

# Civil Service LEADER

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P R CSEA  
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## Executive Committee

Starts On Page 5

### CSEA Committee To Investigate Insurance Rates

ALBANY — The insurance committee of the Civil Service Employees Assn. has been directed by CSEA president Theodore C. Wenzl to check out insurance rates with various insurers, following efforts by Travelers Insurance Co. to increase the rates.

The issue was raised by Solomon Bendet, insurance departmental representative to the CSEA Board of Directors. Bendet brought the problem up at a recent meeting of the Metropolitan Conference, at which time the Conference members voted to direct their president, Jack Weisz, to go on record against the rate increase.

In a letter that Bendet read to Metropolitan Conference delegates, Bendet charged that CSEA members are "paying approximately \$8,300,000 in premiums. This is for life insurance only. If we are to consider all of the premiums paid to the Travelers by our members for insurance protection, the premium payments would exceed \$15,000,000."

Bendet pointed out that the insurance company had rejected his offer to verify their figures, but noted that they had been proved wrong only three years ago in a similar situation.

He also cited the state's intention to establish a life insurance program for the Confidential/Managerial Unit at a lesser rate than is being made

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### County Committee On Social Services Meets This Week

ALBANY — Recent developments in the Federal takeover of AABD cases will be discussed at a CSEA County Division Social Services committee meeting at 7:30 p.m., Sept. 6, and all day, Sept. 7, chairman Frank Lawson has announced.

The meeting will be at the Tom Sawyer Motel, on Western Ave. here.

Committee members are Steve Ragan, Geraldine McGraw, Arthur Bolton, Sandra Aroneck, Albert Wilson, Richard Tarmey, Peter Phalen, William Osmer, John McGowan, Donna Podvin, Patricia Spicci, David Reeves and Gary Powers.

### Suffolk Library Unit Negotiates 3-Stage Pay Boost

PATCHOGUE — An unusual contract providing for three salary increases of 5 percent in the coming year has been gained by Suffolk Civil Service Employees Assn. chapter negotiators for employees of the Suffolk Coop-



**SEASONAL CONTRACT** — Joseph Reedy, left, Civil Service Employees Assn. collective negotiating specialist, and Charles Kelly, state negotiator, look on as Louis Colby, seated, chairman of the seasonal employees negotiating committee of CSEA, signs a two-year pact with Jeffery Austin, state negotiator from the Office of Employee Relations. The pact, covering seasonal employees of the state, provides a 6½ percent raise this year and a 5½ percent raise next year, and provides all other benefits recently negotiated for regular state employees according to respective unit classification.

### 'Don't Drop Ball,' Says McDonough

## Urges Political Action At Local Levels

ALBANY — Thomas McDonough, first vice-president of the Civil Service Employees Assn. and chairman of the combined Legislative-Political Action committee, this week urged regional political action committees to turn their attention to elections being held in various local government units throughout the state.

"I know we are all interested

in the elections being held this month for CSEA offices," said McDonough, himself a candidate for CSEA executive vice-president. "Nevertheless, this is not the time to drop the ball after such impressive results achieved in last year's state elections when members of the State Legislature were endorsed by the political action committee."

Counties, towns, school dis-

## MATERNITY BENEFITS WERE NEGOTIATED BY CSEA, SAYS WENZL

### Hits State's Unilateral Announcement

(Special to The Leader)

ALBANY — The president of the New York State Civil Service Commission has been charged with a breach of "good faith" by Theodore C. Wenzl, president of the 210,000-member Civil Service Employees Assn., for not identifying recently announced changes in the state's maternity leave policy as items that were negotiated by the union as part of its collective bargaining contract for state workers.

In a letter to Erska Poston, Wenzl said, "Last week, you very clearly put on public record the fact that your office was initiating a liberalized maternity leave policy . . . you completely omitted any references to these changes as having been negotiat-

ed by the Civil Service Employees Assn."

Ms. Poston had announced that the maternity leave changes had been made "to insure fair and equal treatment for women who are able to work although pregnant" and noted also that the rules were amended to comply with Federal Equal Employment Opportunity Commission requirements. However, CSEA sources point out that in both a press release and her official directive to state agencies she never mentioned that the changes in the policy were negotiated by Mary Blair, a CSEA negotiator, and appear in a memorandum of agreement between CSEA and the state as a contingent part of their most recent contract.

The negotiated agreement provides that when an employee goes on leave because of illness or disability caused by pregnancy or childbirth, she is now eligible to use any sick leave credits she has accrued. Formerly, this was a privilege that required employer authorization.

Ms. Poston's public release of the relaxed rules, according to state sources, was timed to coincide with the national observance of Women's Rights Day.

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- Central Conference Officer Candidates' Resumes —See Pages 14, 16
- Western Conference Officer Candidates' Resumes —See Pages 8, 16

### Re-elect Duffy Pilgrim Leader

WEST BRENTWOOD — The Honest Ballot Association has concluded the election of officers for the Pilgrim State Hospital chapter of the Civil Service Employees Assn. and has certified the results.

The officers of the chapter are: Julia E. Duffy, president; Emmett Foster, first vice-president; Rudolph Perrone, second vice-president; Augusta F. Stewart, secretary, and Alice Sarabia, treasurer.

"Our statewide committee showed last year that it can be done," McDonough continued, "so now let's keep the ball rolling for the local government people."

In last year's state elections, 20 out of 27 CSEA-endorsed Senate candidates won election, while 50 out of 67 CSEA-endorsed Assembly candidates won. Overall record for the Employees Association was 74 percent success.

"When public employees have to endure a one-sided Taylor Law, then they have to be doubly aware of who controls the pursestrings," McDonough added. "It has been gratifying to realize that members of the Legislature know who I am as a result of our political action efforts, but it is the individual members of the Association throughout the state who did what was necessary to insure CSEA's success. They deserve the credit."



### Rockefeller Names Assemblyman Stein To Probe Economy

A UNIQUE venture in state economic planning was activated last week when Gov. Nelson A. Rockefeller appointed the nine members of the Temporary State Commission on Living Costs and the Economy.

The nine members, all of whom will be unsalaried, represent various economic and reg-

(Continued on Page 6)



**STONY BROOK INSTALLATION** — Al Varacchi was installed last month for another term as president of the Civil Service Employees Assn. chapter 115 at the State University of New York at Stony Brook. Chapter officers for Stony Brook, third largest campus in the State University system, were sworn in, first picture, by CSEA regional field supervisor Edwin

Cleary, left. Officers, starting with Varacchi, are first vice-president Al Castaldi, second vice-president Edward Zurl, corresponding secretary Kay McKenna, recording secretary Fal Smith, financial secretary Estelle Gremmell, treasurer Helen Fox, delegate Vincent Ruggi and alternate delegate William Dexter. In the second photo, members of the chapter's board of directors are sworn in by CSEA field representative Nicholas Pollicino.

left. From left are PS&T unit chairman Tina Streicher, custodial chairman Nelliana Hart, custodial secretary Elizabeth Collier, administrative chairman Betty Dow, operational chairman Robert Tripoli and operational secretary Harold Dreenan. Missing from photo is administrative unit secretary Virginia Merolla. The installation was held at Al Dowd's Restaurant in East Setauket.

# Candidates For CSEA State Executive Committee

## STATE EXECUTIVE COMMITTEE

(Vote for one, unless otherwise noted. Only CSEA members within each given department may vote for the representative for that department. Names are listed in the order in which they will appear on the ballot.)

- AGRICULTURE & MARKETS**  
1. John Weidman.
- AUDIT & CONTROL**  
1. Harold Ryan.
- AUTHORITIES**  
1. Vito Dandreaano; 2. Albert Sibillo; 3. Jean C. Gray.
- BANKING**  
1. Victor V. Pesci; 2. John F. Geraghty.
- CIVIL SERVICE**  
1. Richard Barre.
- COMMERCE**  
1. Emil J. Spiak.
- CONSERVATION**  
1. Jimmy Gamble; 2. Jo Ann Fisher.

## CORRECTION

- 1. Jack Weisz; 2. John J. Synnott.

## EDUCATION

- 1. Nick Fiscarelli; 2. Alvin Rubin; 3. Dan Maloney.

## EXECUTIVE

- (vote for four)  
1. Charles J. Rizzo; 2. Louis Colby; 3. Mary Moore; 4. James T. Welch; 5. Gerald Purcell; 6. John D. Corcoran; 7. Cindy Egan.

## HEALTH

- 1. Robert Stelley; 2. John Adamski; 3. Ernst Stroebel.

## INSURANCE

- 1. Solomon Bendet.

## JUDICIAL

- 1. Ethyl Ross.

## LABOR

- (vote for three)  
1. Canute Bernard; 2. Vincent Rubano; 3. Robert Lattimer; 4. John Wolf.

## LAW

- 1. James Mulvihill; 2. Julius Stein.

## LEGISLATIVE

- 1. John Perkinson.

## MENTAL HYGIENE

(14 to be elected, with one from each geographic sub-group within the five regional groupings. Mental Hygiene employees within each region will vote at large for either two or three candidates within their region only (the number varies from region to region), with the top vote-getters in each sub-group being elected.)

## Long Island (vote for three)

- 1. Julia Duffy; 2. Alfred Carlson.

- 1. Joseph Keppler.

## Metropolitan (vote for three)

- 1. Dorothy King; 2. Marjorie Reeves.

- 1. Salvatore Butero; 2. Ronnie Smith.

## Southern/Capital District (vote for three)

- 1. Richard J. Snyder; 2. Tris Schwartz.

- 1. John Clark; 2. Anna Besette.

- 1. Arnold Wolfe; 2. Nicholas PuzziFerri.

## Central (vote for three)

- 1. William Gagnon; 2. William Deck.

- 1. Clarence M. Laufer; 2. Dorothy Moses; 3. Leo J. Weingartner.

- 1. Raymond Pritchard; 2. James Moore.

## Western (vote for two)

- 1. Charles Peritore.

- 1. William McGowan.

## MOTOR VEHICLES

- 1. Thomas McDonough.

## PUBLIC SERVICES

- 1. Bernard F. Dwyer; 2. Michael Sewek.

## SOCIAL SERVICES

- 1. Karen White; 2. Evelyn F. Glenn; 3. Dolores Henderson.

## STATE

- 1. Bernard Silberman; 2. Loretta Morelli.

## TAX & FINANCE (vote for two)

- 1. Samuel Emmett; 2. E. Jack Dougherty, Jr.; 3. John T. Daley.

## TRANSPORTATION (vote for four)

- 1. Richard E. Cleary; 2. Nicholas J. Cimino; 3. Sherman Glass; 4. Edward F. Malone; 5. Ralph Schimmel; 6. Leonard T. Prins; 7. Timothy McInerney; 8. William F. Dupee; 9. William T. Lawrence.

## UNIVERSITIES (vote for four)

- 1. Albert J. Varacchi; 2. Harry Healing; 3. Gerald T. Brown; 4. Dorothy Rabin; 5. June Boyle; 6. Edward Dudek; 7. Gerald Toomey; 8. Eleanor Korchak.

# 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.

## September

- 6—New York City chapter executive board meeting: 5:30 p.m., Willy's Restaurant, 166 William St., Manhattan.
- 6—NYS Association of Transportation Engineers, Region No. 6, clambake: Rod and Gun Club, Bath.
- 6-7—Statewide social services committee meeting: 7:30 p.m. (Thursday), Tom Sawyer Motel, Western Ave., Albany.
- 6-9—Department of Transportation seminar: Friar Tuck Inn, Route 32 Catskill, Echo Lake State Park, Route 100 exit off Taconic Parkway.
- 7—Binghamton chapter general meeting to "Meet the Candidates": 6:30 p.m., Fountain Pavilion, Johnson City.
- 7—Tax and Finance chapter clambake: Half Moon Beach.
- 7—East Hudson Parkway Authority chapter picnic: 12 noon-8 p.m., Echo Lake State Park, Route 100 exit off Taconic Parkway, Millwood.
- 8—Statewide non-teaching school employees committee meeting: 10 a.m., Tom Sawyer Motor Inn, 1444 Western Ave., Albany.
- 9—Onondaga chapter mixed clambake: 1-6 p.m., Hinerwadel Grove, Fay Rd., North Syracuse.
- 10—Statewide human rights committee meeting: 12 noon, CSEA Headquarters conference room, 33 Elk St., Albany.
- 10—Statewide ad hoc committee to study probation departments of local governments meeting: 1:30 p.m., CSEA Headquarters conference room, 33 Elk St., Albany.
- 12—Rochester Area Retirees chapter meeting: 1:30 p.m., Brighton Town Hall, 2300 Elmwood Ave., Rochester.
- 12—Westchester County chapter executive council meeting.
- 19—Nassau County chapter general membership meeting: 8:30 p.m., Police Headquarters auditorium, Mineola, L.I.
- 19—Jewish State Employees Assn. of New York meeting: 5:30 p.m., 80 Centre St., Room 100, Manhattan.
- 20—Capital District Conference meeting: 5:30 p.m., Jack's Restaurant, Albany.
- 21—Pilgrim chapter installation dinner-dance: 7 p.m., Huntington Town House, Jericho Turnpike, Huntington, L.I.
- 22—Marcy State Hospital chapter clambake: 1-7 p.m., Beck's Grove, Rome.
- 24—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80 Clubhouse, 76 Main St., Binghamton.
- 24—Capital District Conference meeting: 5:30 p.m., Jack's Restaurant, Albany.
- 25—Syracuse Area Retirees chapter meeting: 2 p.m., First Trust and Deposit Co. conference room, Liverpool.
- 29—Nassau County chapter silver anniversary dinner-dance: Malibu Beach Club, Lido Beach.
- 30-Oct. 4—CSEA 63rd annual statewide Delegates Meeting: Concord Hotel, Kiamesha Lake.

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## East Hudson Picnic

East Hudson Parkway Authority chapter of the Civil Service Employees Assn. will have its annual picnic Sept. 7, according to chapter president James Lennon. Site for the picnic, scheduled from noon to 8 p.m., will be Echo Lake State Park in Millwood. It can be reached by taking the Route 100 exit off the Taconic Parkway.

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By **ARTHUR BOLTON, Chairman**  
CSEA County Executive Committee

## Reinvigorated Leadership For Counties

This will be my first attempt at writing this column since being elected as chairman of the County Executive Committee succeeding Joe Lazarony.

Having served with Joe as the vice-chairman over the past two years, I feel compelled to give a sincere thanks to Joe for his untiring effort on behalf of our CSEA membership. His dedication to purpose has provided a great deal of direction for the future growth and development of our great organization.

As for the future, we have a Delegates Meeting scheduled for Sept. 30 through Oct. 4, which promises to provide a great deal of information and education for our delegate body. Our restructuring committee recommended — and a past Delegates' Meeting approved — separate meetings for our state bargaining units as well as our new school district chapters and our general County Delegates.

I AM CONFIDENT that the County Executive Committee along with our local government staff will provide programs that will explore the problems of today.

In addition, meetings have been called by the chairmen of our statewide special social service committee, special non-teaching school employees committee, and our statewide probation committee. I am confident that these meetings, prior to the Convention, will result in very informative reports about our members' future in these areas.

In total, the tentative program should provide for a very exciting meeting, so I would urge as large an attendance as possible.

## Charges Breach Of Faith

(Continued from Page 1)

Commenting on CSEA's reaction, Wenzl questioned the ethics of the release and said, "It would seem fairly obvious that it was the State Administration's intention to indicate to the public that they had the market cornered on the women's lib movement without bothering to credit the negotiation process or the CSEA negotiators responsible for developing the plan.

"Numerous examples of this type of conduct have brought the situation to a head," according to Wenzl. "We negotiated, as part of an overall economic package, more than a million dollars in education and training funds to be used by state workers to better perform their function and better serve the public. In administering the program, state officials invariably turn around and notify the employees of these advantages as if they dreamed them up themselves."

Referring to Ms. Poston's "misleading" announcement of the new maternity leave policy, Wenzl's letter called upon her to correct the matter, asking that "early action be taken to properly inform the public, state officials, and the thousands of state workers who look to CSEA for effective representation."

Even as the letter was being delivered, CSEA officials were considering putting additional teeth into their protest should the letter go unheeded. A spokesman said that the union was studying the possibility of filing an official charge of "improper practice" against the Civil Service Commission. Under the

state's Taylor Law, he said, the employer is prohibited from characterizing negotiated accomplishments as benefits unilaterally extended by management.

## CSEA Insurance

(Continued from Page 1)

available for other state employees. The rates on the Confidential/Managerial plan would be \$ .08 to \$1.18 per thousand of insurance, as compared to \$1.0 to \$1.52 per thousand of insurance which the Travelers is seeking from us. These figures do not include the 10 percent dividend insurance, which the Travelers wishes to eliminate."

In addition to the discussions with other companies, Wenzl directed the committee to also meet with Travelers to see how the current rates can be maintained.

## Candidate Endorsements

### Jefferson County

WATERTOWN — The full executive board of Jefferson County chapter, Civil Service Employees Assn., has endorsed A. Victor Costa for state executive vice-president in action taken at a meeting which focused on the restructuring of the state organization.

The chapter's executive group, representing every CSEA unit in Jefferson County, carried out a detailed discussion on the restructuring process as part of their on-going educational analysis of the program.

Richard Grieco, president of the City unit, is serving as co-chairman for the election of Costa, concentrating on four northern New York counties.

### Nassau County

MINEOLA — Warning that the Civil Service Employees Assn. is in the red and preparing to propose a dues increase, Ralph Natale last week received the formal endorsement of his Nassau chapter.

Natale, who is running for statewide president against the incumbent, Theodore Wenzl, charged that the organization is \$400,000 in debt. "They are going to spring a dues increase on us," he charged.

Natale was unanimously endorsed at a meeting of the chapter board of directors last Wednesday. The board said that other candidates were all well qualified and that no further endorsements were required.

### Suffolk County

SMITHTOWN — The executive board of the Suffolk chapter of the Civil Service Employees Assn. last week voted eight to one to endorse Irving Flaumenbaum for regional president after appearances by Flaumenbaum and his opponent, Al Varacchi.

Flaumenbaum thanked "the people in the Suffolk chapter as well as the state chapters and Nassau County school districts who have extended their generous support."

### Westchester County

WHITE PLAINS — The Westchester County chapter, Civil Service Employees Assn., in a meeting of its executive council on Aug. 14, endorsed Dr. Theodore Wenzl for president in the union's forthcoming statewide

# Fact-Finder Awards 2 Holiday Eves To Orange Members

(Special to The Leader)

NEWBURGH — The Orange County chapter of the Civil Service Employees Assn. has won a grievance concerning the denial of two one-half day holidays from the County.

Employees of Orange County were denied two one-half day holidays for Christmas Eve and New Year's Eve in 1972. Grievances were individually filed by more than 350 CSEA members in accordance with the terms of the contract.

Each grievance was denied at each step of the way by the immediate supervisor and immediate department head of each grievant. The denials were based upon an interpretation of the contract by the County attorney.

This ruling was appealed to a fact-finding panel headed by Dr. Benet. The panel ruled unanimously in favor of the employees.

As a result, each employee in the employ of Orange County on Dec. 26, 1973, who was denied the two one-half day holidays will be given one full day off with pay to make up for this action. Those employees who were employed by the County and who left will receive one day's pay.

Ann Butler, chapter president, said of the decision, "I am very happy to see justice done, but much more happy to see the Orange County CSEA chapter members working together."

### Nassau Meeting

MINEOLA—The next general membership meeting of the Nassau chapter, Civil Service Employees Assn., will be held Sept. 19, it was announced by chapter president Irving Flaumenbaum. The meeting will be at 8:30 p.m. in the auditorium of police headquarters here.

election.

Other statewide candidates endorsed were: A. Victor Costa for executive vice-president; Dorothy MacTavish for secretary, and Ernest Wagner for treasurer. Southern Regional officers endorsed were James Lennon for president; James Verboys for third vice-president, and Rose Marcinkowski for treasurer.

The council, in instituting a membership drive, appointed Lucinda Whaley as its membership committee chairman. The next executive council meeting is scheduled for September 12 when two vacancies on the chapter's board of directors will be filled.

The Grievances were filed by Jose Sanchez, CSEA field man, with the assistance of Teresa Tomoszewski, chapter vice-president.

## Sponsor Courses For Metro DofE Promotion Exams

The Metropolitan Division of Employment Chapter of the Civil Service Employees Assn. will present two preparatory courses for candidates for promotional exams in the Division. Both classes will be held on the second floor at L.O. 440, Manhattan Apparel Industries Office, 225 W. 34th St. (between 7th and 8th Avenues), Manhattan.

The sessions will be from 6 p.m. to 8 p.m. and registration will be at 5 p.m. at the first session. Proof of membership will be required.

The course for Principal Employment Security Clerk, G-11, will run two sessions. The first, on Thursday, Sept. 6, will cover "Supervision" and "Office Practice." The second, on Tuesday, Sept. 11, will be on "Understanding and Interpreting Written Material, Laws, Rules and other Data" and "How To Take This Test."

This course will be free to chapter members and non-members will be charged a \$5 fee.

The course for Management Series, G-21, G-23 and G-25, will be in five sessions. The first session, Thursday, Sept. 13, will cover "Unemployment Insurance Programs;" the second, on Tuesday, Sept. 18, "Manpower Services Programs;" the third, Wednesday, Sept. 19, "Community Organization Resources" and "Relations Involved With Employment Security Programs."

The fourth session will deal with "Supervision and Training" on Thursday, Sept. 20, and the fifth, on Tuesday, Sept. 25, will cover "Employee Relations, Public Relations" and "How to Take This Test."

Members will be charged \$5 for this course; non-members, \$10.



**RENSELAEER INSTALLATION** — A. Victor Costa, left, statewide Civil Service Employees Assn. second vice president, administers the oath of office to new officers of Rensselaer County chapter of CSEA. Officers are, from left, Robert Canfield, president;

Susie Pfaffenback, first vice-president; Charles O'Sullivan, second vice-president; Marianne Downey Herkenham, secretary; Joan Murray, treasurer, and John Vallee, executive representative.

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# Candidates For Mental Hygiene Representative

The only candidates listed this week for the State Executive Committee of the Civil Service Employees Assn. are those who are seeking positions as Mental Hygiene Departmental Representatives.

Fourteen Representatives are to be elected on a geographical basis. To achieve this, the state has been divided into five areas, corresponding to the six regions of the Association. Southern and Capital District Regions are combined into one voting area, while the other four regions: Long Island, Metropolitan, Central and Western will be self-contained. The reason for the one combined area is that the Capital District Region, by itself, does not have enough Mental Hygiene members to qualify for a Representative for that Region alone.

Within each of the five areas, there is another breakdown, grouping various institutions. This is the most intricate detail of the voting procedure, and the aspect that is most unusual in any of the CSEA elections to be held this month. An explanation follows.

In four of the five areas, members will elect three

Representatives; in the fifth area, they will elect two Representatives. Only Mental Hygiene employees within each area (Region) will vote for the two or three Representatives to be elected in that area. Thus, it will not be a statewide election.

Furthermore, to guarantee as widely distributed representation as possible, each area is broken down into sub-groupings. All Mental Hygiene members in a given area may vote for the two or three Representatives to be elected, but only the top vote-getters in each sub-group will be elected.

To give the simplest example: In the Long Island Region there are four candidates, but only three are to be elected. All Mental Hygiene members in the Region are entitled to vote for three candidates. In this case, Joseph Keppler is in one sub-group without opposition; George Szurnicki is in another sub-group without opposition; but incumbent Representative Julia Duffy is being challenged by Alfred Carlson. Now, basically, voters must make a choice between Ms. Duffy and Carlson. Even if they should both get more votes than either

Keppler or Szurnicki, only the highest vote-getter (Ms. Duffy or Carlson) will be elected, while Keppler and Szurnicki will be automatic winners under the rules for geographic distribution of Representatives. In addition, the ballot-counting machinery is programmed to accept only one name from each sub-group.

The above example was easiest to use because of the number of names involved. However, there are variations in each of the other four areas. These variations range from two unopposed candidates for two seats in the Western Region to seven candidates for three seats (all with competition) in the Central Region.

Details for the geographic distribution were worked out in Mental Hygiene departmental meetings during the past year, with the approval of the CSEA Board of Directors. The innovation came about as a result of Mental Hygiene's representation on the Board being expanded from four Representatives to 14. The incumbent Representatives: Julia Duffy, Ronnie Smith, Anna Bessette and William McGowan currently represent either one or two entire regions.

## LONG ISLAND REGION

(three to be elected)

*(Only one of the next two people will be elected)*

**ALFRED CARLSON**

(material not submitted)

**JULIA DUFFY**



Born in Cragmoor, N.Y., and educated in Middletown Public Schools. Later, entered Middletown State Hospital School of Nursing — graduated in 1936.

Has served as a delegate representing the Long Island State Park Commission; Chairman, Membership committee — Pilgrim chapter; Pilgrim chapter President, 1950-1951; presently Pilgrim chapter President; Member, PS&T Negotiating team, Mental Hygiene Representative — Long Island Conference Area; member, Special Mental Hygiene committee. Has also served on Statewide Membership committee; Charter committee; was the Representative on the State Board of Directors for the Long Island Conference; worked diligently for the formation of the Long Island Conference and was a member of the Constitution & By-laws committee.

Has been an active participant on behalf of all Civil Service employees — especially as a member of the Political Action committee. As President of the largest Mental Hygiene chapter, finds little time for her hobbies, which are swimming, bicycling and needlework.

Has spent much time working for the Girl Scouts, Cancer Fund, Heart Fund and United Fund. Is married and mother of one child — deceased. Is a Gold Star Mother. Active in St. Luke's Parish, Brentwood, N.Y.

*(The next person is unopposed)*

**JOSEPH KEPPLER**

Joseph Keppler has been



a CSEA member for 19 years. Presently, he is serving his second term as a chapter President and is a member of the Statewide Committee on Political Action.

He has also been a member of the Chapter Board of Directors and local negotiating team; Chairman of the Long Island Conference Political Action committee and a member of the Statewide Mental Hygiene Negotiating Team.

Keppler notes he was one of two chapter presidents in the state who were subpoenaed, tried and subsequently fined for their participation in the 1972 CSEA Easter weekend job action.

Also, he is a life member of the American Legion and has been post commander, chairman of the board of directors of the post, county commander, district commander, state vice-commander and a member of the state committee for law and order and board of directors of the Legion Mountain Camp.

Prior to his state service, Keppler was active in the International Association of Machinists and was with a major insurance company. He served in the U.S. Air Force during World War II.

*(The next person is unopposed)*

**GEORGE SZURNICKI**

George Szurnicki is a mental health therapist aide in the special care unit of Northeast Nassau Psychiatric Hospital. He is a member of the CSEA, Kings Park State Hospital, Chapter 411.

He has had 18½ years of diversified and increasingly responsible Mental Hygiene experience. His comprehensive scope of duties

ranged from a 65-bed non-ambulatory hospital ward to a maximum security unit. He served in such capacities as attendant, staff attendant, roundsmen and acting team leader. He is actively involved at the present time in the philosophy and dynamics of unitization which has been expanded to include community treatment, placement and after-care.

Szurnicki's union activities include membership in the CSEA for 18½ years serving his chapter board of directors member, Grievance Chairman, Strike Committee Chairman and Coordinator and Human Relations and Political Action Chairman. He was a member of the organized labor movement beginning in 1941 and shares the dubious distinction of being one of the two men injured during the recent strike while attempting to block a scab vehicle from crossing the KPSH picket line and was dragged and thrown almost 50 feet.

The candidate received a B.A. degree in 1967 in psychology from Adelphi University, attended a seminar at Cornell University's School of Industrial and Labor Relations and took special courses in Union Administration, Grievance Procedure, and Law, Labor Law and Public Relations. He speaks English, German and Polish.

He is married and lives with his wife, Margo, in Kings Park, L.I., N.Y. They have two sons, 20 and 26. Szurnicki's hobbies are raising livestock, farming and environmental control and preservation.

His co-skills and vocations include research and investigations, purchasing agent, retail store management, lectures and lay expert on regional garbage-sewage disposal and reclamations, carpentry, roofing and siding, plumbing and painting.

## METROPOLITAN REGION

(three to be elected)

*(Only one of the next two people will be elected)*

**MARJORIE REEVES**

I am a Mental Hygiene Therapy Aide, Grade 9, employed with the Department for the past 26 years, during which time I have also been a member of CSEA. Throughout the years I have served on a number of hospital committees; I have been a member of the Queens Children's Hospital Honor Card committee, taking an active role in the development and enactment of a meaning-



ful honor card program for patients. I have served my fellow employees as their representative to the Queens Children's Hospital Interdivisional Coordinating Committee which sought to explore and solve working difficulties between the various hospital disciplines.

My service to fellow employees continued in 1972, when I was their CSEA representative to the negotiating team on the hospital level. In 1973, I had the opportunity to continue serving as a member of the CSEA Negotiating and Coalition team, in Albany, the result of which was our new contract.

Besides the duties of my employment and my participation on hospital and CSEA committees, I am a part-time student at Queensborough Community College, majoring in human relations. I am also a member of my building's tenants council.

If elected to the State Executive Committee, I will be responsive to the needs of my fellow employees and will do all in my power to truly bring to this committee an open-minded innovation approach to problem solving.

**DOROTHY KING**



I was born in Kings Park, L.I., where most of my family

still reside. I married and worked at Kings Park State Hospital until my husband returned from active duty with the U.S. Army. We moved to Pearl River, N.J., and my husband transferred to Rockland State Hospital, where I also was employed. (Continued on Page 10)

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TUESDAY, SEPTEMBER 4, 1973

## Remember The Regions

LAST week we discussed primarily the election of four statewide officers for the Civil Service Employees Assn. There are, in addition, 49 seats on the Association's State Executive Committee and 38 Regional offices to be determined when ballots are mailed out later this week.

The State Executive Committee is composed of representatives from the various state departments. Each state CSEA member, regardless of his particular chapter affiliation, will have an opportunity to vote for the representatives for his department. This means that most state members will be able to choose one representative to the Executive Committee. Some of the larger departments will be entitled to two, three or four representatives, and, in those cases, the voters may mark their ballots for the number of candidates that their department is entitled to.

A more complicated system will be used to elect Mental Hygiene departmental representatives. This is explained in detail elsewhere in *The Leader* (see Page 5).

What is indeed unique in this election is that the six regions (formerly known as conferences) of the Association will, for the first time, have their officers elected by the membership at large within each region.

In each of these regions, the members will elect a president, either three or four vice-presidents, a secretary and a treasurer.

Even more involved (but with no effect on the voting procedure itself) is that the regional presidents also become vice-presidents of the statewide CSEA organization. Thus, in the statewide structure, these regional presidents/statewide vice-presidents will rank directly behind the statewide president and the statewide executive vice-president. In the event the president and the executive vice-president shall both be incapacitated and unable to fulfill the obligations of the presidency, the six vice-presidents shall choose among themselves whom shall move up as next in line. Previously, the statewide vice-presidents were elected at-large statewide, and were numbered from first through fifth.

Many people do not as yet realize the additional choices of leadership they will have to make in the regions. Before the elections were expanded to bring power closer to the people by decentralizing the statewide structure, these regional leaders were voted upon in closed sessions by delegates from those chapters who were voluntary, paid members of the conferences.

As part of the decentralized CSEA, individual regional offices and staffs are being set up to provide better service to the membership within each of the regions. The regional presidents will oversee these operations.

The mechanics, finances, and philosophies behind this changeover in the CSEA structure have been major topics at Delegates Meetings for more than two years. On Oct. 1, the changeover becomes official.

Still there are many fine points to be worked out, and the regional officers who are elected this month will be making decisions and setting precedents that everyone may have to live with for years to come.

When ballots are mailed Sept. 7, and received in members' homes shortly afterwards, we hope — we urge the voters to pay special attention this year to all the offices, both statewide and regional.

The Leader has done its best to keep you, the voter, well-informed on these important elections. The candidates have been campaigning extensively for months. But it will all be in vain, unless you, the voter, care enough to elect the best persons to represent you.

## Don't Repeat This!

(Continued from Page 1)  
ical interests of the State. The persons appointed to the Commission are:

### Committee Listed

Assemblyman Andrew Stein, D.-Lib. of Manhattan, chairman.

William J. Butler, of Syracuse, labor leader.

David L. Cail, of Ithaca, director of the extension service and professor of food economics at Cornell University.

Mrs. Arnold W. Intkow, of Spring Valley, Town of Ramapo, Councilwoman and chairman of the Ramapo Consumer Protection Board.

Assemblyman Franz S. Leichter, of Manhattan.

Assemblyman Eugene Levy, of Suffern, who is also chairman of the Joint Legislative Committee on Consumer Protection.

Mrs. Joseph Ansaro Meehan, of Southampton, an active civic and community leader.

Senator Jess J. Present, of Jamestown.

Mrs. Nellie Wright, of New Rochelle, director of personnel relations for Abraham & Straus and a member of the New York Urban League.

### Governor's Mandate

Under a mandate from the Governor and the Legislature, the Commission has been directed, in the words of the Governor, "to investigate and report to the Governor and the Legislature on all matters relating to the rising costs of living and the energy crisis and assist in the coordination and enlargement of the scope and effectiveness of present state efforts to relieve the impact of rising prices and rents and apparent fuel shortages on the state's consumers, tenants, business and agricultural communities and local governments."

In announcing the appointment of the Commission, the Governor said: "The work of this Commission will have top priority in this administration, and I have directed all state departments and agencies to cooperate fully with the Commission in its work."

The challenge confronting Assemblyman Stein, as Commission Chairman, and his fellow Commissioners, will be an enormous one. As the Governor phrased it: "Nothing more frightens the American people than the specter of rising prices and rents and the looming shortage of gasoline, fuel oil, meat, milk and other consumer commodities."

### Stein Cites Responsibilities

These are problems that confront civil service employees just as they do all middle-income families and wage earners. What particularly makes this Commission unique is that it is the only agency created by any State that has responsibility for monitoring prices to insure compliance with federal price policies and regulations.

Assemblyman Stein said that the Commission has two-fold responsibilities: "to dampen the fires of inflation and to protect the health and welfare of our people in the face of shortages of food supplies, heating oil, gasoline and other critical commodities."

Assemblyman Stein has called for a meeting of the Commission this Thursday, so that the group can make an immediate start on its work.

## 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.

## Social Service Law

The Appellate Division, Second Department, recently upheld a decision of the Suffolk County Supreme Court. This decision appears destined for the New York State Court of Appeals by virtue of a dissenting opinion written by Judge Benjamin. The case concerned Section 79-a of the Social Services Law which was amended by the 1965 Legislature to mandate higher salaries for caseworkers and other social services personnel employed by local welfare departments based upon the completion of approved graduate training.

The constitutionality of Section 79-a was upheld by the Appellate Division and affirmed by the Court of Appeals in the matter of *Freedman v. Suffolk County Board of Supervisors*, 29 A.D. 2d 661, affd. 25 NY 2d 873. The Appellate Division, Second Department, held in the *Freedman* case that the percentage increase is a differential to attract trained personnel and thus improve the quality of social services rendered. The increase additionally served to encourage employees to remain in public service.

SOME SIX YEARS after the law was passed, Section 79-a of the Social Services Law and some similar provisions were repealed in 1971, and on June 21, 1971, the petitioners' salaries were reduced. The sole issue on this appeal is whether such salaries may lawfully be reduced. The majority held that they could be reduced. The dissent went into great detail, however, setting forth its reasons why the salaries could not be reduced.

The court pointed to subdivision 2 of Section 121 of the Civil Service Law, which provides as to state employees that, "the annual salary of any position compensable on an annual basis which is classified or reclassified . . . to a salary grade pursuant to the provisions of this article shall not be reduced for the then permanent incumbent by reason of any provision of this article so long as such position is held by the then permanent incumbent." The dissenting judge went on to say that in his opinion the petitioners are state employees within the meaning of Article 8 of the Civil Service Law and are entitled to the protection afforded by subdivision 2 of Section 121 against reductions in their salaries. "To hold that Section 121, as part of Article 8, of the Civil Service Law, applies only to employees paid directly by the state is to construe the section too narrowly." Accordingly, the dissenting judge held that Section 121 of the Civil Service Law applied to the petitioners and was a bar to the reduction of their salaries. "To hold otherwise would raise a serious question as to the constitutionality of the salary reduction under the Equal Protection Clause of the Constitution of the United States. This is so since the salary of a social worker employed by the state could not be reduced by virtue of the repeal of Section 79-a of the Social Services Law, while the salary of a social worker employed by a county could be so reduced under the construction adopted by the majority."

Finally, the court pointed out in its dissent that the majority's result was unfair since petitioners were induced to enter into or remain in county service by the now repealed Section 79-a of the Social Service Law. In *Matter of J. Azzato, et al. v. Suffolk County Legislature, et al.*, 345 NYS 2d 112.

THE Supreme Court of Westchester County decided last June that a factual finding by a judge in a separate proceeding brought to punish a teachers' association for contempt for violation of court orders with respect to a strike to the effect that there was no provocation within the meaning of the statute. Authorizing an imposition of a fine in such cases was not *res judicata* with respect to the matter of provocation in another proceeding by PERB charging an illegal strike by the teachers' association. In this case, the Board of Education commenced a proceeding under the Taylor Law charging the Port Chester Teachers' Assn. with engaging in an illegal strike between January 18 and 24, 1972. State PERB rendered its written decision in which it held that there was an illegal strike. Under the law, PERB has discretion as to the duration of any forfeiture of dues check off it may impose, and one factor which the Board may consider is whether the public employer engaged in acts of extreme provocation. The Board of Education in the case at bar contended that

(Continued on Page 7)

# Promotion To Senior Clerk, Draftsman Among 21 State Titles

Senior clerk (library) heads a list of 21 promotional exams open to employees of specified state agencies. Filing for all exams closes Oct. 1.

Senior clerk (library), a G-7 position, is open to anyone who has served at least three months in a clerical position allocated to G-3 or higher, with the State University of New York. At present there are vacancies in Binghamton, Morrisville, New York, Oneonta, Oswego and Potsdam.

To be appointed from the list resulting from this exam candidates must have been employed as above for one year. The written exam, no. 35-373, will be held Nov. 10.

Applications and further information for this and the following exams may be obtained

from any branch of the State Civil Service Dept. Addresses are listed on Page 15 of The Leader under "Where to Apply."

Two other clerk exams — senior actuarial clerk, no. 35-362 (G-9), and principal actuarial

clerk, no. 35-363 (G-12) — are open to qualified candidates of any state agency for interdepartmental promotions. Qualifications for senior are the same as above, while qualifications for principal are three months in a

position allocated to G-7 or higher. One year of such experience is required for appointment from the lists. Written exams will be held Nov. 10.

Another exam open interdepartmentally is promotion to

draftsman, a G-8 position. At present there are 16 vacancies statewide. Candidates need only one year of service in a drafting or engineering position allocated to G-5 or higher in order

(Continued on Page 15)

## Letters To The Editor DFY Director Cites Focus On Program

Editor, The Leader:

The excellent article in the Aug. 14 issue of the Civil Service Leader by Mr. Herbert Geller on Division for Youth training schools at Warwick and Otisville is much appreciated by all Division employees.

As you doubtless know, the Otisville facility has been taken over by the Narcotics Addiction Control Commission, but I am sure the staff at Otisville is pleased to have been recognized for its fine work while with the Division for Youth.

From my own view, I was particularly pleased with the emphasis and focus on those program aspects that are modern, innovative and effective.

Unfortunately, we did have some special problems that kept us from opening up the swimming pool at Warwick, as the article by Mr. Geller points out. I could detail those problems, but I surely do not want to color this letter of appreciation. More important even than a Division defense on that score is the fact that the pool is open and being used daily by the young people.

As your Aug. 14 editorial pointed out, institutional problems do exist, and recognizing that they do exist is a start on resolving them.

All of us at the Division for Youth are grateful to The Civil Service Leader for Mr. Geller's fine work.

**MILTON LUGER**  
Director  
Division For Youth  
NYS Executive Department

## Civil Service Law & You

(Continued from Page 6)

the factual finding by the judge in the contempt case was res judicata and binding upon PERB, and since the court found that there was no provocation that PERB had to find the same. The court here holds that the finding of the judge in the contempt proceeding is not binding on PERB. Board of Education, UPSD No. 4, Town of Rye v. Public Employment Relations Board, 345 NYS 2d 352.

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# WESTERN REGIONAL OFFICER CANDIDATES

## WILLIAM McGOWAN (Continued from Page 16)

I have been associated with CSEA for nine years.

In addition to being Statewide Fourth Vice-President of CSEA for the past two years, I have been president of the West Seneca State School chapter, Mental Hygiene Representative on the State Board of Directors for four years, Chairman of the Negotiating Committee of Mental Hygiene preparing contracts, Chairman of Operational Unit Negotiations for the past two contracts, and I was on the Lay-Off Procedure Committee as well as other state unit committees.

## SAMUEL GROSSFIELD (Continued from Page 16)

Service in 1949. Also on faculty of Cornell School of Labor and Industrial Relations, conducting courses in Supervision and Management.

Sam Grossfield was elected President of Western Conference, term of office from July 1972 to July 1974. Restructuring changed dates of office, therefore, he is running for re-election in 1973. As Conference President Sam has been a vocal member of the State Executive Council and the State Board of Directors.

Presently serving his fifth term as chapter president of the Rochester chapter, composed of members of some two dozen state agencies. As such, five years ago organized Genesee Valley Political Action Group, which has periodically been meeting with area legislators to gain their support. As Conference President, has developed a strong Western New York Political Action organization.

Led the fight to obtain Social Security for State employees, barnstorming the State to argue against the Elliot Kaplan plan to integrate Social Security into the state pension system. Persuaded State Senator from Rochester, Frank Van Lare, to sponsor the bill that gave public employees Social Security benefits.

Has been an active and outspoken delegate at State CSEA Conventions for several years, pleading the cause of "the grass roots" to have a say in decision-making of the statewide organization. Although he voted against the strike in 1972, when it was approved by the delegates at the convention, Grossfield set up a strike headquarters in Rochester that operated around the clock until the strike was settled.

In the most recent attack on the public employee pension system, Sam Grossfield directed the Western Conference chapter presidents, using TV, radio, and the press, in a successful defense of the hard-gained pension rights for State employees. Their next objective is the "permanentizing" of the pension benefits for the political subdivisions.

"I have fought for the public employee," states Grossfield, "because I believe the vast majority of them are dedicated and completely honest. Too often they are the targets of unwarranted abuse, their work is not truly appreciated, and they are not given adequate recognition. If elected, I shall redouble my efforts in their behalf."

## EDWARD DUDEK

(Continued from Page 16)

He has been Treasurer and Office Manager of the Buffalo

Area Council Region, CSEA, Inc. office; member of the State Executive Committee — Board of Directors, 1967-73; member of the Statewide Budget committee, Social committee, 1969-73, and State University Representative, 1967-73.

Also, he served as chairman of the State University Departmental Negotiating committee and co-ordinated SUNY seminars (Collective Bargaining, Educational).

Dudek was employed at the State University of New York at Buffalo, as a Mechanician, Department of Physics, 1956-60. He has been on the Faculty of Arts and Sciences since 1960.

He served on the Chapter Board of Directors, representing the Technical Unit, and as third and fourth vice-president, 1963-67. He is currently serving his fourth term as chapter President, 1967-75 and membership is nearing 2,000.

He was appointed by the president of SUNY at Buffalo to serve on the Temporary Hearing Commission on Campus Disorders, (Kettler Commission) 1970, Task Force on University Governance, Officer, Hearing Commission on Campus Disorders, 1970-73.

Dudek resides in the Town of Elma with his wife, Dorothy, and three children. He is interested in town government and served as secretary of the Elma Democratic Town Committee and Committeeman.

He is a member of the Troop Committee, Boy Scouts of America, Troop 36 and served in the U.S. Army, European Command, 1951-54.

## WESTERN REGION FIRST VICE-PRESIDENT

### JOHN ADAMSKI



John S. Adamski, Cancer Research Scientist at Roswell Park Memorial Institute, Buffalo.

Born and raised in Buffalo. Resides at 40 Briscoe Ave., Buffalo, with wife, Marion A. Father of three children: Rev. John S. Adamski III, Atlanta, Ga.; Alan A., at home, and Marylyn A., attending Emory University in Atlanta.

Graduate of St. Stanislaus Roman Catholic School, East High School. In 1942 received Bachelor of Science degree, Canisius College, Buffalo.

Employed in private sector for seven years. Three years on the Manhattan District Project, Tonawanda, N.Y. One year in the production of TNT at Lake Ontario Ordnance Works, Modeltown, N.Y. Three years as chemist for C. I. Dupont Co., Tonawanda,

In 1949 accepted position with the Erie County Health Department, being with the Health Department for 13 years.

In 1962 accepted position at Roswell Park Memorial Institute in the Department of Therapeutic Radiology. Currently hold the title of Radiation Protection Officer for the Institute and associated with the Department of Nuclear Medicine.

Civil Service Employees Assn. activities began with election in 1965 to the Executive Council of Roswell Park Memorial Institute CSEA. Three terms as chapter President from 1966 to 1972.

Elected First Vice-President of Western Conference in 1968, Conference President for three years, 1969 to 1972.

As a member of the Board of Directors, served on the following committees: Restructuring, Legislative and Political Action, Leader Contract Negotiating, Ad Hoc Fiscal, Nominating, Group Life Insurance and President's Directors Committee. Also, member of the Health Department Labor Management committee.

## SALVATORE MOGAVERO



Salvatore L. Mogavero joined CSEA in November 1964, and was instrumental in having Lake Shore Central Employees join CSEA. He was elected president and held office for four years. He then declined the office so others could be introduced to the responsibilities of the office.

He was chief negotiator for four years and has been a member of the team ever since. He also serves on the Statewide School Ad Hoc committee.

He was elected President of Erie County School unit, Erie chapter, in 1968. As a member of the Erie chapter Board of Directors he served on the Legal, Budget, and Office committees.

He was appointed Erie County Representative on the County Executive Committee in Albany and was elected to a second term. He was recently elected Vice-Chairman of the CSEA County Executive Committee.

Mogavero has been president of Erie County Educational Employees chapter and was very active in the establishment of statewide school chapters.

He has been Vice-Chairman of the County Educational Chapters committee; member, Western Conference Membership committee; member, Statewide Committee to Restructure CSEA; member, Western Region Political Action committee, and member, Western Region Office Site committee as per restructuring.

He also took an active part in the Buffalo and Rochester areas during the famous Easter Weekend and was chief Grievance

Officer for Lake Shore Central School.

"I pledge to continue my utmost to give service in the best interest to all members of CSEA without any question relative to area or place of employment. I request your vote and support. I so pledge," said Mogavero.

## GENEVIEVE CLARK



Genevieve Clark, licensed practical nurse, employed by the Health Department, at Roswell Park Memorial Institute, Buffalo.

Active in the RPMI Chapter as Delegate for several years, participating in local departmental negotiations, Chairman of Legislative and Political Action committee and Constitution and By-Laws committee.

In the Western Conference, I have been Secretary and Second Vice-President, and involved on the regional level with Legislative and Political Action. As Second Vice-President, I was Chairman of the Constitution and By-Laws committee.

In the Health Department, I have been a member of the permanent Labor-Management committee, and a year ago became involved in the Nursing Career Ladder, representing the Health Department and the Institute through CSEA.

I was a member of the Statewide Negotiating team in Coalition and in the Institutional Unit from January 1973 through April 1973.

I am currently interested in the position of First Vice-President of the Western Region.

## WESTERN REGION SECOND VICE-PRESIDENT

### MARGARET MISHIC



Margaret Mishic is a past Secretary of SUNY Geneseo, CSEA, served as President for three years and is presently a member of the Execu-

tive Council.

She is an active member of the Order of Eastern Star, serving as Matron for two years. A member of the Grange for 37 years, she served as Lecturer and Master of Subordinate and as Lecturer of Pomona. She also is a past President of the American Legion Auxiliary and is at present a State Director of the Path of Life Association, which operates a camp for deaf and hearing teenagers, teaching them to communicate by sign language.

A life-long resident of New York State and a graduate of Westbrook Commercial Academy, she was employed as bookkeeper at Houghton College before becoming secretary to Senator Austin Erwin. At his death in 1965, she joined State Service at SUNY Geneseo where she is presently employed as a Stores Clerk.

She is married to Frank Mishic, an employee of Letchworth Park, where they live, who is also an active member of CSEA. They have three married daughters, Frances, Lynda and Betty.

## THEODORE JONES

Theodore M. Jones, Jr., has resided at 4919 Meyer Road, Town of Pendleton, N.Y., since 1953. He is married to Mary, and they have four daughters and two grandsons.

He is presently serving a second term as Vice-President, Niagara/Frontier chapter 104. He has also served as Secretary for the chapter and has also attended a majority of meetings of Western Conference since becoming Vice-President.

Employed by Niagara Frontier State Parks Commission as foreman at Beaver Island Golf Course. He held the position of tree pruner with Parks Commission prior to this. He was also employed as a foreman in the Forestry Division, City of Niagara Falls Parks Dept., as well as 10 years with Davey Tree Expert Co., Kent, Ohio.

His education was acquired in the Niagara Falls schools, Davey Institute Tree Surgery, Cornell University nurserymen short courses, Syracuse University short course on tree care, Erie County Community College course on supervision, University of Buffalo real estate course, and Union Counseling course sponsored by AFL-CIO.

Ted is an exempt member of the Wendelville Volunteer Fire Co., charter member and past President of Pendleton Lions Club. He holds a 100% Presidents award from Lions International and serves as Leo Club Chairman, District 20N Lions International.

He has been a member of CSEA since he started in state service, and believes the only effective way open for a public employee to have a say in the conditions of his employment and future security is through membership in CSEA. To participate and take an active part toward improving the mutual benefits to all should be the duty of every member. It is also vital to encourage others to share in this responsibility. The office of Second Vice-President for Region 6 would make it possible to further these ideals.

## ROBERT C. SMITH

His name is Robert C. Smith. He began working with the former University  
(Continued on Page 9)



# WESTERN REGIONAL OFFICER CANDIDATES

(Continued from Page 8)



of Buffalo in 1958 as a Motor Equipment Repairman in the Maintenance Department, a position he still holds today.

Bob was elected a Maintenance Representative of the CSEA in 1963. In 1969 he was elected to Fourth Vice-President of the chapter. In 1971, he was elevated to First Vice-President due to a vacancy. Bob was re-elected First Vice-President in 1973. He is Chairman of the Legislative and By-Laws and Political Action committees and is a member of the Statewide Political Action committee. He is also a member of the local Negotiating committee and serves on the Social and Grievance committees as well. Bob is in charge of the Annual Family Picnic.

## WESTERN REGION THIRD VICE-PRESIDENT

**NEIL GRUPPO**

(material not submitted)

**JUNE BOYLE**

(material not submitted)

## WESTERN REGION SECRETARY

**JUDITH BURGESS**



Born and raised in Rochester, N.Y. I hold a high school diploma in business education and also several hours in business administration at the college level. I have been employed since high school graduation in the Geneva Enlarged School District. Presently I serve that district as secretary to the principal in the senior high school. My husband and I and three dogs and four cats reside outside Geneva in a barn that we converted into a house. It overlooks Seneca Lake.

My present and past activities with CSEA are listed below: Presently I am:

- Secretary (Recording and Corresponding) of the Western Conference — second term.
- President, Geneva School unit of CSEA — have held this position for the past six years.
- A member of the Board of Directors, Ontario County

chapter, CSEA.

- A member of the Statewide CSEA Constitution and By-Laws committee.
- A member of the Statewide CSEA Credentials and Sergeant-at-Arms committee.
- A member of various committees at both the county level and Western Conference.

In the past I have served on the Statewide Committee to Study Union Activities in Public Service. I have also represented Ontario County as a Delegate to many conventions.

Up to this point I can say it has been a real educational experience for me to serve CSEA at all levels. I have gained much from my association with CSEA and its members. I only hope to be able to continue in this capacity.

**VERONICA SCHARER**



Having been a member of CSEA since 1960, I first became active in the chapter at the State University College at Brockport. My first office was chapter Secretary; then Vice-President. I served as chapter President for one term and

started another, but resigned because, for personal and domestic reasons, I transferred my job to the State University College at Fredonia.

At Fredonia, I found the CSEA chapter to be very inactive. Authority from Headquarters finally demanded chapter election proceedings and I was elected chapter President. I set about to reorganize the chapter, and the people at Fredonia knew they had a "live" unit of CSEA after being almost dormant for many years.

At the end of my term, I did not seek re-election as chapter President, but stepped aside to give the male members a chance. (Some of them seemed to resent having a woman in that office.) However, I did volunteer to run as corresponding secretary and was elected to that office, in which I still serve. I have volunteered to be a candidate for election of Delegate in our coming chapter elections.

In the fall of 1971, I was appointed to the State Negotiating Team for Administrative Services and served on that team throughout that negotiating period.

I am now a senior typist, grade 7, in the Office of Institutional Studies at the SUNY College at Fredonia. Having been a typist and steno for many years, I am confident my skills and experience in office work, and my active years in CSEA work, well qualify me for the office I seek in the Western Region 6 of CSEA.

## WESTERN REGION TREASURER

**DOROTHY HY**



I have been active in Niagara chapter and regional CSEA. At present I am Secretary of Niagara chapter, a position I have held for the past five years. In Western Conference, I am the Vice-Chairman of the County Workshop. I have been a member of CSEA for the past 20 years. It is my hope to advance in Western Conference as I have time to devote to the duties I would be expected to perform.

I would appreciate your vote.

**GENEVIEVE LUCE**

(material not submitted)

## Only Two Candidates For Long Island Sec'y

Ruth Braverman and Dorothy Goetz are the only active candidates for secretary of the Long Island Region, although the name of Frances Bates will also

appear on the ballots. Ms. Bates is currently vacationing out of the country, but The Leader has been authoritatively informed that she requested her name be withdrawn from consideration.

# Western Conf Meets At Hornell

(From Leader Correspondent)  
**HORNELL** — The Western Conference of the Civil Service Employees Assn. has concluded a series of meetings here with an eye toward the future.

The meeting was gavelled to order by Conference president Samuel Grossfield on Aug. 18 as the chapter representatives got down to business.

First on the agenda was the introduction of State and regional candidates for CSEA offices and the introduction of Western Conference officers.

One of the major topics of discussion was the handling of delinquent dues and how this problem could be overcome. Statewide CSEA treasurer Jack Gallagher told those present that this problem was under extensive study at the present time and solutions were being explored to the fullest. Gallagher also cited the successes registered by CSEA's new comptroller, whom he praised as having more than earned his salary in savings to the Association in the brief period of his work in Albany.

A subsequent question arose about the eligibility of members delinquent in their dues for insurance benefits in the event of a death or accident while a member is not in good standing.

John Adamski, former Western Conference president, advised the delegates that this avenue had

been discussed at length and it was initially determined that the errant member would indeed be in line for the insurance benefits despite his somewhat untenuous position with CSEA.

Adamski's observations prompted a number of suggestions to improve the Association's leverage in collecting dues by instituting a cancellation of insurance procedure.

The discussion was triggered by a report submitted by Conference first vice-president Edward Dudek.

In other areas, the delegates voted to approve the payment of a \$50 stipend for each Western Conference member who elected

to run for an office of responsibility within the Association.

Western Conference delegates also elected to provide conference Political Action Committee members remuneration for expenses incurred for meals and travel in the performance of their duties for the Committee. The motion, which carried unanimously, brought the political action committee into parity with other Conference Committees in that area.

Erie County chapter officials tugged at the Conference purse strings as well and succeeded in winning a one-time donation to its coffers for the purpose of financing miscellaneous opera-

tion of the chapter's regional office at 4122 Union Road, Cheektowaga.

Chapter officials pointed out that the office, which supplies many services to Conference chapters and units, had been operating partially through the generosity of Erie County chapter members who had paid for such things as paper towels, janitorial services, office supplies and even the 24-hour answering service (634-3540) out of their own pockets.

A motion was adopted urging the contribution of \$10 per chapter to a special petty cash fund to pay for these expenses. Grossfield emphasized strongly that

the contribution would be a one-time obligation pending the assumption of responsibility by the State Association for the operation of regional offices under terms of restructuring.

Other business included the selection of two Western Conference delegates to sit on the State Regional Offices Committees. They are Melba Binn, a member of the Rochester Retirees' chapter, and George DeLong, former Conference president from Craig State at Mount Morris.

The session concluded with the announcement of an interim Western Conference meeting scheduled for Sept. 21, at 6:30 p.m., at the Batavia Treadway Inn in Batavia. The interim meeting will provide delegates with an opportunity to formulate their agenda prior to the Delegates meeting that starts Sept. 30.

The formal business session was preceded by the County Workshop and was followed by a dinner dance at the Ponce de Leon Restaurant in North Hornell.

## Searles Renamed

**ALBANY** — Joseph L. Searles, 3d, of New York City, has been reappointed to the New York State Mortgage Agency for a term ending Jan. 1, 1977. Members receive \$100 per day to a maximum of \$5,000 a year.



Hornell chapter members who planned the first meeting of the Western Conference ever held in Hornell are, from left, Ken Pascariello, Jack Brown, committee chairman Mat Myers, chapter president Earl Logan, Betty Gessner, Linda Berry, William Whitford, Betsy Pomeroy, Robert Covel, Irene Sky and James Freeland.

# Candidates For Mental Hygiene Representative

(Continued from Page 5)  
ployed, until we bought a home in Queens and transferred to Creedmoor State Hospital. I have been working at Creedmoor for 18 years, and at the present time working as a dental assistant.

I have been a CSEA member for more than 20 years. My husband, Donald, has also been a CSEA member for more than 25 years and is at present a member of the Creedmoor chapter board of directors. We have one son, Ronald, who is a graduate of St. John's University.

I have been very active in CSEA and fought very vigorously in the past two representation elections — first against AFSCME and more recently, SEIU, for the victory of CSEA.

During the Easter weekend job action by CSEA, I spent over 20 hours consecutively on

the picket line, leaving only for a few hours of rest and returning again to my post, to protest the unfairness of the state to the employees.

Whenever support for any of our bargaining units is needed, I am ready to give wholeheartedly of myself.

As a member of the Creedmoor chapter I have held office as a member of the Board of Directors, Recording Secretary and at present, I am serving my second term as First Vice-President. I am also Secretary of the Metropolitan Region, member of the statewide salary committee, secretary of the Creedmoor Grievance committee and Creedmoor representative of the Mental Hygiene Employees Assn. I have also been elected by the Creedmoor employees as a member of the Creedmoor Human

Rights committee.

If I am elected mental hygiene representative on the CSEA executive board, from the Metropolitan Region, I shall continue to represent our employees as enthusiastically as I do now. Their problems are my problems.

*(Only one of the next two people will be elected)*

**RONNIE SMITH**

Ronnie Smith is an employee at Willowbrook State School and is currently CSEA's chapter president at that institution. He is a seven-year state employee and has moved in a relatively short period of time from ward representative to Mental Hygiene Representative on CSEA's Board of



Directors, a position he has held for the past two years.

As Willowbrook chapter President, Ronnie has been active in

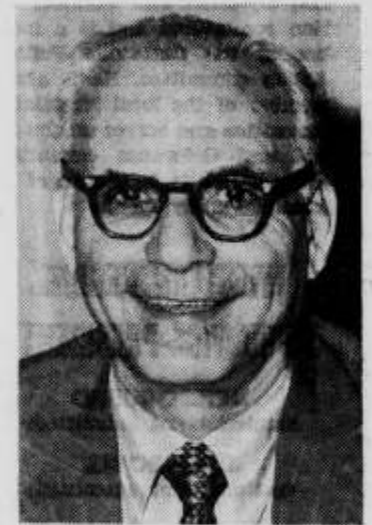
greatly expanding the representation structure of the chapter. He has taken the chapter through the recent representation challenge with resounding success and has organized, with his chapter officers, a dues collection procedure that has been successful in maintaining membership during the dues suspension crisis.

Most recently, he has served as chairman of the Institutional Unit Negotiating Team, was a member of the Statewide Coalition Bargaining Team and one of the principle spokesmen for the Mental Hygiene employee throughout the period of contract negotiations with the State.

A Korean Conflict veteran, Ronnie Smith is an active member of the Masons Lodge 33 in Brooklyn. He is a Brooklyn native and resides there with his wife Elaine and three children.

Before becoming chapter president, Ronnie was a member of the Willowbrook Grievance committee, a member of the Labor-Management committee, an Executive Board member for the attendant group and active on the chapter Social committee.

**SALVATORE BUTERO**



Mr. Butero bases his candidacy upon a record of experience, service and accomplishment. He has been a member of the Civil Service Employees Assn., Inc. for 35 years. During that time he has served in the following capacities:

- President of his Chapter — 11 years and President at the present time.
- First Vice-President of Chapter — 2 years.
- First Vice-President of Conference — 4 years and present First Vice-President.
- President of Conference — 4 years.
- Member of the Board of Directors — CSEA — 8 years.
- Served in some of the following CSEA Committee: Salary, 10 years; Legislative; Social; Nominating and Budget.

Mr. Butero has been in the struggle to secure salary increases, Social Security benefits, Health Plan, Pension benefits for State employees. He was one of the proponents of the Legislation passed such as geographical pay differential and night pay differential and a 25 year half-pay pension plan.

He was Chairman of the Operational Unit Negotiating Team for the 1970-1971 Contract. Presently Mr. Butero is Fourth Vice-President of the Mental Hygiene Assn. He has been a member of the Mental Hygiene Assn., Inc. for 25 years and has helped to solve many problems for Mental Hygiene employees.

Mr. Butero seeks your support  
(Continued on Page 11)

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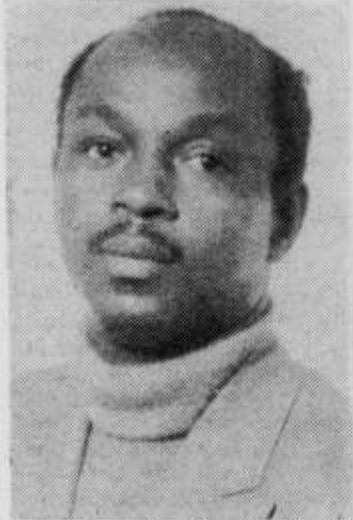
# Candidates For Mental Hygiene Representative

CIVIL SERVICE LEADER, Tuesday, September 4, 1973

(Continued from Page 10)  
so that he can continue to support and serve you on the CSEA Executive Committee.  
Mr. Butero is also a member of the National Association of Power Engineers.

*(The next person is unopposed)*

**JAMES BARGE**



I entered state service in 1965 and was elected President of the Bronx State Hospital chapter in 1967. I have been re-elected since to continue as leader of the 850-member chapter. Prior to that I had been First Vice-President of the chapter for one term.

I came into the state service with an abundance of experience after working for New York City Department of Hospitals (at Jacobi Hospital almost 12 years).

I am presently employed at Bronx State Hospital as a Youth Opportunity Program Supervisor, where I am very actively involved both on and off the job with the youth program throughout the Bronx. I am an active community organizer and a member of the Williamsbridge Homeowners' Taxpayers Association.

Under my leadership as the CSEA chapter President at Bronx State Hospital, I opened up the first High School Equivalency

Program for the employees. The program has been a great success and now has been extended to the patients. I also organized and set up the Bronx State and Children's Psychiatric Hospitals Federal Credit Union, which is another service that is benefitting the employees. I also set up many other programs and committees.

I was a member of the Human Rights Committee, member of the Patient-Care Career Ladder, member of the personnel interviewing team, Co-Chairman of the Bronx State Hospital Employees' Blood Bank (presently the Chairman of the Employees' Blood Program), and I am also the Assistant Treasurer of Bronx State and Children's Psychiatric Hospitals Federal Credit Union.

## SOUTHERN/CAPITAL REGIONS

(three to be elected)

*(Only one of the next two people will be elected)*

**TRIS SCHWARTZ**  
(material not submitted)

**RICHARD SNYDER**



I was born in Wappingers Falls, N.Y., in 1930. I attend-

ed Wappingers Central School. In 1951 I married the former Florean Glass and we have three children, Mrs. Donna Snyder Wilcox, Sharon Snyder and Ronald Snyder.

I started working at Wassaic State School in 1949 (February) as an Attendant and am presently a Mental Hygiene Therapy Aide in building V-23. I have been chapter President of the CSEA for the past ten years, Fourth Vice-President of the Southern Region for four years, and I am running for Third Vice-President in the upcoming election.

I have been First Vice-President of the Mental Hygiene Employees Assn. for four years, and have served on various other committees here at the institution. I belong to the local Fire Company and the Eastern Dutchess County Human Rights Committee.

*(Only one of the next two people will be elected)*

**ANNA BESSETTE**



Anna M. Bessette is a native of Schenectady, and has been in the employ of the State for more than twenty-seven years.

She was a pioneer in organizing an employees' social group at Harlem Valley State Hospital long before a Harlem Valley chapter of CSEA was formed.

She states: "I am deeply aware and cognizant of the needs and welfare of my fellow employees as attested by my record and long service in their behalf, especially now at these trying times, due to the recent changes."

Mrs. Bessette has served on the executive board of MHEA, and was Third Vice-President and Chairman of the Resolutions committee of the Southern Conference. She has been Secretary-Treasurer of the Harlem Valley chapter, and still holds this position. She has also been a delegate to all conventions.

At the State level, she has served as Mental Hygiene Representative since 1961. Currently, she is serving on the Personnel committee, Departmental negotiation team, Institutional negotiation team, and on the special Mental Hygiene committee to meet with the Commissioner. Her past committee assignments are: Special Mental Hygiene Attendants committee, Charter committee, and the Special Committee on Work Performance Ratings.

"All of these assignments, plus being one of the Directors of CSEA, have brought advantageous results to a number of employees," she asserts.

**JOHN CLARK**



I have been president of the Letchworth Village chapter of CSEA for the past ten years. I have been a member of the Statewide Negotiating committee since 1970, and Vice Chairman of the Operational Unit committee. I also served on the Coalition committee during that same period. In 1972, I was a member of the Department of Mental Hygiene Negotiating committee. I am currently Vice Chairman of the Operational Unit career ladder committee, and a member of the Political and Legislative Action committee. For the past two years I have been Chairman of the Credentials Committee. I have also been past Third Vice-President of the Southern Conference.

My community activities include, Secretary of our local Little League, and as a coach and advisor of the sports programs in the Catholic Youth Organization.

*(Only one of the next two people will be elected)*

**NICHOLAS PUZZIFERRI**



Nick Puzziferri entered State service at Rockland State Hospital in 1937 as a student nurse. He graduated in 1940 and moved up in the nursing levels to his present position of supervising nurse.

After a number of years of activity in the Rockland State Hospital chapter, he became President of the chapter in 1957 and served in that capacity for seven years. While president of the chapter, he became involved

in the Southern New York Conference by working on a number of committees and serving as Fourth- and First Vice-President.

In 1963, he was elected Conference President and served for two terms. As Conference President, Nick was a member of the State Executive Committee and the Board of Directors. After a two-year interval, he was again elected to the presidency of the Southern Conference and is still serving in that capacity.

Nick has gained some rather extensive insight through his membership on the following committees: Restructuring, Education, Legislative, Constitution and By-Laws, Plaque, Credentials, the No-Strike committee, the committee to study proposed dues increase, The Leader Negotiations committee, and several committees of the Board of Directors.

**ARNOLD WOLFE**

I entered state service in 1947 and am now a Senior Recreation Therapist at Rockland State Hospital. I am married and have a son who is also in state service, and I have lived in Stony Point since I began my career. I am a World War II veteran, serving in England and France where I was wounded shortly after D-Day.

As an active member of CSEA, I have served as First Vice-President and am a past President of the Rockland State chapter. Presently I am Co-Chairman of the Grievance committee and the present Chairman of the Political Action committee. Recently I spent several weeks in Albany as a member of the negotiating team for the PS&T services contract which was recently signed.

I am a past president of the  
(Continued on Page 12)

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# Candidates For CSEA State Executive Committee

(Continued from Page 10)



**WILLIAM DECK**  
(material not submitted)

**WILLIAM GAGNON**  
I am a candidate for Representative to the State Executive Committee from the Department of Mental Hygiene, representing the Central Region.

I offer total representation, fair and impartial in reaction to all business conducted by the Board of Directors.

My background qualifications for this important office include: 10 years business and personnel administration; 2 years as job counselor; 4 past presidents of fraternal organizations; BA Degree from SUNY College at Potsdam; service on several Board of

## CENTRAL REGION

(three to be elected)

(Only one of the next two people will be elected)

**WILLIAM DECK**  
(material not submitted)

## WILLIAM GAGNON

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**JAMES MOORE**  
I am 26 years old, and with my wife, Kathy, reside in Clinton, N.Y. I am an attendant at Utica State Hospital.

I am the president of my hospital chapter, and have served on many different committees since taking an active part in CSEA. I have been Chairman of the Grievance, Program, and Negotiating committees. Have been an Active member of the Political Action, Labor-Management and Constitution committees.

As for outside activities, I have enjoyed scouting and fund-raising projects, yet now find most of my free time is spent in CSEA-related activities.

I believe in our union! I just as strongly believe in Mental Hygiene. I believe it has been the backbone of our Association for a long time, and will continue to be strong if we all work toward common goals. I can assure my fellow employees at Utica State, and Rome State School, I am proud to represent my 1,000 chapter members, and would be equally proud to represent Mental Hygiene on the State Executive Committee.

I would appreciate your vote of confidence and, if elected, will serve honestly and faithfully.

(Only one of the next two people will be elected)

## JAMES MOORE

I am 26 years old, and with my wife, Kathy, reside in Clinton, N.Y. I am an attendant at Utica State Hospital.

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**RAYMOND PRITCHARD**  
(material not submitted)

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(Only one of the next three people will be elected)

## LEO WEINGARTNER



I have worked for New York State for 25 years — all of this time at Binghamton State Hospital. During the 25 years I worked as an attendant, a cook and I am presently employed as a machinist.

My committee work has consisted of Chairman of the Grievance committee, member of the Labor-Management committee, and I have been Chairman of our local negotiating team.

I have held various offices in the Civil Service Employees Assn. starting as an Alternate Delegate, Delegate and Vice-Presi-

dencies. Since 1970 I have been President of our Binghamton State Hospital chapter of the CSEA, having been re-elected to office this past April. In 1971 I was appointed to serve on the Statewide Negotiating Team for the Operational Unit. I have also served on a Grievance committee for the Central Region.

My other activities include being an active representative for the NYS Mental Hygiene Employees Assn., Inc., member of the American Legion and VFW, and I serve on the Board of Directors for the Southern Tier American Bowling Congress.

## DOROTHY MOSES



Dorothy Moses has been in state service in the Men-

(Continued on Page 13)

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# Candidates For Mental Hygiene Representative

(Continued from Page 12)  
 tal Hygiene Department for 28 years, beginning as a ward attendant at Willard State Hospital in 1946. She has been active in CSEA for most of those years, and has served on the chapter level on various committees and in many chapter offices. She was Chairman of Political Action committee for several years, and is presently serving her second term as chapter President.

She has been involved in Central affairs for many years as a member of various committees such as the Public Relations committee and the Political Action committee. Dorothy is currently the Second Vice-President of Central Conference and its Program Planning Chairman.

She continues to be active in church affairs as a member of the vestry and a delegate to diocesan and national conventions. Dorothy has been church organist for more than 20 years.

In community and civic activities, Dorothy has been a Girl Scout Leader, has served on the United Fund committee, and helps each year with the Heart Fund and Cancer drives. She is especially concerned with the Town Planning Board and County Planning Board.

Her background in Mental Hygiene as a ward attendant, ward charge, transfer agent, and presently as a Psychiatric Social Worker, has made Dorothy acutely aware of the needs and interests of Mental Hygiene Employees.

### CLARENCE LAUFER, JR.

Clarence M. Laufer, Jr. is a candidate for Mental Hygiene representative from the Central and Western Conferences on the State-wide Executive Committee. He resides at 2041 South Ave., Syracuse.

Clarence Laufer was born in



Utica, N.Y., attended grade school and graduated from high school in Rome, N.Y. He was a Deputy Sheriff of Onondaga County for several years. He entered state service in 1953 at Syracuse State School where he is now a Colony Supervisor.

From 1958 to 1962 he was representative from the Syracuse State School in the New York State Mental Hygiene Employees Assn.

He served as Second Vice-President of the Mental Hygiene Employees Assn. from 1962 to 1966.

He has just been elected for a fourth term as president of the Syracuse State School chapter of the Civil Service Employees Assn. Prior to serving as President, he was Vice-President of his chapter from 1959 to 1967.

In 1969 he was appointed Chairman of the Special Overtime Rules committee, statewide for CSEA. Also in 1969, he was appointed as a member of the Statewide Negotiating team of the Civil Service Employees Assn., and in 1970 served on the Negotiating team for the Institutional Unit. In 1972-1973 he served on the Negotiating committee for the Institutional Unit as Co-Chairman.

Mr. Laufer has served on several committees for the Mental Hygiene Employees Assn., as well as the Central Conference. He is still a member of the N.Y. State Mental Hygiene Employees Assn. and the Central Conference.

He attends St. Patrick's Church in Syracuse.

### WESTERN REGION

(two to be elected)

(The next person is unopposed)

### CHARLES PERITORE



Mr. Charles Peritore, who has been nominated for membership on the State Executive Committee, is employed as locksmith at Craig State School and has been in State Service for 30 years. Mr. Peritore has been active in CSEA for at least 15 years, during which time he has served as Grievance committee Chairman for 5 years, served as a member of the Personnel committee for 5 years, and is currently serving a second two-year term as President of Craig CSEA chapter #405.

On a regional level, Mr. Peri-

more has attended many regional conferences. On the state-wide level, he has served as member of the Department of Mental Hygiene Negotiating Team and is currently Chairman of the Maintenance Career Ladder committee.

He serves as Platoon Sgt. in the Army National Guard and has been an active member for the past 18 years. He is a member of the Harvey L. Brady Post 354 American Legion and Livingston-Wyoming chapter of the Association of Retarded Children. He is also a member of St. Patrick's Church in Mt. Morris.

Mr. Peritore resides at 112 1/2 Chapel Street, Mt. Morris, New York, with his wife, Bertha (also employed at Craig State) and four children: Sharon, Dale, Jean and Charles, Jr.

(The next person is unopposed)

### WILLIAM MCGOWAN



I have been employed in the department of Mental Hygiene at the West Seneca State School for eleven years, and during that time I have been associated with the CSEA

for nine years. I have been President of the West Seneca State School chapter, Mental Hygiene Representative on the State Board of Directors for four years, Chairman of the Negotiating Committee of Mental Hygiene preparing contracts, Chairman of Operational Unit Negotiations for the past two contracts, and I was on the Lay-Off Procedure committee as well as other state unit committees.

## File To Sept. 14 To Be Law Steno In 3 City Courts

Filing for an open-competitive exam for the position of law stenographer, New York City, is open until Sept. 14. The eligible list established as a result of this exam will be used to fill vacancies in the Supreme, Surrogates' and Criminal Courts in New York City.

The exam no. 45-343, is scheduled for Oct. 13. Salary is \$9,050.

To qualify, candidates must either be high school graduates with courses in typing and shorthand and have three years of satisfactory stenographic experience, including one year in legal stenography or successful completion of a business or commercial school course, certified by the State Education Department, in stenography and two years of satisfactory stenographic experience, including one year in legal stenography.

Applications and copies of the examination announcement may be obtained from the Examination Unit, Personnel Office, Room 1209, Judicial Conference, 270 Broadway, New York, New York, 10007.

# Evening courses for city employees municipal personnel program

REGISTRATION STARTS SEPTEMBER 10

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BRONX COMMUNITY COLLEGE, OFFICE OF EVENING AND CONTINUING EDUCATION, 120 East 184 Street, Room 216, Bronx, N.Y. 10468. Phone: 960-8701.

HUNTER COLLEGE, ADULT EDUCATION PROGRAM, 695 Park Avenue at 68 Street, Room 241, New York, N.Y. 10021. Phone: BU-8-7210.

STATEN ISLAND COMMUNITY COLLEGE, CONTINUING EDUCATION DEPARTMENT, 715 Ocean Terrace, Room B-30, Staten Island, N.Y. 10301. Phone: 390-7730.

YORK COLLEGE, DIVISION OF CONTINUING EDUCATION, 150-14 Jamaica Avenue, Room 524, Jamaica, N.Y. 11432. Phone: 969-4154.

Registration begins Monday, September 10. Register by mail or in person at the location where you plan to attend courses. Registration forms and program catalogs are available at the above Municipal Personnel Program locations.

Most courses meet once a week for ten 2-hour sessions and cost \$25. Spanish courses meet for 15 sessions and cost \$35. All fees are payable at registration. City employees who successfully complete their courses and whose titles are covered by contract agreements providing for a training fund may apply for a complete refund at the end of the term.

### CLASSES BEGIN WEEK OF OCTOBER 1

#### STATEN ISLAND COMMUNITY COLLEGE COURSES

- Test Taking Techniques
- English Grammar and Usage
- Basic Administrative Techniques
- Civil Service Arithmetic
- Essential Principles of Supervision

#### YORK COLLEGE COURSES

- Test Taking Techniques
- Improving Your Reading Ability
- English Grammar and Usage
- Beginning Conversational Spanish
- Intermediate Conversational Spanish
- Civil Service Arithmetic
- Essential Principles of Supervision

#### HUNTER COLLEGE COURSES

- Test Taking Techniques
- Civil Service Arithmetic
- Essential Principles of Supervision
- Basic Administrative Techniques

#### BRONX COMMUNITY COLLEGE COURSES

- Advanced Secretarial Techniques
- Test Taking Techniques
- Accounting for Non-Accountants
- English Grammar and Usage
- Beginning Conversational Spanish
- Speed Reading
- Beginning Typing
- Civil Service Arithmetic
- Introductory Psychology
- Essential Principles of Supervision
- Criminal Law and Court Procedure
- Law for the Layman
- Basic Administrative Techniques
- Intermediate Conversational Spanish
- Data Processing Concepts and Procedures
- Report Writing Workshop for Supervisory Personnel

#### MANHATTAN COURSES CITY HALL AREA

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- Building Your Vocabulary
- Improving Your Reading Ability
- Accounting for Non-Accountants
- English Grammar and Usage
- Speed Reading
- Civil Service Arithmetic
- How To Prepare Your Federal Income Tax
- Introductory Psychology
- Basic Administrative Techniques
- Essential Principles of Supervision
- Law for the Layman
- Defensive Driving
- Beginning Conversational Spanish
- Intermediate Conversational Spanish
- Managing Your Money
- Planning for Retirement
- Career Planning

# CENTRAL REGIONAL OFFICER CANDIDATES

## RICHARD CLEARY

(Continued from Page 16)  
Grievance committee.

He has served on the Board of Directors of CSEA, was a Vice-Chairman of the PS&T committee for Statewide negotiations, a member of the Regional Office committee, Chairman of the Syracuse Regional Office committee. He also served as Chairman of the Special Transportation committee.

Dick is also running for Transportation Representative on the State Executive Committee.

## FLOYD PEASHEY

(Continued from Page 16)

Louis Catholic School and Oswego High. He was president of Holy Name Society at St. Louis Catholic Church and has been an usher for 30 years.

He has worked for New York State for 18 years as a steam fireman and stationary engineer. He formerly worked for the Army Corps of Engineers and War Relocation Authority and also managed a Post Exchange for the Army and Navy service for four years.

He is a disabled Veteran of World War Two and served in the Navy as a commissary steward in the Pacific and the Atlantic. He was discharged with the rank of Petty Officer, First Class.

If elected president of the Central Region, Peashey will retire and devote full time to the office.

## CENTRAL REGION

### EXECUTIVE VICE-PRESIDENT

#### THOMAS ELHAGE

(material not submitted)

#### LOUIE SUNDERHAFT



Louie Sunderhaft has served on the Statewide Pension committee, Resolutions committee and served as Chairman of the Statewide Ad-hoc Computer committee. He is currently serving as the First Vice-President of the Central Conference, and President of the Oneida County chapter. He has previously served as a Delegate and First Vice-President of the Oneida County chapter.

He is presently Director of Data Processing for the City of Utica. Prior to his present position, he was in charge of the Accounting Department for the Board of Water Supply, Utica.

Sunderhaft received his training in Accounting at the Utica School of Commerce and at Utica College, a Division of Syracuse University.

He is a member of Our Lady

of Lourdes Church, a Fourth Degree Member of the Knights of Columbus, a former Director of the Central Water Works Assn., a former Unit Director of the Utica Boys Club, and a former Director of the Utica Red Cross.

He is presently serving as Chairman of the Budget committee and Membership committee and is a member of the Constitution and By-Laws committee of the Central Conference. He is also a member of the Central Region Site committee and a member of the Utica (Satellite) Office.

Louie Sunderhaft's judgment, experience, activity, courage and outspokenness have been most helpful in promoting the objectives of the Civil Service Employees Assn. and all public employees.

## CENTRAL REGION

### FIRST VICE-PRESIDENT

#### DELBERT LANGSTAFF



Delbert A. Langstaff is employed at St. Lawrence State Hospital and has been associated with CSEA for 15 years. He has been a chapter Delegate twice and was President of St. Lawrence State Hospital chapter for 1970-71.

He entered state service in 1951 and was with the Recreation Department for 15 years and an attendant for seven years.

His educational background includes two and one-half years of college.

#### DOROTHY MOSES



Dorothy has worked for the State of New York for 28 years and has taken an active part in CSEA affairs for most of those years. On the chapter level, she has held many offices and served on various committees. Currently, Dorothy is serving her second term as chap-

ter President.

Dorothy has worked on many committees in Central Conference — notably the Public Relations committee and the Political Action committee. Presently, she is the Second Vice-President of Central Regional Conference and Chairman of the Program Planning committee.

She has served her community and church in various capacities, such as church organist, vestry member, delegate to diocesan and national conventions, Girl Scout leader, United Fund worker, Heart Fund worker, Cancer Drive worker, member of town planning board and the Seneca County planning board.

Dorothy states that she has found serving as a regional officer most stimulating and gratifying. If she is elected First Vice-President of Central Region, Dorothy promises to continue to work diligently for the membership of the CSEA Central Region.

## CENTRAL REGION

### SECOND VICE-PRESIDENT

#### PATRICIA CRANDALL

(material not submitted)

#### BOYD VAN TASSELL



Boyd was born in Oneonta and attended school in Laurens, N.Y., and Hallstead, Pa. He was graduated with honors from Broome Community College with a major in accounting while working full-time as an upholsterer at Kroehler Mfg. Co. Upon receiving his degree he became employed by the Department of Taxation and Finance, Sales Tax Section, as an auditor in Binghamton.

Boyd has been a member of the Binghamton chapter, CSEA, since he became a state employee, and a member of the chapter's Executive Council. He is a past third vice-president of the chapter.

Boyd is presently serving on the special Tax Examiner Career Ladder Committee along with tax examiners from all over the state.

He has been active in local negotiations in the Tax Department and for parking in the new State Office Building in Binghamton.

Boyd lives with his wife, Hazel, and children, Debra, Katrina and Kevin, on Laurel Road, Greene, N.Y. He is a member of the Methodist Church in Greene and has been church treasurer for several years. He was also on the Board of Trustees for several terms.

Boyd fills his spare time with gardening, bee-keeping and studying history.

## CENTRAL REGION

### THIRD VICE-PRESIDENT

#### MICHAEL SWEET



My name is Michael Anthony Sweet. I am 46 years old. I am a resident of Herkimer, N.Y.

I have worked for the Village of Herkimer for the past 12 years.

I have been in the CSEA since 1968, and I have been Village President for the past five years. I have also been County chapter President for the past 4½ years. My title for almost a year in a Central Conference Political Action committee was Co-Chairman.

I am married and have five children.

#### ELEANOR PERCY

(material not submitted)

#### FLORA JANE BEATON



I was born in Watertown, N.Y., and was graduated from West Carthage High School in 1944. I was awarded a diploma as Registered Nurse from the St. Lawrence State Hospital School of Nursing in 1947. I have since completed graduate work at both Syracuse and St. Lawrence Universities. For the past 18 years I have been employed as a Public Health Nurse for the St. Lawrence County Health Department.

Over the years, I have been active in civic and professional organizations in the city of Ogdensburg, where I have lived for 29 years. I am a past president of the Ogdensburg Zonta Club and a member of the New York State Nurses Association. I am presently serving on the Advisory Board of the St. Lawrence State Hospital School of Nursing and have a voting membership in the American Heart Assn.

For the past 22 years a member of CSEA, I am presently serv-

ing my second term as President of the St. Lawrence County chapter, which has a total membership of over 1,000. I have also been a member of the county negotiating team since 1968.

I am honored and pleased to have been nominated for Third Vice-President of the Central Region of CSEA. Because of my activities in varied civic and professional organizations, I feel I am qualified to accept this nomination.

## CENTRAL REGION

### SECRETARY

#### IRENE CARR

I am presently employed in the State Respiratory Disease Clinic, Oneonta, N.Y., which is part of the NYS Department of Health. Previously I was employed for 15 years at Homer Folks Hospital prior to its closing in May 1973; seven years as secretary to the Institution Steward and eight years as the Director's secretary.

I have served in the Oneonta chapter over the years as Secretary, Delegate, and am presently in my sixth year as President.

I have served for some five years on the State Social committee.

I have served for a few years as Chairman of the Hospitality committee of the Central Region; I have been secretary of the Central Region for five years, now serving under my third President.

## CENTRAL REGION

### TREASURER

#### HELENE CALLAHAN

Member of Civil Service Employees Assn. for 25 years. Served as Treasurer of the Syracuse chapter for five years. Acted on various committees for the Syracuse chapter (including Chairman for the 25th Anniversary Dinner, Syracuse chapter). Present member of the State Public Relations committee.

Presently Treasurer of the Central New York Regional Conference for two terms. Served on various committees of the Central Conference.

Member of the American Red Cross Disaster Committee for 10 years. Served as Chairman for the 12th Ward Syracuse of the March of Dimes Drive for six years. Served as captain of the 12th Ward Syracuse for the United Fund Drive Active in LeMoyne College Guild. Attended Convent School, Syracuse, and St. Joseph's College.

Presently employed by New York State Department of Labor, Syracuse Office, Bureau of Construction.

## Mental Hy Leaders To Meet Sept. 11

ALBANY — Mental Hygiene chapter presidents of the Civil Service Employees Assn. will meet on Sept. 11, at 1 p.m. in the Conference Room of CSEA Headquarters at 33 Elk St., according to Board member William L. McGowan.

Article 28 — Seniority, of the Institutional Agreement will be discussed at the meeting so a unified position before management may be taken.

## File In Sept. For Hearing Reporter

Sept. 24 is the application filing deadline for a hearing reporter examination scheduled by New York State for positions throughout the state, including the city of Yonkers.

Candidates must have two years of satisfactory experience in general verbatim reporting; or four years of stenographic experience; or possession of a certificate of completion of a course

## Marcy Slates Clambake

MARCY — Marcy State Hospital chapter of the Civil Service Employees Assn. will hold its annual clambake from 1 p.m. to 7 p.m. on Sept. 22, at Beck's Grove in Rome, according to William E. Battle, chapter second vice-president.

## WHERE TO APPLY FOR PUBLIC JOBS

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

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; 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 filed through the Personnel Department directly.

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements 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.

Judicial Conference jobs are filed at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

**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 entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

in court reporting; or any equivalent combination of experience as noted above.

See page 15 of The Leader for where to apply in person or by mail. Completed application forms should be mailed to: State Department of Civil Service, The State Office Building Campus, Albany, New York, 12226. Those interested in positions in Yonkers should mail their forms to: Yonkers Municipal Civil Service Commission, Room 104, Health Center, Yonkers, New York, 10701.

## Name Fact-Finders In Three Disputes

ALBANY — The New York State Public Employment Relations Board has appointed three fact-finders to various disputes involving the Civil Service Employees Assn.

Benjamin Rubenstein, of New York City, to the dispute between the Putnam Valley Central School (Putnam County) and the Civil Service Employees Assn. Rubenstein is replacing William Roth.

Joel Douglas, of Mahopac, to the dispute between the Village of Woodridge (Sullivan County) and the CSEA.

John W. Whittlesey, of New York City, to the dispute between the Village of Mineola (Nassau County) and the Nassau chapter of the CSEA.

## Promotionals

(Continued from Page 7) to qualify. The written exam, no 35-374, will be held Nov. 10.

Following is a complete roster of the other 17 promotional exams open for filing until Oct. 1. Unless otherwise specified, written exams will be held Nov. 10. After the titles, exam number and salary, the department for which openings exist is listed.

Assistant Park Maintenance Supervisor, Exam 35-368 (G-15) — Office of Parks and Recreation, Executive Dept.

Chief Mental Hygiene Program Analyst, Exam 35-295 (G-35) — Dept. of Mental Hygiene. Oral test to be held during October.

Capital Police Lieutenant, Exam 35-365 (G-18) — Executive Dept., Office of General Services.

Correctional Facility Assistant Food Manager, Exam 35-367 (G-14) — Correctional Services.

Draftsman: Senior (General), Exam 35-375 (G-11); Principal (General), Exam 35-377 (G-15) — interdepartmental.

Draftsman: Senior (Structural), Exam 35-376 (G-11); Principal (Structural), Exam 35-378 (G-15) — interdepartmental.

Head Actuarial Clerk, Exam 35-364 (G-16) — Dept. of Audit and Control.

Park Maintenance Supervisor, Exam 35-369 (G-18) — Office of Parks and Recreation, Executive Dept.

Sanitary Engineer: Associate, Exam 35-361 (G-27); Senior, Exam 35-360 (G-23); Assistant Counselor, Exam 35-358 (G-22) — Correctional Services.

Senior Inspector of Weights and Measures, Exam 35-380 (G-16) — Dept. of Agriculture and Markets.

Toll Division Supervisor, Exam 35-384 (\$15,456) — New York State Thruway Authority.

# Candidates For CSEA State Exec Committee

## AUTHORITIES

(vote for one)

ED NOTE: By means of circulating petitions, Albert Sibillo has had his name added to the list of candidates for Representative of the State Executive Committee from the Authorities. Sibillo's petition included 274 validated signatures, 19 more than the 255 needed to qualify. Sibillo will be given the petitioner's position on the ballot, so he will appear second behind incumbent Vito Dandreaano and ahead of Jean C. Gray. The order was determined by drawings last month at CSEA Headquarters. Resumes for Dandreaano and Ms. Gray appeared in the Aug. 21 edition of The Leader.

## ALBERT SIBILIO

Albert Sibillo, Candidate for membership on the State Executive Committee. Employed on the Thruway for 18 years. Member of CSEA for the same amount of time. President of the Western Thruway chapter. Co-chairman on the Nominating committee in the Western Conference. Member on the Committee for the constitution & by-laws, Western Thruway chapter. Unit safety officer for the Buffalo Division. Chairman of the Political Action Committee Western Area. For-

mer chairman of the Grievance committee, Western chapter. Member of the Western Conference. Co-chairman of the negotiations on the Thruway. Delegate to the Statewide conventions. Member of the Special



Authorities committee. Received diplomas from the Buffalo, Diocesan Labor College in Labor Law & Collective Bargaining, and from the School of Industrial and Labor Relations at Cornell University for Collective Negotiations.

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## Onondaga Members To Hold Clambake

SYRACUSE—Onondaga chapter of the Civil Service Employees Assn. will hold its annual mixed clambake at Hinerwadel Grove on Fay Road in North Syracuse, it has been announced by publicity chairman Gerald Roseman. It will be from 1 to 6 p.m. on Sept. 9, and all members, families and friends are invited.

Tickets are \$10 and may be obtained by contacting Leona Appel, 469-6189 or the chapter office, 471-5410.

Other members of the committee are Andrew Placito, president; Hilda Young, chairman; Thomas Ranger, co-chairman; Helen DeMore, invitations; Leander Smith, prizes; Jack Patterson, games, and Martha LeRoy, telephone.

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# CENTRAL REGIONAL OFFICER CANDIDATES



FLOYD PEASHEY

## Central Regional President

Richard E. Cleary, a Department of Transportation employee since 1946, is an employee in the Syracuse region. He is seeking election as the President of the Central Region as established through restructuring.

Dick has worked in Department of Transportation offices in Syracuse, Rochester and the Main Office in Albany, returning to the Syracuse Region in 1965.

Dick is the current Syracuse chapter President and is in his third two-year term. Prior to becoming chapter President, he was Vice-President and Chairman of the

(Continued on Page 14)



RICHARD CLEARY

Floyd Peashey, incumbent President of the Central Conference, has been involved in CSEA affairs for 18 years. He served eight years as President of the State University College chapter at Oswego; was elected seven times as an officer in the Central Conference; Third Vice-President two years; Second Vice-President two years; First Vice-President two years, and president one year. He has also served and been chairman of many state and conference committees.

Peashey was born in Oswego, N.Y., and attended St. (Continued on Page 14)

# OFFICER NOMINEES FOR ALL SIX REGIONS

- WESTERN REGION**
- PRESIDENT**  
1. William McGowan; 2. Samuel Grossfield; 3. Edward Dudek.
- FIRST VICE-PRESIDENT**  
1. Genevieve Clark; 2. Sam Mogavero; 3. John Adamski.
- SECOND VICE-PRESIDENT**  
1. Robert C. Smith; 2. Ted Jones; 3. Margaret Mishic.
- THIRD VICE-PRESIDENT**  
1. June Boyle; 2. Neil Gruppo.
- SECRETARY**  
1. Veronica Scharer; 2. Judy Burgess.
- TREASURER**  
1. Genevieve Luce; 2. Dorothy M. Hy.
- CENTRAL REGION**
- PRESIDENT**  
1. Richard Cleary; 2. Floyd Peashey.

- EXECUTIVE VICE-PRESIDENT**  
1. Louis Sunderhaft; 2. Thomas Elhage.
- FIRST VICE-PRESIDENT**  
1. Dorothy Moses; 2. Delbert Langstaff.
- SECOND VICE-PRESIDENT**  
1. Boyd Van Tassell; 2. Patricia Crandall.
- THIRD VICE-PRESIDENT**  
1. Flora Jane Beaton; 2. Eleanor Percy; 3. Michael Sweet.
- SECRETARY**  
1. Irene Carr.
- TREASURER**  
1. Helene Callahan.
- CAPITAL DISTRICT REGION**
- PRESIDENT**  
1. Joseph McDermott; 2. Jack Dougherty, Jr.
- FIRST VICE-PRESIDENT**  
1. Jean C. Gray; 2. Jon Schermerhorn.

- SECOND VICE-PRESIDENT**  
1. Boyd Campbell; 2. Howard Cropsey.
- THIRD VICE-PRESIDENT**  
1. John Vallee; 2. Mildred Wands; 3. John Kane; 4. Jean Book; 5. Dorothy Kelly.
- SECRETARY**  
1. Nonie Kepner Johnson; 2. Carole Triflett.
- TREASURER**  
1. Harold Ryan; 2. Jimmy Gamble.
- SOUTHERN REGION**
- PRESIDENT**  
1. Arthur Bolton; 2. James Lennon.
- FIRST VICE-PRESIDENT**  
1. Lyman Connors; 2. John Clark.
- SECOND VICE-PRESIDENT**  
1. Ron Kobbe; 2. Scott Daniels.

- THIRD VICE-PRESIDENT**  
1. James Verboys; 2. Richard Snyder.
- SECRETARY**  
1. Millicent DeRosa; 2. Sandra Cappillino.
- TREASURER**  
1. Rose Marcinkowski; 2. Patricia Comerford.
- METROPOLITAN REGION**
- PRESIDENT**  
1. Solomon Bendet; 2. Jack Welsz.
- FIRST VICE-PRESIDENT**  
1. Ronnie Smith; 2. Salvatore Butero; 3. Amos Royals.
- SECOND VICE-PRESIDENT**  
1. Vincent Rubano; 2. George Weltz.
- THIRD VICE-PRESIDENT**  
1. William DeMartino; 2. William Cunningham.
- TREASURER**  
1. Dorothy King.

- TREASURER**  
1. Michael Sewek; 2. Rocco D'Onofrio.
- LONG ISLAND REGION**
- PRESIDENT**  
1. Al Varacchi; 2. Irving Flaumenbaum.
- FIRST VICE-PRESIDENT**  
1. Kenneth Cadieux; 2. Ed Perrott.
- SECOND VICE-PRESIDENT**  
1. Nick Abbatiello; 2. Lou Colby; 3. Joseph Keppler.
- THIRD VICE-PRESIDENT**  
1. Ralph Natale; 2. Thomas Kennedy; 3. Joseph Yanetta.
- FOURTH VICE-PRESIDENT**  
1. David Silberman; 2. Frank Fasano; 3. Rudy Perrone.
- SECRETARY**  
1. Dot Goetz; 2. Frances Bates; 3. Ruth Braverman.
- TREASURER**  
1. Libby Lorlo; 2. Sam Piscitelli.

# WESTERN REGIONAL OFFICER CANDIDATES



EDWARD DUDEK

Edward G. Dudek, first vice-president of the Western Conference, has served as Chairman and member of numerous Conference (Continued on Page 8)

## Western Regional President



SAMUEL GROSSFIELD

A long-time resident of Rochester, a former school teacher who became a training consultant with the New York State Employment (Continued on Page 8)



WILLIAM MCGOWAN

I have been employed in the department of Mental Hygiene at the West Seneca State School for 11 years, and during that time (Continued on Page 8)