

Ratification Overwhelming

Unions Together In Total Support Of Agency Shops

A coalition of 25 public employee unions in New York State met recently at the Civil Service Employees Assn.'s headquarters in Albany to plan strategy for supporting the passage of Senate Bill 5370, which provides for the establishment of an agency shop for public employee unions throughout the state. Included in their recommendations was the need for a "blitz" period to disseminate information and lobby for agency shop during the last two weeks of May. Standing, from left are: Kenneth Cadieux, CSEA; Bernard Ryan, CSEA di-



rector of legislation and political action; Louis Hughes, American Federation of State, County and Municipal Employees; Gerald T. Egan, International Union of Operating Engineers; Norm Adler, AFSCME; Al Provonzo, Transit Workers Union; Martin

A. Ross, IUOE; Stacy Charles, AFSCME; Joe Shannon, United Federation of Teachers. Seated, from left are: John Przekop, Professional Fire Fighters; Maggie Drezin, AFSCME; William McGowan, CSEA; Ralph Prossimo, Teamsters. (See Page 2.)

Wenzl: The Best Contract For The Greatest Number

ALBANY—After intense debate, conflicts over interpretation, and a delay for clarification of language, the tentative agreement reached April 17 between New York State and the Civil Service Employees Assn. was ratified overwhelmingly by members of all four bargaining units last week.

The total vote was approximately 50,000 approving the contract and 15,000 opposing, greater than 2/3 plurality for ratification.

The figures for each unit break down as follows:

• Administrative Unit, 12,832 votes to accept, 3,720 votes to reject.

• Operational Unit, 8,110 votes to accept, 3,164 votes to reject.

• Institutional Unit, 15,709 votes to accept, 3,054 votes to reject.

• Professional, Scientific and Technical Unit, 12,052 votes to accept, 5,235 votes to reject.

Overwhelming popular support for the contract seemed to affirm the feeling of Theodore C. Wenzl, CSEA president, that, "it was the best contract for the majority of the membership."

The lopsided ratification vote did not, however, totally halt all questions regarding the agreement, which averted a statewide strike planned for April 18. A small group of Albany workers obtained a restraining order to prevent the contract from being

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Fight Bill Denying Unemployment

ALBANY—Civil Service Employees Assn. members representing the union's 28,000 non-teaching school district employees gathered in Albany last week to voice their opposition to proposed legislation that would prevent 10-month non-instructional school personnel from receiving unemployment insurance benefits during July and August.

The bill affects all non-teaching personnel throughout the state who are not ordinarily employed during the summer months. The CSEA group called on their local assemblyman in Albany to urge defeat of the legislative amendment which is

are unable to work."

"The bill ignores the fact that non-instructional school employees are ready, willing and able to work but are deprived of employment as a result of the school district's determination concerning the work year. It further ignores the fact that it is extremely difficult and, in most cases, impossible for these employees to find summer employment with another source," Dr. Wenzl said.

He also said that passage of the legislation would not be a cost-saving measure but, merely, a transfer of maintenance income responsibilities to county

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June Fermer, left, a non-teaching school district employee and a member of the Civil Service Employees Assn.'s Erie County Educational Local and Sam Mogavero, chairman of CSEA's County Executive Committee and also the president of the Erie County Educational Local, discuss their plans to lobby against proposed legislation that would prevent all 10-month non-instructional school employees from receiving unemployment insurance benefits for the months of July and August.

BALLOTS

Because of a post office mistake, in sending out ballots early for elections of statewide officers and executive committee members of the Civil Service Employees Assn., procedure has been set up to allow members who have voted early to change their vote, if they want to. A separate procedure has been arranged for CSEA members who have not received an original ballot to obtain a replacement. Instructions for both situations are detailed on page 3.

number 4705 in the Senate and number 6961 in the Assembly.

In a meeting held at CSEA headquarters before the representatives went to the State Capitol, Dr. Theodore C. Wenzl, president of the CSEA, told the group that the CSEA opposed the bill because "it deprives individuals from receiving unemployment insurance benefits who, through no fault of their own,

CSEA Fights Willowbrook Takeover

MANHATTAN—The Civil Service Employees Assn. went to court last week to prevent the United Cerebral Palsy organization of New York from taking over patient care in five buildings of the Willowbrook Development Center.

Under an agreement signed on March 10 in Federal District Court in Brooklyn, the State Department of Mental Hygiene said it would reimburse the private nonprofit Cerebral Palsy organization to operate part of the Willowbrook Development Center. However, before a contract could be signed, the CSEA ob-

(Continued on Page 3)



A temporary restraining order to prevent United Cerebral Palsy of New York from taking over a portion of patient care at Willowbrook Developmental Center was announced by the Civil Service Employees Assn. last week at a Manhattan press conference. From left are Ronnie Smith, president of Willowbrook Local 429 of the CSEA; William McGowan, CSEA Executive Vice-President; Patrick Fraser, a vice-president of the Willowbrook Local, and Solomon Bendet, president of CSEA Metropolitan Region.



'Reforms' Often Conceal Abuses Of Civil Service

The word "reform" has too frequently been used as a smokescreen to cover a mul-

(Continued on Page 6)

Agency Shop Slugfest Looms

By HARCOURT TYNES

ALBANY — Municipal and statewide unions are girding for what looks like a tough fight convincing state lawmakers to approve legislation that would reshape the labor negotiation procedure between unions and governments and ease much of the pressure on unions

to raise funds.

Public employee unions have proclaimed this week "Agency Shop Week" to highlight their efforts to get the Agency Shop Bill passed in the State Senate. The Assembly passed the bill 103-24 on March 23.

Union members are just beginning to generate write-your-

state-senator campaigns and are planning vigils and demonstrations. "Get the free riders off our backs" is the rallying cry.

But it appears to be an uphill battle for the unions. The opposition appears to be strong and well-organized.

"The mail against the bill has been very heavy," said Janet

Kaplan, administrative assistant to Sen. Howard E. Babbush (D-L Bronx), one of the bill's 13 sponsors. "I don't know about the bill's chances."

Ms. Kaplan says she does not know if the heavy opposition will change Senator Babbush's vote.

The opposition appears to be coming primarily from a Virginia-based group called Americans Against Union Control of Government (AAUCG), believed to be a front for "right to work" groups. AAUCG is believed to be behind the mass of form post-cards state senators are receiving urging a "no" vote on the bill. The cards say: "Strongly opposed to laws that force New York State and local employees under union control and increase the power of union bosses. For the good of New York, I urge you to vote against what would force public employees to pay the union or be fired."

The bill, which died in previous legislative sessions, calls for all workers in a unit, even non-union members, to pay union dues. Union leaders reason that union members should not be forced to bear the full burden of supporting the union when all workers benefit from union efforts. Similar laws exist in Hawaii, Massachusetts, Michigan, Oregon, Rhode Island, Montana, Vermont, Washington and Wisconsin.

Many people opposing the bill
(Continued on Page 5)



JOHN FLYNN
... chief sponsor



RICHARD SCHERMERHORN
... chairs committee

It's 'Agency Shop Week'

ALBANY—This week has been declared "Agency Shop Week" by the Civil Service Employees Assn. and virtually every other public employee union in New York State.

The purpose of this cooperative effort will be vigorous campaigning and lobbying in support of the Agency Shop bill, pending

in the State Senate.

At a union leaders' conference recently at CSEA Headquarters, 25 union representatives unanimously agreed to a schedule of events to convince state senators to support an agency shop bill. An identical bill has already been passed by the assembly.

The bill would require that all public employees represented by a union be automatically required to pay union dues whether they are members or not. The Taylor Law requires public employee unions to represent both members and non-members equally in negotiating contracts and in adjusting grievances.

The union coalition says non-members should be required to pay for benefits they receive such as increased wages, employee protection, and fringe benefits which are negotiated by the union. The unions also cite the increasing financial burden of representing public employees effectively as membership rolls continue to decline because of poor economic

conditions.

At the conference, the unions agreed to ask their local presidents and political action committees to initiate letter-writing campaigns by members directed at state senators. Mailgrams were sent by each local president to his senator. This week each union is also bringing members to Albany to discuss the bill with senators. Telephone committees will be formed to call senators.

Theodore C. Wenzl, CSEA president, will join other coalition union presidents May 31 in a meeting with Sen. Warren Anderson, Senate Majority Leader. They will ask Senator Anderson to put the bill on the agenda of that week's Republican conference.

"With the type of excellent cooperation we have been receiving from these public employee unions, combined with the efforts of their members, passage of the agency shop bill may now, finally, become a reality," said Bernard J. Ryan, CSEA director of legislation and political action.



THEODORE WENZL
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Pact Ratification Overwhelming

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signed, based on claims that some members did not receive ballots and others voted twice. James Roemer, CSEA counsel, downplayed the order, which will be heard this week, explaining that the number of alleged discrepancies was much too small to affect the vote's outcome. Section nine of the contract is where certain distinctions are made according to bargaining unit. What follows is a summation of the contract provisions specific to each of the four units:
OPERATIONAL SERVICES: In

filling a job vacancy, seniority is the determining factor, all other factors being equal. Seniority is defined, according to Civil Service Law, as the length of continuous state service. A provision is added requiring that such appointments include a probationary period of eight to 26 weeks. Grievances regarding violations of job vacancy postings may be processed to the Office of Employee Relations and are not arbitrable.
ADMINISTRATIVE SERVICES: Except in the case of shift operations, the normal

workweek for full-time state employees, not employed on a seasonal or field basis, is Monday through Friday. The working day begins at 6 a.m., or 10 a.m. Where shift work is required, seniority will generally determine to which shift an employee is assigned. The workweek, "wherever practicable and consistent with program needs," consists of five consecutive days, followed by two consecutive days off.
PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES: Seniority is defined as the length

of continuous state service, full or part time. Certain interruptions — resignation and reinstatement within a year, a provisional period immediately preceded and followed by permanent service — will not affect seniority. Vacation is based on seniority, but the state has the right "to allow only such employees, in order of seniority, as can be reasonably spared to take such vacation time off." The assignment of shift, pass days, overtime, and voluntary transfers will depend on seniority

when other matters, such as qualifications, are considered equal. " . . . Shift and pass days will not be assigned for imposing discipline."
INSTITUTIONAL SERVICES: Overtime will be distributed by titles or by group of titles by work location. It will be offered on a seniority basis. If there are no volunteers it will be assigned in order of reverse seniority. There are a few changes in employee development and training, and in seniority, subjects covered in sections 10 and 11. For example, in the case of off-duty courses, seniority will be applied as a tie-breaker when there are more applicants than can be approved. Changes in seniority are as follows: absences of three months or more will be deducted from length of service; "temporary or provisional service immediately prior to permanent appointment" will be included in seniority calculation. Immediate prior part-time service" will be added on a prorated basis."

CSEA Fights Willowbrook Takeover

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tained a temporary restraining order on May 11 seeking an injunction to prevent the takeover. Speaking at a press conference last week, William McGowan, CSEA executive vice-president, charged, "not only does Cerebral Palsy lack the expertise to care properly for the retarded patients housed in Willowbrook, but 500 trained and dedicated employees could lose their jobs in the proposed takeover."

brook gradually to 250 by 1981. Parents and lawyers for the residents moved recently to have state officials cited for contempt. "The State has been burned and they just want to get out of the Mental Hygiene business in Willowbrook," said Mr. McGowan.

United Cerebral Palsy \$26,000 for the care of each patient housed in the Willowbrook facility." "This is approximately two to three times more than the state pays now to care for patients," said Mr. McGowan. "What is happening is that the state is using federal funds to get out of taking proper care of the mentally ill and retarded. It is financial sleight-of-hand which will cost the taxpayer more in the

long run," he added. Mr. Smith said that if Cerebral Palsy takes over the five buildings, the jobs of 500 employees presently staffing the facilities will be terminated. "The Cerebral Palsy people are saying that they will hire some of our people back to staff the buildings, but even if they do, the employees will lose their state pensions and will be offered jobs at a lower rate of pay," Mr. Smith said.

Fear was expressed by Mr. McGowan that the Willowbrook-Cerebral Palsy deal could set a pattern for private institutions subcontracting patient care in other institutions throughout the state. He cited the West Seneca Development Center near Buffalo as a possible next target for further takeover by Cerebral Palsy. In a March 11 article in the New York Times, a spokesman for Gov. Hugh Carey said, "the new Willowbrook arrangement raises the possibility of having private nonprofit organizations reimbursed by the state to manage other state facilities as well."

Mr. McGowan, Willowbrook CSEA Local 429 president Ronnie Smith, Willowbrook vice-president Patrick Fraser, Region II president Solomon Bendet and collective bargaining specialist Robert Guild appeared at the mid-town Manhattan press conference May 17 to denounce the agreement.

Under the proposed agreement, United Cerebral Palsy Associations for New York State will have full operational authority over five of the 27 buildings at Willowbrook, which contains 500 retarded patients between the ages of 10 and 17. United Cerebral Palsy will hire staff for some of the buildings and provide supervisors for present staff members in other buildings. However, the contract can be expanded to give Cerebral Palsy authority over other buildings if their operation of the original five proves successful. Moreover, United Cerebral Palsy is negotiating for the operation of mini-teams of training personnel at the Gouverneur Division of Manhattan Development Center.

According to CSEA leaders, the subcontracting of patient care results from the state's failing to meet a timetable set up in a consent agreement of April 1975 to reduce the population of Willow-

brook gradually to 250 by 1981. Under the proposed agreement, United Cerebral Palsy Associations for New York State will have full operational authority over five of the 27 buildings at Willowbrook, which contains 500 retarded patients between the ages of 10 and 17. United Cerebral Palsy will hire staff for some of the buildings and provide supervisors for present staff members in other buildings. However, the contract can be expanded to give Cerebral Palsy authority over other buildings if their operation of the original five proves successful. Moreover, United Cerebral Palsy is negotiating for the operation of mini-teams of training personnel at the Gouverneur Division of Manhattan Development Center. According to CSEA leaders, the subcontracting of patient care results from the state's failing to meet a timetable set up in a consent agreement of April 1975 to reduce the population of Willow-

Non-Teaching

(Continued from Page 1)
social services departments in the form of welfare payments to these unemployed individuals, 40 percent of whom are the primary wage earners for their families. The representatives who talked with their assemblymen or their aides were reported to be encouraged by the response they received from lawmakers, but Bernard J. Ryan, CSEA Director of Legislation and Political Action, and Joseph J. Dolan, CSEA's assistant executive director-county, both coordinators of the event, urged them to continue to wage a telephone and letter writing campaign to inform legislators of their opposition to the bill.

Library Clerk

ALBANY — A law library clerk (Westchester) eligible list, resulting from open competitive exam 45-486, was established April 21 by the State Civil Service Department. The list contains 21 names.

Workshop Resumes Deadline May 31

SYRACUSE—The Central Region State Workshop nominating committee reminded members seeking nomination as chairman, vice-chairman, secretary or treasurer to send their resumes by May 31 to Claire McGrath, 109 West Layette Avenue, Syracuse 13205.

Candidates will be presented and voting will be held at the June 11 Central Region Conference at the Holiday Inn, Cortland. There will be no nominations from the floor. Each Local present will have one vote.

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

- 30—Brooklyn Developmental Center Local 447 cocktail sip and meet the candidates: 6 p.m., Farragut Manor, 1460 Flatbush Ave., Brooklyn.
- 30-June 1—New York City Local 010 workshop and convention: Concord Hotel, Kiamesha Lake.

JUNE

- 7—Syracuse Area Retirees Local election of officers luncheon meeting: 1 p.m., Riordan's Restaurant, Auburn.
- 11—Lewis County Local installation of officers dinner-dance: 6:30 p.m., Pepper Mill Restaurant, Lowville.
- 13—Adirondack Committee, Capital Region IV, Meet the Candidates Night.
- 17—Broome County unit installation dinner-dance: 6 p.m., St. John's Memorial Center, St. John's Parkway, Johnson City.
- 19-21—County Division Workshop: Granit Hotel, Kerhonkson.
- 21—Hudson River Psychiatric Center Local 410 regular meeting: 8 p.m., Cheney Conference Room, Poughkeepsie.
- 24—Hudson River Psychiatric Center Local 410 installation of officers dinner: Holiday Inn, Fishkill.
- 25—Buffalo Local 003 installation dinner-dance: 7 p.m., John's Flaming Hearth, Lackawanna.

Early Ballot Problem Instructions Updated

ALBANY—Due to a mistake by the U.S. Post Office, thousands of Civil Service Employees Assn. members received ballots for the 1977 election of statewide officers and state executive committee members approximately one week earlier than the scheduled date of May 19. As a result, letters will be mailed to those members who voted early informing them they have the option of letting their original vote stand or requesting a replacement ballot to void their early vote, and explaining the procedure for making the request. Ballots in the statewide election were scheduled to go out May 19, but the Post Office mistakenly mailed out thousands of ballots a week too early. All ballots received at the Latham post office as of noon, Saturday, May

the outside of the return envelope. If a member does not request a replacement ballot, his or her initial ballot will be counted as valid. Ballots of those asking for a new ballot will be voided.

Amsterdam Date Processing Corporation, the independent

firm conducting the election, will mail the informational letters and handle requests for replacement ballots.

The deadline for early voters requesting new ballots is June 10, and the deadline for filing the replacement ballots is noon, June 27.

How To Order Replacement Ballot Now

ALBANY — Civil Service Employees Assn. members requiring replacement ballots for the election of statewide CSEA officers and members of the state executive committee are reminded that a request for such ballots must

be made on a special form available from the member's local president. Members not receiving an original ballot by May 27 should contact their Local president to complete the required form which should then be sent

immediately to Amsterdam Data Processing Corporation, Wallins Corners Road, Amsterdam, N.Y. 12010, the independent firm conducting the statewide election. Requests for replacement ballots must be received by June 12, and the deadline for filing a replacement ballot is noon, June 27.

Fill Poston Vacancy Quickly, Wenzl Says

The following letter was recently sent to Governor Hugh Carey by Theodore C. Wenzl, president of the Civil Service Employees Assn., expressing the union's view regarding filling the vacancy created on the State Civil Service Commission.

Dear Governor Carey:

The CSEA has noted with considerable pleasure and pride the appointment of Mrs. Ersa Poston to the United States Civil Service Commission. However, this leaves a great void in the State Civil Service Commission.

The oldest member of the present commission is Mr. Victor Bahou, who was appointed June 19,

1975. The other member of the Commission, Mrs. Josephine Gambino, has been serving only since March 17, 1977.

The Civil Service Employees Association considers the Civil Service Commission as one of the most important bodies in the State of New York. It is particularly critical that this agency can take a strong role in the personnel program of the State with all the impetus now for the reform of the Civil Service Law.

We are, therefore, urging upon you two matters; one, immediately filling the vacancy created by the advancement of Mrs. Poston. Many of the ac-

tions of the Civil Service Commission require a unanimous vote by all three members. Unless the Commission is completely staffed, action on items requiring unanimous consent of all three members will be impossible.

Second, we most strongly urge you that, in your selection of the replacement of Mrs. Poston, you appoint an individual who has had long experience in the public personnel field and is familiar with State and local government. We are certain that a good, qualified person will complement the work of the present members of the Commission in developing an effective agency for the State.

We respectfully request that you take action on this matter as rapidly as possible.

Respectfully yours,
THEODORE C. WENZL
President



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New York State Department of Civil Service

Agency Shop Bill Legislative Fight Looms In Albany

(Continued from Page 2)

believe non-union workers must also join the union under the proposal, say some legislative aides in Albany.

"That's not so," said Sarah DeLaurentis, executive assistant to Sen. Joseph L. Bruno (R-Rensselaer), another bill sponsor. "It's a gross misconception."

Ms. DeLaurentis said mail her office received on the bill is almost 50-50 with the opposition mail slightly ahead. But she added she expects to eventually receive more mail favoring the bill once the union campaigns get started.

But the mail campaign has some pro-agency shop supporters clearly worried.

"We know that if there is a concerted campaign organized by a group, we must pay attention to it and to the constituents," said a spokesman for Sen. Abraham Bernstein (D-L Bronx), who asked not to be named. "But we can't always let them lead us. We have to lead them sometimes."

A secretary in Sen. Anthony V. Gazzara's office said mail received by the Queens Democrat is also heavily opposed to the bill. Many form postcards are among the mail, she said. She added the bill's fate is uncertain.

Vera Kahn, a secretary for Sen. Vander L. Beatty (D-Brooklyn) said her office has also been hit with considerable opposition mail, many of it form postcards. Senator Beatty is another bill sponsor.

Sen. John E. Flynn (R-Yonkers-Bronx), the principal sponsor in the Senate, is optimistic, however.

"I feel we have a good chance, a good shot," said Senator Flynn. "We already have 12 people for the bill. We only need 31 votes."

The bill is pending before the Senate Civil Service Committee, headed by Sen. Richard Schermerhorn (R-Newburgh). Patti DeFreest, Senator Schermerhorn's administrative aide, said the committee is waiting for a request from Senator Flynn to act on the bill. Senator Flynn said he would make the request this week.

The bill's fate apparently hinges on Sen. Warren Anderson (R-Binghamton), the Senate Majority Leader and Gov. Hugh L. Carey, who must sign the bill

if and when the Senate approves it. Opposition from either man could kill it for this session.

But Senator Anderson appears to be the key to success or failure at this point. Tim Taylor, an aide to Sen. Manfred Ohrenstein (D-Manhattan), says no one is sure where Senator Anderson stands on the issue. The Governor's feelings on it are also unknown, he added.

"The hangup could be because of Warren Anderson," said Mr. Taylor.

Mr. Taylor said his office received 150 letters and postcards from constituents on the bill. Only one favored it, he said.

The other Senate sponsors are John Marchi (R-Staten Island), Robert Garcia (D-Bronx), Edwyn Mason (R-Delaware), Howard Nolan Jr. (D-Albany), Israel Ruiz (D-Bronx) and Caesar Trunzo (R-Suffolk).



PUBLIC EMPLOYEES RESPOND TO ARTHRITIS TELETHON

"Name That Tune" host Tom Kennedy, left, was joyful during recent telethon to gain contributions for Arthritis Foundation as he receives report from Civil Service Employees Assn. leaders on donations by public employees. CSEA vice-president Irving Flaumenbaum, of Long Island Region I, center, and CSEA vice-president James Lennon, right, of Southern Region III, along with CSEA vice-president Solomon Bendet, of Metropolitan Region II, manned telephones to accept pledges from public-employee listeners. Reason for the smiles should be evident: "Nearly \$100,000 was raised from contributions attributable to CSEA members," said Mr. Flaumenbaum, who was chairman of the Telethon's public sector committee.

Tabulate Rockland Run-Off This Week

NEW CITY—The counting of the ballots in the representation election to determine which union will represent the 1,800 employees of Rockland County were planned for May 25 at 10 a.m. at the Albany offices of the Public Employment Relations Board.

The vote is actually the runoff election for a vote originally held earlier this year. The incumbent Civil Service Employees Assn. has been challenged by the Service Employees International Union in a move that has held up CSEA negotiations with the county for some eight months.

The terms and conditions of employment imposed upon the Rockland County workers by the county legislature last October expired at midnight on Dec. 31, 1976. The CSEA, which has represented the county employees for several years, demanded on October 29, 1976 that negotiations begin "immediately" on the new contract. However, when the Service Employees International Union challenged the CSEA for

representation rights, the county called off negotiations even before they began.

In the vote tally on April 27, the CSEA beat the outside union, but by a close enough count to require a runoff under PERB rules and regulations. Meanwhile, negotiations remain in limbo and the employees continue to work without a contract.

"The unfortunate thing about this election," said CSEA Rockland County CSEA unit president Patsy Spicci, "is that it is the workers who are suffering because of SEIU's interference in our county. CSEA has beaten this bunch countless times in representation elections throughout the state, yet they continue to try to con the workers into

voting for them so that they can get their dues. And all the time these elections are going on, the real work of our union—the negotiation of a decent contract calling for just wages and better working conditions—must be suspended."

CSEA field representative Larry Scanlon added, "In negotia-

tions, the important thing to remember is that the more solidarity the workers have, the easier it is for them to get the things they want and need at the bargaining table. That's why the best thing that could happen for the employees now would be an overwhelming victory for CSEA in this runoff election."

Steno, Clerical, Typist Jobs With U.S. Opening

MANHATTAN — The U.S. Civil Service Commission has opened filing until further notice for clerk stenographer and clerk typist at several salary levels.

The jobs are open in New York City and Nassau, Suffolk, Dutchess, Orange, Putnam, Rockland and Westchester Counties.

Clerk typist pays from \$6,572 to \$8,316. Clerk stenographers earn from \$7,408 to \$9,303.

For typist positions, at least 40 words per minute ability is required. Stenographer positions require taking dictation at 80 words per minutes.

Applications can be obtained at any federal job information center. A completed form 5000AB should be filed with the New York City Area Office, U.S. Civil Service Commission, 26 Federal Plaza, New York 10007.

Applicants must indicate the announcement title and number—clerk stenographer, clerk typist, no. NY -7-02—and the desired test location—Bronx, Brooklyn, Jamaica, Manhattan, Staten Island, Hempstead, Middletown, Newburgh, Patchogue, Peekskill, Poughkeepsie, Riverhead, White Plains or Yonkers.

CSEA Action Wins Nassau Increments For 100 Workers

MINEOLA—A resolution to pay out \$90,500 to about 100 Nassau County employees in increments which had been won by legal action by the Civil Service Employees Assn. was acted on by the county Board of Supervisors this month.

The money represents increments that had been withheld by the administration of county executive Ralph G. Caso from persons earning over \$25,000 a year and from several employees in the Department of Social Services who had been hired in December.

CSEA regional attorney Richard M. Gaba had won an order from Court Justice Eli Wager ordering the county to pay the in-

crements. The board voted the money at its meeting last week.

Irving Flaumenbaum, president of the Nassau Local, expressed appreciation for the efforts of the employees in the payroll section of the comptroller's office headed by William Dixon, for their diligence in preparing the checks.

Schedule Postal Custodian Filing

HICKSVILLE — The U.S. Postal Service has set a May 27 filing deadline for prospective custodial laborers, custodians and cleaners.

Veterans will receive hiring preference in the jobs when they

become available, say postal officials. Non-veterans will be appointed when the veteran's list is exhausted.

Qualifying exams will be scheduled when openings occur. Candidates must be able to read and follow instructions, use power or hand cleaning equipment, handle weights and loads, and work without supervision. Candidates must also be at least 16 years old, high school graduates and American citizens. Custodial laborers earn \$11,691 a year. The other salaries were not disclosed.

Applications should be sent to the Hicksville Post Office.

SHORT TAKES

MINIMUM WAGE MAY RISE

President Carter is considering pleas from labor and civil rights leaders to hike the federal minimum wage to \$3 an hour, the Associated Press reported. If the president should agree to the new rate, it would be an increase of 50 cents an hour over his earlier proposal. The current rate is \$2.25 an hour.

Rensselaer Announces 3 Openings

TROY — Rensselaer County Civil Service Commission officials have announced three new job openings with yearly salaries ranging from \$4,905 to \$17,000.

There is one vacancy each for the \$4,905-a-year community service worker post, physical therapist's assistant at \$6,145 a

year post; and chief program analyst, which pays \$17,000 a year. Candidates for all three posts must have been Rensselaer County residents for at least four months.

The community service worker exam is scheduled for July 18. Applications must be in by June

16. Candidates must possess at least one year's non-professional social service program experience.

For physical therapist's assistant, candidates must hold a physical therapist associate degree. There is no exam. Job seekers will be rated on training and

(Continued on Page 14)

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FRIDAY, MAY 27, 1977

Civil Service Reform

IT is human nature to be dissatisfied with things as they exist, so why do things so often stay the same?

Probably the simplest way to explain such a phenomenon is to note that for each point of vexation, there are innumerable opinions on how to change it.

One historical example concerns the restoration of the French monarchy in the latter part of the previous century. After Napoleon III lost his imperial throne, the French parliament had to decide on what form of government to set up. The majority favored reinstatement of the kingdom. The catch was that the monarchists were divided between those favoring the restoration of the Bourbon dynasty and those advocating the restoration of the Orleans line. Consequently, in 1871, the Third Republic was established.

In New York State Civil Service Law, the rule of one-in-three has been the system used for appointment to civil service jobs. In the current studies being made to "reform" the law, this rule of one-in-three has come under fire.

Now it is quite possible that a majority of people might agree that it should be scrapped.

On the other hand, some critics would replace it with exact order appointment (such as New York City Mayor Abraham Beame imposed by executive order) in order to do away with any discretionary judgments. Others would expand the number from one-in-three to one-in-ten, so as to provide greater flexibility. Still others would open the system to provide that all candidates who pass an exam be given equal consideration, thus making it easier to adhere to federal guidelines on the hiring of women and members of specific ethnic groups.

We do not believe the current Civil Service Law must be a sacred cow, but neither do we think it should be changed for the mere sake of show.

Beyond the mere statistics, the real cause for dissatisfaction with the existing Civil Service Law is the feeling that it is being abused.

In short, enforce the law as it reads before tampering with it. (M.O.B.)

Grace, Courage And Class

IN a recent Leader, it was reported that the first women may soon join the New York City Fire Department as full-fledged firefighters.

Firewomen, lady firefighters, firegals, fire ladies, or whatever one chooses to call them, the distaff department members will certainly bring about a major change in the city's fire-fighting force.

Their arrival will probably also evoke the usual remarks from female detractors who will insist no woman can ever possibly qualify for such duty, and from die-in-the-wool women liberationists who will insist that most women could qualify.

We believe the truth lies somewhere in the middle of the extremes.

When the first woman applicant with the physical, mental and emotional qualifications comes along, we trust Fire Department officials and Fire Department members will accept her with grace, courage and class. Fire Department qualifying standards, we feel, should not be lowered to make it easier for anyone. Nor should our sense of justice and fair play. (H.A.T.)

Don't Repeat This!

(Continued from Page 1)
titude of evils. Among the impurities that afflict our language, the word reform has become a euphemistic synonym for any change, however regressive in character.

Theodore C. Wenzl, president of the Civil Service Employees Assn., had the occasion to lift the sham of the reform label which the Temporary State Commission on Management and Productivity in the Public Sector attached to its tentative proposals for "reform" of the State Civil Service Commission and its procedures and practices.

Served Well

While some changes and improvements can be made, the fact is that the Civil Service system has served the people of the state and its local governments well. Elected officials, commissioners, department and agency heads come and go with the shifting political tides, but the permanent Civil Service keeps government operations moving along on an even keel during periods of political change.

In testimony before the Temporary State Commission, Dr. Wenzl pointed out that improvements in the administration of the Merit System cannot be achieved in the face of sharp budget cuts that have been imposed upon the State Civil Service Commission during the past two years. This is particularly so, he said, since the major cuts were made in the commission's personnel services and development programs, critical areas of the commission's function in personnel recruitment, training and promotion.

In addition plans for decentralization of the classification and compensation function to the operating departments was vigorously opposed by Dr. Wenzl. This procedure, he charged, would undermine the merit system by permitting departments to avoid using existing eligible lists in order to reward favored or politically well-connected employees.

Elements Of Favoritism

He voiced similar objections to a proposal under which department heads would be given discretion to grant merit increases to selected employees. Again, this is a recommendation which would impose on the Merit System elements of favoritism and political pressures. The potential for abuse of this procedure can prove to be a most destructive element in undermining public employees morale and the quality of services provided by the permanent civil service employees.

From an affirmative point of view, Dr. Wenzl recommended adoption of the CSEA program for the creation of career ladders which would enable women and minorities to move into supervisory positions, based upon additional training and performance in Civil Service entry positions.

Progress from the spoils system to the Merit System has moved on a long and difficult road, beset with countless obstacles put in the way by those who profited by the spoils system. Over the years, the Merit System has persuasively demonstrated that it is the most efficient and effective way to provide the public with decent services and dedicated employees.



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

Police Upheld

Several police officers employed by the City of Long Beach were charged with violating the prohibition contained in Section 210 of the Civil Service Law making it illegal for public employees to engage in a strike.

It was alleged by the public employer that the police officers had abstained from the proper performance of their duties without permission and had interfered with the city's orderly operation of essential services. More specifically, it was charged they stopped city buses, sanitation trucks and sewer maintenance vehicles, detaining them for long and time-consuming inspections. They issued summonses and ordered drivers to return to their garages.

Never before in the history of Long Beach had summonses been issued by police officers to other municipal employees. It was determined the violations involved conditions not impairing the safe operation of the vehicles. As a result of an overly meticulous adherence to rules, the police officers found the alleged unsafe conditions to exist. In some cases, compliance with these rules had been found to be impractical, and in other cases, the rules were inapplicable to the vehicles involved. The alleged misconduct on the part of the police officers took place over a three-day period and was designed to force the city to rescind its order demoting certain high-ranking police officers for budgetary reasons. Pursuant to the provisions of the Taylor Law, the city manager determined that the officers had violated Section 210 and imposed certain punishment.

The police officers commenced an Article 78 proceeding in Nassau County Supreme Court resulting in a dismissal of the petitions. The same court also denied petitioners' motions for renewal or reargument. On appeal to the Appellate Division, Second Department, it was held that the decision of the lower court should be affirmed. The Appellate Division said: "We agree with respondents and Special Term that petitioners thereby engaged in a strike within the meaning of the Taylor Law. Respondents did not act arbitrarily and capriciously in reaching their determination without a hearing, since petitioner's affidavits did not refute the charges in such a manner as to raise a question of fact (see Civil Service Law, Section 210)." **In the Matter of Dowling, et al. v. Bowen, City Manager and Chief Executive Officer of the City of Long Beach, 385 N.Y.S. 2d 355.**

In an Article 78 proceeding commenced by an individual who took four written examinations given by the New York City Civil Service Commission, it was contended that admission to the examinations was equivalent to admitting that the individual met the requirements for appointment. It was conceded by the commission that petitioner passed four written examinations to which he was admitted. There were two sets of examinations—one promotional and one open competitive for each of two titles. The court held that the device of allowing the individual to sit for the examination promotes the efficient processing of applications. It did not constitute an ipso facto deter-

(Continued on Page 7)

RETIREMENT NEWS & FACTS

By A. L. PETERS

CIVIL SERVICE LEADER, Friday, May 27, 1977

Retiree Ranks Growing

With President Carter's attempt to make the Social Security system solvent, the whole question of public retirement benefits is getting an international airing.

Some weeks ago, I described systems in various foreign nations. The New York Times, in a chart last week, noted that payroll taxes in Italy were 35 percent, West Germany, 30 percent; Great Britain, 14.5 percent; France, 4 percent; and the United States, 11.7 percent. It cited the comparative deficits in Italy at \$72 billion, West Germany, \$4.8 billion; France, \$640 million; and the United States, \$5.6 billion.

The problem arises from several unsurmountable forces:

- The proportion of retirees to the work force is consistently increasing as birth rates decline and longevity brings about an older population. It is approaching a one-retiree-to-every-four-persons figure in the United States and may reach one in three by 1985, say population experts.

- Inflation forces an increase in benefit payments so that money paid in Social Security taxes 10 years ago does not meet the needs of beneficiaries today — and interest does not make up the difference.

- Most systems pay out more to low income wage earners than their payments justify. In effect, Social Security becomes a sort of supplementary welfare system.

- Health benefits are included and the cost of this has skyrocketed.

- The original plan, for most cases, was not completely realistic.

President Carter has offered a plan that would increase the employer's share of Social Security taxes substantially, employees

share somewhat, and the general treasury will contribute a relatively minor amount. Undoubtedly, Congress will adjust these figures in response to various pressures, but certainly all three elements will have to participate.

Mayor Beame has again placed the burden of funding New York City on union pension funds. In a statement last week he indicated that the reluctance of union pension funds to purchase long-term city bonds would endanger his plan to put a cap on real estate taxes. The pressure is on the pension funds to purchase 14-year bonds payable in annual installments.

Union pension funds are already committed to purchase \$1.5 billion in city bonds to very substantial holdings they already have. Apparently, investment advisors have suggested that commitments not be made for a period of more than seven years. And some funds, officials feel they cannot go beyond one-year notes which can be rolled over to meet the requirements of both the city and the pension funds.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from Last Week)

Simons Lillian	Savona
Simmons Margery J	Albany
Slocum Douglas L	Arkport
Slatick Rose M	Bayshore
Smith Rose	Pleasantville
Sommers Bernice M	Schenectady
Solomon Judith A	Albany
Sprague Walter	Andes
Steinbach Henry J Jr	Niverville
Tasetano Paul M	Burlington Vt
Taylor Trudi F	Congers
Thompson Mildred	Yonkers
Thornton Bobbie Jean	Bronx
Timmons Leroy Jr	Rochester
Tocci Anthony	Hicksville
Tosano Angelo	Wantagh
Totz Molly C	Houston Tex
Vaugh Edward F Jr	Gr Barrington Mass
Venus Kathryn	Cheektowaga
Vidal Raymond	Boston
Wagner Richard A	Central Islip
Watt Patricia C	Ithaca
Waldbauer Eugene C	Ithaca
Weyant Allan	New Lebanon

Civil Service Law & You

(Continued from Page 6)

mination of eligibility. The Civil Service Commission had the right to confine eligibility to those on the rung of the promotion ladder immediately below that for which the examination was given. On appeal to the Appellate Division, First Department, it was held that the fact of admission to take the examinations did not necessarily mean that the individual was qualified for the positions tested for. Application of *Gerity v. Bronstein*, 385 N.Y.S. 2d 88.

NAOMI SPATZ
Assistant Director of
Public Relations, UFT

Ed Note: Our reporter tried on numerous occasions to verify the facts with UFT, but UFT officials failed to reply to her telephone messages.

proper perspective of what they are offering. I don't quite know how these elections will be held, but I feel there will be less

people, with more content to choose from. I think the way the election system is set up now makes a lot of people vote just for names and pictures. With the staggered election system, the voter will be less confused and able to choose a better candidate."

Martha Jane Harrop, community mental health nurse:

"I favor the current elections system for CSEA leadership. I think it's good to have elections all at one time. If they were held two or three different times during the year, people would simply lose interest. It would seem to them that an election is something that is going on all the time. Once they get used to voting as something permanent, there's nothing challenging about it. Therefore, I prefer to get it over with all at one time."

Barry Markman, vocational rehabilitation counselor:

"I feel that the elections being run simultaneously places a great strain on local leadership. While setting up a local election, they also have to participate in the regional and statewide elections. I would really like to see some kind of a separation between the local, regional and statewide elections. What is most important, however, is that candidates should start dealing with the major issues facing the workers."

records and back timespan from candidacy to election is too short. Lots of my co-workers share my opinion that the time to make decisions about candidates is not sufficient in the present electoral system. We would rather have staggered elections."

Steve Friedman, mental hygiene therapy aide:

"I have no reasons to favor the present system of election, because it is too confusing having everybody running at the same time. Also, this system doesn't offer sufficient exposure to pertinent information about individual candidates. I hope that a staggered election will offer the voters the opportunity to review the folders, pictures and records of the candidates. Then everybody will get the opportunity to elect the best candidates."

Brad Cohen, mental hygiene therapy aide:

"I don't really care. For the most part, the leadership has been unresponsive to the problems of union membership. No matter how the elections are run, it won't make much of a difference. The same type of leadership will be on top, either way. This won't make much of a difference for the membership. A lot of membership is not going to care about the elections, anyway."

LETTERS TO THE EDITOR

Editor, The Leader:

In the front-page article on "rigged" school hearings (April 15), the Civil Service Leader gives the disturbing impression that teachers are subject to arbitrary witchhunts and, further, that the United Federation of Teachers does nothing about it. Both charges are patently untrue. The article, in fact, contains so many unsubstantiated charges and gross inaccuracies that the suspicion must arise of deliberate falsification.

The article talks about "mental medicals" and quotes a charge that the UFT "sides" with authorities and "double-crosses" its members. There was no attempt to substantiate these charges, verify the facts or seek refutation from the UFT. We have no record of any attempt by your reporter to contact the union in the preparation of her story, despite her allegation that "union officials could not be reached for comment"; she never tried.

Second, the writer cites a

charge that the union "too often takes the side of school officials against teachers." Since that never happens, this represents another lie printed by you without any attempt to check the facts.

Third, the article claims that many long-term teachers are

labeled mentally unfit by school authorities and lose their jobs. Again, this is a very serious charge which merited checking; yet it was published without any verification. The truth is that very few have ever lost jobs this way.

Finally, it is peculiar that the writer quotes at length the charges of a small group who claim great success in court. However, the fact is that just before the article appeared, the United States District Court in New York threw out this group's case — and the cases of nine separate individuals brought by this group. The judge denied all their claims and rebuked the group for being "career litigants." Why were these success claims not verified? Why were they not measured against the truth?

The UFT has a well-deserved reputation as a fighter for teacher rights; we insist on full due process and the right of any individual to litigate any injurious decision. The UFT repre-

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

CANDIDATES FOR



IRVING FLAUMENBAUM



FRANK SEMINARA

Frank Seminara

Frank Seminara, president of the Region I Department of Transportation Local 508, is an organization man — as long as the organization is CSEA.

Mr. Seminara stepped into the leadership of his local last year, and says the Region I

DOT Local is a fine example of CSEA action by the membership. "Everyone in this local makes a contribution," he said.

And that is the theme of his campaign for president of the Long Island Region: that CSEA is a democratic union that functions best with the maximum participation and contribution of effort and ideas by the rank and

file.

Mr. Seminara is not running against anything, but to symbolize the democratic processes of CSEA that make it the best among unions. "There isn't a union you can name that is run by the elected, volunteer, unpaid delegates who govern CSEA," he said. "Our greatest problem is
(Continued on Page 14)

Metropolitan Region II

Sol Bendet

Solomon Bendet has been an innovator and fighter for Public Employees Benefits

for many years as an active member and leader of the Civil Service Employees Assn.

He was an architect of such programs as a non-contributory
(Continued on Page 16)

Vincent Rubano

REASONS FOR SEEKING OFFICE: To give to the New York Metropolitan Region

the effective leadership and representation its members deserve and to restore to this region its impact and influence on policy decisions on the statewide
(Continued on Page 16)

Ronnie Smith

Ronnie A. Smith is presently running for the office of Metropolitan Region pres-

ident, as well as representative to the CSEA Board of Directors.

Mr. Smith has been employed at Willowbrook Development
(Continued on Page 16)



SOL BENDET



VINCENT RUBANO



RONNIE SMITH

Southern Region III

James J. Lennon

James J. Lennon, incumbent president of the Southern Region 3, has been nominated for re-election. The first elected President of the region under restructuring, he has followed the concept of what restructuring asks of a region

president—working for quality service for public employees in Region 3 and not just quantity services. "Quality service" means doing the best job possible to provide an all-around in-depth type of union representation for all CSEA members.

Mr. Lennon has spoken out in behalf of the best interests of all CSEA members on matters

that could affect their jobs and the employees' right to a decent way of life on and off the job. Under his administration in the region, accomplishments are:

- OPENING of the first regional office in the state;
- INCREASED field staff;
- INCREASED regional attorneys;

(Continued on Page 17)

Martin Langer

OBJECTIVE: To provide new leadership at a time when there is a crying need for new thoughts, new methods, new ideas and the ability to think critically and independently.

PREPARATION -- CSEA IN-

INVOLVEMENT: Local president of Rockland State Hospital for past six years, first vice-president for four years, statewide member of the PS&T Negotiating team for three years; chairman of various committees including field services, future of mental hygiene, institution teachers, and current chairman of CSEA's statewide legislative and political action

committee. In this latter capacity, I have testified before and have been cross-examined by various legislative committees, including state governmental employees committee, in order to introduce CSEA-supported legislation as well as to justify CSEA's position on various bills of importance to public employ-
(Continued on Page 17)



JAMES LENNON



MARTIN LANGER

CANDIDATES FOR REGION PRESIDENTS

Capital Region IV

Howard Cropsey

Having served actively for many years in the CSEA, Mr. Cropsey is seeking the presi-

dency of Region IV. For 10 years he has been a member of the Board of Directors and currently is co-chairman of the membership committee. (Continued on Page 18)



HOWARD CROPSEY

Jean C. Gray

Jean C. Gray has been preparing herself for the role of regional president for eight

years, four years as second vice-president and four years as first vice-president. The office is an important one and she is capable of doing a good job for (Continued on Page 18)



JEAN C. GRAY

Joe McDermott

Joseph E. McDermott, two-term incumbent Capital Region IV 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 (Continued on Page 18)



JOE McDERMOTT

Central Region V

James J. Moore

In seeking the office of Central Region V president, I bring with me previous experience which will aid me if elected: local president; state-wide, departmental, local negotiations; seven years of processing grievances; chairman region-

wide workshops; four years Board member of CSEA; member, education and training committee.

My priorities as president will be: utilize staff and increased membership political action, to bring about amendments to the Taylor Law that would lead to increased equitable raises for all public employees; serve as a

watchdog on the retirement system to see that there are no detrimental changes that would reduce current benefits; work towards having an agency shop at all levels where CSEA represents employees.

In general, I know I can increase the amount of help given local officers, i.e.: education and (Continued on Page 19)



JAMES J. MOORE

Richard E. Cleary

Richard E. Cleary is the current Region V president and has been for the past two terms.

Dick has been a member of CSEA for 30 years as a state employee in the Department of Transportation. Prior to his

state service, Dick was employed by the City of Syracuse Water Department.

His many CSEA positions include region president for four years, president of the Syracuse Local for eight years, member of the Board of Directors, chairman of the special DOT committee, member of region office committee, member of PS&T

Negotiation Team, Local grievance chairman and many other duties concerned with improving working conditions for our members.

Dick knows that CSEA is the greatest public employee union in the country and wants to be re-elected to continue the great traditions and accomplishments of (Continued on Page 19)



RICHARD E. CLEARY

Western Region VI

Robert L. Lattimer

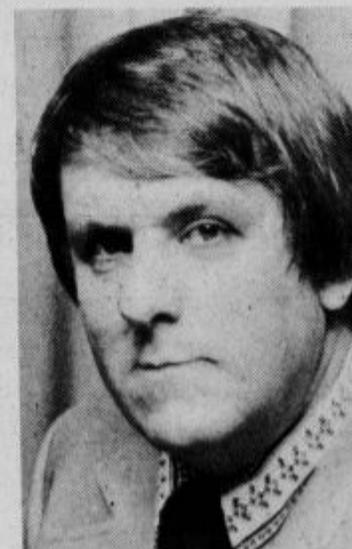
During the past two hectic years, the greatest strides in Region VI were made in the areas of political action and communications. First, CSEA entered the political arena seriously. Second, local officers and members were bombarded with

information about the union's activity on the state, region and local levels.

While he has held several positions within CSEA, Bob is interested in accomplishments, not titles. He brought a much-needed ingredient to his office . . . that of decisive leadership. Criticized for being domineering, his actions have proved him to be a

clear thinker, careful planner, candid and fair. He has been called a "disruptive force," an epithet he accepts. Always a proponent for constructive change in CSEA, he has worked diligently toward that end.

An articulate spokesman for the public employee, Bob has been accessible and responsive (Continued on Page 20)



ROBERT L. LATTIMER

James H. Bourkney

It is my belief that CSEA is only as strong an association as its component units and these units as strong as their individual chapters. If elected I shall strive for a closer coordination among these components and for the development

of a more unified labor policy. For the past two years I have been a member of the statewide CSEA Board of Directors, representing Region VI's Mental Hygiene employees.

The past five years I have served as President of Local 427, West Seneca Developmental Center. I served on the Region 6 Educational committee during

this time as well as participated in various Regional labor seminars. I was instrumental in setting up an annual seminar for association stewards in the area.

Prior to holding the office of President, I was the First Vice-President of the chapter as well as having served on its Board of Directors. (Continued on Page 20)



JAMES H. BOURKNEY

Latest State And County Eligible Lists

**EXAM 35-979
SENIOR TYPIST**
Test Held Nov. 6, 1976
List Est. Feb. 14, 1977
(Continued from Last Week)

241 Russo Linda Hudson	81.6
242 Hogan Monica M Middletown	81.6
243 Stanton Frances Tonawanda	81.6
244 Ryan Jacklyn A Clifton Pk	81.6
245 Bennett Dawn L Syracuse	81.6
246 Spooner Miriam Massena	81.6
247 Frycek Gordon A Horseheads	81.6
248 Walnicki Janice Buffalo	81.6
249 Skelly Kim I Oswego	81.6
250 Beaver Audrey H Albany	81.5
251 Krupski Sandra Cheektowaga	81.5
252 Bencivenga M Charlotteville	81.5
253 Perry Mary L Castleton	81.5
254 Spallone M C Elmira	81.5
255 Jordan Janet C Depew	81.5
256 Miess Christine Mohawk	81.4
257 Korn Barbara A Slingerlands	81.4

LEGAL NOTICE

MOTOR MAGNETICS

Suite 1512, 630 Fifth Avenue, New York, New York. Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on May 3, 1977. Business: To acquire inventions, apply for patents thereon, and grant patent licenses. General Partners: George S. Moore, El Molino, Soto Grande, Spain; Richard L. Russell, 525 East 86th Street, New York, New York. Limited Partners and cash contribution: Herman A. Schaefer, 281 Old Stamford Road, New Canaan, Connecticut, \$6,250; Priscilla G. Schaefer, 281 Old Stamford Road, New Canaan, Connecticut, \$6,250; Jean R. Hallingby, 950 Fifth Avenue, New York, New York, \$12,500; George H. Shiarrella, 75 Stewart Road, Short Hills, New Jersey, \$12,500; Orr R. Kingsley, 285 Canoe Hill Road, New Canaan, Connecticut, \$25,000; Armine F. Banfield, West View Lane, South Norwalk, Connecticut, \$6,250; Charon Crosson Moore, El Molino, Soto Grande, Spain, \$6,250; Charon Crosson Moore F/B/O, Margalite Christina Moore, El Molino, Soto Grande, Spain, \$6,250; Charon Crosson Moore F/B/O, Stevens Crosson Moore, El Molino, Soto Grande, Spain, \$6,250; Charon Crosson Moore F/B/O, Maria Pia Moore, El Molino, Soto Grande, Spain, \$6,250; Lillian Berkman, 22 East 64th Street, New York, New York, \$12,500; Hope Crosson Niceta, Pleasant Ridge Road, Harrison, New York, \$3,125; Piero O. Niceta, Pleasant Ridge Road, Harrison, New York, \$3,125; George B. Moore, 579 Frogtown Road, New Canaan, Connecticut, \$6,250; William F. Earthman, 105 Belle Meade Boulevard, Nashville, Tennessee, \$12,500; Jane Scott Blatt, 148 East 48th Street, New York, New York, \$3,125. Partnership to continue until December 31, 1997 unless sooner terminated in accordance with Partnership Agreement. No additional contributions required from Limited Partners. No contributions returned except as provided in Partnership Agreement upon dissolution of partnership. Limited Partners share in 85 and eight-ninths per cent of profits in proportion to their capital contributions. Limited Partners may not transfer or hypothecate their interest in the partnership unless prior written consent of the General Partners and unless compliance with all applicable securities laws. No transfer or hypothecation shall be made of less than \$5,000 of partnership interest to any person other than one or both of the General Partners. Recipient of transferred or hypothecated Limited Partners' interest may not become a substituted Limited Partner without written consent of General Partners. General Partners have right to admit additional Limited Partners. No priority among Limited Partners as to contributions or as to compensation by way of income. Upon the death, retirement, or insanity of a General Partner, remaining General Partner may agree to continue the partnership. Limited Partners have no right to demand or receive property other than cash in return for contributions.

258 Williamson B Pine Bush	81.4
259 Jablonski Donna Albany	81.4
260 Patrick K A Canisteo	81.4
261 Knapik Sharon L Ballston Spa	81.4
262 Steffan Linda A Albion	81.4
263 Arndt Bonita S Clifton Pk	81.4
264 Johnson E NYC	81.4
265 Grant Beverly AA Cape Vincent	81.4
266 Odell Alane C Buffalo	81.4
267 Nieswiadomy D Cheektowaga	81.3
268 Lubrano Mary Brooklyn	81.3
269 Brown Ellen B West Oneonta	81.3
270 Brave Rebecca B Verbank	81.3
271 Henderson S L Niagara Fls	81.3
272 Martone Michele North Troy	81.3
273 Grieco Phyllis Nesconset	81.3
274 Vader Linda M Medina	81.2
275 Lewis Norma L Tonawanda	81.2
276 Hawley Grace J Colton	81.2
277 Davis Geraldine Albany	81.1
278 Ackley Mary L Glenmont	81.0
279 Tschernenko O Cheektowaga	81.0
280 Lang Debora S Brockport	81.0
281 Shufelt Sandra Cohoes	81.0
282 Ferguson Marie Brooklyn	81.0
283 Amarando M M Auburn	80.9
284 Creighton Linda Belmont	80.8
285 Burns Maryann Lancaster	80.7
286 Young Joan B Williamsvil	80.7
287 Barylski Betty Elmira	80.7
288 Mills Sandra L Rochester	80.6
289 Corrigan J Rochester	80.6
290 Alger Edna L Albany	80.5
291 Amidon Virginia Dansville	80.5
292 Dill Karen J Bay Shore	80.4
293 Rever Dolores G Schenectady	80.4
294 Wagner Linda L Buffalo	80.4
295 Kerr Michelle R Buffalo	80.4
296 Werneburg S M Waterford	80.4
297 Fortuna M J Rochester	80.4
298 Hasto Helen K Middleburgh	80.4
299 Cappillino M A Highland	80.4
300 Sullivan G M Binghamton	80.4
301 Dombroski T F Poughkeepsie	80.4
302 Scully Isabelle Delmar	80.4
303 Hicks Becky L Granville	80.3
304 Bagatta Marie A Milton	80.3
305 Gunther Joanne Albany	80.3
306 Swanson Greta M Buffalo	80.2
307 Farnham B J Waterport	80.2
308 Mosier Alice C Buffalo	80.2
309 Connor Barbara Green Is	80.2
310 Vail Violet J Walton	80.2
311 Rossi Lou A N Tonawanda	80.2
312 Schuster V Stony Point	80.2
313 Meyer Bernice F Kerhonkson	80.2
314 Perry Mary L Dansville	80.2
315 Ciccone M E Liverpool	80.2
316 Williams M Albany	80.2
317 Donovan J M Albany	80.2
318 Cramer Jerilyn Troy	80.2
319 Kocher Barbara Amherst	80.2
320 Lee Dolores A Avon	80.2
321 Barbella Ruth E Rockaway	80.1
322 Marafioti Maria Utica	80.1
323 Parsons Linda L Poughkeepsie	80.1
324 Schnurr Barbara Albany	80.0
325 Barrell Ellen M Troy	80.0
326 Coleman Sandra Watertown	80.0
327 Chenette Claire Rensselaer	80.0
328 Roberts Teri E Buffalo	80.0
329 Murray Theresa Attica	79.9
330 Graziano Cira M Holbrook	79.9
331 Rubenstein M B Farmingville	79.9
332 Stedler M C Kenmore	79.9
333 Bocha Joan L Troy	79.9
334 Gosselin Janice Saranac	79.9
335 Duffy Isabella I Watervliet	79.9
336 Sharak C R Syracuse	79.8
337 Smith Jennie New Paltz	79.8
338 Maskell Teresa Rensselaer	79.8
339 Pupino Loretta Altamont	79.8
340 Zayas Donna Mastie	79.7
341 Sager Beatrice Albany	79.7
342 Delvecchio L M Liverpool	79.6
343 Giacomino C E Greenbush	79.6
344 Layhee Wanda M Dannemora	79.6
345 Stopera Frances Cohoes	79.6
346 Willingham W F Albany	79.6
347 Herrmann Joan E Albany	79.6
348 Palitsch P A Watervliet	79.6
349 Compise Susan J Williamsvil	79.6
350 Welch Juliana L Merrill	79.5
351 Laul Ann M S Ozone Pk	79.5
352 Hannon C S Troy	79.5
353 Hunt Brenda R Binghamton	79.5
354 Beagle Linda N Tonawanda	79.4
355 Bologna Viola T Albany	79.3
356 Lewis Ruth K Forest Hills	79.3
357 Caporta E J Albany	79.3
358 Morris Annette West Seneca	79.3
359 Zimmerman Mary Albany	79.3
360 Knezetic M T Depew	79.2
361 Tommell Joann Voorheesvil	79.2
362 Hornsby Zulah A Lackawanna	79.2
363 Walrath Jill Livonia	79.2
364 Webber Ruth E Rensselaer	79.2
365 Luzadis Dawn M Unsdilla	79.2
366 Golden Nancy P Watervliet	79.1
367 Day Sharon B Albany	79.1
368 Sullivan Gloria Winthrop	79.0
369 Mest Jeanne M Strykersil	79.0
370 O'Donnell Evelyn Watertown	79.0
371 Damico Marilyn Albany	79.0
372 Morrell B M Buffalo	79.0
373 Binder Helene C Staten Is	79.0
374 Dickie Frances Saranac Lk	79.0
375 Ranno Judy A Tonawanda	79.0
376 Schuteker W E Buffalo	79.0
377 Atkinson Lynn M Endicott	78.9
378 Lubinski Jary A Green Is	78.9
379 Gusty Marie F Troy	78.9
380 Soldevere J L Albany	78.9
381 Barcomb Joy F Churubusco	78.9
382 Vincent Carol R Latham	78.9
383 Bain Deborah J Albany	78.9
384 Fitzpatrick C E Tupper Lake	78.9
385 Fenton Ruth E Tonawanda	78.9
386 Grugan Kathleen Rensselaer	78.8
387 McCormick Diana Watervliet	78.8
388 Maxwell Janine Glenmont	78.8
389 Leach Genevieve Albany	78.8
390 Buchheit Anne M West Seneca	78.8
391 Merchant Joan C Buffalo	78.8
392 Nichols Mary T Syracuse	78.8
393 Gleason Lynn M Manlius	78.8
394 Lenhardt Linda Slingerlands	78.8
395 Serour Linda J Utica	78.8
396 Simard Maryann Albany	78.7
397 Cring Barbara J Geneva	78.6
398 Bryle Elaine M W Babylon	78.6
399 Frydrychowski J Buffalo	78.6
400 Kulewicz B M Deer Park	78.6
401 Hulbrock Louise Liendenhurst	78.6
402 Orciuoli Mona L E Greenbush	78.6
403 Simmons Sandra Rochester	78.6
404 Vonhof C L Rochester	78.6
405 Lawler Cathy M Voorheesvil	78.5
406 Gottlieb Hilda Kings Park	78.4
407 Gettings Doris N Tonawanda	78.4
408 Loveless Mary S Newark Val	78.4
409 Bernstein I Syracuse	78.3
410 Dixon Mary F Vestal	78.3
411 Matthews Karen Saranac Lk	78.3
412 Davis Linda M Castleton	78.3
413 Graham Kathleen Saratoga Spgs	78.2
414 Marx Barbara S Schenectady	78.2
415 Danielson oJann Ashville	78.2
416 Degonzague Jill Albany	78.2
417 Kunz Judith M Buffalo	78.2
418 Waters Louise M Clifton Pk	78.2
419 Beckles Layrita NYC	78.2
420 Fiorella C S Jamestown	78.2
421 Taylor Evelyn D Bronx	78.2

422 Harrell Lillian Schenectady	78.1
423 Perrotti Brenda Syracuse	78.1
424 Reaves Emma Yonkers	78.1
425 Simmons Joan A Rhinebeck	78.1
426 Reina Nancy Woodhaven	78.0
427 Noxon Yvonne A Duaneburg	77.9
428 Mancino Doris M Troy	77.9
429 Poinsett Louise NYC	77.9
430 Rivera Isabel NYC	77.8
431 Korzelius T T Buffalo	77.8
432 Ovelic Margaret NYC	77.8
433 Lafave Martha Elmgry Depot	77.8
434 Pallone Barbara Syracuse	77.8
435 Barto Pamela A Wingdale	77.8
436 Pezzimenti M M Angola	77.8
437 Plasse Nancy M Green Island	77.8
438 McCleary K R Kendall	77.8
439 Stalpinski A D Schenectady	77.8
440 Ryngwalski Rose Buffalo	77.8
441 Strobel Joan L Mt Morris	77.8
442 Griffin Roberta Geneseo	77.8
443 Chace Helen G Walton	77.7
444 Allen Virginia Elba	77.7
445 Scott Catherine Albany	77.7
446 Rathbun Deborah Horseheads	77.7
447 Goldstein Myrna Staten Is	77.7
448 Anderson Joni S Hamlin	77.7
449 Trombly P A Renssler Fls	77.7
450 Chisholm Doris Rosedale	77.7
451 Hines Patricia Albany	77.7
452 Cascio Mary Mt Morris	77.7
453 Kelly Linda M Albany	77.7
454 Murphy Theresa Farmingdale	77.7
455 Wajda Nancy T Albany	77.6
456 Grange Gloria M Brooklyn	77.6
457 Davidson Amy C Albany	77.6
458 Farina Troy	77.6
459 Bertolino V Smithtown	77.6
460 McMahon Eileen West Babylon	77.6
461 Duprey Mary M Raybrook	77.6
462 Ward Dorothy T Buffalo	77.6
463 Tierney C Menands	77.6
464 Munro Wanda C Felts Mills	77.6
465 Hart Dorothy Salamanca	77.6
466 Mackin Mary K Schenectady	77.5
467 Haynes Madge G Bronx	77.5
468 Carr Sharon L Dansville	77.5
469 Morine Celeste Waterford	77.5
470 Blasen Michele Albany	77.5
471 Vigneri Frances Rochester	77.4
472 Palmer Jane M Sloansville	77.4
473 Heffner Edna J Poestenkill	77.4
474 Culver Delores Mecklenburg	77.4
475 Nadbrzuch Linda N Tonawanda	77.4
476 Doebler Lois R N Tonawanda	77.4
477 Lewandusky K A Waterford	77.4
478 Rapp Kathyann Albany	77.4
479 Salvatore Diane Kings Pk	77.4
480 Malm Joann M Schaghticoke	77.4
481 Pierrelouis B B Rosedale	77.4

(To Be Continued)

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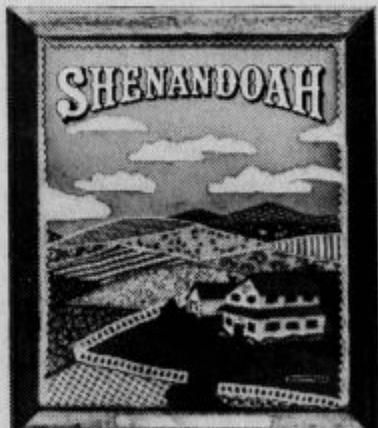
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—Clive Barnes, N.Y. Times

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Dismiss Court Worker's Suit Against L.I. Local

MINEOLA—An effort by a court employee to block action by the nominating committee of the Nassau Local has been thrown out of court.

The case, which was brought by Manny Trotner, an employee in the Nassau County Court, was dismissed by Supreme Court Justice Bernard F. McCaf-

frey as unfounded. The judge said it was not necessary to deal with the fact that court employees became employees of the state April 1, and were assigned to a new state CSEA Local.

The judge said the complaint did not "establish any prejudice or deprivation of a right." He added, "The unwarranted interference by the court in the internal management of the Association could prejudice the orderly conduct of Association's affairs..."

It was the second recent suit by Mr. Trotner against the CSEA to be dismissed in Mineola Supreme Court.

Health Care Analyst

ALBANY—A health care fiscal analyst eligible list, resulting from open competitive exam 24-452, was established March 14 by the State Civil Service Department. The list contains 26 names.

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LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; Park East Hospital; And to the distributees of William Bentley, also known as William R. Bentley, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the estate of William Bentley, also known as William R. Bentley, deceased, who at the time of his death was a resident of 577 Second Avenue, New York, N.Y.

Send GREETING:
Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 10th day of June, 1977, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed (L.S.), April 18, 1977. HON. SAMUEL A. SPIEGEL, Surrogate, New York County. David L. Sheehan Jr., Chief Clerk.

LIMITED PARTNERSHIP
Lab Oil Company, c/o Bruce S. Bandes, 277 Park Avenue, New York, N.Y. Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on April 14, 1977. Business: Own and operate oil and gas properties. General Partners: Bruce S. Bandes, 114 Michael Road, Oakdale, N.Y.; Joseph Allegro, 6 Hallacher Drive, East Northport, N.Y.; Harry Lyme, 810 N.E. 124th St., Miami, Fla. Limited Partners, name address and cash contribution: Walter A. Sheldon, 137 Greenway Road, Lido Beach, N.Y.; Marilyn & Jeffrey Sheldon, jointly, 99-25 60th Ave., Queens, N.Y.; Jack & Harriet Izower, jointly, 146 Jefferson Ave, Island Park, N.Y.; Seymour Bandes, 54 Cornwell Lane, Sands Point, N.Y.; James R. Zuckerman, 67 Beverly Road, Great Neck, N.Y.; Joseph Bandes, 440 E. 62nd St., N.Y. N.Y.; Penelope Andrews Sprague, c/o Martin Andrews, 1026 Hudson St., Hoboken, N.J.; Daniel Bandes, 1010 Woodside Dr., Clearwater, Fla., \$6,500 each; Murray N. Meadow, 9 W 16th St., N.Y. N.Y.; Melvin Dinkowitz, 159-55 78th St., Howard Beach, N.Y.; Jerome M. Slavin, 24 Old Field Lane, Lake Success, N.Y.; Max Steinhart, 2980 Valentine Ave., Bronx, N.Y., \$3,250 each. Term: April 12th, 1977 to February 1, 2012. Limited partners have not agreed to make additional contributions. Contribution of limited partner returned on dissolution. Limited partners shall receive that proportion of at least 50% of net income as his contribution bears to \$65,000. Limited partner has no right to substitute an assignee. No right to admit additional limited partners. No priority among limited partners. Upon death, retirement or insanity of all general partners, 67% in interest of limited partners have the right continue business. Limited partners have no right to demand or receive property other than cash in for his contribution.

Overturn Unjust Firing

MINEOLA — Robert Coe, who was dismissed in 1974 from his job as auto mechanic for the Nassau County Police Department, was reinstated with back pay last week by the Appellate Division which agreed with attorneys for the Service Employees Assn. that he had been fired unjustly.

Mr. Coe, a former CSEA Nassau County negotiating committee member and shop steward for the civilian employees in the Police Department, had been dismissed in March 1974 after refusing to lift and move heavy refuse containers because of chronically weak knees.

The police department fired Mr. Coe and claimed that it is a paramilitary organization and would not allow orders to be disobeyed. Local attorney Richard M. Gaba argued successfully that dismissal was too harsh a punishment and that Mr. Coe should be reinstated.

Two other employees, Ronald Gales, who was fired, and John McManus who was fined by the Police Department for refusal to remove the refuse containers, had their cases reversed. Mr. Gales was reinstated and Mr. McManus had his fine reduced.

Union Opposes 'Sunset' Scheme

ALBANY—The Civil Service Employees Assn. sailed into the "sunset" legislation proposal recently, saying it "may have the effect of wholesale abolition of agencies or programs that supply services to the citizens of this state."

Stephen Wiley, of the CSEA law firm, Roemer & Featherstonhaugh, testified on the proposed legislation before the New York State Commission on Management and Productivity in the Public Sector and the State Assembly Committee on Governmental Operations.

Mr. Wiley said that "sunset" legislation is supposed to "provide a mechanism for periodic evaluation of programs and automatic termination of those programs unless the legislature acts affirmatively to continue their existence."

"The unique characteristic of 'sunset' is not, however, its evaluation function. Its unique characteristic is the automatic termination of agencies, programs, rules and regulations, state mandates, or laws unless affirmative action to continue them is taken by a particular date."

He pointed out that the CSEA does not oppose the review or reexamination of programs by the legislature. "It is our position, however, that conventional 'sunset' is not the appropriate means to accomplish that end in New York State."

Mr. Wiley named several other states in which 'sunset' legislation has not worked, and pointed out that it should not be perceived as a money-saving device. U.S. Senator Edmund Muskie, in his remarks to the April 24 Sunset Conference, "noted that the review and examination process would undoubtedly result in increased ap-



Police Commissioner Michael Codd, standing, helped dedicate Intermediate School 72 in Staten Island renamed after officer Rocco Laurie (painting right) who was killed in 1972.

Slain Policeman Honored

By BERNADETTE AMATO
Intermediate School 72 Faculty members and Staten Island residents were on hand last week for the dedication ceremony in which the school was renamed

after one of its native sons, Rocco Laurie.

Mr. Laurie was a police officer killed in the line of duty Jan. 27, 1972. His partner, Gregory Foster, also died in the shooting which is still unsolved. The men were assigned to the Ninth Precinct in lower Manhattan.

Rocco Laurie was a native of Staten Island and a graduate of Port Richmond High School where he excelled in sports and ranked in the top quarter of his class.

He attended Iona College and later joined the Marine Corps. He was a sergeant when honorably discharged.

He was awarded the distin-

guished Bloomingdale Award when he graduated from the police academy.

"I am delighted to have our school named for a man such as Rocco Laurie, whose life and devotion to decency and honesty will always be an inspiration to us all," said the school's principal, Stanley Katzman.

Mr. Katzman added Mr. Laurie was "a hero in every sense of the word" and would make a fine example for children to follow throughout their school years.

Other ceremony speakers were Police Commissioner Michael Codd, Marine Col. George Wilson and Rabbi Milton Rosenfeld of Temple Israel, Staten Island.

Taylor Law Strikes Orange County Local

The New York State Public Employment Relations Board announced recently that it has found the Orange County Local of the Civil Service Employees Assn. and the Civil Service Employees Assn., Inc. in violation of the "no strike" provision of the Taylor Law.

The State Board ordered the loss of the dues deduction privilege for twelve months beginning on the first practicable date. The Association and the Orange County Local were found to have violated the Taylor Law by engaging in a strike against the county from March 17 through March 30, 1976.

PERB said that no dues are to

be deducted on behalf of either organization until each affirms "that it does not assert the right to strike against any government, or to assist or participate in such strike, or to impose an obligation to conduct, assist or participate in such a strike" as required by provisions of Section 210.3(g) of the Law.

Rensselaer Job Openings

(Continued from Page 5)
experience.

The chief program analyst post also has no test requirements, with appointments based on training and experience. Candidates must hold a bachelor's or master's degree in business administration, public administration, social science, or psychology; or a combination of experience and training. Officials did not say what the combinations should be, however.

The eligible lists for the posts

will also be used to fill other vacancies in the county Social Services and Mental Health Departments.

Police Training Tech

ALBANY—An associate training technician police eligible list resulting from promotional exam 35-976, was established April 4 by the State Civil Service Department. The list contains five names.

REAL ESTATE VALUES

Publisher's Notice:

All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination."
This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

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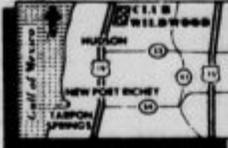
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PRESIDENT

IRVING FLAUMENBAUM

(Continued from Page 8)

He has been equally vigorous in support and dissent from state CSEA actions, depending on his view of the best interests of the membership at large.

A veteran mediator once said that the public image of CSEA is much better than most unions' because Flaumenbaum has been as responsible as he is vigorous in his stands on behalf of public employees.

Mr. Flaumenbaum is not seeking reelection in the Nassau Local this year in order to concentrate fulltime effort on the business of the regional organization. He has given top prior-

FRANK SEMINARA

(Continued from Page 8)

the member who contributes no effort and then gripes."

"You are the CSEA," he often tells employees. "Don't gripe; participate."

He is a highway foreman with the DOT, and has been a state employee for 23 years.

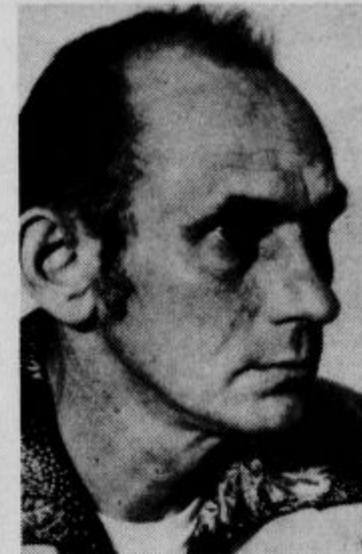
He is married, has a son and daughter, and has been an officer in the West Babylon Fire Department and an officer of the St. Clement's Society.

ity to stronger and coordinated political action to advance the cause of public employees.

Kings Park Local 411 and a member of the statewide Institutional Unit negotiating team. He is co-chairman of Region I state affairs committee and a member of the regional political action committee.

He has been a member of CSEA for 22 years and involved in the labor movement since 1942. His other committee involvement includes human relations, affirmative action and grievance. He has served as vice-chairman of the Mental Hygiene Council.

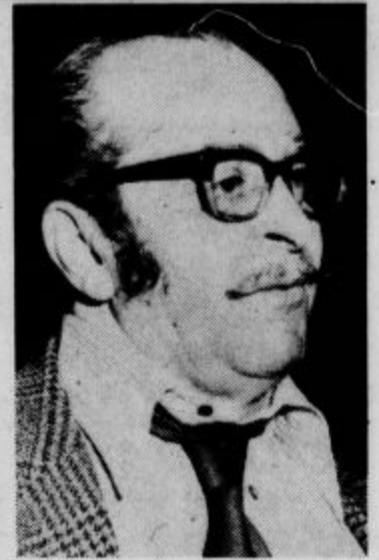
successfully settled on behalf of the aggrieved member.



BEN GUMIN

I am seeking the office of third vice-president to Region I so that I can, if elected, expand my effort to better serve the rank-and-file membership of CSEA.

I feel that I possess the necessary knowledge and ability to fill the position based on my experience as a past unit president, past member of the Nassau Local board of directors, current second vice-president of the Nassau Educational Local, organizational experience with the formation of the first educational Local to secure a charter from the parent organization, and a thorough acquaintance with Nassau, Suffolk and state civil service law.



ALEX BOZZA

board of directors, 14 years.

I served on the following committees: Budget, Grievance, Legislature, Constitution and By-Laws. I have been a member of the CSEA for 18 years.

DUDLEY KINSLEY

(Photo not available)

Dudley Kinsley has been prominent in CSEA affairs for 17 of the 18 years he has been an employee of Nassau County.

He is president of the Department of General Services unit, which he helped organize years ago, and has served his Local as officer, committee member and willing worker. His enthusiasm also led to the founding of many of the CSEA-affiliated sports activities for members. As candidate for regional office, he offers a wealth of experience in CSEA affairs.

First Vice-President



JAMES CORBIN

Jim Corbin, president of the 10,000-member Suffolk Local 852, is the only Suffolk Local president in modern times to gain reelection. He did this by reforming the organization, establishing a professional image, negotiating a precedent-setting four-year contract for county workers and creating an independent welfare fund with increased benefits. Meanwhile, he represented the interests of civil service employees everywhere in regional affairs and by obtaining, as chairman of the statewide Insurance Committee, equal life insurance for women members.



AL VARACCHI

My qualifications and aggressiveness speak for me. I ask for your vote to represent employees of the state, county and school districts as an officer of the Long Island Region.

My labor background dates

from 1937 when I helped to organize a CIO local at the Federal Shipbuilding and Dry Dock Company.

Second V-President



NICK ABBATIELLO

Nick Abbatiello has been active in the CSEA for over 20 years and is seeking his third term as second vice-president of Region I. He is an executive officer on the Nassau Board of Directors and a delegate.

He has also been nominated to run for the president of Nassau Local, the largest Local in the state. Committees he presently is serving on include: the State legal, civil service and CETA committees. He is a member of many regional committees, chairman of the consumer committees.



GREG SZURNICKI

Mr. Szurnicki is president of

Third Vice-President



RUTH BRAVERMAN

Because of her interest in all the region members, Ruth is well-qualified for the position of third vice-president of Region I. She served two years as fourth vice-president and she is member of the political action and social committees.

Currently, she is fifth vice-president of the Nassau Local, state Delegate and member of social and school district committees. She is also president of clerical staff at East Meadow Public Schools.

Ruth is an active member of the statewide political action and legislative committee working on crucial CSEA legislation.



ROBERT CONLON

I would like to take this opportunity to thank all our CSEA members for their faith in me during the last region election. At that time I received an overwhelming vote of confidence with a 2-to-1 victory. I hope I have retained your confidence during my tenure in office.

I have been most fortunate to serve as president of the Kings Park School District Local for five years. During that time I have represented the membership in every grievance filed: all

Fourth V-President



PETER HIGERSON

Working for the State Park Commission 14 years. CSEA member 14 years.

Positions: delegate, president. Was an active member of trade unions. Veteran U.S. Marines. Attended Farmingdale, Nassau Community College, Cornell University labor study courses.

Committees: Statewide—labor management parks & recreation. Regional—membership committee, human rights committee.

ALEX BOZZA

I feel I have the necessary experience and temperament for this position. Presently, I am chairman of state contingency action committee, and the Region I auditing and political action committees. I have been state delegate, 18 years, president of North Hempstead unit for 10 years, chairman political action committee Nassau Local, 12 years, and a member of its

Secretary

DOROTHY GOETZ

Ms. Goetz has been recording secretary of the Long Island Region for four years, president of the Town of Huntington unit for six years, and treasurer of the Suffolk Local for five years. She is the only woman to hold three CSEA executive positions simultaneously.

She is also chairman of the statewide pension committee, a delegate, and member of the social, political action and membership committees. Ms. Goetz serves as CSEA chairman of the Annual Huntington Town United Fund Drive.

CAROL CRAIG

Carol Craig has served as president of her West Islip School District unit, as an officer of both the Suffolk Local and the Suffolk Educational Local and as regional corresponding secretary.

She has been an elected official for more than half of the 11 years she has been a member of CSEA, and campaigns on fitness for the post as well as a representative of wider representation on the regional board.

SYLVIA WEINSTOCK

Sylvia Weinstock, a senior stenographer at Pilgrim State Psychiatric Center for 11 years, is secretary of her CSEA Local.

She has been active in affairs of the Department of Mental Hygiene, as a committee chair.

(Continued on Page 20)

Cannot Assume Resignation From Absences: High Court

MANHATTAN—Two years of litigation by the Civil Service Employees Assn. came to an end on May 3, when the highest court in the state ordered the reinstatement of a state employee whose employment had been terminated under Section 5.3(d) of the Rules and Regulations of the Civil Service Department.

The Section, commonly referred to as the "10 day rule," provides that "When an employee is absent without leave and without an explanation therefor for a period of 10 work days, such absence shall be deemed to constitute a resignation effective on the date of the commencement of such absence."

The Court of Appeals order to reinstate was the result of an action brought initially in May, 1975, by the CSEA for Percy Johnson, a laboratory animal caretaker at Downstate Medical Center.

Mr. Johnson had been advised by letter in December, 1974, that as he had neither reported for work nor offered an explanation for his absence, his "resignation" was accepted. The letter also stated that the action was "in accord with Civil Service Rules and Regulations of 'unauthorized absence.'"

Contending that he did report

for work, Mr. Johnson stated that he had informed his supervisor that due to illness he would be out for a few days.

The case was handled by CSEA regional law firm of Stanley Mallman, and was argued by William Volin, who stressed that Mr. Johnson had been denied "due process under the fourteenth Amendment Clause of the Federal Constitution." Agreeing, the Appellate Division decided that Section 5.3(d) "should be declared unconstitutional" and ordered Mr. Johnson reinstated to his position with back pay and other benefits to which he may be entitled.

The decision, however, was appealed by the Attorney General, Louis R. Lefkowitz, to the Court of Appeals. In affirming the decision of the lower courts, the justices unanimously said that the Civil Service Rule was "inconsistent with Section 75 of the Civil Services Law and therefore invalid."

"This (Section 5.3d) flies in the face of one of the mandates of Section 75" the court said, in that the employer is not required or expected to give any notice to the employee before invoking the rule.

In light of the disposition of the appeal on this ground the Court of Appeals did not reach or consider the constitutional issues presented and ruled upon in the lower courts.

Health Consultant

ALBANY—A public health social work consultant eligible list, resulting from open competitive exam 27-618, was established April 14 by the State Civil Service Department. The list contains 91 names.

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 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 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 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.

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 State 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 Building Campus, Albany 12239; 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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METRO NYC REGION II CANDIDATES

PRESIDENT

SOL BENDET

(Continued from Page 8)

pension system, social security in addition to pensions, non-contributory health plans and mandatory salary increments. These plans were unknown at the time he introduced them and were thought impossible to achieve.

During his tenure as statewide CSEA Salary Committee Chairman, one of more than a score of positions he has held in the organization, some half billion dollars in wages, in addition to other benefits, were gained for state workers. He refused to sign the CSEA-New York State contract that made salary increments negotiable and not mandatory. As a consequence, he was replaced as Chairman of the Salary Committee and as a negotiator for CSEA.

Mr. Bendet remains an innovator for CSEA. He seeks reelection as President of the New York Region in order to:

1. Change the Taylor Law, a statute which he has opposed from its inception. He was the only member of the CSEA Board of Directors who opposed its approval.
2. Stop inflationary erosion of pensions by securing for public employees the same half-pay pensions for 20 years service that the Legislature voted for itself. He maintains that retirement pay should be tied to the salary grade at which one retires and should be increased every time the salary grade is raised.
3. Restoration of mandatory pay increments. Yearly increments should be mandatory as was established in 1938, and not negotiable as changed by the recent law.
4. Paid shop stewards at all job sites, in order to improve

VINCENT RUBANO

(Continued from Page 8)

level.
CHAPTER ACTIVITY: Employed at the State Insurance Fund for 30 years as a legal investigator, Vincent Rubano is currently serving his third term as Local president. He also serves as a member of the grievance committee, chairman of the negotiating committee, statewide delegate and blood bank captain. Prior to his election as president he held the office of financial secretary and first vice-president.

REGION ACTIVITY: Vincent Rubano is first vice-president of the Metropolitan Region and has served as a member of the region's constitutional revision committee and grievance committee.

STATEWIDE ACTIVITY: Vincent Rubano is a member of the statewide political action committee and has served as a member of the Board of Directors representing the Labor Department. He has also served as a member of the special Labor committee, CSEA/Management Safety Committee, and has been a member of the statewide negotiating committee representing the Administrative Unit.

PERSONAL AND COMMU-

service to the membership.
5. All salary increases should be included in the salary schedule. Any other procedure renders salary increases vulnerable to elimination or reduction.
Some of the major committees on which Mr. Bendet has served include Directors Committee, State Executive Committee, Negotiations, Pension, Insurance,

RONNIE SMITH

(Continued from Page 8)

Center for the past ten years. He has been Local president since 1969. He has been a Mental Hygiene representative for four terms, and on the regional level he was first vice-president.

He was chairman of the Institutional Negotiating Team for two consecutive terms. He has been active in all bargaining units in the metropolitan area, and brought many issues of importance to the attention of the Board of Directors.

He attended the Industrial Labor Relations College at Cornell University. He is a member of the Masonic Order and lives in Brooklyn.

Ronnie is actively involved in his community as a local PTA member and an auxiliary police officer.

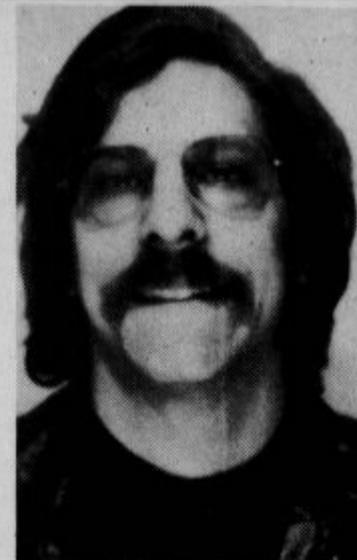
NITY ACTIVITY: Vincent Rubano resides in Nassau County with his wife, Terry, and two sons. His community activities encompass church and youth groups. He is at present district leadership development chairman of the Boy Scouts and a Council Member-at-Large. He has also been a Post Commander of the Catholic War Veterans.

Budget, Legislative and Charter. He has the longest period of services on the Board of Directors, is a Vice-President of the statewide CSEA. Among the many awards with which he has been honored is the "Civil Service Award for Brotherhood."

Solomon Bendet desires to continue his fight for a better life for public employees. He earnestly asks for your vote.

working in a capacity in which I have much expertise.

Referee Workmen's Compensation Board 15 years. Lawyer 26 years. Delegate to New York City Chapter Executive Committee, convention and special meetings; chairman of law committee, constitution and by-law committee, safety committee; member of political action committee, public relations committee, chairman New York City labor-management committee, chairman grievance committee and chairman safety committee.



BARRY MARKMAN

and officer of the Local.

1976—Elected third vice-president; appointed chairperson of the political action committee; member of the grievance and labor management committees.

Delegate to the following conventions: spring, 1974; fall, 1975; spring and fall, 1976, and spring, 1977.



DOROTHY KING

Mrs. King strongly believes in the protection of employee rights. She was instrumental in the successful fight to restore overtime payments to the Creedmoor employees, as well as in the court case on behalf of the Mental Hygiene therapy aides who were laid off from Creedmoor.

She has held various offices in her Local such as, first vice-president, for the past six years, recording secretary and board member. She was regional secretary for two years and Mental Hygiene Board Representative for four years.

In addition to these offices she has served on the salary and charter committees and is vice-chairman of the Institutional Negotiating Committee.

If re-elected, Dorothy promises she will continue her support on behalf of the members.



WILLIAM CUNNINGHAM

I am President of Kingsboro Psychiatric Center Local 402, which has 2,100 members. I am also the third vice-president of CSEA, Region II, with a membership of 20,000. I have been president at Kingsboro Psychiatric Center for ten years, official delegate for six years, chairman of the life insurance committee for twenty years, the retirement system and sick and accident insurance for twenty years. I also have served as past chairman of the grievance committee. I am currently serving my second elected three-year term, on the human rights committee.

First Vice-President



JIMMY GRIPPER

Since October 1975 when I was appointed by the regional executive committee to the Operational Negotiating Team, I have served faithfully for the last 19 months to date.

Since December 1975, I have served on the search committee for the directorship of Brooklyn Developmental Center (another regional appointment).

In June 1976, the CSEA president appointed me to the ad hoc committee to study the future of Mental Hygiene.

I have been the president of Local 447, Brooklyn, since its inception.

I have been active and attended all CSEA conventions and Region II workshops. I feel I have the experience and the know-how to help the CSEA members of Region II.



WILLIAM DeMARTINO

He has served as Region II second vice-president, president of Local 350, and, for the last two years, as Labor Department representative for CSEA.

He believes that the union's professional staff should possess work experience in the labor

relations field. CSEA should develop the image of an aggressive, militant union, yet tempered with a sense of democracy and fair play.

His background includes a degree in industrial relations from St. John's University, and graduate work in labor relations at CCNY.

Second V-President



GENNARO FISCHETTI

I have been an active CSEA Delegate for many years and have made a total commitment to CSEA. I want to continue



CANUTE BERNARD

(Material not submitted)

Third Vice-President

BARRY MARKMAN

1971—Joined the CSEA.
1974—Helped found Local 446, and draft constitution and by-laws; elected alternate delegate



THOMAS DINATALE

I have been a member of
(Continued on Page 20)

SOUTHERN REGION III CANDIDATES

PRESIDENT

JAMES LENNON

(Continued from Page 8)

—FIRST regional Mental Hygiene Alcoholism Program in State;

—SUPPORT for a satellite office in Westchester;

—INCREASED new units and membership;

—BETTER service for Locals, units and members;

—REGIONAL optical and dental plan;

—APPEARANCES before legislative committees speaking out in opposition to closing of state facilities;

—COUNTY workshop in the region run by and for county members;

—WITH the full cooperation and leadership of Local and unit officers, CSEA turned back the attempts of competing unions in representation elections.

A former Westchester County employee who was transferred to the state, Jim Lennon has held office in his Local, the East Hudson Parkway Authority where he works in the toll division. In the former Southern Conference, he held many offices, was chairman of the political action committee, served on the legislative, membership, budget and workshop committees.

On the state level, Mr. Lennon has served on the membership, political action, special authorities and expansion committees and is a member of the Joint State/CSEA continuation of employment committee. A disabled veteran of World War II and the Korean conflicts, he is a graduate from the two-year course in Labor Relations from Cornell New York Labor College. He has

MARTY LANGER

(Continued from Page 8)

ees. As Chairman, I am registered as a lobbyist and confer regularly with members of the Legislature in order to present CSEA's position on all matters of importance to public employees.

PREPARATION — PROFESSIONAL: Currently employed as an education supervisor for DMH. However, during the past almost 16 years of state service, positions have varied from ward attendant to teacher. Educationally, undergraduate and graduate degrees are held in the area of political science.

VIEW OF PRESIDENCY: Regional Duties—To maintain contact with the members; with the regional field supervisor deploy field staff so that counties are adequately provided with trained negotiators and state facilities are provided knowledgeable advocates for disciplinary actions; to ensure educational programs and to promote political involvement at all levels. Statewide Responsibility—To represent all members of the region in an intelligent fashion so that statewide determinations are based upon a collective view of the region as well as an individual assessment of the facts presented.

taken courses at Empire State College to advance his knowledge in the labor field.

A long-time worker in the Civil Service Employees Assn., he offers experience and knowledge for the position of Region III president.



PAT MASCIOLI



ROSE MARCINKOWSKI



JANICE SCHAFF

Yonkers Board of Education employee for ten years, Yonkers Non-Teaching unit officer for eight years, Board of Director Westchester Local 860 — four years. Local 860 — Delegate for over six years. Member Local 860 convention and by-laws, personnel, budget, nominating, mini-convention and Non-Teaching unit's committees.

Janice has devoted time and energy to the CSEA and has actively supported the region by picketing and demonstrating when required, and by attending regional meetings.

Second V-President



RICHARD J. SNYDER

(Material not submitted)



MANUEL (Manny) RAMIREZ

Member of CSEA 15 years. Member of statewide human rights committee.

1974-1975 member of regional political-action committee.

1977 member of credentials committee.

5 years delegate to state conventions.

1975 member statewide nominating committee.

Chairman regional human rights committee.

Member national rotary club.

Vice-president Letchworth Village Local, 5 years.



TRISHA GRAF

OBJECTIVE: To bring to the office of regional secretary a high degree of training, competence, conscientiousness and labor orientation.

TRAINING AND EXPERIENCE: In government service for almost 10 years. After serving as executive secretary to the Selective Service Board as well as a local board technician and equal employment opportunity counselor for seven years, I was appointed to my present position of senior stenographer. Graduate of the Wood Secretarial School, honors graduate in business high school.

ROLE: Providing accurate information for dissemination and being reflective of the membership in arriving at decisions.

First Vice-President



JOHN CLARK

I have been dues-paying member of CSEA for 20 years, and during that time I was president of the Letchworth Village Local for 14 years. I have been a member of the statewide Negotiating Committee for four years and vice-chairman of the Operational Unit Committee. For two years I was chairman of the statewide political action committee, and chairman of the credentials committee. I have been third vice-president of the Southern Region. For the past four years, I have been a member of the State Board of Directors.



JOHN F. MAURO

(Material not submitted)

PAT MASCIOLI

Served as president of the Westchester County unit for four years, then first vice-president for two years, and now serving as second vice-president for over four years. Currently third vice-president of the Westchester Local 860, Chairman of Region III political action committee and member of the statewide political action committee.

My main goal for CSEA is to care for all our people and their problems whether they be state, county, town, village, school district or retirees.



MARIE ROMANELLI

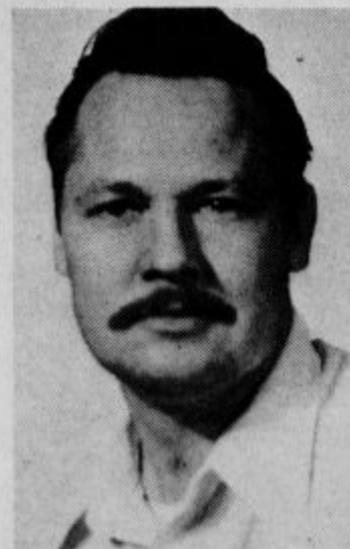
An active CSEA member for 16 years, I have served in many positions, including president of SUNY New Paltz Local 610 and member of the Administrative Services Unit Negotiating team.

I feel there is a prevalent need for educating members, particularly at local and unit levels, as to what a union really is and what type of participation is needed in order to make it work. I firmly believe in political action, and feel this is a priority item.

Third Vice-President

ROSE MARCINKOWSKI

(Material not submitted)



KENNETH KLINKO

I, Kenneth "Colonel Klink" Klinko reside in New Paltz. I am married and have a daughter Debra-Ann, 11, and a son, Joel, age 6. My wife Sandra and I are both employed at HRPC in Poughkeepsie. I am a very active union member and have been active in CSEA activities for over 12 years since joining state service.

Treasurer

ROSE MARY (Kennon) SMITH

OBJECTIVE: To culminate many years of CSEA involvement and dedication in the attainment of a significant regional office and to bring to that office all
(Continued on Page 20)

CAPITAL REGION IV CANDIDATES

PRESIDENT

JOE McDERMOTT

(Continued from Page 9)
under restructuring in 1973.
He was elected to three successive terms as president of the 1600 member Transportation Department Local 687, 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 locals and as a statewide Delegate for the past 12 years.
Mr. McDermott has served at all levels of CSEA on committees, including the Statewide special Department of Transportation Committee and as chairman of the Capital District Region committee on negotiations. He 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 of CSEA.
His residence is in Rotterdam, New York, with his wife, the former Laura Mazurek and their five children. His interests out-

JEAN C. GRAY

(Continued from Page 9)
everyone in the region.
A graduate of Cornell University labor studies course and a member of a CSEA negotiating team for the last eight years, she has an excellent background in labor relations to contribute to the region. Her time, four years, as chairman of the civil service and affirmative action committees, prepares Ms. Gray to be a watchdog of the Civil Service Department's efforts to change the working conditions of any civil servant whether county, state, or authority employee.
She has plans for a new form of communications that will have every local informed within a few hours regarding news that should come from the region. Local presidents will have a far more important role in the region under her leadership. Her plans for local officers and the executive committee will give a new and vital look to our region.
She plans new office hours for the region. She is interested in

HOWARD CROPSY

(Continued from Page 9)
tee, and chairman of the Directors' budget committee.
He was a local president for 10 years and personally negotiated many contracts. His labor experience includes eight years as president of a local in private sector union, where he participated in all aspects of unionism.
He has been a member of the regional executive board six years, and chairman of the political action committee twice. (Capital Region IV was the only region to have 100 percent success in the last general election.) His was graduated from the two-year labor course at Cornell University and has served on many committees, both statewide and regional.

you and will use every means available to support you in any problems you may have. Make yourself a participating member and vote for Jean.

side CSEA activities include Cub Scouting and Little League. He is an elected member of Albany Area United Way Board of Directors.

Mr. McDermott is a Korean

War Veteran, having served with the United States Marine Corp. He was graduated from LaSalle Institute, Troy, and attended Indiana Technical College at Fort Wayne, Indiana.



EILEEN SALISBURY

Elected third vice-president 1975-1977 Region IV. chairman political action fund — Region IV. Representative Motor Vehicle Local 674 for eight years. Elected delegate Motor Vehicle Local 674 four years. chairman Motor Vehicle education committee two years. Active on Motor Vehicle social and publicity committees.

My records will show that since my activities in CSEA were that of love and concern. I am appealing to your good judgment in evaluating my "past performance." Your vote will be greatly appreciated.

1974. Currently member of DMV safety committee.

In the eight years that I have been active in CSEA affairs, my enthusiasm and loyalty have known no bounds. Always eager and willing to promote the image of CSEA. May I ask for your vote again this year?

Treasurer



MARY JAROCKI

Incumbent Capital Region treasurer, Joint CSEA-State University committee for implementing employees benefit training program. CSEA Local 691, treasurer, second term. CSEA Local 691, chairman political action committee. CSEA Local 691, co-chairman education committee. Served as representative or alternate representative in the different agencies employed in since entering state service.

If re-elected I promise to continue to do the best job I am capable of doing.

Secretary



CAROLE TRIFILETTI

Mrs. Trifiletti has been a member of CSEA since 1957 when she joined state service with the Commerce Department. She became active in the Commerce Department's Local, serving on various committees and served as Local secretary. In 1970, Carole transferred to the Environmental Conservation Department where she continued her CSEA involvement by serving on the Local's social, membership and labor management committee. She has served as Local secretary for six years and is presently serving on the employee development committee and layoff committee, and as corresponding secretary for the region.

JULIA BRADEN

(Photo not available)

Hey, Look me over! Elected Capital Region IV secretary, 1975-77; Elected Motor Vehicles Local 674 secretary, 1975-1977. Region IV activities committee secretary, 1973-1974. Region IV communications secretary, 1973-

First Vice-President



E. JACK DOUGHERTY

I have been employed by the Tax Department for the past 28 years and hold the position of Tax Examiner assigned to the Miscellaneous Tax Bureau in Albany.

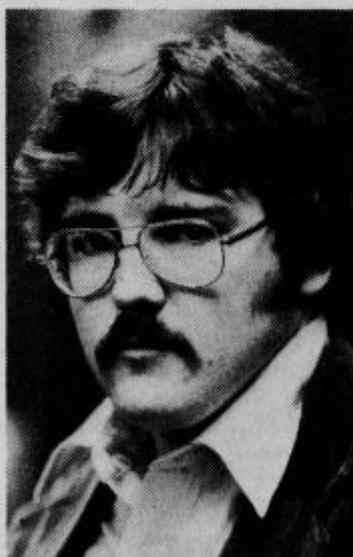
During my career I have been active and served CSEA in many capacities. I have served on regional committees, negotiating committee, statewide salary committee and many Tax chapter committees. I have been Tax chapter president.

Presently I serve as Tax Department Representative, Chairman of the Directors Personnel Committee and a member of the PST Negotiating Team.

I am presently a candidate for Region IV first vice-president and am a former President of the Tax Chapter of CSEA.

AL MEAD

(Material not submitted)



AL MEAD

Second V-President

RICHARD DOUCETTE

(Material not submitted)



TIMOTHY McINERNEY

Mr. McInerney is a veteran

negotiator and has served on a variety of committees within the organization on a local, department, and statewide level. He was chairman of his 1973 departmental negotiating team, which was the first committee to reach agreement. He was also vice-chairman of the PS&T Negotiating Team during recent contract negotiations with the state.

Third Vice-President



ERNST STROEBEL

Over the past 15 years, I have served CSEA and my fellow employees in many roles including president of the Division of Laboratories and Research Local 665. On a regional level, I have served on numerous committees (social, resolution, grievance, nominating and regional trial board) and have been elected to four different executive boards, serving four regional presidents. If elected, I plan to continue to put my experience and abilities to work for CSEA and for the betterment of working conditions for all state employees.



FRANK J. CARLINO, SR.

I'm a graduate of Albany Business College, majoring in Accounting.

- Permanent state service, 30 years.
- Member of CSEA, 28 years.
- Treasurer of Labor Local, 4 years.
- Chairman of Adult Committee, 6 years.
- Unit Representative, 6 years.
- Delegate to conventions.

Sr. Accountant

ALBANY—A senior accountant social services eligible list, resulting from open competitive exam 24-446, was established April 19 by the State Civil Service Department. The list contains 33 names.

CENTRAL REGION V CANDIDATES

PRESIDENT

JAMES J. MOORE

(Continued from Page 9)

training, workshops on legal assistance, grievances, negotiations.

I am 30 years old, and have 12 years of state service. I will not be "retiring on the job." I am interested in many, many increased benefits coming our way in the next decade.

I have the enthusiasm to devote the time, the experience to provide capable leadership, and the knowledge to find solutions to problems that arise in the counties, schools, or any public employee unit.

RICHARD E. CLEARY

(Continued from Page 9)

CSEA. His primary concern is to promote individual participation in CSEA and maintain the on-going spirit of determination that has contributed so much to CSEA's success. CSEA was founded and has succeeded thru the membership participation at all levels of service in Local and committee responsibilities. This voluntary service of the membership will be enhanced thru conferences, seminars and education programs in contract negotiations, grievances and the many other areas of concern.

Your vote to re-elect Dick Cleary is appreciated.



MARY BATTISTA

every effort to increase membership in CSEA.

"Elected or not I will continue to strive to help organize small groups or units to be self-sufficient."

BEVERLY M. McDONALD

(Photo not available)

I feel that the past 15 years of experience and knowledge gained by my active involvement in Willard Psychiatric Center Local 428, Central Region and statewide CSEA qualify me to seek and to hold the office of second vice-president in Central Region.

Being a part of, and watching CSEA's progress and growth has had a tremendous effect on me and I sincerely desire to continue being an active participant of such by serving you objectively and honestly. Your vote will be greatly appreciated. Thank you.

District, I held the position of secretary to the counselors in a junior high school for 20 years. Also, I have served on the negotiating team for five contracts.

In the unit I have held the following offices: third vice-president, president, and delegate. While president, I was active in forming the Broome County Educational Local.

After the Local received its charter, I was elected its first president. At present I am secretary and am running for reelection.



HELEN T. HANLON

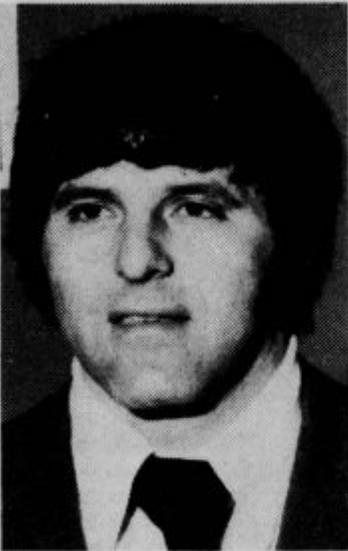
Hi! I am Helen Hanlon of the Syracuse Local. I have served as secretary for the Local for the past six years.

I have been your appointed corresponding secretary for the past four years, in the region.

I have really enjoyed working for and with you. If I have satisfied you during this time, I would appreciate your vote in the coming election.

Thank you.

Exec Vice-President



RICHARD J. GRIECO

—Third vice-president Region V.

—Member statewide legislative political action committee.

—Code chairman regional political action committee.

—Member CSEA statewide resolutions committee.

—Third vice-president, Jefferson Local, CSEA.

—Elected Local delegate.

—Served as proxy—statewide Board of Directors meetings.

—President—Watertown City unit, Jefferson Local.

—Chairman—City of Watertown negotiations team for five years.

—Vice-president — Jeff-City employees Federal Credit Union.

being active in the region for ten years, I am well qualified to act in the absence of the president and to work closely with the president. Also the officers should meet monthly to be kept up to date on pertinent information of the Association. The next two years are going to be vital and I would like to be part of this growth of CSEA.

First Vice-President



DOROTHY MOSES

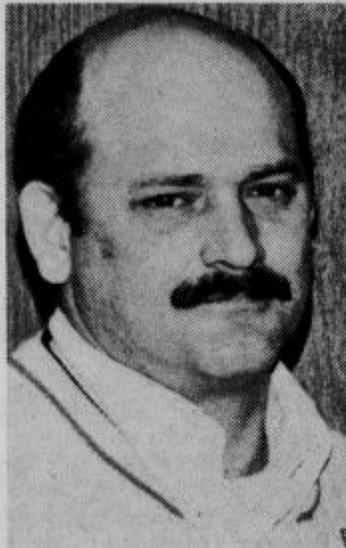
Dorothy has been employed by State of New York for 29 years and has been active in CSEA for most of that time. She is First Vice-President of Region 5, has been active on Political Action and Public Relations committees, and chaired the Program Planning Committee during her term as Second Vice-President of Region 5.

She previously served three terms as a chapter president and one term as a Mental Hygiene Representative from Region 5 to the State Executive Committee and the Board of Directors.

MARY BATTISTA

President Broome County Local 804. Member county executive committee and statewide Board of Directors. Membership chairman Broome County Federal credit union. Officer in Broome County Local and unit continuously for 15 years. Employed by Broome County government for 20 years; presently acting as secretary to the Broome County planning commissioner.

It is my desire to participate at the regional level and make



DALE K. DUSHARM

(Material not submitted)

Second V-President



THOMAS J. ELHAGE

Thomas E. Elhage, first vice-president Oswego County Local, president of Mexico School unit and chairman of Local negotiation and political action committees. For the past nine years he has been active in organizing and negotiating in Oswego County.

Tom has served on many Region V committees, such as, membership, county affairs, constitution and by-laws, political action. He also served on several Ad Hoc committees and is a former chairman of the school affairs committee.

He is a member of the statewide pension committee and has been a public employee for 25 years.

Third Vice-President



BONNIE M. BARBER

Having been an active member of CSEA for over 18 years, I feel I have kept abreast with the many problems that a young union faces. I have had experience as secretary and treasurer of the County Workshop, secretary of the local and numerous chairmanships, especially co-chairing two regional conferences in Ithaca. One of the most important jobs, in my opinion, has been acting as proxy to the state Board of Directors. This gives an in-depth view of the workings of a union and also gives you the opportunity for in-put into the organization.

SALLY A. GRECO

(Material not submitted)

RALPH YOUNG

(Photo not available)

I live in Utica, and am seeking the position of third vice-president of Region V.

Presently I am first vice-president of Oneida County Local, chairman of the constitution and by-laws committee, chairman of the grievance committee for Oneida County Local, and sergeant-at-arms for Region IV county workshop. Presently I am employed by Oneida County Department of Social Services, in the Food Stamp Program.

Secretary

ANNE MAYWALT

(Photo not available)

In the Binghamton City School



PATRICIA G. CRANDALL

I have been second vice-president for two terms and served as chairman program planning. I feel with my experience and

I feel that CSEA has finally become a union, and I feel that I want to be a part of it.

WESTERN REGION VI CANDIDATES

PRESIDENT

ROBERT L. LATTIMER

(Continued from Page 9)

to those who have sought his assistance. He does not mince words, nor shirk responsibility, even when the stand may be unpopular. He has demonstrated his firm belief in utilizing the talents of all resources by soliciting and implementing advice and suggestions from rank-and-file members, officers, field and supervisory staff, legal personnel, etc. He is quick to give credit where it is due.

Not content with past efforts, he seeks increased political ac-

JAMES H. BOURKNEY

(Continued from Page 9)

I submit these credentials and my strong sense of responsibility to you, the membership, to carry out the duties as prescribed.

tion, continued in-depth education in leadership, collective bargaining, grievance and arbitration skills, more membership participation in the union and community involvement. Bob is a man of integrity, commitment and action . . . he gets the job done!



DOMINIC SPACONE, JR.

I formed and presently serve as president of the Niagara Educational Local 872.

I seek election to the office of third vice-president in Region VI to further serve CSEA.

Thank you.

First Vice-President



GENEVIEVE CLARK

Incumbent for re-election to position of first vice-president Region VI. Employed by the Health Department at Roswell Park Memorial Institute for 23 years, as licensed practical nurse. Member of the Institutional Coalition Negotiating Team. Member of the statewide special election committee. Member of the education and training committee. Active in Region VI, in elected offices, for several years, and in my own Roswell Park Local 303.

local: negotiating committee, budget committee, office committee, salary committee and resolution committee.

—Served on negotiation committee, Erie Local, two contracts.

—Worked for the Erie County Health Department for 27 years, presently employed by the Health Department as a Sr. Environmental Health Technician.

Second V-President



ROBERT C. SMITH

As an incumbent candidate for Region VI second vice-president, my main concerns are to be able to help individual members as well as keeping the general membership as informed as possible.

I think my attendance record speaks for my conscientiousness.

I also serve as co-chairperson of the region constitution and by-laws committee and I am on the region trial board.

I would like the opportunity to continue serving my Local, the Region and the entire CSEA membership.

LLOYD F. TIPTON

(Material not submitted)



VICTOR E. MARR

—President, Erie Local, two years.

—President, Health unit, five years.

—Second vice-president, Erie local, five years.

—Statewide member of expansion committee.

—Chairman, Western Region County Workshop, two years.

—Erie County executive committee member, 10 years.

—Served as Chairman on the following committees for Erie

Third Vice-President

DOMINIC SPACONE, JR.

I am a 15-year employee of the Niagara Falls Board of Education maintenance department.

I have been a member of Civil Service Employee Assn. for 10 years.

I have served on negotiations, been a shop representative, vice-president and president of the Niagara Falls School unit.



RAMONA GALLAGHER

Served as co-chairman of Region VI political action committee and member of the statewide legislative and political action committee. Employed as an Employment service representative by the Department of Labor in Buffalo. Active in Local 352 as second vice-president, member of the grievance committee. Interested in seeing CSEA become the political influence it is capable of being. Have the time, interest and ability to work on behalf of the membership.

Secretary

LORI GUAGLIARDI

(Material not submitted)



JUDITH BURGESS

Secretary of Region VI for past eight years, seeking re-election.

tion.

Because of many challenges we face in CSEA, the demand on one's time has tremendously increased, and I feel I have demonstrated my ability to meet these challenges. The recent activities that have taken place within the Geneva unit, where I have been president for 10 years, should also be an indication to you of my dedication to CSEA and what we are all about.

In addition to serving on the CSEA Board of Directors, as representative for Ontario County, my background includes participation on various local, regional and statewide committees and as a delegate.



BARBARA M. FAUSER

record forms available for region treasurers, accounting forms were initiated and methods and procedures were set up for Local and unit treasurers. I also held two treasurers' seminars in the region. As president of health Research since 1972, I also served on state and region committees and have been political action fund treasurer since its inception.

Treasurer

BARBARA M. FAUSER

I was elected as region treasurer in 1975. As treasurer I requested the statewide treasurer to meet with the six region treasurers to exchange ideas and discuss region accounting problems. As there were no standard

Long Island Region

SYLVIA WEINSTOCK

(Continued from Page 14)

man of the Long Island Region, delegate to state conventions and member of the statewide Administrative Unit Negotiating Team. She said she seeks to gain "equal representation for all members — state, county and school districts."

that during his service has shepherded the balances from \$3,500 to \$13,000. He also was treasurer of the Nassau Local during the period that it built its reserves from \$30,000 to more than \$600,000, a rise aided by significant investment income.

LIBBY LORIO

Libby Lorio, an active official of the Stony Brook University Local 614, is campaigning "to obtain equal representation at the region level." She complains that at present there are no state employees in the region board, and cites 10 years of CSEA activity including the posts of recording secretary, second vice-president and delegate for her local, state committees, including the Administrative Unit Negotiating Committee and several region committees.

Treasurer

SAM PISCITELLI

Sam Piscitelli, a licensed public accountant, has been treasurer of the Long Island Region since its inception and is seeking reelection.

Mr. Piscitelli has delivered monthly reports of the region's finances, and happily reports

Metro NYC Region

THOMAS DI NATALE

(Continued from Page 16)

CSEA since 1958 and a member of the Division of Housing Local since 1963 when it was formed. I have been active as a membership chairman, third and first vice-presidents and have been Local president for the past four years. I am now running for Local president for a third term.

I have attended approximately 18 conventions, have openly opposed many rulings of headquarters, but am a strong supporter of CSEA.

Secretary

PEGGY CLARK

EDNA PERCOCO APONTE

(Material not submitted)

Treasurer

JOHN EVERSLEY

MARTIN ESPOSITO

(Material not submitted)

Southern Region

ROSEMARY (KENNON) SMITH
(Continued from Page 17)

of my training and experience.

PREPARATION: Local—grievance representative, local negotiations, coordinator for employee assistance; statewide — five years member of the Administrative Services Negotiating Team, and member of the state-

wide education committee. Vocationally—employed in the statistical records office.

ROLE: Accuracy of reporting and providing a labor orientation in the decision-making process at the regional level.

LORRAINE SCOTT

(Material not submitted)