City Chapter Backs Nixon

In an unprecedented action, the nearly 10,000-member New York City chapter of the Civil Service Employees Assn. voted to endorse Richard M. Nixon for re-election as President of the United States. It is the first time any unit of the Employees Association has endorsed a candidate on the federal level.

Motivation for the endorsement apparently had as much to do with state politics as national politics. Speaking to an audience of about 100, Solomon Bendet, chapter president, noted that "no matter what happens nationally, this is going to be a Republican state for the next two years."

Pointing out that the Governor is Nixon's campaign manager in New York State, Bendet said Rockefeller deserved the support of civil service employees.

"Don't forget that we negotiated a good contract with the Governor's people," Bendet said. "Any tampering with our contract came from people in the Legislature. Rockefeller kept his word with us."

Promotion Proposals Attacked

Lindsay Charged With Attempt To 'Deform' Civil Service System

The president of the nearly 10,000-member New York City chapter of the Civil Service Employees Assn. last week attacked proposals by Mayor John Lindsay to widen his power to promote city workers as "a deformation, not reform," of the Merit System.

Solomon Bendet, head of the chapter, said that Lindsay's proposals, if implemented, would "open the doors for a complete return to the spoils system in public employment."

Bendet said that although the Mayor's plans would affect State workers, he would urge an all-out effort to defeat the Lindsay proposals, which must be approved by the State Legislature.

"The minute free-wheeling political appointments are approved for New York City, you can bet your life that the political appointees who run State agencies will be clamoring for the same privilege," he declared.

He said further that State workers are "plagued by this very issue all the time from revolving doors' appointees who come in as bozos, attempt to circumvent proper promotion procedures for personal reasons, upset an entire agency and then go off to some high-paying job that is usually connected with the agency they left."

Mayor Lindsay plans to introduce major changes in the much-criticized city civil service system aimed at expanding his ability to select and promote new employees.

Osterman Says Increment Status In State Unchanged

The Civil Service Employees Assn. has received clarification from the State Office of Employee Relations Direc-

tor, Melvin H. Osterman, Jr., on the status of salary increments for New York State employees as of April 1, 1973.

The increment, which provides an annual pay raise for the State's employees in a series of steps, has been under examination recently by the Service Employees International Union. They claim that "CSEA has negotiated away the guaranteed annual pay hikes for the employees" and that "no State worker will get an increment beyond April of next year."

In the Osterman memorandum, interpreting the matter to CSEA, he makes it clear that "the 1972 legislation did declare that increments were negotiable. This, however, made no substantive change in what had always been the law."

Budget Director, Richard L. Dunham, all department heads were told not to include increments in their budget for the coming contract year.

Osterman's investigation of the memorandum, interpreting the matter to CSEA, he made it clear that "the 1972 legislation did declare that increments were negotiable. This, however, made no substantive change in what had always been the law."

"Increment was negotiable - not automatic and mandatory. The only way to include increments in contracts is with CSEA's consent," Osterman said.

"The CSEA has recognized the legislative intent," Osterman said.

Voting Due On Union Challenge Is November 20

Last week, The Leader announced that ballots would be mailed on Nov. 30 to Institutional and Prisoner Representation Direc-
tor, Richard L. Osterman, for an election to union representation in the two units. The correct date is November 30.

At present, employees in these two units are represented by the Civil Service Employees Assn., which represents the vast majority of State workers.

PERB Reverses Itself & Orders On-Site Voting In Institutional Unit

ALBANY—"A complete loss of integrity and credibility" was the charge hurled by Theodore C. Wenzl, president of the Civil Service Employees Assn., at the State Public Employment Relations Board last week after the Board reversed its decision on mail balloting for Institutional employees in a representational unit.

At Leader press time, PERB officials announced that they would "experiment" with on-site balloting, an argument that left no doubt that voting by mail assured the most privacy and democracy for public employees.

"Now, said Wenzl, "with some vague statement about 'experimenting' and a claim that evidence was being shown somewhere to show that on-site balloting was better, PERB has revealed a lack of independent judgment. There is no other way to interpret this spineless argument."

Wenzl said the issue was not whether on-site balloting would be an advantage to one side or the other.

"What is so terrible here," he declared, "is that an agency such as PERB can only cut through the utmost impartiality, every one of its acts must be above suspicion. Without this kind of integrity, PERB becomes no more than a political tool and kills its use to public employees."

Charges Political Pressure

Wenzl made it perfectly clear he felt the PERB reversal of its (Continued on Page 8)

Half Mail Ballots, Half Machine

Speculation On What Rockefeller Will Do

Theatre of Politics

Osterman's investigation of the memorandum issued by the Budget Director this year "merely an internal administrative directive to exclude the cost of increments (if the further renewal or extension should be agreed to in collective negotiations) with the total cost of settlement rather than segregating them be..."
Finkelstein Picked For Drug Council
(Continued from Page 1)


In a letter to Finkelstein last Dec. 16, President Nixon described a special twenty-four-page report by the Law Journal on drug abuse and related issues as "a valuable contribution to greater public understanding on the nature of this crisis" and praised the "splendid initiative (that) means a great deal to me and to every American who is concerned about the illicit drug traffic."

The special report, published Dec. 7, contained an editorial by Finkelstein in which he advocated a "Manhattan Project" against drug abuse in which federal resources would be massed.

JERRY FINKELSTEIN

as they were in research on atomic energy in World War II.

Punitive comment on the editorial and three special reports on drug abuse, the second and third of which were published on March 27-28, were received from many government officials, governors, members of Congress and the military.

Other members of the National Advisory Council appointed by the President were:

C. D. Chambers, of Miami, Fla., director of research of the Dade County Comprehensive Program at Jackson Memorial Hospital; J. N. Davis, Jr., of the entertainment; Robert L. DuPont, of Chevy Chase, Md., administrator of the Washington Narcotics Treatment Administration; Audrey R. Holiday, of San Diego, of Los Angeles Medical Center, and Art Linkletter, of Los Angeles; Michael J. Quinlan, of Indianapolis, executive director of Community Addiction Services, Inc., and Gale Snyder, who recently retired as a professional football player with the Chicago Bears.

(Continued from Page 1)

The plan—in which the first changes would involve widening the marketing system on drugs and considering "training and experience" as well as test grades — was said by Deputy Mayor Edward K. Hamilton last night to involve changes the Mayor could make administratively.

The marking changes—to whole numbers instead of carrying out decimals to two places — may start "within the next month or so," Hamilton said, noting that union leaders were already being informed.

In addition, the Mayor, who has been under fire in recent weeks for using provisional appointments outside of civil service to hire or advance chosen aides, is preparing proposals that would need state legislative changes. They include:

- Lateral entry into middle- and upper-level jobs, so that qualified persons, particularly managers and executives, would not have to start at the bottom.
- Qualifying examinations to set up a pool of candidates from which higher jobs might be filled, as the captains' examination now makes police officers eligible to be chosen for inspec-
- Administrative tribunals to cope with many employee problems to attempt to hold down the volume of suits in courts, instead of litigation tying up lists, for instance, for years.

Civil service candidates take competitive tests for entrance or promotion. The law permits appointment of any one of the top three graded on a list of eligibles.
CSEA Political Action
Comm. Backs 35 More
For Legislature Race

ALBANY—The Civil Service Employees Ass'n, New York State's largest public employee union, has released the names of 35 additional candidates it will endorse for legislative office, filling out a previous list of 63 "approved senators and assemblymen" released Oct. 6.

An important addition to the list was the candidacy for re-election of Albert Blumenthal, Democrat from Manhattan, who is Deputy Minority Leader in the Assembly.

The public employee union broke a 60-year precedent by "backing candidates they feel have the good of civil servants in mind, in their political activities according to Thomas McDonough, CSEA's political action committee chairman.

L.T. Conference
Adds Judges To
Endorsement List

SMITHTOWN — The Long Island Conference of the Civil Service Employees Ass'n, representing 65,000 public employees on Long Island — last week endorsed candidates in Nassau and Suffolk in support of the goals of civil service employees.

Conference president George Koch said that those recommended were:

For Court of Appeals: Justices Bernard R. Meyer (D-D) and Sol Wachtler (R-R).

In Suffolk, all the Republican legislative candidates, led by Assembly Majority Leader Vincent Burke, in Nassau, Republicans Joseph Martorlia, Milton Jonas, (Continued on Page 8)

The endorsements for the Senator and Assembly by name and district are:

Senate Candidates
Leonard B. Weishaar (R-14th); Bernard C. Smith (2nd); Owen H. Johnson (R-6th); Emanuel R. Hacop (R-11th); William C. Lefkowitz (R-8th); Robert Garcias (R-29th); Joseph L. Cahill (R-39th); Arthur Kase (R-39th); B. Sears Hunter (R-69th); and Ronald B. Stafford (R-45th).

Assembly Candidates
Peter J. Costanzo (R-5th); Robert C. Werta (R-4th); Dennis O'Doherty (R-5th); John C. Cochrane (R-6th); John J. Pianagan (R-7th); John G. Burns (R-8th); William L. Burns (R-8th); Stuart L. Reineck (R-10th); Clinton G. Marr (R-9th); Louis De Biase (R-6th).

Andrey J. Stein (D-66th); Robert J. Prior (D-44th); Gordon W. Burrow (R-50th); Ronald T. Toedt (D-91st); Peter B. Otmano (R-82nd); Willis H. Stipfhandler (R-94th); Eugene Levy (R-98th); Lawrence Herbst (R-97th); Jack A. Schlesser (R-98th); Philip A. Maguire (R-99th); H. Clark Bell (R-101st); Fred G. Field (R-102nd); Glenn H. Harris (R-109th); Noel E. Barlo (R-146th); and Vincent J. Graber (R-148th).

CSEA Calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

October
25—Binghamton chapter meeting: 7 p.m., Fountain Pavilion, C. E. Johnson Park, Johnson City.
26—Metropolitan Armories chapter executive committee meeting: 1 p.m., 103rd Engineers Armory, 216 Fort Washington Avenue, Manhattan.
27—Alcoholic Beverage Control Board chapter meeting: 1 p.m., Rhineville Inn, Niagara Falls.
28—Long Island Conference meeting: 12 noon, Carl Hoppl's, Sunrise Hwy., Baldwin, L.I.
28—Craig State chapter annual dinner-dance: Glen Chateau, Brooklyn.
29—Capital District Conference and workshop: Queensbury Hotel, Glens Falls.
30—Metropolitan Conference 25th anniversary dinner-dance: Glen Chateau, Brooklyn.

November
14—Syracuse Area Retirees chapter meeting (includes Cayuga, Onondaga and Oswego Counties): 2 p.m., Senior Citizens Room, City Hall, Fulton.

The expected fine to fine CSEA for contempt, Wenzi, Six Others Cited

ALBANY: The Civil Service Employees Ass'n, expects to be fined $30,000 this week for "contempt of court" in its refusal to obey a "cease and desist" order served on the union during the Easter weekend job action.

President Theodore Wenzi, along with Thomas H. McDonough, A. Victor Costa and William L. McGowan, the Association's third, second and first vice-president respectively, is slated to receive an additional $300 fine.

Thomas Delaney, then president of the Willowbrook State Hospital CSEA chapter, Fulton Kline, the Willowbrook State Hospital's picket line organizer, and Joseph Keppler, president of the Central Labor Council, will also appear in the Albany court to receive $300 fines.

It was indicated that presiding Superior Court Justice Edward A. Conway would not impose any jail sentences because the strike was the first such violation by the organization of its officers under the State's Taylor Law.

State Supreme Court Justice DeForest Pilli recommended the $20,000 fine on the union in private hearings. Under the Taylor Law, a $6,000 fine can be imposed on violations of organizational rights.

Individual Hearings

Rearrangements in hearings numbers were not included in the contempt proceedings which were held by Justice Pilli.

In any event, individual hearings are being held for those judged "on strike." CSEA attorneys are representing the alleged strikers appearing before the State Office of Employee Relations hearing officers.

CSEA contended that their due process rights were denied by not being given a chance to be heard prior to the imposition of the $30,000 fine, and also contended that the system of enforcement of penalties "is a device prompted by administrative convenience rather than a special need for prompt action.

State Supreme Court Justice Harold J. Hughes granted a restraining order to prevent the State from making such paychecks deductions, but the Attorney General (Continued on Page 8)
Attention
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Joseph J. Panzarella, Jr., M.D.
Medical Director

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Philip Goldberg, M.D.
Medical Director

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Civil Service Leader, Tuesday, October 24, 1972
Lindsay Proposals Invite Return To Spills System

In an attempt to dampen criticism of the unsupportable number of provisional employees on New York City’s payroll, Mayor John V. Lindsay has offered a “cure” for the problem, he begins by reorganizing the system instead of taking immediate action on the issue of provisional employees. Lindsay has come up with a set of unrelated proposals for improving civil service that do anything else but that. The essential, and incredible, part of his proposals is to give himself the right to have a much freer hand on making promotions. No matter which way you cut it, this is a direct invitation for a return of the spoils system.

At present, city employees take examinations that produce fractional scores. These fractions make it possible for an employee to be at the very top of the promotion list and assure him the best possible chance of promotion because he has earned his top score through a variety of merit. It is hard to push aside such a candidate for a better job, but, under present circumstances, it is still done from time to time.

Now, Mayor Lindsay is proposing to eliminate the fractional part of scores and thus create large pools of promotional candidates; pools so large that it produces the effect of eliminating the merit of the candidate at will almost anyone he wants for a job, despite the fact that the very best of non-political employees to civil service is based on appointments through fitness and merit.

Going one step further, if Mayor Lindsay can pick and choose merely in promotional positions, it won’t take very long for other politicians to take the same route as a means of patronage.

We urgently advise the Mayor to drop these ill-conceived proposals immediately and start dealing with the original problem: the elimination of excessive use of provisional employees.

Don’t Repeat This! (Continued from Page 1)

Questions and Answers

Q. I was taken ill while I was on vacation in another state. After I got home, I sent my bills into Medicare like I always do, but they returned them to me and told me to make the claim where I was sick. They even said they can’t file my Medicare claim here.

A. Generally, your Medicare claim must be filed with the Medicare office in the state where you are sick. However, if you do not have the necessary checks or information about your illness, you can file your claim with Medicare in the state where you live. In this way, Medicare can keep track of costs for a particular medical service with an area. “Your Medicare Handbook” gives a complete list of places where Medicare claims are to be submitted.

Q. I’m 62 and planning to retire within the next year or two. Must I wait until a birthday to apply?

A. You can apply for retirement payments any time. If you die within ten days of your birthday, you are entitled to receive the benefits of your full retirement age. If, however, you apply for benefits before your retirement age, your benefits will be reduced. The reduction in benefits depends on how many years before your retirement age you apply. In general, the longer you apply before your retirement age, the lower your benefits will be. You should apply for Social Security at least three months before your retirement age to ensure that your benefits are paid to you on time.

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Requirements Of Due Process

On or about April 29, 1972, employees of the State of New York who were involved in a work stoppage on April 1 and 2, allegedly in violation of Section 210 of the Civil Service Law, were notified by the Director of Employee Relations that they were not entitled to the relief they were seeking. The Director of Employee Relations sent the Department of Labor, and the Department of Labor sent a notice to the employees advising them of the penalties for participating in the strike, which included one year’s probation and a loss of two days’ pay for each day’s participation in the strike.

Under the statute, the employees were also notified that they could contest the determination of the Director of Employee Relations by filing affidavits within 20 days relying facts in support of their case. Four employees brought an action in Supreme Court, Albany County, against Gov. Nelson A. Rockefeller and others seeking a judgment annulling the Director’s April 29 determination and declaring portions of Section 210 of the Civil Service Law unconstitutional.

THREE OF THE FOUR petitioners were notified that they would be accorded hearings on the factual issues on their affidavits. The fourth petitioner, however, was denied a hearing on the grounds that his affidavit did not raise any constitutional issues. The petitioner argued that they were denied due process because they were not afforded an opportunity to be heard prior to being placed on probation and since the deduction of the penalties from their salaries. The petitioners claimed that the constitutional issues raised by the petitioners had not been litigated in the courts of New York State and that the validity of the law has been upheld in each case.

The court in this case held that it is not a violation of the petitioners’ constitutional right to permit the imposition of penal sanctions without a prior hearing. Furthermore, the Court of Appeals of this state has held in Rankin v. Shanker and City of New York v. DeLury that the prohibition against strikes in the Taylor Law does not violate the equal protection clauses of either the New York State or the Constitution.

The Court went on to point out that only in a few limited situations have the state courts allowed seizure of property without a prior hearing. First, in such cases, the seizure has been directly necessary to secure an important governmental or general public interest. Second, there has been a special need for a very prompt action, and third, the State has kept strict control over the particular area of the power involved. In this case, each employee, they have been on probation since April 29, and the monetary penalties had already been deducted from their salaries. The petitioners argued that they were entitled to due process because they were not afforded an opportunity to be heard prior to being placed on probation and since the deduction of the penalties from their salaries. The respondents claimed that the constitutional issues raised by the petitioners had not been litigated in the courts of New York State and that the validity of the law has been upheld in each case.

The court held, therefore, that insofar as the petitioners have their hearing prior to the imposition of penalties, it does not satisfy the requirements of due process. (In the Matter of Stewart v. Rockefeller, 333 N.Y.S. 2d 563.)

To Aid Governor

ALBANY—Philip H. Weinberg, who has been serving as acting appointments officer to the Gov- ernor, has been named to the position of assistant appointments officer to the Governor. This appointment will provide Senator Marchi with a new appointment which touches on the most sensitive areas of our society.

Politicians are uncertain as to what may happen, but they are not indifferent. At the same time, the Governor has named N. Lee Cook, of Delmar, as assistant appointments officer to Mr. Gaba.
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NISKINBURGH—James J. Lennon, chairman of the Southern Conference political action committee, presented 15 suggestions on ways to help “Our friends, the CSEA-endorsed legislators” at the Conference meeting at the Holiday Inn, Oct. 18.

Lennon, who is also first vice-president of the Conference, said, “The members have everything in our power to have our candidates elected on Nov. 7. His suggestions are as follows:

1. Ask your family and friends to vote the CSEA way.
2. Give a few hours or more a week to help our candidates in your area by ringing doorbells and passing out literature.
3. Get your children to help out in the election. They and their friends can work more than two hours for less than most adults can.
4. You and your members can help out in the candidate’s headquarter by making phone calls and filling and addressing envelopes.
5. Have your wives give coffee hours for 10 or more lady friends and invite the candidate to meet them.
6. Have your people display the candidate’s posters and bumper stickers.
7. Have you and your members take a walk in your home area with the candidate to meet and speak to your friends.
8. Invite the candidate to your chapter meeting and introduce him to your members.
9. If you can afford it, give a chapter cocktail party for him.
10. Speak out in the candidate’s behalf to fellow workers and family friends.
11. Get the chapter members involved in the campaign.
12. Get the vote out on election day and offer to drive people to the polls.
13. Ask the candidate what he wants you to do for him then after he tells you get it done.
14. Make a donation to his campaign if you can’t do any of the above—It takes money to win an election, but nothing beats dedicated workers.
15. If you use children, stay with them and be sure that they will never be back.

Dave Freer gives his views on the election situation. (Leader photo by Ted Kaplan)

Statewide CSEA president Theodore C. Wenzl grins as Southern Conference delegates welcome him to meeting. Wenzl said, “…in on Division of Youth committee meeting.

Conference president Nicholas Pazzifetri, center, has the committee members during one of the preConference meeting. Left to right are Donald Rhodes and John Van Horn.

**PERB Reversal**

(Continued from Page 1)

(Continued from Page 1)

Westchester County chapter president John Haack, left, gets together here with CSEA field representatives Ron Mascolo and Joseph O’Connor.

Lennon Offers 15 Tips On Ways To Help ‘Our’ Candidates Get Elected

**Osterle Says Increments Unchanged**

Clifton O. Martin, Jr. and Stuart Levine for the Assembly, Demo- Anson J. Krimen for the Assembly and Republican John Dunne for the Senate. Also in Nassau, Judge Martin Ostrum for the Family Court. Each legislative candidate had distinguished himself by a grasp of the problem of the civil service in his organization's argument for a 40-hour week or out-of-title work.

Wenzl also said he hoped all CSEA members of both the Professional, Scientific and Technical Bargaining Unit and the Institutional Bargaining Unit get out the vote. They'll be receiving their ballots the week of Nov. 20 by mail, according to the union leader.

**Mills to Advisors**

ALBANY—Orange County Executive Louis V. Mills has been named to the State's Local Government Advisory Board for a term ending March 1, 1974. The position is unalarmed.

**Long Island Conference Endorses**

(Continued from Page 2)

(Continued from Page 2)

Fines For Contempt Of Court

(Continued from Page 2)

Nurses Caucus

(Continued from Page 2)

Notice of hearing results are going directly to the individuals involved. Those found not guilty will have the money that was deducted from their paychecks restored immediately.

Wenzl commented on the situation, stating that “It was a major victory for CSEA in securing protection for our employees on the lines. They can't be declared guilty without a trial and now that the results are coming in, we've provided the backing we promised to every employee.”

**Support the Attica Family Memorial Fund**

ATTICA, N.Y. 14011

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Wenzl noted that the challenging union has attached Article 11 of CSEA's contract. Section 11 of the contract deals with the establishment of a joint committee of CSEA and state representatives that will meet to study areas of productivity.

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No 46-Hour Week

OSR's Osterle, covering the matter in his letter, makes mention of the fact that the contract provides that the bonus paid when the State and CSEA have reached agreement upon a program of productivity improvement and, specifically, upon standards and criteria for the measurement of productivity and standards and criteria for the allocation of savings from productivity.

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**Fines For Contempt Of Court**

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Pat Spiedel, left, looks over CSEA regional field supervisor Thomas Lepore's shoulder as Rockland County's John Mauro and Al Lowry point out agenda for meeting.

John Gurniak took active part in discussion concerning upcoming representation challenge election which has been slated by PERB for Nov. 20.

At County meeting, from left, are Rockland delegate John Mauro, CSEA field representative Joseph O'Connor, Orange president Ron Friedman and Dutchess president Ellis Adams.

Conference first vice-president James Lennon has the ear of, from left, Kingston unit president Anthony Fatiharo, Putnam president Ron Robb and Ulster president Harold DeGrath.

While Conference president Nicholas Puzziferri listens at the microphone, first vice-president James Lennon explains the importance of a well-coordinated effort to achieve political action in the upcoming election. Seated at head table, from left, are third vice-president Arthur Bolton and fourth vice-president Richard Snyder.

Wenzl Tells Southern Conf: CSEA's The One

Puzziferri Lauds New Meeting Format

By HERB GELLER

NEWBURGH — The Southern Conference role in the forthcoming representation election among 76,000 state employees in the mental hygiene department and in state professional, technical and scientific units was outlined at a meeting of the Conference at Holiday Inn, here on Oct. 12.

An in-depth review of the coming election was given by Bernard Ryan, CSEA collective negotiating specialist, and details were discussed by Thomas Lepore, regional field supervisor.

Ryan pointed out that 13,960 of the 76,000 employees affected by the election are in the Southern Conference area. Mail ballots in the election between the Civil Service Employees Assn. and the Service Employees International Union will be sent out Nov. 20 and will be counted Dec. 12 and 13. Ryan said.

Statewide CSEA president Theodore C. Wenzl and Ryan both urged unity and cooperation and the Southern Conference members to score a big victory for CSEA in the coming election.

President Wenzl saw the issue as a battle between CSEA, which has long represented the public sector, against SEIU, a private union without much experience or understanding of the issues in New York State.

"There is a need for one big union in the public sector in New York State and CSEA with its 220,000 members is that union," Wenzl said. Prior to the full Conference meeting, unit meetings were held.

Southern Conference President Nicholas Puzziferri said the concept of having unit meetings before the main meeting was very successful. "We got a lot more accomplished than we would have if we had to discuss the unit problems at the Conference meeting," he said.

The unit meetings included those of the chapter presidents and the Thruway Authority employees. The Thruway Authority meeting chaired by Jerry Donnermore, unit president, was held to discuss a new contract recently negotiated by a unit bargaining team.

Conference president Nicholas Puzziferri made a short speech at the meeting outlining the difficult task of most CSEA bargaining teams who must take into consideration numerous civil service rules and regulations in their negotiations.

At the main meeting, James J. Lennon, first vice-president of the Southern Conference and chairman of the Conference political action committee, announced the committee's recommendations of candidates for the State Legislature to be endorsed by CSEA. The list which includes both Republicans and Democrats and incumbents and new candidates was sent to CSEA Headquarters for final approval and announcement.

Lennon also presented a list of 15 suggestions on ways to help "Our friends, the CSEA-endorsed legislators" win in the state election Nov. 7. The suggestions appear elsewhere in this issue of the Leader.

President Puzziferri urged the Conference to give strong support to CSEA's first political action effort. "The state cannot take any reprisals against anyone exercising their constitutional rights to vote and support candidates of their choice, and I believe that every CSEA member will wholeheartedly back this effort," he said.

Dutchess Educ. Ch. To Meet On Oct 25

POUGHKEEPSIE — Dutchess County Educational chapter, one of six new education chapters recently granted charters as full-fledged chapters within the Civil Service Employees Assn., will meet Oct. 25 at Poughkeepsie High School, according to chapter president John Pandolfo.
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We care.

Robert M. McKiernan, president of the Patrolmen's Benevolent Assn., also assailed Mayor Lindsay's civil service reform proposals.

"It is no reform at all," McKiernan said. "It is another attempt to circumvent civil service and set up his own spoils system. Apparently the Mayor believes in a spoils system. If one looks at the way he has handled his provisional appointments..."

McKirenan said that if Lindsay attempts to obtain passage of legislation in Albany that would give him the power to weaken the merit system, the PBA would oppose such legislation.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department 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 IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn) lines. Announcements are available in the Personnel Department diii'ectly.

STATE—Regional offices of the Department of Civil Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled through the Personnel Department at 20 Federal Plaza, New York 10007. Federal entrants living outside of the New York area should contact the District Commission according to their location.

Federal entrants living outside of the New York area must include a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide applications in person, but not by mail.

Where to apply for the various positions is outlined above.

CIVIL SERVICE LEADER, Tuesday, October 24, 1972

Dr. Arthur Jackel

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If you Civil Service discount lets you buy a new car for $100 over dealer cost, what would you say?

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All members of the CSEA are eligible for substantial savings through the Better Buying Service of America. Call or write and let us know what you want. You are UNDER NO OBLIGATION TO BUY. There are no fees and no child to pay. You buy only what you want to buy, when and if you decide to buy.

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How We Do It.

BBS appeals to the collective buying power of the members of the CSEA. By purchasing in volume, we are able to negotiate the best possible prices from our dealers and suppliers. By eliminating the retail middleman and retail costs, the savings are passed on to you. Direct. You pay less, we grow stronger, and your buying power increases. There is no economic excuse at work. Merely a substantial savings of time, effort...and money.

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CIVIL SERVICE LEADER, Tuesday, October 24, 1972
Low-Income Areas Surveyed By Feds

The Bureau of Labor Statistics has issued a report entitled "Social, Economic and Labor Force Characteristics of Residents in New York City's Low Income Areas." Surveying seven low income areas in the City between October 1970 and March 1971, the report cited high unemployment, low earnings, low educational attainment, and family instability as the characteristics and causes of the problems in these areas.

The areas studied make up about 30 percent of the City's total population, but about 70 percent of the total black and Puerto Rican population. The unemployment rate is 8.1 percent of the labor force, compared to a City-wide average of 5.5 percent. Over 63,000 persons 16 and over are unemployed.

Ethnically, the highest unemployment rate is among Puerto Rican males between 16 and 19. Nearly 40 percent of those seeking work are unable to find it.

Geographically, the highest rate of those without jobs was found in the South Jamaica section of Queens, at 9.5 percent. The lowest rate in the low income areas is 5.4 percent in the South Brooklyn, Fort Greene, and Dyker Heights sections of Brooklyn. Average unemployment rates for Central and East Harlem were 8.1 percent, 8.7 percent for Bedford-Stuyvesant, Flatbush, and Brownsville.

One-fifth of the male family heads and two-fifths of female family heads bring home less than $100 a week. Fifty-six percent of all female-headed families live in the surveyed area. They rank among the poorest, with median annual incomes of $4,212, which is 40 percent lower than the $7,447 median for male-headed families in the areas studied.

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Sewage Treatment Workers

Sewage Treatment Worker candidates for the title of Sewage Treatment Worker have been certified from exam No. 917 taken on Oct. 30, 1972, established Oct. 11. In the series of 771 eligible being printed in the Leader, the first 60 were printed last week in the Oct. 17 issue.

Examination

For information call between 8:30 a.m. to 4:00 p.m. Monday through Thursday.

For more information contact:

H. T. REYNOLDS, Commissioner

CIVIL SERVICE LEADER

MAJ. JOHN W. MOORE
**File Improper Practice Charge Against Ulster Sheriff; He Won't Talk**

KINGSTON — An improper practice charge has been filed with the State Public Employment Relations Board by Danny Jinks, collective bargaining specialist for the Civil Service Employment Assn., on behalf of the Ulster County unit of the Ulster County chapter of CSEA against William B. Martin, Sheriff of Ulster County.

The charge alleges that Sheriff Martin has refused to cooperate with good faith negotiations as required under the Public Employment Relations Act, has actively discouraged membership and participation in the CSEA and promoted the interests of another employee organization both personally and through his representatives, and has refused to allow a representative of CSEA to represent the employees in this unit in the exercise of the rights guaranteed by Section 292 of the Civil Service Law.

The CSEA unit of the Ulster County Sheriff's Office is certified as the collective bargaining representative for a unit in Ulster County.

According to Jinks, Sheriff Martin has refused to meet with CSEA field representatives for more than six months, and on those occasions when he did meet with CSEA, he refused to discuss any of the problems of the employees of the unit,” Jinks said.

*No Show*

"When a meeting for the purpose of holding negotiations was held with the Ulster County Legislature, the co-employer, Sheriff Martin refused to meet with the representatives of the unit," Sheriff Martin subsequently attended the meeting on Oct. 10, accompanied by Sergeant Pollicastro, who had requested the opportunity to make a statement prior to the opening of the meeting. The request was permitted.

Sergeant Pollicastro stated that the denial of certification is no longer wished to be represented by CSEA and asked the joint negotiating team for the Sheriff's Office and the County not to negotiate with CSEA concerning terms and conditions of employment.

A Walk Out

Jinks then quoted the Certification of Representation and Order to Negotiate and began to discuss the ground rules for negotiations. Sheriff Martin thereupon, he said, refused to participate and Sergeant Pollicastro walked out of the meeting.

At the certified bargaining agent for the unit until May 1973.

Under the CSEA supplemental life insurance plan, starting Oct. 1, 1972, the premium rates for any employee organization in accordance with the annual salary below the following table:

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Premium Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,400 but less than $2,100</td>
<td>$800</td>
</tr>
<tr>
<td>$2,100 but less than $3,500</td>
<td>$900</td>
</tr>
<tr>
<td>$3,500 but less than $5,000</td>
<td>$1,200</td>
</tr>
<tr>
<td>$5,000 but less than $7,000</td>
<td>$1,500</td>
</tr>
<tr>
<td>$7,000 but less than $10,000</td>
<td>$1,800</td>
</tr>
<tr>
<td>$10,000 but less than $15,000</td>
<td>$2,100</td>
</tr>
<tr>
<td>$15,000 but less than $20,000</td>
<td>$2,400</td>
</tr>
</tbody>
</table>

The cost to the employee member, per thousand dollars of insurance, increases each five years, after age 50, in accordance with the following table:

<table>
<thead>
<tr>
<th>Age</th>
<th>Deduction 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>50</td>
<td>$100</td>
</tr>
<tr>
<td>55</td>
<td>$125</td>
</tr>
<tr>
<td>60</td>
<td>$150</td>
</tr>
<tr>
<td>65</td>
<td>$175</td>
</tr>
</tbody>
</table>

**Important To Members**

The program demonstrated the dynamics of political action—those from the State Unit, the County Unit and the Local Unit. It demonstrated the value of political action to the politicians, press and public. And we'll continue to do it after the election.

**Western Conf Discussion Political Action**

(Continued from Page 16) Concerning the debate, which became heated at times, was a "sure indication of democracy in action." "But part of our problem," he said, "is that we're not experiencing in this game of political support. While it's true that the AFL-CIO tells us that it's a new way to do it, the fact is that they have their troubles. Not even George Meany can hold his members." Political action is not whether the state CSEA or the Western Conference endorses a candidate, but whether we work for the victory of a candidate and the defeat of his opponents. If we can say to the politician that we deserve his help.

The program demonstrated the dynamics of political action at the local, regional and conference level.

**CHAPTE**

**Important To Members**

The program demonstrated the dynamics of political action—the programs and actions that are important to our members,” Aninore said. The model programs and actions are those that we can use to the politicians, press and public. And we'll continue to do it after the election.

**Important To Members**

The program demonstrated the dynamics of political action at the local, regional and conference level.

The program demonstrated the dynamics of political action at the local, regional and conference level.
The following 26 members of the Police Department will be retiring between September of this year and January of 1973:

Captains: James A. Martin; Theodore J. Sunlla; Herbert Carlson.

Lieutenants: Leo Sarbofsky; Third Grade Detectives Ralph B. Dutson; Oscar J. Carmou; Patrolmen: Francis J. Gargan; Louis F. Calame, Jr.; John Harlavan; Edward J. McDonald; Chester A. Robbins; James W. Quinn; John Longhiolo; William J. Joyce; Vincent Butterworth; Robert D. Megley; Robert J. Oberfield; Frederick Speratich; Edward J. Eysul; Curt D. Mason; Raymond M. Stahl; Joseph P. Sullivan; Philip A. Jimenes; Albert F. Taylor; Richard F. Schleg; Patrick V. McDonnell.

The Department of Personnel has announced that the following number of candidates will be taking the written examinations for the following titles: 1,319 for auto mechanic exam (2047); 12 for auto mechanic exam (2047); 176 for auto mechanic exam (2047); and 26 for auto mechanic exam (2047).

Eight candidates will be taking the oral examination for the title of human resource technician (2522) on Oct 26; and no less than 4,000 applicants plan to take the medical for firefighter (0168) between Oct. 20 and Nov. 8.

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- $10,000 and over: $400 a month

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Political Action Theme Dominating Issue During West Conference Meet

ROCHESTER—The "hot" topic at last week's meeting of the Western Conference of the Civil Service Employees Assn. was political action. Some 75 chapter presidents and delegates attended the session here and most of them had strong feelings about working for or against various candidates for the Legislature.

The essential emphasis, however, was the desire of the Conference to be consulted on statewide endorsements of candidates. Don Antinore, co-chairman of the Conference's political action committee, said that while it was too late to have any effective change of current statewide endorsements, his committee would insist on Conference participation in the future when it came to endorsing or refusing support for men and women seeking political office.

The Local Touch
One delegate noted that "we know legislators as individuals. We elect them locally and, as their constituents, they are bound to take endorsements—or lack of them—much more seriously than being included in one, statewide announcement."

The delegate went on to say that "this is a positive proposition in that I think we can contribute a much more accurate estimation of whether a legislator is pro or anti-civil service." Conference president Samuel Grossfield

(Continued on Page 14)

Representatives of the two new chapters admitted to membership in the Western Conference are shown here wearing their best we're-glad-to-be-here smiles. From left are Barbara Chapman, president of SUNY College at Buffalo chapter; Eleanor Blair, delegate from Letchworth State Park chapter, and Peavy Plows, Letchworth Park alternate.

Niagara County president William Doyle gives his views on political action. In front are Craig Colony's George DeLong, who formerly held the offices of state fifth vice-president and Western Conference president and Craig Colony's current Conference delegate Della Mae Smith.