



PARKING AGREEMENT — The Civil Service Employees Assn. and the New York State Office of General Services recently reached agreement on allocation of free parking spaces in underground garage at Binghamton's new Civic Center. Here Stanley Yancy, former president of Binghamton chapter, draws name of William Bares from fishbowl during drawing for 200 available spaces. Looking on are Thomas Christensen, OGS assistant director of inter-agency services; Donald Aylesworth, Binghamton State Office Building superintendent, and Rick Sroka, CSEA field representative.

Restored To Job

Health Research Aide's Grievance Is Sustained

SYRACUSE — A grievance instituted against Health Research, Inc. by the Civil Service Employees Assn. in behalf of Jan Kuyper, a CSEA member and an employee of the corporation, has been sustained in part by arbitrator Robert of the American Arbitration Association.

Kuyper had been discharged from the corporation for taking surplus mice and giving them to a fellow worker for the latter's use in feeding his snakes. The mice were useless to the laboratory and were to have been destroyed.

Health Research chapter president, Barbara Pauser, said, "We certainly feel that this is a significant victory for all of our employees."

The employer contended that the extreme penalty of discharge was justified because the unauthorized removal of mice might jeopardize existing strain of mice that were being bred; might adversely affect the Corporation's reputation in the community, particularly among anti-vivisectionists; the grievant's conduct impaired confidence in his ability to follow instructions in carrying out experiments; and that the grievant had been warned several times not to remove mice.

Kuyper maintained that taking the mice was harmless, since they would otherwise be destroyed. He also stated that he did not act in conscious defiance of any order not to remove the mice.

(Continued on Page 3)

Bonus Due June 26

Final determination has been made as to the date the one and one-half percent bonus due state employees will be made.

The bonus monies will appear in the June 26 checks of employees in all the departments represented by the Civil Service Employees Assn., which negotiated the benefit in last year's contract.

Wenzl To Ink Four Contracts In Ceremony With Governor; Negotiators Will Also Attend

ALBANY — Over 50 members of four negotiating teams will accompany Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., to a ceremony on June 20 where he will sign four contracts for the State bargaining units CSEA represents.

The ceremony will be held with Gov. Nelson A. Rockefeller, who has already signed the contracts, in his chambers in the State Capitol.

Signing contracts for the individual units will be Thomas McDonough, Administrative; Ernst Stroebel, Professional-Scientific-Technical; Ronnie Smith, Institutional, and William McGowan, Operational.

The agreement provides a 6½ percent pay increase retroactive to April 1; a 5½ percent increase effective April 1, 1974, and a re-opener for bargaining on a new pay raise that, if reached, would be effective on April 1, 1975.

Under the agreements, all new state and local government employees hired after June 30, 1973, would come under a single pension plan that would set retirement at age 62, with half-pay after 25 years' service.

These employees would be eligible for retirement at age 55 with 25 years' service but at 27 percent less than the benefits they would receive at 62.

In addition, employees earning less than \$12,000 a year would get a maximum pension of 60 percent of their final average salary while those earning above \$12,000 would have the same 60 percent maximum on the first \$12,000, with a 50 percent maximum on the amount over that. Social Security payments are not integrated and constitute ad-

ditional retirement income at the appropriate ages.

Pension Still Negotiable

It is important to note, in the meantime, that units of local government that are in the process of bargaining for improvement of current pension plans can continue to do so for the three-year run of the contract in behalf of those employees on the payroll prior to July 1, 1973.

Another vital concession won by the Employees Association was that pensions will continue to be a negotiable item. This will be done through continued coalition bargaining. In other words, although new public employees in the state will be under a uniform plan as of July 1, these unions can negotiate for improvements in that single plan.

(Continued on Page 16)

Orange School District Unit Demonstrates Against Job Cuts

CENTRAL VALLEY — Members of the Monroe-Woodbury Central School District unit of the Orange County chapter of the Civil Service Employees Assn. demonstrated recently in front of the education center in Central Valley to protest job cuts in their department caused by the school district's economy move.

According to Jose Sanchez, CSEA field representative, "Twelve custodial and transportation jobs will be abolished for supposedly 'economic reasons' while other employees are receiving raises of up to \$3,000."

Terry Tomaszewski, first vice-president of the Orange County chapter of CSEA added, "They're taking away jobs that are basic to the safety of the children of this district."

Sanchez said that the employees would not strike because of a written agreement they have with the district not to take that action. They will, however, meet with a lawyer to determine what legal action can be taken against the district.

The employee group has until July 1 to determine what they can do legally in the situation. They were officially notified June 4 of the district's plans to abolish the jobs.



RENSELAER COUNTY PACT — Representatives of the Civil Service Employees Assn. and the Rensselaer County Legislature sign the recently ratified contract agreement between the County and the Rensselaer County Unit of CSEA. Pictured standing, from left, are Thomas Sarras, chairman of the CSEA negotiating committee; Abbott Wiley, county legislator; Thomas Whitney, CSEA negotiating specialist; Michael Allard; Jane Mallensen, and Douglas Kurick. Seated are Herbert Bower, chairman of the County Legislature; Joseph Pastore, CSEA unit president, and Lucille Pfaffenbach.

Don't Repeat This!

Gov. Moves On High Prices, Gas Shortage

GOV. Nelson A. Rockefeller is determined to invoke all powers of the State to help keep a lid on rising prices and living costs and to make sure that public services and the State's economy will not be disrupted by shortages of gasoline and fuel oil.

In a surprise move, the Governor announced that he would ask the Special Session of the Legislature, scheduled to con-

(Continued on Page 6)

Federal News

Latest figures on Government-wide discrimination complaint activity, released by the U.S. Civil Service Commission, indicate that the Government's internal complaint system is working to assure equal opportunity in Federal employment for all persons, regardless of race, color, religion, sex, or national origin. Figures for the first three quarters of fiscal year 1973 (July 1, 1972, through March 31, 1973) also show that more Federal employees and applicants are taking advantage of the rights available

to them under the discrimination complaint system, and that use of the system is resulting in corrective actions that benefit aggrieved individuals and improve personnel management generally.

Commission regulations governing the complaint system, revised following the enactment last year of the Equal Employment Opportunity Act of 1972, provide for informal resolution of EEO-related problems wherever possible through a network of agency equal employment opportunity

counselors. Other features include independent investigation of formal complaints, an opportunity for a hearing before a third-party examiner, rights of appeal to the Commission, and access to the courts.

During the nine-month period ending March 31, 1973, there were 17,719 who contacted equal employment opportunity counselors in Federal agencies. Most problems were resolved at this stage, and 8,008 or 45.1 percent of counseling activity. Of the 17,719 persons counseled, 1,758 or 9.9 percent went on to file complaints of discrimination. Comparative figures for the same nine-month period one year earlier were 11,460 persons counseled and 1,231 formal complaints filed.

Police News

The following 119 members of the Police Dept. have been appointed police officer on probation, effective April 30, and have been assigned to the training division at a salary of \$11,200:

Ferando Castro, Jr., George D. Gonzalez, Peter L. Wigfall, Carol-Lynn E. Bernard, Jane A. Bossler, Patricia A. Cocheo, Kathleen A. Fogarty, Kathleen M. Kershaw, Gloria A. McInerney, Laura M. McNally, Deborah Pennington, Stephanie Sautner, Jacqueline J. Seymour, Mary A. Thomas, Steven J. Adler, Leonard G. Azzarello, William Badala, Robert J. Baile, Edward J. Barcklow, Raymond T. Bren-

Gary S. Brenner, Nicholas Bruno, Freddie E. Burgess, Robert S. Butch, Michael R. Byers, Thomas J. Byrne, Donna S. Cadwell, John J. Cea, Victor J. Char-kowick, Sandy Check, Marilyn A. Collins, Robert F. Connolly, Felix L. Correa, Joseph T. Crai, Robert D. Crowley, Richard M. Cunningham, Hans C. Dannegger, Thomas J. Davis, Robert A. DellaGreca, Mary L. DellaRocca.

Michael Desiderio, Frank J. Di-Tullio, Joseph W. Esposito, David T. Evans, Michael C. Fasano, Joyce Fasce, Daniel J. Gentileco, James J. Giannelli, Maria E. Glanton, Charles B. Hecker, Patrick A. Higgins, Wright Hockaday, Jr., John P. Hrzlich, Ben Judge, Ernest R. Kabelka, Raymond J. Klein, Ronald M. Kosadevitch, Thomas Koutsis, Kevin Leonard.

Russell B. Ltwenak, Jr., John J. Loguercio, Lance H. Long, Robert L. McCaffrey, George J. McFadden, David J. McKeown, Paul V. McNulty, Anthony Manzo, Paul J. Marino, John W. Maxwell, Anthony P. Mendez, Lawrence C. Meyer, Edmond C. Modugno, William P. Murnane, Richard P. Muscolino, Daniel A. Nowomlynski, Mary E. Nugent, Leonard C. Oberstad, Michael J. O'Brien, Thomas P. O'Connor.

John F. O'Rourke, Francisco Osorio, Jr., Michael J. Pniewski, Dennis R. Pagoaga, Anthony Papa, Ronald G. Peifer, John J. Perez, Curtis Pettaway, Thomas J. Preziose, Luis A. Rodriguez, Robert T. Rogoff, Thomas Y. Rooney, Peter M. Rulz, Peter J. Schwartz, David E. Semelmaker, Peter M. Smeding, Albert P. Smyth, Frederick A. Solomita, John W. Spano, Thomas F. Stegmann.

Robert J. Steinman, Dennis V. Sullivan, John E. Sullivan, John J. Teixeira, Beverly J. Telfy, Matthew A. Triolo, Noel S. Vassallo, Hary Velez, Ernest Verdeschi, Richard D. Vignogna, Nicholas J. Voglio, William H. Vormittag, Thomas P. Walsh, Jr., Stephen Milkowski, Paul R. Williams, Thomas P. Wolinski, Daniel J. Wright, Kathleen H. Wynne-Peter M. Zahn.

YMCA Offers Law School Preparation

A course in preparation for the July 28th Law School Admission Test will be held at the McBurney YMCA, 215 West 23rd Street in Manhattan beginning Saturday June 23rd at 11 a.m. At least three years of college in any field is required for admission. Forty five liberal arts credits must be included in the student's total college credits.

This course will be of interest to people desiring to enter law school by day or evening.

Enrollment is presently going on. For more information call CH 3-1982.

Office Asst B

The city Dept. of Personnel has summoned 1,356 candidates for college office assistant B to take open competitive exam 3010 between June 21 and 23.

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GOVERNOR'S PLAQUE — An award is presented to the Workmen's Compensation Board, represented by Arthur Barback, center, administrative director of the WCB, for outstanding participation in the New York State Employee Suggestion Program. Presenting the plaque are, from left, Lt. Gov. Malcolm Wilson, State Suggestion Program coordinator Ralph Garrison, assistant director of operations, WCB, John Leach, and Civil Service Commissioner Ersu Poston. The State Department of Civil Service administers the program and sponsors the yearly award.

Whittemore To Herkimer

ALBANY—Harold E. Whittemore, of Ilion, has been reappointed a trustee of Herkimer County Community College for an unsalaried term ending June 30, 1981.

Osborne To Broome

ALBANY — George C. Osborne, of Binghamton, has been named a trustee of Broome Technical Community College for a term ending June 30, 1979, succeeding the late James F. Davidge.

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Move To Save Jobs Of 100 Fired Aides

The Civil Service Employees Assn. announced last week that it would make all attempts possible to save the jobs of over 100 state workers who have received notices of dismissal from state service on the technicality that they are in the non-competitive class.

The employees who are in the Division of Employment have the title of community workers and qualified for their jobs with two years of college or 1,000 hours of community work. The program was federally funded, but since the funds have been withdrawn those employees with less than five years of service have been told they have no tenure and would have to be let go. Some of the employees previously worked for the City of New York

but became state employees when the program was taken over by the State 1½ years ago.

The employees are represented by the union.

Bill DeMartino, first vice-president of the Metropolitan D of E chapter, CSEA, said that "practically all the employees affected are from the minority groups and are heads of household. To separate them from their jobs would force them to go on welfare to provide for their families. The functions they perform are invaluable in providing supportive services for the clients we serve, and as residents of their communities give the Division of Employment credibility with the employers."

Congressman Charles Rangel and Shirley Chisholm in addition to Manhattan Borough President Percy Sutton and Assemblyman Samuel Wright have been contacted by the employees to inform them of the state's action.

Hospital Authority Aide Is Victor

(Continued from Page 1)

In reviewing the case, Rabin concluded that the removal of the mice did not jeopardize the purity of remaining strains of mice or adversely affect the corporation's standing in the community. He also found that the ruling concerning the taking of mice had not always been consistently enforced. Rabin noted that Kuyper had had an unblemished work record for the past eleven years.

Dismissal "Too Extreme"

The arbitrator ruled that discharge, even though the employee was aware of restrictions on disposing of mice, was too extreme and ordered that Kuyper be reinstated to his former position with full back pay, except for the first two weeks of his discharge. The withholding of two weeks pay was a disciplinary action against Kuyper for disobeying rules.

According to Rabin, "From the perspective of decent employee relations, it is simply unjust to invoke the extreme penalty of discharge for this kind of offense by an employee of the caliber of Mr. Kuyper."

CSEA associate regional attorney Carmen Pine of Cavinoky, Cook, Hepp, Sandler and Gardner, represented Kuyper.

Erie Ed Chapter Endorses Reese

WEST SENECA—The Erie County Educational Employees chapter of the Civil Service Employees Assn. has endorsed David Reese for reelection to the West Seneca Board of Education.

Reese was first elected to the board in 1953.

"Over the years he has brought to the board not only the benefit of his knowledge of school affairs, but also a broad background of civic and community involvement. This has helped produce a spirit of mutual concern between the community and schools," said chapter president Sam Mogavero in an endorsement statement.



DEDICATION REWARDED — Lena Sellano, principal account clerk of the payroll office at SUN-Binghamton, received the 1973 Council-Foundation award at Binghamton's commencement ceremonies. The award is made annually to a member of the university community who has given "unique service above and beyond the call of duty." Ms. Sellano, a SUNY-Binghamton employee for 20 years, was cited for selfless devotion to her job. At one time in the 1950's she was simultaneously in charge of payroll, student accounts, scholarships, Faculty-Student Assn. accounting and the switchboard.



NEW COLUMN COMING — Members of educational chapter of the Civil Service Employees Assn. are seen here with Paul Kyer, lower right, editor of *The Leader*, as they make plans for a new monthly column on the problems and news of educational chapters and non-teaching units in CSEA. Participating, from left, are Howard Cropsey, Edward Perrott, Salvatore Mogavero, Frank Fasano and Nell Gruppo. Items for the column may be mailed directly to Mogavero, 230 North Main St., Angola, N.Y., 14006.

Buffalo Area Doing Well In Defending State Aides Charged With Strike Acts

BUFFALO—Following a successful court decision that ordered individual hearings for all charged, the Civil Service Employees Assn. scored an impressive "won-lost" record in cases of workers accused of taking part in last Easter's work stoppage.

Regional attorney Charles R. Sandler reported at a recent Western Conference meeting that of 153 Buffalo area cases heard, 113 were decided in favor of CSEA, and employees' pay and tenure was restored.

The 76 percent margin was "most satisfactory," said Sandler, a veteran of 27 years of litigation proceedings.

Most of the cases were argued by Sandler's associates, Ronald L. Jaros, David L. Jones, Carmen J. Pino and Joseph G. Sacco.

But Sandler argued—and won—the first case in which he demanded through the courts separate hearings for all individuals. The state, he claimed, wanted to hear the cases in groups, denying each employee his or her right to a separate proceeding.

Only five cases remain in the "decision pending" stage, Sandler said, with three others not yet heard, based on unusual circumstances, such as military service.

Sandler noted he expected favorable decision on four of the five cases pending.

Impartiality Praised

Sandler also praised the six hearing officers appointed by the state as "well-qualified attorneys who were 'truly impartial.'"

He added praise to the "officers, directors and staff mem-

Hubbard Reappointed

ALBANY—The Governor has reappointed R. James Hubbard, of Casenovia, to the Central New York State Parks and Recreation Commission for a term ending Jan. 31, 1980. Members are unpaid.

Named To Commission

ALBANY — Peter Dudan, of West Nyack, has been named to a new term on the Palisades Interstate Park Commission. The unsalaried appointment expires Feb. 12, 1978.



CHAS. R. SANDLER

bers of the CSEA "for the constant support which was afforded me and my colleagues in this protracted and oft-times vexa-

tious litigation.

"I believe that through the efforts and cooperation of all concerned, we achieved a noteworthy goal of fully supporting our Association members at a critical time when their legal rights were challenged by the State of New York," he added.

Sandler also claimed the results of the hearings proved that "error is frequently committed when a determination is made without conducting a thorough investigation before charging employees" with violating the Taylor Law's no-strike rule.

Specifically, he referred to the 350 cases in the Buffalo area denied a hearing by the state and now the subject of Article 78 proceedings.

Ⓛ CSEA calendar Ⓛ

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

June

- 19—Hudson River State Hospital chapter meeting: Otto House, Poughkeepsie.
- 21—Albany Taxation and Finance chapter installation meeting: 4:30 p.m., State Campus cafeteria, Albany.
- 22—Syracuse chapter clambake: 4-9 p.m., Jamesville Lake Grove, Jamesville.
- 22—Deadline for nominees for regional officers to be submitted to CSEA Nominating Committee.
- 22—Buffalo chapter installation: 7:30 p.m., Statler-Hilton Hotel, 107 Delaware Ave., Buffalo.

July

- 9—Mental Hygiene Employees Assn. meeting: 9:30 p.m., Trinkous Manor, Oriskany.
- 23—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80 Clubhouse, 76 Main St., Binghamton.
- 24—Oneida County chapter annual clambake: 5-10 p.m., Stanley's Grove, Marcy.



CENTRAL ISLIP LEADERS — Officers for the Civil Service Employees Assn. chapter at Central Islip State Hospital were installed earlier this month in ceremonies at the hospital's Robbins Hall. CSEA field representative Nicholas Pollicino, installing officer, left,

links hands with president Joseph Keppler, first vice-president Steve Crandall, second vice-president Douglas Dickson, treasurer Virginia Beyel, recording secretary Shirley Dickson and corresponding secretary Eileen Gorski. In the second photograph, chapter delegates

discuss their installation. From left are Al Henneborn, Claire Hofmann, president Keppler, Mrs. Pollicino, field rep Pollicino, Harry Brechtel, Genevieve Pychewicz and Henry Pearsall.

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Transit Patrolman Eligible List

EXAM 2225 PATROLMAN, NEW YORK CITY TRANSIT POLICE DEPARTMENT

This list of 6,222 eligibles was made public May 23. Of the 22,845 candidates who filed during Jan. for the Feb. 24 written exam, all were called but only 10,931 appeared. Salary is \$11,200.

(Continued From Previous Issue)

No. 3861 — 78.8%
3861 Edward F. Grasso, Victor I. Medina, Richard L. Covington, Donald R. Simpson, Roy L. Stein, Kenneth J. Barber, Henry O'Berer, John J. O'Brien, John F. Woitovich, Santoro P. Lanuto, Gerard W. Proctor Jr., Harold F. Chambers, Raymond Nelson, Henry T. Woodward, Charles Curbelo, Marshall A. Trapanese Jr., William R. Franklin, Cicero A. Murray, Thomas K. Perry, Richard M. Young.

No. 3881 — 78.8%
3881 Charles Dellberto Jr., Fioravanta Imparato, Gregory W. Taeschner, Terry R. Brassfield, Albert J. Cutler Jr., Joseph D. Quinzl, Jeffrey G. Lansinger, Edwin Roldan, Gerard Storck, William J. Devlin, Charles J. Meyer, William D. Cosgrove, Michael J. Wynne, Robert Hilfrio, Patrick D. Duignan, Eugene S. Padula, Peter P. Mihalloff, Joseph E. Burns, Jr., Gerard A. Howell, Douglas L. Crawford Jr.

No. 3901 — 77.5%
3901 Michael J. Singletary, Michael A. Garnett, Edgardo Velazquez, Ismael Ramos, William J. Martens, Edward W. Molette Jr., Stephen Malachuk 3rd, Angel M. Marrero, Louis J. Cioffi, Gerald S. Bankhead, Joseph A. Garcia, James A. Kirby, Samuel Borrero, Michael Henry, John T. Salzo, William W. Walton, Christophe Michaels, Carlos J. Galarza, Wilson Rodriguez, Daniel J. O'Shea.

No. 3921 — 77.5%
3921 Robert Holder Jr., John D. Burrell, Theodore Golden, Thomas J. Brigante, Rumaldo P. Flores Jr., Abraham Arce Jr., Leslie F. Scott, Robert T. Cassidy, Philip M. Ludwig, Louis T. Sambuco, Robert J. Collins, Stewart A. Weisbein, Anthony J. Falco, Martin A. Bailey, Ronald Munter, Anthony D. Isaac, Ian J. Johnson, Elkanah U. Rodgers, Denis M. Quinn, Anthony Santoro.

No. 3941 — 77.5%
3941 Peter C. Primont, Jose L. Carrillo, Ted A. Crafa, William J. Louisa Jr., George T. Plunkett, Anthony Harris, Juan A. Santi-

ago, Frederick Sprezza, Thomas A. Lee, Stephen P. Napolitano, Christophe McCabe, Craig L. Just, Clarence T. Tallafiero, Stephen P. Onufrak, Joseph Barbera, Steven C. Giattino, James Larocca, Stephen Dade, Lawrence J. Lee Jr., Willie H. Freeman.

No. 3961 — 77.5%
3961 Paul C. Zibrosky, Gerald A. Alfano, Ralph G. Milone, Richard Torres, Richard M. Pagnotta, Joseph B. Veneziano, Thomas V. Gardner, William Amoroso, William E. Pennola, John R. Brennan, Robert Tebaldi, Thomas M. Meehan, Steven C. Andersen, John Coppola, John F. Bonamassa, Robert J. Bava, Hilton Lopez, James McDermott, Charles J. McCullough, Frank A. Autuoro.

No. 3981 — 77.5%
3981 Purnell R. Lancaster, John A. Leslie Jr., Raymond A. Decandia, William P. Safarik Jr., Robert J. Burke, John N. Riccio, Gerald P. Garofalo, Horace S. Hamilton, James E. Furlow, Gerard Erckert, Ronald Faver, Vincent M. Calazzo, Robert E. Harris, Agustin Qules Jr., Walter R. Capelli, John T. Mullady, Richard F. Fufts, Charles E. Ballou, Eduardo Oliveri, Joseph M. Valva.

No. 4001 — 77.5%
4001 Charles Moore Jr., Richard D. Picaro, Dennis J. Lupis, James Prime, Keith E. Clarke, James A. Pollio, Mario J. Doville, Robert R. Fallen, Alan Kilbride, Ken A. Rogers, Edward M. Tice, Raymond E. Jordan 2nd, Maurice L. White, Angel P. Poggi Jr., James W. Finn, George A. Ferguson, Terence W. Williams, Walter N. Akstonoff, Stephen E. Dimartino, Charles G. Arbta.

No. 4021 — 77.5%
4021 Ronald E. Gornell, Raymond Ziegler, Mark P. Gerard, Frank B. Buderman, Dritt Everett, Charles L. Tagliarino, Daniel J. Sullivan, Charles E. Warren, Eugene M. Bradley, Gary M. Ascuitto, Barry Rachnowitz, David W. Kissel, Frank W. Bruno, Daniel J. Kane, Timothy J. Harte, Joseph C. Byrd, John J. Cooley, Joseph A. Jerabek, Gregory L. Makollin, Daniel A. Greene.

No. 4041 — 77.5%
4041 Lawrence S. Turner, Joseph P. Trainor, Felix S. Ferretti, William T. Telford, Robert J. Usinger, James L. O'Reilly, William A. Wadis, Joseph G. Zolna, Richard P. Toohy, Michael T. Hickson, Alfred J. Livecchi, Dwight A. Smith, Charles S. Johnson, William D. Morgan, John Kutch, Gregory W. Szymko, Ric-

hard M. Miller, Richard F. Kreps, Larry Y. Handy.

No. 4061 — 77.5%
4061 Philip E. Brown, Joseph Bisconti, Michael R. McCaffrey, Richard P. Kasper, Peter B. McFarland, Bruce H. Kaufman, Edward J. Murphy, Raymond Zimmerman, William R. Hines, William C. Guschlecht Jr., Dennis J. Kely, Richard F. Doyle, John J. Feeney, Daryl Toulon, Raymond W. Schaeffer, Williab J. Pesale, Roland T. Nash, Gerald Cox, Charles S. Depaula, Brian M. Medvec.

No. 4081 — 77.5%
4081 Louis A. Innamorato, John J. Hubbard, James M. Conner-ton, Michael R. Stewart, Robert E. Henderson, Angel Munoz Jr., Felix L. Alicea, Frederick Hornedo, Samuel Horn, Wilfredo Rosario, Desmond J. Donaldson, James A. Ward, Otis J. Austin, Douglas White, William H. Baskerville, Charles L. Long, Henry Huszar, Marvin Blue, Gary S. White, Randolph J. King.

No. 4101 — 77.5%
4101 Simon Karaoglanof, John J. Neville, Thomas D. Muldoon, William Harris, Reginald L. Paige, Davoid Bowman, Augustine Pappay Jr., Raymond Stender, Frank M. Villard, Thomas K. O'Rourke, Darryll A. Williams, John J. Kitson, Stephen G. Justice, Gil Mojica, Charles J. Gallea, Richard E. Wilson, Thomas P. Beleck, Aurelio Vizcarrondo Jr., George A. Lattimer Jr., George A. Savarese.

No. 4121 — 77.5%
4121 James E. Murray, John P. Trimis, Nicholas J. Monticciolo, Robert P. Mauro, Peter G. Tripp, Joseph R. Corvo, William C. Shuster, Arthur A. Hnat, John A. Anisowicz, William J. Barlow, Michael J. Deinhardt, Robert P. Solari, Norman J. Johnston, Gaspar J. Denese, David Sekeres, Thomas S. Casey, Frank J. Coudlin, James M. Cassidy, Robert K. Blakeney, Hector Baez.

No. 4141 — 77.5%
4141 Calvin L. Fournoy, Rudy Wheeler, Joseph M. Chierchio, Nel L. Hellers, Joseph E. Andrews, Michael F. Girimonte, Thomas Sisto, Michael E. Masessa, Natanael Gomez, Robert C. Preston, Michael H. Draheim Jr., Leroy S. Reaves, Phillip M. Moran, James J. Brennan, Theron Reavlsbey, Herrel McClain, Robert J. Greene, Edward Connors Jr., Robert McPhil, John G. Chiarini.

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4161 James E. Lingley, Farley H. Thompson, John L. Mala-

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(Continued on Page 5)

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(Continued from Page 4)

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4181 Anthony P Brandefine, John H Goffredo, Robert D Schmer, William T Kelly, Michael J Santarella, John E Ernst, Robert D Gates, Carl D Randazzo, Dominick A Pizzuto, Charles J Arnone, Richard L Dailey, Robert I Spitzer, John H Lavelle, Richard L Evans, Michael J McCann, Paul L Freeman, Elmer Almodovar, Thomas Rooke, John A Vega, Richard B Martin.

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4201 Richard W Edwards Jr, Frank Burgos, Ronald Johnson, Glenn E Ellison, George S Gafkowsky, John E Kittrell, Phillip J Fields, Winston L Hemingway, Raymond L Torres, Nestor Rosario, Godfrey R May, Arthur W Berry Jr, Wilfredo Sanchez, Thomas P Brandt, Earl L Jones Jr, Antonio Diaz, Martin J Gottlieb, Aubert A Modeste, John M Statano, Leonard Smilowitz.

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4221 John R Paddock, Daniel R Walker, John Miranda, Robert E Francis, Angel L Velez, Thomas C Kinley, Hilliard Washington, Walter Meketen, Joseph A Salvato, Anthony P Demerick, Joseph D Felder, Salvatore Comparato, Thomas H Brennan, Robert Campbell, Andre O Testman, Steven Brinson, Herbert Peters, Joseph T Titus, Robert S Neil, Tyrone E Christian.

No. 4241 — 77.5%

4241 Martin L James, James H Gray, Allan J Andruszkiewicz, Stanley Wright, John J Molino, Robert J Klug, Michell D Hays, Jr, James Sellers, Gerald F Krzemieniecki, John L Lucchesi, Anthony W Guglielmo, Ubracy R Dasilva, Seymour Marcus, George F Harrington, Michael Larosa, Farnk L Sanfilippo, Joseph W Klein, Michael N Zehhof, Michael P Palo, Luis A Miranda.

No. 4261 — 77.5%

4261 Louis H Dunlap, Richard M Reaves, William T Gorman Jr, Ronald W Dillard, Robert F Dooling, Leroy J Wilson Jr, William R Hock, Michael J Rossano, Daniel T Lebright, Stan C Yackubowski, Nickelous Hodges, Raymond L Reichert, Harold L Johnson, Bradford Ivan Palma, Raymond T Masella, Ronald R Rosicki, Michael T Hogan, Howard W Jones, Richard W Carrigan.

No. 4281 — 77.5%

4281 James Hunter, Pat Glynn, Wiley E Fullard, Carlos J Padilla, Arthur L Shuler, Dilbert D Devoe, Robert H O'Neill, Delano Fulton, Jordan Messing, Peter P Klucifski Jr, Edward G Callan, Leonard A Ferguson, Phillip R Millwater, Richard T Byrnes, Paul Daversa, Ike Davis Jr, George T Comerford, Eddie W Rich, Carlos Rivera, Vernon C Watson.

No. 4301 — 77.5%

4301 Edward S Owen, Thomas Garcia Jr, William Johnson, John Powell Jr, Arthur E Bowles, Albert C Johnson, Reginald M Britt, Robert J Zombek, Paul Phaire Jr, Thomas Montalvo, Herbert F Williams, Frederick Trainor, Robert Conte, Isaac M Brown, Mario J Claussell, Michael G Mainieri, John J Siracusa, Bruce J Baltrusitis Wallace M

McCool, Pablo Rodriguez.

No. 4321 — 77.5%

4321 Francisco Raphael, Albert C Diorio, Wayne W Barlington, Albert C Robinson, Stephen J Doherty, Thomas M Ganser, Henry Harrison Jr, John J McCann, Gerard Bush, William J Regan Jr, Edward M Castan, Joseph P Schwab, James H Ford, Richard P Whalen, Anthony J Maffia Sr, James C Ward, Walter D McCaffery, Julian Huggins, Clinton E Schmitteren, Arthur J Gorras.

No. 4341 — 76.3%

4341 Kevin J Lenz, John T Egan, Stanley Thompson, James T Byrne, Paul J Fitzpatrick, Edward C Clifford, Marvin S Carroll, James A Hazell, Joseph A Vitale, Richard C Urff, William Arroyo, Douglas A Mitchell, Louis E Lemay, John D Dalessio, James P Featherstone, Irving V Ludvig, Jose A Vazquez.

No. 4361 — 76.3%

4361 Mitchell H Rosenstein, Thomas E Carter, Brian E Johnson, Caesar L Vega, Patrick J Hayes, Manuel Santiago, Gerald Farmer, Felix R Vigo, Rocco J Dangelo, Ronald T Hughes, Louis A Oochicone, William T Dunne, Alfredo R Salva Jr, Marvin D Wiggins, Delroy E Tomlinson, Albert Lockard, Miguel A Lopez, Jr, Juan A Rosa, John B Hartnett, Aston S Young Jr.

No. 4381 — 76.3%

4381 Steven D Barnes, Westley Marcus Jr, William Reyes, John P Hernciar, Terence J Henry, John J Parrugia, John R Engelhardt, John D Ambrose, Michael T Zummo, Julio Carreras, Kerry Bogan, Ronald Sofia, Theophilus Alcantara, Mow Chu, Carlo Guarneri, David Lod, Ida M Morris, Joseph Gaddy, James W Simmons, Michael J Hopkins.

No. 4401 — 76.3%

4401 James J McManus, Steven W Gurnick, Denise J Deriso, Stephen J Puglisi, Albert N Demutlis, Frederick Konefal, Donald R Schojan, Joseph R Savatieri, Philip T Quagliarillo, Charles A Valvo, Joseph C O'Brien, Edward L Felt, Richard J Distanio, Richard H Wein, John Dieckmann, Joseph MH Caputo, Frank G Savarese, Phillip C Daddamo, Rudolph J Zubikowski, John P Bree.

No. 4421 — 76.3%

4421 Joel I Vogel, Daniel T O'Hagan, William J Luhrs, Reinaldo Natal, Vincent C Mastroddi, Stephen G Harrish, Donald J Livingston, Charles M Arena, Joseph A Marrone, Dennis Muro, Donald Sollecito, Frederick Bigger, Vincent J Abbruzzese, Phillip L Cannon, George A Johnson, Roy S Whitelock, Thomas J Gray, James L Beard, James W Prunty, Joseph J Bonanno.

No. 4441 — 76.3%

4441 Duane D Wilson, Anthony Nigro Jr, Tyrone E Wilson, Robert A Napolitano, Wayne J Zaloga, Richard L Marcus, Paul J Daigneautl, Richard B Golomb, Thomas L McDonald, Anthony Celano, Jonas O Bright, Stanley L Littenberg, John V Gentile, Francis P Ryan, Francisco Hall, Harlan R Cohen, Gregory A Leib, Albert A Rahner, Nathaniel Bonaparte, Gerard Watson.

No. 4461 — 76.3%

4461 Michael V Scaffidi, Vincent J Gandoleo, Gregory W Gill, Bernard M Williams, John D Collins, David L Jordan, Joel Natale, John R Cagnoni, William T Dean, Michael J Gill, Peter J Santelli, Richard Caruba, Mario Lolacono, Patrick A Spinelli, Nicky Patariu, Frank Carretta, Michael Cundari, Patrick Pesce, Raymond L Lassasso, Jerry H Greene.

No. 4481 — 76.3%

4481 Sam Jitzchaki, Michael F

Jannazzo, Eugene Stewart, William Sessoms, Thomas K James, Michael A Giordano, Thomas A Rogers, William P McKee, Louis Gamarinifi Robert F Placella, Phillip G Hoffman, Larry Keshinover, Ralph C Rinaldi, Joseph P Hayden, Paul A Birkhan, Charles M MvMenamin, Vincent P Diez Jr, Robert C Weiser, John J Brooks, Peter H Hart.

No. 4501 — 76.3%

4501 Howard W Hutton, Charles D Maurer, Michael J Stillwagon, Kenneth W Prucha, Andrew S Woods, George Wadis, Kenneth J Whelan, Kevin W McDonough, Jackie Hoffman, Allan M Delaconcha, Cartrell Castleberry, James J Doyle Jr, Harold W Butler, Steven A Dozier, William R Walsh, John M Nagel, Anthony R Cairo, John P Gridley, Kevin K Tesseyman, Jerome Simmons.

No. 4521 — 76.3%

4521 Peter P Corso, Robert E Miller, Dennis A Roney, Thomas W Annibale, Donald M Swacey, John Morais, Joseph A Schade, Gerald A Deas, Thomas D Matthiessen, Edward F Chatterton 2nd, Bernard P Robinson, Dennis E Whitestone, Thomas J Babineau, David R Stevens, Daniel W Manning, Patricia A Cullum, Jack D Wright, Gary A Teitel, Agu K Oissar, Michael Wolk.

No. 4541 — 76.3%

4541 William J Anderson, Michael E Gallagher, Dominic T Trentadue, Arris Hodge, Anthony J Carfora, Morris B Hartman, Hector Camacho, Alexander Celaire, Ralph F McGrane, Joseph Resnick, Ernesto F Pabon, Rudolph F Martoni Jr, Gerald Gaylord, William L Caines, Kenneth R Rodriguez, Stanislaus Lanigan, Charlotte Mimiastie, Kenneth E Grabowski, John E Truesdale, Reinaldo Gonzalez.

No. 4561 — 76.3%

4561 Reginald V Quarles, Anthony V Padula, Phillip Robles, Troy Glover Jr, Lofton N McDonald, Fred J Mursiello, Thomas W Burns, John J Mullen, Edward T Martin, Francis H McBride, Stuart H Sosniak, Dennis J Roach, Edmund J Hill, Howard R Massey, Lewis A McCulloch, John F Taylor, Daniel F DePasquale, Peter J Dilauro, Michael S McGowan, Leonard DeRosa Jr.

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4601 — 76.3%

4601 Robin Rosenblatt, Marco C Panciarelli Jr, Brian E Smith, John E Kenul, James J Murphy, Robert T Cavanagh, Joseph A Mucha, Benjamin E Bellingner, Paul J Biamontefi Steven T Mills, Frederick Tresselt, Warren

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4621 William G Owens Jr, Paul J Guida, Robert A Gardella, Michael S Gaines, William (Continued on Page 10)



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TUESDAY, JUNE 19, 1973

Decision On Fire Exam Is Dangerous & Sloppy

FEDERAL Court Judge Edward Weinfeld has ruled that the civil service examination for hiring New York City firemen is unconstitutional and ordered a new test be prepared.

Judge Weinfeld's decision does nothing for the groups who brought the suit, nothing for those who oppose it and, worst of all, it hampers the City in the hiring of much-needed fire personnel.

What the U.S. justice did was rule that parts of the exam failed to show "job relatedness." After ordering a new test he then admitted that it could take several years to create a new examination. Furthermore, he ordered the City not to hire any firemen from the current list unless it petitioned the court for interim relief from the order and the City could prove compelling necessity.

How does this muddled ruling aid the ethnic and minority groups who brought the suit because they felt they were being discriminated against? How does it encourage men currently on the hiring list to wait out their turn until an uncertain future list is recreated?

All in all, we find this one of the sloppiest decisions concerning a civil service examination we have ever come across. It should be appealed immediately.

There are, after all, some extremely vital questions to be resolved. Are, indeed, minority persons being discriminated against? If so, the proof must be absolute. Should the City be so hand-tied in attempting to keep firemen strength up to par while all this is sorted out? The answer is obviously "No." Fire protection cannot be put in abeyance for several years.

Finally, one must deal with the thesis of job relatedness. In many public employee positions, this question has been argued back and forth for years and can only be resolved to some degree by an in-depth study of the whole problem. A one-shot ruling that will allow neither blacks, Puerto Ricans or whites to hope for careers in the Fire Department for years to come answers nothing.

Questions and Answers



Q. I don't know how it happened, but I have two Medicare cards. One card has my social security number on it, and the other has my late husband's number on it. Which card should I use?

A. The card you should use depends on whose earnings records you're now getting monthly social security checks. Call your social security office immediately, and they'll tell you which card to keep.

Q. I've just completed my first claim for payment of some doctor bills under Medicare, and I'm

ready to mail it. Does a social security office have to review it before I send it in?

A. No, your claim does not have to be reviewed by a social security office. However, if you aren't sure that it's correct, you may take it to a social security office. The people there will review it and forward it to the Medicare office for you.

Have a question about social security and its retirement, survivors, disability, or Medicare benefits? See your telephone directory for the phone number and address of the nearest social security office.

Don't Repeat This!

(Continued from Page 1)
 vene on Monday, July 23, to create a Temporary State Commission on Living Costs and the State's Economy. That Commission is designed, the Governor said; "to help coordinate and enlarge the scope and effectiveness of State efforts long under way on many fronts."

To Serve Consumers

The Governor's statement, coming just a few days before President Richard M. Nixon announced the national freeze on prices, suggests that the Governor may have been dissatisfied with the failure of the national administration to move more forcefully into the economic area to curb skyrocketing living costs. Moreover, it is clear that the Governor proposes to move ahead on his program, irrespective of the action taken by the President. This emerges from the Governor's statement of an urgent need for the proposed Temporary State Commission to provide special services to consumers, but also all other segments of the State's economy and political subdivisions.

"In addition to serving consumers," the Governor said, "the proposed Temporary State Commission is designed to serve the farmers to the extent that their livelihood is jeopardized by a prospective oil shortage for their tractors and other farm implements; to serve industry and business whose economic viability is threatened by rising prices and the energy crisis; to serve the State and its political subdivisions to the extent that they are substantial purchasers of consumer commodities, and to protect all others who may be adversely affected by inflation and the energy shortage."

In his statement, the Governor pointed out that New York City was unable to get firm bids on its gasoline purchases, a circumstance that threatens the gasoline supply for police vehicles and fire fighting equipment. In addition, the City was required to pay 29 percent more than last year for fuel needed to heat public buildings. Both the gasoline shortage and the steep price increase for heating oil confront other public agencies, as well as consumers and motorists generally.

"It would be the responsibility of the proposed Temporary State Commission," the Governor said, "to investigate price increases in energy supplies, to determine whether such increases are artificial and designed to promote monopoly pricing, and to recommend to the Governor and the Legislature such action as may become necessary."

In moving forward on these fronts, the Governor is taking an initiative, not taken by any other State, to protect the public from high prices and rising living costs. The Governor's proposal is designed to protect the wage earner from both rising living costs and from tax increases to finance government costs.

Governor Names Stahl

ALBANY — Maurice Stahl, of New York City, has been named to the Business Advisory Council for the Urban Development Corporation to serve at the pleasure of the Governor. There is no salary.

Civil Service Law & You

By RICHARD GABA



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

School District Disputes

In a recent decision by the Appellate Division, Third Department, the court was faced with an application by a teachers' union to vacate a determination of New York State PERB which had found the union guilty of violating Section 210 of the Civil Service Law and suspended its right to dues deduction for a period of six months. The facts of the case were not in dispute. The union was recognized as the collective bargaining agent for the teachers in the Greenburgh School District. The teachers filed a charge of improper practices with PERB alleging that the district had failed to bargain in good faith. This charge was ultimately sustained by PERB. In the interim, the union, which had been stymied in its efforts to reach an agreement, resorted to a strike, and the union was found guilty of violating the Taylor Law with a penalty of a six-month suspension of the dues checkoff. PERB ordered the school district to cease and desist from refusing to negotiate in good faith and to post notices to that effect.

The union contended that there was a denial of equal protection of the laws in that a much harsher penalty was imposed upon it than upon the respondent school district which was found by PERB to have had a part in the strike which took place. The court held that there was deprivation of the constitutional right to equal protection of the laws. In order to find that there is such a violation, the court would have to find that persons similarly situated have been treated differently. The court said, "that one class is treated differently than other classes can give rise to no complaint under the equal protection clauses." The sanctions to be imposed upon a finding that the law has been violated is left up to the administrative agency and is particularly within the competence of that agency. "The Legislature may make classifications for purposes of legislation without infringement of the equal protection guarantee, and its discretion in this regard is broad and will not be disturbed if any state of facts can reasonably be conceived to sustain its classification, or even if the classification is fairly debatable, provided only that it shall not be palpably arbitrary."

Since in the particular case before the court, the judges were faced with violations of the law by a public employer and a prior labor organization on the other, the sanctions imposed could properly reflect this difference and it was not required that they be identical. *In the Matter of Greenburgh No. 11 Federation of Teachers v. Helsby, et al.*, 342 NYS 2d 588.

IN ANOTHER CASE, the teachers' union and the school district commenced negotiations for a new collective bargaining agreement covering the 1971-72 school year prior to the expiration of the contract which covered the 1970-71 school year. By July 1, 1971, the parties had been unable to reach agreement. They were involved in the impasse procedures with a fact-finder appointed by the New York State Public Employment Relations Board. His report was issued in October and was accepted by the Board of Education. A memorandum of agreement was signed in November, only one month later.

The teachers' union asked the Board of Education to pay the teachers certain monies which the union alleged to be due covering the period Sept. 1, 1971 to Nov. 15, 1971. The Board of Education refused and a grievance was filed by the union, which culminated in a demand for arbitration. The Board of Education moved in the Suffolk County Supreme Court to stay the arbitration on the grounds that there was no contract in existence between the parties, and, therefore, the union had no right to proceed to arbitration. The union claimed that the so-called memorandum of agreement between the negotiating teams was a valid and binding contract, whereas the Board contended that the memorandum was never intended by either party to be the final document. The Board argued that no public hearing was held at which the contract was approved, that the president of the Board of Education never signed the agreement, and that the final authority to create a contract was never delegated by the Board to the negotiators.

The court pointed out that it could not make a determination from the papers submitted to it whether or not the memorandum of agreement was intended to be "the contract." The court relied upon the New York State Perb case

(Continued on Page 15)

Fire News

The following 27 members are retiring for Service Incurred Disability effective between June 1 and Oct. 30, in order of retirement:

Firemen 1st Grade Michael A. Melnichek, Robert J. Winworth, Alfred E. Meyer, Hugh M. O'Neill, Louis F. Woessner, Brian J. McPhillips, Paul J. Abrahamsen, Victor Hershkovitz, Frank G. Celestina, Thomas H. O'Hagan, Vincent C. Zummo, Joseph Magagnin, Joel Gallin.

Battalion Chief Joseph S. Young.

Firemen 1st Grade George A. Moreno, August G. Muhrcke, Edgar H. Nusser, John P. Nash, Nicholas Lucenti, Jack B. Helfand, Edward G. Brown, Lody J. Sedlacek, Henri G. Sjoberg.

Captain Arthur Klocke.
Battalion Chief George G. Gehring.

Battalion Chief Howard W. Knoeller.

The following six members are retiring for Non-Service Incurred Disability between Oct. 7 and Jan. 2, 1974:

Battalion Chief John F. McGlynn, Captain Michael A. D'Antonio, Firemen 1 Grade Nicholas C. Pantaleone, Robert J. McNeerney, Daniel T. O'Connell.

The following 70 members are retiring, effective May 4 and Sept. 16, generally in order of date of retirement:

Marine Engineer Roy Nicholson.

Battalion Chiefs Carl Jaffe, Bernard M. Brennan, William J. H. McQuillan.

Deputy Chief of Department Charles H. Drescher.

Battalion Chief Gerald A. Collins.

Captain Harry Stiglitz.
Lieutenants Michael J. Lally, James L. Proctor, James L. Treacy.

Pilot, Sven V. Hull.
Battalion Chief Leo Zabbara.
Captain Stephen Kudla.
Deputy Chief of Department Roger C. Carmody.
Lieutenant Stephen M. Gregory.

Firemen 1st Grade Walter T. Doyle, Joseph S. McCarthy.

Pilot William G. Owens.
Fireman 1st Grade George W. Carson.

Lieutenant Frank J. Coppolino.

Firemen 1st Grade Francis P. McGowan, George A. Baynes, Frank J. LaRosa, Bernard J. Santangelo, Martin E. Scotto, Joseph P. Castiglie.

Captain Joseph P. Kelly.
Lieutenant Andrew A. Alongi.

Fireman 1st Grade John A. Smith.

Marine Engineer Robert F. Caruthers.

Firemen 1st Grade John J. Hickey, Henry J. DelPercio, Walter J. Burke, Bruno J. Adamowicz, Joseph V. Perrone, Harry A. Fay, Pierce J. Dolan, John T. Bohn, William A. Moody.

Lieutenant Charles Salerno.
Firemen 1st Grade Ignatius S.

Piazza, Charles M. Wright, Calvin W. Schunke, John J. Sokolich, Joseph E. Sileo.

Captain George E. Houde.

Fireman 1st Grade John F. Smyth, William J. McNamara, William F. Kelly, Roderic A. Feicht, Carmine V. Rotunda.

Battalion Chief James H. McSorley.

Fireman 1st Grade George C. Grolz.

Lieutenant Richard A. Clinton.

Firemen 1st Grade Harold J. Cassidy, Frank J. Sepp, Charles L. Colan, Michael J. Leno.

Fire Marshal Raymond G. Waters.

Fireman 1st Grade John R. McCarthy.

Captain Augustus C. Raabe Jr.
Lieutenants Joseph B. Lehmann, Otto W. Friermuth.

Fireman 1st Grade Thomas R. Wyatt.

Lieutenants Rudolph Holst, Jr.
Joseph J. Collins.

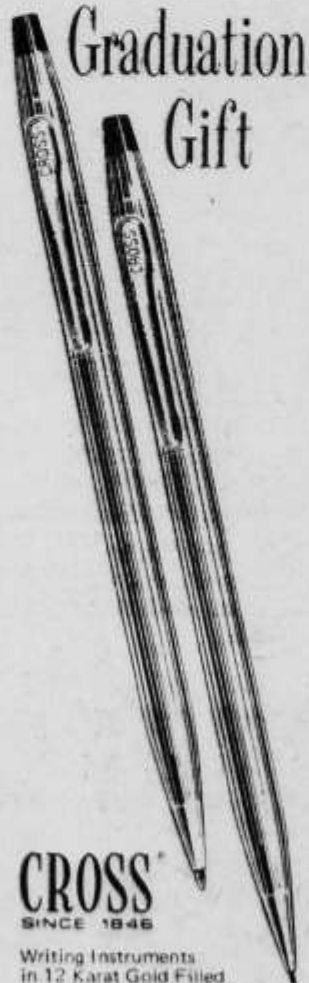
Fireman 1st Grade Maurice Dunigan.

The following seven members of the Fire Dept. will be retiring for service incurred disability, effective between July 2 and Nov. 4, in order of date of retirement:

Battalion Chief George P. Selm, Lieutenant Arthur R. Donnelly, Firemen 1st Grade Edmund M. Connolly, Solomon M. Wells, Benedict E. Riordan, Deputy Chief of Department John F. O'Neill (1), Lieutenant Andrew D. Manz.

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County Workshop co-chairman George Clark, right, goes over plans with Workshop vice-president Dorothy Hy and Niagara County chapter president William Doyle. Saturday morning Workshop had outstanding membership attendance to hear explanation of grievance procedures conducted by CSEA regional attorney Charles Sandler and his associates.



Conference political action chairman Don Antinore, from Industry chapter, delivers report. Neil Gruppo is co-chairman.



Conference secretary Judy Burgess and Conference third vice-president Neil Gruppo listen to discussion during afternoon business session.

(Leader photos by Hugo Unger)



Western Thruway chapter president Al Sibillio, left, joins CSEA second vice-president A. Victor Costa in greeting two former Western Conference presidents, Celeste Rosenkranz and Vito Ferro, who participated in June meeting at Buffalo's Statler Hotel.



CSEA first vice-president Thomas McDonough, right, huddles with Craig State School chapter president Charles Peritore, center, and George Fassel, West Seneca School chapter delegate, to discuss problems at their institutions.



CSEA president Theodore C. Wenzl joins delegation from Rochester State Hospital chapter in audience during Saturday afternoon business session. Rochester delegates are, from left, chapter first vice-president Helen Hall, second delegate Edith Campbelle and first delegate Belle Sprouts. Wenzl later discussed state contract settlement with delegates.



CSEA secretary Dorothy MacTavish is center of attention as she talks with, from left, CSEA treasurer Jack Gallagher, Erie Educational chapter president Salvatore Mogavero and Buffalo chapter's Jack Hennessey during break in day's activities.



Genevieve Luce, Conference treasurer, goes over her records prior to presenting financial report to delegates.



SUNY at Geneseo chapter president Margaret Mishic, right, acted as sergeant-at-arms for meeting. Here she greets Rose Grossfeld, wife of the Western Conference president, and Carmen Pino, assistant regional attorney, who had spoken at County Workshop.



Former Conference president John Adamski mulls over answer to his query during afternoon business session.



Buffalo State Hospital chapter president Sarah DaRe, left, and West Seneca State School treasurer Elizabeth Fassel man the registration desk as Elaine Mootry, West Seneca delegate, signs in. The two Mental Hygiene institutions acted as host chapters for the weekend meeting of the Conference.

Western Conf's Buffalo Meeting Maps Progress

BUFFALO — Delegates attending a meeting of the Civil Service Employees Assn.'s Western Conference here heard Dr. Theodore C. Wenzl, CSEA president, express confidence that the pension portion of a new state three-year contract would be approved in its original form when the Legislature reconvenes in special session next month.

"I have the fullest confidence," he said, "that the members of the Legislature will accede to the Governor's wishes to have all public employee systems be put on the same standard negotiated by us."

The pension portion of the contract calls for an extension of temporary benefits for local government personnel; the hiring of new personnel under a new pension plan, and a reopening of retirement benefit negotiations on a coalition basis.

Wenzl credited the CSEA pension success to CSEA's attorneys. He called the pension victory the "most important thing in my history of CSEA that's ever been accomplished."

Following the president's comments, Thomas J. McDonough, CSEA first vice-president, said it was "the political action clout behind our lobbyists that gave us the power to go into the Legislature."

Added William Doyle, Niagara County chapter president; "Political action is CSEA business, it should never be forgotten."

Difficult Problem

Wenzl told the delegates during an afternoon business session that the pension problem "was the most difficult and complex that any of the unions have ever been confronted with."

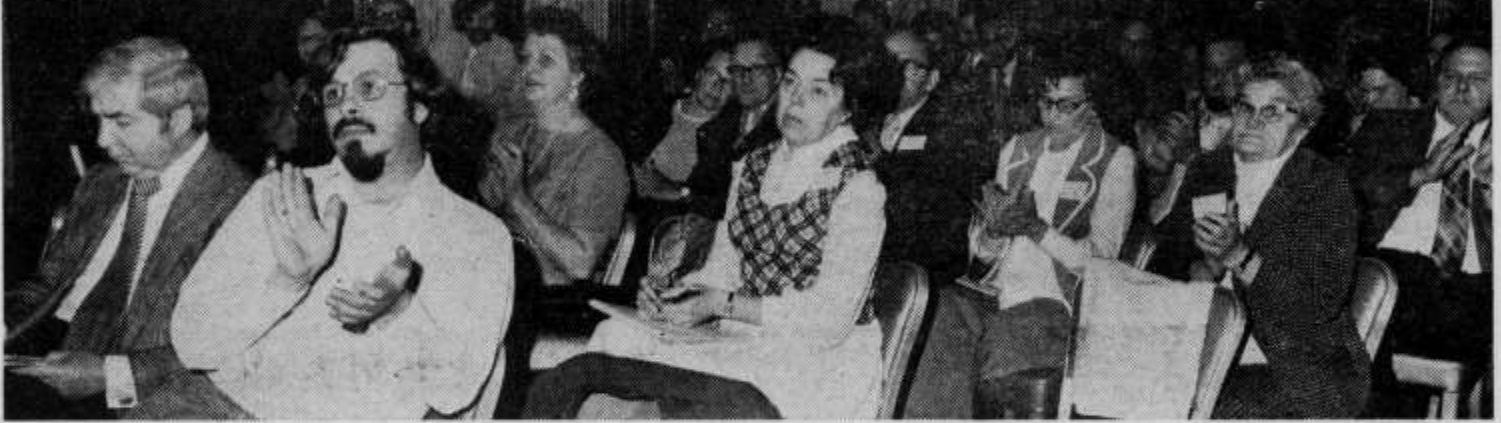
He also said it was "the most difficult and perplexing problem that the Legislature of the State of New York has ever been faced with."

"And who winds up to be the winner?" he added, "You and I and CSEA. Imagine that, and if that isn't something to be gleeful about, I don't know what is."

He said CSEA had reduced "to absolute zilch" the Kinzel Commission appointed by the Governor to investigate the pension system.

"CSEA did that job and that alone is a major accomplishment. We led the Governor away from his own Kinzel Commission," Wenzl added.

He said CSEA "worked out an



Western Conference delegates applaud CSEA first vice-president Thomas McDonough's statement that the political action clout of the rank-and-file members gave CSEA nego-

arrangement that was absolutely stupendous. We were the leaders. We made the Governor see our way."

He added that the Kinzel Commission wanted pensions taken off the bargaining table and wanted social security payments to "dip into" pension benefits. Both points were won by CSEA, he said.

"CSEA," he explained, "is frozen into" the pension plan "and every other union in New York State is frozen out. They have to squirm to find out some way to get in."

Wenzl was the top speaker during an afternoon business session that saw conference president Sam Grossfield of Rochester publicly declare he was not a candidate for CSEA president and election of a nominating committee for regional elections.

Grossfield, also president of the CSEA Rochester chapter, said a report he planned to run against Wenzl in the upcoming CSEA statewide elections "categorically is not true."

"I myself am not interested in any state position. I have no aspirations at this stage in any state position. I thought I should scotch that serpent's head here and now," Grossfield told his fellow conference members.

Elected to a seven-member regional nominating committee were: Doyle; Sam Mogavero, president of the Erie County Educational Employees chapter;



Western Conference president Samuel Grossfield, right, moderates question from floor, as Conference second vice-president Genevieve Clark and CSEA fourth vice-president William McGowan provide additional information during discussion of Mental Hygiene problems. McGowan is also Western/Central Mental Hygiene representative to CSEA Bd. of Directors.

tiators and lobbyists the muscle needed to conclude a successful contract settlement.

Charles Smith of Newark State School; Mary Converse of the Southwestern chapter; Al Sibillo of the Western Thruway chapter; Elena Wagner of the Chautauqua County chapter, and George Fassel of the West Seneca State School chapter.

Don Antinore, of the State School of Industry chapter, a member of the Conference's legislative and political action committee, gave a lengthy report to the delegates on political action in the Rochester area.

Doyle also urged all delegates to open their chapter's purse strings towards political action by conducting question-and-answer sessions for legislators. "Use your money where it will do the most good," he said, giving a re-

Elect Covert President Of New Elmira Chapter

ELMIRA—The first election of Civil Service Employees Assn. chapter officers at the Elmira Psychiatric Center took place on May 17.

The elected officers are: president, Francis Covert; first vice-president, Art Hamilton; second vice-president, Tony Phillips; third vice-president, Dave Bright; secretary, Laurie Allen, and treasurer, Ben Thompson.

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view of his chapter's political action activities — activities that were praised by Wenzl.

Antinore urged that the statewide political action committee call a meeting of all conference committees to "coordinate an avenue to insure a unified route."

During the meeting, delegates also voted to reschedule the September conference meeting to Aug. 17 and 18 and were advised about office space for Western Regional Headquarters at 4122 Union Rd. in Cheektowaga.

Pensions also were the principal subject of a Friday evening education seminar conducted as part of the Conference meeting.

Jack Carey, CSEA's coordinator of state negotiations, ran the session. It was reviewed

Oneida Chapter Re-elects Sunderhaft

UTICA — The Oneida County chapter, Civil Service Employees Assn., has elected a new slate of officers to two-year terms, beginning July 1.

Those elected were: president,

Tax Changes

ALBANY — Robert S. Lewiston, of New Rochelle, has been named Metropolitan Deputy Tax Commissioner by State Tax Commissioner Norman Gallman. Lewiston succeeds Benjamin B. Bernstein, retired, in the \$29,944 post.

during the general business meeting Saturday by Genevieve Clark, Conference vice-president, and praised by Grossfield for the information it contained.

At a County Workshop preceding the business meeting, the grievance procedures were discussed by regional attorneys Ronald L. Jaros and Carmen J. Pino. Workshop co-chairman George Clark, president of the Erie County chapter, reported an unusually good turnout of persons for the morning session.

Buffalo mayoral candidate Stuart Levy was principal speaker at the Saturday evening banquet. He praised Thomas McDonough's political action committee for its role as a watchdog over legislative affairs.

Louie Sunderhaft, Jr.; first vice-president, Carmen Graziano; second vice-president, Gerald Boehlert; third vice-president, Margaret Boone; recording secretary, Dorothy Gutheinz; treasurer, Beatrice DeSantis; assistant treasurer, Elsie Jones; chapter representative, Roger Solimando; delegates Mary Leonard, Teddie Kowalczyk, Lewis Eddy, Tania Cook Bitely, Janette Evans, Jean Coluzzi, Stanley Thomas, Mary Mizer, and alternate delegates Theodore Chrabas and Felix Paleczynski.

Helen Rauber was appointed corresponding secretary.

CSEA Putting Its OK To Three-Year Pact

(Continued from Page 1)

Any successful negotiations would apply to both new state and local government workers.

In another area, CSEA scored a major victory by eliminating a split-week work shift in state employment. Under the new agreement, employees will have a fixed work week of five consecutive work days followed by two days off. This would do away with shift changes instituted by some state departments to avoid overtime.

Besides the pay raise agreements, here is a summary of what the proposed agreements do:

- Continue the negotiability of pension benefits.
- Provide an improved alternate death benefit for newer employees.
- Eliminate various loopholes which have raised overall pension costs such as short term rehiring of retirees at larger salaries to multiply their retirement income.

Other salary improvements in the pact, termed by CSEA as "vitaly needed to correct the variety of inequities that exist within our members' broad spectrum of occupational groups," include—

- Salary increments.
- Continuation of the state workers' present \$6,000 minimum annual salary upon completion of one year of service.
- Effective April 1, 1974, a minimum salary of \$6,500 upon completion of two years of service.

• An increase in the present annual night shift differential to \$400 (was \$300).

• Continuation of the present \$200 annual location pay differential.

Disciplinary Procedures

The state's disciplinary procedure has also been revamped by the new pact. Employees facing charges now have the right to appeal their case to impartial and binding arbitration, whereas previously they went before a hearing officer who was also a state employee.

In addition to numerous other items negotiated for all four bargaining units, such as improvements in health and dental insurance, the new CSEA agreement provides separate new benefits to each of the units on an individual basis. These cover areas such as agency attendance rules, training and education, travel cost reimbursement, safety, uniform allowance, and others.

Ramsden Elected Head Of Erie Unit

BUFFALO — Walter Ramsden has been elected president of the Downtown County Employees unit of the Erie County chapter of the Civil Service Employees Assn.

Also elected were: vice-president, Eugene Ganter; secretary, Diane Brown, and treasurer, Carol W. Mowrey.



UNITED FUND DRIVE — Ernest Wagner, left, president of the Civil Service Employees Assn. Capital District Conference and CSEA United Fund regional coordinator, discusses plans for the upcoming United Fund drive for state employees with Commissioner Frank Walkley of the State Department of Agriculture and Markets, who is chairman of the United Fund state campaign committee, at a meeting at the Tom Sawyer Motor Inn in Albany.



Participating in signing of parking agreement are, from left, front: Thomas Christensen, OGS assistant director of interagency services; Stanley Yaney, immediate past president of Binghamton chapter; Donald Hinckley, chairman of negotiating committee; back: Paul Lavigne, supervisor of parking services; Donna Olchow; Donald Aylesworth, State Office Building superintendent; Rick Sroka, CSEA field representative; Janice Sander, chapter delegate; Boyd Van Tassell, immediate past chapter vice-president; Louis Visco, chapter third vice-president and Howard Taylor, delegate.

Binghamton Chapter Reaches Accord On Parking Allocation

BINGHAMTON — Members of the Binghamton chapter, Civil Service Employees Assn., have signed a historic agreement with the New York State Office of General Services for parking in the new City-County-State Civic Center in downtown Binghamton.

The agreement, according to negotiating committee chairman Donald Hinckley, is the first of its kind won by a local chapter at the local level by chapter members.

Under terms of the pact, chapter employees may rent space in the sub-basement underground parking level at the rate of \$10 per month. The spaces were allocated by a lottery drawing on the basis of the names submitted by each department and agency participating. Those employees who had applied for a parking space — but whose names were not among those drawn — will be put on a waiting list based on their parking lottery number. When an allocated space becomes available, the space will be assigned to the individual whose name appears next in line on the waiting list.

Some 265 parking spaces were made available to all state departments and agencies, 200 of which will be assigned to lower-echelon employees.

Negotiations for the new agreement were begun in February of this year with the final

document signed by both factions May 10 during ceremonies at the new state office building.

One especially unique feature of the agreement provides for free underground parking for motorcycles, motorbikes and bicycles. Those employees assigned a parking space will be permitted to utilize their slot at anytime of the day or night when the parking area is open to the public or employees.

Former Binghamton chapter president Stanley Yaney and negotiating committee chairman Donald Hinckley had high praise for the efforts of state CSEA field representative Rick Sroka in assisting in the negotiations.

CSEA negotiating committee members included Yaney, Hinckley, vice-president Louis Visco, vice-president Boyd Van Tassell and delegates Janice Sander and Howard Taylor.

Shortly after the formal signing ceremonies were concluded, representatives of the chapter and the Office of General Services looked on as Yaney drew the first name in the parking space allotment lottery.

The first parking space in the drawing went to William Barnes of the Department of Transportation.

To Hudson River Board

ALBANY — Mrs. Arthur L. Landesman, of Kingston, has been named to the Board of Visitors of Hudson River State Hospital.

Special Group Life Insurance Available To Local Government Employees In June

ALBANY — Enrollment in a special low-cost group life insurance plan, which does not require medical examination in most cases, is available to local government employees who are members of the Civil Service Employees Assn. during the month of June 1973 only.

Applications should be sent to the Insurance Department, CSEA Headquarters, 33 Elk St., Albany 12207 on or before June 30, 1973.

CSEA members who are under 50 years of age or who have not completed five years in state service are eligible for the plan without medical examinations. Members who are over 50 years of age or who have completed over five years of state service must take examinations.

The plan offers 10 percent additional insurance,

guaranteed until Nov. 1, 1973, without additional charge, which provides that premiums are waived if a member becomes permanently disabled before age 60, and double indemnity in the case of accidental death.

The cost of the insurance is 10 cents biweekly per \$1,000 worth of coverage for members 29 years old or younger. Older members may obtain this insurance at lower than normal rates.

Members can elect to pay their insurance premiums through the automatic payroll deduction plan.

Literature explaining the group life insurance plan and necessary application forms can be obtained from local CSEA chapters or chapter representatives or from CSEA headquarters.



SYRACUSE CLAMBAKE — Ticket to Civil Service Employees Assn. Syracuse chapter's annual clambake is presented to State Senator Tarky Lombardi by chapter president Richard Cleary. More than 500 people are expected at the clambake, June 22, at Jamesville Lake Grove, from 4 to 9 p.m. Lawrence Colelli is chairman.