Hit Schenectady OTB With Second Charge Of Improper Practice

SCHENECTADY — A second improper practice charge has been filed by the Civil Service Employees Assn. with the State Public Employment Relations Board against the Schenectady Off-Track Betting Corporation, as a result of the local OTB's alleged continuance of efforts to impede its employees right to organize.

Representatives of CSEA and OTB met recently before PERB.

Stein Bill Would Raise Pension As Base Pay Rises

Assemblyman Andrew Stein (D-Manhattan) has announced he would propose legislation in Albany this year that would require retirement allowances for former state employees to be increased at the same percentage rate at which the base salary is increased.

The measure introduced by Stein at the request of the New York City chapter of the Civil Service Employees Assn., would ensure that if the salary attached to the salary grade from which an employee retired were increased at any future date, the retirement allowance received by that retired employee would be increased by the same percentage.

In explaining how the bill (Continued on Page 11)

POLITICAL ACTION IN ACTION — Members of the Civil Service Employees Assn. Long Island Conference and the CSEA Legislative and Political Action Committee are shown at work stuffing envelopes for CSEA-endorsed candidates in their area. Left to right are: Ruth Braverman, Nassau County chapter delegate and member of the political action committee; Albert J. Varacchi, second political action committee; George Koch, president of the Long Island Conference; Ralph Natale, first vice-president of Schenectady Off-Track Betting Corporation, as a result of the local OTB's alleged continuance of efforts to impede their employees right to organize.

Stein Bill Would Raise Pension As Base Pay Rises

Assemblyman Andrew Stein (D-Manhattan) has announced he would propose legislation in Albany this year that would require retirement allowances for former State employees to be increased at the same percentage rate at which the base salary is increased.

The measure introduced by Stein at the request of the New York City chapter of the Civil Service Employees Assn., would ensure that if the salary attached to the salary grade from which an employee retired were increased at any future date, the retirement allowance received by that retired employee would be increased by the same percentage.

In explaining how the bill (Continued on Page 11)

Wenz Slams PERB Voting Method As Being 'Ridiculous'

(Continued from Page 8)

Wenz Slams PERB Voting Method As Being 'Ridiculous'

ALBANY — Theodore C. Wenzl, Civil Service Employees Assn. president, termed it "confusing and ridiculous" when he received final word from the Public Employment Relations Board on how the representation election will be conducted by PERB for some 43,900 employees in the Institutional Unit.

CSEA has been challenged for exclusive bargaining rights for 1973 by the Institutional and Professional, Scientific and Technical Unit.

With Second Charge

Stein (D-Manhattan) has introduced a legislative In Albany this year that would require retirement allowances for former State employees to be increased at the same percentage rate at which the base salary is increased.

The measure introduced by Stein at the request of the New York City chapter of the Civil Service Employees Assn., would ensure that if the salary attached to the salary grade from which an employee retired were increased at any future date, the retirement allowance received by that retired employee would be increased by the same percentage.

In explaining how the bill (Continued on Page 11)

Gain $1,000 Raises For Nassau Workers In Great Neck Park

MINORO—— One thousand dollar raises in each of two years of a new contract have been gained for employees of the Great Neck Park District, it was announced by Irving Plaumenbaum, president of the Nassau chapter, Civil Service Employees Assn.

The agreement also provides $1,000 life insurance, longevity increments after 15, 20 and 30 years, a dental plan, holiday and vacation improvements and advancement provisions. Plaumenbaum said the contract provides substantial gains for the employees of the noted park district serving the populous Great Neck peninsula.

Don't Repeat Trial in N.Y. State

Public Employee Relations — Do They Even Exist?

Many things are clearly out of kilter in the State's system of public employee relations. It makes no sense, six months after the event, to expose the Civil Service Employees Assn., its president, Dr. Theodore Wenzl, and other CSEA officers to fines for an alleged strike that supposedly took place last Easter. Indeed, only judicial restraint stands between these officials and a jail term.
President Nixon vs. Senator McGovern

(Or, change that will work vs. change that won't work.)

President Nixon's idea of change is orderly—and works. Senator McGovern's ideas about change can easily prove chaotic—and won't work.

Under President Nixon, America has become quieter than it was in 1968. Our campuses are back to scholarship. Our cities no longer have frequent riots. The drug traffic into America has slowed down. Last year, for the first time, 80 major cities reported a decrease in crime. Funding to save our environment has increased 500%—and the effects are beginning to be felt. The door has been opened to China. A limited arms treaty has been signed with Russia. Half-a-million Americans have been brought home from Vietnam.

There's much, much more. All of it change. But orderly change. Compare this change, the change we have had under President Nixon, with the change we could have under Senator McGovern. Many already have. And they're among those saying that America needs President Nixon—now more than ever.

President Nixon.
Now more than ever.

(Remember that on November 7th!)

Duplicity Is Charged

East Meadow Unit Of Nassau CSEA Refuses To Sign Offered Pact

MINOLEA—The Nassau chapter, Civil Service Employees Assn. has filed an unfair-labor-practices charge and refused to sign a contract with the East Meadow School District, charging that the district's representatives had negotiated by lies.

Members of the 300-member East Meadow School District unit protested with signs on their vehicles parked outside the schools last week after the blow-up.

Nassau chapter president Irving Flaumenbaum said district negotiations had sacrificed their honor and credibility.

A CSEA demand for pay for unused sick leave had been bargained away in negotiations after district representatives declared that they would not agree to that provision either for the CSEA non-teaching personnel or for the teachers.

Teachers Get It

The following morning the district granted sick-leave pay to the teachers.

"No one has ever pulled that one before," declared Flaumenbaum. "The employees feel no responsibility to people who are liars."

The unit was considering the best forms of job actions.

The school system, meanwhile, failed to pay the negotiated salary increases and increments, but Flaumenbaum said that he expected that the money would be issued promptly.

The unit represents about 300 members of the clerical, custodial, cafeteria and teachers-side staffs.

Regardless of the speed with which the contract dispute is settled, CSEA officials said the outlook for future negotiations with the district were clouded.

Mass For Police Nov. 4

The 13th Annual Memorial Mass for deceased members of the Police Dept. will be held Nov. 4 at 10 a.m. at St. Stephen's Church, 431 East 28th St., Manhattan.

Approximately 1600 widows and relatives of the deceased will attend the Mass, led by Rev. Monsignor Joseph A. Dunn, Police Dept. Chaplain and Spiritual Director of the Holy Name Society. The public is welcome.

Nassau Mediator Turns Down Job

MINOLEA—The mediator selected to handle the impasse in Nassau County negotiations has declined the assignment.

Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum said that he had requested a new list of candidates from the PERB together with assurances that the persons listed would be able to serve.

Talks on behalf of 17,000 Nassau employees broke down last month when the County reiterated its unsuccessful demand of 1971 that the graded salary plan be abandoned. Flaumenbaum urged early action on the selection of a new mediator, noting that the frequent breakdowns of last year's negotiations had carried the County well into the new year without a contract.

SINGLE? EXPAND

A little inflexible to socialize with your kind of people? Not any more! With the new Party Case for Civil Service Leader America's Leading Weekly for Public Employees

P.O. Box 669
463 Adair St.
New York, N.Y. 10003

Business and Editorial Office
11 Warren St., N.Y., N.Y. 10007

Council of Franklin, Promoted to the Stair Hall, M. W. A.

Subscription Price $2.00 Per Year

Individually Coppered 1/4
CSEA Files Charges Against Division of Youth For Stalling

ALBANY — The Civil Service Employees Assn. has filed an improper practice charge against the State of New York's Division of Youth for refusing to meet with the CSEA ad hoc committee formed to study "the per capita cost of keeping a child in the institutions operated by the Division for Youth.

The CSEA committee was formed on June 7, 1972, to study these costs and their impact on employees, especially the collective bargaining committee and the Thruway Authority, which represents the affected employees.

Since CSEA negotiated with the Division for Youth to eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.

7 Mental Hygiene Aides Assured of Transfer They Want

SYRACUSE — Through the efforts of the Civil Service Employees Assn., seven employees of the State Department of Mental Hygiene have been assured that they will be transferred from the Marcy Clinic to the Psychiatric Institute.

These seven members of the Syracuse chapter of CSEA, along with the Forest Park Staff, negotiated with the Department of Mental Hygiene to eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.

Under the CSEA supplemental life insurance plan, starting at age 36 the amount of insurance increases annually in accordance with the following table, which shows premiums per $1,000 of insurance issued to the member. For those individuals who are covered by the plan, CSEA negotiated with the insurance company to reduce premiums for ages under 36, which reduces the employees' cost up to a particular age.
Attention all New York State employees -

Blue Cross Statewide insurance plan covers

Rehabilitation Medicine at Brunswick Hospital Center

in beautiful new buildings with expert resident staffs

Physical Disabilities

An individual treatment program is carefully established by our Physiatrists (physician specialists) in physical medicine. It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational, and speech therapists, psychologists, and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D.
Medical Director

Mental Health

Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational, and recreational therapists. All modalities of psychiatric treatment are available—individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright colorful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Goldberg, M.D.
Medical Director
It's easy to smile when you have the Blue Shield Dental Plan*

More than 1700 school districts, towns, counties and municipalities in New York State are covered by Blue Cross and Blue Shield. And now, most Blue Shield plans in New York State offer group DENTAL PLANS. Because of their know-how, you can be confident that the Blue Shield plans can produce better coverage than anyone else.

For maximum return on your health dollar investment... contact your local Blue Shield office for full information.

*The dental plan that really pays.
PERB Self-Destructs

ALMOST every week, the State Public Employment Relations Board gives new evidence that—whether it knows it or—PERB is getting ready to "self-destruct."

This agency was created to conduct, impartially, disputes arising between civil servants and their public employers, in order to maintain employees and their supervisors free of party or other outside pressures, political or otherwise. Never be any sign of favoring one side or the other or its role as an impartial arbitrator is mere paper, not fact.

Public press, PERB explained in great detail why voting presented by the Civil Service Employees Association, should be conducted by mail ballot. A few days later, amid rumor that pressure was being applied to obtain on-site voting in a representation election and the attempt to impose parking fees on state employees, without consultation, there were no signs of this.

These, and countless other such incidents that are all too familiar to CSEA members, suggest that PERB's legal mandate has not been adhered to for substantial revision of the Taylor Law to establish equality on both sides of the bargaining table. Such a revision deserves top priority in the CSEA legislative program. CSEA members will have to find themselves to defeat legislative proposals not legislated to destroy rights won over the years by civil service employees.

The Battleground

The Legislature will become the battleground for civil service legislation that may affect the lives and careers of public employees. The Taylor Law of government. Attacks on employees' rights will come from all sources. The legislative committee on Public Employees' Retirement System is scheduled to make its report shortly, at a time when the Fleischmann Committee on Education, the Citizens Budget Commission and the Board of Regents are busy grinding out reams of press release complaining that penalties and reasonable operating costs.

Various public agencies are seeking to fence out of the bargaining table such significant matters as employment, work loads, managing tables, classification, assignments and other matters of the everyday concern of the public employee. If the Legislature submits to pressures from these agencies, it will be acting with respect to working conditions will be sacrificed on the altar of "management rights."

Law & You

It will make very little difference whether the Republicans or Democrats control the Legislature, although all signs suggest that Republicans will retain control. Political control of the Legislature, arising from this point of view because CSEA has friends and opponents on both sides of the political aisle. This is a classic instance of the useless political action taken by CSEA in endorsing both Republican and Democratic candidates for the Legislature.

The next legislative session will be a critical one for civil service employees, and I hope they take the legal position that employees, not living in the city limits, may be replaced by residents of the city.

Don't Repeat This!

(Continued from Page 1)

Equally incomprehensible is the determined, persistent effort by state officials to impose Taylor Law penalties on CSEA members.

In whatever events may or may not have taken place last battalions, the attitude of the Taylor Law is underscored by their insistence upon levying those penalties without regard to the CSEA members involved, the elementary protections of due process. Further evidence of this incomprehension included the PERB's refusal to hear any further evidence of the Taylor Law enforcement process. Further evidence of this incomprehension included the PERB's refusal to hear any further evidence of the Taylor Law enforcement process.

These and countless other such incidents that are all too familiar to CSEA members, suggest that PERB's legal mandate has not been adhered to for substantial revision of the Taylor Law to establish equality on both sides of the bargaining table. Such a revision deserves top priority in the CSEA legislative program. CSEA members will have to find themselves to defeat legislative proposals not legislated to destroy rights won over the years by civil service employees.

The Battleground

The Legislature will become the battleground for civil service legislation that may affect the lives and careers of public employees. The Taylor Law of government. Attacks on employees' rights will come from all sources. The legislative committee on Public Employees' Retirement System is scheduled to make its report shortly, at a time when the Fleischmann Committee on Education, the Citizens Budget Commission and the Board of Regents are busy grinding out reams of press release complaining that penalties and reasonable operating costs.

Various public agencies are seeking to fence out of the bargaining table such significant matters as employment, work loads, managing tables, classification, assignments and other matters of the everyday concern of the public employee. If the Legislature submits to pressures from these agencies, it will be acting with respect to working conditions will be sacrificed on the altar of "management rights."

Law & You

It will make very little difference whether the Republicans or Democrats control the Legislature, although all signs suggest that Republicans will retain control. Political control of the Legislature, arising from this point of view because CSEA has friends and opponents on both sides of the political aisle. This is a classic instance of the useless political action taken by CSEA in endorsing both Republican and Democratic candidates for the Legislature.

The next legislative session will be a critical one for civil service employees, and I hope they take the legal position that employees, not living in the city limits, may be replaced by residents of the city.

Zorn To Batavia

ALBANY—Ralph Branton Zorn, of Batavia, has been named to succeed Mrs. Robert Jessia, of Alexander, in the unpaid post of Trustee of Genesee Community College for a term ending June 30, 1981.

Local Residency

In an action brought by the Binghamton Public Library unit of Broome County chapter of the CSEA against the City of Binghamton in the Broome County Supreme Court, the Legislature is irrelevant from this point of view because CSEA has friends and opponents on both sides of the political aisle. This is a classic instance of the useless political action taken by CSEA in endorsing both Republican and Democratic candidates for the Legislature.

The next legislative session will be a critical one for civil service employees, and I hope they take the legal position that employees, not living in the city limits, may be replaced by residents of the city.

Zorn To Batavia

ALBANY—Ralph Branton Zorn, of Batavia, has been named to succeed Mrs. Robert Jessia, of Alexander, in the unpaid post of Trustee of Genesee Community College for a term ending June 30, 1981.
Letters To The Editor

Hits Endorsement

Editor, The Leader:

The action of the executive board of the New York City chapter, Civil Service Employees Assn., as reported in last week's Leader, endorsing the candidacy of Richard Nixon, is incredible. That the CrovAssn., as reported in last week's chapter, Civil Service Employees of Richard Nixon is incredible, reflects truly the wishes of its members. As a past president of the Metropolitan New York Conference, I find it unthinkable that any chapter in this area, with the tradition of liberalism, would even entertain the idea.

Mr. Benden's argument in his support of Nixon: "That the Governor is Nixon's campaign manager in New York State, and that we negotiated a good contract with the Governor's people" is to say the least, spurious. View that statement in light of the policies of a Governor who forced a job action by State employees over last Easter weekend. Further, the record of the Nixon Administration has been one of insensitivity to the needs of labor, and to the aspirations of minorities, over 90 percent of whom voted against Nixon-Assn in '68. The Nixon endorsement by the executive board of the New York City chapter, therefore, is an act contrary to reality and is a " slap in the face" to thousands of members of the Civil Service Employees Assn. Bear in mind, also, that scores of AFL-CIO affiliates have rejected Mr. Meany's "neutrality face" to thousands of members and one wonders whether it reflects truly the wishes of its members. As a past president of the Metropolitan New York Conference, I find it unthinkable that any chapter in this area with the tradition of liberalism would even entertain the idea.

Do we in New York City dare do less?

RANDOLPH V. JACOBS
Past President, Metropolitan N.Y. Conference, O.S.B.

Now there are three sedans built like a Volkswagen.

The 1973 Super Beetle Sedan is completely re-designed. It's bigger, has a curved windshield that's 42% larger and further away. It has a padded outer-road dash. Contoured front bucket seats. Four-wheel independent suspension. A sealed steel bottom. And inertia type front seat belts. All standard.

If you'd like more room you'll like the 1973 Type 2 Compact Sedan. It comes with an air-cooled engine. Electronic fuel injection. Front disc brakes. Four-wheel independent suspension. A sealed steel bottom. Four-on-the-floor stick shift. A double-reinforced rear seat and front stabilizer bar for smoother cornering. It also has inertia type front seat belts. Front bucket seats. And two trunks. All standard.


Few things in life work as well as a Volkswagen.
Mohawk Valley Chapters Take Coordinated Action In Making Endorsements (From Leader Correspondent)

UTICA — A joint political action committee representing Civil Service Employees Assn. chapters in the Mohawk Valley endorsed several candidates seeking state and federal offices from the area. Hor Kodairy, the employee of Sara State Hospital and member of the Marcy State chapter, headed the committee.

Receiving the endorsement of the area CSEA chapters are William Sears, incumbent assemblyman from the 115th district, which lies in Oneida County; field representative Richard Sroka took the opportunity to present the candidates about their views on the "agency shop" concept advocated by the CSEA.

Sroka asked the candidates specifically whether they would approve of the levying of a fee equalizing membership dues against non-member state employees who share, by state mandate, the benefits of CSEA negotiations and representation equal to the benefits afforded dues-paying members.

No Hemstead Unit Endorses For Election

On Domestic Issues

Candidates Night Attended by Politicians

NAIGARA FALLS — A chapter of the Civil Service Employees Assn. in Niagara County endorsed a "Candidates Night" recently attended by politicians.

Many of the same objectives in election of candidates and also are looking forward to the candidates who will hold favorable views toward public employees having the same collective bargaining rights as other organized workers in industry.

Hear Candidates

GOGHER — Nineteen candidates at a recent candidate for the Assembly Dinon, a Republican, is running as a write-in candidate.

One hundred fifty CSEA members attended the first-time political forum as part of the hearing program sponsored by the Orange County chapter of the Civil Service Employees Assn.

Famelette Aids Nixon

PODGORSKI — John A. Podgorski, president of Dutchess County Educational Employees chapter of the Civil Service Employees Assn., has accepted an appointment to serve as chairman of the civil service employees to assist the President. Famelette's appointment was announced by national campaign director Eugene G. Hehaw.

Jerome Zamorski, seeking the 115th district Assembly seat, which includes Utica and the Mohawk Valley, retired this year; Harold Leder, seeking the 115th district Assembly seat in Herkimer County, New York, and Bernard Fishoyer, a candidate for the State Senate Region 25, is seeking re-election.

Members Panned

Kodairy says the endorsements were made after polling members of his political action committee, which includes the Utica City Council, and are only running as a write-in candidate.

No need to fill office elections at one level or another; Sears is an incumbent seeking re-election, a Democrat; Kodairy, the Utica City Council and Kodairy, who is running as a write-in candidate of the State Assembly.

Kodairy says the members he speaks for are concerned about many of the same objectives In the general government, as the quotes in this area; and also are looking forward to the candidates who will hold favorable views toward public employees having the same collective bargaining rights as other organized workers in industry.

Hear Candidates

GOGHER — Nineteen candidates for the Assembly Dinon, a Republican, is running as a write-in candidate.

One hundred fifty CSEA members attended the first-time political forum as part of the hearing program sponsored by the Orange County chapter of the Civil Service Employees Assn.

Tamelette Aids Nixon

PODGORSKI — John A. Podgorski, president of Dutchess County Educational Employees chapter of the Civil Service Employees Assn., has accepted an appointment to serve as chairman of the civil service employees to assist the President. Famelette's appointment was announced by national campaign director Eugene G. Hehaw.

Jerome Zamorski, seeking the 115th district Assembly seat, which includes Utica and the Mohawk Valley, retired this year; Harold Leder, seeking the 115th district Assembly seat in Herkimer County, New York, and Bernard Fishoyer, a candidate for the State Senate Region 25, is seeking re-election.

Members Panned

Kodairy says the endorsements were made after polling members of his political action committee, which includes the Utica City Council, and are only running as a write-in candidate.

No need to fill office elections at one level or another; Sears is an incumbent seeking re-election, a Democrat; Kodairy, the Utica City Council and Kodairy, who is running as a write-in candidate of the State Assembly.

Kodairy says the members he speaks for are concerned about many of the same objectives In the general government, as the quotes in this area; and also are looking forward to the candidates who will hold favorable views toward public employees having the same collective bargaining rights as other organized workers in industry.

Hear Candidates

GOGHER — Nineteen candidates for the Assembly Dinon, a Republican, is running as a write-in candidate.

One hundred fifty CSEA members attended the first-time political forum as part of the hearing program sponsored by the Orange County chapter of the Civil Service Employees Assn.

Famelette Aids Nixon

PODGORSKI — John A. Podgorski, president of Dutchess County Educational Employees chapter of the Civil Service Employees Assn., has accepted an appointment to serve as chairman of the civil service employees to assist the President. Famelette's appointment was announced by national campaign director Eugene G. Hehaw.

Jerome Zamorski, seeking the 115th district Assembly seat, which includes Utica and the Mohawk Valley, retired this year; Harold Leder, seeking the 115th district Assembly seat in Herkimer County, New York, and Bernard Fishoyer, a candidate for the State Senate Region 25, is seeking re-election.

Members Panned

Kodairy says the endorsements were made after polling members of his political action committee, which includes the Utica City Council, and are only running as a write-in candidate.

No need to fill office elections at one level or another; Sears is an incumbent seeking re-election, a Democrat; Kodairy, the Utica City Council and Kodairy, who is running as a write-in candidate of the State Assembly.

Kodairy says the members he speaks for are concerned about many of the same objectives In the general government, as the quotes in this area; and also are looking forward to the candidates who will hold favorable views toward public employees having the same collective bargaining rights as other organized workers in industry.

Hear Candidates

GOGHER — Nineteen candidates for the Assembly Dinon, a Republican, is running as a write-in candidate.

One hundred fifty CSEA members attended the first-time political forum as part of the hearing program sponsored by the Orange County chapter of the Civil Service Employees Assn.

Famelette Aids Nixon

PODGORSKI — John A. Podgorski, president of Dutchess County Educational Employees chapter of the Civil Service Employees Assn., has accepted an appointment to serve as chairman of the civil service employees to assist the President. Famelette's appointment was announced by national campaign director Eugene G. Hehaw.

Jerome Zamorski, seeking the 115th district Assembly seat, which includes Utica and the Mohawk Valley, retired this year; Harold Leder, seeking the 115th district Assembly seat in Herkimer County, New York, and Bernard Fishoyer, a candidate for the State Senate Region 25, is seeking re-election.

Members Panned

Kodairy says the endorsements were made after polling members of his political action committee, which includes the Utica City Council, and are only running as a write-in candidate.

No need to fill office elections at one level or another; Sears is an incumbent seeking re-election, a Democrat; Kodairy, the Utica City Council and Kodairy, who is running as a write-in candidate of the State Assembly.

Kodairy says the members he speaks for are concerned about many of the same objectives In the general government, as the quotes in this area; and also are looking forward to the candidates who will hold favorable views toward public employees having the same collective bargaining rights as other organized workers in industry.

Hear Candidates

GOGHER — Nineteen candidates for the Assembly Dinon, a Republican, is running as a write-in candidate.

One hundred fifty CSEA members attended the first-time political forum as part of the hearing program sponsored by the Orange County chapter of the Civil Service Employees Assn.

Famelette Aids Nixon

PODGORSKI — John A. Podgorski, president of Dutchess County Educational Employees chapter of the Civil Service Employees Assn., has accepted an appointment to serve as chairman of the civil service employees to assist the President. Famelette's appointment was announced by national campaign director Eugene G. Hehaw.

Jerome Zamorski, seeking the 115th district Assembly seat, which includes Utica and the Mohawk Valley, retired this year; Harold Leder, seeking the 115th district Assembly seat in Herkimer County, New York, and Bernard Fishoyer, a candidate for the State Senate Region 25, is seeking re-election.

Members Panned

Kodairy says the endorsements were made after polling members of his political action committee, which includes the Utica City Council, and are only running as a write-in candidate.

No need to fill office elections at one level or another; Sears is an incumbent seeking re-election, a Democrat; Kodairy, the Utica City Council and Kodairy, who is running as a write-in candidate of the State Assembly.

Kodairy says the members he speaks for are concerned about many of the same objectives In the general government, as the quotes in this area; and also are looking forward to the candidates who will hold favorable views toward public employees having the same collective bargaining rights as other organized workers in industry.

Hear Candidates

GOGHER — Nineteen candidates for the Assembly Dinon, a Republican, is running as a write-in candidate.

One hundred fifty CSEA members attended the first-time political forum as part of the hearing program sponsored by the Orange County chapter of the Civil Service Employees Assn.

Famelette Aids Nixon
Mohawk Valley Chapters Combine Political Action

BY MARVIN BAXLEY

"We worked so long and well together at so many meetings that we developed a cohesiveness. As a result, even though there were some disputes over final endorsements, we still retained our unity."

Roy Kotary, chairman of the Joint Political Action Committee of the Mohawk Valley, said that as a result of the cohesiveness that has been built up during the past seven months, even those chapters who did not originally support the endorsed candidates have pledged workers and other services.

The Mohawk Valley cooperative effort began last April when Kotary, who is Marcy State Hospital delegate, contacted nearby Utica State Hospital and arranged with chapter president John Dyman to combine their efforts (as they had during the Easter weekend contract dispute).

The two chapters realized that within a given legislative area, it was possible for individual chapters to endorse candidates against each other and, therefore, fragment CSEA's effectiveness in political action.

Seven Chapters

The original two chapters have since been joined by five others representing 8,500 CSEA members: Rome State School, Oneida County; Utica (City); Transportation District 2 and Rome School for the Deaf.

By-laws were drawn up providing a vote on a weighted basis, restricting public statements to the chairman, notifying Headquarters before any public statements were made, establishing a petty cash fund and setting up a system for approving any expenditures by the executive board (composed of one member from each chapter).

Next step was a "Getting to Know Our Candidates Night," for which all 27 invited candidates showed up last June 1.

This event was before the primary, and there were five candidates for Congress, two for the State Senate, 12 for the Assembly and the rest for County Legislature.

Since then there have been about 25 separate meetings in the regional CSEA office, during which field supervisor Frank Marcelli has sat in as an advisor. An estimated 60 different representatives attended those meetings.

(Continued on Page 14)
Assemblyman Andrew Stein
Is A Genuine Friend Of Civil Servants Everywhere

As a member of the State Legislature from the 65th Assembly District in Manhattan, Andrew Stein has consistently voted for and sponsored numerous bills favorable to public employees. He has voted "Yes" on important measures as pay raises and other fringe benefits for State workers. He is sponsoring a bill next year that would automatically increase pensions as the salary grade from which an employee retired is increased.

In addition, here is what the prestigious Citizens Union has said about his performance in the State Assembly: "Stein has shown phenomenal initiative and resourcefulness in keeping abreast of local, state and even national problems and mobilizing action to meet them."

Re-elect Assemblyman
Andrew Stein

(Paid for by: "People For Stein — 65th AD")
WHERE TO APPLY FOR PUBLIC JOBS

NYC-people 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 12:30 a.m. to 4 p.m.

These 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 mail, applicants can reach the filing office via the IND (Chambers St.) or BM (City Hall); Lexington Ave. (Brooklyn Bridge). For advance information on titles, call 566-8700.

For advance information on titles, call 566-8700.

The Board of Higher Education advises teaching staff applicants to contact their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 585-2660; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 652-3000.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 585-2660; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 652-3000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled at 1256 Ave. of

GOURMET'S GUIDE

PERSONAL ITALIAN AMERICAN

THEHERAN 4 W. 40TH ST. NEW YORK NO. 1 COCKTAIL LOUNGE AND DINNER BAR AT 601 HALL ST. WATCHESS - LUNCHEON DINER

POLITICAL ADVERTISEMENT

Congressman John M. Murphy . . . He's Your Congressman

The AFL-CIO Scores

Congressman John M. Murphy

100% "Right" On His Votes Affecting Labor

He Voted "Right" On:

- Accelerated Public Works
- Public Service Jobs
- Unemployment Compensation Extension
- Emergency School Assistance
- Increased Social Security and Medicare
- Enforcing Equal Employment
- Election Reform
- Child Care
- Clean Water
- 1973 Educational Appro-

Congressman Murphy Makes Things Happen - For You

Vote Democratic
Nov. 7th

POLITICAL ADVERTISEMENT

Re-elect Cadieux

MINORIA-KENNETH CADIEUX has been re-elected president of the Town of Hempstead unit of the Nassau chapter, Civil Service Employees Assn.

The complete results of the vote are: Cadieux, president; John Corzens, first vice-president; Joseph Carpenter, second vice-president; Winfred Pranks, third vice-president; John Guarino, fourth vice-president; Bertie Rees, fifth vice-president; Sam Giovannelli, executive representative; Catherine Casey, secretary; Robert Campbell, treasurer; Mrs. Virginia Culver, corresponding secretary; Catherine Morrison, financial secretary, and William Breitenbeka, sergeant-at-arms.

ENROLL NOW PREPARE FOR PLUMBERS' HELPER EXAM

PLUMBERS' EXAM

$10.00 Registration Fee Plus Course Fee

HOUSING INSPECTOR EXAM

$10.00 Registration Fee Plus $5.00

Classes start Oct. 30th, Mon. & Thurs., 6 to 9 P.M.

Berk Trade School
304 Atlantic Ave. (Boro Hall Section)
Brooklyn, N.Y.
UL 5-5603

POLITICAL ADVERTISEMENT
BINGHAMTON — The Broome County chapter, Civil Service Employees Assn., has re-elected Angelo Vallone as the chapter's president. The full slate of new officers was announced by chapter officials following the recent completion and tabulation of balloting by Broome County chapter members.

The new officers, in addition to Vallone, include Eileen Wilson of the Town of Union as first vice-president; Mary Battista of Broome County, second vice-president; Broome County employee Mary Pompeii, treasurer; and Jenny Pizzutti of the Town of Union, secretary.

Joseph Ochoa, past chapter president, headed the election committee. Ochoa, who was succeeded as president by Vallone, is a promotion officer with Broome County.

BROOME, N.Y. — behand the election

SCHOOL DIRECTORY


PREPARE NOW FOR YOUR HIGH SCHOOL EQUIVALENCY DIPLOMA Programming Course This N.Y. State diploma is the legal equivalent from a 4-year High School. It is available to non-morning students of High School age. * Employment * Promotion & Advanced Education Training * Personal Satisfaction * Scholarships. Course prepared for adult students in regular courses by N.Y. State Dept. of Education. ENROLL NOW! Classes Meet: Mon., Wed., Fri., 7:30 or 7:45 P.M. IN JAMAICA: Tues. & Thurs., 5:45 or 7:45 P.M. SPECIAL SAT. MORNING CLASSES: Now Forming Phone or Write for Information.

High School
Equiv. Course
5 Weeks - $75
Complete by Home Study or in class. Prepare for the high School Equivalency Diploma. FREE BOOKLET.

Robert Schools, Dept. L.
517 West 57th St.
New York, N.Y. 10019

High School Equiv. Course
Complete by Home Study or in class. Prepare for the high School Equivalency Diploma. FREE BOOKLET.

Robert Schools, Dept. L.
517 West 57th St.
New York, N.Y. 10019

OPENINGS NOW FOR STENOTYPE SECRETARIAL & COURT REPORTER TRAINING

Day, evening and Saturday classes are now being offered in stenotype, the automated shorthand that uses simple A-B-C's. As little as 20 weeks training can help prepare men and women regardless of background for positions as general legal/executive secretaries (H.S. Diploma not necessary). Court reporter classes are at Stenotype Institute, est. 1897, has modern classrooms in midtown New York City, Long Island and Rockland County. Training is government approved for foreign students, and credit is widely accepted. For career and registration information, call the registrar at (212) 295-9340 or (212) 239-1944 or (212) 639-1044.

KELLARD COMPANY, Inc.
108 Fulton St., N.Y.
(212) 259-1044

FOR STENOTYPE TRAINING

AMERICAN SCHOOL OF CHICAGO

For civil service for personal satisfaction

A WEEKS COURSE APPROVED BY N.Y. STATE EDUCATION DEPT.

Write or Phone for Information.

Eastern School AL 4-8209

Please write me free on the address shown on the coupon.

Name

Address

City

State

Zip

Do You Need A High School Equivalency Diploma

REPUBLIC SECURITIES, INC.

An arm of Republic National Bank

High Street and Wall Street

REPUBLIC SECURITIES, INC.

An arm of Republic National Bank

High Street and Wall Street

Angelo Vallone
Re-elected by Broome Chap.

Jefferson County
Supervisors OK Pact
For 8 1/2% Increase

WATERTOWN — An 8 1/2 percent pay increase has been granted, effective next Jan. 1, to 400 employees, members of the County Unit of Jefferson chapter, Civil Service Employees Assn., under a two-year contract approved Oct. 17 by the Jefferson County Board of Supervisors.

The increase will be based on present earnings. The agreement, ratified earlier in the month by the CSEA membership, was negotiated with the assistance of Roger Kane, Utica, CSEA field representative.

The contract was unanimously approved by the Board of supervisors. It provides for longevity increments and calls for a reopener at the end of the first year for discussions on wages and retirement benefits only.

(ADVERTISEMENT)

OPENINGS NOW FOR STENOTYPE SECRETARIAL & COURT REPORTER TRAINING

Day, evening and Saturday classes are now being offered in stenotype, the automated shorthand that uses simple A-B-C's. As little as 20 weeks training can help prepare men and women regardless of background for positions as general legal/executive secretaries (H.S. Diploma not necessary). Court reporter classes are at Stenotype Institute, est. 1897, has modern classrooms in midtown New York City, Long Island and Rockland County. Training is government approved for foreign students, and credit is widely accepted. For career and registration information, call the registrar at (212) 295-9340 or (212) 239-1944 or (212) 639-1044.

KELLARD COMPANY, Inc.
108 Fulton St., N.Y.
(212) 259-1044

FOR STENOTYPE TRAINING

AMERICAN SCHOOL OF CHICAGO

For civil service for personal satisfaction

A WEEKS COURSE APPROVED BY N.Y. STATE EDUCATION DEPT.

Write or Phone for Information.

Eastern School AL 4-8209

Please write me free on the address shown on the coupon.

Name

Address

City

State

Zip

Do You Need A High School Equivalency Diploma

REPUBLIC SECURITIES, INC.

An arm of Republic National Bank

High Street and Wall Street

REPUBLIC SECURITIES, INC.

An arm of Republic National Bank

High Street and Wall Street

There are two all-news radio stations

in New York.

There are two all-news radio stations

in New York.

WABC Newsradio 88

NEWS ALL DAY. ALL NIGHT.

WABC Newsradio 88

NEWS ALL DAY. ALL NIGHT.
NEW YORK STATE AND LOCAL SUBDIVISION EMPLOYEES

NOW YOU CAN SHARE GHI'S SECURITY AND STABILITY!

Pick the GHI Plan for comprehensive solid health protection.

GHI Plan... What's in a name?

GHI is Group Health Incorporated andorporated for stability in the health field; Plan is a "...Method or scheme of action;
ay proposed to carry out a design..."
—Webster's Unabridged Dictionary.

No matter how many methods, schemes or ways of medical care are open to you, the time-tested GHI Plan is one that provides comprehensive and solid benefits FROM THE FIRST DAY AND FROM THE FIRST DOLLAR, without deductibles, and gives you free choice of doctor.

You have from October 1st to December 31, 1972 to review, decide and transfer to GHI.

The GHI Plan provides:
1. The same CIGNA Group Hospitalization as the other medical plans.
2. PLUS HEALTH SECURITY THROUGH:
   a. Preventive Care
   b. Practical Protection
   c. Paid-in-Full Benefits from GHI Participants regardless of income
   d. Free Choice of any doctor, anywhere

*Federal Employees: Nov. 15 thru 30, 1972

For details of GHI's Standard Plan and for GHI Optional Benefits (*Federal Employees Only), consult your group's official materials during re-enrollment and transfer period.

If you still need information:

DIRECT WIRE: (212) 324-1877
FOR INFORMATION CALL BETWEEN
4 P.M. & 7 P.M.

DRIVE OUR CARS — FREE
EXTRA income without interfering with present employment. Will train for supervisor or supervisory positions.

VACATION - VIRGIN ISLES
VILLA FOR RENT
St. Croix, Virgin Islands
HIGH Price Rates
For your island living or your own private vacation Villa. Three bedrooms, two bathrooms, living room, dining room, kitchen, service kitchen, pool, Jacuzzi, and all utilities. Custom furniture and linens. Plantation style. Basement, gas heat, modern kitchen, modern bathrooms, modern bedrooms, modern furniture. Additional costs: $200-per-year general pay adjustment, $200-for added benefits.

DIVIDE OUR CARS — FREE
EXTRA income without interfering with present employment. Will train for supervisor or supervisory positions.

VACATION - VIRGIN ISLES
VILLA FOR RENT
St. Croix, Virgin Islands
HIGH Price Rates
For your island living or your own private vacation Villa. Three bedrooms, two bathrooms, living room, dining room, kitchen, service kitchen, pool, Jacuzzi, and all utilities. Custom furniture and linens. Plantation style. Basement, gas heat, modern kitchen, modern bathrooms, modern bedrooms, modern furniture. Additional costs: $200-per-year general pay adjustment, $200-for added benefits.

DIVIDE OUR CARS — FREE
EXTRA income without interfering with present employment. Will train for supervisor or supervisory positions.

VACATION - VIRGIN ISLES
VILLA FOR RENT
St. Croix, Virgin Islands
HIGH Price Rates
For your island living or your own private vacation Villa. Three bedrooms, two bathrooms, living room, dining room, kitchen, service kitchen, pool, Jacuzzi, and all utilities. Custom furniture and linens. Plantation style. Basement, gas heat, modern kitchen, modern bathrooms, modern bedrooms, modern furniture. Additional costs: $200-per-year general pay adjustment, $200-for added benefits.

DIVIDE OUR CARS — FREE
EXTRA income without interfering with present employment. Will train for supervisor or supervisory positions.

VACATION - VIRGIN ISLES
VILLA FOR RENT
St. Croix, Virgin Islands
HIGH Price Rates
For your island living or your own private vacation Villa. Three bedrooms, two bathrooms, living room, dining room, kitchen, service kitchen, pool, Jacuzzi, and all utilities. Custom furniture and linens. Plantation style. Basement, gas heat, modern kitchen, modern bathrooms, modern bedrooms, modern furniture. Additional costs: $200-per-year general pay adjustment, $200-for added benefits.

DIVIDE OUR CARS — FREE
EXTRA income without interfering with present employment. Will train for supervisor or supervisory positions.
Wenzl Calls For Changes
In Law At Central Conf.

(Continued from Page 16)

Statewide second vice-president A. Victor Costa congratulated Peter Grice of Jefferson County as he takes his seat as newly elected vice-president of Central Conference加班 Workshop. Fran Miller, Workshop president, also tend a hand.

Mowhawk Valley Unites For Political Action

(Continued from Page 3)

in arriving at the decisions, several key issues were consid-
ered: candidates' views on the Taylor Law, an agency shop, pay-
voting records and a willingness to speak out publicly on these
issues. "We didn't go into areas where the candidates did not coopera-
te," Kotary explained, "and we only endorsed those who
wanted endorsement." In order to give support (vance public employees are prohibited by law from making out-and-out contributions from dues money, Kotary listed some dos and don'ts.

Dos and Don'ts
Among the don'ts, Kotary warned against turning over mail
lists or using chapter dues money for political campaigns. It is all right to urge the public to vote, however. Dos are:
- Raise funds for campaigns.
- Take advantage of bulk-rate mailing through Headquarters, which can supply break-down of membership lists by zip code.
- Send out news releases.
- Offer campaign services such as ringing doorbells, tele-
phoning, having coffee klatches.
- Inviting candidates to meet-
gings.

Windsor Signs Two-Year Pact

COUNTY. — Members of the town of Windsor chapter, Civil Service Employees Assn., have announced the formal signing of their new two-
year contract.

CSEA field representative Richard Stroka said the new package includes a pay hike of 25 cents in 1973 and another 25-
cent increase in 1974, the second year of the agreement. The new slate selected by the membership includes Kenneth Cauble of Oneonta as president, Co-תוךורק as a vice-presiden-
t and Ms. Cook is assistant at the Delaware County High-
way Department. Ms. Cook is

Schenectady

(Continued from Page 1)

threatened all employees with termination if they attended this informational meeting.

CSEA also claims that OTB is attempting to harass an em-
ployee, Anthony Guarnerio, for belonging to CSEA. Guarnerio, a self-
employed barber, has previously worked the morning shift in the CSEA Bureau. Guarnerio wishes to continue his own business in the afternoon.

On Oct. 15, Guarnerio was told to report to the afternoon shift on Monday, Guarnerio spoke to Falcone concerning this change and Falcone reportedly told Guarnerio that it was as a re-
sult of his union activity. He said, "I don't want you or Mr. Ho-
iga (CSEA field representative) or the CSEA anywhere around here."

CSEA has filed for an in-

mediate formal hearing before PERB "to protect CSEA employees from further thums.

Cauble Heads Delaware Ch.

DELAWARE COUNTY. — Members of the Delaware chapter, Civil Service Employees Assn., have announced the formal signing of their new two-
year contract.

On Oct. 15, Guarnerio was told to report to the afternoon shift on Monday, Guarnerio spoke to Falcone concerning this change and Falcone reportedly told Guarnerio that it was as a re-
sult of his union activity. He said, "I don't want you or Mr. Ho-
iga (CSEA field representative) or the CSEA anywhere around here."

CSEA has filed for an in-

mediate formal hearing before PERB "to protect CSEA employees from further thums.

Cauble heads Delaware Ch.

DELAWARE COUNTY. — Members of the Delaware chapter, Civil Service Employees Assn., have announced the formal signing of their new two-
year contract.

On Oct. 15, Guarnerio was told to report to the afternoon shift on Monday, Guarnerio spoke to Falcone concerning this change and Falcone reportedly told Guarnerio that it was as a re-
sult of his union activity. He said, "I don't want you or Mr. Ho-
iga (CSEA field representative) or the CSEA anywhere around here."

CSEA has filed for an in-

mediate formal hearing before PERB "to protect CSEA employees from further thums.

Cauble heads Delaware Ch.

DELAWARE COUNTY. — Members of the Delaware chapter, Civil Service Employees Assn., have announced the formal signing of their new two-
year contract.

On Oct. 15, Guarnerio was told to report to the afternoon shift on Monday, Guarnerio spoke to Falcone concerning this change and Falcone reportedly told Guarnerio that it was as a re-
sult of his union activity. He said, "I don't want you or Mr. Ho-
iga (CSEA field representative) or the CSEA anywhere around here."

CSEA has filed for an in-

mediate formal hearing before PERB "to protect CSEA employees from further thums.

Cauble heads Delaware Ch.

DELAWARE COUNTY. — Members of the Delaware chapter, Civil Service Employees Assn., have announced the formal signing of their new two-
year contract.

On Oct. 15, Guarnerio was told to report to the afternoon shift on Monday, Guarnerio spoke to Falcone concerning this change and Falcone reportedly told Guarnerio that it was as a re-
sult of his union activity. He said, "I don't want you or Mr. Ho-
iga (CSEA field representative) or the CSEA anywhere around here."

CSEA has filed for an in-

mediate formal hearing before PERB "to protect CSEA employees from further thums.
Erie Probation Unit
Hits Use Of Students To Do Officers' Work

BUFFALO — The use of college students as "para-professionals" in the pre-sentence investigation normally done by probation officers in Erie County has raised the ire of members of the Erie County Probation Department unit of the Civil Service Employees Association.

University of Buffalo students (pre-law, social workers, working policemen and liberal arts majors) who are enrolled in a criminal justice course have been assigned to assist members of the Erie County Probation Department unit of the City Department of Justice; Para-professionals in the presentencing investigation normally done by County Court Judge Joseph Mattina and George Adoff, an assistant professor of criminal justice at Buffalo State College, have been assigned to prepare in depth pre-sentence reports on various defendants convicted in County Court. The reports are to contain an alternative to the sentence generally suggested by the probation officers.

Adoff attempted to explain that the college students are giving me In-depth reports so that I am better informed in sentencing.

James K. Brady, president of the CSEA Probation Department unit, however, says that Judge Mattina's actions and public statement "have done great disservice to the dedicated probation officers of Erie County and to the Civil Service System."

Brady explained that most of the students who are doing these In depth pre-sentence investigations "could not even qualify to take the Civil Service examination, and under a six-month probationary period of training in the Department."

Mass For Deceased Firemen

Mass will be held Nov. 4 for deceased members of the City Fire Department, Mary Ann Society. (Manhattan, Bronx, and Richmond Branch) at 10 a.m., St. Francis of Assisi R.C. Church, 128 West 31 St., Manhattan.

Special Notice
regarding your
CSEA BASIC ACCIDENT AND SICKNESS PLAN

There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

Now, If your annual salary is
You can qualify for a
monthly benefit of

Less than $4,000 $100 a month
$4,000 but less than $5,000 $150 a month
$5,000 but less than $6,500 $200 a month
$6,500 but less than $8,000 $250 a month
$8,000 but less than $10,000 $300 a month
$10,000 and over $400 a month

FOR FULL INFORMATION AND RATES:
1. Please print your name, address, place of employment and employee number in the spaces provided on the coupon below.
2. Mail form to: TER BUSH & POWELL, INC.
   CIVIL SERVICE DEPARTMENT
   BOX 956
   SCHENECTADY, NEW YORK 12301
3. Or, call your nearest Ter Bush & Powell representative for details.

Form:

TER BUSH & POWELL, INC.
SCHENECTADY  NEW YORK  SYRACUSE

FILL OUT AND MAIL TODAY . . .
Syracuse — "To strike is war — It's ugly, but otherwise we might as well stay where we are," Civil Service Employees Assn. president Theodore C. Wenzl told delegates to the first full business session of the Central Conference since the election of Floyd Peashey as the Conference's 13th president.

Wenzl called for three major changes by the State Legislature in the Taylor Law:

- Revocation of restrictions that allow only non-essential employees to strike.

(Continued on Page 14)