

Civil Service LEADER

America's Largest Newspaper for Public Employees

Joe Goulis

Syracuse Region

— See Pages 8 & 9

Vol. XXXV, No. 8

Tuesday, May 21, 1974

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Parking Fee At Hauppauge Dead For Now

(From Leader Correspondent)

HAUPPAUGE—In a showdown meeting with leaders of the Civil Service Employees union at the new state office building here last week, the State Office of General Services withdrew its threat of a \$60 a year parking fee for employees.

Long Island regional president Irving Flaumenbaum led an eight-man CSEA delegation in meeting with officials of OGS.

After the CSEA delegation attacked the proposed parking fee, state officials at first reduced their demands by 50 percent and then proposed to withdraw the idea for one year.

Mr. Flaumenbaum declared, "I don't think they will be able to offer any more justification a year from now than they did in the meeting."

The parking fee threat had struck at 1,800 employees who

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(Leader photo by Joe DeMaria)

CHECK THIS — Ollie Williams beams as he holds a check for \$3,600 at Manhattan State Hospital, where he is again employed. The money is for back wages, which he received after CSEA representatives proved the hospital had illegally dismissed him in a procedural dispute. Shown with him are George Bispham, center, CSEA regional supervisor who directed the successful CSEA efforts when Mr. Williams was discharged right after Christmas, and Bart Brier, field representative.

PERB SETS JUNE 7 FOR ORANGE, ULSTER BARGAINING VOTES

Postpones Decision On Sullivan

(Special to The Leader)

ALBANY—After nearly six months of constant campaigning for representation elections against the Civil Service Employees Assn. in nine southern New York State counties, the Service Employees International Union, AFL-CIO, has been able to produce enough signed designation cards to force the State Public Employment Relations Board to call for elections in only three of those counties: Orange, Ulster and Sullivan.

against any such fragmentation of the existing unit," the CSEA spokesman said.

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The Orange and Ulster County elections will be held on June 7, 1974, according to a spokesman for CSEA, the Sullivan County election date has not been set by PERB due to a delay by another AFL-CIO union, the American Federation of State, County and Municipal Employees, which wants to break the existing single bargaining unit of Sullivan County employees into two separate units, a white- and a blue-collar unit and then challenge CSEA in the blue-collar unit only.

AFSCME also wants to splinter the requested blue-collar unit even further by separating 15 supervisors into their own unit. A PERB hearing to decide the issues is scheduled for June 4 and 5 in Monticello. "CSEA, SEIU and the County are all



Early Endorsements Are Prelude To Likely Dem Primary Races

PHASE One in the sweepstakes for Democratic nominations for statewide office was completed last week, when the New Democratic Coalition (NDC) agreed upon its slate of candidates which it will support in Phase

(Continued on Page 6)

Wholesale Switch To CSEA In Orleans

ALBION—A near 100 percent switch by public employees in Orleans County to the Civil Service Employees Assn., including near 100 percent membership participation, was announced by CSEA Western Region president William L. McGowan.

"Field representative Jimmy Stewart has in his possession signatures of nearly all the white-collar employees of Orleans County and the villages of Albion and Medina on membership cards and on the decertification petition," Mr. McGowan said.

"President Jean Bistoff and all the officers of locals 1436A and 1436B, AFSCME, AFL-CIO, lead the list, which includes nearly every white-collar employee of Orleans County and all employees covered by the AFSCME contracts in Albion and Medina," he said.

"This is the most complete

enrollment in my years of experience in unionism and displays the deep dissatisfaction and disillusionment of these employees with their eight years of AFSCME representation," Mr. McGowan continued.

"President Bistoff said that she could not understand how AFSCME could call themselves a union with the poor service they provide," Mr. McGowan

said. "She said AFSCME provided no services on grievances, inadequate legal assistance, poor negotiations advice and just no service for the dues which incidentally were raised without their representation," Mr. McGowan said.

The last contract, Mr. McGowan pointed out, contained

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- CSEA Calendar — See Page 14
- Latest Eligible Lists — See Pages 13, 15
- Valley Stream Contract — See Page 16

Student Nurse Harassment Decried By Erie Leader

BUFFALO—Erie County chapter president George H. Clark this week denounced the harassment of nursing students and hospital patients by AFSCME in its drive to decertify the Civil Service Employees Assn.'s white-collar contract with the county, and predicted such tactics will result in the failure of this drive.

Mr. Clark also announced a wholesale withdrawal of signatures previously gathered by the AFSCME organizers.

"They must be getting desperate when they pressure nursing

students and patients who are ineligible to participate in union activities into signing representation authorization cards," Mr. Clark said.

Mr. Clark reported the signatures of the student nurses and

(Continued on Page 14)



LEADER OF THE PACK — The State University College at Fredonia chapter CSEA, recently became the first State University unit to come to agreement over a contract on local items. Present at the contract signing were, seated from left, John M. Cummings, personnel director; Dr. Dallas K. Beal, college president; Sara Sievert, CSEA chapter president, and Veronica Scharer, chapter vice-president. Standing, from left, are, Richard Lord, physical facilities director; Douglas A. Carter, assistant vice-president for administration, and chapter vice-presidents Stephen Tizzano and Edward Gornikiewics.

Assistant Appointed

MANHATTAN—Theodore G. Lucas, last week, was appointed as Assistant Commissioner for Resource Development in the Dept. of Mental Health and Mental Retardation Services. Mr. Lucas will also concurrently continue in his office as director of the Depts. Bureau of Mental Retardation.

Bid For Lt Gov

ALBANY—State Senator Mary Anne Krupsak formally announced her candidacy for the Democratic nomination for Lieutenant Governor last week.

CS Lifeguard Exam

HAUPPAUGE, N.Y.—A Pool & Still Water Lifeguard Performance Exam will be held at the West Islip High School, Higbie Lane, West Islip, L.I., on Thurs., May 23 at 7 p.m., according to the Suffolk County Dept. of Personnel. Candidates must be 16 years of age.

The candidates must present original birth or baptismal certificates and completed lifeguard application forms. For further information call (516) 979-2266.

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AWARD TIME — The Civil Service Leader was among those honored at the annual News Media Awards banquet sponsored by the Uniformed Firefighters Assn. of New York City. Firefighters president Richard Vizini, second from right, made the presentation at the affair earlier this month in the La Magenette Restaurant in Manhattan. Shown here, from left, are Paul Thayer, weekly Fire Flies columnist for The Leader; Rose Ann Scamardella, of WABC-TV's Eyewitness News and an award recipient in the television category; Mr. Vizini; and Marvin Baxley, editor of The Leader accepting the award for Katharine Seelye. Ms. Seelye had won the award in the weekly newspaper category for her coverage of the controversial federal court decision invalidating the last exam for firemen. The plaques are inscribed "for excellence in reporting the hazardous job of firefighters."

**Fire Flies
By PAUL THAYER**

A week ago today, as this column was hitting the street, Engine 294 and Ladder 143 in Queens were receiving a delivery of gasoline in quarters.

Reports had been sent in on more than one occasion calling attention to the fact that gasoline fumes in quarters seemed to be unusually heavy, and requesting that proper action be taken.

On this day, something drastic happened in the cellar: when fireman Alfred J. Bold, who was on housewatch, and Lt. Walter J. Mischke went to the cellar to investigate, the cellar erupted into a mass of fire, catching both men in the explosion. They were horribly burned and as the fumes traveled upward through the hose tower, the explosion blasted walls hither and yon, injuring a total of 16 officers and firemen.

As of this writing, the ultimate fate of at least two of the victims is in doubt and one man, according to reports, had his hands completely burnt off. Fire-

(Continued on Page 10)



COLLEGE CONTRACT — Pen in hand, State University College at Old Westbury chapter, CSEA, president Dorothy Rabin signs negotiated agreement on campus working conditions. Others are, from left, field representative Nick Pollicino; Charles Hendrickson of institutional unit; Ruth Berger of administrative unit, partially visible behind Ms. Rabin; Michael Rocco of operational unit, partially visible standing; Old Westbury campus vice-president Richard Brown, and, leaning over table, campus personnel director Maryetta Davis.

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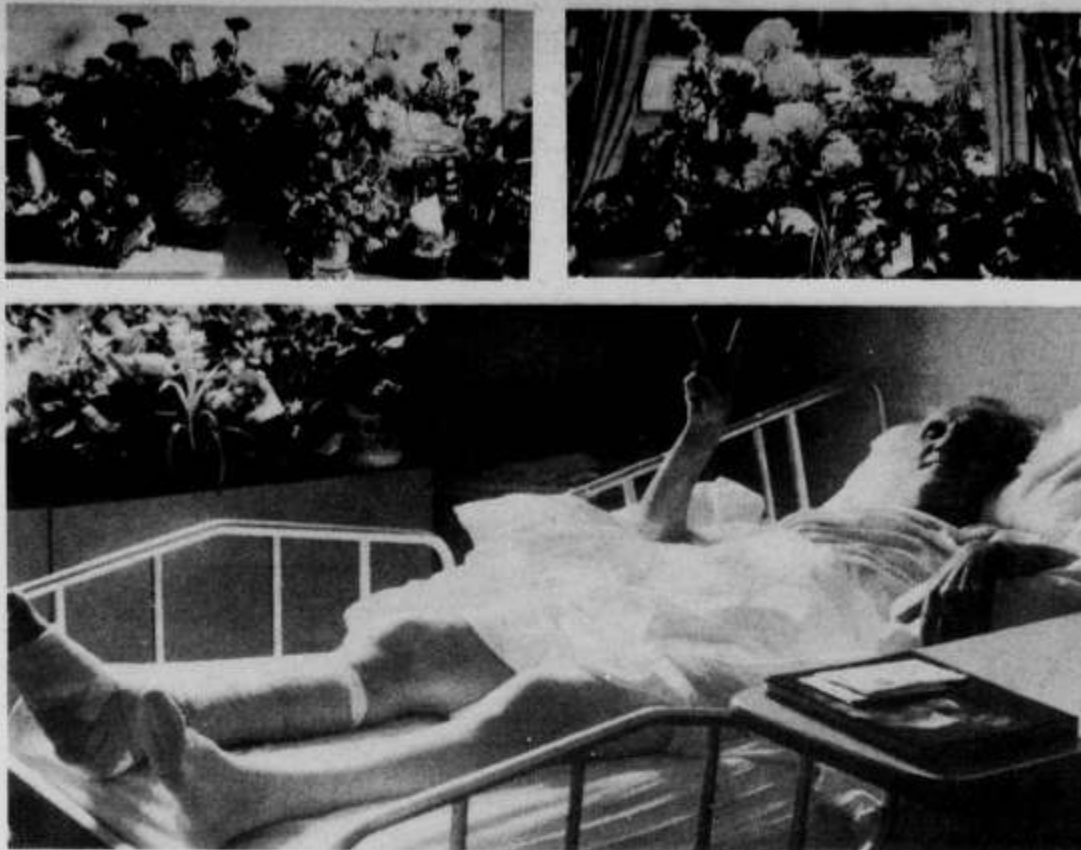
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One Leg Up



CSEA president Theodore C. Wenzl reports that the many expressions of concern from throughout the state are helping to speed his recovery. The cards and flowers that have been sent to him at Geneva General Hospital (Room 204), Geneva, N. Y. 14456, brighten his room, and he has asked that his appreciation be acknowledged to his well-wishers.



CSEA Efforts, Value Outlined In W'chester

WHITE PLAINS—The Civil Service Employees Assn. stepped up its campaign against a threatened raid of its ranks when more than 100 of the union's Westchester County unit met here on May 14 in the Old Court House.

Opening the meeting, Michael Morella, president of the CSEA unit, said: "These outsiders claim they can do a better job than CSEA. I say baloney! CSEA is run by the member who works beside you in the shops and offices and who knows your problems better than any outsider."

Mr. Morella said that the county employees had been flooded with literature and designation cards by the outside union.

"Don't sign them," he said, "and get the word out to every employee in every section in our unit."

He pointed out that the opposition failed to let the employees know that their dues, which are 1 percent of salary, are much higher than CSEA's. "If you make \$8,000 a year, you'll have to pay these outsiders \$80 a year, and if you make \$9,000 a year you will pay \$90 a year—and what's worse, when you need 'em, you can never find 'em."

The seriousness with which the CSEA views the attack was evidenced by the attendance at the meeting of James Lennon, president of the Southern Region; Ray Cassidy, president of the Westchester chapter. The officers called for unity and support of the members in meeting the confrontation.

Emphasizing the effectiveness of CSEA in representing its members, Mr. Morella reported that the union had won an arbitration hearing providing for the payment of shift differential to the Parkway police lieutenants. The lieutenants were represented by CSEA regional attorneys, Mailman and Volin. The arbitrator ruled that the shift pay differential was "a clearly spelled out contractual right" negotiated by CSEA for its members in the county and directed that the shift pay should take effect retroactive to July, 1973.

Mr. Morella further reported that a petition by the Westchester County Law Enforcement Officers Association to have CSEA

decertified as negotiating representative for county correction and probation officers had been defeated. The hearing was held before the Public Employment Relations Board, which dismissed the petition and continued certification of CSEA as the employees' representative.

Pointing to the growth of CSEA in the county, Mr. Morella announced the organization of a new section, Parks and Recreation, and introduced Vincent Morrow as the newly elected president.

Chatham Goes CSEA

CHATHAM — The Village of Chatham voted last week to recognize the Civil Service Employees Association as the exclusive bargaining agent for village employees.

CSEA had requested formal recognition from village representatives at an informal conference before New York State Public Employment Relations Board trial examiner Janet Axelrod on May 8.

According to John Corcoran, CSEA Albany field supervisor, the village representatives said they would consider CSEA's re-

Chenango Pay Survey

NORWICH—The Chenango County unit, Civil Service Employees Assn., voted approval by a large majority of a proposal to help the county conduct a comprehensive survey of salaries and develop a salary plan for county employees.

"I am very pleased with the action taken," commented the union president, Frank Knapp.

The proposal was made by the State Department of Civil Service Municipal Service Division and accepted unanimously by the County Board of Supervisors.

CSEA spokesmen have contended that county salaries are much lower than in other counties for comparable work.

Set Installation For Jefferson; Percy Leader

WATERTOWN — Officers of the 788-member Jefferson chapter, Civil Service Employees Assn., elected for two-year terms in sealed-ballot voting, will be installed by Thomas McDonough, executive vice-president of the statewide union, at a 7:30 p.m. dinner June 1 at Angelo's Wishing Well.

The slate includes: president, Eleanor S. Percy; first vice-president, Peter G. Grieco; second vice-president, Ross Bretsch; third vice-president, Richard J. Grieco; secretary, Marsha A. Coppola; treasurer, Shirley Richardson. Ms. Percy was also elected as representative to the CSEA Board of Directors.

Delegates elected to the state conventions are: Peter and Richard Grieco, Marsha Coppola, Mary Constance. Newly elected members of the executive committee include Ruth A. VanEpps, Elane Duffany, Eugene C. Pidcock, Patricia A. Wilder, Grace H. Iondrville, Eleanor Peggs, Angeline N. Dusekas, William A. Murray, Eleanor Howland, Elizabeth B. Gartland, Richard L. Brown, Thomas G. Pfister and Mary Holland.

Pass your copy of
The Leader
on to a non-member.

Flaumenbaum Again Voted Nassau Chief

MINEOLA — Irving Flaumenbaum has been re-elected as president of the Nassau chapter, Civil Service Employees Assn.

Results of the biennial chapter election were tallied by the Honest Ballot Association May 13 and announced at the regular membership meeting May 15. Mr. Flaumenbaum will be starting his 21st year as president of the chapter, which has grown to be the largest in CSEA.

In what Mr. Flaumenbaum termed "a tribute to one of the earliest pillars of our chapter," the membership re-elected Beatrice Jeanson third vice-president, although she died April 20, after the ballots were printed. The chapter board of directors will designate someone to fill the position.

Elected to the vice-presidential posts, in order from first through fifth vice-president, were: Ralph Natale, Nicholas Abbatiello, Mrs. Jeanson, Edward Logan and Ruth Braverman.

For other chapter offices, the winners were: Mary Calapietra, secretary; Sam Piscitelli, treasurer; William Dixon, financial secretary; Sally Sartor, corresponding secretary; Dudley Kinsley, sergeant-at-arms, and Mr. Flaumenbaum and Mr. Natale as chapter executive representatives.

The officers will assume their duties immediately, and will be formally installed at the chapter's annual installation dinner-dance Oct. 5.

Workshop Set

ALBANY—The Civil Service Employees Assn.'s annual County Delegates' Workshop is scheduled to begin Sunday afternoon, June 23, at the Sheraton Inn Buffalo East, Buffalo, and to close June 25, after lunch.

CSEA county chapters and units will be notified in the near future of details of the meeting. More than 200 delegates are expected to participate in this event.

SUNY TRUSTEE

ALBANY — Governor Wilson has sent to the Senate the nomination of Jeanne Thayer, of New York City, as a trustee of the State University of New York. She was named to a vacancy created by the retirement of Don J. Wickham for a term ending Dec. 31, 1979.



OGS DEPARTMENTAL AGREEMENT — Members of CSEA's Office of General Services chapter departmental negotiating team are shown signing a departmental agreement with state OGS representatives. The agreement runs to the end of the current CSEA State contracts. The agreement contains 33 of the original 40 demands the negotiating team presented to the State. Left to right are: Douglas Barr, Sr., chapter vice-president; Charles Schampier, chapter vice-president; Earl Kilmartin, chapter president; Ted Zaleski, CSEA team member; Earl Kent, State Director of General Services

Administration; Richard Flavin, State representative; David Rings, State Office of Employee Relations representative; J. Peter Walsh, State representative; Richard Oppe, State representative; Robert Don, State representative; Angie Polimrou, CSEA chapter vice-president; and Frank Barrett, State representative. Missing from the photo are Jerry Hrbek, a chapter vice-president; Clarence Parker; Leroy Holmes; and Joseph Reedy, CSEA collective negotiating specialist.

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Police News

Chiefs of Police Scholars

MANHATTAN — The New York State Assn. of Chiefs of Police, Inc., is offering two scholarships for the 1974-75 school year, one each to a son and a daughter of an active or deceased police officer. Awards are valued at \$1,200 each and may be used to attend a recognized college of the recipient's choice. Nominees will be selected on the basis of intellectual ability, academic achievement, leadership characteristics and financial need. The New York State Association of Chiefs of Police, Inc., will determine the recipients of the scholarships.

Application forms and any additional information may be obtained from the Police Academy, Scholarship Unit, Room 745, 235 East 20th Street, New York, N.Y., telephone OR 7-1133, ext. 293

or 294.

Applications, transcripts and other required documents must be received at the Police Academy, Scholarship Unit, no later than June 1, 1974.

Police Service Awards

The Police Service Award will be presented to outstanding law enforcement officers at the IACP convention in Washington, D.C., September 21 to 26, 1974. Eleven awards will be given, one to the most outstanding law enforcement officer among the nominees, and ten honorable mention awards.

All full time police officers below the rank of Chief of a United States city, county or state police agency are eligible. Awards are granted for exceptional performance and may involve extraordinary valor, outstanding detective work, consistent dedication to duty, community relations efforts, unusual service to the public, i.e., work

(Continued on Page 11)

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LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. TO VIOLET COWEN HAAS, GEORGE AARON HAAS, BARBARA HAAS ROTHSCHILD, RICHARD LEROY ROTHSCHILD, NANCY HELEN ROTHSCHILD, MABEL COWEN STRAUSS, EDWIN A. COWEN, JOAN COWEN BOWMAN, DERRIK C. HOITSMAN, JR., JAMES BARTON HOITSMAN, LISA JOAN HOITSMAN, THOMAS K. HOITSMAN, MICHAEL BOWMAN, JR., JONATHAN BOWMAN, EDWIN A. COWEN, JR., GEORGE N. COWEN, ARTHUR COWEN, JR., PETER DONNELLY COWEN, GEORGE N. COWEN, JR., MARJORIE KORN OSTERMAN, PATRICIA OSTERMAN THACKRAY, L. THOMAS OSTERMAN, PHYLLIS FRANCES TEICHER, ESTATE OF FLORENCE KORN LEHMAN, HARRIET L. MARKS, ROBERT LEHMAN MARKS, CAROLE MARKS BOBRUFF, ELLEN BOBRUFF, NEAL BOBRUFF, PAUL BOBRUFF, MARK BOBRUP, UNITED STATES TRUST COMPANY OF NEW YORK, and MORRIS F. MARKS, JR.; VIOLA KORN, LESTER OSTERMAN and IRA TEICHER, Executors of the Estate of Harold Korn, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of MAX S. KORN, deceased, who at the time of his death was a resident of the City, County and State of New York.

Send Greeting: Upon the petition of MORRIS F. MARKS, JR., residing at 111 High Ridge Road, West Hartford, Connecticut, UNITED STATES TRUST COMPANY OF NEW YORK, whose principal office is at 45 Wall Street, New York, N.Y., and said MORRIS F. MARKS, JR., UNITED STATES TRUST COMPANY OF NEW YORK and HARRIET L. MARKS, residing at 111 High Ridge Road, West Hartford, Connecticut, as Executors of the ESTATE OF MILTON LEHMAN, deceased.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 11th day of June, 1974, at nine-thirty o'clock in the forenoon of that day, why the account of proceedings of MILTON LEHMAN, MORRIS F. MARKS, JR. and UNITED STATES TRUST COMPANY OF NEW YORK, as Trustees u/w/o MAX S. KORN should not be judicially settled.

Dated, Attested and Sealed (L.S.), April 23, 1974. HON. MILLARD L. MIDONICK, Surrogate, New York County; DAVID L. SHEEHAN, JR., Chief Clerk. GREENBAUM, WOLFF & ERNST, Attorneys for Petitioner(s), 437 Madison Avenue, New York, New York 10022, Tel. No. 212-758-4010.

This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you consent to the proceedings, unless you file written objections thereto. You have a right to have an attorney-at-law appear for you.

LEGAL NOTICE

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TUESDAY, MAY 21, 1974



Off The Track

IN A RECENT story headlined: "AFSCME Took A Run-Out On Employee Coalition," The Shield, official newspaper of the New Jersey Civil Service Association, details how lack of union unity has undermined efforts in statewide negotiations in New Jersey's neighbor state.

In New Jersey, eight unions representing state employees were supposedly participating in a coalition to press their demands for wage increases more in line with the rising cost of living than the administration's offer of 6 percent.

It turns out that while other unions in the coalition were picketing the New Jersey State House in Trenton, seeking to impress the administration with the need for more realistic figures in coping with inflation, ASCME, as well as the Teamsters, was agreeing to the administration's proposals. The day after the demonstration, Teamsters signed for the 6 percent, and AFSCME was reported to have come to a similar agreement. Neither of these unions had participated in the picketing demonstration.

What the individual unions decided to settle for is certainly an internal matter to be decided by the union members and their leaders. However, this instance of disunity does have a moral for employees in New York State.

At present, the majority of employees in New York state government as well as in the various political subdivisions (counties, town, school districts) are united under the banner of the Civil Service Employees Assn.

Under Taylor Law provisions, representation challenges can be filed in the year prior to expiration of contracts. Thus, private-industry-oriented unions have filed numerous challenges against CSEA, the most publicized recently being the 1972 challenge by SEIU in the state's Institutional and Professional-Scientific-Technical Units. Both challenges were successfully turned back by CSEA members.

Still, AFSCME and SEIU, both member unions of the AFL-CIO, have continued their efforts to peck away at CSEA, the largest independent union of public employees in the world. Most recent are the challenges filed last week against CSEA in Orange, Sullivan and Ulster Counties.

We hope public employees in those three counties will think seriously, when it comes time for them to vote, as to whether they will want to risk weakening CSEA's proven power at the bargaining table by voting for an outside organization.

In our opinion, a splintered union might get under your skin, but it can't support much weight.

Questions and Answers



Q. My husband and I have had custody of our two granddaughters, who are 10 and 12, since the death of their parents in 1968. My husband is retiring in December at 65. I'm 63. Can our granddaughters receive any social security payments when my husband starts getting monthly benefits?

A. Your granddaughters might be eligible for a monthly payment when your husband retires. Grandchildren can get

benefits if they were under 18 when they began living with their grandparent, if the children were living with and being supported by the grandparent for the year immediately before the grandparent retired, and if the children's parents have died or are disabled. When your husband applies for retirement benefits, he should also file an application for your grandchildren.

Don't Repeat This!

(Continued from Page 1)

Two, the meeting of the Democratic State Committee in mid-June. NDC, a coalition of reform Democratic organizations, gives its candidates a clean government aura, and controls just about 25 percent of the Democratic State Committee persons.

That 25 percent figure is a critical one, because under the law any candidate who receives that proportion of votes at the State Committee meeting automatically goes on the ballot for the September primary. Others may get into the primary race by filing the necessary 10,000 designating petitions.

Samuels Strength

Howard Samuels, long acknowledged to be the front runner among aspirants for nomination for Governor, demonstrated his strength by picking up just over 70 percent of the NDC vote. When to this is added the support he has among upstate county leaders, Samuels is likely to get more votes in the State Committee than his rivals, Congressmen Hugh Carey and Ogden Reid and Queens Borough President Donald Manes.

The only weakness that has so far shown up in the Samuels drive is his lack of support among the five county leaders in New York City. Presumably most of these are supporting Congressman Carey, but they are holding their cards at the moment close to their vests.

In contrast to most NDC sessions, the one last week was a model of decorum. Its delegates nominated Assemblyman Anthony Olivieri for Lieutenant Governor, former Congressman Allard Lowenstein for the United States Senate, Bronx Borough President Robert Abrams for Attorney General, Comptroller Arthur Levitt for that office and for Judges of the Court of Appeals Justice Laurence Cooke of the Appellate Division in Albany and Supreme Court Justice Bertram Harnett of Nassau County.

The session of the State Committee in June is likely to be more lively and more explosive. Senator Mary Anne Krupsak, of Canajohari, is planning to stage a spirited battle against Olivieri for nomination for Lieutenant Governor. She has substantial upstate support as well as among women members of the State Committee and an impressive record as a successful candidate in largely Republican territory.

No Blacks On Ticket

Another problem that will confront the Committee is that thus far no black candidate has emerged for a place on the ticket. Four years ago, former State Senator Basil Paterson was nominated for Lieutenant Governor and won in the primary race. The Democratic Caucus of Black Elected Officials will not be satisfied without a black candidate in a prominent slot.

Some members of the Caucus are particularly dismayed by the failure of NDC to nominate Court of Appeals Judge Harold Stevens for the vacancy on that Court. Judge Stevens, a member of the Court by appointment of Gov. Malcolm Wilson, had previously served as the Presiding Justice of the Appellate Division, First Department. He is the first black person to be a member of the state's highest court.



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.

Female Troopers Necessary

A petitioner, under Article 78 of the Civil Practice Law and Rules, sought a judgment of the Supreme Court in Albany restraining the Superintendent of the New York State Police from appointing four women as State Troopers whose grades on an open competitive examination were lower than that of the petitioner. He also sought judgment directing that appointments to existing vacancies should be based solely on the scores achieved by the petitioner and others similarly situated.

In January 1973, the Division of State Police had announced an examination for the position of Trooper. It was a two-part examination consisting of a written part and a physical agility part. The petitioner took both parts and was placed No. 270 on the eligible list. Thereafter, the Superintendent of Police had announced that 130 Troopers, including five women, would be appointed to existing vacancies and that training would begin at the State Police Academy.

Petitioner commenced this proceeding and contended that the appointments were not being made on the basis of ranking on the eligible list. The main issue raised by petitioner was whether the appointment of female troopers violated the merit and fitness provisions of Section 6, Article V of the New York State Constitution.

THE COURT POINTED OUT that since the Department of Civil Service has the authority to limit an examination to one sex when the duties of the position involved relate to work of a specific kind or nature requiring sex selection, that it is also permissible to give one examination for both males and females. It follows, therefore, that if the department has a need for female troopers to perform duties related to women, that applicants may be appointed on the basis of their competitive rank within their own sex. It must be shown, however, that the sex differentiation in appointments must be reasonably related to job performance ability.

The issue to be determined was whether the respondents have a reasonable and factual basis for asserting that the State Police are in need of female troopers. If the need exists, then the sexual discrimination which necessarily results in fulfilling that need is based upon a bona fide occupational qualification.

The court found in this case that the reasons advanced by the department for hiring female troopers were not reasonably related to the duties which the department claimed would be assigned to the female troopers, that is, interviewing female complainants and witnesses in sex crimes and family complaints. The court further stated that there was no necessity or reasonable relationship between the sex of the troopers and the transportation of female prisoners and the interrogation of female prisoners.

ON THE OTHER HAND, the court found that certain job performance would clearly be better handled by female troopers, such as the searching of female prisoners and the use of female troopers for undercover assignments investigating episodes of purse snatching and unlawful abortion. The court was satisfied from the affidavits in the case that sexual status was reasonably related to job performance ability in the present case, and that the sexual discrimination was based upon a bona fide occupational qualification.

The court held, therefore, that the actions of respondents in failing to appoint petitioner and in appointing four women with lower competitive scores did not violate Article V, Section 6 of the State Constitution. In the Matter of **Button v. Rockefeller**, 351 N.Y.S. 2d, 488.

Fireworks are expected when the State Committee meets. There will be contests for nomination for every available slot, except for Comptroller, where Levitt will be nominated by acclamation.

When the State Committee adjourns, Phase Three of the Democratic party nominations will get under way with the start of the campaigns for victory in the September primary.

Asst Engin Tech Exam

MANHATTAN—A total of 429 asst. engineering technician candidates were called for the written part of exam 3153 on May 25 at 9 a.m.

Foreman Mechs Called

MANHATTAN—A total of 178 foreman of mechanics candidates were called to the written part of exam 4513 on May 25 at 9 a.m.

LETTERS TO THE EDITOR

Supports Con Ed In Rate Increase

Editor, The Leader:

This is a belated comment on the Leader editorial "Power to the People," in March 26. Let me say at the outset that I hold no brief for Con Edison or other power companies; however, I can't quite follow your reasoning when you fault "Con Ed" for seeking higher rates when their revenues have fallen because of a drop in the use of electricity.

To begin with, in urging the public to cut down on the use of electricity, Con Ed was only complying with a request from the federal government, and was

therefore acting in the public interest rather than from selfish motives (how many businesses would urge their customers to buy less rather than more of their product?)

The only way that any business can balance its books is to sell its product (in this case electricity) for more than the cost of production, and it seems only logical that when the number of units sold goes down the price per unit must go up if the company is going to function "in the black" — assuming, of course, that the margin of profit before that was reasonable rather than excessive, and your editorial doesn't indicate that the latter was the case.

It would seem, therefore, that if Con Ed's profits before the reduction in power consumption were not excessive (and I'd assume they would not be allowed to charge rates that would have given them an excessive profit), then an increase in rates might well be justified at a time when revenues are down, otherwise there would be no profit and perhaps even a loss.

The fact that Con Ed had complied with federal requests and urged its consumers to use less of its product should certainly not be used against it!

DR. CAMERON F. McRAE
Binghamton

Marchese Memorial Fund Has \$1,357

Editor, The Leader:

I am writing to you to express the thanks of all of the members of the Downstate Medical Center for having published an item relating to the death of John Marchese on March 30.

By virtue of this publication, we established \$1,357 for the "John Marchese Memorial Fund" payable to the Mount Loretto Building Campaign Fund.

I am sure that you will also be interested in learning that the body has finally been recovered — by virtue of a Nassau County policeman having read the article in the Civil Service Leader, a link was established that finally resulted in the positive identification of the body.

I am speaking for all members of the Downstate Medical Center and members of the Civil Service Employees Association in thanking you for your assistance in this matter.

JOHN E. HART
Facilities Program Coordinator
SUNY, Downstate Medical
Center

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader exerts the right to extract pertinent sections of letters that exceed the maximum length. A case in point is the letter in the May 7, 1974, edition of The Leader, in which the original letter of Bernard McTweeney concerning the Uniformed Firefighters Assn. ran to nearly four times the length of the segment that was printed in the paper. Meaning or intent of a letter is never changed, however, and those "long" letters that cannot be edited down to a reasonable length are not used unless their viewpoint is so unique that, in the Leader's judgment, an exception should be made.

HRA Appointee

MANHATTAN—Carol J. Parry was appointed assistant administrator for HRA's Special Services for Children by HRA Commissioner Dumpson last week. Ms. Parry has been in the social and health care services field since 1964.

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Syracuse Region 5



William Gagnon, president of St. Lawrence State Hospital chapter, proudly poses with the scrapbook that won first prize in the annual Syracuse Region contest. This was only the second time that the chapter had entered the competition, having won an honorable mention last year.



Last year's first place winner, Onondaga County chapter, came close to repeating the feat, placing a close second in the scrapbook contest this year. Here chapter president Andrew Placito, right, accepts the trophy from Region 5 first vice-president Dorothy Moses and executive vice-president Louie Sunderhaft.



James Moore, president of third-place winning Utica State Hospital chapter, accepted trophy for chapter, and then called up Lenore Polera, crediting her efforts for the chapter's success in the contest. Utica State re-entered the competition this year after several years' absence.



Another St. Lawrence winner, this time the County chapter, took fourth honors in the scrapbook contest. Here chapter president Flora Jane Beaton accepts the award from Region corresponding secretary Helen Hanlon.



Against a backdrop of regional delegates meeting in the courtyard of the Holiday Inn in Cortland, Syracuse chapter's Claire McGrath, left, is shown getting some expert fiscal advice from CSEA treasurer Jack Gallagher and Central Counties Workshop treasurer Marsha Coppola, of Jefferson County chapter.

St. Lawrence State Wins Scrapbook Contest

By MARVIN BAXLEY

CORTLAND—When Clarence Laufer, president of CSEA's Syracuse State School chapter, walked out of the Syracuse Region 5 meeting at the Holiday Inn here, the irony was that he had to walk in order to walk out.

The day was one of the first really beautiful days of spring, so Region president Richard Cleary called the meeting to order outside in the central courtyard of the motel.

During the meeting, Mr. Laufer charged that certain regional committee appointments had been made without approval by chapter presidents. Mr. Cleary responded that appointments were the prerogative of the president, and refused to rescind any appointments. Whereupon, Mr. Laufer stormed from the meeting (and into the motel).

Although rumors had been rife prior to the meeting that there would be fireworks, the sessions, with the exception of the issue raised by Mr. Laufer, progressed with unusual harmony.

Committee reports took up a major portion of the afternoon business session. Nearly every regional committee presented a comprehensive report, following the individual committee meetings earlier the same morning.

Delegates, in open discussion, voted to continue pressing the Legislature to provide for agency shops for public employees. It was generally acknowledged that hope for such a bill was virtually dead for this year, but that letter-writing campaigns and other lobbying efforts with legislators should be kept up in an effort to get the proposal passed next session.

Ray Pritchard, president of
(Continued on Page 14)



Syracuse State School chapter president Clarence Laufer, center, asks explanation of Region dues assessment policy from Region president Richard Cleary and Region treasurer Helene Callaghan.



Region president Richard Cleary, center, takes time from business session to confer with SUNY at Oswego chapter president Dale Dusharm, left, and Region grievance committee chairman Donald Hinckley, of Binghamton chapter. Mr. Cleary shared duties as presiding officer during meeting with executive vice-president Louie Sunderhaft.



Devere McKorie delivers report of the Region's civil service committee.



Cayuga County delegates Robert Myers, left, and John Farrell review day's accomplishments as they pause between sessions.



Ways and means committee report is given by Morrisville chapter's Steve Zarod.

Calls For Agency Shop Next Session



Members of host SUNY at Cortland chapter active in preparations for the Region meeting were, seated from left, master of ceremonies John Ryan, Jr., Sally Castaline, adopted member Father Hilary J. Paszek, who gave blessings for the banquet, and Betty Lou Isaf. Standing, from left, are Ross Allen, Cortland Mayor Sam Forcucci, who is also a professor of music at the college, chapter president Patricia Crandall and Ed Zwack.



Host responsibilities were shared for the Region meeting at the Holiday Inn by members of Cortland County chapter. Seated with chapter president Marie Daignault, left, are Kathy Robinson and Grace Tobin. Standing, from left, are Robert Gailor, Janet McEwen and Betty Smith. The County chapter handled functions for the Central Counties Workshop which meets in conjunction with the regular Region meetings.



Manning registration desk are Cortland County's Sally Stevens, secretary of the County unit, and Francis McAndrew, president of Cortland City School District unit.



Following proceedings of business meeting are regional officers, from left, second vice-president Patricia Crandall, SUNY at Cortland chapter; secretary Irene Carr, Oneonta chapter; third vice-president Michael Sweet, Herkimer County chapter; corresponding secretary Helen Hanlon, Syracuse chapter, and Helene Callahan, Syracuse chapter.



Central Counties Workshop guest speakers, Madelyne Howell, executive vice-president of Fulton Chamber of Commerce, and Algird F. White, right, CSEA assistant counsel, are greeted by Workshop vice-chairman Peter Grieco, left, and chairman Francis Miller. Ms. Howell called for mutual effort by labor and management.



Willard State Hospital chapter president Dorothy Moses confers with SUNY at Syracuse's Kenneth Burwell, Jr., who has just delivered report for regional committee on human rights.



Binghamton's Ed Lewis explains proposals of regional resolutions committee as chairman Art Sheley stands by to provide additional information.



Binghamton chapter president Eleanor Korchak, right, checks facts with Sandra Patchin, SUNY at Oswego, concerning their recommendations on visual aids training program for union leaders.



Welcoming back Jefferson County chapter president Eleanor Percy for her first public appearance since she was taken sick at the statewide CSEA Convention in March are Franklin County chapter delegate Roy Hall, left, and Rome State School chapter president Raymond Pritchard.



Peter SeJan, president of Vestal SD unit, Broome Educational chapter, tells of his unit's all-out efforts in letter-writing campaign favoring Agency Shop.



Reviewing activities of various school chapters and units within Syracuse Region is Salvatore Mogavero, center, chairman of the CSEA County Executive Committee. With him here are Jake Banek, Utica Educational; Neal Gruppo, Niagara Educational; Carlo Guardi, Binghamton SD unit, Broome County; Thomas Elhage, Mexico SD unit, Oswego County, and Anne Maywalt, Broome Educational.

FIRE FLIES.

By Paul Taylor

(Continued from Page 2)
man Bold was said to have been wearing the prescribed uniform which was reduced to ashes on his body.

Gasoline fires in firehouses within the city are not new. In the past there have been quite a few—some minor, some spectacular and in one case, the fact that no fire resulted was indeed a miracle. (It happened in a Manhattan company where a delivery of 200 gallons of the stuff actually went on to the cellar floor in its entirety but didn't ignite.)

At any rate, there will be investigation upon investigation

and as one old-timer put it, somebody will probably hang for it because the first thing of interest to investigators in such a case is finding a "goat" to take the blame. Once found... ZONK and he's had it.

It may at first be difficult to imagine how something good might possibly come out of such an awful tragedy. For instance, we know that certain Queens hospitals cannot handle a serious burn case. We also know that when needed, a helicopter can arrive to whisk the worst cases to a hospital which can handle the situation. In this case Commissioner John H. O'Hagan per-

sonally handled the procurement of the whirly bird, to his great credit.

However, some other matters, all of which have been receiving publicity of late, now come to the fore.

Between eight and 10 years ago, a far-sighted doctor in Montiflore Hospital, Bronx, proposed to the fire commissioner that a "burn center" be established in New York City to handle the large number of such cases which take place annually. His name is Dr. Michael Lewin. He received no encouragement in reply to his letter.

Some three years ago, a little girl in a Viet Nam village was seen in photographs widely published, running naked down a road after having had her clothing burned from her body by napalm, dropped by us on her village in error.

That picture inspired two New York fire fighters to go to Dr. Lewin, who offered to treat the little girl's burns for free if they could cut the red tape holding her in Viet Nam. They were unsuccessful and the girl is being treated over there.

The two fire fighters—Jack Mara of Engine 66 and Joseph Hickey of Engine 63—collected and sent \$2,200 overseas for her treatment and another \$1,500 remains to be used for her further treatment.

While at Montiflore on their fruitless errand of mercy, Mara and Hickey learned of Dr. Lewin's proposal for a burn center and took up the cause. Years have now passed and while the then Chief of Department and later as Commissioner, John T. O'Hagan has helped and encouraged the pair by placing his approval upon the project, attending meetings on the subject etc., no movement can as yet be discerned. This is tragic. The big question is: where the Center should be. Since the project represents federal money, it is a juicy plumb for any hospital (and a flock of them are seeking to be designated for the project).

While at first, Mara and Hickey thought 62 beds would be adequate, Jacoby Hospital, now has 32 burn cases, including the fire fighters, and the capacity obviously should be increased. Adjoining Montiflore is a brand new building designated as North Central Bronx Hospital which seems ideal for the project. The approval and some tangible movement by the NYC Hospitals

Corp. is needed to settle the location problem and get the project off the ground. To date, with a new, recently appointed Director, the Corporation has failed to move.

The dramatic events, tragic as they have been, should illustrate to one and all that above all, the New York Firefighter's Burn Center is desperately needed and the foot-dragging which has characterized the City's position up to this writing should cease forthwith.

I sincerely hope that Mara and Hickey will not let the inaction up to now discourage them or lessen their zeal, and that people who are in a position to give the project the green light will do just that. Further inaction simply cannot be tolerated in view of the tragically obvious need for action.

Meanwhile, let's pray for those tragic men.

Pro Cust Frman Exam

MANHATTAN—A total of 124 Pro foreman candidates were called for the written part of exam 3606 on May 25 at 9 a.m.

Custodial Foreman Exam

MANHATTAN—A total of 273 custodial foreman candidates were called for the written part of exam 3064 on May 25 at 9 a.m.

State Agencies Urged To Hire Ex-Addicts

ALBANY — A four-point program to help put an end to employment discrimination against drug abusers in state government was announced last week by the State Drug Abuse Control Commission and Civil Service Commission.

The program is voluntary and asks state agencies to use the following guidelines:

- Not deny a candidate employment solely because of a history of drug abuse.
- The Civil Service Dept. shall provide qualifying exam announcements to public and private drug treatment programs at their request.
- Comprehensive guidelines shall be developed by the Civil Service Commission and the Drug Abuse Control Commission for the processing of drug-related personnel problems.
- The drug abuse commission shall provide medical consultation, rapid referral of employees with drug problems and training of administrative, supervisory and medical staff in all relevant aspects of drug abuse.

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Police News

(Continued from Page 10)

with juveniles, organizing athletic programs, clean-up drives, etc.

Police Commissioner Michael J. Codd officiated at a promotion and swearing-in ceremony last week in the news conference room on the 2nd floor of Police Headquarters. Eight uniformed members of the Department were promoted, two each to Inspector, Deputy Inspector, Captain and Lieutenant.

To Inspector: James M. McSloy, Robert G. Geary; to Deputy Inspector: Emil A. Ciccotelli, Hugh J. B. Cassidy; to Captain: John J. P. Matthews, eligible number 213, William J. Slattery, eligible no. 238; and to Lieutenant: Richard Garland, eligible number 561, and Stephen Dickson, eligible number 562.

The following 45 members of the department have been awarded commendation, worth ¼ points toward promotion, for acts involving grave personal danger in the intelligent per-

formance of duty or for a highly creditable unusual police accomplishment.

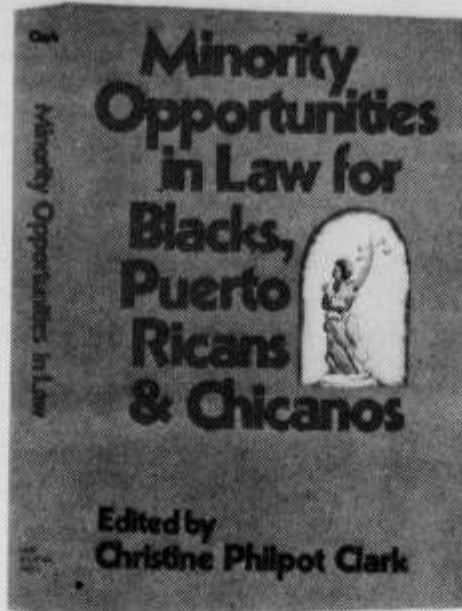
Capt. William E. Farrell, Lts. Gerard E. Drumm and Nicholas J. Passero; Sgts. Andrew E. Alonge, James J. Quilty, John D. Forgetand Paul T. Reilly.

Detectives Carmine Morra, Mary A. Glatzle, Michael R. Amarante, Frederick R. Nelson, Donald P. Shea, John D. Flynn, William J. Herrman, William T. Hansen, Anthony R. Sanchez, Neil F. O'Donnell, John F. Clark Jr., James Doran, Rodney M. Hurd, Paul J. Maurice, Robert H. Schneider, Richard S. Hodgson, Cono Sanseverino, Irwin Vale, James V. O'Donnell, Walter Clark, Joseph B. Kieran, William J. Carbone, Thomas A. Hallinan, Lawrence J. Haviland, Reginald A. Austin Jr., Thomas W. Lyons and Rosario C. Ardizzone.

Police officers John G. Gorman, James V. Martin, Richard E. Chiappa, Bernard Seldin, Robert Vega, Nicholas F. Rungo, George R. Pajonas, Joseph E. Willins, Kenneth M. Kaufman, Pedro R. Crescent and Robinson C. Morales.

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AT LAST-



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

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

CONTRIBUTORS* AND THEIR CAREER INSIGHTS

- A Puerto Rican Perspective
José A. Cabranes, Associate Professor of Law, Rutgers University Law School
- Chicano and Other Spanish Descended Groups
Law Students Civil Rights Research Council
- Go South, Young Advocate
C. B. King, Esq., Albany, Georgia
- Black Advocate in the North
Samuel R. Pierce, Jr., partner, Battle, Fowler, Lidstone, Jaffin, Pierce & Kheel, New York City
- The Chicano in Private Practice
Herman Sillas, Jr., senior partner, Sillas and Castillo, Los Angeles, California
- The Black Lawyer as Law Teacher
Derrick A. Bell, Jr., Professor of Law, Harvard University Law School
- Teaching in a Black Law School
Paul E. Miller, former Dean, Howard University Law School
- Puerto Rican Lawyer in Politics: An Interview with Herman Badillo, Congressman
By Christine Philpot Clark, editor
- Black Advocate in Politics: An Interview with Basil A. Paterson (Vice-chairman, Democratic National Committee)
By Christine Philpot Clark, editor
- The Black Bureaucrat
Ruby Martin, Assistant to Rep. Diggs of Michigan
- The Legal Services Attorney — Comment from California
Philip Jimenez, Directing Attorney, California Rural Legal Assistance
- Social Activism and Legal Services
Martie L. Thompson, General Counsel of Community Action for Legal Services, New York City
- Working for a Foundation: An Interview with Christopher F. Edley (Executive Director, United Negro College Fund, formerly with the Ford Foundation)
By Christine Philpot Clark, editor
- The Puerto Rican Judge
Judge John Carro, Criminal Court, New York City
- Opportunities for Blacks in the Law: Perspective of a Federal Judge
Judge Constance Baker Motley, U.S. District Judge, New York City
- The Bar Examination: Hurdle or Help
Christine Philpot Clark, editor
- The Role of the Black Bar in Black People's Struggle for Social Justice
W. Haywood Burns, Director, National Conference of Black Lawyers

*Affiliations are those at time articles were written.

APPENDICES:

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

WHO CAN BENEFIT FROM READING THIS BOOK?

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

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 - Perspectives from the Bench
 - Ethnic Perspectives

ABOUT THE EDITOR

Christine Philpot Clark is an attorney with the Columbia Broadcasting System, Inc. She has been Consulting Dean and Lecturer in Political Science at Bryn Mawr College. She has written a monograph on "Young Black Americans," co-authored a book on "How to Get Along With Black People," and is the author of numerous articles on legal subjects.
Ms. Clark is a graduate of Yale Law School. She lives in New York City with her husband LeRoy Clark, a Professor at New York University School of Law, and her two children.

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WILLOWBROOK ACCORD — Contract signing concludes local negotiations between Willowbrook State School and Willowbrook chapter, CSEA. Shown signing the agreement here are Don Fleming, left, acting deputy director of institutional administration, and Al Iverson, chapter first vice-president and head of the chapter labor-management committee. Standing, from left, are: Demetrius Bumbrey, acting personnel director; Adele West, CSEA field representative; Frank Amon; Edna Percoco, treasurer, and Felton King, third vice-president. Not shown is Ronnie Smith, chapter president and first vice-president of the New York City Region.

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Elderly House Hearing

MANHATTAN — A public hearing has been scheduled for 10 a.m. on May 29 at City Hall to discuss using Hargrave House, a recently rehabilitated 12-story building at 111 W. 71st St. (between Broadway and Columbus Avenues) for housing for the elderly.

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Assistant Plan Examiner (Buildings)	\$13,700	3046
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Psychologist	\$14,750	4037
Public Health Nurse	\$11,950	3085
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Stenographer	\$ 6,100	3035
Stenographic Reporter Series		
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Hearing Reporter	\$ 9,000	3134
Senior Shorthand Reporter	\$ 9,000	3135
Veterinarian	\$16,740	3119

Promotional Positions

Architect	\$16,400	3641
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Electrical Engineer	\$16,070	3608
Mechanical Engineer	\$16,400	3683
Plan Examiner	\$16,900	3667
Senior Shorthand Reporter	\$ 9,000	3677

OPEN COMPETITIVE - Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St., Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

PROMOTIONAL - These titles are open only to those already employed by the city in various agencies.

Open Competitive State Job Calendar

Application Accepted To May 27

Written Exam June 22

Industrial Engineer	\$14,142	24-049
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Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

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Syracuse Meeting June 7, 8

OSWEGO—A dinner and dance will conclude the agenda for the Syracuse Region 5 meeting June 7 and 8, sponsored by State University chapter of Oswego, and Oswego County chapter, Civil Service Employees Assn.

Dinner-dance reservations at \$10 per person must be made by May 28 with Elizabeth McNamara, Bldg. 12, State University, Oswego. The event will be held at Hewitt Union on the campus.

Hotel reservations are being made at the Holiday Inn, Oswego.

The agenda follows.

FRIDAY, June 7

1 p.m.—Registration.
7:30-10 p.m. — Audio-visual presentation for training, with Sandra Patchin and Dale Dusharm in charge.

10 p.m.—Social hour sponsored by Oswego County chapter.

SATURDAY, June 8

8 a.m.—President's breakfast.
9-11 a.m.—Committee meetings.



TIME TO SIGN — Richard J. Grieco, left, president of the Watertown unit, Jefferson County chapter, CSEA, signs a one-year contract calling for a 9 percent pay increase and improvements in retirement benefits. From left, are: William Murray and Eleanor Howland, CSEA negotiating team members, and City of Watertown Mayor Theodore Rand. The contract becomes effective July 1.

(Leader photo by Trickey's Photo Service, Watertown)

11 a.m.-1:30 p.m.—County workshop and luncheon.
1:30 p.m.—General meeting.
6:30 p.m.—Cocktail hour at Hewitt Union, campus.
7:30 p.m.—Banquet.
9 p.m.-1 a.m.—Dance.

Ⓢ 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.

MAY

- 21-23—Workshop for Mental Hygiene locals: Whiteface Mountain Inn, Lake Placid.
- 22—Rome State School meeting.
- 22—CSEA Board of Directors meeting: Headquarters, 33 Elk St., Albany.
- 24—Capital District Armory Employees chapter annual meeting: 10 a.m., Guilderland Rifle Range.
- 27-29—New York City chapter annual workshop and convention in conjunction with New York, Long Island and Southern Regions: Concord Hotel, Kiamesha Lake.
- 28—Audit and Control chapter dinner meeting: 5:30 p.m., Larkin Restaurant, Albany.

JUNE

- 1—Suffolk Educational chapter dinner-dance and installation: 9 a.m., VFW Hall, Kings Park, L.I.
- 1—Audit and Control chapter "Night at the Races" dinner and trophy presentation: Saratoga Springs.
- 1 Jefferson chapter installation banquet: 6:30 p.m. cocktails, 7:30 p.m. dinner, Angelo's Wishing Well, Arsenal St. Rd., Watertown.
- 3—West Seneca State chapter meeting: 8 p.m., VFW Post 8113, 290 Leydecker Rd., West Seneca.
- 6—Office of General Services chapter executive board meeting: 5:30 p.m., Albany Regional Office, 10 Colvin Ave., Albany.
- 7-9—Syracuse Region 5 meeting: Holiday Inn, Rt. 104 (Bridge St.), Oswego.
- 7-9—Albany Region 4 Workshop Meeting: Sheraton Inn, off Exit 19 on Northway.

PERB SETS JUNE 7 FOR ORANGE, ULSTER REPRESENTATION ELECTION

(Continued from Page 1)

Orange Election Sites

For the Orange County election, CSEA pushed for up to two hours off for all employees participating in the on-site elections. Employees will vote at several sites as follows:

- At the Orange County Center building, where all county employees at that work location, all sheriff's deputies and social service employees will vote. County employees who work in Newburgh and Port Jervis will

also vote here.

- Parks and Recreation employees and the County Airport employees will vote in the Parks and Recreation main building.

- Department of Public Works employees will vote in the DPW main garage barn.

- Community College employees will vote at the college.

Hours for voting will be announced for each location shortly.

Ulster Polling Places

In Ulster County also, CSEA

won up to two hours for eligible employees to vote. The polling places for Ulster County are: the Ulster County Building, Legislative Chamber, for employees of the county who work near that location; the Ulster County Department of Public Work Highway Barn for Highway and DPW employees; the Ulster County Home and Infirmary for all Home and Infirmary employees and all County Mental Health employees, and the Ulster County Community College for all college employees. Any Ulster

County employees not covered in the above work locations will vote at the Home and Infirmary. Hours for voting will be announced shortly.

Edwin Cleary, CSEA Southern Region field supervisor, noted while attending the PERB conferences on these elections, "Finally SEIU is where CSEA can get them, on the ballot, in an on-site election. These elections will prove one point: SEIU doesn't belong in the public sector, trying to represent public employees."

SAVE A WATT

Student Nurse Harassment

(Continued from Page 1)

patients were gathered at the county's E. J. Meyer Memorial Hospital.

File with PERB

"CSEA is filing with PERB a purge list containing the names of students enrolled at the hospital's nursing school to make sure these names are not used to balloon AFSCME's decertification petition," Mr. Clark said.

Mr. Clark also reported that on the first day of their availability, more than 50 county employees signed forms revoking their signatures on the AFSCME petition.

"People are signing the revocations as fast as they are made available to them," Mr. Clark said.

"What makes it easy for our people in getting these revocations are the tactics employed by AFSCME in getting their cards signed," he continued. "Reports reaching CSEA indicate that AFSCME organizers have used intimidation and lies to get the signatures. Some of our people have been told their signature would only serve to keep CSEA on its toes."

CSEA Wins

"CSEA is already on its toes. We have won 95 percent of our grievances with the county. We have caused the county to give employees more than \$150,000 in money rightfully theirs in 1974 alone."

"We have established the right of employees to sick leave benefits in case of pregnancy."

"What CSEA has won, has also

benefitted the blue-collar employees represented by AFSCME, even though their union sat on their hands on the two big ones."

Mr. Clark was referring first to the grievance CSEA filed and won when Erie County shorted employees \$15.30 each in raises due on January 1. This cost the county \$153,000.

The case on pregnancy-sick leave benefits also involved the award of \$2,500 back vacation and other benefits to the person filing.

"CSEA will win this challenge on performance, not pretty promises," Mr. Clark said.

Hauppauge Parking

(Continued from Page 1)

will be housed in the new building. CSEA leaders had noted that there was no alternative public transportation available, and that employees were already burdened with increased driving costs because of the location of the site.

The CSEA delegation included: Mr. Flaumenbaum; District 10 Department of Transportation representatives Lou M. Melino, Robert Polf and Arthur Allen; Willard Wagner of the Division of Employment chapter; Abe Libow of the NYC chapter; CSEA collective bargaining specialist Joseph Reedy, and field representative Nicholas Pollicino.

Watertown Contract OK

WATERTOWN—A 9 percent pay increase has been negotiated by the City unit of the Civil Service Employees Assn. Jefferson County chapter for its 220 members under a one-year contract unanimously approved by the Watertown City Council, effective July 1.

The package also includes improvement in the pension program to provide 20-year career employees with the option of retirement at age 55. The amount of annual retirement pay will be computed at 1/50th of the last three-year average salary times the number of years service. An oral agreement, supplementing the written contract, provides CSEA employees with 12 cents a mile for car use, up from the previous eight cents.

The CSEA contract was negotiated by Richard Grieco, unit president; Eleanor Howland, William Murray and Patrick Moore who held eight talk sessions with city officials, headed by City Manager Ronald G. Forbes. The package was initially rejected by the CSEA membership because it did not contain provisions for time-and-a-half payment for work beyond the 40-hour week. However, it was accepted without change on the second round of voting by CSEA membership.

Orleans County

(Continued from Page 1)

only a \$250 raise for 1974. "The social service workers considered the raise an insult and prevailed on me to initiate action for improvement through CSEA," Ms. Blstoff, herself an Orleans County Social Services Department employee, said.

She said she was then joined by past-president, Kathy Dragan, of the home and infirmary, and in only a few days signed up nearly everybody for CSEA.

The sub-locals at Albion and Medina followed.

Syracuse Region

(Continued from Page 8)

Rome State School chapter, proposed that the Region assess dues to each chapter based on the chapter membership, and that the voting structure provide that delegate votes at regional meetings be on a weighted vote plan of one-man-one-vote per 100 members. Currently, all chapters, regardless of size, have equal vote.

Regional president Cleary pointed out that the Model Constitution had just been received from CSEA Headquarters, and that Mr. Pritchard's motion would be taken under advisement in determining the working constitution for the region.

A seminar on grievance procedure had been held on Friday evening, with various CSEA field representatives on hand to provide expertise on the panel.

Saturday morning activities included the Presidents Breakfast and the County Workshop.

Cortland Mayor Sam Forcucci was guest speaker at the Saturday evening banquet, at which trophies for the annual scrapbook contest were given. St. Lawrence State Hospital chapter

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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); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-8000; and for federal, 526-6192.

Latest State And County Eligible Lists

(Continued from Page 13)

182 Meifi M Syracuse	84.8
183 Dreisenstock Y Albany	84.7
184 Angerame S Ballston Spa	84.7
185 Weller G Buffalo	84.7
186 Liepshutz S Albany	84.7
187 Dober J Einora	84.6
188 Jaszebski A Utica	84.6
189 Cassarino W Albany	84.6
190 Battle J NYC	84.5
191 Kinne C Greenfld Pk	84.5
192 Walters C Albany	84.5
193 Gherghetta C W Seneca	84.5
194 McCormick F Ravens	84.5
195 Egloff F Solvay	84.5
196 Anderson M Bronx	84.5
197 Buono D Rensselaer	84.3
198 Heinmiller K Albany	84.3
199 Daley E Latham	84.3
200 Walfroa S Westerlo	84.2
201 Allen S Newark	84.2
202 Menter J Mr Vernon	84.2
203 Johnson C Jersey Cty	84.2
204 Hill M Delmar	84.1
205 Rinaldi T Albany	84.1
206 Sebania S Watervliet	84.0
207 Stavish M Johnson City	84.0
208 Concolino R Rensselaer	84.0
209 Burlew M Voorheesvil	84.0
210 Gortler R Buffalo	84.0
211 Biondo V Albany	83.8
212 Neibling H Bellerose	83.8
213 Brown N Watervliet	83.7
214 Goldberg S Albany	83.6
215 McDonald M Rensselaer	83.6
216 Collins P West Babylon	83.6
217 Flanagan M Waterford	83.6
218 Smereka J Tonawanda	83.6
219 Reilly M St James	83.6
220 Bedell H Hyde Park	83.6
221 Hoffman M Albany	83.5
222 Wendover A Highland	83.5
223 Sillie J Brooklyn	83.4
224 Dacey M Albany	83.4
225 Lawrence G Menands	83.4
226 Silkworth L Pt Jefferson	83.4
227 Mahoney M Buffalo	83.3
228 Johnson M Albany	83.3
229 Bazar A Albany	83.3
230 Corcoran C Endicott	83.3
231 Toohey B Delmar	83.3
232 Barno F Watervliet	83.3
233 Mausert F Albany	83.2
234 Dufresne S Mechanicvil	83.1
235 Sigel J Staten Is	83.1

236 Cron A Eodwell	83.0
237 Cafarelli B Rensselaer	83.0
238 Snyder M Syracuse	83.0
239 Woltz W Gowanda	83.0
240 Oleary H Mc Morris	83.0
241 Cook E Millerton	83.0
242 Howard E Binghamton	83.0
243 Hurlibe E Poughkeepsie	83.0
244 Williams F Brooklyn	82.9
245 Labrecht B Castleton	82.9
246 Monsir J Syracuse	82.8
247 Alois J Rochester	82.8
248 Southwick K Albany	82.8
249 Sadek A Buffalo	82.7
250 Dullmann E Castleton	82.7
251 Wood J Fayette	82.7
252 Sullivan F Bay Shore	82.7
253 Vanheusen I Schenectady	82.7
254 Harnish P Amsterdam	82.7
255 Luther D Troy	82.6
256 McIntyre M Albany	82.6
257 Monroe V Hudson Falls	82.6
258 Crego N Albany	82.6
259 Sheib A Bronx	82.6
260 Barcelo R Bay Shore	82.6
261 Wright E Cohoes	82.6
262 George Y Stillwater	82.5
263 Hulet C Rensselaer	82.5
264 Sochia M Schenectady	82.5
265 Waddington B Schenectady	82.5
266 Driessen D Albany	82.5
267 Jarosz A Waterford	82.4
268 Nicholson F Syracuse	82.4
269 Lowcey V Syracuse	82.4
270 Gabel C Albany	82.3
271 Smith B Napanoch	82.3
272 Batchelor C Brooklyn	82.3
273 Markantes Nyack	82.3
274 Lemon T Delmar	82.3
275 Banker S Rochester	82.2
276 Beecher N Harpurville	82.1
277 Ryan M Troy	82.1
278 Lawler H Saranac Lake	82.1
279 Taylor O Depew	82.1
280 Lapina M Mt Morris	82.0
281 Cox V Marcy	82.0
282 Kulpinski D Lackawanna	82.0
283 Hally E Rochester	82.0
284 Dickman S Brooklyn	82.0
285 Dobbs D Albany	81.9
286 Cole A Marcy	81.9
287 Motta D Menands	81.9
288 Poplawski K Buffalo	81.9
289 Robinson E Garnerville	81.9
290 Scoles M Willard	81.8
291 Hack E Green Island	81.8
292 Swedick M Albany	81.8
293 Guiry S Albany	81.7
294 Bielar E Buffalo	81.7
295 Wright R Poughkeepsie	81.7
296 Bromirski S Hoosick Pls	81.7
297 Kline A Wayland	81.7
298 Daley M Barneveld	81.6
299 Hartnett L Troy	81.6
300 Goodman S Beilmore	81.6
301 Adlison M Orangeburg	81.6
302 Donnelly B Albany	81.5
303 Koontz F Williamsvil	81.5
304 Espersen A Clarence	81.5

305 Pirri P Albany	81.5
306 Lockwood G Scotia	81.5
307 Spagnolo G Albany	81.5
308 Lacourt M Brentwood	81.5
30 Petrone E Brooklyn	81.5
310 Morfeolto M Rabena	81.5
311 Chovaneo H Schenectady	81.4
312 Vesneske A Schenectady	81.4
313 Duell R Fort Edward	81.3
314 Duncan A Troy	81.3
315 Gardner D Albany	81.3
316 Haberek D Amsterdam	81.3
317 Hull S Albany	81.3
318 James N Freeport	81.3
319 Martell S Poughkeepsie	81.3
320 Palladino C Troy	81.3
321 Harvey M Surprise	81.3
322 Sourmas T Brooklyn	81.2
323 Bancroft R Schenectady	81.2
324 Mortensen J Staten Is	81.2
325 Arnold K Germantown	81.2
326 Serriella L Schenectady	81.2
327 Rosbacher D Buffalo	81.2
328 Zent C Buffalo	81.2
329 Augustyn L Buffalo	81.2
330 Clifford E Queens Vil	81.1
331 Peters A Richmond HI	81.1
332 Mortimer H Kings Park	81.1
333 Sacheli P Brockport	81.1
334 Walker S Durhamville	81.1
35 Smith V Rotterdam	81.1
36 Wilson C Albany	81.1
337 Stansfield K Schenectady	81.0
338 Balascio H Albany	81.0
339 Conti G Pericho	81.0
40 Rhatigan G Albany	80.9
341 Rafe M Brooklyn	80.9

342 Slusky B NYC	80.9
343 Priester L Machias	80.9
344 Milczarek R Round Lake	80.8
345 Bond E Cobleskill	80.8
346 Ryncarson C Binghamton	80.8
347 Reed P Holbrook	80.8
248 Lilienwald E Stony Brock	80.8
349 Jones D Bronx	80.8
350 Brenner H Monsey	80.7
351 Napolitano O Walkill	80.7
352 Vadakin S Albany	80.6
353 Hinkel B Crayville	80.6
355 Squillini L W Haverstraw	80.5
357 Borysewicz L Troy	80.5
358 Sparks J Albany	80.5
359 Westfall M Delanson	80.4
360 Galacz B NYC	80.4
361 Kruger B Guilderland	80.4
362 Wheeler K Cohoes	80.4
363 Massaro A Albany	80.3
364 Rizzo E Albany	80.3
365 Mackey J Troy	80.3
366 All F W Oneonta	80.2
367 Rizzo M Albany	80.2
368 Weston H Williamsvil	80.1
369 Lake M Albany	80.1
370 Delorenzo R Schenectady	80.1
371 Molella B Delmar	80.0
372 Cacchillo L Schenectady	80.0
373 Ohearn B Hamburg	80.0
374 Cook J Albany	80.0
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376 Kincaid C Hauppauge	80.0
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(To Be Continued Next Week)

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Melba Binn, right, past president of the Western Conference, swears in the new slate of officers at Brockport SUNY chapter. They include, from left: Thomas Gartley, president; Mildred Moulthrop, vice-president; Mary Houseman, secretary; Marion Sargent, treasurer, and Suzanne Cloutier and Francis Caton, delegates.

Brockport SUNY Installs

ROCHESTER — President Thomas Gartley and other officers of the Brockport SUNY chapter, Civil Service Employees Assn., were installed May 4 at a dinner-dance at the Craig Hill Country Club in suburban Hilton.

Other officers include Mildred Moulthrop, vice-president; Mary Houseman, secretary, and Marion Sargent, treasurer. The executive council comprises Winifred Wilford, administration representative; James Gillette, faculty; Arthur Collins, maintenance, and Barbara Kays, secretarial.

Thomas McDonough, CSEA executive vice-president, was among the guests. Melba Binn, past president of the Western Conference, was installing officer. The chapter has about 400 members.

Dr. Burton Wolin, Brockport SUNY vice-president for administration, presented recognition awards to members who have served the state or the college for 15 and 25 years. Employees who retired during the past year also were honored.

Rita Burrell, chapter social chairman, was assisted by Marion Sargent and Barbara Kays in planning the dinner-dance.

Consulting Plan Winning Signers

ALBANY — Over 100 persons enrolled in the state health insurance plan have taken advantage to date of the new surgical consultation plan negotiated by the Civil Service Employees Assn. for state and local government employees.

The plan, which applies only to elective or non-emergency surgery, is offered through qualified physicians in the Albany area to employees and their families enrolled in the state health insurance plan. Under the surgical consultation plan, when elective surgery is recommended, the patient can arrange for a free consultation with a qualified surgical consultant by calling (518) GL 7-3198.

Consultation is available in that the patient receives either affirmation of the need for surgery or suggestions for alternate methods of treatment.

Employees located outside the Albany area may participate in the plan if they wish to travel to Albany, but their travel expenses will not be reimbursed.

Consultations arranged by the program are fully paid under the state health insurance contracts.



A happy foursome outside the Craig Hill Country Club, Hilton, where Brockport SUNY chapter, CSEA, installed officers at a dinner-dance is, from left: James Powers, CSEA regional director; Rita Burrell, dinner chairman; Thomas McDonough, statewide executive vice-president, and Thomas Gartley, chapter president.

Ask Schenectady Probation Upgrading

SCHENECTADY—The Civil Service Employees Assn. has requested the upgrading of three probation officer positions and the creation of a new position in the Schenectady County Probation Department as the first step in correcting inequity in salaries and responsibilities of Schenectady County probation officers compared with probation officers with similar responsibilities in other counties of the state.

Nels Carlson, staff coordinator of CSEA's statewide probation committee, wrote Frank Ragucci, chairman of the Schenectady County Civil Service Commission, that preliminary findings indicate that probation officers in Schenectady County are paid \$3,000 below probation officers with comparable responsibilities in other counties, and that an immediate reallocation of job titles is justified. "At a time when the efficiency of probation is being emphasized at the national level as the preferred method of treating the majority of adults and juvenile offenders, Schenectady County should not

treat probation as the weak sister in the criminal justice system," Mr. Carlson said.

Every probation officer in Schenectady County holds a CSEA membership card, Mr. Carlson reported, and CSEA fully intends to back this 100 per cent support by doing everything possible to rectify inequities that have been uncovered in Schenectady County.

Carlson said CSEA is requesting that the position of probation officer trainee is upgraded to Grade 16; that probation officers be upgraded from Grade 13 to Grade 19; that the probation supervisor title be upgraded

from Grade 16 to Grade 21; and that a new position of senior probation officer be established at Grade 20 in accordance with state-suggested staffing patterns for probation departments.

Schenectady County is the latest in a series of counties to be investigated by the CSEA Statewide Probation Committee for possible inequities in salaries and/or employment conditions for probation officers. The committee has been criss-crossing the state holding wide-ranging public hearings into the operations of county probation departments and several additional hearings are scheduled for the immediate future.

Valley Central Unit Gets 10% Pay Hike, Benefits

MIDDLETOWN—Non-teaching employees of the Valley Central School District, Orange County, have unanimously ratified a one-year contract calling for a 10.2 percent across-the-board wage increase plus increments and containing several major benefit improvements, according to Robert Aidelo, president of the district unit of the Civil Service Employees Assn.

Patrick J. Monachino, CSEA collective negotiating specialist who negotiated the outstanding contract, said that among the major benefit improvements won are that the district now pays the full hospitalization premiums for individual and dependents; final and binding arbitration in the grievance procedure; two weeks vacation after one year, with an additional day for each year after six years, resulting in 20 days after 15 years.

Also, a new dental plan with the district paying up to \$80 per employee; an increase in sick-leave accumulation from 165 to 180 days with 165 days trans-

ferrable to the retirement system; improvements in day off procedures and dismissal and appointment systems; eight-week probationary period, and 14 paid holidays annually.

In addition to other contract improvements, items not changed will continue in the new contract.

Erie Health Members Tipped On Benefits Of Group Insurance

BUFFALO—A representative of the Travelers Insurance Co. recently told Civil Service Employees Assn. members in the Erie County Health unit that their group policies require CSEA membership.

Paul Merklings was invited to speak to the unit to counter an opposing union's claim that CSEA members can shift their policies should the other union win bargaining rights over CSEA.

Mr. Merklings also emphasized that CSEA bargaining with the county resulted in payroll deductions for insurance programs. CSEA must be the bargaining agent to continue payroll deductions for these insurance programs, he added.

Mr. Merklings, invited by Harold Boreanaz, unit president, explained that New York State insurance laws require that employees carrying CSEA group life or health policies maintain CSEA membership.

Fanning Heads Probation Unit

ROCHESTER — Henry Fanning has been elected president of the Probation Officers unit, Civil Service Employees Association.

Other officers serving with him are John McCarthy, vice-president; Albert Francione, treasurer; John McCabe, treasurer, and Jeanne Rowe, publicity chairman.

The unit, affiliated with the Monroe County CSEA chapter, has 85 members from among the County Court and Family Court probation staffs.



HEALTHY TALK — Members of CSEA's Health Department Labor-Management Committee meet during two days of talks in Albany with officials of the Health Department to discuss resolution of many outstanding problems submitted to the committee by the CSEA membership. Members of the CSEA committee are, standing from left to right, Al Mead; John P. McGraw, CSEA collective negotiating specialist; Barbara Fauser; Viola Svensson; Robert Stelly; John Long, and Jack Gabay. Seated left to right: Pat Comerford; John Adamski; Ernst Stroebel, committee chairman; Genevieve Clark and Dale Roy.

To Choose Slate

MANHATTAN—A nominating committee has been chosen to propose a slate of officers for the New York State Psychiatric Institute chapter, Civil Service Employees Assn., according to the president, Salvatore Butero.

On the committee are Leo Downes, Dr. Donald Dillon, Amanda Perez, Isabel Sanchez, David Pierson, Herbert Swinden and Robert Montefusco.