

Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIV, No. 22 Tuesday, August 28, 1973 Price 15 Cents

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ALBANY

NY 12224 Committee

Starts On Page 5

Pay Increases Recommended In N. Syracuse

ALBANY—Eric W. Lawson Sr. of Canastota, the fact-finder named by the State Public Employment Relations Board in a contract dispute between the North Syracuse School District and the Civil Service Employees Assn., has recommended salary increases ranging from 3.5 percent to 9 percent for the employees.

The fact-finder recommends a 3.5 percent increase for the maintenance employees of the unit; a 5.5 percent increase was suggested for the teacher aides employees unit. The fact-finder also suggested that these employees move one step up in the wage schedule.

A 9 percent increase was recommended for the bus drivers of the unit, and a 5.5 percent increase was suggested for the mechanics of the unit.



SAFETY AWARD PRESENTED — Robert Dougherty, second from right, director of safety for the State Department of Transportation, and Timothy McInerney, right, DOT Region 1 Civil Service Employees Assn. chapter president, present the Frank J. Fuller Safety Improvement Award to Jerome Thomas, Region 1 highway maintenance engineer, and Kenneth Decker, highway light maintenance foreman (holding plaque), for their achievement in safety improvement during the past year. The award was presented at the DOT CSEA chapter clamsteam held recently at Lanthier's Grove in Cohoes.

State Convention Set For Concord Sept. 30—Oct. 4

ALBANY — The 63rd annual Delegate Meeting of the Civil Service Employees Assn. has been set for the Concord Hotel in Kiamesha Lake, New York, on Sept. 30-Oct. 4, with a Board of Directors luncheon meeting kicking off the four-day conclave at 1 p.m.

The meeting, expected to be one of the most significant in CSEA's history, will amass more than 1,300 delegates from more than 296 chapters in both the state and county divisions of the 210,000-member public employee union.

Sunday's scheduled events include a three-hour registration period from 3-6 p.m. running concurrently with individual departmental meetings of the state division. A school district chapter delegates meeting, along with a county division chapter delegate meeting, has been called for

members of the county division. An evening program covering education and training procedures for the new disciplinary article and most recent retirement changes is set for the state and county delegates respectively.

Earlier on Monday, before the general business session, the delegates will meet in their respective negotiating units on the state division side while the county will gather in one body for the first time for their county chapter delegates meeting.

Another general business session is scheduled for both Tuesday morning and afternoon, followed that evening by a cocktail party sponsored by Ter Bush and Powell and Travelers Insurance companies.

General business sessions are scheduled for all day Wednesday with a cocktail party for the delegates, compliments of the Concord Hotel, followed by the banquet.

A delegate certification form sent to each chapter president must be filled out and divided in half, according to instructions accompanying the form, for registration and certification which will be open each week day from 9 a.m. to 6 p.m. "It is most important," according to CSEA's credentials committee, "that both halves of the form be brought to the registration-certification desk where it will be validated and

(Continued on Page 3)

Plan 4-Day DOT Labor Seminar Next Week

ALBANY — More than a hundred Civil Service Employees Assn. members from Department of Transportation chapters throughout the state are expected to attend a labor seminar to be held at the Friar Tuck Hotel on Sept. 6, 7, 8, and 9, covering a program highlighted by the newly negotiated disciplinary procedure, a departmental membership drive, the DOT safety program implementation and training discussions on the grievance and arbitration articles in the current contract.

The seminar, organized and scheduled largely through the efforts of Tim McInerney and his special DOT committee, will open

registration at 11 on Sept. 6 with the first business session set for 2 p.m.

McInerney commented on the program content as being "exceptionally timely and of interest and importance to every DOT member." He said, "We are right in the middle of a statewide contract just negotiated and departmental negotiations about to begin. Certainly we have cause for the training sessions and encourage every one of our chapter presidents and their key people to attend."

Directions to the Friar Tuck, reservation forms and a schedule of events were mailed to more than 30 DOT chapter presidents

last week. Those planning to attend can call or mail in their form directly to the hotel.

Highlighting the schedule of events for the labor seminary is a DOT safety program presentation by Joe Reedy, CSEA collective negotiating specialist, and Robert Dougherty, management representative from the department on Thursday morning, followed by an explanation of the retirement changes and services made available by the department's regional personnel officer.

Friday's schedule calls for two panel discussions, one in the morning and afternoon, on the newly negotiated disciplinary procedure and grievance and ar-

bitration procedures respectively. An informal party is set for later that evening.

Saturday morning's agenda calls for a discussion of the organizational procedures necessary for a DOT membership drive. Joseph Lochner, CSEA executive director, will chair that discussion. Later that day a general meeting for all those attending is scheduled, to cover the Special DOT Report on a variety of departmental problems.

A presidents' meeting will cap the afternoon's activities to bring together chapter presidents and DOT committee members only, in an effort to fully discuss the topics of communications and field service.

Corinth Unit Agrees To Two-Year Pact

CORINTH—The Corinth Central School District unit of the Civil Service Employees Assn. has reached a two-year agreement that includes a 5 percent pay increase for both years.

Additional stipulations of the contract, according to unit president John Seaman, are clarification of seniority rights, a rotating list for overtime, clarification and defined areas of work rules and a new grievance procedure.

Inside The Leader
Updated List Of State Executive Committee Candidates — See Page 2
CSEA Calendar — See Page 3
Southern Region Candidates — See Pages 14, 16
Capital District Region Candidates — See Pages 8, 16

Petitions Accepted For Four Additional Department Reps

ALBANY — James Welsh, chairman of the Civil Service Employees Assn.'s statewide nominating committee has announced the acceptance and validation of four independent nominating petitions received by the committee from petitioning CSEA members seeking positions on the State Division's Executive Committee.

The petitions were received from June Boyle, Buffalo State University; Albert Sibillo, New York State Thruway Authority; Alfred O. Carlson, Pilgrim State Hospital, and Ralph P. Schimmel, Department of Transportation.

June Boyle, seeking a position on the Executive Committee representing State University em-

ployees, received a total of 1,252 signatures. She required 1,194 to be placed on the ballot. All signatures were accompanied by social security numbers of the respective employees. Amsterdam Data Corporation validated each signature checking membership in CSEA against the social security number and agency listed.

Alfred O. Carlson, having 944 signatures validated over and

(Continued on Page 14)



The Political World Is Topsy-Turvy As Elections Near

CLEARLY, the political world is in a topsy-turvy state. The Republicans, who normally run a tight political ship, are in a stage of massive disarray. The City Democrats, who enjoy nothing more than fratricidal bloodletting, have achieved a degree of harmony not witnessed here in more than ten years.

(Continued on Page 6)

To Meet Sept. 10 On Human Rights

ALBANY — Members of the Civil Service Employees Assn. Human Rights committee will meet Sept. 10, according to W. Rueben Goring, CSEA collective

bargaining specialist. The 10 a.m. meeting will be held at CSEA Headquarters, 33 Elk St., Albany, in the downstairs conference room.

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, Vito Dandrea; 2, Albert Sibilo; 3, Jean C. Gray.

BANKING

1, Victor V. Pesci; 2, John F. Geraghty.

CIVIL SERVICE

1, Richard Barre.

COMMERCE

1, Emil J. Splak.

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.

Metropolitan

(vote for three)

1, Dorothy King; 2, Marjorie Reeves.

1, Salvatore Butero; 2, Ronnie Smith.

1, James Barge.

Southern/Capital District

(vote for three)

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

1, John Clark; 2, Anna Besette.

1, Arnold Wolf; 2, Nicholas Puzsiferri.

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, III; 3, Gerald T. Brown; 4, Dorothy Rabin; 5, June Boyle; 6, Edward Dudek; 7, Gerald Toomey; 8, Eleanor Korchak.

C.S.E. & R.A.

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ST. THOMAS — 3 Nights

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TOUR K-4096 (SAN JUAN) — Mrs. Julia Duffy, P.O. Box 43, West Beeswood, N.Y. Tel. (516) 273-8633.

ALL OTHER TOURS — Mr. Sam Emmett, 1060 East 28th Street, Brooklyn, New York 11210. Tel. (212) 253-4488 (After 5 P.M.).

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Nassau Members Get Reduced Prices For Ice, Rodeo Shows

MINEOLA — Reduced-price tickets have been arranged for members of the Nassau CSEA for the Ice Capades show this month and the Rodeo in September at the Nassau Coliseum.

Under an agreement arranged by the chapter headquarters, members may receive a \$2 discount for adults and half-price seats for children. Tickets at \$6 and \$7 list price can be secured by calling the chapter office. The show runs from Aug. 23 to Aug. 26. The Rodeo, Sept. 13 to 16, is \$5 for adults and half-price for children. Regular tickets are \$6.50.

File For Jr. Fed. Asst.

August 31 is the filing deadline for the next junior federal assistant exam being given by the U.S. Civil Service Commission. The exam will be held Sept. 22.

Jobs filled through this exam include accounting assistant, claims and voucher examiner, general administrative aide, personnel technician, law enforcement technician, tax examiner,

and purchasing and supply assistant.

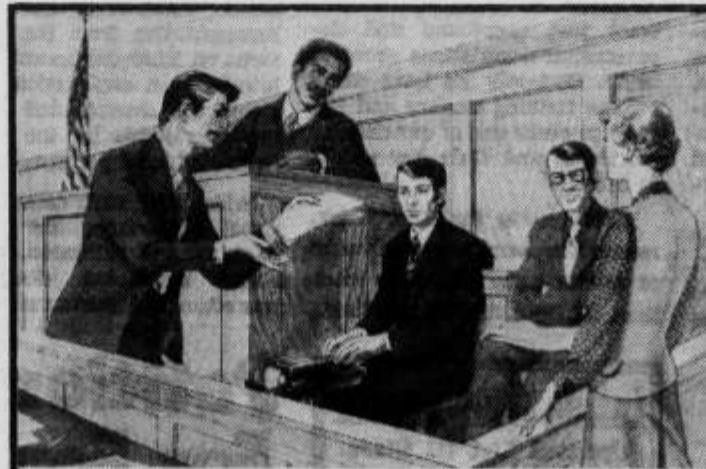
Salary level starts at G-4, or \$6,882 per year.

Candidates must have two years of post-high school education or work experience for these jobs with the federal government.

Further information, sample test questions and application forms are available from the Federal Job Information Center at 26 Federal Plaza, New York, N.Y. 10007 (phone: 264-0422).

Exams will be held in all five boroughs of New York as well as Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, and Yonkers. Candidates in Nassau, Suffolk, Dutchess, Orange, Putnam, Rockland and Northern Westchester Counties may call (800)-522-747 toll free for information.

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CIVIL SERVICE LEADER America's Leading Weekly For Public Employees

Published Each Tuesday
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Plainfield, New Jersey. Member of Audit Bureau of Circulation.
Subscription Price \$7.00 Per Year Individual Copies, 15c



BROOME EDUCATION OFFICERS — The first slate of permanent officers for the newly formed Broome County Educational chapter of the Civil Service Employees Assn. are given the oath of office by CSEA field representative Rick Sroka, left. Being installed, from left, in front, are president Anne Maywalt, executive vice-president William Barkman, secretary Daidre Edwards, treasurer Charles Cole and Peter Sejan (standing in for vice-president Angie Ford). In back are vice-president Ike Gillette, vice-president Anthony Woysnar and Kay Dexter (standing in for Dorothy Steere).

Flaumenbaum Continues Campaign To Enlist Aid To Fight Against Inflation

(From Leader Correspondent)

MINEOLA — "The first two phases were to stop salaries from rising. The next two phases were to allow prices to go up."

Unless firm new action is taken quickly to curb inflation, Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum warned last week, "they're going to phase the United States out of business."

Flaumenbaum challenged the Nassau County Board of Supervisors to exercise its influence on area Congressmen to "get to

the President."

The civil service union leader chided two candidates for county executive who had addressed the board with questions and criticisms of management of the Nassau Coliseum sports and exhibition hall. "The Coliseum won't mean anything, nothing will mean anything if we have runaway inflation," Flaumenbaum said.

He warned that other nations that have gone into runaway inflation have gone to revolution and dictatorship.

"I represent 20,000 people who today are suffering very much," he warned the officials. "And we have retirees, some of whom get the magnanimous sum of \$120 a month."

"The public is looking to you gentlemen. Get to the Congressmen. Get to the President. There has got to be a solution."

Capital District Conference Hears Candidates

ALBANY — Candidates for statewide office were featured at last week's "Meet the Candidates" dinner conducted by the Capital District Conference, CSEA, at Cosimo's Restaurant in Albany.

The meeting marked the second appearance in four days for most of the office seekers before representatives of CSEA chapters in upstate eastern New York. Ten chapters had held a similar meeting in Plattsburgh the previous Friday.

CSEA president Ted Wenzl and his opponent, Ralph J. Natale, led the list of state-

wide office nominees. Both candidates for executive vice-president, A. Victor Costa and Thomas H. McDonough, took part, as did Ernest Wagner and incumbent Jack Gallagher — nominees for CSEA treasurer. Joseph Lazarony, seeking the CSEA post of secretary, was in attendance, although his opponent, Dorothy MacTavish, was absent due to vacation.

Not introduced to the audience of well over 100 who turned out, but very much a part of the evening's activity, were more than a dozen candidates for Conference of-

ice. They included E. Jack Dougherty, incumbent first vice-president, who presided, and his opponent for Conference president, Joseph McDermott. Also taking an interest in the proceedings were Jean Gray and Jon Schermerhorn, seeking the first vice-presidency of the Conference; Boyd Campbell, candidate for second vice-president; John Vallee, Jack Kane, Dorothy Kelly and Mildred Wands, nominees for third vice-president; Harold Ryan and Jim Gamble, seeking the treasurer post, and Nonie Kepner Johnson and Carole Trifletti, nominees for secretary.

Warns Against State Welfare Takeover

MINEOLA — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., has called on state president Theodore Wenzl to act on the threat of a state takeover of welfare.

In a letter to the state president, Flaumenbaum suggested that Wenzl direct the state social services committee to meet with leaders of the Nassau, Suffolk, Erie and Westchester chapters, which represent the four largest Social Services Depart-

ment units in the state.

Concerted planning had already been proposed by Flaumenbaum, Suffolk chapter president E. Ben Porter, Westchester chapter president John Haack, Erie Social Services unit president David Reeves and Nassau's Social Services unit president

Haward Quann.

The leaders represent four Social Services Department CSEA units each having more than 1,000 members.

They said a state takeover of welfare appears imminent, and could cause dismissals and involuntary transfers for members of CSEA.

"We do not want this to happen," Flaumenbaum wrote. "It is very apparent that our Albany office does not realize the seriousness of the possible takeover."

The leaders, according to Flaumenbaum, have conferred and agreed that advance planning is needed to avert any too little — too late crisis.

Convention

(Continued from Page 1)

one half given to the delegate, while the other half will go to the committee. The form is necessary to validate financial matters between headquarters and the chapters, and serves to provide evidence to the state for employee convention leave provisions in the current contract.

Heads Oneida Drive

UTICA — Mary Leonard has been appointed to head the Oneida County chapter membership committee. Ms. Leonard has named one member from each chapter unit to participate on the committee. Louis Sunderhaft is chapter president.

School Committee To Assess Plans At Sept. 8 Meeting

ALBANY — The direction of the CSEA Special Non-Teaching School Employees Committee will be discussed at a committee meeting at 10 a.m. on Sept. 8, at the Tom Sawyer Motor Inn, 1444 Western Ave., Albany.

The purpose of the meeting is to make plans for the upcoming

Know Your Benefits

MATERNITY LEAVE

This is the first article in a series that *The Leader*, in cooperation with the Public Relations Department of the Civil Service Employees Assn., will be printing to help CSEA members better understand provisions of their latest contract with the State.

(Special To The Leader)

As a result of the most recent State-Civil Service Employees Assn. contract, a new set of guidelines has been established in regard to maternity leave provisions appearing in a memorandum of understanding between the two parties, which for the first time will mandate that pregnancy is to be treated as a disability.

While the provisions don't appear in the four unit contracts, the agreement is in keeping with Title VII of the Civil Rights Law 1972 and will constitute a change in the Civil Service Rules as negotiated by CSEA, specifically in the Administrative Unit.

According to the new agreement a pregnant employee shall be allowed to perform the duties of her job as long as she is medically able. She is no longer required to report the existence of pregnancy and, upon filing appropriate medical evidence that she, due to the pregnancy, is un-

able to perform the duties of her position, shall be granted sick leave for the period of her disability.

Once all accrued leave is exhausted, according to John Conoby, CSEA negotiator for the Administrative Unit, the pregnant employee is eligible for sick leave at half pay and extended sick leave in accordance with existing Civil Service Rules.

"In the Administrative Unit," according to Conoby, "as long as the requirements are met, sick leave at half pay is an automatic benefit. The maternity provisions negotiated by the Administrative Unit apply to all four units represented by CSEA, but the procedure for applying for the sick leave benefits differs with each contract."

Conoby said, "The best bet for a member who feels she will want to apply for the sick leave benefit is to contact her CSEA chapter president or call the local fieldman."

438-3594.

Committee members are James Kelly, Harold McGuigan, Jacob Banek, Anne Maywalt, Charles Luch, Howard Cropsey, Frank Fasano, Salvatore Mogavero, Patrick O'Connor, John Famelette, Dr. Harry Langworthy and Les Banks.

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.

August

- 28—DOT Region 2 clambake: Stanley's Grove, Marcy.
- 29—Statewide public relations committee meeting: 5:30 p.m., Sheraton Inn Towne Motor Inn, 300 Broadway, Albany.

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.
- 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.
- 8—Statewide non-teaching school employees committee meeting: 10 a.m., Tom Sawyer Motor Inn, 1444 Western Ave., Albany.
- 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.
- 21—Pilgrim chapter installation dinner-dance: 7 p.m., Huntington Town House, Jericho Turnpike, Huntington, L.I.
- 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.

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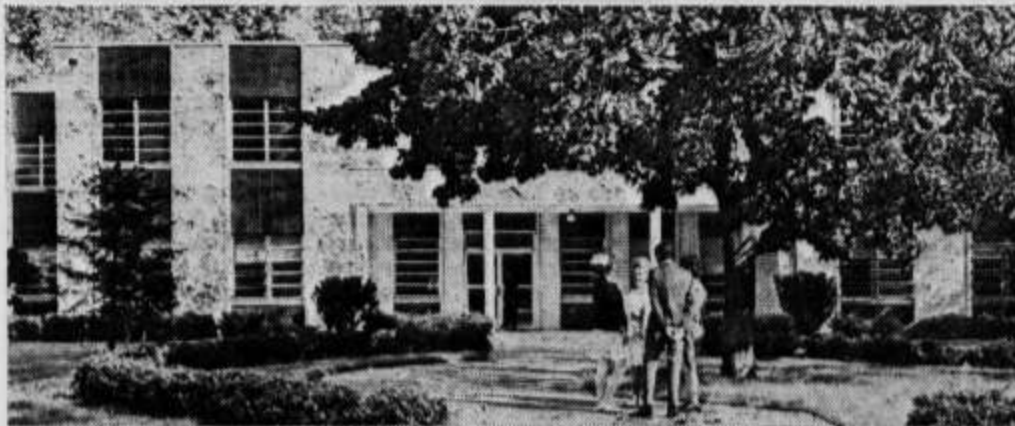


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Candidates For CSEA State Executive Committee

EXECUTIVE

(vote for four)

ED. NOTE: Through an error, the name of Cindy Egan was omitted in last week's listing of candidates and their resumes. Ms. Egan drew last place on the ballot, and will be competing with John D. Corcoran, Gerald Purcell, James T. Welch, Mary Moore, Louis Colby and Charles J. Rizzo.

CINDY EGAN



Cindy has been active with CSEA since she joined it seven years ago. She was elected unit representative for the Department of Motor Vehicles and held the position for four years. Now a senior identification clerk with the Division of Criminal Justice Services, she is its chapter Vice-President, a voting Delegate to statewide CSEA conventions and Capital District conferences and workshops. In addition, Cindy is a member of the Division's Emergency Safety Committee and its negotiating team.

As a CSEA member, Cindy also worked on the Telephone Committee to urge members to vote on the collective bargaining representation issue.

For six years, she has been an assistant to the volunteers' chairman for the annual Cerebral Palsy Telethon sponsored by Albany's WTEN Television. She has also participated in the Blood Bank and United Fund drives.

Right now, Cindy is a campaign committee volunteer for the 1973 Town of Colonie elections. A graduate of Catholic Central High School and Hudson Valley Community College, both in Troy, she is an avid swimmer, tennis player and golfer. She lives with her parents and sisters at 5 Turf Lane in Loudonville and is a communicant of St. Pius X Church there.

- JOHN D. CORCORAN
- GERALD PURCELL
- JAMES T. WELCH
- MARY MOORE
- LOUIS COLBY
- CHARLES J. RIZZO

INSURANCE

(vote for one)

SOLOMON BENDET

Solomon Bendet is a candidate for representative of the Insurance Department to the State Executive Committee of CSEA, Inc., a position in which he has served for the past 25 years.

During his entire tenure, he has been an innovator of, and fighter for, state employee benefits. He proposed, fought for, and won social security benefits for state employees, health plans,



and adequate pensions. He wishes to have the pension system improved so that State employees will have the same pension plan as the State Legislature. To avoid erosion by inflation, he seeks to have the pension benefits of employees tied to the salary grade from which they retire so that salary increases after retirement will require corresponding pension increases.

As Salary Committee Chairman, he won the non-contributory pension plan, as well as salary increases and other benefits totalling more than one-half billion dollars.

He is deeply concerned with the safety of employees who are being required to work in the World Trade Center in New York City and the Twin Towers in Albany. These buildings have been termed "fire traps" by fire fighters, insurance experts and safety engineers. He insists that the structures be made totally safe before a major tragedy occurs.

Bendet wishes to continue his struggle for proper classification of titles in the Insurance Department, a salary differential for traveling examiners, proper promotion examinations, strict adherence to the Civil Service Merit System, and adequate recruitment and training programs so that the leading position in its field, of the Insurance Department, may be maintained.

Solomon Bendet seeks your vote as a mandate to continue his fight in the interest of civil service employees in the Department.

JUDICIAL

(vote for one)

ETHYL ROSS



Attorney Ethyl P. Ross, as an unopposed candidate, will represent the state judiciary employees on the Civil Service Employees Assn.'s State Executive Committee and Board of Directors after the September elections. Mrs. Ross, a law assistant with the Appellate Term,

Second Department, Supreme Court of the State of New York, and the elected representative of its employees, was appointed chairman of the Judicial Conference Bargaining committee early this year, by Dr. Theodore C. Wenzl, president of CSEA. She had served as a member of that committee during the 1972 contract negotiations.

Mrs. Ross was graduated from Brooklyn Law School in 1963. While there, she was Associate Editor and Decisions Editor of Brooklyn Law Review, and headed the Student Bar Association's student loan committee. When time permits, she takes courses in legal history at New York University's Graduate School of Law, leading toward a Master of Laws Degree.

In 1967 and 1968, Mrs. Ross was associated with a federally funded program which permitted Brooklyn Public Library to provide its services directly to disadvantaged children in Head Start nurseries and other public day care centers throughout Brooklyn. She is a member of the Board of Directors of Enlightenment Together, Inc., an ASA drug program, and of Willoughby House Settlement, Inc. Both organizations supply varied services to the downtown Brooklyn community in which she lives with her husband, attorney Stephen Ross, her 14-year-old daughter, and her 7-year-old son.

LABOR

(vote for three)

JOHN WOLF

(material not submitted)

ROBERT LATTIMER

Employed since June 1967 by the Division of Manpower Services (formerly Division of Employment) in Buffalo. Has held positions as an Employment Service Interviewer, E.S. Counselor, and presently working as an E.S. Representative with the WIN-Erie program.

First actively involved with CSEA in 1968 when, with several other members, worked to organize a CSEA unit specifically to meet needs of Division of Employment and Unemployment Insurance personnel. Was elected and served as Co-President of the unit for first year of operation.

Continued CSEA participation in Buffalo and the Western New York area through local unit activity and Western Conference meetings. Appointed to the Division of Employment Standing committee in 1970 and remain active participant on the committee, meeting with OER personnel to resolve Labor problems.

Pursued establishment of Buffalo Manpower Services and Unemployment Insurance chapter until realized in October 1972. Elected President of the unit in May 1972, and continued as chapter President, position presently held. Appointed to and served on Professional, Scientific and Technical Unit negotiating team for '73-'76 contract formulation.

VINCENT RUBANO

President of the State Insurance Fund chapter; has been active in CSEA affairs for 26 years. Currently in his second term as President of the chapter. He has been a member of the Board of Directors as Department of Labor Representative for two years. He is seeking re-election.



Rubano brings a wealth of experience and knowledge in member representation through his service on many important statewide committees including the Legislative Political Action committee; Special Department of Labor committee; the Administrative Negotiating team and the Coalition Negotiating Team. Vince is a Vice-President of the Metropolitan New York Region and has been active on the Region's Grievance and Constitutional committees.

Rubano has been a Statewide Delegate from his chapter for 10 years and has coordinated many of his chapter's activities including Blood Bank, Claims Educational and local negotiating committees.

He takes a vital interest in community work through his participation in the Boy Scouts of America of which he is a District Chairman. He is also Treasurer for the Dongan Guild of New York State Employees.

CANUTE BERNARD



Dr. Canute C. Bernard was born in Costa Rica in 1924. He was married in 1948 and now lives with his wife, Muriel Geraldine, and two children, Canute Clive, Jr. and Sonja Geraldine, in Jamaica.

He received his Ph.D. in 1945 from the College of Pharmacy, Kingston Public Hospital Center, Jamaica, W.I.; a B.S. (chemistry) 1949, Howard University; worked toward a M.S. in chemistry, 1951, New York University, and earned his M.D., 1956, Geneva School of Medicine, University of Geneva, Switzerland.

Bernard's professional activities are: attending surgeon, Harlem Hospital, 1963 to the present; attending surgeon, Jamaica Hospital; associate compensation examining physician, Workmen's Compensation Board for the State of New York; private practice in general surgery, southwest Queens; surgeon and founding partner of Carter Community Health Center; Fellow,

American College of Surgeons; and board eligible, American Board of Surgery.

The doctor's medical and community activities include past chairman of the South Jamaica Steering Committee, Inc.; chairman, Harlem Hospital Emergency Room Physicians Association; chief of tour, emergency room, Harlem Hospital, 1963 to present; chairman, Azurest Homeowners Assoc., Sag Harbor, L.I.; second vice-chairman, The Comprehensive Health Planning Agency for the City of New York; former member, the Mayor's Organizational Task Force for Comprehensive Health Planning; chairman, Subcommittee On Experiments in Local Planning, Comprehensive Health Planning for the City of New York.

He also is a past member of the Ambulatory Care Service Committee, Ghetto Medicine Program; past president, Gamma Rho Sigma, chapter of Phi Beta (Continued on Page 10)

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Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-BEeckman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

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Kjell Kjellberg, City Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall St., Federal 8-8350

15c per copy. Subscription Price: \$3.70 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, AUGUST 28, 1973

Democratic Elections

SIX years ago Theodore C. Wenzl became president of the Civil Service Employees Assn. Today, as he runs for a fourth two-year term, he is being challenged by Ralph Natale of Nassau County. Wenzl, obviously, is running on his record in office, while Natale says he can do better.

Two years ago Thomas McDonough was elected first vice-president of the Association and A. Victor Costa was elected second vice-president. Now the numbered vice-presidents have been eliminated, and the two men are facing each other for the title of executive vice-president. Both men have considerable reputations and large followings; the winner becomes heir apparent to the presidency.

Six years ago Dorothy MacTavish won a three-way contest for secretary. She has beaten top women opposition in the two succeeding elections. This time, however, she faces a man, Joseph Lazarony, who earned a statewide name for himself as chairman of the County Executive Committee.

Four years ago, Jack Gallagher won election as treasurer. Although he has continually put his record on the line in his travels throughout the state, he faces strong opposition from Ernest Wagner, president of the Capital District Conference and chairman of the statewide pension committee.

The Leader has never endorsed candidates in the Civil Service Employees Assn. elections (or in any other union elections, for that matter). It will continue that policy.

We do want to point out, however, that the members of the Civil Service Employees Assn. have always taken pride in the democratic processes by which the organization is run. Yet, rank-and-file members often fail to take advantage of the opportunity to vote for their leadership.

The Leader, beginning last week and continuing this week and next, has been printing the resumes of candidates as submitted. We feel it is important that the members carefully read the qualifications of each candidate and make a choice. Some are frankly better than others.

Ballots go in the mail on Sept. 7. A decision must be made . . . not only for the four statewide offices, but for departmental representatives to the Association's State Executive Committee and for its Regional offices.

Questions and Answers



Q. I understand a retired worker getting social security checks can now earn \$2,100 in a year without losing any of his monthly benefits. Was any change made in the number of hours a retired, self-employed person can work in a month?

A. No. There was no change made in the definition of "substantial services" in self-employment. Generally, you are allowed to work up to 45 hours in a month without loss of any bene-

fits for that month. However, if yours is a highly skilled profession, you could be considered to be working substantially with even fewer hours.

Q. I'm 39 and working regularly, but each weekend I have to get kidney dialysis. My doctor told me that as of July 1 Medicare helps pay for this treatment. How do I apply for this Medicare coverage?

A. To see if you are eligible for this coverage, call, write, or visit any social security office.

Don't Repeat This!

(Continued from Page 1)

It is completely out of character among Republicans for the Vice President of the United States to denounce the Justice Department for unconscionable leaks to the press about a criminal investigation challenging the Vice President's integrity. Yet that is what Vice President Spiro Agnew was obliged to do as disastrous stories appeared in the press about the investigation of criminal extortion and kickbacks on government contracts in Maryland.

Nixon Press Conference

Moreover, the Agnew complaint was made against a backdrop of newspaper speculation that some White House advisers were pleased about Agnew's difficulties, because it took the spotlight away from the Watergate investigations. In response to a direct question at his press conference last week, President Nixon reaffirmed his faith in the Vice President and sought to dispel any notions of a brewing vendetta between his staff and that of the Vice President.

Indeed, it is not unlikely that the President's press conference may have gone a long way towards restoring peace in the Republican party. Some of the President's severest critics over his handling of Watergate among Republicans have been substantially mollified by the President's handling of his press conference. In their view, the Presidential confrontation with the press, and his superb fielding of tough questions from the press, will go a long way towards reassuring middle America in the integrity of the White House.

They by no means suggest that this single press conference is the final answer to Watergate. However, they are hopeful that the second phase of the Ervin Committee hearings, dealing with dirty campaign tricks, will not be as dramatic as the first phase hearings, which had such star witnesses as two former cabinet officers and top White House personnel. Witnesses at the dirty tricks hearings are not likely to have such star quality.

While the Republicans seem to be returning from disarray to their normal peaceful behavior, questions remain how long the local Democrats will remain in harmony before they resume their typical internecine warfare. What is certain is that Democrats of every political spectrum, whether conservative or liberal, regular or reform, are united in their drive for Comptroller Abraham D. Beame for Mayor. In part this results from the fact that Beame, a middle-of-the-road organization Democrat, has as his running mates Harrison Goldin for Comptroller and Paul O'Dwyer for Council President, both of whom are intimately identified with the New Democratic Coalition, a conglomeration of reform Democratic organizations.

Beame Likely Winner

If the Democrats are to resume their internal fighting, that will not come about until Beame, as Mayor-elect, begins to announce his major cabinet appointments and reaches some hard policy decisions. Reformers tend typically to be impatient and uncompromising, and if they have a sense of dissatisfaction with Beame appointments and policies, they will be the first to let the world know.

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.

Payment Of Back Salary

Every so often, but with apparently decreasing regularity, a public employer raises as its defense to payments of money to employees, that they are unconstitutional under Article VIII, Section 1 of the New York State Constitution, as a gift of public funds.

An Article 78 proceeding was brought by an employee organization representing college teachers in New York City against the City Comptroller and the Board of Higher Education of the City of New York to resolve the question of whether or not the payment of back salary pursuant to an arbitration award covering a period during which the employee performed no services is an illegal gift of public funds. Special Term answered this question in the affirmative and dismissed the Article 78 proceeding. It was affirmed in the Appellate Division with two judges dissenting and was thereafter appealed to the New York State Court of Appeals.

THE PETITIONER was employed in Queens College as a lecturer for several years, and the terms of her employment were covered by a collective bargaining agreement between the employee organization and the Board of Higher Education. It came to the attention of the college authorities in the Fall Semester of 1969 that the petitioner was pregnant, and she was placed on a maternity leave status effective Sept. 1, 1969, through June 30, 1970. This was done pursuant to certain by-laws of the Board of Higher Education.

Petitioner's child was born in November 1969, and she sought to return to her teaching duties and have her maternity leave terminated earlier than the date of June 30, 1970. She requested permission to commence her teaching duties starting with the Spring Semester in February 1970. This request was denied, and it was grieved by the union in accordance with the procedures set forth in the collective bargaining agreement. It was charged by the union that maternity leave is discriminatory as to sex; that the president of the college is required to terminate a maternity leave once it can be established that there exists an exceptional case; and that there are varying practices with respect to enforcement of maternity leave provisions.

In the second step of the grievance procedure, there was a decision by the Vice-Chancellor, dated May 12, 1970, reinstating the petitioner retroactively as of Feb. 1, 1970 and awarding her back pay from that date. However, the Comptroller of the City of New York refused to comply with the decision insofar as it awarded back pay on the grounds that no services had been performed by the petitioner during the Spring Semester, and that the payment of salary would constitute an illegal gift of public funds in violation of the State Constitution.

THIS REFUSAL gave rise to the instant lawsuit. Special Term relied on the theory that the right to compensation depends upon work performed. The Appellate Division majority agreed with that holding. However, the dissenting justices rejected the "gift" theory and found that the grievance award was a collectively-bargained-for right and was as binding as though set forth in the contract itself, and, therefore, was not a gift any more than any award of damages for unlawful deprivation of an opportunity for employment afforded by the collective bargaining agreement.

The court concluded, "That an award of a collective bargaining grievance procedure is a legally enforceable contractual right as opposed to a proscribed gratuity is clear from both the provisions of the Taylor Law and the court's decision in *Board of Education, Union Free School District No. 3, Town of Huntington v. Associated Teachers of Huntington*, 30 NY 2d 122." (*Christine Antonopoulou, et al. v. Abraham D. Beame, as Comptroller of the City of New York, et al.*, decided March 23, 1973).

The Democrats, like most political observers, take for granted Beame's election, a view not shared by Beame's opponents. Senator John Marchi thinks this may be a Republican year in the City because of public disenchantment with the Lindsay administration. Assembly Deputy Minority Leader Albert H. Blumenthal, running on the Liberal party line, sees himself as the winner in the image of John

Lindsay, four years ago, who won as a liberal running against conservative candidates. Congressman Mario Biaggi, on the Conservative party line, smells victory based on what he perceives as a growing conservative trend in the City.

Yet none of these is likely to bring a victory to any of Beame's opponents, so long as Beame retains the united support of the Democrats.

Letters To The Editor

Appreciate Being Treated As Helping Agency At Warwick

Editor, The Leader:

I wish to express the appreciation of our entire School here at Warwick for doing an excellent article for The Leader regarding Warwick.

We think you captured the climate of Warwick, got across a good message to everyone and that this will help improve our image. It also should help save institutions that are helpful to people as people do need help.

I'm sure I speak for all when I say thank you for advocating us as a helping agency. This is something that we, of late, get too rarely in the press.

JOSEPH MANZARI
Superintendent
Warwick School for Boys

Cities Independence And Mutuality As Strengths Of CSEA

Editor, The Leader:

Whether you feel that labor unions are the workingman's salvation, or the greatest conspiracy in restraint of trade, one thing you will have to admit is that the unorganized are left holding the bag. This is the age of concerted effort whether it be to protest high prices, to keep trailers out of residential areas, or to get the pot-holes in your street repaired.

Who among us is so naive as to think that the Governor and the Legislators would have, from the kindness of their hearts, granted state employees a 6½ percent pay raise on April 1? Admit it now! That gain was won only by recognizable union power.

The Taylor Law allows you to be represented by a union of your choice. If it weren't CSEA it could be the Teamsters, The United Farm Workers, the Longshoremens, or any other organization which could qualify for a representation election. Knowing that there really is no choice between being represented or not being represented, you would be forced to make a selection.

Why should CSEA be the thinking man's choice?

1. It is a New York State organization with affiliates or ties beyond our borders. You will not be asked to strike in sympathy with the grave diggers of Chicago or participate in a secondary boycott to strangle the pants industry in Pudach. Your activities will result in your benefits.

2. Many of your CSEA representatives are fellow workers who have the same employment and wage problems as you. By helping you, they are helping themselves. They are able to look at State employment problems from the inside in a firsthand rather than a second-hand manner.

Why aren't all State employees members of CSEA? Human nature, perhaps! Some people get

a thrill from shoplifting. Others get a thrill by sneaking into a performance without paying. Still others will swipe the farmer's apples. It seems that stolen goodies are somehow sweeter.

You undoubtedly have noticed that no non-member has rejected the gains won by CSEA members working together.

Until an Agency Shop is obtained whereby all who get benefits will be required to contribute, there will be "free-loaders." They get an ego-uplift by

muttering "sucker" at each CSEA member as they hurry by on the way to the bank with gains obtained by CSEA.

But you have a golden opportunity at this time to decrease the ranks of the easy riders. Get out now, while the fruits of victory are still obvious in the pay-

checks, and recruit your fellow-workers for membership. Remember, more people pushing will mean a greater future victory. And membership is the real measure of union power!

THOMAS McDONOUGH
First Vice-President
Civil Service Employees Assn.

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If you work for a town, county, village, city or school district covered by Blue Cross and Blue Shield, you already know what good plans they are.

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CIVIL SERVICE LEADER, Tuesday, August 28, 1973

Green In Tax

ALBANY — Executive Deputy Tax Commissioner Alfred L. Green has been named first deputy commissioner by State Tax

CAP DISTRICT REGIONAL OFFICER NOMINEES

JOSEPH McDERMOTT

(Continued from Page 16)

His participation in numerous CSEA committees includes his present status as a member of the Statewide Department of Transportation committee and Chairman of the Capital District Region committee on negotiations. He has also served as Chairman of local negotiations within his Department.

He is an elected member of the Capital District Region Executive Committee.

Mr. McDermott resides in Rotterdam, with his wife, the former Laura Mazurek, and their five children. His interests outside CSEA activities include Cub Scouting and Little League.

He is a Korean War veteran, having served with the United States Marine Corp.

He was graduated from LaSalle Institute, Troy, and attended Indiana Technical College at Fort Wayne, Indiana.

JACK DOUGHERTY, JR.

(Continued from Page 16)

quality.

Mr. Dougherty has been active in CSEA for many years and presently holds the office of First Vice-President of the Region. He has served on Conference committee statewide committees, negotiating committees, both statewide and local, and presently is a member of the Board of Directors as a Representative for the Tax Department. He is a member of the Director's Personnel committee.

The experience he has gained over the years serving on these committees has qualified him to seek election to this very important office, and at the same time has made him aware of the responsibilities and leadership that are necessary to lead this great region.

Mr. Dougherty resides at 19 Bertha St., Albany, with his wife, Irene. They have three children: Timothy, Thomas and Mrs. Christine Driscoll.

Capital District Region First Vice-President

JON SCHERMERHORN

(material not submitted)

JEAN C. GRAY



Mrs. Jean C. Gray, candidate for First Vice-President, Capital District Region, has been active in CSEA activities since 1959.

Mrs. Gray served in the United States Marine Corps Women's Reserve during World War II.

An employee of the Thruway Authority since 1958, she has been active on United Fund Committees for the past five years

and was United Fund Co-Chairman in 1971.

Mrs. Gray has been an Alternate Delegate, Delegate, and has served as President of her Thruway chapter for the last four years. She is presently Second Vice-President of the Capital District Conference and a candidate for Authorities Representative to State Executive Committee. She serves on the Publicity committee for the Conference as Co-Chairman and the Telephone or Communications committee, and is a member of the Conference Executive Board. She is Chairman of the Statewide Work Performance Ratings and Examinations Committee and a member of the Statewide Authorities Committee. She serves on the Thruway Headquarters CSEA Safety Committee and has been a Negotiator in Thruway negotiations for four years.

Mrs. Gray has served on committees for Muscular Dystrophy in Niskayuna, the Niskayuna PTA, and was a Cub Scout Mother and Swimming Aide in the Niskayuna Swim Program while her son was attending Niskayuna Schools.

She attended school in Schenectady, was graduated from Nott Terrace High School and took various courses at Schenectady County Community College.

Mrs. Gray is married to Thomas W. Gray and has a son, David.

Capital District Region Second Vice-President

HOWARD CROSEY

(material not submitted)

BOYD CAMPBELL

(material not submitted)

Capital District Region Third Vice-President

DOROTHY KELLY



A native of Schenectady, Ms. Kelly attended St. Columba's High School and the College of St. Rose in Albany. She began her civil service career as an actuarial clerk in the New York State Employees Retirement System in December 1962. The following year, she transferred to the New York State Teachers' Retirement System, where, after a series of promotions, Ms. Kelly is now employed as a Senior Computer Programmer and is a candidate for promotion to Associate Computer Systems Analyst.

In January 1973, Ms. Kelly was the recipient of a scholarship for the Leadership Training Institute held in Washington, D.C. Later, in February 1973, she was elected President of the New

York State Teachers' Retirement System chapter and was chairman of the negotiating team of her chapter for the contract year 1973-74.

Ms. Kelly is a communicant of St. Madeline Sophie's parish, active in area scouting and charitable endeavors and is a member of the Woodlin Swim and Racquet Club, the American Statistical Assn., the Schenectady County Young Republican Club, the Business and Professional Women's Organization and the Rotterdam Women's Republican Club. She and her family reside at Box 121, Gifford Church Rd., Rotterdam.

JEAN BOOK



Jean Book, a Department of Motor Vehicles employee at 875 Central Ave. in Albany, has been a state worker and CSEA member for over 22 years and has served in a myriad of capacities during that period, including chapter Treasurer, Delegate, Social Chairman and presently as Second Vice-President of the Motor Vehicles chapter.

Jean has also served on the Capital District Conference Executive committee for two years, and at present is on that conference's Publicity committee.

As Second Vice-President of the Motor Vehicles chapter, Jean Book has been instrumental in improving communications, disseminating chapter data to the members and keeping open lines of discussion between the chapter and the Capital District Conference's Public Relations committee.

Jean resides in Albany and has two sons, one who also lives in Albany, while the other "is all over the country," according to Jean.

Commenting on her nomination, Jean said, "This is the first time we have had the position of Third Vice-President in the Capital District Conference. I certainly feel that my experience as Second Vice-President of the Motor Vehicles chapter will give me the confidence and firsthand working knowledge necessary to do the job if elected."

JOHN KANE

(material not submitted)

MILDRED WANDS

I have been a member of the Civil Service Employees Assn. for 27 years. The past four years I have been Social Chairman for the Capital District Conference, also on the Conference Special Communications committee. I am on the Statewide Public Relations committee and have served three years on the Statewide Credentials committee.

In 1971 I received the Pres-



ident's Award for Dedicated Service to the Capital District Conference and its members.

I have served as Vice-President of the Employees' Retirement System chapter, Chairman of the Membership committee, Co-Chairman of the Social committee and CSEA floor Representative.

I have worked for the State of New York for 28 years, 24 of which have been with the Actuarial Bureau of the Employees' Retirement System.

JOHN VALLEE

I am presently seeking the office of Third Vice-President in the Capital District Conference. I have served as Rensselaer County's Delegate for eight years. During these past eight years I have had many varied experiences within the conference.

I have been elected for three terms to the Capital District Conference Executive Committee and other committees. I have served on the Publicity committee and the Political Action committee.

As Chairman of the Capital District Conference County Workshop, I am looking forward to conference expansion through the addition of new county members. I feel qualified to represent our many county members and will in the future, as I have proved in the past, be a staunch supporter of our State members.

I am employed at Van Rensselaer Manor, operated by Rensselaer County's Department of Social Services. I am an active member in both Rensselaer County's unit and chapter. Also, I am Rensselaer County Representative to the State Board of Directors.

My wife, children, and I reside in the Lansingburgh area of Troy, N.Y. When you receive your ballot, I hope you will support me. Let's make this election the biggest and best ever.

Capital District Region Secretary

CAROLE TRIFILETTI

Carole Trifiletti has been nominated as a candidate for Secretary of the Capital District Region.

Mrs. Trifiletti has been a member of CSEA since 1957 when she joined state service with the Commerce Department. She became active in the Commerce Department's chapter, serving on various committees and served as chapter Secretary. In 1970 Carole transferred to the Environmental Conservation Department where she continued her CSEA involvement by serving



on the chapter's Social, Membership and Labor/Management committees. Presently, Carole is Secretary of her chapter and is serving her second term.

A familiar face at the Capital District Regional meetings, Carole has served as chapter Co-ordinator for the Regional-sponsored Flu Shot Program. In addition to being the chapter's Delegate, she is also a Delegate to Statewide meetings.

Mrs. Trifiletti resides in West Albany with her husband and son, is active in Cub Scouts and the Cerebral Palsy Assn. in Albany, where she has worked on their annual telethon.

Mrs. Trifiletti feels that representation is needed to responsibly utilize the influence of CSEA to secure improved conditions and significant recognition for the Civil Service employees within the Region.

NONIE KEPNER JOHNSON



Although delegates to the Capital District Conference have long known of Nonie Kepner's dependability as Conference Corresponding Secretary for six years, she faces an identity crisis in seeking Regionwide election as recently married Mrs. Johnson.

Nonie Kepner Johnson is especially proud of the President's Award she received for her contributions to the Conference. This award is given to one person a year by the Conference president. In Mrs. Johnson's case, the award was earned through her extra efforts as Chairman of the Conference Activities committee and as a member of the Legislative, Political Action and Nominating committees.

Currently, in addition to being Conference Corresponding Secretary and a member of the Conference Executive committee, she also serves on the Activities, Education and Special Communications committees.

At the statewide level, Nonie has been a conscientious mem-

(Continued on Page 9)

CAP DISTRICT REGIONAL OFFICER NOMINEES

(Continued from Page 8)
ber of the Credentials committee for three years; a courageous marcher for members' rights during the contract disputes, and a cheerful telephoner during last winter's representation election.

That something extra also counts with the people who know her best, her own chapter members in the Law Department. The chapter members have continued to elect her as chapter Secretary, an office she has held for eight years, and as a Delegate, a position she has held for two terms.

Even though she has served the chapter on numerous committees through the years, Nonie Johnson is most proud of her work on the chapter's CSEA publication, "Law News and Views."

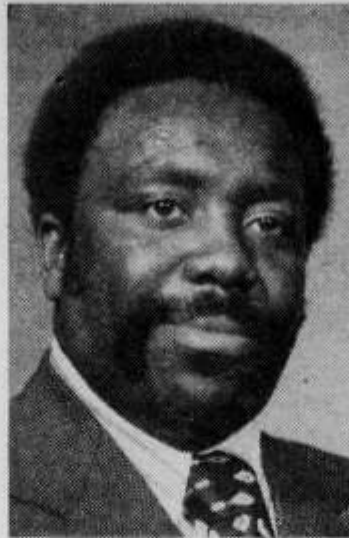
In seeking the office of Regional secretary, Nonie Kepner Johnson stresses that she has work-

ed closely with the present recording secretary for the past six years, and has actually taken over the duties of secretary when requested by the president or the secretary of the Conference. This experience has given her a clear insight into the duties and responsibilities of this position.

Capital District Region Treasurer

JIMMY GAMBLE

Began State service in July 1966 and promptly joined CSEA. He was with the Office of Planning Coordination. In August of 1968 Jimmy transferred to the Department of Environmental Conservation and became an active



member of CSEA as a representative and delegate to the annual Convention.

In 1971 he was elected to the State Board of Directors as a State Executive Committee representative for the Environmental Conservation Department, a position he still holds.

In 1972 Jimmy was elected President of the Department of Environmental Conservation chapter of CSEA and still holds that position.

His appointments include member of CSEA's Committee to Study and Recommend Methods and Procedures for Board meetings, a member of CSEA's State-wide Human Rights committee and Chairman of the Human Rights subcommittee.

Since 1969 Jimmy has been a Delegate to all the Annual and Special Delegate meetings, representing Environmental Conservation. He has also been a delegate to the Capital District

Conference meetings.

In 1969-1970 he served as a member of the Troy Jaycees.

HAROLD RYAN
(material not submitted)

Plan Sept. Meeting For Cap Dist Conf

ALBANY — The Capital District Conference, Civil Service Employees Assn., has scheduled its regular Fall meeting for Monday evening, Sept. 20, at 5:30 p.m. at Jack's Restaurant in Albany, according to Mildred Wands, Conference social chairman.

The session will come just before CSEA's annual meeting at the Concord and will be concerned with policy on upcoming convention matters.

LONG ISLAND REGIONAL OFFICER CANDIDATES

Long Island Region Secretary

RUTH BRAVERMAN



Ruth Braverman, running for Secretary of the Long Island Region, has been Secretary to the Principal at the Parkway School in East Meadow, Long Island, for over 18 years.

She is currently serving her eighth term as President of the East Meadow Public Schools unit, Clerical section, which she had organized 12 years ago. She is active with the Nassau chapter, having served three years as a member of the Board of Directors and is currently a Delegate of the Nassau chapter. Mrs Braverman has worked on many committees — Political Action, Social committee, Nominating committee, Newspaper committee and was Vice-President of the School Council. She has been an active member of the New York State CSEA Political Action and Legislative committee for the past two years.

DOROTHY GOETZ

Dorothy Goetz, candidate for recording secretary in the Long Island Regional office, has given 12 years of distinguished and innovative service to CSEA.

Currently, she is President of the Huntington Town unit, one of the larger local units in New York State, and co-chairs the Negotiating committee. She is also serving on two important regional committees: the Social committee and Newspaper committee. She also serves on the Executive Board of the Suffolk chapter.



Her work on these committees keeps her in close touch with the 50,000 CSEA members in the region covered by Nassau and Suffolk Counties.

Before she was elected President of the Huntington unit, Dorothy served as Second and First Vice-President. She has been a delegate to Suffolk County conventions and workshops, and an active participant in those sessions.

Dorothy has been employed by the Town of Huntington for 14 years, the past 12 as a computer programmer and operator in the town's data processing department.

Outside of CSEA, Dorothy has a noteworthy record of public service which reflects favorably on CSEA and the Civil Service professions.

She is a charter member of the Bi-County Consumer Coalitions of Long Island and has played a leading role in broadening citizen participation in this group, which provides important information to the county's official Consumer Protection Board.

This year, Dorothy is co-chairman of the Town of Huntington's United Fund Drive.

Dorothy has qualities of vigor and self-reliance that supplement her professional qualifications for leadership in the Long Island Regional office. For example, she designs and sews all her own clothes. She is up for a morning swim every day at 6:30 and in the winter she and her family tackle the most challenging ski slopes in the northeast. Dorothy's husband, Siegfried, is a manufacturing proposal coordinator for Grumman Corp. The Goetzes live at 26 Despdale Drive, Commack, 11725. They have one married daughter.

Long Island Region Treasurer

SAM PISCITELLI



Sam Piscitelli, a licensed public accountant, is a candidate for treasurer of the Long Island Region, Civil Service Employees Assn.

Piscitelli, a graduate of St. John's University with a degree of BBA, majored in accountancy. He has been a member and officer of the Civil Service Employees Assn. for 15 years.

He has served as Treasurer of the Nassau chapter for the last six years, during which time he guided the prudent investment of chapter funds and built the chapter's accounts from \$30,000 to more than \$200,000.

Piscitelli holds the post of as-

sistant to the county director of accounting. He is also President of the comptroller's department unit of the CSEA.

He lives in Westbury with his wife, Edith, and their two teenage children. He also serves as Treasurer of the Nassau County CSEA Men's Bowling League.

His name was placed in nomination by co-workers, who believe that the responsibilities of accounting for the increased funds allotted to the Long Island Region under the restructured setup—replacing the under-funded Conference organization—require the expertise of a professional.

LIBBY LORIO



A long-time representative of the State University at Stony Brook, I am now seek-

ing your help and assistance in the coming election as Treasurer of the Long Island Region.

My background in the various areas which I have served will further enhance the office which I seek.

I ask each member in the various State, County, Education and political sub-divisions for your support and vote.

On the local level, I have served as:

- Secretary for the Stony Brook chapter for 4 years;
- Vice-President of the Stony Brook chapter for 2 years;
- Chairman of the Social Committee for 6 years;
- Chairman of the Welfare Committee for 6 years;
- Administrative Unit Representative State University Committee.

On the conference level, I have served on:

- The Nominating Committee 1970 and 1972;
- The Social Committee 1970, 1972 and 1973;
- Educational Committee 1971-72.

On the statewide level, I have served on:

- Administrative Unit Negotiating Team, 1969, 1972 and 1973
- Education Committee — 1973.

Mother of three children — active in community affairs: member St. Francis PTA; member St. Francis Welfare Fund committee; charter member Sons of Italy; St. Margaret Rosary-Altar; member Newfield H.S. PTA, and Treasurer, Stony Brook Sunshine Club.

Hempstead Members To Receive 6.1% Cost-Of-Living Hike

HEMPSTEAD — Under a two-year contract, employees of the Town of Hempstead have learned that they will receive a 6.1 percent cost-of-living increase in the second year starting Jan. 1.

The 6.1 percent is on top of the 5.5 percent gained Jan. 1, 1973.

Kenneth Cadioux, president of the Town CSEA, stated: "I am glad that the Town and the CSEA negotiating team had the foresight to provide a cost-of-living raise. I think it shows that a fair agreement can be reached by responsible people at a bargaining table."

Public Relations Group To Meet

ALBANY — The Civil Service Employees Assn. public relations committee will meet Aug. 29, according to committee chairman Raymond Castle.

This will probably be the last meeting of the committee, since it is not provided for in the restructured CSEA. Castle said. Therefore, this meeting will be to review and to summarize the CSEA public relations program that the committee has been developing, and to make final recommendations.

Other committee members are Arthur Bolton, Helene Callahan, Lillian Clarke, Virginia Colgan, Peter D'Albert, Viola Demarest,

William Forsbach, Evelyn Glenn, Lorraine Maloy, Henry Marier, Mildred Wands, Richard Weber and John Wyld.

Probation Comm. To Meet Sept. 10

ALBANY — The CSEA ad hoc committee to study probation departments of local governments will meet at 1:30 p.m. on Sept. 10, at CSEA Headquarters here, 33 Elk St., committee coordinator Nels Carlson has announced.

The meeting will be held in the ground floor Conference Room. Members of the committee are James Brady, Peter Grieco, James Frisina and James Mattel.

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Candidates For CSEA State Executive Committee

(Continued from Page 5)
 Sigma fraternity; former secretary, House Staff Council, Queens General Hospital; former president, House Staff Council, Harlem Hospital; former vice-chairman, Committee of Interns and Residents of the City of New York; former member, executive committee, MOTF for CHP; Advisory Council — York College; delegate, Civil Service Employees Assn.; and member of Board of Advisory Council of Queens Urban League.

Bernard's CSEA activities include: employed by NYC Workmen's Compensation Board and became an active member immediately; elected delegate to NYC chapter from Workmen's Compensation Board; elected by chapter as statewide delegate to convention; served as member of Departmental Negotiating Team

(Professional Unit); and member of the Joint State-CSEA Study Committee on Disability Benefits.

LAW (vote for one)

JULIUS STEIN

Started in state service on March 1, 1950, with the Department of Public Works as a Junior Land and Claims Adjuster. Joined Civil Service Employees Assn., Inc. immediately. Competed in civil service examination for title examiner (Law Department), was appointed, and then was promoted, through examination, to present position.

Prior to that, was an attorney in private practice except for four years in the Army during World War II.

Past president of Law Department chapter, CSEA. Past delegate of Law Department chapter, CSEA. Member of Executive Council of Law Department chapter, CSEA. Member of Grievance Committee of Law Department chapter, CSEA. Chairman of Committee on removal of offices of Real Property Bureau from present space to South Mall.

JAMES MULVIHILL

A member of CSEA since entering State service with the Division of Professional Conduct in 1962, Senior Investigator James J. Mulvihill joined the Law Department in 1968 and since 1968 has been a delegate from the Claims and Litigation Bureau to the New York City chapter of CSEA.

Following graduation from

Iona College, New Rochelle, N.Y., he served for two years as a U.S. Army operations and intelligence specialist. He recently completed the Certificate Program in Labor Management Relations at the Xavier Institute of Industrial Relations, New York City.

A member of BPO Elks Lodge No. 1, New York City, he is past president of Division No. 2, Ancient Order of Hibernians, New York County, and has been elected to membership in the Society of Professional Investigators Inc.

His community activities have included service as Vice-President of the Stryckers Bay Neighborhood Council and Chairman of its Police Liaison Committee; member, 24th Precinct Community Council and appointment as an original member of the Cit-

izen Advisory Board to the NYC Commissioner of Relocation for the West Side Urban Renewal Area. Mr. Mulvihill is a past New York State Secretary and member of the Board of Directors of the New York State Federation of Citizens for Educational Freedom.

Jim Mulvihill feels that fresh representation is needed in order to use CSEA to secure improved conditions for all civil service employees within the Law Department. He wants the opportunity to work to have a genuine, representative and functioning departmental negotiating team; respect for contract provisions and implementation of Career Ladder Development programs as recommended in existing legislation.

LEGISLATIVE (vote for one)

JOHN PERKINSON
(material not submitted)

MOTOR VEHICLES (vote for one)

THOMAS McDONOUGH



Thomas H. McDonough, an employee of the NYS Department of Motor Vehicles, has served in a multitude of offices within the Association at chapter, conference and state-wide levels during his long career in state service.

Attesting to his CSEA background, McDonough has been president of the Albany Motor Vehicle chapter for ten years and a member of the Association's Board of Directors, as Motor Vehicle Dept. representative, for eight years. As a member of the Board, he has served on its Directors' committee and just recently worked as an instrumental force on the Parking Committee, which negotiated against the imposition of a monthly charge for parking levied state workers on the Albany campus.

He has also been a key member of CSEA's Coalition Negotiating committee, which won the present state employees' contract, is chairman of the State-wide Administrative Unit's negotiating team, and of the Motor Vehicle Department's negotiating committee.

A native of Granville, N.Y., who now resides in Albany with his wife Pauline, McDonough is also Chairman of CSEA's State-wide Legislative and Political Action committee. A new concept in CSEA's legislative efforts, the Political Action committee, for the first time in CSEA's history, openly and actively endorsed party candidates in the last election.

McDonough said, "The impres-
(Continued on Page 11)

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Candidates For CSEA State Executive Committee

CIVIL SERVICE LEADER, Tuesday, August 28, 1973

(Continued from Page 10)
 sive growth of CSEA membership and staff over the past decade, and other unions' increasing attempts at encroachment into the ranks of our membership, and the obvious need to project ourselves more dramatically and positively in the State and local political arenas, all demand CSEA leadership that is experienced and decisive. I feel that my candidacy offers these things to you and your fellow members."

PUBLIC SERVICES (vote for one)

MICHAEL SEWEK



Michael S. Sewek, associate accountant employed by the Public Service Commission for the past 31 years, has participated in many Civil Service Employees Assn. activities. He is a member of the American Accountants Assn., the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.

He is a candidate for re-election as treasurer of the Metropolitan Region. He was vice-president of the Metropolitan P.S. chapter from 1961 to 1968.

He was delegate to the last eight meetings of CSEA and served as a member of the grievance, pension, and insurance committees since 1962. In 1965, he submitted a report on the results of a survey of employees' opinions on the "Work Performance System" used in the Public Service Dept.

He has served as Metropolitan Conference treasurer since 1963 and as a treasurer of the Metropolitan - Southern - Long Island Conference Workshop.

Active in his community, he has served for several years as treasurer of the Tarrytown-Hillcrest Civic Assn.

BERNARD DWYER

(material not submitted)

SOCIAL SERVICES (vote for one)

DOLORES HENDERSON

Dolores Henderson, now a

Sr. Research Analyst in the Department of Social Services, has held grades 2 thru 23 in her 26 years of State Service. In CSEA she has been treasurer in the Narcotic Addiction Control Commission, is now corresponding secretary of the Social Services chapter. She was chairman of the Annual Conference of the American Statistical Association this year and holds memberships in the American Society for Public Administration and the New York State Association of Public Welfare Accountants. Over the years, she has donated more than a gallon of blood to the State Employees Blood Bank.

EVELYN GLENN



Evelyn Glenn is an energetic, industrious and loyal representative. One can say without exaggeration that her devotion transcends that expected of a delegate or committee member. She gives freely of herself to advise and counsel co-workers who have job related problems.

Much has been accomplished through her participation in labor-management meetings. Resolutions which have been proposed by her have been incorporated into past and present contracts.

She pledges herself to work for the improvement of the outmoded system of longevity increments. She is aware that strong steps must be taken to rectify existing inequities. If elected to the Board of Directors, she vows to use her influence to eliminate inequities from future contracts.

She feels strongly that duties which call for special skills ought to be compensated accordingly.

Miss Glenn, a woman of action and a fighter for her co-workers, would be an asset to the Board of Directors.

KAREN WHITE

(material not submitted)

STATE (vote for one)

BERNARD SILBERMAN

I was the first Chairman

of the Ad Hoc Political Action committee of the Association. I have been and am presently the CSEA's Chairman of the Revision of Constitution and By-Laws committee, former President of the Central Office chapter of the Department of Mental Hygiene and also was counsel to the New York State Mental Hygiene Employees Assn. Inc. As a direct result of my efforts as Chairman of the Ad Hoc Committee on non-teaching school district personnel, there are today school district chapters of non-teaching personnel.

I have served as a member of the salary negotiating team for Professional, Scientific and Technical Employees which resulted in the recently signed three-year contract. I have also served as a member of the State Executive Committee representing the Department of State for the past two terms. Am presently Commander of the Albany Post of the Jewish War Veterans and am, in addition, associated with various other civic and religious organizations.

Bernard Silberman's reputation is one that points up to the fact that he is not a "yes man" but rather fights for both what he believes to be true and just, as well as for the underdog.

LORETTA MORELLI

(material not submitted)

TAX AND FINANCE (vote for two)

JOHN T. DALEY



Mr. Daley has been employed by the State of New York in the Department of Tax and Finance for eight years. He is presently working in the Sales Tax Bureau. He graduated from Mechanicville High School and attended Siena College nights for seven years majoring in accounting.

During his employment with the Tax Department, he has been very active in CSEA and served as Chapter Representative, Treasurer of the chapter, Co-Chairman of Department Negotiations, Co-Chairman of Departmental Flex-Hours committee, member of the Statewide Safety committee, member of the Statewide PS&T Career Ladder committee, member of the Capital District Region Parking committee and is presently serving his second term as President of the Albany Tax chapter.

Now through restructuring of CSEA, the Tax chapter will have two members on the Board of Directors and Mr. Daley is seeking one of these seats.

Mr. Daley and his wife, Margaret, reside at 141 1st Street, Mechanicville, with their four children Edward, John, Michael and Mark.

JACK DOUGHERTY, JR.



Mr. Dougherty has been employed by the State of New York for 25 years, his service being entirely with the Department of Taxation and Finance. Jack presently is a Tax Examiner assigned to the Albany District Office. He attended Christian Brothers Academy at Albany, and graduated from Albany Business College with a diploma in Business Administration and Accounting.

During the years of service with the state, Jack has been active in CSEA and has served in many capacities. He is presently First Vice-President of the Capital District Region and has recently been nominated as a candidate for the office of President of the Capital District Region.

He is Past President of the Tax chapter and served as Chairman of the Tax Department Negotiating team. He recently served as a member of P/S/T Negotiating team, ad-hoc Fiscal committee, Statewide Salary committee and is presently a member of Conference committees, and Directors Personnel Committee.

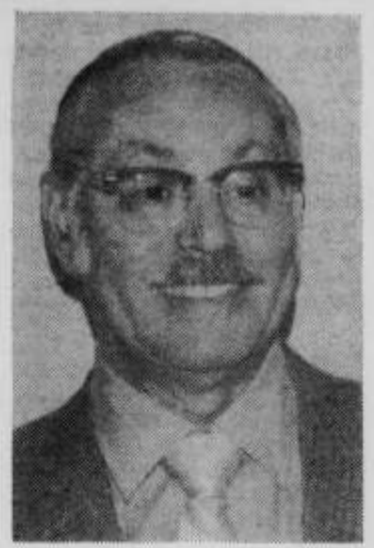
Jack is seeking re-election as departmental representative for the Tax Department so that he may continue to work for improved benefits for the employees through departmental negotiations and as a member of the Board of Directors of CSEA.

Mr. Dougherty and his wife, Irene, reside at 19 Bertha Street, Albany, New York. They have three children, Timothy, Thomas and Mrs. James Driscoll.

SAMUEL EMMETT

Sam Emmett has been a Tax Department employee for 29 years, a public accountant and presently is an associate tax collector in the collection section of the New York District Office.

He has been extremely active for the past 25 years in all CSEA matters as a member of the Board of Directors, Chairman of the Statewide Membership committee, Nominating committee, Social committee, Grievance committee, past President of the New York City chapter, various committees of the Metropolitan Conference, Tax Department Committee on Re-organization and Decentralization, Tax Department Recruitment Committee



for Ethnic and Underprivileged Groups.

Presently he is President of the Tax Department 20-Year Club of the Metropolitan Area, executive member of the New York State Employees Brotherhood Committee, Chairman of the Credit committee, New York State Employees Credit Union.

He has been active in civil service, civic, community and fraternal affairs for most of his adult life; scoutmaster, statewide and national conservation programs, National Conference of Christians and Jews, Anti-Defamation League of B'nai Brith, chairman of fund raising committees for various charities, President of Mr. and Mrs. Club and worked for the handicapped and blind.

In recognition of his outstanding leadership and tireless efforts on behalf of his fellow man, he has received many awards, including the civil service award for Brotherhood and The Man of The Year Award of Honor from the Jewish Federation of Charities.

(Continued on Page 12)

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Candidates For CSEA State Executive Committee

(Continued from Page 11)

TRANSPORTATION (vote for four)

WILLIAM LAWRENCE

Twenty-three years ago I started as a laborer for the Department of Public Works at the Newburgh Residency of Region 8.

As a high school graduate and having attended the University of Connecticut for a year and a half, I quickly took advantage of opportunities in the Engineering Field and transferred to the Construction Division where I worked in Design, Construction and Traffic. During this time, I advanced to my present position of Assistant Civil Engineer in the Estimate Department at the Region 8 Office in Poughkeepsie.



As a member of the New York State Association of Transportation Engineers for about 20

years, I have served as a delegate to two of the annual conventions. In addition I have been a member of the CSEA for about 15 years and was just recently elected to my second term as President of Chapter #507, Transportation, Region 8. I am presently serving on the New York State Department of Transportation/CSEA Special Transportation Committee.

My civic activities have included membership on the Village of Montgomery Planning Board, Volunteer Fireman work and Scoutmaster for several Boy Scout Troops for over 12 years. Also, my work with a local church while living in Montgomery has involved areas of youth work, Church School Superintendent and President of the Board of Trustees.

Although life in Montgomery was very pleasant, transfer to the Poughkeepsie office required a change in residence and I now live in Pleasant Valley with my wife, Jeanne, and our two children, Sandra, 16, and Todd, 13.

sity of New York at Potsdam for one year.

He started with the Department in June 1953 and has completed 20 years of service. During this time he has worked in Traffic, Design, Construction Department and has been active in CSEA for over 15 years.

He has served as Vice-President of the Black River Valley chapter and was just elected to his second two-year term as President. At present, he is a member of the Statewide Special Transportation committee representing Region 7. He is past President of Region 7 chapter of New York State Association of Transportation Engineers.

He was instrumental in forming a Credit Union in Watertown and served as President for four years.

He is active in Little League Baseball in Watertown and was re-elected to his third term as President of Watertown American Little League.

He is a member of Watertown Lodge 496 of Elks, now

serving as entertainment chairman, and a member of the North Side Improvement League.

He is married to the former Dolores Bartlett and has five children: Daniel, a freshman at Jefferson Community College, Theresa, Tim, Patrick and Edward.

TIMOTHY McINERNEY

Timothy J. McInerney, incumbent Transportation Department Representative, is an active chapter president, Board member, and State Executive Committee member of CSEA.

He has served as chapter Treasurer of his DOT chapter and was recently elected for his third term as chapter President.

McInerney is a veteran negotiator and has served on a variety of committees within the organization on a local, department, and statewide level. He was chairman of his departmental negotiating team as well as chairman of the Region 1
(Continued on Page 13)

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WILLIAM DUPEE



William F. Dupee is a Principal Engineering Technician with the Department of Transportation in Watertown. He was graduated from Watertown High School in 1952 and attended the State Univer-

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Candidates For CSEA State Executive Committee

(Continued from Page 12)



negotiating team which was the first committee to work out negotiations at a local level.

McInerney was also on the PS&T negotiating team during recent contract negotiations with the state. McInerney was highly active in developing the work day-work week contract language and brought valuable first-hand insight into the talks.

McInerney is also chairman of the Special Transportation committee and Chairman of the Capital District Conference's Political Action committee. He has long been active in the Association of Transportation Engineers and served as local director for five years.

A graduate of LaSalle Institute and Hudson Valley Community College where he earned an Associate in Applied Science Degree in Highway Technology, McInerney resides in Lansingburgh with his wife and three children.

McInerney believes that his commitment to CSEA and the members of his department has been amply demonstrated. He said, "I sincerely believe that my experience offers the type of representation that our members want. I have served in crucial areas on the local and statewide level in the past and intend to remain responsive to the people I have represented."

LEONARD PRINS



I have been employed by the Department of Transportation since March of 1959, working for the canal system in Region 3. In 1961 I transferred to the highways as a laborer.

I was elected chapter President in 1963 of the Oswego County State DOT chapter no 0616, serving in that capacity since.

I have been a member of the Special DOT committee since 1970 and presently a member of the Special DOT Safety committee as well.

I attended the CSEA-sponsored Labor Seminar in 1971 at Cornell University. I am a member (chairman) of the Region 3 Labor-Management committee for CSEA.

My civic activities include treasurer of the Richland Church of Christ, secretary-treasurer of the Richland Lions Club (and have just resigned from the Board of Education of Pulaski Academy and Central School because of a conflict of interest).

I have in the past been actively involved in the Neighborhood Youth Corps.

My present status with the Department of Transportation is that of a Highway Light Maintenance foreman, employed at the Interstate Sub-Residency at Maple View New York with work headquarters at Mexico, New York, in Oswego County.

RALPH SCHIMMEL
(material not submitted)
EDWARD MALONE



Edward F. Malone is Eastern Barge Canal, local 500, chapter president and has been so for four years. A co-founder of the chapter, Malone served as a delegate for 11 years and was a member of the Operational Services negotiating team in 1969.

A chief lock operator in waterways operations for 24 years, Malone also served as a member of the following committees: Management Rights negotiating team, departmental negotiating team, and Special DOT Committee.

Malone is a WW II veteran and former Quartermaster and Junior Vice-Commander of Blume Post 557, VFW, in Troy. He is a member of the Clinton Lodge in Waterford and has been a PTA member for 15 years.

SHERMAN GLASS



Mr. Glass joined the New York State Department of Public Works in October 1962 as a Senior Civil En-

gineer. His first assignment was State Representative on construction of the Gowanus Expressway in Brooklyn. After 16 months, he went to the regional office in Babylon where he worked on special structural and construction problems for the next 22 months.

On Nov. 1, 1965, he went on active duty with the U.S. Navy in the rank of Commander, Civil Engineer Corps, USNR, and served through August 1968 as Assistant Public Works Officer at the Portsmouth Naval Shipyard, Portsmouth, N.H.

In mid-September, he returned to Region 10 and served as the Regional Bridge Engineer for the ensuing 15 months. In January 1970, he took over aviation and mass transit.

Mr. Glass was elected to the board of directors of the Region 10, DOT chapter of CSEA, in June 1972 for a three-year term.

Prior to joining NY State, Mr. Glass was an Associate Professor of Civil Engineering at the Polytechnic Institute of Brooklyn for five years.

For two years prior to this, he was an estimator and designer for a general contractor in New York that specialized in marine and heavy construction.

Before this, he was employed by a consulting firm for eight years. Prior to WW II, he worked for the Engineer of Construction on the Queens Midtown and the Brooklyn-Battery Tunnel projects.

Mr. Glass graduated from Cooper Union in 1937, with a BS in CE. He is a Professional Engineer in New York and Connecticut, a Fellow of the American Society of Civil Engineers, a member of the Society of American Military Engineers and Vice-President for Navy of the Department of New York, Reserve Officers Association. He is married and has a son and two daughters. During WW II, he served on active duty for three years as an officer in the Civil Engineer Corps, U.S. Navy.

NICHOLAS CIMINO



Nicholas J. Cimino, is employed by the New York State Department of Transportation in Region 2, Utica, in the central warehouse of the equipment management unit, with the title of Principal Stores Clerk.

Cimino has started his 27th year with DOT. He has been an officer in the local chapter of CSEA since 1952, serving as Treasurer and Vice-President. In 1958 he was elected President of his chapter and is still serving in that office.

He has been an active member of the Special Transportation committee for 14 years. He was elected Statewide Representative

of DOT for two years and has served as Chairman of the DOT committee for three years. He was a member of the CSEA State Executive Committee for two years, serving on the Board of Directors.

Cimino was appointed to the Statewide Grievance committee more than 12 years ago and is still serving on that committee. He has been recently appointed to the Mileage and Subsistence committee. He is also Vice-Chairman of the Special Department of Transportation committee.

Since 1969, Cimino has been Chairman of the local Civil Service Employees' Assn. regional office in Utica.

He is also President of the local Mohawk Valley Federal Credit Union, representing state employees in that region.

Mr. Cimino and his wife, Lillian, have a son and a daughter, and reside at 2305 Portal Rd., Utica.

RICHARD CLEARY



Richard E. Cleary, a Department of Transportation employee since 1946, is an employee in the Syracuse region. He is seeking election as a Transportation Department member on the State Executive Committee.

Dick has worked in regional 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 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, has been re-appointed to the new Restructured Regional Office committee. He also served as Chairman of the Special Transportation committee.

Dick is running for the regional Presidency in region 5, the former Central Conference area, along with the position on the State Executive Committee.

Your vote for Dick is appreciated.

UNIVERSITY (vote for four)

ELEANOR KORCHAK
Eleanor Korchak, president of the Binghamton chapter, began her CSEA activities as a SUNY at Binghamton unit representative, while also serving as a chapter



alternate delegate, SUNY grievance chairman and insurance committee member.

Since 1970 and prior to her election as chapter president earlier this year, Mrs. Korchak has served her SUNY unit as a spokesman during negotiations; she has served the chapter as a delegate, vice-president and budget committee chairman; she has served the Central Conference as chairman of the University committee, and she has served statewide as a member of the State University committee and Special SUNY ad hoc committee.

GERALD TOOMEY
(material not submitted)
EDWARD DUDEK



Edward G. Dudek, first vice-president of the Western Conference, has served as Chairman and member of numerous Conference committees.

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 pres-
(Continued on Page 15)

SOUTHERN REGIONAL OFFICER CANDIDATES

(Continued from Page 16)
ARTHUR BOLTON

Directors, he has been untiring in his services on the following committees:

- CSEA Expension Committee
- Special Social Service Committee
- Resolutions Committee
- Public Relations Committee
- Statewide Nominating Committee
- Board of Directors Committee.

On the community level, Mr. Bolton is a member of several civic organizations, Chairman of the Eldred Central School District Advisory Board, and Treasurer of Meadow Brook Aviation, an organization working toward improving general aviation.

He is a graduate of the University of Oklahoma and a Senior Caseworker with the Sullivan County Department of Social Services. With his wife and two children, Art Bolton resides at Eldred, New York.

In seeking the Presidency of the Southern Region, Art stated, "Through my work with the CSEA, on both state and local levels, I have become deeply concerned with the problems facing public employees. If elected, I will develop a program to build the Southern Region into a working union local in order to provide our members, both state and local, with the support and representation badly needed at this time."

JAMES LENNON

(Continued from Page 16)

and Metro-Southern Workshop committee. Jim Lennon has been the Chairman of the special train committee to Delegates meetings in Buffalo and Rochester.

"Big Jim," as he is known in CSEA, is a disabled veteran of World War II and the Korean War, a 28-year member of Post #8 American Legion. Married and the father of five children, he attended local schools in New Rochelle; he also attended Westchester Community College and on Sept. 4 of this year he will be graduated from Cornell University Labor School, as part of the first graduating class of the New State University Labor College.

Mr. Lennon is active in political and community affairs. He is a member of the New Rochelle Recreation Commission; he also is a member of the Mayor's Committee on Aging. He has been awarded the National Parks

and Recreation Assn. Trustees International Award for service to his community. He also received awards and citations for his service to the Boys Clubs, Red Cross and Boy Scouts. As a more than 25-year worker and official in CSEA, James J. Lennon offers experience and knowledge to the position of Statewide Vice-President and Regional President. If elected he will push for the full implementation of the career ladder in all institutions and departments.

A long time advocate of premium pay for anyone who has to work on Saturday or Sunday, Lennon will continue the fight to get this benefit for all employees. That all state workers must be brought up to equal pay for equal work is a must and he vows to work for workers to be raised to the equal of the highest paid worker in his grade. "I will work for more and improved benefits if elected," Jim Lennon said.

**Southern Region
First Vice-President**

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.

LYMAN CONNORS
(material not submitted)

**Southern Region
Second Vice-President**

SCOTT DANIELS
(material not submitted)

RONALD KOBBE

Ronald W. Kobbe, of Carmel, belongs to the Putnam County chapter, CSEA.

The chapter was organized in 1967 with the following chapter units: Haldane Central School; Phillipstown Highway Department; Putnam Valley School; Putnam Valley Highway Department; Kent Highway Department; and Mahopac School.

Kobbe served on the following committees and in the following offices: 1967-72, Putnam County chapter President; 1967-73, member — County Executive Committee on State Board of Directors in Albany; 1967-72, Putnam County Negotiating committee; 1973, Putnam County Executive Council; 1973, Putnam County Chairman — Labor Management Committee, and 1971-73, member of the State Board of Directors Committee.

**Southern Region
Third Vice-President**

RICHARD SNYDER

I was born in Wappingers Falls, N.Y., in 1930. I attended 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 Wassau 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.

JAMES VERBOYS
(material not submitted)

**Southern Region
Treasurer**

PATRICIA COMERFORD
(material not submitted)

ROSE MARCINKOWSKI
(material not submitted)

**Southern Region
Secretary**

SANDRA CAPPILLINO



Employee of Region #8, New York State Department of Transportation since March 31, 1966. Member of Civil Service Employees Assn., Chapter 507 since April 1966. Secretary of the chapter from 1968 to present. Served as Administrative Delegate and on Membership, Social and Publicity committees of chapter. Also member of New York State Assn. of Transportation Engineers.

MILLICENT DeROSA
(material not submitted)

Four Petitioners Validated

(Continued from Page 1)
above the 890 required, will appear on the ballot running for Mental Hygiene Representative from Pilgrim State Hospital.

Albert Sibillo, with 274 signatures validated, needed 255 to appear on the ballot as a candidate for representative on the Executive Committee from the Authorities.

Ralph F. Schimmel needed 1,156 signatures from the Department of Transportation to run as board representative. Amsterdam Data validated 1,160 with many more still to be counted.

According to Welch a number of withdrawals have been recorded. He said, "Individuals may withdraw up to 70 days prior to the first business session of the annual meeting. We've accepted

a number of withdrawals for a variety of reasons. To be valid they must have been received in writing."

In the Executive Branch, Donald Antimore, State School at Industry; Nellie DesGroseillers, NYS Troopers-Malone, and Boris Kramarchyk, Office of General Services at the State Campus, have withdrawn.

Mental Hygiene executive committee candidate from the western region, James Bourkney, has withdrawn and Harry Raskin, a Mental Hygiene candidate from the Long Island Region has also withdrawn.

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on to a non-member.**

METROPOLITAN REGIONAL OFFICER NOMINEES

**Metropolitan Region
Treasurer**

ROCCO D'ONOFRIO

Rocco J. D'Onofrio is an unemployment insurance claims examiner with the Department of Labor, Division of Employment. He has been a CSEA office representative for six years and is a member of the Executive committee, New York chapter.

He is also chairman of professional, scientific and technical units in the five boroughs, Westchester, Rockland and Long Island. He handles grievances in these areas and notably quashed the productivity question in the Yonkers L.O. and other New York City areas.



D'Onofrio is also a member of the Guard Team Knights of Columbus, Bronx Property Owners

Assn., (he is treasurer) Boy Scouts of America Troop 258, Van Nest Civic League and Columbia Alliance. He also does volunteer work for local hospitals.

He has a bookkeeping and accounting background and was auditor for commercial insurance companies before coming into state service. He was also an insurance advisor to and claims agent for Local 32E.

MICHAEL SEWEK

Michael S. Sewek, associate accountant employed by the Public Service Commission for the past 31 years, has participated in many Civil Service Employees Assn. activities. He is a member of the American Accountants Assn., the American Institute of Certified Public Accountants and the New



York State Society of Certified Public Accountants.
He is a candidate for re-election as treasurer of the Metropolitan Region. He was vice-president of the Metropolitan P.S. chapter from 1961 to 1968.

He was delegate to the last eight meetings of CSEA and served as a member of the grievance, pension, and insurance committees since 1962. In 1965, he submitted a report on the results of a survey of employees' opinions on the "Work Performance System" used in the Public Service Dept.

He has served as Metropolitan Conference treasurer since 1963 and as a treasurer of the Metropolitan-Southern-Long Island Conference Workshop.

Active in his community, he has served for several years as treasurer of the Tarrytown-Hillcrest Civic Assn.

Candidates For CSEA State Executive Committee

(Continued from Page 13)
dent 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.

JUNE BOYLE

(material not submitted)

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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. Genessee 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.

DOROTHY RABIN



For the past four years I have been (and still am) Chairman of the Resolutions Committee and am a member of the Statewide Board of Directors. It is my responsibility (together with my committee) to review all the resolutions submitted by the membership and to present those we feel have merit to the delegates for their approval.

I have been involved in state university CSEA for over 11 years. During most of that time I have been a delegate to the conventions and special delegates' meetings. I have been secretary and First Vice-President of CSEA in Farmingdale, President of SUNY International Studies and World Affairs chapter, and for the past seven and a half years, President of SUNY Old Westbury chapter, and a member of the Special State University Committee as well as the Special Ad Hoc Committee. I have had varied and intensive experience in State University affairs, and am very much aware of the many problems and frustrations facing the classified staff, I.E. "U" grades as well as the many inequities caused by irrelevant job specifications and examinations.

My community activities have included: President of the Levittown Education Association and Levittown Parent-Teacher Associations. During the years that my children were growing up, I was a 4-H leader, Den mother and Brownie leader. Just before I went back to work, I was Cancer Crusade chairman of Westbury and president of the Westbury chapter of the American Cancer Society. I am currently a member of the board of trustees of the Child Creative Education Center here at Old Westbury.

GERALD T. BROWN

The following is a short biographical sketch regarding offices held in CSEA, committee service and community activities.

For the past ten years I have been an active local officer at the



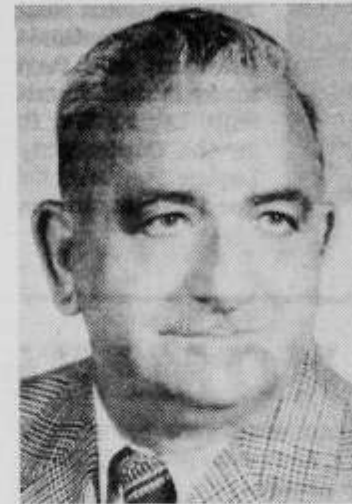
State University at Albany no. 691.

Our chapter is operating under the Headquarters model constitution. I was a member of this committee to rewrite the constitution and by-laws. My present office in the State University at Albany chapter no. 691 is Delegate.

In August 1972, President Theodore C. Wenzl appointed me to the Operational Unit Safety Committee.

When I started work with the State at 21 years of age, I began as an engineering aide for DPW Division of Architecture. My title now is Stationary Engineer.

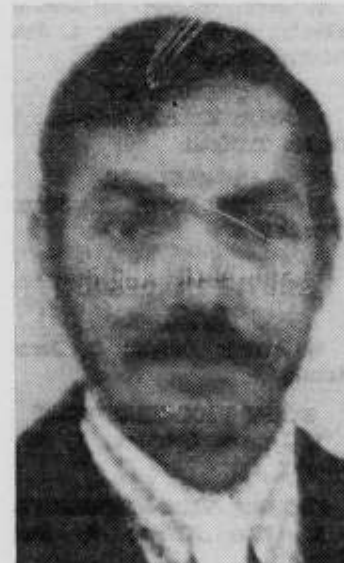
ALBERT VARACCHI



State University College at Oswego where I chaired many committees at various times. I was an active member of the Statewide University committee for four years. I have been active in the Central Conference, serving on the hospitality committee for six years and chairman of the nominating committee for four years.

For the past eight years I have been active on the Board of Directors of the Oswego Minor Hockey Association and have coached the All-Star Hockey Team for six years. I also served on the Board of Directors of the local YMCA for four years.

HARRY HEALING, III



I live in Selkirk on Willowbrook Avenue with my wife, Debby, and four-year-old daughter, Sherry.

My interest in CSEA began in 1964 when I went to work for DPW—Division of Architecture. My active role with CSEA began in 1965 at State University at Albany when I was elected alternate representative. I also sat on our Executive Board as a Representative.

When I was elected Second Vice-President, I was appointed Nominating and Restructuring Committee Chairman for the Executive Board Elections. I also was a chairman of the Election Committee for our chapter at

Al Varacchi is Chapter President of the State University at Stony Brook. He is currently serving in this capacity his seventh year.

Al has been extremely vigorous in matters pertaining to his fellow workers, and has been one of the most outspoken exponents against the abolition of the S.G. positions. The Stony Brook chapter, under his guidance, has increased five-fold and their strength and actions are ever evident at conventions and delegates' meetings.

Al has served the State University employees statewide by representing them on the following committees: Chairman of the last Statewide University Negotiating Team and also Chairman of the University Grievance committee; member in 1972 and again in 1973 Statewide Operational Unit negotiations; select Ad Hoc University committee; member of the Chapter President University committee; member of the State Executive Board and a member of the CSEA Board of Directors; also appointed to serve on the Statewide Safety committee.

Before joining state service in 1961, Al has been active since 1937 in union activities in helping organize Structural Steel and Iron Workers at U.S. Steel plants. He still holds a card in this capacity.

A resident of Rocky Point, L.I., for the past 28 years, he is mar-

ried and the father of one child. Active in local community affairs, he has served since 1961 and is now a member of the Rocky Point Fire Exempt Volunteers.

Al has also served as President for four years and then as Vice-President for two years for the local town association; third degree member of the K of C for the past 28 years; charter member Sons of Italy, honorary life member of the Elks Lodge and Order of Alhambra.

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Latest State And County Eligible Lists

EXAM 35274 ASSOCIATE BUILDING SPACE ANALYST Test Held June, 1973 List Est. July 16, 1973	1 Milliman R Latham 83.8 2 Gignac F J Scotia 80.4 3 Schroeder M W Albany 79.9 4 Noe O A Valatie 74.5 5 Willis H J Schenectady 73.9 6 Colby C F Loudonville 70.9
EXAM 35-109 MANPOWER DATA SYSTEMS COORDINATOR List Est. July 3, 1973	1 Karlstein B A New York 89.7

2 Arje J W Freeport 88.0 3 Soudashoff J New Hyde Park 87.5 4 Solar R New York 81.0 5 Rochford E A Guilderland 79.1 6 Calligeris J C Delmar 75.0 7 Diamond M East Northport 74.0	EXAM 35-052 PRINCIPAL SOCIAL SERVICES MANAGEMENT SPECIALIST Test Held June 25-29, 1973 List Est. July 16, 1973
1 Zalucki J A Ballston Lake 95.7 2 Skerrett R A Delmar 92.9 3 Serio A A Kenmore 86.5 4 Smith R E Canillus 84.7 5 Fredericks J C Schenectady 79.7	

EXAM 35-245 ASST DIR OF UNEMPLOYMENT INSURANCE ACCOUNTS (EMPLOYER ACCOUNTS) List Est. July 6, 1973	1 Lange E F Albany 95.5 2 Rotondi D M Troy 81.0 3 Koury E Albany 78.0
EXAM 35252 ASSISTANT DIRECTOR, BUREAU OF HOS. CONSTR. FIN. Test Held June, 1973 List Est. July 16, 1973	1 Streevy E E Schenectady 100 2 Fischer E E Albany 94.0 3 Edinger J Delmar 95.7

SOUTHERN REGIONAL OFFICER CANDIDATES

Southern Regional President



JAMES LENNON

Mr. Bolton lists among his qualifications for President of the Southern Region his wide and intensive experience in elected and appointed positions in the CSEA.

Currently Third Vice-President of the Southern Region, he has just been re-elected to his fourth two-year term as member of the Statewide Board of Directors and representative of Sullivan County.

He has just been elected Chairman of the County Executive Committee after having served as Vice-Chairman.

During his six-year tenure on the Statewide Board of
(Continued on Page 14)



ARTHUR BOLTON

James J. Lennon of New Rochelle, President of the East Hudson chapter and First Vice-President of the New York Southern Region of the Civil Service Employees Assn., will be a candidate for the office of the Statewide Vice-President and Regional President. Lennon has served on many state Committees, among which have been Membership, Legislative, Special Authorities and Political Action. In the Conference, he has been chairman of the Budget, Legislative, Membership and Political Action committees. For the last six years he has served on the Tri-Conference
(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. Nell 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 Trifletti.

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 Weisz.

FIRST VICE-PRESIDENT

1. Ronnie Smith; 2. Salvatore Butero; 3. Amos Royals.

SECOND VICE-PRESIDENT

1. Vincent Rubano; 2. George Weitz.

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 Pasano; 3. Rudy Perrone.

SECRETARY

1. Dot Goetz; 2. Frances Bates; 3. Ruth Braverman.

TREASURER

1. Libby Lorio; 2. Sam Piscitelli.

CAP DISTRICT REGIONAL OFFICER NOMINEES

Capital District Regional President



JACK DOUGHERTY, JR.

Joseph E. McDermott has been nominated as candidate for President, Capital District Region.

Mr. McDermott, serving his second two-year term as President of the sixteen-hundred member Transportation chapter, Albany, has long been an active CSEA member.

He is currently employed as an Associate Transportation Survey Supervisor with New York State.

He has served as an elected member of the Board of Director of two chapters and as a Statewide delegate for the past eight years.
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Mr. Dougherty has been employed by the State of New York for 25 years. All of his State service has been with the Department of Taxation and Finance. He presently holds the position of Tax Examiner, assigned to the Albany District Office.

For the first time in the history of CSEA, the strength of the Association is being invested in the regions. Here in the Capital District Region 4, we are going to find our responsibilities prime. A new era is about to unfold for CSEA, and it is going to require leadership of the highest
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JOSEPH McDERMOTT