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See Page 12

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See Page 2

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(Continued on Page 5)
Civil Service examinations for 20 state jobs scheduled to be held Feb. 8 have been indefinitely postponed, the State Civil Service Commission announced this week.

The postponement, which affects 23,000 job applicants, was ordered by the Commission because of Gov. Hugh Carey's job freeze on all state hiring.

Governor Carey said the state's huge projected budget deficit was the reason for the freeze.

Anthony Cusano, director of public relations for the Commission, said he was certain the tests will eventually be rescheduled but wouldn't say when. He said the 23,000 applicants are being notified by mail.

The move was another in a series of events that have left civil service workers and union leaders concerned, state legislators and angry. Many municipalities are also laying off workers for similar reasons. In New York City, Mayor Abraham D. Beame last week announced the firing of 4,000 workers, including policemen. This brings the total number of city firings to 11,985. Other cities across the state are expected to follow suit.

The 26 postponed tests are:
- Professional careers.
- Senior public health educator, supervising public health educator, engineering aide, engineering technician, senior engineering technician, assistant accountant auditor, and junior insurance examiner, all open competitive exams.
- Also, supervisory positions:
  - Park and Recreation I and II (four exams), junior hydroelectric operator, hydroelectric operator, junior hydroelectric operator, payroll auditor, and open competitive exams.

Promotional exams postponed are senior engineering geologist, two exams; assistant engineering geologist, engineering technician, senior engineering technician, hydroelectric operator, and senior hydroelectric operator.

Employee Urges Name Change For State Workmen's Board

MANHATTAN—Two New York legislators, Assemblyman Guy R. Brewer of Queens and U.S. Rep. Charles B. Rangel, have endorsed a proposal by a Workmen's Compensation Board employee to change the name of that State agency.

Leo Bailey, a Civil Service Employees Union member, in the Workmen's Compensation Board on-"d departure to New York City. "

A public health investigator, he was one of 26 to undergo examination by the Commission, which announced this week it would postpone them until further notice. Bailey said he was certain the tests would eventually be rescheduled but couldn't say when. He said the 23,000 applicants are being notified by mail.

Bailey said the move was another in a series of events that have left civil service workers and union leaders concerned, state legislators and angry. Many municipalities are also laying off workers for similar reasons. In New York City, Mayor Abraham D. Beame last week announced the firing of 4,000 workers, including policemen. This brings the total number of city firings to 11,985. Other cities across the state are expected to follow suit.

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Out in Bay Ridge there is a Ladder Company, 114 Truck, which has been doing quite a bit of spectacular work but seemingly gets very little credit for its efforts.

If the same sort of work were performed in Midtown, pictures would be all over the front pages on every TV station. But well, Bay Ridge is something else again.

It was a week or so ago when 114 Truck rolled into 54th Street, Brooklyn. There had been two men as a front window but one became overcome with smoke and fell three stories to the street and scratching to the top of the building before the arrival of the fire units. Also, the first units discovered a spent dry powder extinguisher on the front steps indicating that an effort was made to fight the fire prior to the transmission of the alarm.

There was enough heat and smoke in the hallway to burn your tail off and that is almost what happened to Fireman Martin P. McGovern as he rushed in where Angelo was trying to tend.

On the second floor landing he found a woman unconscious from smoke and heat. He managed to get her down, but knew if he was to go back in, he would have to have a mask. After putting on one he scooped up the stairs, heard screams from the second floor apartment and, 

(Continued on Page 4)
Pact Delay Protest Draws 300 Nassau Employees of BOCES

(From Leader Correspondent)

MINOLEA—A rally of more than 300 employees of the Nassau County Board of Cooperative Educational Services protested last week the latest delay in negotiations, this one caused by a challenge from an outside union.

Irving Flaumensaun, president of the Nassau chapter of Civil Service Employees Assn., told a full-house crowd in Bellmore that BOCES was battling both the raid and management tactics in the effort to bring the negotiations to a conclusion.

"The challenge," he said, has no chance of success and can only serve to delay a settlement.

Meanwhile, management may be charged with unfair labor practices because of reports from angry employees that they had been threatened with reprisals for joining BOCES.

The rally was also attended by BOCES collective bargaining specialist George Paoli and field representative Michael Aido.

Retirement Correction


The section, entitled Basic Medicare Plan, Section 78-79-71, should have read:

The member makes no contributions. The employer pays the increased cost. At the time of retirement, the member receives a pension equal to 1/120th of Final Average Salary for each year of service, for all service before April 1, 1960, and 1/120th of Final Average Salary for each year of service, for all service after April 1, 1960; plus an annuity based on member contributions.

Unemployment Division Workload Crunch Might Soon Be Relieved

MANHATTAN—Relief may be in sight for harassed workers in the State Unemployment Insurance Division, according to the president of the Metropolitan Division of Employment chapter, Civil Service Employees Assn.

William J. DeMartino, with Unemployment Division administrators, additional staff for the division has been hired and additional office space is being secured in all five Metropolitan New York boroughs. In addition, Unemployment Insurance offices will be opened in Manhattan and Brooklyn, he said.

Mr. DeMartino pointed out that current unemployment levels have at nearly unprecedented heights, Division staffers have been sorely tried in maintaining effective service to the jobless.

A plan, to take the part in the talks were area directors James Fialkin and Edward Cooper and the director of manpower services, Nelson Cooper.

The Division administrators who took part in the talks were area directors James Fialkin and Edward Cooper and the director of manpower services, Nelson Cooper.

The Division administrators assured the CSEA officials that the union will be consulted and advised of all transactions affecting employees.

The dispute had gone to a showdown when the Service Employees International Union filed a challenge seeking an election among the district’s 165 blue-collar workers.

Mr. Flaumensaun told the employees that BOCES was presenting the Public Employment Relations Board to quickly dispose of the challenge so that work on a settlement can be resumed.

"As soon as PEB rules will, we’ll resume, and if there’s no action forthcoming we will meet again to determine our course of action," he declared.

The rally was also attended by CSEA collective bargaining specialist George Paoli and field representative Michael Aido.

Suffolk’s Chief Seeks To Bar Outside Group

The president of the Suffolk County Legislature, after attending a showdown meeting between CSEA and an outside group of critics of the Pilgrim Psychiatric Center, said he was writing to the Commissioner of Mental Hygiene asking that the group be barred from roaming the grounds.

Michael Grant, whose father retired from nearby Central Islip Psychiatric Center, said outside the group is "disruptive ... dangerous and really, I think they’ve just got to get publicity." He added, "It’s like me to see a group like that, no matter what their goals are, take on dedicated employees.

“They ought to focus on released former patients” outside, and pray that their relatives are granted permission to visit all facilities.

Buildings and granted blanket permission to visit all facilities.

As a result of the mass demonstration, CSEA’s officers have been issued keys to buildings and granted blanket permission to visit all facilities.

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If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

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CIVIL SERVICE LEADER, Tuesday, January 28, 1975
Political Shackles . . .

It doesn't take Dumbo, the elephant with the wing-spread ears, to realize that a prime topic of conversation these days is the squeeze being put on public employees.

After generations where the civil service was touted for the security it offered, suddenly the threat of layoffs looms heavy for state employees, and is breathing down the backs of many New York City workers.

The United Civil Service Hall in Park Avenue or across the Empire State Mall in Albany would reveal such snippets of conversation as:

- "... number of years put in ..."
- "... everyone gets a raise ..."
- "... looking for a way to get rid of them ..."

How does it come about that the public employee is being singled out as the sacrificial lamb in the current economic climate?

One reason — and a serious one — is the political bind in which the Hatch Act imposes on public employees, since it greatly hinders the efficacy of civil servants, and their ability to fight for their backs.

The strings were loosened slightly last year by the Federal Election Campaign Act Amendments of 1974. These, however, primarily affected state and local employees who worked in agencies whose funding is acquired in whole or in part from the federal government. Beyond this, the great mass of public employees are still subjected to the Hatch Act, which controls the political rights granted to other citizens.

The civil servant is, by the nature of his adherence to the Merit System, committed to serving his fellow citizens. He is not seeking to overtake the leadership of the government. The restrictions of the Hatch Act, however, severely limit the amount of input that the civil servant has in the government by depriving him of his political viability.

Even more than civil servants in general, the black and Hispanic public employees are hurt by the restrictions.

An important niche of these minority people seeks the Merit System route to move upward in our society. Because of the Hatch Act restrictions, these successful members of the black and Hispanic middle class are prevented from acting fully to their potential as spokesmen and leaders in their communities.

We sincerely believe it is time for Congress to act to unshackle the political chains from the nation's civil servants.

... But Some Light

On the other hand, some gratification can be taken from what may be the beginnings of a trend toward appointing civil servants to various committees that affect public employees.

Last fall, then-Gov. Malcolm Wilson appointed Thomas McDonough, executive vice-president of the Civil Service Employees Association, and the Jewett State Employees Assn., to a state committee to study ethnic information gathering procedures.

Recently Ronnie Smith, president of CSEA's Willowbrook chapter, was named by an official of the directorship of the directorship of that Mental Hygiene institution, and John Famelite, a leader of the same union's Poughkeepsie School District unit, was appointed to a committee to choose a superintendent for that city's education system.

We hope that this is more than a trend.
Carey Releases U.S. Funds To Local-Level Public Jobs

ALBANY—Gov. Hugh L. Carey has approved the distribution of approximately $9 million in federal funds to 33 of New York's smaller counties now experiencing severe unemployment.

With the grants, local governments will create public service jobs for those who have been unemployed for more than 15 weeks. Preference for the jobs will be given to those persons who have been unemployed for more than 15 weeks and who have exhausted their jobless benefits. The funds would cover all of salaries and fringe benefits in the new jobs for a year. The programs are wholly funded by the federal government.

Governor Carey has jurisdiction over the distribution of the federal manpower funds to counties with populations of less than 100,000 people; larger counties receive federal manpower funds directly. The money is available under Title VI of the federal Comprehensive Employment and Training Act.

The counties, the number of jobs, and estimated amounts of grants are:

- Cayuga, 45, $412,755; Chenan-
- Cayuga, 25, $233,875; Clifton, 83, $479,392; Columbia, 19, $176,489; Delaware, 21, $184,323; Essex, 63, $385,890; Franklin, 91, $469,324; Fulton, 62, $585,512; Genesee, 20, $187,768; Greene, 44, $404,063; Hamilton, 9, $42,581; Herkimer, 31, $288,58; Jefferson, 7, $72,581; Lewis, 17, $187,768; Livingston, 15, $137,107; Madison, 30, $333,096; Montgomery, 40, $544,974; Onteora, 5, $72,581; Oneida, 25, $225,483; Otsego, 20, $231,518; Schenectady, 10, $179,770; Schoharie, 8, $90,729; Steuben, 33, $291,118; Sullivan, 70, $443,437; Tioga, 15, $112,258; Warren, 60, $543,317; Washington, 25, $214,692; Wayne, 32, $229,846; Wyoming, 17, $185,814; Yates, 7, $95,943; Cortland, 10, $152,001; Delaware, 7, $141,287; Tompkins, 16, $141,061.

**FIRE FLIES**

(Continued from Page 4)

Deputy Mayor Cavanaugh and Mayor Beame please note:

Please be advised that Fireman Al Bold, who was burned over 70 percent of his body on the result of a gasoline explosion in his quarters in Queens, has now reached the point where he may have visitors on a regular basis. He is at the Jacobi Hospital Burn Center at Bronx Municipal Hospital which is located at Pelham Bay Parkway and Eastchester Road in the Bronx. The visiting hours are from 2 to 4 p.m. and 7 to 9 p.m. One of Bold's first visitors was Commissioner John T. O'Hagan who presented Al with equipment and materials to make his own fishing rod and reel. The gift was presented on behalf of the entire Department. I thought that was very nice.

If any of the firefighters read this, kindly try to locate one or more former members of the disbanded Fire Department Glee Club. I have a letter from a lady whose brother was killed in line of duty in 1943 while doing Duty and she would like to purchase or otherwise come into possession of the notebook of the music and words for "Boys in Blue" as well as any other song which may have been written about our brave. I'd like to help on this one very much. Will you try?

Chief Marketing Reps

ALBANY—A chief marketing representative eligible list, resulting from open competitive exam 39,006, was established Jan. 13 by the state Department of Civil Service. The list contains four names.

HYPNOSIS

LET HYPNOSIS help you pass your next test. Call 371-9776 (evenings, too).
Ten Orphans Are Aided 

By Long Island's CSEA

MINNEOLA—The Nassau chapter, Civil Service Employees Assn., has mounted a project to aid the 10 children left without parentage by the death of a member, it was announced by chapter president Irving Flaumenbaum.

Drawing tickets are being prepared for a drive to start this week in an effort to raise $5200 for the orphans. Proceeds from the sale of tickets will be divided among the orphans, with the exception of the two children of the late Joseph Nadolny, who will receive a $2500 payment from the Nassau chapter.

Mr. Nadolny, who died in January of a heart attack, was married to his wife, Mrs. Nadolny, for 19 years. The Nadolny children range in age from 1 to 8.

The project was set after the children were visited last week by Mr. Flaumenbaum and Bob Richter, president of the Department of Public Works unit, to which Mr. Nadolny belonged.

Mr. Richter delivered a gift of $400 to the campaign to aid the family.

They found that the two older boys, Paul and Robert both 20, had recently been laid off from their jobs, but Robert had recently found a new job in a food warehouse and Paul had been offered a new job in the same warehouse and by the Nassau Central Truck Booking Corp. Dorolos works as a checker in a supermarket.

The oldest, Kathy, 21, who is confined to a wheelchair because of a heart ailment since birth, has found it particularly tough to find work.

Mr. Flaumenbaum said, "We need a major infusion of funds to keep this family together. We can be proud of these youngsters," Mr. Flaumenbaum said. "The only other thing that could make him happy would be to know that his fellow civil servants will rally to protect and support his family. So just that, that's what we are going to do."

Drawing tickets are to be distributed throughout the 20,000-member chapter this week.

Memorial For Gloria Fleming

Contributions and volunteers for a special fund-raising project to aid Gloria Fleming are sought by members of the Civil Service Employees Assn. Albany Region 4.

Region activities chairman Cosmo Lembo announced last week that plans are being formulated for CSEA participation in a Central Park Telethon in Albany on Feb. 15 and/or 16. As many as 100 volunteers to man the telephones will be needed.

In addition, money contributions are being solicited. Mr. Lembo said he felt that enough funds would be collected to buy a piece of equipment in Mrs. Fleming's memory.

Mr. Lembo eulogized Mrs. Fleming, who had served on the Region's activities committee and was chairman of the Mix and Mingle dance last spring. In a voice choked with emotion, he described her as a "tremendous worker for CSEA and the Region, and whose death left a void in the lives of those people who worked with her."

Contributions and names of volunteers for the Telethon may be sent to 272 Western Ave./Albany, N. Y. 12202. Cheques should be made out to: CSEA Albany Region, and will be placed in a special fund.

Clearly Warns Against Outside Challenges

(Continued from Page 1)

"When the outsiders further err," Mr. Clearly continued, "is in underestimating the ability of the membership to pull together when the decisions have been made."

Taylor Law Provisions

The Syracuse Region 5 president noted that various county chapters within the Region have already been allowed challenges by outside unions, and that the state bargaining units may be challenged under provisions of the Taylor Law.

"The union has a tremendous challenge to face up to this," Mr. Clearly said. "It will be the responsibility of each and every member to combat their exaggerated claims of what they will do for us if they win the challenge."

He explained that the best way to counter the attack is for a small group of people in the organization is by calling to sign authorization cards.

"Challenges cost money," Mr. Clearly said. "We prefer to use CSEA dues to provide improved services to our members. Even though the outsiders are consistently beating on their challenges to CSEA, they continue to make the efforts in the hopes that they can drain the CSEA treasury and cause a comeback in our services. They hope that by weakening our union, they can cause us to forfeit our status as the largest independent public employees union in the world."

In order to combat this happening, Mr. Clearly advised all charter presidents to hold meetings and seminars for their members to acquaint them with the tools and procedures available for their protection.

Participatory Unionism

"The CSEA constitution book the fact that CSEA's greatest strength lies in the dedication of its members to the cause of participatory unionism represented best by CSEA."

He noted that the official start of the challenge period for the state-wide bargaining units was July 1, 1977.

The new charter, Operational and Professional-Scientific-Technical; is August 1.

Mr. Clearly assured that there will be action before them, he warned, noting that the attempts to persuade employees to sign authorization cards can begin as early as next month.

The workshop at the Syracuse Regional meeting is being sponsored by the Region's State Workshop, headed by its chairman, James Moore, of Utica Psychiatric Center.

The workshop will begin at 8 p.m. with a training session on challenges. Mr. Moore has invited county representatives to attend the state workshop in order to pick up information that might be beneficial to their local situations.

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Chairman for the event is Alma LaNagra. Deadline for making reservations for the dinner-dance is Feb. 2. tickets are $10 each. Tickets may be obtained from Nancy Topaz, Correctional Services, Room 322, State Office Building, Syracuse, telephone (315) 473-8663. Cocktails will be served at 6:30 p.m. and the dinner-dance will begin at 7:30 p.m.

Manzanar at Brome

BINGHAMTON—John A. Manzanar, whose family has been named to the Board of Trustees of Brome Community College for an unexpired term ending June 30, 1978.

Yule Blood Drive

MANHATTAN—The Christmas season holiday blood donation drive, sponsored here by the Civil Service Employees Assn.'s State Insurance Fund chapter, netted a total of 147 pints of blood.

Chapter president Vincent Russo observed, "In this time of trouble and hardships, when it seems like there is no one interested in anything else, a demonstration such as this showing that people really are concerned for the well-being of their fellow human beings, is a pretty wonderful thing."
Putnam Cnty. Talks Go To Fact-Finder
CARMEL — The stalled negotiations between the 350-member Putnam County unit of the Civil Service Employees Assn. and the county's board of supervisors will be submitted to a fact-finder.

CSEA collective bargaining specialist Roger Kane said last week that the supervisors showed "complete contempt" for the mediation, and the mediator during four sessions with mediator Robert Black had been appointed by the State Public Employment Relations Board after negotiations went to impasse a month ago.

"As the last mediation session, which was supposed to be held last Wednesday, the supervisors didn't even show up, although the mediator had specifically asked them to be present," Mr. Kane said.

This is just further proof that the board of supervisors is not making a serious attempt to resolve the outstanding issues. They knew this was the last chance to settle the negotiations through mediation, and they didn't bother to show up.

By their actions, the supervisors are showing the public that they have no real concern for the Taylor Law as they have for their own employees.

Therefore, the CSEA negotiating team is considering what sort of job action to take in order to make the board realize that they must start taking these negotiations seriously.

Negotiations began in late August 1974.

The County unit of CSEA has also filed an improper practice charge against the county for failing to pay the employees their accrual increments, which by law were due on Jan. 1. The employees have yet to receive the increases.

Buffalo’s Retirees Will Hear Gilmartin
BUFFALO— Thomas Gilmartin, of Albany, coordinator of retirees of Civil Service Employees Assn., will speak at an organization meeting of the Buffalo Retirees chapter.

CSEA, at 2 p.m., Wednesday, Jan. 29, at the Hotel Statler Hilton, Buffalo.

Grace Hickey, chapter president, said election of officers and the adoption of a constitution and by-laws will also take place and representatives will be available to answer questions.

All CSEA members who have retired or are planning to retire soon and who would like to maintain membership activities and benefits, may attend.

Retiree chapters, Ms. Hickey pointed out, have been instrumental in developing such benefits as the cost of living increases in pension benefits, preparation of group life insurance policies and other benefits.

"Before chapters also provide the outlet for meaningful activities as important to interesting retirement living," she said as an example of this type of activity she cited the experience of the chapter's vice-president pro-temp, Celeste Rosenkranz, who serves as education chairman for CSEA's 14-county Western Region.

RIVKIN TO DOWNSTATE
MANHATTAN—Leonard L. Rivkin, of Hewlett, has been appointed to the Council of the Downstate Medical Center of the State University of New York for a term ending July 1, 1966. There is no pay.

Nassau Contract Report Due
MINEOLA—A report from fact-finders on the Nassau County contract negotiations is expected by the end of this week, according to Irving Flaum-enbaum, president of the Nassau chapter of the Civil Service Employees Assn.

Mr. Flaum-enbaum said he had been assured by the fact-finders that their report was in the final stage of preparation and would be submitted to the board of supervisors before Jan. 31.

The chapter last week separately negotiated total dental coverage, although the negotiations on an open contract had stalled on the amount of pay increase. This issue had been submitted to a fact-finding panel composed of Marie Procopio, Bernard O'Keefe and William Warner.

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Negotiations began in late August 1974.

The County unit of CSEA has also filed an improper practice charge against the county for failing to pay the employees their accrual increments, which by law were due on Jan. 1. The employees have yet to receive the increases.

Albany Boycott Of State Auto Facility; CSEA Bringing Actions
ALBANY—While some 60 State Mental Hygiene Department workers continue a Civil Service Employees Assn.-sponsored boycott of parking facilities at their relocated work location, CSEA is moving on several fronts in an effort to stop the department's Capital District Psychiatric Center from imposing a $5 monthly parking fee.

The situation cropped up a week ago when the Capital District Psychiatric Center relocated from 44 Hospital Ave. to new quarters on New Scotland Avenue. Transferred employees were offered parking facilities in a nearby garage operated and maintained by the Albany Medical Psychiatric Center Hospital at a monthly fee of $5. A series of negotiations were held prior to the relocation between CSEA and CEPHC, with additional meetings scheduled at the time the relocation became effective along with the attempt to impose the parking fee.

CSEA filed a grievance on the situation on the last working day prior to the move. On the first day of the new location, CSEA filed an improper practice charge with the Public Employment Relations Board. The director of the Capital District Psychiatric Center denied CSEA's grievance late last week, and CSEA quickly appealed the denial to the State Mental Hygiene Department, which is now pending.

Meanwhile, PERCO has announced it anticipates scheduling a hearing of CSEA's improper practice charge sometime this week.

Additionally, CSEA asked the Albany Medical Center to halt the sale of the parking permits in its garage pending the outcome of CSEA's improper practice charge, but the hospital administration said it would not do so. According to John Cooney, CSEA's Albany regional field supervisor, CSEA is currently studying the feasibility of instituting a law suit against the Albany Medical Center in an effort to halt the parking permit sales. No decision on that possibility was reached at Leader press-time.

(Continued on Page 14)
Flushing P.O. Seeks Nurse

Flushing postal officials will soon begin conducting intensive interviews of registered nurses for an $11,566 a year post, including a $696 cost of living increase.

Candidates must complete postal service form 2551 which is available at all post offices.

There is no written exam for the job. Candidates will be rated on the basis of the interview. Daily hours will be 4 p.m. to 12:30 a.m. There is a 10 percent night differential.

CANDIDE AT THE BROADWAY THEATRE

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Here is the complete story of the minority lawyer from law school to law firm—in the words of those who have successfully completed the trip... the lawyers themselves. Each distinguished contributor honestly tells his own exciting and painful journey toward acceptance in a field that, until recently, had only a handful of minority practitioners.

CONTRIBUTORS AND THEIR CAREER INSIGHTS

• A Puerto Rican Perspective
  José A. Cabranes, Associate Professor of Law, Rutgers University Law School
  Chicane and Other Spanish Decendents Groups
  Law Students Civil Rights Research Council
  Go South, Young Advocate
  C. King, Jr., Attorney, Georgia
  Black Advocate in the North
  Samuel W., Jr., partner, Rutter, Down, Hillman, Jaffe, Pierce, Kibbe, New York City
  The Chicano in Private Practice
  Herman Sillas, Jr., senior partner, Sillas and Graham, Los Angeles, California
  The Black Lawyer as Law Teacher
  Derrick A. Bell, Jr., Professor of Law, Harvard University Law School
  Teaching in a Black Law School
  Paul E. Miller, former dean, Howard University Law School
  Puerto Rican Lawyer in Politics: An Interview with nominations Badillo, Congresswoman
  By Christine Philpot Clark, editor
  Black Advocate in Politics: An Interview with Blasi A. Peterson (vice-chairman, Democratic National Committee)
  By Christine Philpot Clark, editor
  The Black Bureaucrat
  Ruby Marz, Assistant to Rep. John Conyers
  The Legal Services Attorney—Comment from California
  Paul Anaya, Director, Indian Law, California
  Rural Legal Assistance
  Social Action and Legal Services
  Martin L. Thompson, General Counsel of Community Action for Legal Services, New York City
  Working for a Foundation: An Interview with Christopher F. Edley (Executive Director,
  United Negro College Fund, formerly with the Ford Foundation)
  By Christine Philpot Clark, editor
  The Puerto Rican Judge
  Judge Joseph Z. Carras, Criminal Court, New York City
  Opportunities for Blacks in the Law: Perspective of a Federal Judge
  Judge Constance Baker Motley, U.S. District Judge, New York City
  The Bar Examination: Hurdle or Help
  Contributed by Christine Philpot Clark, editor
  The Role of the Black Bar in Black People's Struggle for Social Justice
  Contributed by Christine Philpot Clark, editor

About the Editor
Christine Philpot Clark is an attorney with the Columbia Broadcasting System, Inc. She has been author of numerous articles on legal subjects. She has written a book on "How to Get Along With Black People" and is the author of numerous articles on legal subjects. She is a graduate of Yale Law School and has lived in New York City with her husband, LeRoy Clark, a Professor at New York University School of Law, and their two children.

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□ Perspectives from the Bar
□ Ethnic Perspectives

APPENDICES:
1) Financial Aid Programs for Minority Group Students in Law Schools
2) CLEO—Regional Summer Institutes 1973
3) 1971 Survey of Minority Group Students in Legal Education
4) Graduate and Professional School Opportunities for Minority Students (1972-73)
5) Minority Writing and Reading: The Problems of CLEO Students, by Norman Brand
6) The Black Lawyer—A New Day, But Slow in Downing, by Christine Philpot Clark and LeRoy Clark

WHO CAN BENEFIT FROM READING THIS BOOK?
□ Undergraduate students choosing law as a career
□ The minority student may not have access to members of the profession to talk about factors to consider in deciding on a law career. For instance, what sources of money are available and which law schools will accept him? Can he compete with this "fast-talking, complicated bunch"? Any student will find experience here that can be valuable lessons.
□ Law students considering career choices
□ There are dozens of ways to use the law to protect and serve the minority community. On a larger scope, political involvement can give direction to important movements and may lead to election to government. As a professor, the minority lawyer has a unique privilege to influence his white, black, Puerto Rican and Chicana students. Career options can be realistically evaluated by the future lawyer after reading this book.

A realistic look at legal opportunities for minorities through the eyes of minority lawyers—professionals who have made it through the system as small-town practitioners/law firm partners/corporate counsel/government attorneys/Judges/law professors/lawyer-policemen/

The minority lawyer—his own struggle and his success. What sources of money are available and which law schools will accept him? Can he compete with this "fast-talking, complicated bunch?" Any student will find experience here that can be valuable lessons.

Here is the complete story of the minority lawyer from law school to law firm—in the words of those who have successfully completed the trip... the lawyers themselves. Each distinguished contributor honestly tells his own exciting and painful journey toward acceptance in a field that, until recently, had only a handful of minority practitioners.

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Loosen Hatch Act Restrictions For Some State, Local Workers

Federal Election Campaign Act Amendments have loosened restrictions on public activities for certain groups of state and local employees who work for agencies whose funding is derived in part or in whole from the federal government. The legal department of the Civil Service Employees Assn. has prepared the following brief explanation of the changes:

Those Affected
As of October 15, 1974, certain restrictions on the political activities of state and local employees have been lifted. The Hatch Act applies to all officers and employees of state and local agencies whose funding is required in whole or in part from the federal government. Only those employees whose principal employment is in connection with activities financed by the federal government are restricted by the Act. The Act does not apply to officers and employees in state and local agencies which receive no federal funding.

Political Activity
As of October 15, 1974, individual state and local employees of any state or local agency whose principal employment is financed in whole or in part by federal money are now permitted to take an active part in political management and in political campaigns. They are allowed to be candidates in a nonpartisan election. They are not allowed to be candidates for an elective office in a partisan election.

Contributions
The Federal Election Campaign Act Amendments of 1974 limit the amount that individuals can contribute to candidates running for federal office. No individual can contribute more than $25,000 in any calendar year. There is also a limitation on the amount of cash donations.

For Some State, Local Workers

ALBANY — Three appointments, all to administrative posts, have been announced by Gov. Hugh L. Carey. The appointees are David W. Burke of Rye, as secretary to the governor; Harry J. D’Ormeilla, of Briarcliff, as director of communications; and Robert W. Laird, of Manhattan, as press secretary.

Mr. Burke, 38, served as an administrative assistant to Sen. Edward Kennedy (D-Mass.). From Hudson River, Dover Plains — Jack M. Quartersarc, of Dover Plains, has been appointed to the Board of Visitors at Hudson River Psychiatric Center for an unexpired term ending Dec. 31, 1976.

State Promotional Job Calendar

Applications Accepted To For March 3

Exam Date To Be Announced

Written Exams March 22

Written Exams May 22

Interdepartmental Promotion Exam

Purchasing Agent — Administrative

Senior Purchasing Agent

Senior Radiologic Technologist

Drug Abuse Control Commission

Dir. of Drug Abuse Fiscal Management

(March Oral Exam)

Office of General Services

Avt. Building Construction Manager

Mental Hygiene

Assistant Business Officer

Business Officer

*evaluation of training and experience

Dept. of Public Service

Associate Valuation Engineer

Principal Valuation Engr. (March Oral Exam)

Senior Valuation Engineer

SUNY

Campus Security Officer II

Campus Security Specialist

Supv. Campus Security Officer

Applications Accepted To For March 3

Written Exams March 22

State Insurance Fund

Senior Payroll Audit Clerk

Senior Underwriting Clerk

Dept. of Mental Hygiene

Deputy Director for Institution Adm.

Applications Accepted To March 3

March Oral Exams

Dept. of Labor

Employment Service Aide

Unemployment Service Aide

Highland Meadows

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- Civil Engineer
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- General Entrance Series
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- Fireman, F.D.
- Electrical Engineer
- Const. Supv. and Inspect.
- H.S. Diploma Tests
- General Test Pract. for 92 U.S. Jobs
- Federal Service Entrance Exam
- Homestudy Course for C.S.
- Janitor
- Custodian
- Maintenance Man, Group D
- Maintainer, Helper, A and C
- Motor Vehicle License Examiner
- Management and Administration Quizzer
- How to Get a Job Overseas
- Prob. and Parole Officer
- Principal Clerk-Steno
- Pharmacists License Test
- Police Administrative Aide
- Police Officers, Police Dept. Trainee
- School Secretary
- Preliminary Practice for H.S. Equivalency Diploma Test
- Transit Patrolman
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- ORLANDO ASSOCIATES, 50 Union St., NYC. Subsistence of Contract of Limited Partnership filed in New York County Clerk’s Office on December 10, 1974, has first given the following description of the property:

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Reopener

Effective immediately, the Civil Service Employees Association (CSEA) will immediately begin to process claims for reopener grievances. These grievances were filed by members of the CSEA negotiating team in response to the expiration of the current contract.

Region & State Human Rights Groups Confer

At the conference, the Human Rights Committee of the Civil Service Employees Association addressed the issue of discrimination in the workplace. The committee discussed the importance of ensuring equal treatment for all employees, regardless of their race, gender, or sexual orientation.

Port Chester Faces Labor Charges

The Port Chester School District has been accused of violating labor laws by failing to provide adequate wages and benefits to its employees. The Civil Service Employees Association (CSEA) has filed a complaint with the state labor board, alleging that the district has failed to comply with the terms of the current contract.

Albany Boycott On Parking Fee

The Boycott on Parking Fee was announced by the Civil Service Employees Association (CSEA) on January 29, 1975. The union has called for a boycott of the parking garage on the campus of the State University of New York at Albany, in protest of the proposed parking fee.

Lancaster School Nurses Obtain Compromise Raises With A $400 Wage Hike

The Lancaster School Nurses have obtained a compromise raise of $400 per year, retroactive to the start of the school year on September 1.

The nurses agreed to a compromise raise of $400 per year, retroactive to the start of the school year on September 1. The nurses were represented by the Civil Service Employees Association (CSEA), who negotiated the settlement.
Lake George, has been named to a term ending June 30, 1978. A maximum of $5,000 a year for time spent on Agency business.

**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, on weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 11:00 p.m.

These requesting applications by mail must include a stamped, self-addressed envelope. Applications are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.), BMT (City Hall), Lexington IND (Brooklyn Bridge). For advance information on titles, call 586-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 69 Court St., Brooklyn 11201, phone: 596-9560; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 56th floor, New York, 10048, (phone: 486-6361); Police Office, City Hall, New York 10020; State Office Campus, Albany, 10048, (phone: 488-4248); State and Eagle Sts., Albany, 10013; open weekdays between 9 a.m. and 5 p.m., weekdays only. Special hours for Thursdays are 8:30 a.m. to 11:00 p.m.

Announcements are available either in person or by sending a stamped, self-addressed envelope with their request.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Unified Court System, 100 State St., Albany, 12222, (phone: 486-4111).

**FEDERAL** — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal elections being updated (North of Ducommun County) should contact the Syracuse Area Office, 31 Erie Blvd., West, Syracuse 13202. Toll-free calls may be made to (800) 322-5457. Federal titles have no deadline unless otherwise indicated.

**INTERGOVERNMENTAL** — The Interdepartmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 20-26 11th St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 822-4190; for state, 224-0000; and for federal, 824-5122.
Panel members for non-teaching employees seminar last week were, seated from left, Vincent DiBrienza, non-teaching school employees committee chairman, Irving Flaumenbaum, Long Island Region 1 first vice-president; Edward Perret, CSEA non-teaching school employees committee chairman and Long Island Region 1 first vice-president; Jake Banek, former Oneida County chapter president; Les Banks, Rensselaer Educational chapter president; Charles Ray, and the matter was referred to the chapter grievance committee for study.

W. Seneca Hosts Grievance Meet
WEST SENECa — A two-day seminar on grievance procedures will be held Friday and Saturday, Feb. 7-8, by the West Seneca Developmental Center chapter, Civil Service Employees Assn.

The seminar, the first such hosted by the chapter, will be held at 260 Lafayette Road, West Seneca. The Friday session will begin at 7 p.m. with registration, after which will be a two-hour meeting beginning at 8 p.m. Saturday’s session will consist of a 10 a.m. noon meeting, followed by a half-hour break and a 12:30 p.m. to 2 p.m. workshop. The afternoon meeting will begin at 2 p.m.

Among interested participants in two-day seminar at Long Island Region 1 headquarters were Lawrence Shangray, of Kings Park Schools, and Trudy Fox, of Oceanside Schools.

Major Improvements Won in Saratoga Sheriff Pact
(Special to The Leader)

BALLSTON SPA — Approval has been given to a two-year contract negotiated by the Civil Service Employees Assn. for employees of the Saratoga County sheriff’s department which will provide salary hikes ranging from $1,025 to $1,733 along with major improvements and some new items in the benefits area of the agreement.

The package was the first to be negotiated by CSEA for the Saratoga County sheriff’s department personnel, which last year decided to unite for the first time under the contract, and increased vacation and personal leave provisions were negotiated. In addition to a job protection package, overtime benefits were gained along with an increase in sick leave benefits, including increased accumulation from 120 to 170 days and the ability to take sick leave for sickness or disability of the member’s immediate family.

Additionally, the county will now provide road men with firearms and ammunition, fire engines and vehicles, and vehicles and firearms, and Village of Albion workers. The latest victory for CSEA came on Jan. 18 when the Public Employment Relations Board certified the Medina unit of the Orleans County CSEA chapter as the bargaining representative for Medina employees.

CSEA Orleans Victory Seen As AFSCME Loss

MEDINA — The Civil Service Employees Assn. has strengthened its position in Orleans County and continued pressure of a rival labor union within the county borders by being certified as the exclusive negotiating representative for Village of Medina employees.

At one time Council 66, American Federation of State, County and Municipal Employees, had a virtual monopoly on public employee membership in the county, but in late 1974, CSEA challenged for representation rights, resulting in an election which was won by CSEA.

Recently, CSEA has obtained a majority of the signatures of village employees on designation cards, and had them filed for certification by AFSCME. That union in turn informed PERB they no longer wished to represent Medina employees, a move thought calculated to avoid yet another election loss to CSEA.