

Civil Service LEADER

America's Largest Newspaper for Public Employees

CSEA PUBLIC RELATIONS

The Candidates

— See Page 5 & 16

Vol. XXXVI, No. 7

Tuesday, May 13, 1975

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CSEA Suspects Dep't Of Labor Of Illegal Acts

ALBANY—The Civil Service Employees Assn. revealed last week it has uncovered information that supervisory personnel in the State Department of Labor may be illegally soliciting signed designation cards for a rival labor organization.

CSEA president Theodore C. Wenzl said the evidence is being studied with the thought of filing an improper practice charge against the state and the department. Dr. Wenzl identified the rival group as the Public Employees Federation (PEF), a group of five unions affiliated with the AFL-CIO and formed to attempt to challenge CSEA's representation rights for State workers.

Referring to information which links many supervisory personnel in the Department of Labor with soliciting other department workers to sign PEF cards, Dr. Wenzl said, "Not only is such activity illegal and unethical, it is terribly ironic in this instance."

The CSEA leader said the people being asked to sign the cards are in the Labor Department's occupational safety and health enforcement unit, nearly 400 of whom are scheduled to be fired by the state because Gov. Hugh L. Carey has decided to turn the state's occupational safety and health enforcement responsibilities over to the federal government on July 1.

"It was the AFL-CIO which twisted arms and applied pressures to get the state to relinquish its strong state program in favor of a weaker and ineffective Federal plan, and it is the AFL-CIO which is responsible." (Continued on Page 3)



PARKING AGREEMENT REACHED — Solomon Bendet, president of Civil Service Employees Assn.'s New York City chapter, center, signs an agreement reached recently between the CSEA and the State which provides for a \$10 parking fee per month for employees in the Harlem city office building. Fifty-five parking spots for CSEA employees will be available on a lottery-type basis. With Mr. Bendet are Paul J. Lavigne, left, chief of the state's Bureau of Parking Services, and Dave Rings, employee relations officer with the Office of General Services.

Tells Senate Of Employee Problems

ALBANY — At a hearing before the Senate Standing Committee on Civil Service and Pensions, Bernard J. Ryan, state programs adminis-

trator of the Civil Service Employees Assn., urged the senators to keep "open channels of communication" regarding areas of the Civil Service Law which the

Panel Named To Rule On Fate Of A State Employee Wage Hike

ALBANY—A 12-member committee has been selected by legislative leaders to determine the outcome of a contract dispute between the state and the Civil Service Employees Assn.

The committee, comprised of six Democrats and six Republicans, was named last week following Gov. Hugh L. Carey's rejection of a recently released fact-finder's report. Under the provisions of the Taylor Law, a rejection by either side in a fact-finder's recommendation requires the dispute to proceed to a legislative hearing for resolution.

The legislators will be primarily concerned with the fact-finder's recommendations for a

6 percent across-the-board salary increase for New York State employees and the establishment of an agency shop, the latter a controversial issue strongly supported by CSEA. The Governor, in a message to the Legislature two weeks ago, firmly rejected the 6 percent pay raise and presented modifications to CSEA's plan for the establishment of an agency shop.

The committee consists of six senators and six assemblymen. Four majority party members and two minority party members from each house were named.

The committee includes the following senators: John Marchi (R-Staten Island), chairman of the Senate Finance Committee; Norman Levy (R-Rockville Center), chairman of the labor committee; William T. Smith (R-Big Flats), chairman of the social services committee; Bernard C. Smith (R-Northport), chairman of the conservation and recreation committee; A. Frederick Meyerson (D-Brooklyn), and John Perry (D-Rochester).

Assemblymen on the committee are: Stephen R. Greco (D-Buffalo), chairman of the governmental employees committee; Arthur Eve (D-Buffalo), who has been on previous impasse (Continued on Page 3)

Rensselaer Sheriff Employees Turn Down SEIU's Challenge

TROY—The Civil Service Employees Assn. has won the right to be sole and exclusive bargaining representative for a unit of 60 employees in the Rensselaer County Sheriff's Department by a vote of 37 to 17 over the challenger, the Service Employees International Union in a Public Employment Relations Board directed representation election.

PERB had determined that the Sheriff's Department employees, previously a part of the 1,000-member Rensselaer County CSEA unit, should have a separate organization due to the possible difference in member negotiating interests.

A separate unit will now be formed exclusively for the Rensselaer County Sheriff employees by CSEA.

CSEA regional supervisor, John Corcoran, Jr., believes that this victory is a foreshadowing of the possible statewide challenge by an inexperienced uncoordinated federation of various private sector unions.

"Given the record and remembering the fact that CSEA is a democratically run organization where personalities can clash in public view," Mr. Corcoran said, "CSEA is the best choice for public employees in New York State."

Mr. Corcoran continued, "we look forward to building a strong sheriff's department CSEA unit and to a strong county CSEA unit. This victory can only prove our unity of purpose—a better contract for Rensselaer County employees."

union staff member termed "problems and inequities encountered by CSEA."

Representing Theodore C. Wenzl, president of the 230,000-member public employee union, Mr. Ryan suggested changes in the Civil Service Law regarding oral examinations, contents of oral exams not related to jobs, exempt classifications of positions, excessive leaves of absence, and the "one out of three" provision.

Mr. Ryan said that CSEA opposed oral examinations because of their subjective nature and the difficulty examiners might have in objectively measuring (Continued on Page 3)

CSEA Obtains \$20,000 Back Pay For Six Oswego Workers

(From Leader Correspondent)

OSWEGO—Six Department of Public Works employees will receive about \$20,000 in back wages as the result of a binding arbitration decision involving Civil Service Employee Assn. and the city.

CSEA charged the six were hired as permanent employees and that the union was not notified in advance that the six were to be laid off, a violation of the contract between the city and CSEA.

The arbitrator ruled that the city had violated its contract and that the city and CSEA will meet to determine the number of DPW positions. The \$20,000 will cover the back pay for the six from Sept. 27 to Jan. 31.

A question remains as to the reinstatement of the six. Three permanent positions have been filled since the six were laid off. Some or all of the six may

be re-employed, based on a new seniority list drawn by the city and CSEA.

In a second arbitration decision (Continued on Page 3)

CSEA Is Victorious Against Teamsters In New Lebanon Tilt

NEW LEBANON—The Civil Service Employees Assn. has won the right to be the sole bargaining agent for 50 non-instructional employees of the New Lebanon Central School District by a vote of 31 to 17, in a representation election. CSEA defeated Albany Local 292, International Brotherhood of Teamsters.

The representation election was forced by a 20-20 vote, with six votes for "no representation," on April 11. The State Public Employment Relations Board supervised both contests.

Jack Corcoran, CSEA field supervisor, commented, "This win proves that these employees want responsible, competent representation. CSEA will now seek to serve them in every way possible."



Koch, Murphy Involved Federal Workers Are Gaining More Political Freedom

THE national election campaign reform law that became effective Jan. 1 of this year repealed those provisions of the Hatch Act which had previously prohibited political activities on the part of state and local government em- (Continued on Page 6)

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Answer Flaumenbaum Queries About CETA — See Page 4

CSEA PUBLIC RELATIONS

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5231 Lv. July 23 — Ret. Aug. 6	
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5122 Lv. Aug. 18, Ret. Sept. 2	
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5143 Lv. July 11, Ret. July 19	
5144 Lv. Aug. 15, Ret. Aug. 23	
At the ALOHA PLAYA HOTEL	Most Meals.....\$329
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5228 Lv. June 29, Ret. July 7 (7 Nights)	
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5137 Lv. July 10, Ret. July 25	
5139 Lv. Aug. 14, Ret. Aug. 29	
Visiting Athens, Corinth, Nauplia, Olympia and Delphi	MAP.....\$879
ORIENT ADVENTURE — 17 Nights	
5146 Lv. Aug. 11, Ret. Aug. 30	
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HONG KONG — 10 Days	
5164 Lv. Aug. 23, Ret. Sept. 3	
At the new HYATT HOTEL	AB.....\$699
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5069A Lv. July 8, Ret. July 22	
5072A Lv. July 22, Ret. Aug. 5	
5077A Lv. Aug. 5, Ret. Aug. 19	
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5073A Lv. July 23, Ret. Aug. 6	
Los Angeles, Palm Springs, San Diego, Anaheim (featuring Disneyland)	EP.....\$369
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5068A Lv. July 1, Ret. July 16	
Same tour as above, but 1 additional night in Palm Springs	EP.....\$379
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5181 Lv. July 5, Ret. July 12	
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Mexico City, Taxco or Ixtapan and Acapulco	EP, From.....\$309
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5178 Lv. July 26, Ret. Aug. 3	
5180 Lv. Aug. 23, Ret. Aug. 31	
3 Nights Guadalajara, 5 Nights Puerto Vallarta	EP, From.....\$316
BERMUDA — 7 Nights	
5197 Lv. July 13, Ret. July 20	
5198 Lv. Aug. 10, Ret. Aug. 17	
At the BELMONT HOTEL	MAP.....\$389
NASSAU — 7 Nights	
5202 Lv. July 11, Ret. July 18	
5204 Lv. Aug. 15, Ret. Aug. 22	
At the NASSAU BEACH HOTEL	EP.....\$269
HAWAII — 7 Nights	
5209 Lv. July 1, Ret. July 8	
5210 Lv. Aug. 25, Ret. Sept. 1	
At the HILTON HAWAIIAN VILLAGE	EP.....\$399
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View Candidates In L.I. Region 1

NORTH AMITYVILLE — A "Meet the Candidates" day for Civil Service Employees Assn. leaders in CSEA Long Island Region 1 has been scheduled for Saturday, May 31.

All candidates on the state ballot for Region 1 elections have been invited to appear, and candidates for regional offices will be introduced, according to region president Irving Flaumenbaum.

The candidates will appear in a program from 11:30 a.m. to 4 p.m. at Musicaro's Restaurant, Melville. Chapters are limited to 12 delegates because of space restrictions.

Armory Chapter Will Go Fishing

HEMPSTEAD — The Long Island Armory Employees chapter, Civil Service Employees Assn., have scheduled a charter fishing party Wednesday, June 4. The boat will depart from Captree dock at 7 a.m. Additional information is available from chapter vice-president Albert E. Freeman at 216 Washington St., Hempstead, N. Y. 11550.

Central Islip PC

CENTRAL ISLIP — The Central Islip Psychiatric Center chapter, Civil Service Employees Assn., will hold a meeting Thursday, May 15, at the American Legion Hall, Elmore Street, Central Islip. The meeting will begin at 8 p.m., according to chapter president Joseph Keppler.

Joe Deasy Fair

Joe Deasy, former city editor of The Leader is in fair condition at New York Hospital, following open-heart surgery April 28.

Mr. Deasy was city editor from 1961-1972.

Sr. Airport Specialists

ALBANY — The state civil service commission established a five-name senior airport development specialist eligible list, from open competitive exam 27-455, April 17.

Underwriter List

ALBANY — An underwriter eligible list with 22 names, from Open Competitive Exam 24-130, was established April 23 by the state civil service department.

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ALBANY SPOTLIGHT

(From Leader Correspondent)

Powers of the state's Public Employment Relations Board were trimmed last week when the state Court of Appeals said that while PERB had power to direct a public agency to bargain in good faith, that power did not give it the right to say what salaries should be paid.

A case between the Jefferson County Board of Supervisors and the Faculty Association of Jefferson Community College was brought by the association to force the supervisors to pay merit salary increments placed in the college budget by its own board of trustees and in accordance with a contract. PERB had ordered the supervisors to honor the commitment.

The supervisors appealed and said to the Appellate Division of the State Supreme Court that PERB had gone beyond the language of the Civil Service Law in ordering the supervisors not only to bargain in good faith but also to pay the increments.

It was this distinction which the college faculty and administration brought to Albany earlier this year in an appeal to the state's highest court. The Court of Appeals, last Wednesday, in a unanimous opinion written by Associate Judge Dominick Gabrielli, specifically upheld the Appellate Division's decision.

Judge Gabrielli wrote: "When it dealt with the county's failure to negotiate in good faith, PERB did not have the power either directly or indirectly to order the county to pay the merit increases in accordance with the contract. Instead, all PERB was empowered to do was to order the county to negotiate in good faith."

Shop Supervisors

ALBANY — A canal shop supervisor eligible list, from Open Competitive Exam 24-131, was established April 23 by the state civil service department. It contains eight names.

Secretarial Assistants

A total of 374 college secretarial assistant A candidates were called to take the practical part of Exam 4091 May 17, the city personnel department announced last week.

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CSEA Suspects Illegal Acts

(Continued from Page 1)
sible for the firing of the State inspection personnel in the Department of Labor," Dr. Wenzl stated.

"Now the AFL-CIO, involving supervisory personnel illegally, are asking the very people they helped get fired to support them. It's ironic."

A 'Cave In'

CSEA and many other organizations lobbied for and supported retention of the State's program, described as superior in the nation, while the AFL-CIO has repeatedly called for Federal enforcement nationwide. Dr. Wenzl said Governor Carey "caved in" to pressure from George Meany "in deciding to give up the state's responsibility after June 30. Recently the governor announced he was terminating nearly 400 Department of Labor people effective May 14, one and one-half

months earlier than expected. CSEA immediately accused the Governor of leaving working people in the state with virtually no protection at all from May 14 to July 1, and very little thereafter. The Governor's move also apparently caught the AFL-CIO by surprise, and it too has urged retention of the full force until at least July 1.

Last Thursday CSEA took its effort to halt the May 14 firings and retain the state's own program to Supreme Court in Albany. Justice Robert C. Williams granted CSEA's request for a show cause order against the State of New York and set May 13 as a hearing date in chambers, at which time CSEA and state representatives will argue the case.

"The department supervisory people are telling these people

that the AFL-CIO organization has promised to get their jobs restored in the State's supplemental budget, and asking them to sign the designation cards to show support for that organization. If the AFL-CIO really had that kind of power, which it doesn't, then why did they first go out and get those people fired?" Dr. Wenzl asked.

CSEA Fighting

"The real truth, the obvious truth, is that CSEA strongly opposed turning the program over to the Federal government, strongly opposed the firings by the Governor, and is, right now, in Supreme Court fighting to prevent those firings and save the program from being lost to the Federal government. Furthermore, CSEA has been most instrumental in getting legislation passed in the State Senate and under study in the As-

sembly which would keep the state's plan and keep these state workers on the job. It is CSEA doing all this and more for these workers, and it is the AFL-CIO doing everything possible to get them fired. It's as plain as that."

The union chief said the openness with which the supervisory personnel operated "leads to the conclusion that such activity must have been known at higher levels than the supervisory people who did the actual soliciting." Dr. Wenzl did not elaborate, but recently he publicly labeled Industrial Commissioner Louis L. Levine, head of the State Department of Labor, "a messenger boy for the State AFL-CIO."

"We'll wait until all the evidence is in to see if knowledge of the illegal acts of some supervisory people went that high," he said.

Albany Region 4 Sets May Meet

ALBANY—The May meeting of Albany Region 4, Civil Service Employees Assn., will be held Monday, May 19, at the Polish Community Center, Washington Avenue Extension, Albany.

The meeting, which will begin at 5:30 p.m. with a dinner, will enable Region 4 members to meet candidates for CSEA statewide and regional offices. Region 4 president Joseph E. McDermott will also report to the members on the state of CSEA-State contract negotiations, now before a bipartisan legislative committee.

Tickets to the dinner are \$6.25 each including tax and tip.

Binghamton's Retirees Meet

BINGHAMTON—A regular meeting of the Binghamton Area Retirees chapter, Civil Service Employees Assn., will be held Monday, May 19, at Garden Village West, 50 Front St., Binghamton.

The meeting, which will begin at 2 p.m., will have Paul Bennett, director of the local and regional office of the Social Security Administration, as featured speaker. All retirees from Broome, Chenango, Otsego and Delaware Counties are invited to attend.

Win Back Pay

(Continued from Page 1)
sion, it was ruled the city will have to pay a wage differential between a light machine operator and heavy machine operator to an employee that had seniority and was passed over for a promotion.

The employee with seniority, it was ruled, should be placed in the heavy equipment job and should be granted the differential.

Tompkins Schedules Annual Celebration

ITHACA — The Tompkins County chapter, Civil Service Employees Assn., will hold its annual dinner-dance Saturday evening, May 17, at 6:30 p.m. at Sylvan Hills, Ithaca.

Chapter members who retired in 1974 will be the guests of honor for the evening. Jack Miller, CSEA organizer, will serve as master of ceremonies. The guest speaker will be Ralph Jordan, executive director of the Tompkins County Chamber of Commerce.

Elmer Maki, chapter president, said tickets for the dinner-dance will be \$5 each.

Willard PC Events

WILLARD—A "Meet the Candidates Night" and a meeting to elect local chapter officers have been scheduled by the Willard Psychiatric Center chapter, Civil Service Employees Assn. The "Meet the Candidates Night" is Saturday, May 17, at 7:30 p.m. at the Ovid VFW Post building. The chapter election will be held Wednesday, May 21.

St. Lawrence Scholarship

CANTON — The St. Lawrence County chapter, Civil Service Employees Assn., will award a scholarship to a high school senior who is the son or daughter of a chapter member or deceased member and which may be used at any institution of the student's choice.

Applications for and information about the scholarship are available from chapter unit presidents or committee members. All applications should be received by the chapter scholarship committee by Thursday, May 15. Further information is available from Marlene Sullivan, the committee chairman, and from committee members Stephen Ragan and James Frisina.

Panel Is Named

(Continued from Page 1)
committees: Anthony DiFalco (D-Manhattan), chairman of the cities committee; Thomas J. Culhane (D-The Bronx), Willis Stephens (R-Brewster), Ways and Means committee, and Lloyd S. Riford (R-Auburn).

At Leader presstime, the date for the beginning of the hearings was not known.

Buffalo SUNY Chapter Ballots Are In The Mail

BUFFALO—Ballots to elect officers and directors of the State University of New York at Buffalo chapter, Civil Service Employees Assn., have been mailed to all chapter members, according to election committee chairman Gerry Frieday.

The ballots must be returned not later than 5 p.m. Thursday, May 29, Ms. Frieday added.

The candidates (an asterisk indicates an incumbent) and offices sought are: president, Ed Dudek* and Bob Smith; first vice-president, Audrey Benziger, June Boyle and Kay Massini; second vice-president, Dorothy Haney* and Barbara Lester; third vice-president, Ginger Moronski and Arthur Richey, and fourth vice-president, Bill Stoberl* and Hank Eichler.

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on to a non-member.

State Told Of Problems

(Continued from Page 1)
another individual's personality or judgment.

Regarding excessive leaves of absence, Mr. Ryan read section 22.2 of the Civil Service Rules and Regulations, which explains that long extensions of leave time may be permitted "for good cause shown and where the interests of the government would be served." The union spokesman gave examples of instances where the rule had been seriously abused.

He also said that the union objected to a section of the Civil Service Law which grants the appointing authority his choice of one of three top candidates on the eligible lists, often referred to as the "one out of three" provision. Mr. Ryan suggests that appointments from a certified eligible list should be made in strict order which would eliminate inequities.

He also commented on the federal Comprehensive Employment Training Act of 1974 which trains unemployed individuals for the purpose of preparing them for the labor market. He said that CSEA views CETA as a program which "hires individuals who have not met any minimum qualifications for the job that they have and, through divisive

methods, are being used to perform work formerly done by employees who have qualified under the merit and fitness system."

Citing preferential treatment

HRPC Elections

POUGHKEEPSIE—Election of local officers of the Hudson River Psychiatric Center chapter, Civil Service Employees Assn., will be held Thursday, May 15, according to Conrad C. Reilly, chairman of the chapter's election committee. Balloting will be held in the main recreation hall and polls will be open from 6 a.m. to 6 p.m.

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. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

MAY

- 14—Suffolk County Retiree chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip Psychiatric Center, Central Islip.
- 14—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Fulton Street, Ithaca.
- 14—Orange, Sullivan and Ulster Retirees' chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
- 14.16—Conference of New York State Armory Employees annual meeting and election of officers: Holiday Inn, 57th Street and Ninth Avenue, Manhattan. [Annual banquet May 15].
- 15—Hudson River Psychiatric Center chapter election of officers: 6 a.m.—6 p.m., main recreation hall, HRPC, Poughkeepsie.
- 15—Central Islip Psychiatric Center chapter meeting: 8 p.m. American Legion Hall, Elmore Street, Central Islip.
- 17—Willard Psychiatric Center chapter "Meet the Candidates Night": 7:30 p.m., Ovid VFW Post.
- 17—Tompkins County chapter annual dinner-dance: 6:30 p.m., Sylvan Hills, Ithaca.
- 17—Office of General Services chapter general meeting: 1 p.m., Building 3, Albany State Campus cafeteria.
- 19—Albany Region 4 meeting: 5:30 p.m., Polish Community Center, Washington Avenue Extension, Albany.
- 19—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 21—Willard Psychiatric Center chapter local election.
- 21—Heck Developmental Center chapter executive council meeting: 5:30 p.m., Building 1 library, Balltown at Consaul Roads, Schenectady.
- 22—Southern Region 3 "Meet the Candidates Night": 8 p.m., Holiday Inn, Newburgh.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genessee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

Questions And Answers On CETA: Flaumenbaum Asks, Higney Replies

MINEOLA—Responding to a letter posing five questions from Irving Flaumenbaum, president of Long Island Region 1, Civil Service Employees Assn., the executive director of the Nassau County Office of Manpower Development elaborated on several aspects of the federal Comprehensive Employment and Training Act (CETA).

The official, William P. Higney, noted in his reply to Mr. Flaumenbaum, who is also president of the Nassau County CSEA chapter, that "I can well understand the questions raised by CSEA members with regard to CETA."

CETA is intended as an anti-unemployment measure. A number of CSEA members, among others, regard CETA with some suspicion. Titles II and IV of the act seek to place unemployed persons in jobs in the public sector and many Civil Service

employees view this as an attempt to undermine the Civil Service Merit System.

Mr. Flaumenbaum's questions and Mr. Higney's answers follow.

"Can the municipality abolish jobs they have, so they can use these federal funds for those jobs?"

"The answer is no. The prohibition of such action on the part of a municipality is found in Section 205(c) of the Act."

"How long do these employees stay on board?"

"This question cannot be answered by a statement of a definite time frame of limitation, except to the following extent:

a) The programs presently are funded not to operate beyond a 12- or 13-month period.

b) Employment or work experience opportunities made available through federal funding are specified by regulation to be transitional or temporary.

"Participants are made aware of the transitional nature of the jobs and work experience from the time of their entry into the programs. For this reason, our staff is very active in the development of permanent unsubsidized employment for participants. We also anticipate that some will be successful in obtaining unsubsidized employment through their own efforts. In view of the prevailing economic conditions, however, it is not unreasonable that a number of those presently participating in federal programs could remain in their job slots through the current funding period."

"Do these employees receive the benefits as the local municipalities?"

"All CETA Title II and Title IV participants may receive similar employee benefits as regular municipal employees with the exception of benefits provided by participation in the State Retirement System. The employee benefit regulations for federal program participants are set forth in Section 208(a) of the Act. At the present time we are researching county practices and expect a policy decision soon."

"Can they be used to replace regular employees?"

"The answer is no. Prohibition of this action is found in Section 208(a) of the Act."

"Can they be hired when there is an active Civil Service list with names on it?"

"The answer is no. Prohibition of this action is found in Section 206(c) of the Act."

In concluding the letter, Mr. Higney extended an invitation to Mr. Flaumenbaum "to visit our offices at any time to discuss the various aspects of the federal program."

Urban Park Officers

ALBANY—An urban park officer eligible list with 1,092 names, from open competitive exam 24-019, was established April 16 by the state civil service department.

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Candidates For CSEA State Executive Committee

CIVIL SERVICE LEADER, Tuesday, May 13, 1975

On May 23, ballots will be mailed to members of the Civil Service Employees Assn. to vote on officers and directors of the statewide union.

On this and succeeding pages are various candidates for the CSEA State Executive Committee. Winners will represent state departments on the union's Board of Directors.

Additional candidates will be featured in The Leader for the next two weeks.

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Audit & Control (VOTE FOR 1)

HAROLD J. RYAN

Harold Ryan is seeking re-election as the Audit and Control departmental Representative to the CSEA State Executive Committee and Board of Directors.

He was elected to the Board after serving as president of the Audit and Control chapter in Albany, a position he was proud to hold for seven years.

Harold Ryan's reputation for integrity has earned for him several positions of responsibility. These include elective and appointive posts as Parliamentarian for Statewide Delegates



HAROLD J. RYAN

Meetings, Chairman of the CSEA Board of Directors Budget Committee and Treasurer of Albany Region 4.

Harold Ryan is a man who can be counted on to speak out as a voice of moderation when tempers flare on emotional issues, but also as a person who will insist on action when important issues are in danger of being overlooked.



ERNEST WAGNER

ERNEST WAGNER

Ernest Wagner is currently Chairman of CSEA's Pension Committee, Vice-Chairman of the Restructuring Committee and Chairman of the Albany Region 4 Constitution and By-Laws Committee.

He is the immediate Past-President of the Capital District Conference (now the Albany Region), former President of the Employees Retirement System chapter, has served on several statewide committees and has been a member of the statewide Board of Directors for the past six years.

(Continued on Page 10)

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TUESDAY, MAY 13, 1975



Desperate Measures

IF EVIDENCE bears out that supervisory personnel of the State Department of Labor have been illegally soliciting signed designation cards against the current bargaining agent, it will indeed be a sorry state of affairs.

The Civil Service Employees Assn. has in numerous elections earned its privilege as the bargaining agent for the four large units of state employees: Administrative, Institutional, Operational and Professional-Scientific-Technical.

It is disturbing to hear spokesmen for the public employees union state that they have uncovered information that ties in Labor supervisory personnel with illegal and unethical solicitation for a rival organization. If true, there can be no doubt that CSEA will be in a good position to file improper practice charges.

The rival group in this case is a marriage-of-convenience organization of four AFL-CIO unions and a Teamsters local. This unlikely grouping combines several private industry unions together in a desperation attempt to useat CSEA.

How long the grouping could hold together is open to speculation. In the highly unlikely event that the challenging organization, known as the Public Employees Federation, should achieve success in any one of the Units, it would only be a matter of time before the participating unions would be engaged in an internal struggle for power.

It seems foolish, therefore, for any officials of the state to become involved in Don Quixote-like dreams of ousting CSEA.

We would hope that the Administration would move quickly to squash any efforts on the part of high officials to interfere with any possible union challenge election.

Questions and Answers



Q. I've been getting supplemental security income payments for over a year. Now I have a chance to take a part-time job. How will my earnings affect my supplemental security income payments? I'm 66 and have no other income.

A. Earnings of \$85 or less a month will not affect your monthly supplemental security income payments if you have no other income.

Q. I was recently in the hospital for a week. Now, my doctor has ordered part-time nursing care for me at home. Will my Medicare help pay for this care?

A. It may. Medicare can help pay for home health care—part-time skilled nursing care, physical and speech therapy, and other services—if certain conditions are met. You can find detailed information about home health

care in Your Medicare Handbook, the blue-covered booklet sent to people who have Medicare. If your copy is lost, call or write any social security office.

Q. My sister's husband recently died, and she has a 24-year-old son who's been severely retarded since birth. Would he be eligible for social security benefits?

A. He may be. Where the disability began before age 22, monthly benefits can be paid to severely disabled adult sons and daughters of workers getting social security benefits—and of deceased workers who worked long enough under social security. A mother caring for a disabled son or daughter also may receive benefits if the disabled child is in her care. Your sister should call or write any social security office for information about applying for benefits.

Don't Repeat This!

(Continued from Page 1)

ployees, whose salaries were paid in whole or in part out of federal appropriations. Thus thousands of such public employees in welfare departments, housing authorities, and other state and local agencies are now free to play a complete role in the political life of their communities.

Leadership in the Congressional drive to restore full citizenship rights to those employees was taken last year by Manhattan Congressman Edward I. Koch. He is now, along with a group of other Congressmen, spearheading a drive to repeal the remaining applications of the Hatch Law to federal Civil Service employees.

Bills Under Study

A number of bills to achieve that objective are under intensive study by the House of Representatives Subcommittee on Employees Political Rights and Intergovernmental Programs. The Chairman of the Subcommittee, William Clay of Missouri, has conducted public hearings on such proposed legislation in Los Angeles, Washington, Denver and last week in New York City.

In addition to Congressman Clay, the hearings were attended by Congressman Koch, Congressman John Murphy, whose district covers Staten Island and lower Manhattan, and Congressman Stephen Solarz of Brooklyn, a first-term Congressman, who had previously been a member of the Assembly.

The basic purpose of the proposed legislation is to define the permissible political activities of federal Civil Service employees while protecting them from improper political influence and coercion. Those who support the present Hatch Law assert that it is essential to preserve integrity in governmental affairs and for the development of an impartial civil service.

The bills before the Committee would in general enable Federal civil and postal employees to participate in the democratic political process by authorizing voluntary political contributions by such employees, to express their views and to participate in the political management of campaigns, without involving their political authority or influence.

Specifically, the bills would permit public employees to run as delegates to political conventions, to be members or officers of political clubs, and to run as candidates on a partisan political ticket for any federal, state, or local office. While the committee has not reached a final determination on all issues, there seems to be a disposition on their part to provide for automatic leaves of absence to public employees who run for public office, as their need for campaign time is such that they would be unable to limit campaigning to evening hours and weekends.

First-Class Citizens

The committee seems to be determined to make first-class citizens of the public employees, with sufficient freedom to participate in politics so that they do not become second-class politicians.

The Hatch Act is now 40 years old, and the time seems to be rapidly approaching when it will be wiped off the books. The House Subcommittee hopes to

(Continued on Page 7)



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.

Two Retirement Cases

The Appellate Division, Third Department, recently held that a teacher is entitled to retirement credit for the period of military service even though he was not a member of the Retirement System at the time of his entry into the Armed Forces. The petitioner in this case served in the United States Navy from January 1944 until March 1946, when he received an honorable discharge. Prior to his entry into the military service and following his discharge from the military service, he was a teacher in the New York City school system and a member of the New York City Teachers' Retirement System.

In 1954 he left teaching and withdrew his membership in the New York City system. He returned to teaching five years later in Levittown, N. Y., and on Sept. 1, 1959 became a member of the New York State Teachers' Retirement System. He was given eighteen years and two months' prior service credit for the period of time he actually taught in the New York City school system. The State system denied him retirement for his military service time because he was not a member of the State system at the time he entered and at the time he returned from the United States Navy.

PETITIONER COMMENCED a proceeding in Special Term of the Supreme Court, Albany County, which rendered a decision in favor of the petitioner. The appeal was by the New York State Teachers' Retirement System.

The statutory language requires that to be eligible for benefits, a person must have been "a teacher in the public schools of this State at the time of his entrance into the Armed Forces . . ." (Section 503.6, Education Law). The State system admitted that petitioner had fulfilled this requirement. There is nothing in the law which requires membership in the State system prior to the military service. **In the Matter of Cohen v. New York State Teachers' Retirement System**, 363 N.Y.S. 2d 680.

THE APPELLATE DIVISION, Third Department, in another case involving the New York State Teachers' Retirement System, held that a special proceeding was timely commenced within the four-month statute of limitations set forth in OPLR, Section 217. In that case, the petitioner attempted to require the State Teachers' Retirement System to pay retirement benefits of a former member (deceased) pursuant to "Option 1" which was the method chosen by her as indicated in her retirement application. The system already issued checks, however, to the petitioner for substantially lower amounts designated as death benefits.

When the petitioner requested the system to reissue the checks based on the option requested by the deceased, the system refused on the ground that decedent's application for retirement had not been on file with the Retirement Board for at least 30 days prior to her death as required in Section 210.1(a) of the Education Law. The petitioner alleged that the system was required as a matter of law to accept an earlier retirement application of the decedent which had been submitted by the petitioner pursuant to a properly and lawfully executed general power of attorney. This application would have fulfilled the 30-day filing requirement and would have resulted in larger payments under "Option 1."

(Continued on Page 7)

Civil Service Law & You

(Continued from Page 6)

AT SPECIAL TERM the system moved to dismiss the petition on the ground that the proceeding was not commenced within four months after its determination. The Appellate Court found that contention to be without merit. It said that this was a proceeding in the nature of mandamus to compel the performance of a duty required by law and demanded by the petitioner, that is, the acceptance of the petitioner's general power of attorney. It appeared from the record that the petitioner refused to perform that duty on Aug. 21, 1973, and within four months thereafter, on Dec. 20, 1973, this proceeding was commenced. The court specifically declined to reach the merits of the controversy, deciding only that the proceeding was commenced on a timely basis. In the Matter of Ingram v. New York State Teachers' Retirement System, 363 N.Y.S. 2d 849.

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Variety Of Jobs In Suffolk

The Suffolk County Civil Service Department is accepting, until May 14, applications for 11 open-competitive positions to fill vacancies within the jurisdiction of Suffolk County. There are no residency requirements for any of these examinations.

For Building Inspector, Exam 15-187, paying \$9,000 per year, candidates need a high school or commercial diploma, and four years of experience in building construction work; written exam June 21.

For Senior Building Inspector, Exam 15-188, paying \$11,000 per year, candidates need a high

school or commercial diploma and six years of building construction experience; written exam June 21.

The position of **Architect, Exam 15-218,** paying \$671 bi-weekly, is open only until May 9. Candidates need a B.A. degree in architecture and seven years of architectural experience to apply, two of which must have been as a licensed architect; eligibles also need a New York State Engineer's license; written exam May 31.

Clerk of the Works, Exam 15-164, paying \$377 bi-weekly, is open to candidates with a high school diploma and five years of building construction experience,

two of which should have been in a supervisory capacity; written exam June 21.

And **Zoning Inspector, Exam 15-193,** paying \$9,000 per year, is open to those with a high school diploma and two years of zoning, real estate or surveying experience; written exam June 21.

The position of **Senior Zoning Inspector, Exam 15-194,** paying \$11,000 per year, is open to those with a high school diploma and four years of zoning, real estate, or surveying experience; written exam June 21.

For Sign Inspector, Exam 15-165, paying \$9,000 per year, eligibles need a high school or commercial diploma and four years of sign or building construction experience; written exam June 21.

Plumbing Inspector, Exam 15-190, paying \$9,000 per year, is open to those with a high school or vocational diploma and four years of plumber experience; written exam June 21.

The position of **Senior Plumbing Inspector, Exam 15-191,** paying \$11,000, is open to those with a high school or commercial diploma and six years of plumber experience; written exam June 21.

For Housing Inspector, Exam 15-196, paying \$8,000 per year, candidates need a high school diploma and two years of housing inspection or building construction experience; written exam June 21.

And for **Senior Housing Inspector, Exam 15-197,** paying \$11,000 per year, candidates need a high school diploma and four years of housing inspection or building construction experience; written exam June 21.

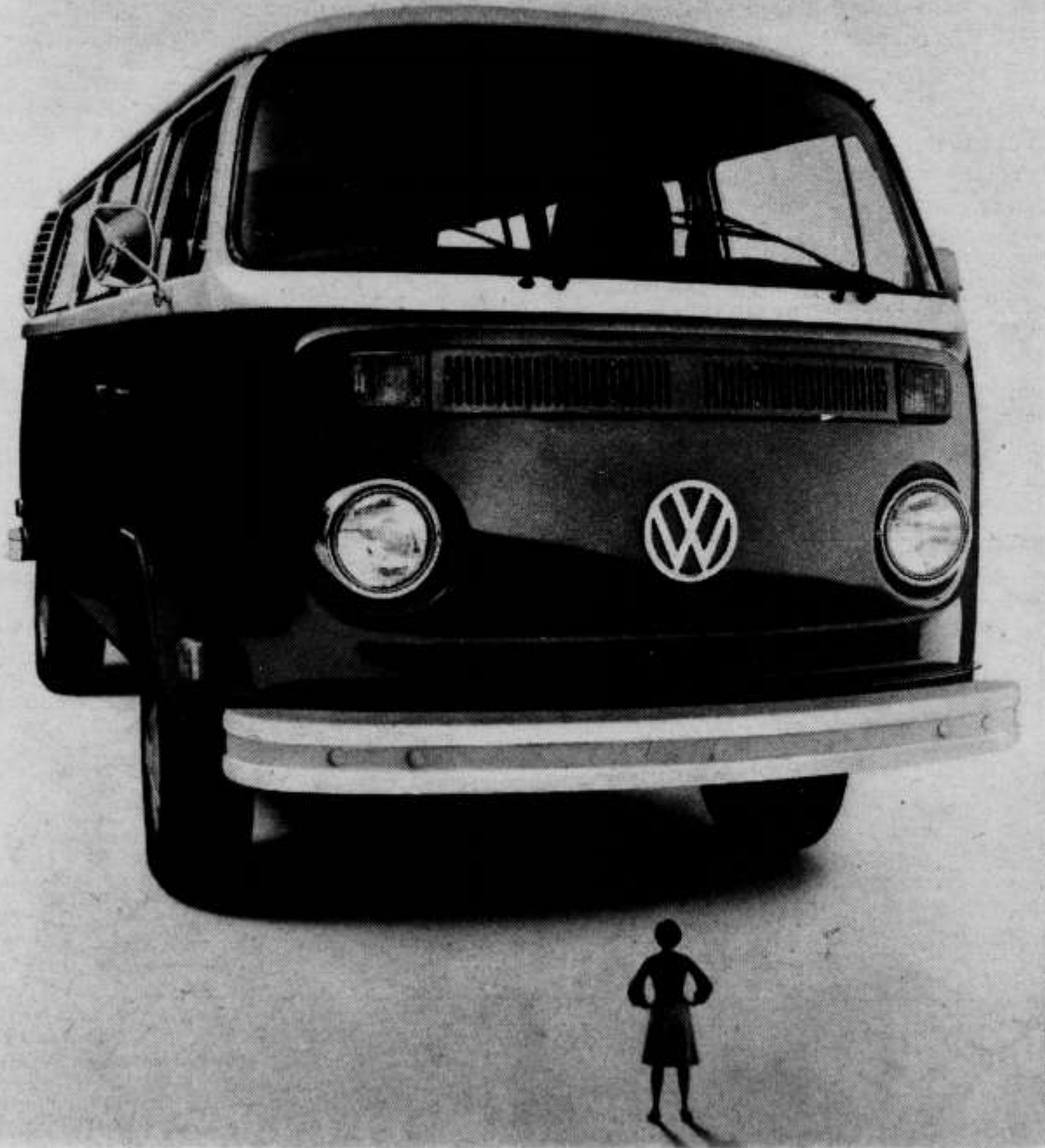
The Suffolk County Department of Civil Service is also accepting, until May 14, applications for two promotional positions.

For Prom to Senior Building Inspector, Exam 15-189, paying \$11,000 per year, candidates need to be serving as a permanent building inspector, in the jurisdiction where the candidate seeks promotion, for at least two years preceding the date of the written exam; written exam June 21.

And for **Prom to Senior Housing Inspector, Exam 15-198,** paying \$11,000 per year, candidates need to be serving as a permanent housing inspector, in the jurisdiction where the candidate seeks promotion, for at least two years preceding the date of the written exam.

For applications and information, on both the open competitive and promotion announcements, contact the Suffolk County Department of Civil Service, Veteran's Memorial Highway, Hauppauge, N. Y. 11787.

CIVIL SERVICE LEADER, Tuesday, May 13, 1975



"This is the way I saw it.
Until I drove it."

Not long ago, Mrs. Till Miller of Princeton, N.J. decided she needed a new station wagon.

"In addition to having a family, I also have an indoor gardening business," writes Mrs. Miller. "So I wanted something large enough to accommodate both.

A friend suggested the bus. Frankly, I was a bit afraid of it. (I'm only 5'4" tall.)

Nevertheless, I agreed to take a look.

Well, when I got to the VW showroom and saw it, I was flabbergasted. I just didn't see how I could possibly drive it. But a spin around the block sure changed my mind about that.

It was easy to steer. I could see clearly in all directions. And I didn't have two front fenders to worry about. I even tried

parking it and much to my surprise, it was no trouble at all.

As you've probably guessed, I bought the bus. And I'm delighted with it. It has lots of room and I get great gas mileage. In fact, I'd rather drive it than our sedan. Personally, I think it's easier to handle."

Mrs. Miller, you took the words right out of our mouth.

The New 1975 Volkswagen Bus

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Advance sale of discount tickets for Lime Rock Park Races on May 26 available at participating Volkswagen dealers.

Don't Repeat This!

(Continued from Page 6)

complete its work on proposed bills in time for action by the full House of Representatives in August. Thereafter, the measure will move over to the Senate.

According to an informal statement made by Congressman Clay, the Senate has decided to let the House act first and is likely to follow suit shortly thereafter. It is conceivable that by the time election day rolls around this year, all public employees will be free to engage in political activities.

ALBANY (CAPITAL DISTRICT) REGION 4 CANDIDATES

President

Joseph E. McDermott

(Continued from Page 16)

wide Special Department of Transportation Committee and as chairman of the Capital District Region Committee on Negotiations. He has also served as Chairman of local negotiations within his Department and is a past elected member of the Capital District Region Executive Committee.

Mr. McDermott in his capacity as a Statewide Vice-President, CSEA, additionally serves on the Statewide Board of Directors, CSEA.

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

Mr. McDermott is a Korean War veteran, having served with the United States Marine Corps.

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

Howard Cropsey

(Continued from Page 16)

do so.

As Vice-Chairman of the Statewide County Executive Committee, I have continually worked to help all members of the County Division, whether they are county, city, town or school district employees.

I firmly believe all members are entitled to receive every benefit CSEA has to offer, and I will make every effort to see that every member's interest is protected at all times, whether they are state or county members.

I am completing my second term as an elected member of the Board of Directors Budget Committee. Also, I am completing my second term as Co-Chairman of the Membership Committee. As a member of the School Committee and the Restructuring Committee, I have traveled all across the state to learn from the members just how we could improve CSEA.

On the Regional level, I have served two terms on the Publicity Committee and County Workshop Committee. One term as Co-Chairman for both committees.

Currently, I am serving as Chairman of the Political Action and Legislative Committee. I have been elected twice to your Regional Executive Committee, where I have worked and continue to work to help every member of Region 4.

1st Vice-President

JEAN C. GRAY

Jean C. Gray is one of five women to hold three major elective positions in CSEA.

Although she has declined renomination as President of the Thruway Headquarters chapter in order to devote more effort to her regional and statewide responsibilities, she still believes that her experience as a chapter President is invaluable in understanding the needs of the members.



EILEEN SALISBURY

Consequently, in seeking re-election as Albany Region 4 First Vice-President, she will continue to draw upon the knowledge that she has gained in her day-to-day experiences as a chapter president and as a member of the CSEA Board of Directors.

She knows that after elections, she still has a duty to perform by keeping in close touch with the problems and aspirations of the people who elected her—and she has traveled extensively throughout the region to keep open the line of communication with the membership.

JON L. SCHERMERHORN (material not submitted)

2nd Vice-President

BOYD CAMPBELL (material not submitted)

PAT J. MARTENIS



P. J. Martenis, an employee of the State Department of Health, Albany, began department service and Civil Service Employees Assn. membership simultaneously seven years ago.

Mr. Martenis is currently Vice-President of the Department of Health CSEA chapter. Other positions he has held in the chapter include chairmanships of the Grievance and Social Committees and membership on the Executive Committee.

Prior to joining CSEA, Mr. Martenis was a member of other unions including the Schenectady Draftsman's Assn. and the Automobile Workers of America.

As his main goal, if elected Region 4 Second Vice-President, Mr. Martenis named improving the CSEA.

He would achieve this aim, he said, "By working together with my fellow officers and members."



Eileen Salisbury, candidate for Second Vice-President in Civil Service Employees Assn.'s Region 4, is a 19-year member of the union. She is employed in the Department of Motor Vehicles, Albany.

Ms. Salisbury has held a variety of offices in CSEA. She served as chapter Representative for eight years and as chapter Coordinator for two years. For four years, Ms. Salisbury served as chapter Delegate.

For two years, Ms. Salisbury was an Education Committee Chairman; she also served for two years each as a member of the CSEA Motor Vehicle chapter's Social Committee and the Albany Region 4 Special Communications Committee.

"I am confident that I can serve you well in this office," Ms. Salisbury told fellow CSEAs, "and I ask for your support."

3rd Vice-President

JOHN VALLEE



John Vallee is the incumbent Third Vice-President of Albany Region 4, and is seeking re-election to this office.

He is the only local government employee among the regionwide officers. Nevertheless, he works industriously to represent the interests of all public employees within the region—whether they be state, county, authority or school district.

Prior to his election in 1973 as the Region's Third Vice-President, Mr. Vallee had served as an elected member of the Capital District Conference Executive Committee.

As the incumbent Third Vice-President of the Region, Mr. Vallee has acted as coordinator for the following important regional committees: Constitution and By-Laws, County; and Political Action.

ALFRED EVEREST



Al has worked 17 years for government—Ten years with municipal and seven with State. Al is employed with the Executive Department's Office of Parks and Recreation in its Law Enforcement Bureau. He is presently serving his second term as its Chapter President.

Having worked with people for so long, I am fully cognizant of the little man's present-day plight. I firmly believe our Civil Service Employee's Assn. union is still in its infancy and like a child is just beginning to learn to walk. With the proper leadership and some luck, of course, we will make adulthood and come of age. One of the failures within our present union body is that of expression and personal contact. I believe the rank and file need to know the whole picture at all times, and be allowed and encouraged to express their views to those who lead them.

Secretary

NONIE KEPNER JOHNSON



It has been a wonderful experience to work with the Albany Regional people during the past 18 months as their Secretary. If you have attended any of the Regional Meetings, allow me to identify myself — I'm the one slumped over a "hot" notebook, feverishly taking minutes. That's my job!

The general attendance at a regional meeting averages about 200 people with 50 chapters represented. The other 33 chapters depend on the minutes as their main line of communication between the region and the chapter. For this reason we have tried to make the minutes as complete as possible. We have also started sending the minutes to unit presidents, as well as chapter presidents, and other interested people who never received minutes before.

JULIA BRADEN



Active for six years in CSEA and three years in Region 4. Representative-coordinator and Alternate Delegate from Department of Motor Vehicles in Albany.

Presently enjoying the duties of secretary for the Activities and Communications committees for Region 4.

Before moving to Albany, had been with the Federal government, working as a secretary in the office of an Admiral in the U. S. Naval Air Force . . . later became secretary to a vice-president of a large General Electric distributor.

At present employed as a receptionist with the Department of Motor Vehicles in the South Mall, Albany.

Treasurer

HAROLD RYAN

Harold Ryan, incumbent Treasurer of Albany Region 4, was elected by the membership in the first regionwide election two years ago. Prior to that election, he had served the region as the appointed chairman of the Capital District Conference Finance Committee and as an elected member of the Executive Committee for four years.

He served for seven years as President of the Audit and Control chapter, and currently continues to represent Audit and Control Department on the statewide CSEA State Executive Committee and the Board of Directors. On the Board, he has chaired the important Budget Committee.

RONALD TOWNSEND

As a member of our union for the past ten years, I feel that I am qualified for the office of Treasurer since my experience has run a full cycle of CSEA activities.

On a chapter level I started as a Representative and served on numerous committees, chairing many of them. Four years ago, I was elected to the office of Vice-President. Two years later, I was re-elected to the same office.

My CSEA activities above the chapter level are both regional and statewide in scope. Included would be the statewide negotiating team for training and development and the Committee to Study Career Ladder. At the regional level, I served on committees for political action and also served as Social Chairman.

SYRACUSE (CENTRAL) REGION 5 CANDIDATES

President

Richard E. Cleary

(Continued from Page 16)

Office Committee. He served as Chairman of the Special Transportation Committee.

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

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

Dick intends to continue the active and progressive ideas of the Syracuse Region and needs your support to retain the presidency. Representing the membership is his primary concern. A more direct communications and increased staff employees are two major aims.

Your vote is appreciated.

James Moore

(Continued from Page 16)

peting unions and educational opportunities available to members. I have been an active member of the Board of Directors of CSEA, selected by fellow Board members to the Personnel Committee, which hires all staff members in the state. My experience with negotiations has encompassed local, departmental and statewide levels.

Whether your paycheck is issued by a governor, a county executive or a school district official, your problems are just as urgent. I am insisting on a total re-examination of our regional field service. Because of the size of our region, we need more field reps. They are providing no service to anyone while they are traveling the many miles between chapters. With my experience on the Personnel Committee, I am confident I can obtain additional field reps for our region. In our region, staff will be more responsive to the needs of members.

My only promise to you is that I will do my best for you in the two years ahead. I have put all non-CSEA activities aside to be your regional president. Give me a vote of confidence by checking my name, James Moore, on the ballot for regional president.

Dale Dusharm

(Continued from Page 16)

Committee for CSEA; a member of the State University (statewide) Ad Hoc Committee; a member of the Regional Grievance Committee of the State University Committee; a member of the Ways and Means Committee, and Chairperson of the Regional Educational Institutional Committee.

Dale Dusharm has, among his accomplishments, the establishment and successful running of the State University at Oswego Federal Credit Union; the initiation of State University at Oswego CSEA Education Committee, which promotes educational benefits available to all members; the proposal of an educational program through audio visual training to educate the chapter officers and regional officers; the proposal of an orien-

tation program for new members, which has been introduced to statewide officers; and the training of chapter representatives and officers and field representatives and staff.

Dale Dusharm is seeking the office of Regional President for Region 5 because he has the leadership ability, the knowledge of CSEA, and the straight-forward representation needed by our organization to help it move forward for all members' benefit and advantage. He has the ability to draw from all the resources "out there," in the membership, and create a whole "working machine," to work for all members!

Executive V-P

LOUIS G. SUNDERHAFT



Louis Sunderhaft is currently the Executive Vice-President of Syracuse Region and President of Oneida County.

He is now chairing the statewide Auditing Committee and the feasibility of establishing new CSEA central headquarters. He has also served on the following statewide committees: Pension, Resolutions, Site, CETA, and chaired the Computer and Insurance.

He is employed as Director of Data Processing for the City of Utica. He formerly directed the Accounting Department for the Water Board.

He is now serving on the Budget, Constitution and By-Laws, and Site Committees of the Central Region.

BONNIE BARBER (material not submitted)

1st Vice-President DOROTHY B. MOSES

Dorothy has been employed by State of New York



for 29 years and has been active in CSEA for most of that time. She is currently serving her third term as chapter president, after having held several chapter offices and worked on many chapter committees. She is First Vice-President of Region 5, has been active on Political Action and Public Relations committees, and chaired the Program Planning Committee during her term as Second Vice-President of Region 5.

DEVERE McRORIE

Devere W. McRorie, candidate for First Vice-President of the Civil Service Employees Assn.'s Syracuse Region 5, is currently a member of the executive board of the CSEA Binghamton City chapter.

The chairman of Region 5's Civil Service Committee, Mr. McRorie is a member of its public relations, social and grievance committees.

Mr. McRorie is an employee of the State Department of Labor. Prior to entering state service, he was a self-employed mason contractor. A veteran of World War II, Mr. McRorie retired from the U.S. Army as a master sergeant with 25 years service. He also served in the U.S. Army Reserve.

2nd Vice-President PATRICIA CRANDALL



Patricia Crandall, an employee of the New York State University College, Cortland, is a candidate for Second Vice-President of Syracuse Region 5, Civil Service Employees Assn.

Ms. Crandall is completing her first two-year term as the region's Second Vice-President and also served as the region's Third Vice-President for one year.

As Second Vice-President, Ms. Crandall served as Chairman of the Program Planning Committee. A member of the former conference and present region for eight years, Ms. Crandall served on its Membership and Publicity committees. She also served on the Statewide Insurance Committee and was a member of the SUNY Ad Hoc Committee. Ms. Crandall has been a Cortland chapter President for two terms and has been a member of a variety of committees at the chapter level.

LOREN A. YOUNGS

Loren A. Youngs, a candidate for Second Vice-President of the Civil Service Employees Assn.'s Syracuse Region 5, has been a CSEA member



for 12 years.

A member of the Executive Board of the Oneida County chapter, he has also served as a chapter Delegate. Mr. Youngs has been President of the Clinton Schools unit of the chapter for six years and assisted in organizing employees in the Oneida County schools.

3rd Vice-President

MICHAEL SWEET (material not submitted)

RICHARD J. GRIECO



I have been employed by the City of Watertown in the Building Department as a certified Code Administrator and have been an active member of the Civil Service Employees Assn. for approximately ten years.

I was elected Third Vice-President of the Jefferson chapter, CSEA, and was elected a Delegate at our Region 5 conferences and State Delegate Meetings and also served the chapter as a Proxie to the CSEA Board of Directors meetings.

When the Jefferson chapter voted to divide into units, I was elected President of the City of Watertown unit, Jefferson chapter.

JACOB J. BANEK

I have been in CSEA for over 10 years, working in the Whitesboro Central School System. I started in my school unit as a Unit Representative to Oneida County chapter, and which I held for a number of years. Then I was elected as a Delegate from the Oneida County chapter and held that office for several years.

When the school chapter started forming, I formed the Oneida County Educational chapter, and was its President

for two years until I retired. I am on the Statewide Non-Teaching Committee, Region 5 School Affairs Committee and Education Committee.

Now I have plenty of time to serve the region and school chapter, of which I know all their problems and CSEA.

Secretary

IRENE CARR



Once again I am seeking re-election to the office of Recording Secretary of Region 5. In the past six years that I have held this office, I believe that I have carried out my duties satisfactorily and conscientiously. The minutes are typed in an expedient manner after each regional meeting and dispatched to the president for his transmittal to the membership.

I believe in the regional structure of CSEA, I believe in CSEA, and ask for your vote in order to continue to be an active officer. The Region is such a profitable means of reaching the grass roots membership—educational programs have become more successful and informative, the communication gap we constantly hear about is narrowed and the members are readily able to get their questions answered through the Region.

ANNE MAYWALT

Anne Maywalt, in addition to seeking the post of Recording Secretary of Syracuse Region 5, Civil Service Employees Assn., is also a candidate for Secretary of the Broome County Educational chapter and Delegate for the Binghamton City Schools District unit.

Ms. Maywalt, the first President of the Broome Educational chapter and Third Vice-President of the Binghamton City School District unit. Within the unit, she served as Chairman of the Employees Benefit Committee and was a member of three contract Negotiating committees.

On the regional level, Ms. Maywalt was a member of the School Affairs Committee and served on Nominating Committee. In statewide CSEA affairs, Ms. Maywalt is a member of the Pension Committee and served for two years on the Ad Hoc School Affairs Committee.

Treasurer

HELENE CALLAHAN ANNA MAE DARBY (To appear in future issue)

Candidates For CSEA State Executive Committee

Audit & Control

ERNEST WAGNER

(Continued from Page 5)

Mr. Wagner is employed as a Budget Analyst in the Department of Audit and Control.

ROBERT M. RHUBIN

(material not submitted)

Civil Service

(VOTE FOR 1)

RICHARD BARRE

(material not submitted)

MARY MILLER

(material not submitted)

Law

(VOTE FOR 1)

JULIUS R. STEIN

Joined State of New York as Junior Land and Claims Adjuster, Department of Public Works in 1950. Became member of CSEA immediately. Took Civil Service exams and finally became an Associate Attorney in the Department of Law. Was Law Department Delegate, President of chapter, Chairman of Grievance Committee,

member of Social Committee and now on Board of Directors.

Was instrumental in obtaining an upgrading for all Civil Service Attorneys in the state service.

My goal is to represent my co-workers to the best of my ability, to obtain for them the things that make for a reasonably decent and secure living.

NONIE KEPNER JOHNSON

Nonie Kepner Johnson served as Law Department Chapter Secretary for eight years and is presently a Statewide Delegate for the chap-



NONIE KEPNER JOHNSON

ter. Her committee work for the chapter has been extensive—Executive Council, Education, Membership, Social, Public Relations, and many other committees. Nonie has experience in CSEA matters other than chapter, and has attended Statewide and Regional Meetings regularly for the past eight years.

Nonie's platform is simple: Communicate with the members! Get their ideas! Represent all units! Bring the information back to all the members in the most expeditious manner. First let's improve communications within the chapter, and then let's work together to achieve our goals as members of the Law Department Chapter.

Motor Vehicles

(VOTE FOR 1)

THOMAS H. McDONOUGH

Thomas H. McDonough again asks support from the employees of the Motor Vehicles Department as their representative to the CSEA State Executive Committee.

After 10 years as the Departmental Representative and 15 years as the Albany Motor Vehicles chapter President, Tom McDonough has gained invaluable insight into the needs of his fellow workers throughout the state.

Although he has held positions of the highest trust within his chapter, his region and the state-wide organization, he has never allowed a communications gap to develop between him and the people he represents.

His record in winning grievances; in pioneering numerous innovations in work conditions, such as staggered hours; in giving personal attention to individual problems, and in providing straightforward leadership speak for themselves.

He is aware that the opportunity for advancement within Civil Service is an important issue for public employees who have families to support in dignity.

He respects the dignity of all members, regardless of the Grade in which they work, and hopes that his efforts for the members will earn him re-election.

FRANCOIS FRAZIER

The function of the representative is to work to help remove the Department out of the classification of the "clerical" status to its rightful classification of an "important professional" department in the Empire State of New York.

The continuing denial of decent and justifiable grades in the Department of Motor Vehicles is, no doubt, because of the refusal to accept females as equals. The most important job functions, in this highly professional and technical Department of Motor Vehicles, are accomplished by females.

As a member of the Motor Vehicles License Inspectors Association, we were successful in upgrading the Inspectors.

It can be done for the rest of the Department.

I would like the chance to try to accomplish this goal.



THOMAS H. McDONOUGH



FRANCOIS FRAZIER

I'm a member of Department's Management/CSEA Committee. I will graduate from Cornell University's School of Industrial and Labor Relations in June 75. I will continue, in July, at Em-

pire State College's Center for Labor Studies. I'm a member of the Board of Directors of the New York State Careerist Society.

(Continued on Page 13)

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Candidates For CSEA State Executive Committee

(Continued from Page 10)

Public Corporation (VOTE FOR 1)

AL HAILE

(material not submitted)

JO ANN LYONS

Ms. Lyons has always actively participated in her local chapter at New York State Teachers' Retirement System, located in Albany. She has been elected as a delegate to the Statewide Convention every year since 1972. Other local positions held are the chapter Treasurer, past Co-Chairperson of the chapter Program Committee and a member of the newly established Budget Committee. Her sincerity and interest in local activities is further substantiated by her continued attendance to various union workshops. These workshops have provided her with a broader perspective on the overall



JO ANN LYONS

goals of the Union. Jo Ann's primary motivation for running for the Public Corporation seat is an intense desire to open the communication line between the Executive Committee and the individual chapters. She sees this position as a catalyst for developing a more aggressive posture for chapter participation in all union functions.

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Public Service (VOTE FOR 1)

BERNARD F. DWYER

Bernard Dwyer is completing his first term as the departmental representative. He is also treasurer of the Albany Public Service chapter.

AMBROSE GALUP
(material not submitted)

Social Service (VOTE FOR 1)

KAREN WHITE

A CSEA member for 15 years, Karen White has actively served as the Department of Social Services representative since October 1973. She has been Chairman of the Board of Directors Ad Hoc Committee to Study the Cost of Negotiations, the Social Services Departmental Negotiating Team, the Chapter 688 Constitution and By-laws Committee and its Social Activities Committee.

In addition, she has been a member of the Board of Directors Ad Hoc Committee to Study Wards Island Chapter: the state-



KAREN WHITE

wide Constitution and By-laws Committee; the Social Services Department Labor-Management Team, and the Chapter 688 Executive Committee.

Karen White is also a candidate for president of Chapter 688. In addition, she continues as a part-time student at Hudson Valley Community College, and is active in her community.

EVELYN GLENN
(material not submitted)

Assistants

Two hundred twenty-nine office assistant candidates are eligible for the practical part of Exam 4090 May 19, says the city Department of Personnel.

Taxation & Finance (VOTE FOR 1)

E. JACK DOUGHERTY

My name is E. Jack Dougherty, Jr. and I am a candidate for the Board of Directors of CSEA for the Department of Taxation and Finance.

I have been employed by the Tax Department for the past 27 years and presently hold the position of Tax Examiner assigned to the Miscellaneous Tax Bureau in Albany.

I have been active in CSEA for many years and have served on region committees, statewide committees, negotiating committees, both statewide and with the Tax chapter. Presently I serve as Tax Representative, Vice-Chairman of the State Executive Committee, and as a member of the Directors Personnel Committee.

I am a former President of the Tax chapter and immediate past First Vice-President of the Albany Region.

I have served you the past four years as your Tax Department Representative to the best of my ability, and am asking your support in this election so that I may continue to represent you and work for your needs and benefits.

I reside with my wife, Irene.
(Continued on Page 13)

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CSEA EXECUTIVE CANDIDATES



E. JACK DOUGHERTY

Taxation & Finance

E. JACK DOUGHERTY
(Continued from Page 12)

at 19 Bertha Street, Albany. We have three children — Timothy, Thomas and Mrs. James Driscoll.

SAM EMMETT

Sam Emmett has been a Tax Department employee for 33 years, a public accountant and is an associate tax compliance agent in the New York District Office.

Presently, he is Chairman of the Statewide Membership Committee, member of the CSEA-

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LEGAL NOTICE

The following is the substance of a certificate of Limited Partnership subscribed and acknowledged by all partners and filed in New York County Clerk's Office on April 18, 1975. Partnership name is MASTERMIND II. Partnership business is film producers of motion picture entitled "LOOKING GLASS." Its principal place of business is 41 Central Park West, New York, New York. General Partners are Joseph Middleton and Robert Harvey. Limited Partners, their addresses and amounts contributed as follows: Ramona Walker Stall, P.O. Box 577, Hazelton, Pa., \$5,000; Robert Harvey, 41 Central Park West, N.Y., N.Y., \$5,000; Kenneth J. Welker, 161 Peachtree St., N.E., Atlanta, Ga., \$5,000; Joseph Middleton, 41 Central Park West, N.Y., N.Y., \$5,000; Susan Brayton, 22 1/2 Third St., Newport, R.I., \$5,000; Geoffrey D. Laxton, 3420 Alma, Manhattan Beach, Calif., \$5,000; Robert L. Meyer, 19 Woodhill Dr., Maplewood, N.J., \$7,500; Herman J. Cohen, 90 La Salle St., N.Y., N.Y., \$2,500; Paul Colby, 250 E. 51st St., N.Y., N.Y., \$5,000; David Latham, 342 West End Ave., N.Y., N.Y., \$6,500; Samuel Patsborn, 110 Ellington Ct., Camillus, N.Y., \$2,500; and Harvey Rosen, 150 W. 76th St., N.Y., N.Y., \$5,000. Limited Partners share proportionately 50% of net profits and liable proportionately for losses up to capital contributed. Partnership commences and terminates on retirement, insanity or death of both General Partners. Assignee of Limited Partner may not be substituted as Limited Partner. Contributions repaid monthly in cash only after payment of and provision for all liabilities.



SAM EMMETT

Tax Department Negotiating Committee, Tax Department Representative and Executive Board Member of the New York City chapter, President of the Tax Department 20-Year Club of the Metropolitan Area, Executive Member of the New York State Employees Brotherhood Committee, New York State Employees Credit Union.

He has been extremely active for the past 30 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 Recruitment Committee for Ethnic and Underprivileged Groups.

(Continued next week)

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WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled 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; 10 a.m.-3 p.m.; State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

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.

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BUFFALO (WESTERN) REGION 6 CANDIDATES

President

Samuel I. Grossfield

(Continued from Page 16)

Action organization.

When attacks were mounted on public employees' pension systems, Grossfield directed a successful defense of these hard-earned benefits by use of TV and radio media and public meetings.

He barnstormed across the state to obtain Social Security for public employees in New York State, and was successful in defeating the Elliot Kaplan plan that would have integrated Social Security into the state pension system.

As chairman of the statewide Work Performance Ratings and Examinations Committee, Grossfield has waged an unrelenting battle against Oral Examinations and the use of irrelevant written tests. This committee has also been successful in overturning a number of unsatisfactory ratings.

The number of grievances from chapter members has increased tremendously in the past couple of years. Sam Grossfield has, personally, spent a vast amount of time in following up every single grievance. He has argued with managers, superintendents, and state officials—forcibly and vigorously in behalf of these members. While not always successful, more times than not he has won the case for the member.

"I believe in the Merit System and Job Security," states Grossfield. "We should not be made a political football. We should resist any and all attempts to fire permanent civil service employees as an economy measure, when the truth is these services are essential and the money is in the state or county coffers. Let them find it or raise it. Also, to ask public employees to give up benefits and a living wage that have taken 25 years to attain is unreasonable and unwarranted. If elected I shall redouble my efforts in behalf of the members of CSEA."

1st Vice-President

NEIL M. GRUPPO



Mr. Neil M. Gruppo, candidate for First Vice-President of Region 6, has been actively associated with CSEA for the past eleven years both locally and statewide.

President of the Niagara Falls unit of CSEA, Mr. Gruppo is a member of the Statewide Non-Teaching Committee; the Resolutions Committee; and is on the Board of Directors of the Niagara chapter. He has also

served as Third Vice-President for Region 6 of CSEA.

Besides his dedication to the Civil Service Employees Assn., Mr. Gruppo has been active in numerous community and humanitarian projects. He is the recipient of the Boys' Club National Award for 1974. He was chosen to the Board of Directors of United Way of Niagara and as Instructor of Union Counseling Courses for the United Way of Niagara, as well as having served as its Chairman for the Public School Division.

Mr. Gruppo is married and the father of four children.

HARRY A. GUGINO
(material not submitted)

GENEVIEVE CLARK



Genevieve Clark, licensed practical nurse, employed by the Health Department for 20 years, at Roswell Park Memorial Institute, Buffalo.

Active in local chapter activities for 15 years, Chairman of Political Action and Constitution and By-Laws Committees, and in local labor-management negotiations.

In the Health Department, I am a permanent member of the statewide Labor-Management Committee and have been participating in the Nursing Career Ladder and the Attendant Career Ladder.

In Region 6, I have held the position of Secretary, First and Second Vice-Presidents, and am seeking re-election to the position of First Vice-President.

I am a member of the State Institutional Negotiating team, currently involved in reopener clauses.

I am a member of the State Training and Advisory Committee for Educational Funds in the contract. And a member of the Special Election Procedure Committee through the restructuring process.

2nd Vice-President

SALVATORE L. MOGAVERO

RAYMOND A. CARUANA

ROBERT C. SMITH

(material not submitted)

3rd Vice-President

RAMONA L. GALLAGHER

(photo not submitted)

Ramona has served for the past two years as Regional Membership Committee Chairman and Correspond-

ing Secretary. She has demonstrated her keen interest in representing the rank-and-file members of Region 6 by her active participation in Region meetings and programs.

Ramona serves as the Second Vice-President in the Buffalo Department of Labor chapter. In addition, she is the Program and Membership Chairperson as well as an active Grievance Committee member. She has been a member of CSEA for approximately six years and has continuously worked to see that the members know that they can and do have a viable union.

Ramona has the experience and ability to qualify her for the position as Region 6 Third Vice-President.

GEORGE CLARK, SR.



I have been a member of CSEA for the past 16 years. During those years I have been a unit president for 10 years and for the past five years, President of the Erie chapter, the position I now hold. And two years had been co-chairman of County Workshop for Region 6. I served on the Statewide Legislative and Political Action Committee and also Statewide Membership Committee.

I would like to put forth my efforts and experience towards the advancement and growth of Region 6.

Secretary

NATALIE R. YASKOW

Natalie Yaskow, currently on the ballot for Secretary of Western Region 6, has been active in CSEA since her induction into State service eight years ago.

A former member of the U.S. Marine Corps, widowed, mother of four, very active in Little Theater groups, the League of Women Voters and the Erie County Conservation Society, she is employed at the Buffalo Psychiatric Center as a Principal Account Clerk and has acted as Secretary of her local chapter for more than five years. She is also Chairman of BPC's Political Action Committee and a member of the Western Region Political Action Committee.

Besides her local endeavors, she has served as a member of the Statewide Salary Committee, the last two of which she has presided as Chairperson for that committee and also as a member of the State Board of Directors; and will in the future continue to employ all efforts in any way she can on behalf of CSEA.

JUDITH H. BURGESS



I am presently Secretary of Region 6 and am seeking re-election. I have been Secretary for the past three terms.

The position of Secretary requires a need for a person who is well versed in the many activities of CSEA, is available for meetings throughout the Region and is in a position to disseminate all the minutes, meeting notices, etc. to the members of the Region. Over the past years my record has shown that I have met these qualifications.

As Secretary to the Principal of Geneva High School and with my many years of experience in the Region, I feel I fulfill the qualifications of Regional Secretary. My background in CSEA includes: On the local level—President of the Geneva Unit for eight years, a member of the Ontario County Board of Directors, a Delegate, and membership to various committees. On the Regional level—aside from the secretarial position, I was Chairman of the Site Committee and instrumental in securing a Satellite Office for the Rochester area. I have, in the past, served on the Membership, Budget, and Constitution and By-Laws Committees. On the Statewide level I am presently serving on the Legal Committee and the Credentials Committee. I have served on the Special Committee to Study Union Activities in Public Service and the Constitution and By-Laws Committee.

Treasurer

BARBARA M. FAUSER

Between 1947 and 1968, I was a member of Roswell Park chapter. I served on the Social, Budget and Audit Committees.

In 1970, I received an appointment under Health Research Inc. and rejoined CSEA. Shortly thereafter, I served on the Chapter's Board of Directors. I have also served as First Vice-President and have been chapter President since 1972.

As President, I have actively served on all chapter committees and have been directly involved with our CBS, Thomas Linden, in Health Research Negotiations since 1971, as we negotiate our own, CSEA Labor Agreements.

In 1972, I wore a double hat as President and Treasurer until the vacancy was filled. The following year, the first chapter budget was initiated by me.

In Region 6, I served on the 1972 Buffalo Area Political Action Committee as Secretary-



Treasurer and on the committee "To Study Dues Assessment" in 1974.

Am presently on a State Ad-Hoc Committee involving finances also.

GLEN "JOE" METZGER
(photo not submitted)

We are a constantly growing organization. As we grow in size and scope, our accountability must also increase. We must meet this challenge through a more systematic and formal accounting procedure. I have the knowledge and the initiative to do this.

As a member of CSEA for 12 years, I have served as Second Vice-President, in charge of membership of Chapter 427, West Seneca Developmental Center, for the past three years. Prior to that I was a member of the chapter's Board of Directors. To better serve in these capacities I have studied Accounting and Report Writing at community colleges.

I present these qualifications and a strong sense of responsibility to the membership for your vote to the office of Treasurer, Region 6 of CSEA.

DOROTHY M. HY



I have been a member of Niagara Chapter CSEA for more than 20 years.

Currently I am serving my third term as secretary of Niagara chapter. At present I am Chairman of the Membership Committee and also the Social Coordinator of chapter activities.

In Western Region 6 County Workshop, I have held the office of Vice-Chairman for one term. I am presently holding office of Secretary-Treasurer of County Workshop.

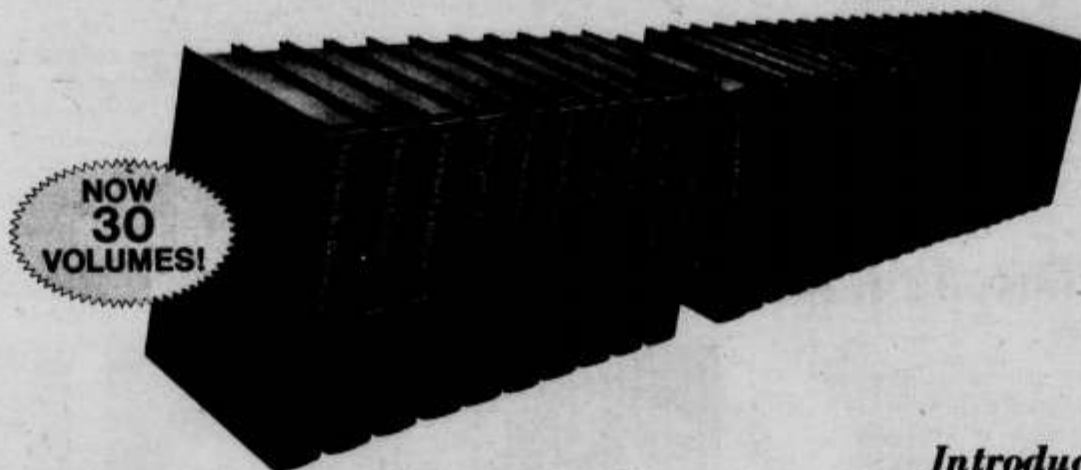
Statewide I am a member of the Sites and Convention Committee.

If elected Treasurer of Region 6, I shall try to be efficient and receptive to the wishes of the Region.

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CANDIDATES FOR ALBANY REGION 4 PRESIDENT

JOSEPH E. McDERMOTT



JOSEPH E. McDERMOTT



HOWARD CROPSEY

Joseph E. McDermott, incumbent Albany Region 4 CSEA President, has been nominated as a candidate for re-election.

Mr. McDermott was elected to and has served in this post since the inception of CSEA Regions under restructuring in 1973.

He was elected to three successive terms as President of the sixteen-hundred member Transportation Chapter, Albany, and has been an active CSEA member since 1957.

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

His experience includes service as an elected member of the Board of Directors of two CSEA Chapters and as a Statewide Delegate for the past ten years.

Mr. McDermott has served at all levels of CSEA on committees; including the State-
(Continued on Page 8)

HOWARD CROPSEY

Having been nominated as a candidate for Regional President, I feel that you, the voter, should know my qualifications.

As President of Albany County chapter since its inception in 1966, I have experienced all aspects of labor relations, from contract negotiations, including impasse procedures, to arbitration. I have also served on a tripartite arbitration board to settle a grievance.

Two years ago I enrolled in Cornell University's Labor Studies Course, being held at Russell Sage College evenings. I will be graduated May 22 this year.

I have been a member of the Statewide Board of Directors since 1966. As such, I have been well aware of problems and issues facing our state workers. I have always supported programs and issues of importance to the state members and will continue to
(Continued on Page 8)

CANDIDATES FOR SYRACUSE REGION 5 PRESIDENT

RICHARD E. CLEARY

Richard E. Cleary, a Department of Transportation employee since 1946, is the current Region President.

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, and has been reappointed to the new Restructured Regional
(Continued on Page 9)

JAMES MOORE

I seek this office, confident that I have the qualifications, the ability to do the job, and the support of the membership.

I am currently the chairman of the State Workshop for our region. Through this position, I have coordinated workshop programs on grievances, challenges from com-
(Continued on Page 9)

DALE DUSHARM

Dale Dusharm is widely and personally known to many CSEA members and officers. His honesty, sincerity, friendliness and "drive" are not easily forgotten. Dale Dusharm is President of the State University College at Oswego CSEA chapter; President of the State University College at Oswego Federal Credit Union; a member of the Statewide Legal
(Continued on Page 9)



RICHARD E. CLEARY



JAMES MOORE



DALE DUSHARM

CANDIDATES FOR WESTERN REGION 6 PRESIDENT

SAMUEL I. GROSSFIELD

Sam Grossfield is a long-term resident of Rochester, a former school teacher who became a training consultant with the New York State Employment Service.

He has been an active and outspoken delegate at State CSEA Conventions, pleading the cause of the chapter members—the "grass roots"—to have a say in decision-making, particularly in the area of job action and contract settlements.

He is presently serving as President of Rochester chapter, which is composed of members of some two dozen state agencies. This chapter has a reputation in the Genesee Valley region as an activist union. Grossfield helped to organize the Genesee Valley Political Action Group of chapter presidents in this area eight years ago that has earned the respect and support of the majority of their state legislators. As Western Conference President in 1972, he expanded this approach to develop a strong Western New York Political
(Continued on Page 14)

ROBERT L. LATTIMER

Leadership at all levels in CSEA is the keynote of this all-important election. Bob has demonstrated his capabilities as a leader in several ways. He has recognized the concerns of the Region 6 membership and has reacted to its needs.

As a chapter and unit President for four years, Bob has been an active and outspoken worker in Region 6. On the Statewide level, Bob has served as a Department of Labor Representative on the Board of Directors, Co-chairperson of the Civil Service Committee, Vice-Chairman of the Charter Committee, Chairman of the CETA Committee and a member of the PS&T Negotiating Team.

Bob is straightforward. He will not make promises he is unable to fill. His dedication and involvement at the chapter, regional and statewide levels more than qualify him to serve as the President of Region 6.



SAMUEL I. GROSSFIELD



ROBERT L. LATTIMER