption or disapproval of new charters, revoking existing charters, changes authorized by local or regions and the review of all charters in existence to certain adherence to mandated clauses and the modus-constitutions. This Committee shall also assist in the handling of CSEA Group Life Insurance costs.

(B) CHARTER: This Committee is responsible to the Board of Directors for the amendment, adoption or disapproval of new charters, revoking existing charters, changes authorized by local or regions and the review of all charters in existence to certain adherence to mandated clauses and the modus-constitutions. This Committee may recommend to the Board, the ceding of CEBA employees, the contracts encompassing CSEA employees and the grant of funds, for the settlement of reallocations and classifications submitted by CSEA employees and all related duties.

(C) GROUP LIFE INSURANCE: This Committee is responsible to the Board of Directors for the amendment, adoption or disapproval of new charters, revoking existing charters, changes authorized by local or regions and the review of all charters in existence to certain adherence to mandated clauses and the modus-constitutions. This Committee shall also assist in the handling of CSEA Group Life Insurance costs.

**BOARD COMMITTEES:**

At present there exist two distinct committees: Statewide and Departmental. The Committee shall be responsible for the operation of the general meeting of the Association. The President of CSEA, its Board of Directors.

The President of CSEA, its Board of Directors is responsible to the Board of Directors for the amendment, adoption or disapproval of new charters, revoking existing charters, changes authorized by local or regions and the review of all charters in existence to certain adherence to mandated clauses and the modus-constitutions. This Committee shall also assist in the handling of CSEA Group Life Insurance costs.

At present, no aide is used on final selection of negotiating teams, either State or Departmental. The Restructuring Committee realizes that in future these committees will be the very heart of the Association and exert tremendous influence in the deliberations of the negotiating teams, regional and even local employees and his manner of livelihood.

Under the Labor Law there presently exist five units, the Civil Service Employees Association of Scientific, Technical and Professional, Security. Each unit negotiates with the State on a statewide basis for all titles in all regions.
and needs of the department employees as to individual department benefits and conditions of employment.

PROPOSAL C


SECTION 2. The statewide negotiating team shall consist of an elected chairman and at least one member from each regional area and in each unit. A majority decision of both the departmental and departmental makeup may be made by the Association President. All appointments shall be endorsed by the Regional Executive Board and runs in the same election as statewide officers in an odd number period for a period of two years. Only those units which have a respective unit will be eligible to vote for the unit chairman. A vacancy of the chairman's office shall be filled by the members of the Board of Directors from within the membership for the remainder of the term.

Amended to read, "five." Adds to By-Laws, Article 5, new Section 7(c).

SECTION 3. Coalition unit: The coalition unit shall be representative of the department's geographic and membership. The coalition unit shall be made known to all local unit and regional presidents.

Amended to read, "five." Adds to By-Laws, Article 5, new Section 7(d).

SECTION 4. Special Committee members are to be selected by the statewide Departmental Negotiating Committee and elected in the same manner as statewide officers except that only members with a minimum of 100 members. The County Executive Committee shall be composed of members not serving on the Nominating Committee. A candidate for chapter officer may not be a member of the election committee. The election committee's primary responsibility is to ensure that the election is properly conducted and to see that the balloting is distributed to all members in good standing and that all members have an opportunity to vote. The election committee shall also have the responsibility of drafting the ballot which shall provide adequate space for a write-in vote and clearly reveal the name of each candidate.

SECTION 5. The Election Committee shall be selected by the Executive Council or the chapter board of directors at least thirty (30) days in advance of the date fixed by the chapter constitution for the election. The Election Committee shall be composed of members not serving on the Nominating Committee. A candidate for chapter officer may not be a member of the election committee. The election committee's primary responsibility is to ensure that the election is properly conducted and to see that the balloting is distributed to all members in good standing and that all members have an opportunity to vote. The election committee shall also have the responsibility of drafting the ballot which shall provide adequate space for a write-in vote and clearly reveal the name of each candidate.

SECTION 6. If a mailed ballot is not conducted the Election Committee shall declare where the ballot is to take place and the date and hours between which all members shall have an opportunity to cast their ballots. It is suggested that bulletins be circulated around the chapter's locations stating locations of such postal settings. Members who may be required to vote by mail shall be permitted to cast his ballot by mail. Refered to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 7. Installation of officers will not take place for at least fifteen (15) days after the results of the election are announced. The Installation of officers shall take place at least thirty (30) days prior to the date fixed for the election. The Nominating Committees shall select another candidate if the Nominating Committee, too, may not comprise at least two (2) candidates remaining for the office.

Amended as follows: Delete (Nominations from the floor of the meeting shall be made at this time). Amendment carried. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 8. Regional Officers shall be elected in the same manner and method as at the same time as the Regional Officer. This allows for members in the region may cast their vote for such officers. Referred to Election and Charter Committee for implementation in Conference and Chapter Model Constitutions.
Install Suffolk Chapter Officers At Dinner-Dance

Top officials of the CSEA statewide organization meet here with Long Island Congressman Otis Pike (D-Riverhead), second from right. Shown are, from left: CSEA director of local government affairs Joseph Dolan, second vice-president A. Victor Costa, treasurer Jack Gallagher, third vice-president Richard Tarmey, Pike, and head), second from right. Shown are, from left: CSEA first vice-president Thomas McDonough, director of local government affairs Joseph Dolan, secretary-treasurer A. Victor Costa, first vice-president Thomas McDonough, second vice-president A. Victor Costa, treasurer Jack Gallagher, third vice-president Richard Tarmey, Pike, and head (Continued from Page 7)

Correction Women
Results of qualifying medical/physical examinations of women candidates for correction officer (women) are as follows for exams held Aug. 29 and Sept. 1: of the 288 called, 251 appeared; 190 passed and 41 failed the medical; 205 passed and 26 failed the physical. The remaining eligibles will be examined Sept. 25 and 26.

Suffolk County Executive John Klein and his wife, left, present their invitation to Catherine San Fillippo, who was chairman of the dance, as chapter president Ben Porter and his wife watch in approval.

Suffolk County chapter president Ben Porter, right, accepts congratulations from neighboring County chapter president Irving Flaumenbaum.

NEW YORK CITY HEALTH AND HOSPITALS CORPORATION

Public Notice

PLEASE TAKE NOTICE THAT A GENERAL public hearing on the proposed 1973-74 Capital Budget will be held on WEDNESDAY, SEPTEMBER 20, 1972 AT 3 P.M.

In the Schimmel Theatre of the Pace College Auditorium, 1 Pace Plaza, New York City, across the street from City Hall.
showcase seventeen

SONY TRINITRON® Color TV

Sony's exciting KV-1720 Color TV brings you a "showcase" of sharper, brighter, more lifelike color than you ever believed possible...on its "showcase" size 17" (measured diagonally) screen. TRINITRON's unique color system—one big electron gun instead of the conventional three small guns—makes all the difference in the world. Pushbutton, automatic fine tuning and color control, rugged, trouble-free all-solid-state circuitry, and illuminated channel selectors and a front mounted speaker add up to a new experience in TV viewing. Deluxe walnut finish wood cabinet. SONY. $479.95

We put the components together to give you the best sound in a deluxe music system.

SONY HP-610A FM-stereo/AM Phono System

If you love music, the SONY HP-610A will delight your ears, your mind and your eyes. The ultra-sensitive receiver with FET front end brings in stations with a crispness and clarity that will astound you. And it pulls in those weak stations you may not be getting on your present equipment.

The dual automatic turntable and Pickering Dustamatic cartridge will make your records sound as close to a concert hall as you can get without buying a ticket. And what's more, the Dual record handling system will add years to the life of your records.

The HP-610A has features that appeal to the most discerning audiophile—tape monitor inputs (so you can adapt to SQ four channel), recording outputs for two tape decks, plus a unique tape to tape dubbing switch. A full 40W (EIA) of music power drive the SONY SS-610 3-way speakers with individual woofers, tweeters and mid-range drivers, for a wide frequency response. And for the eye, the unit is housed in a handsome wood grain hardwood cabinet, with matching speaker enclosures. $429.95

For luxurious stereo sound

Leave it to SONY and

LEWIN & CO.

87 2nd Ave. Corner of 5th St.

GR 5-6100

(Not responsible for typographical errors.)
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City Personnel, 49 Thomas St., New York 12, should file at the Department of Personnel, 49 Thomas St., New York 12, between 9 a.m. and 5:30 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

These requests applications by mail must include a stamped, self-addressed envelope, to be received by the Department of Personnel at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the E, A, and C trains.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers on 150 St., 2nd Ave., New York 21, phone: 661-7642; 857-7990; 860-2978); Health & Hospital Corp., 150 W. 50th St., New York 19, phone: 655-7062, NYU Transit Authority, 370 Jay St., Brooklyn 11231, phone: 682-6200.

The Board of Health invites applications from staff applicants to contact the individual schools: non-faculty jobs are filled through the Department of Personnel directly.

STATE—Regional offices of the Department of Civil Service are located throughout the state. For further information, write to: State Office, Albany, 12226; Suite 705, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements and/or information in person or by sending a stamped, self-addressed envelope with their request.

Various Federal employment service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 370 Broadway, New York, 10007, phone: 686-1411. For appointments jobbers, contact their offices at 111 Eighth Ave., New York, 622-7060.

FEDERAL—The U.S. Civil Service Commission, New York 66, Broadstairs, Montclair, N.Y., may be reached at (300) 824-7060. Federal titles have no deadline.

166 Greenwood Ave. W. Rochester 76.6
175 Treacy J. Whitesboro 76.5
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Proposals For Restructuring Phase II

(Continued from Page 9)

SECTION 1. In each region there shall be elected one President, a minimum of three Vice-Presidents, a Treasurer, a Secretary, and two Directors. Referred to the Charter and Election Committees for implementation in Conference and Chapter Model Constitutions.

SECTION 2. There shall exist in each region a regional executive board which shall consist of the elected regional officers and, where applicable, the chapter presidents and may include the chapter presidents and reflect where applicable representation of the State Department, Councils, Chapters, and other official authorities and community of interest which may be deemed necessary within the region. Amended to read as follows: "Amended to read as follows: "as presently exists dependent upon the official address in which the chapter stands..." Article 4 of the Constitution, new Section 5(b)."

SECTION 6. The regional executive board shall select a regional executive committee of not less than five (5) members who shall represent a community of interest and representative of the region. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 7. The regional executive board may fill any executive position on its board for the remainder of the term. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 8. The region may have as many committees as may be deemed necessary and, further, that all appointed committees or by resolution of the delegates or State Board of Directors shall be named by the regional president. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 9. Any officer, delegate, or member of a committee may be removed from office for neglect of duty, misbehavior, or failure to attend the last three consecutive meetings without just excuse, or for other good and sufficient reason by a two-thirds vote of the board and after written charges have been filed with the regional board and the officer has been afforded the opportunity to be heard. Amended, "chairman have been served on him or her and filed with..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 10. No competing organization (as defined in the model constitution) shall hold office or be a chairman of a committee in a region. Amended, "a competing organization or elected public official (as defined..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 11. All regions must hold a minimum of four (4) general meetings per year or as many as may be deemed necessary by the president. Amended—Delete (general). Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 15. Regional boards shall hold at least six meetings per year or as many as may be deemed necessary by the president. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

CONVENTION

Background: At present the Association holds its annual meeting during September and the President may hold the annual meeting in March. The President may also call a special meeting of the delegates as may be deemed necessary.

PROPOSAL I

SECTION 1. The first day of the annual meeting shall be devoted to State Department meetings, County Division meetings, and School District meetings.

By-Laws—Article 2, continuation of Section 1(a).

SECTION 2. The annual meeting shall be held during the month of August. Amended—By-Laws—Article 2, Section 1(a)—between September 15 and October 15 in each year. Amended—By-Laws—Article 2, Section 1(a)—between September 15 and October 15 in each year—Proposals for Restructuring Phase II. Amended—By-Laws—Article 2, to be included in By-Laws—Article 2, Section 2—add at end.

SECTION 4. The President shall call a meeting of the Board of Directors the day prior to the first day of the annual meeting. Referred to Charter for implementation in Conference and Chapter Model Constitutions.

SECTION 5. The President shall call a meeting of the Board of Directors the day prior to the first day of the annual meeting. Referred to Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 7. The President shall call a meeting of the Board of Directors the day prior to the first day of the annual meeting. Referred to Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 8. The region may have as many committees as may be deemed necessary to fill the chapter executive committee. Amended—"where applicable a member representing of each chapter..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 9. Any officer, delegate, or member of a committee may be removed from office for neglect of duty, absence from three (3) consecutive meetings with or without just excuse, or for other good and sufficient reason by a two-thirds vote of the board and after written charges have been filed with the regional board and the officer has been afforded the opportunity to be heard. Amended, "chairman have been served on him or her and filed with..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 10. No competing organization (as defined in the model constitution) shall hold office or be a chairman of a committee in a region. Amended, "a competing organization or elected public official (as defined..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 11. All regions must hold a minimum of four (4) general meetings per year or as many as may be deemed necessary by the president. Amended—Delete (general). Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 15. Regional boards shall hold at least six meetings per year or as many as may be deemed necessary by the president. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 3. Each chapter shall and a unit or section may have what is to be called a chapter executive committee. Referred to Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 4. The chapter's (unit and section also, if so deemed necessary) executive committee shall consist of the officers, the immediate past president, and, number elected by the membership in each of the following branches, divisions, units, and depart of a chapter—where applicable a member representing the chapter, conference presidents, delegates, and boards of directors. Amended, "and Board of Directors thirty (30) days prior to Annual Meeting. To be included in By-Laws, Article 2, Section 1(a).

SECTION 7. The President shall call a meeting of the Board of Directors the day prior to the first day of the annual meeting and deemed important to all regions of the Association. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 8. The region may have as many committees as may be deemed necessary to fill the chapter executive committee. Amended—"where applicable a member representing of each chapter..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 9. Any officer, delegate, or member of a committee may be removed from office for neglect of duty, absence from three (3) consecutive meetings with or without just excuse, or for other good and sufficient reason by a two-thirds vote of the board and after written charges have been filed with the regional board and the officer has been afforded the opportunity to be heard. Amended, "chairman have been served on him or her and filed with..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 10. No competing organization (as defined in the model constitution) shall hold office or be a chairman of a committee in a region. Amended, "a competing organization or elected public official (as defined..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 11. All regions must hold a minimum of four (4) general meetings per year or as many as may be deemed necessary by the president. Amended—Delete (general). Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 15. Regional boards shall hold at least six meetings per year or as many as may be deemed necessary by the president. Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 16. Chapters must hold at least six meetings per year or as many as may be deemed necessary by the president. Amended, "chairman have been served on him or her and filed with..." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 28. Chapter executive committees must hold at least six meetings per year or as many as may be deemed necessary. Amended—Delete the word or and "...or as many as may be deemed necessary." Referred to the Charter Committee for implementation in Conference and Chapter Model Constitutions.

SECTION 31. To be included in By-Laws—Article 2, to be included in By-Laws—Article 2, Section 2—add at end. Amended—"may place on agenda under new business any new business..." To be included in By-Laws—Article 2, Section 2.
Five-Man Committee Takes Control of HIP, Outlines Growth Plans

At a meeting of the HIP board of directors this month, William Michelson, president of the United Department Store Workers and chairman of a special five-man board committee, stated that "HIP is financially strong and will finish its fiscal year with a surplus. This should put to an end all of the rumors that presented a leadership crisis following the resignation of its president and its executive vice president."

Michelson added that HIP faced a leadership crisis following the resignation of its president and its executive vice president, but that the gap was closed by the appointment of the five-man board committee.

In addition, he said that a 15-percent premium increase had been approved by the State Insurance Department and will soon be approved by the New York City Board of Estimate.

"This agreement," Michelson said, "was a major step taken by HIP to restructure its plan and expand services as part of HIP's goal to develop a pre-paid plan with full-time physicians and hospital-based medical groups."

Firefighters (Continued from Page 6)

The awards were sponsored by Ward LaFrance, manufacturer of fire-fighting apparatus, and a subsidiary of the Talcott National Corporation.

EMPLOYMENT RES EP

LATEST ELIGIBLES ON STATE AND COUNTY LISTS

PRIN CLED BY TAX APPRAISAL

PLANT SUPC C

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PLANT SUPC C
Southern Conference Lays Groundwork For Rochester Convention

NEWBURGH—Some 70 chapter presidents and delegates to the Southern Conference of the Civil Service Employees Assn. at their September meeting discussed the upcoming statewide Delegates Meeting in Rochester.

The Conference passed a resolution that statewide resolutions at the meeting be presented in prime time in order to provide ample opportunity for discussion.

Unanimous backing was also provided for five resolutions presented by the Metropolitan Conference. These resolutions, in essence, favored mandatory salary increments; canvass of legislators to determine their support of the automatic increments; statewide elections to be conducted by the Honest Ballot Assn.; permanent pension and retirement benefits; opposition to creation of an elite managerial group outside civil service.

A committee for county affairs was set up under the chairmanship of Conference third vice-president Arthur Bolton of Sullivan County to prepare a program for County participation in the Conference. Serving with him are John Haack, president of Westchester chapter; John Mauro, delegate for Rockland; John Nemerson, president of Orange chapter; Ellis Adams, president of Dutchess chapter; Ronald Kobbe, president of Putnam chapter, and Howard DeGraff, president of Ulster chapter.

Among the CSEA staff members present were field supervisor Thomas Luposello, director of local government affairs Joseph Dolan, fieldmen Lois Cunningham, John Deyo, Ronald Mazzola and Joseph O'Connor, and collective negotiating specialists Thomas Brand, Paul Burch and Thomas Linden.

Conference treasurer Rosez Puzziferri, right, goes over notes with regional field supervisor Thomas Luposello prior to the meeting of Southern Conference chapters.

Conference treasurer Rose Marcinkowski and Doug Bertholf are shown here in an intense discussion during the meeting, which was attended by an estimated 70 delegates representing the various counties, hospitals and state institutions.

Three of the Southern Conference officers get together to discuss some of the actions taken by the Conference. From left are sergeant-at-arms Carl Garrand, second vice-president Lyman Connors and fourth vice-president Richard Snyder.