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— See Page 4 & 16

Vol. XXXVI, No. 6

Tuesday, May 6, 1975

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Voting Begins On Fact-Finder Compromise

(Special to The Leader)

ALBANY—Civil Service Employees Assn. state division members, about 125,000 of them, are voting this week in a mail ballot poll that will determine the official position of the union on a recently released fact-finders recommendation.

The fact-finders recommended a 6 percent across-the-board salary increase for employees of New York State represented by CSEA, a proposal rejected by Gov. Hugh L. Carey last week.

As the CSEA members across the state were indicating their personal acceptance or rejection of the fact-finders recommendations, to determine the union's official stance, the State Legislature was making arrangements

to conduct a legislative hearing where the contract dispute between CSEA and the State will be resolved.

The dispute was thrown into the laps of the Legislature last week when Governor Carey sent a message to the Legislature rejecting the fact-finders' recommendations. The Governor accepted, with some modifications, the recommendations relative to an agency shop and accepted, unchanged, recommendations in the area of health insurance and disciplinary procedures. Under the Taylor Law, a rejection by either side in a fact-finder's recommendation requires the dispute to proceed to a legislative hearing for resolution.

CSEA's 60-member negotiating team, drawn from all four State bargaining units represented by the union, has recommended that the union rank-and-file accept the fact-finders' recommendations "with reservations and reluctance" since CSEA does not find many areas of the report

(Continued on Page 3)



I HAVE A QUESTION — Canute Bernard, CSEA PSandT negotiating committee member, attempts to get attention to ask a question pertaining to the fact-finders report on the CSEA-State contract reopener under review by CSEA negotiating committee members. Dr. Bernard is surrounded by the concerned faces of James T. Welch, PSandT unit member, foreground; James Moore, Institutional Unit member, left rear; Arnold Wolf, PSandT Unit member, center; Rosemary Smith, Administrative Services Unit member, right; and Ronnie Smith, Institutional Unit member, right foreground.



DISCUSSING THE FACT-FINDING REPORT — John C. Rice, CSEA chief counsel, leads a discussion on the fact-finding report on the CSEA-State contract reopener issued to the CSEA negotiating committee on April 28. The 35-page report was reviewed in detail before the Negotiating committee's four separate units voted on acceptance or rejection of the report. In the photo are: from left, Ernst Stroebel, chairman of the Professional, Scientific and Technical Services Unit; Thomas McDonough, chairman, Administrative Services unit; Theodore C. Wenzl, Civil Service Employees Assn. president; Mr. Rice; John Carey, CSEA assistant executive director-State Division; John Conoby, CSEA collective bargaining specialist; Robert Guld, CSEA collective bargaining specialist, and Joseph Lochner, CSEA executive director. In foreground are Victor Pesci, PSandT negotiating committee vice-chairman, left, and Robert Keeler, Operational Services unit member.

Quick Action Saves A Life At Hutchings

SYRACUSE — Three staffers of the Geriatric Day Treatment Center, Gamma Unit, at the Richard J. Hutchings Psychiatric Center here were credited with saving the life of one of the center's clients April 15.

The three are Irene Strozik, Gus Rosenblath and Milt Glazier, according to Audrey Snyder, president of the Hutchings PC Center chapter, Civil Service Employees Assn.

During the noontime meal, a particle of food became lodged

(Continued on Page 8)



CSEA Contract The Buck Passes To Legislature

THE impasse in the collective bargaining negotiations between the State Administration and the Civil Service Employees Assn. has been moved to the Legislature

(Continued on Page 6)

CSEA Strikes Back At Challenger

ALBANY—The Civil Service Employees Assn. opened a counter-offensive against a coalition of five labor unions which has banded together in an effort to challenge CSEA's representation rights for employees in the four State bargaining units served by the union.

CSEA president Theodore C. Wenzl labeled the coalition, called the Public Employees Federation, an "unlikely, unholy alliance of unrelated organizations with no experience, background or expertise in representing public employees in New York State."

The CSEA leader called PEF "the weakest collection of special-interest groups yet assembled by the AFL-CIO in an effort to unseat CSEA as the collective bargaining representative for state workers." Dr. Wenzl said the AFL-CIO "has expended too many millions of dollars and their image has taken on too much tarnish in three earlier losing battles since 1967 with CSEA at the state level, and

had great difficulty in putting together a serious contender this time out."

He said PEF, which launched a challenge threat around the state recently, "is simply not representative of the types of employees they would seek to represent. Not one of the five PEF unions has any real experience in representing public workers in the state, and has no

business trying to convince state workers that they do."

PEF is comprised of the United Teachers, the New York State Building Trades Council, the Laborers International Union, the Service Employees International Union, and Local 237 of the International Brotherhood of Teamsters.

"The Teamsters are not even a part of the AFL-CIO, which is

a clear indication of the difficulty that parent organization had in trying to convince its own people to make a run at CSEA," Dr. Wenzl stated. "The teachers group is certainly not able to offer any help to state workers, since it only deals with boards of education, and the construction and transportation-interest unions in PEF very obviously know nothing about public workers at all. As for SEIU, it does not represent any state or county employees and likewise has nothing to offer."

Dr. Wenzl reported that CSEA is preparing several position papers on the individual unions making up PEF.

"These unions do not represent public workers in New York State, each union maintains an unbelievable high dues structure, each union has a long and continuing history of violence and strikes, and none of them have the manpower to maintain a satisfactory field staff," he stated.

"In the meantime," the CSEA (Continued on Page 3)

County Delegates Meeting

ALBANY—Delegate registration forms have gone out for the Civil Service Employees Assn. county delegates meeting scheduled for June 1-3 at the Hotel Syracuse in Syracuse, according to an announcement by Joseph J. Dolan, assistant executive director-county for CSEA.

Delegate registration forms are due back by May 16, Mr. Dolan reminded. More than 250 delegates are expected to participate in the three-day meeting.

The program is being finalized at the present time under the direction of Mr. Dolan and Salvatore L. Mogavero, CSEA County Executive Committee chairman and president of the Erie County Educational Employees chapter.

Program information will be published in the near future.

Goldmark: State Underestimates Its Tax Dollars

ALBANY—In a report to fact-finders involved in the stalemated State-Civil Service Employees Assn. contract talks, Budget Director Peter Goldmark said potential state tax revenues have been underestimated by about \$142 million.

Albany sources reported last week that Gov. Hugh L. Carey was "more than miffed" with Mr. Goldmark after the disclosure. The Governor has said that the state's fiscal position prohibits the 6 percent wage increase recommended by the fact-finders for CSEA. He has proposed a 3.5 percent state salary package, made up of a one-time \$250 bonus plus continued salary increments.

Last week, legislative leaders in Albany began preparations to name a bipartisan committee to hold a hearing on the impasse between the Carey Administration and CSEA. Under state law, the legislature is the final arbitrator in such disputes. Its decision is not subject to the Governor's veto. The move by the Governor, in tossing the fiscal hot potato into the laps of the legislators, will probably delay any resolution of the conflict for several weeks at least.

(Continued on Page 5)

Special NYC Meet

MANHATTAN—The New York City chapter, Civil Service Employees Assn., will hold a special meeting Tuesday, May 6, to discuss the CSEA-State contract fact-finders' report. Chapter president Solomon Bendet said this will be the sole item on the agenda. The meeting will come to order at 5:15 p.m. at 2 World Trade Center, Room 4430, Manhattan.

Nassau Board Announces Hikes Of 3-6.5% Possible

MINEOLA—The Nassau County Board of Supervisors last week announced its decision on an imposed wage package, saying increases ranging from 3 to 6.5 percent plus increment could be squeezed out of the current budget without creating any need for layoffs or service cutbacks in critical areas.

Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn., noted that a series of agreements on fringe items, which had been reached before the wage issue went to fact finding and then a legislative hearing, were being reduced to writing for inclusion with the wage plan.

The board's pay formula provided a flat 6 percent increase plus increments for about half the county employees. For senior employees not receiving in-

crements, the board provided an increase of 6.5 percent. Top-rated employees earning more than \$25,000, and numbering about 100 were accorded 3 percent increases.

The legislators' announcement said that the money had been found in the county budget, which had been adopted six months ago. The statement indicated that the board felt limited.

(Continued on Page 5)

Metro Chapter Sets Workshop And Convention

KIAMESHA LAKE — The New York City Chapter, Civil Service Employees Assn., has scheduled its annual workshop and convention at the Concord Hotel here from Monday through Wednesday, May 26-28.

Chapter president Solomon Bendet noted that during the event, candidates for CSEA statewide offices will address the New York City chapter members. In addition to Mr. Bendet, the workshop and convention committee includes chapter first vice-president Martha Owens and treasurer Seymour Shapiro.

A package rate of \$68 for accommodations is available to delegates. This is per person, based on two persons per room, beginning after lunch Monday and ending after lunch Wednesday and includes all dining room and chambermaid gratuities. Children's rate, sharing both parents' room, is \$42; single occupancy is \$10 additional per night. Included in the cost are a cocktail party, six meals, a banquet dinner, free golf on two courses and evening shows.

A \$10 deposit per person check should be sent as soon as possible and payable to the Concord Hotel, Kiamesha Lake, N. Y. 12751, addressed to the attention of the convention office. Rooms will be ready for occupancy after 4 p.m. Monday.

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ALBANY SPOTLIGHT

We've all been taught from school-days social studies courses that our government operates on a series of checks and balances. Our government also operates on a series of give-and-takes with resultant compromises, and never has this been clearer than in the operation of the Legislature this year.

This week saw a final resolution of the Urban Development crisis with agreement reached at last on another \$88 million money package to keep the ailing agency in operation. But it had taken since January for the Governor and the Legislature to arrive at a settlement. The whole matter had started out with each side questioning the other's figures.

Typical, too, of the way the game is played is the manner in which the State Civil Service Employees Assn. fact-finders' report is being moved from point to point on the checkerboard, with the Governor now having rejected the salary recommendation and tossed the move to the legislative leaders. This means another compromise upcoming by the time of the supplemental budget.

And the checks and balances continued to show in another area this week. We finally have an approved State Health Commissioner in Robert Whalen—who had been acting in that post until the Governor nominated the good doctor and the Senate finally approved the appointment. We also have a chairman of the Thruway Authority, with final Senate approval being given to Jerry Cummings on the same day Commissioner Whalen was approved.

And speaking of the Supplemental Budget, another round of bargaining on taxes and spending is sure to come from a series of public hearings just announced for Syracuse, Binghamton, Albany, Rochester, Buffalo, Hauppauge, and New York City, by a special committee created by Assembly Minority Leader Perry B. Duryea.

These are clearly designed to make political capital from the Governor's continued insistence on a \$500 million tax package before he approves any more spending programs. The GOP hopes to build this issue into successful campaign material for next year.

SHORT TAKES: There could be still another new labor union born this year if a measure currently working its way through the Legislature receives final approval and signature of the Governor. It would permit domestics—house maids and other servants—to organize and bargain collectively. Another measure—being fought ardently by business lobbyists—would grant unemployment insurance benefits for pregnancy, a cause of unemployment not now accepted as valid for such payment.

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Long Island Region Delegates Meet



Irving Flaumenbaum, left, candidate for re-election as Long Island Region 1 president, poses with other candidates for regional offices. Next to Mr. Flaumenbaum are first vice-president Edward Ferrott, third vice-president and first vice-president candidate Ralph Natale, second vice-president Nicholas Abbatiello, third vice-president candidate Louis Mannellino, secretary Dorothy Goetz and secretary candidate Millie Vassallo.



Among candidates at Long Island Region meeting this month were Mental Hygiene representatives Joseph Keppler and Greg Szurnieki. Mr. Keppler is president of Central Islip Psychiatric Center and Mr. Szurnieki, of King's Park, is vice-chairman of Mental Hygiene Presidents Council.



Joseph Gambino, veteran president of Transportation Region 10 chapter, looks over notes with Fran Mannellino, wife of the third vice-president candidate who is also an officer of the DOT chapter.

CSEA Counterattack

(Continued from Page 1) president said, "state workers should simply discard any PEF literature they receive. More importantly, no one should sign any designation card from this strange bunch of bed-fellows. It's just senseless and too costly a mistake to put your signature to that seemingly innocent card." Dr. Wenzl noted that PEF must obtain signatures of 30 percent of the state workers in the four bargaining units by Aug. 31 in order to cause a representation election to be held.

Look For Ticket

The holder of Ticket No. 24 at the Syracuse Region 5 meeting on April 25 is requested to contact Stephen M. Zarod, Box 7G, Madison, N.Y. 13402.

"A costly and time-consuming election between CSEA and that bunch would serve no useful purpose, since that coalition offers absolutely nothing and state workers would overwhelmingly reject it at the ballot box anyway," the CSEA leader asserted. "I urge you to reject PEF now, before an expensive election would be necessary, by simply ignoring and not signing their cards. The make-up of PEF is an insult to your intelligence and is not deserving of a second thought on your part," he said to state workers represented by CSEA.

In conclusion, Dr. Wenzl said "the once-powerful AFL-CIO must have slipped very badly to be forced to have this misfit bunch trying to carry its banner."

Fact-Finder Proposal Mail Balloting Begins This Week For CSEAs

(Continued from Page 1) completely acceptable. The negotiating teams met and reviewed the report for nearly two days before recommending acceptance, with CSEA president Theodore C. Wenzl noting that the negotiating team members view the recommendations in total "as a reasonably acceptable solution to a complex situation, but we do so with considerable reluctance in certain areas of the recommendation."

The union negotiating team elected to recommend acceptance by the membership, but to stand behind the position taken by a majority of the membership in

the mail ballot vote now under way. At Leader presstime there was no indication from the Legislature when a bipartisan committee of Senate and Assembly would be ready to begin the legislative hearing process made necessary by the Governor's rejection of the fact-finders' report. Sources indicated that hearings would not begin until after CSEA had completed its mail ballot. Ballots are scheduled to be tabulated on Wednesday, May 14.

Legislative Option

The legislative committee to conduct the hearings will have the option of arriving at its own determination as a final and binding solution to the dispute. Union leaders are hopeful that a large majority vote by members in favor of accepting the recommendations of the fact-finding panel will be a substantial influence on the committee members to agree with the fact-finders report, rather than an alternate proposal made by the governor when he rejected the fact-finders suggestions.

In his message to the Legislature, Governor Carey flatly rejected the 6 percent across-the-board salary increase recommended by the fact-finders. He instead reoffered the employees a flat \$250 "bonus" payable "when this dispute is terminated." That money offer was the same as the state's final offer when the dispute reached an impasse state in late March. The 6 percent recommended by the fact-finders would be retroactive to April 1, 1975, although increments would not be payable until the first payday after July 1.

Dr. Wenzl lashed out at the Governor after he rejected the proposal, calling the Governor's action "deplorable." Dr. Wenzl pointed out "It was the Governor himself who called for the appointment of the fact-finding panel as a solution to the impasse in negotiations; it was the state's own agency, the Public Employment Relations Board, which appointed the members of the panel. Although the panel itself conducted an unusually fair and impartial hearing into the dispute, the Governor now rejects the results of his own suggested solution to that dispute."

Agency Shop Issue

In addition to rejecting outright the salary recommendations, the Governor also modified the recommendations relative to an agency shop, insisting that CSEA either provide the state with an indemnity bond or else exempt present employees from the agency shop fee requirement. The fact-finders had recommended an agency shop with non-CSEA members paying 60 percent of regular union dues. There was basic agreement by both sides to the panel's suggestions relative to health insurance and disciplinary procedures.

The legislative hearing committee must now come up with its own solution to the dispute, but probably will concern itself only with the salary and agency shop issues, since there is agreement by both sides in the other two areas subject to negotiations this year under a reopening clause for the third year of the present three-year contract between CSEA and the state.

① CSEA calendar ①

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

- 6—New York City chapter special meeting (consideration of CSEA-State contract fact-finders' report): 5:15 p.m., Room 4430, 2 World Trade Center, Manhattan.
- 6—Syracuse Area Retirees' chapter luncheon meeting to elect and install new officers: 1 p.m., Raphael's Restaurant, State Fair Boulevard, Syracuse.
- 7—Statewide Committee to Study Probation open meeting for Oneida, Madison, Otsego, Herkimer and Chenango County probation officers: Treadway Inn, New Hartford.
- 9—Capitol District Armories chapter annual meeting: 10 a.m., Gilderland Rifle Range, Gilderland.
- 9—Binghamton chapter Meet the Candidates Night and dinner-dance: 6:30 p.m., Fountains Pavilion, Johnson City.
- 9—Albany Region 4 "Mix and Mingle": 5:30 p.m. to 1 a.m., Polish Community Center, Washington Ave. Ext., Albany.
- 9—SUNY at Morrisville chapter "Meet the Candidates Luncheon": 12 p.m., County Agricultural Center, Eaton Street, Morrisville.
- 14—Suffolk County Retiree chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip Psychiatric Center, Central Islip.
- 14—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Fulton Street, Ithaca.
- 14—Orange, Sullivan and Ulster Retirees' chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
- 14-16—Conference of New York State Armory Employees annual meeting and election of officers: Holiday Inn, 57th Street and Ninth Avenue, Manhattan. (Annual banquet May 15).
- 15—Hudson River Psychiatric Center chapter election of officers: 6 a.m.—6 p.m., main recreation hall, HRPC, Poughkeepsie.
- 15—Central Islip Psychiatric Center chapter meeting: 8 p.m., American Legion Hall, Elmore Street, Central Islip.
- 17—Willard Psychiatric Center chapter "Meet the Candidates Night": 7:30 p.m., Ovid VFW Post.
- 17—Tompkins County chapter annual dinner-dance: 6:30 p.m., Sylvan Hills, Ithaca.
- 17—Office of General Services chapter general meeting: 1 p.m., Building 3, Albany State Campus cafeteria.
- 19—Albany Region 4 meeting: 5:30 p.m., Polish Community Center, Washington Avenue Extension, Albany.
- 19—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 21—Willard Psychiatric Center chapter local election.
- 21—Heck Developmental Center chapter executive council meeting: 5:30 p.m., Building 1 library, Balltown at Consaul Roads, Schenectady.
- 22—Southern Region 3 "Meet The Candidates Night."
- 23—Mailing of ballots to CSEA members in statewide election.
- 26-28—New York City chapter workshop: Concord Hotel, Kiamasha Lake.
- 27—Buffalo chapter officers' installation and dinner-dance: 7 p.m., Statler-Hilton Hotel, Delaware Avenue, Buffalo.
- 27—Binghamton Psychiatric Center chapter election of officers: 6 a.m.—6 p.m., BPC main building.
- 30—City of Long Beach unit dinner-dance: Malibu, Lido Beach.

JUNE

- 2—West Seneca Developmental Center chapter meeting.
- 11—Suffolk County Retirees chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip.
- 21—Last day for returning ballots in CSEA statewide election.
- 27—Counting of ballots by Ernst Associates, Albany, in CSEA statewide election.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variotype Operator	\$ 6,811	20-307

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

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

CSEA EXECUTIVE CANDIDATES

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

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

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

Ag & Markets (VOTE FOR 1)

JOHN J. WEIDMAN

John Weidman was hired by the Department of Ag and Markets in June 1969 in the State Food Laboratory, served as Laboratory representative from 1969 through 1973, represented Department of Ag and Markets on Board of Directors as proxy for Bill Kuehn from 1970-74, elected to Board of Directors in 1974.

In addition, he served on Department Negotiating Team in 1972, and as Chairman in 1974. He has been Chairman of Albany Region 4 Negotiations Coordinating and Resolutions Com-



JOHN J. WEIDMAN

mittee since 1974; Chairman of the Region's Nominating Committee since last year, and Chair-



KENNETH BREHM

man of Albany Ag and Markets chapter Grievance Committee.

KENNETH BREHM

Kenneth Brehm is a Horticultural Inspector stationed on Long Island. He majored in Agriculture and economics at Farmingdale College LI and the University of Georgia.

Ken is currently CSEA representative for the Division of Plant Industry. He was an active member of the 1974 CSEA bargaining team which recently signed a departmental agreement. Presently he is serving on the Labor-Management committee which meets periodically with the department.

Mr. Brehm has consistently demonstrated during all types of negotiations, that he is a fighter for employee rights. Recently he has been active in the struggle to retain the Meat Inspection program.

If elected he will pressure for career ladders, complete job security, open transfers between departments, end to non-veteran status for out-of-state employees, advanced Civil Service courses, improved rights for trainees.

Mr. Brehm states, "the next two years are critical, we must be strong and united. I ask that every member show that strength by voting."

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Thruway Authority (VOTE FOR 1)

JEAN C. GRAY

Jean C. Gray is proud of her reputation as a fighter for the rights of men and women she represents on the State Executive Committee, where she serves as the incumbent.

(Continued on Page 10)

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Tax Dollars

(Continued from Page 2)

The dispute stems from re-opener-clause negotiations on terms of the third year of the three-year CSEA-State contract.

Mr. Goldmark told the fact-finders that the Budget Division underestimated income from personal income tax by \$65 million; user tax and fees by \$10.7 million; business taxes by \$46.5 million, and various receipts by \$1.9 million.

While Mr. Goldmark said that the state's financial picture appears brighter, he nevertheless insisted that New York still faces a \$513 million shortfall between income and proposed spending. The total proposed budget is approximately \$10.4 billion.

In the session with the fact-finders, Mr. Goldmark noted that the state may have to pay an additional \$108 million to the Metropolitan Transit Authority to keep New York City buses and subways rolling. He also said that the State Department of Social Services' estimate of increased welfare costs "may be seriously underestimated." A third problem area, Mr. Goldmark noted, is the Urban Development Corp. which may require an additional \$88 million transfusion.

BUY U.S. BONDS



PREPARE FOR EXAM — Theodore C. Wenzl, president of the Civil Service Employees Assn., visited a class in Manhattan last week which was sponsored by CSEA to prepare members for the coming inter-departmental promotional examinations. Dr. Wenzl spoke briefly on the state of the current CSEA-State contract negotiations. More than 200 attended the preparatory course which was held at the World Trade Center; a similar course was also held at

Kings Park Psychiatric Center sponsored by the CSEA chapter there. Dr. Wenzl, standing at right, is joined by Solomon Bendet, president of CSEA New York City Region 2, Willie Raye, New York City chapter Tax and Finance delegate, and Evelyn Glenn, New York City chapter Social Services delegate. Mr. Raye and Ms. Glenn were coordinators of the preparatory course.

CIVIL SERVICE LEADER, Tuesday, May 6, 1975

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(Continued from Page 2)
ited by the budget.

The statement said the plan was "reasonable and workable as far as the county executive's budget responsibilities are concerned. In our opinion, it certainly should not necessitate layoffs in any department or service cutbacks in any critical areas."

County Executive Ralph G. Caso had adamantly insisted that the budget could not provide anything more than the flat 4 percent increase offer that led to the impasse.

Mr. Flaumenbaum said that many members had expressed dissatisfaction with the board's compromise.

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TUESDAY, MAY 6, 1975



The Next Step

FOCUS on the Civil Service Employees Assn. contract with the State now shifts to the Legislature.

A committee, composed of members of the Senate and the Assembly, will have responsibility for determining a settlement that will be fair to both concerned parties.

Now that the Governor has turned his back on the negotiations, repudiating the recommendations of the fact-finders, the 230,000-member Association will have a chance to see if its political clout is as strong as it believes.

For while the union maintained a hands-off stance during the last gubernatorial election (on the grounds that the Governor is their employer), it did actively engage in political action at the local levels, endorsing a majority of the winning candidates, and urging its members to work for their election.

With the welfare of its members at stake, CSEA now will be striving to collect due-bills from the legislators who depend on support from Association members.

There will be many factors at work, though, as the legislators attempt to work out a settlement without alienating their other constituents.

One of the most obvious of these complications is the fact that the Senate remains Republican while the Assembly is in Democratic hands.

Spokesmen for the two parties have quite different opinions of the state of New York's finances, so the efforts to reach agreement in the Legislature may be just as tense as those between CSEA and the Administration.

If ever there was a time for the Association to exhort its members to write and visit their legislators, this is it. They must be made aware that civil servants cannot accept being made scapegoats in a situation that should be shared by all the citizens of the state.

Letters To The Editor

Editor, The Leader:

The Albany staff of the Office of Welfare Inspector General, with its staff of six Civil Service Employees Assn., members, has officially been abolished as of the close of business May 28. Letters were sent to the employees and have been received. The remaining two offices of OWIG, Buffalo and Manhattan, will almost certainly be absorbed by the Department of Audit and Control, while the Albany Office has been totally disbanded. It has been reported that some reduction of staff will occur both in Buffalo and Manhattan.

In its almost three years of existence, the Albany Office has saved New York State taxpayers over \$2 million by exposing and

prosecuting welfare and fraud and local county mismanagement.

It doesn't seem fair to me that Governor Carey should be allowed to grant political favors to friends and colleagues at the expense of six employees who were merely "doing their job."

I would appreciate your printing my letter in the Civil Service Leader in order that all CSEA members will be aware of exactly what the Governor is doing and will do to State employees.

If you are able to print my letter, please omit my name as I fear retaliation from my own Department as well as the Governor's office.

NAME WITHHELD
Albany

Don't Repeat This!

(Continued from Page 1)

for resolution. This is in accord with the rather complex procedure prescribed by the Taylor Law for the final resolution of a collective negotiation involving public employees.

Fact-finding is one of a number of tools in the arsenal of collective bargaining designed to resolve an impasse. It is far from a refined tool, although in many cases it does work. Unlike arbitration, the recommendations of a fact-finding panel are not binding on either of the parties to a labor dispute. In both the private and public sector its basic purpose is to create an atmosphere of public pressure on both sides to accept the panel's recommendations and thereby avert a strike.

Within Rights

From the point of view of traditional practice in the labor relations arena, Governor Carey was within his rights to reject in part the recommendations of the panel. CSEA enjoyed a similar right.

The Governor did in fact accept the panel's recommendations for improvements in the state health insurance program, for improvements in disciplinary procedures, and for establishment of agency shop principles. Under an agency shop, all employees who benefit from the collective bargaining efforts of CSEA but are not an Association member, would be required to pay to the union a moral equivalent of union dues to compensate the Association for its efforts and to share in the costs of collective bargaining.

There is no way of predicting what the Legislature will do with the problem. As a first step in the procedure, the Legislature will establish a joint committee consisting of an equal number of Senators and Assemblymen. The joint committee will then go over the materials that are available, determine on its own initiative whether to hold public hearings, and arrive at some conclusion. Obviously, the committee deliberations will be shadowed by political overtones, in view of the fact that the Senate is Republican and the Assembly Democratic.

The committee deliberations will necessarily focus sharply on the state's fiscal position. The Governor has taken the position that there is no money in the budget beyond the 3½ percent salary package that he is prepared to allocate. According to the Governor, a salary increase beyond that amount will produce a deficit budget, which would force the dismissal of countless state employees in order to keep the budget in balance.

Alternative Method

An alternative method for balancing the budget, as proposed by the Governor and approved by the State Assembly, would be to increase income taxes, particularly among those who earn more than \$25,000 a year. The Republicans in the Senate have taken the position, however, that the budget is in balance, that increased taxes are not necessary, and that since New Yorkers already bear a heavier tax burden than residents of any other state, that a further increase in taxes will be counterproductive in that it would stimulate a further exodus of business and industry from the State, to areas

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Viewing Personal Records

In a recent decision issued by Special Term of the Nassau County Supreme Court, an application made by the Great Neck Board of Education was granted. In this case, the Teachers' Association had demanded arbitration under the grievance procedure to resolve the Association's contention that the examination by the members of the Board of Education of teachers' personnel files and an adoption by the Board of Education of a resolution authorizing its members to examine "any and all written, formal evaluations and observation reports of all school personnel" are violative of certain provisions of the collective bargaining agreement between the Teachers' Association and the Board of Education.

IN REACHING its conclusion that no arbitrable issue was presented, the court analyzed the facts as follows: (a) the basis of the Association's position to the effect that members of the Board of Education had no right to inspect teachers' personnel files is based on Article 32 of the collective bargaining agreement which enumerates those persons who have the right to inspect personnel files. That enumeration does not include members of the Board of Education. (b) The duties of a Board of Education are set forth in Section 1709 of the Education Law and include the employment of qualified teachers.

THE COURT pointed out that with such responsibility the members of the Board of Education would have the inherent right to review the records and files of those whom they employ. Accordingly, the court held the dispute between the parties was not arbitrable, and the arbitration sought by the Association was permanently stayed. *Board of Education, Great Neck Union Free School District v. Areman*, 363 N.Y.S. 2d 437.

Questions & Answers

Q. I'm 22 and was recently in an accident at work. Do I need as much work coverage under social security as an older worker in order to get monthly disability checks?

A. No. Workers who become severely disabled before 24 may qualify for social security disability payments with just 1½ years of work. Workers disabled between 24 and 30 need credit for having worked half the time between age 21 and the month the disability began. People 31 or over need at least 5 years of work credit.

Q. In October, I hired a woman who comes to the house twice a week and helps me with the cooking and cleaning. When must I report her wages?

A. If you paid your household employee cash wages of \$50 or more in the October-November-December quarter, you must report her wages and send the social security contributions to the Internal Revenue Service by January 31. You can get a copy of the leaflet "Social Security and Your Household Employee" at any social security office.

A Wide Variety Of State Jobs Opening

The State Civil Service Department has announced openings in both the city and up-state for positions with salaries ranging from \$7,616 to \$36,353 a year.

The \$7,616 a year position of Senior Compensation Claims Clerk (24-288) is open to candidates with two year's experience in investigating and examining compensation, accident, or liability insurance claims. One year of college study may be substituted for a year's experience.

A written test is scheduled for June 21.

Candidates with one year's experience in computer operating are eligible for the \$8,523 a year position as Electronic Computer Operator (24-293). The openings exist in several state departments throughout the state. June 21 is the date for a written exam.

Individuals with two year's experience as a telegraph officer manager may apply for the \$9,546 position of Telegraph Inspector (24-296). The position exists with the Public Service Department, and a written exam is scheduled for June 21.

The \$10,714 position of Senior Telephone Inspector (24-296), is open to applicants with three year's experience in telephone plant construction, maintenance or operation. College training in engineering or a related field may be substituted for up to two years experience. The written test will be held June 21.

Three year's experience in copywriting or newswriting, or a degree in public relations, journalism or a related field will qualify candidates for the \$10,714 position of Public Information Specialist (24-287). A written test is scheduled for June 21.

Positions as Nurse Instructor (24-294) with the Mental Hygiene Department now exist throughout the state. Applicants must be a graduate of a nursing school and possess a R.N. license. A written exam is scheduled for June 21, for the \$14,142 position.

A degree and two years experience in adult education, community organization or related fields will qualify applicants for the \$14,142 position as Office for the Aging Field Representative (24-291). June 21 is scheduled for

the written exam.

The \$14,342 position of Assistant Mechanical Construction Engineer (20-981) is open to individuals with six year's experience in the inspection of mechanical and electrical installations. For the \$17,629 position of Senior Mechanical Engineer (20-982), candidates must possess a professional engineer's license or have participated in the April 17-18 license exam. Both written tests are scheduled for June 21.

All applications for the above positions must be received by May 27.

Candidates with a master's degree in speech pathology or audiology and a clinical competence certificate may apply for the \$14,880 position of Consultant Speech and Hearing Therapist (27-511). Appointments will be made based on education and experience. Applications must be received by May 27.

Regional Medical Care Administrator (27-506), a \$16,538 position, is open to candidates with a master's degree in public health or a related field and one

year of administrative experience in a medical care program. There will be no written test and all applications must be received by June 30.

Individuals with a degree in physical therapy, five years experience, and a physical therapy license may apply for the \$17,429 position of Senior Consultant Physical Therapist, Home Health Services (27-489). Appointments will be based on education and experience, and applications must be received by May 27.

A master's degree in social work or public health and seven years experience in a social services program will qualify applicants for the \$21,545 position of Area Director, Board of Social Welfare (27-513). An oral test will be held in June or July. All applications must be received by May 19.

A license to practice medicine in New York and six years experience, one of which must be in an administrative or supervisory capacity, will qualify candidates for the \$36,353 position of Clinical Physician III (27-507). Candidates must also be a

member of the American Academy of General Practice or have completed 150 hours of continuing medical education.

An oral test is scheduled for June, and applications are due by May 19.

Don't Repeat This!

(Continued from Page 6) where the tax burden is lower.

The negotiations between CSEA and the State Administration have been going on since January. The negotiating teams of the four units involved have been working arduously and with dedication for a final resolution of the negotiations. It may indeed be that their efforts will finally be resolved by the State Legislature.

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

CANDIDATES FOR CSEA PRESIDENT

Theodore Wenzl

(Continued from Page 16)
public employee union in the United States.

Candidates make promises, but promises do not make leaders. It takes time and experience to battle intelligently and skillfully for the wide mixture of state, local government and authorities employees who make up the strength of the organization through their belief in CSEA.

An examination of the Wenzl record of performance shows that from 1968 to 1974, state employees gained basic wage increases of 44½ percent. When various minimums, reallocations and increments are included that average shoots up to 57.1 percent for tens of thousands of workers. Improvements in pensions, guaranteed death benefit increases and better health plan coverage are other hallmarks of an intense, aggressive leader.

In the political subdivisions, CSEA negotiating teams under the Wenzl presidency have produced hundreds of solid contracts, many of which were in jurisdictions that wouldn't even dream of negotiating anything at all with a labor organization a mere few years ago. The result has been an ever-growing increase in CSEA membership among local government employees. Wenzl proved to them that CSEA was the road to success and that road is still being traveled.

For State employees and county chapters and units, Wenzl has provided the leadership that has whipped almost

Quick Action

(Continued from Page 1)
in the throat of the client, threatening strangulation.

Ms. Snyder and Messrs. Rosenblath and Glazier took immediate action and by using the Hemmerlich Method and by pounding on the client's back, the food was dislodged and the client resumed normal breathing.

The fast action of the three staffers plus their first aid training was attributed to saving the life of the Hutchings client.

every giant outside union which has tried to take over the CSEA treasury for use by organizations which take the money needed to service members working in New York State in order to support the political and other ambitions of labor leaders far removed from here.

There are still some mighty tasks to be finished and initiated. The battles in every area are not yet over, and Ted asks a solid show of membership confidence as his weapon to carry on these fights.

It will take leadership and experience to continue this established game pattern of success. Wenzl has it. He needs your vote. Give it to him and help give yourself to an even better future under the banner of CSEA!

Ted does not know just diplomacy, battles and politics. He knows CSEA because he has served in almost every area possible within CSEA to acquire the knowledge of CSEA that gives a leader that vital experience needed for the top job.

Ethel Ross

(Continued from Page 16)
of the Board of Directors, the Board of Directors Charter Committee, the Executive Committee of the New York City chapter, and heads the Judiciary Bargaining Committee.

Mrs. Ross graduated from Brooklyn Law School, attended New York University Graduate School of Law, and serves on the American Bar Association's Section of Labor Law, Committee on State Labor Law and Public Employee Bargaining.

She initiated grievances alleging underpayment of nonjudicial personnel, which resulted in partial settlements which have brought substantial salary increases to a large portion of State's court employees.

Mrs. Ross asserts that CSEA needs to bring modern management techniques to 33 Elk Street. As one example, she suggests that statewide grievance information be computerized so that it will be available immediately upon request to any chapter or

Thomas McDonough

(Continued from Page 16)
While they may be grateful to old leaders, and should honor them for their efforts, the workers—whether they be employed by the state, counties, school districts or authorities—must decide whether there is a new leader capable of healing the wounds that inevitably develop when any administration remains too long in authority.

Thomas H. McDonough believes he is uniquely qualified to fill the responsibilities of president of the Civil Service Employees Assn., representing the 230,000 members who deserve strong leadership during these troubled times.

The opportunity he had last year to serve for several months as the Acting President of the Association gave him great satisfaction in being able to achieve some positive benefits for the membership. Now he is eager for the opportunity to show what he can do as president in his own right.

unit officer. She believes this would avoid the incredible duplication of work now taking place, better inform CSEA representatives of legal precedent, and insure improved service to our membership.

Through a comprehensive and continuous public relations program, Mrs. Ross would direct public attention to the value and importance of the services performed by public employees.

She believes the incumbent administration has failed to use its greatest assets—the membership—to advance the Association's goals. She proposes a legislative action plan, formulated by the CSEA administration, which when conveyed to every chapter and unit, would inform all members of CSEA's objectives, and suggest ways in which each member might work to accomplish them. In this way, the entire membership, whether employed by the State or political subdivisions, would be united in accomplishing our common goals.

Tom McDonough's successes as the statewide CSEA Acting President, Executive Vice-President, First Vice-President, Administrative Services Unit Negotiating Chairman and Political Action Chairman have earned him a reputation as a tough man. But they are only half the story of why he is especially well-suited to meet the challenges of the future.

He has never forgotten the people who elected him to high offices in the state or his region (where he served two terms as first vice-president) or his home chapter, Motor Vehicles (where he is completing his fifteenth year as president).

Tom McDonough likes to remind people that he was once a truck driver, and that he is a clerk in the Motor Vehicle Department. He therefore enjoys the irony of knowing that he is the first member of CSEA ever to be appointed to a State investigatory committee by a Governor (Malcolm Wilson).

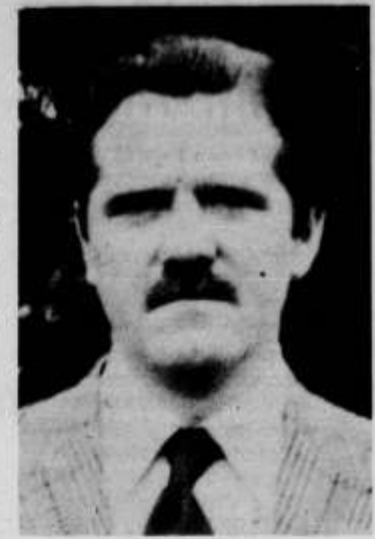
He is a man of integrity, since he is proud that the McDonough name involves not only himself but that of his mother, who at one time served also as president of the Motor Vehicles chapter, and that of his wife, who is a delegate for Audit and Control chapter.

Thomas H. McDonough believes that he offers more than just an alternative for leadership. He is confident that he is the person who best combines experience with new ideas to meet the demands of negotiating a new state contract next year, of turning back challenges by raiding unions next year, in both the State and County Divisions, of providing stronger support for the growing local government units in their efforts to improve the lot of their members.

The time for change is now, and the candidate best able to lead the members forward during this time is Thomas H. McDonough.

He asks for your thoughtful consideration during this crucial election for the CSEA presidency.

BUY U.S. BONDS!



GERALD PURCELL

Purcell Runs As Write-In

Gerald Purcell, experienced in labor relations, has spent his years in CSEA working in this field, having processed a large number of grievances successfully and having chaired or co-chaired on most labor related committees such as labor-management, grievance, safety, affirmative action (member statewide). He has a long reputation for honesty and dealing with facts.

Knowledgeable of CSEA structure and having held chapter offices prior to his being elected to the statewide Board of Directors, he knows how a democratic union should be run.

Believing that the present ballot does not really leave the members a choice, he has decided to run as a write-in candidate, in order to give you this opportunity to really vote for a change.

There is a space provided on each ballot after the list of candidates to write in the name of any individual member of your choice. This space is provided for the voter to use when he or she decides that they do not want to vote for any of the names listed, and choose to cast their votes for a different individual.

You can change things. Exercise your rights, mark your ballot for a write-in, and write in Gerald Purcell.

CANDIDATES FOR CSEA TREASURER

Jack Gallagher

(Continued from Page 16)
1969, the office for which he is now seeking a fourth term. Two years later, when he sought the post for the second time, he garnered the largest number of votes of any of the other candidates then running for statewide office.

When first elected to office, Mr. Gallagher supervised the installation of a new computer system which appreciably speed-

ed the delivery of dues refunds to the various CSEA chapters. Mr. Gallagher also suggested

that the union employ a comptroller, an innovation that occurred two years ago.

June Boyle

(Continued from Page 16)
My interest in the job of statewide treasurer stems from my being inquisitive. I really feel that the membership is not informed as to where their dues money is spent. Surplus and miscellaneous funds are categories I'd like to find out more about.

I'd like to see mileage allowance increased to 20 cents per mile, to more fully coincide with the AAA estimate of cost per mile at 27.6 cents. I believe money could be more advantageously spent if more monies were rebated to the chapters and unnecessary expenses were cut down where waste and socializ-

ing can be investigated. The members are the ones who pay the vast amount of our revenue and it is our obligation to return more to them.

This could be done if more dollars were released to the Regions for educational purposes. Knowledgeable and informed

members are the real backbone of our Association. Seminars and workshops have proved invaluable, and yet a mere \$5,000 per Region, or \$30,000 statewide, is all that has been allocated. An honorarium of \$3,000 for each Region president is over half the amount of funds we allow to

Mr. Gallagher has been conducting a series of seminars for local unit and chapter treasurer and audit committees.

The incumbent Treasurer noted that besides his main office, he is also a member of 10 CSEA committees. He added that in six years, he has missed but one meeting of the 10 committees.

educate our people.

In no way do I want to intimate that I feel legitimate staff expenses should be cut down. Our staff is paid money well spent, and we have many dedicated and sincere people at 33 Elk St. who are a credit and a tribute to our membership. We need only to ask for their services and we receive them.

The tendency to downgrade our employees is not my way of keeping a healthy, working alliance between them and us as members, for we need them as they need us to function as we should.

"It is easy for a nominee to make promises in order to be elected," Mr. Gallagher observes. "However, following through with these promises after election and obtaining results is another matter entirely. It is important to look over a candidate's past performance in any previous office he has held in order to obtain a clear picture of whether he is just a talker or do-er."

I ask for your support, your knowledge and assistance and, most of all, your dedication to CSEA. I cannot promise what I do not know, and have not been privileged to know as far as the financial work of the Association has been. Believe me, I will work with you in every way possible to see that you get your money's worth out of the Association.

Thank you and whether you decide the change in treasurers would be beneficial or not, please vote and encourage all others to vote also.

CANDIDATES FOR CSEA EXECUTIVE VICE-PRESIDENT

William McGowan

(Continued from Page 16)
active in CSEA as a member of the chapter Grievance committee. I was elected to the Board of Directors of West Seneca DC, and then elected chapter President.

In 1969-1975 I was elected Mental Hygiene Representative to the Board of Directors. In 1971, was elected statewide Fourth Vice-President, and in 1973 was elected President of Western Region 6.

I served as Chairman of the Mental Hygiene Presidents' Association and have been a member of numerous statewide committees. Also, I served as Chairman of the Mental Hygiene Departmental Negotiation Team for the past five years, and as Chairman of the Mental Hygiene Labor-Management committee.

My platform, as follows, is very simple but extremely necessary for the future life of CSEA and its membership:

(1) Start widening the education pattern to include education of all chapter officers and the grievance representatives.

(2) Improve communication: So that the membership and chapters will receive faster response to their inquiries.

(3) Keep all chapter presidents and officers up-to-date on all important matters.

(4) Send a news letter to all chapter presidents, chapter officers and members keeping them informed on any changes

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

in departments in Civil Service or any other changes that may have an effect on the future working conditions.

(5) Have telephones installed in each region for the purpose of:

A. Victor Costa

(Continued from Page 16)

This year he was nominated for President but declined so he would not divide the Association. However, nearly 20,000 members petitioned to place his name for Executive Vice-President, a first in CSEA history.

Recognized authority in CSEA organization, procedures and administration, he is known as the "Father of Restructuring." He regionalized CSEA bringing it to all members for better communication and service.

In 25 years of service to CSEA, he was a chapter president, a four-term Albany Regional President, held 15 committee chairmanships, served on 32 committees and was advisor to three CSEA Presidents. He is chairman of the Restructuring Committee and a 14-year member of the Board of Directors.

Costa's main concern is member's benefits. He fought for the pension security, wages and better working conditions. His platform for this year's campaign is:

1) Negotiating Teams be appointed by chapters through the Regions and exist for the full term of the contract.

(A) Daily tape play-back with current events from legislature and headquarters affecting membership of county and state employees.

(B) This would be provided at no cost to the caller. I would appreciate any support you could give me in this upcoming election.

2) A Coordinator of Training be appointed in each Region to assist members in training and development for better job advancement.

3) Hire 11 fieldmen to expand services to chapters and members.

4) During a challenge, hire CSEA members, part-time, in every chapter, county, state and schools to help fieldmen and counteract union organizers.

5) Regions and chapters be advised as to CSEA demands and progress so as to avoid a last minute crisis.

6) Each member of CSEA be given, as in other unions, \$1,000 free life policy.

Well known in the public sector, in 1963 Governor Rockefeller selected him for one year of special Public Administration Training. He attended Temple University and pursued various Labor Relations courses. He was selected the "State's Outstanding Public Employee" of 1966. He was awarded the Army's Achievement Award for performance beyond the call of duty during the Korean Conflict.

Victor Pesci

(Continued from Page 16)
the civil service ranks on the basis of merit, passing examinations for each position he has held.

This same attitude holds true for his involvement with CSEA. Since 1965, he worked his way through the union's ranks, first as a member of the New York City Chapter Executive Committee to the elected chairmanship in 1973 of the all-important State Executive Committee of CSEA's Board of Directors, positions he still holds.

He has volunteered for and has been elected or appointed to other positions of leadership in the union, including vice-chairman of the Professional, Scientific and Technical Bargaining Unit; chairman of the New York City Chapter Legislative and Political Action Committee; chairman of the CSEA Expansion Committee and member of various standing Board of Directors' committees.

Vic's record is one of total involvement in representing his chapter and his fellow state and county members of CSEA on a statewide level. He firmly believes that CSEA is one, and that all members, no matter where

they work, have common interests.

Vic feels that being a CSEA official at any level is a great honor and carries with it an equally great responsibility to serve the members he represents in the best possible way. Vic says: "Recent national events have undermined the public's confidence in its elected government leaders. This attitude of distrust and lack of confidence has cut across all segments of our society and those elected to office in any government or organization must rededicate themselves to restoring that confidence and to serve the best interest of the people they represent."

He firmly believes that the Executive Vice-President should be the right hand to the President and that he should work with, and not compete against, the President.

He also believes that teamwork and a united membership are absolutely necessary to achieve results beneficial to all and that there is no place in the organization for internal bickering, vindictiveness or personal motives.

If elected, Vic pledges to do everything in his power to work for needed changes in the Taylor Law which now gives the employer the upper hand.

Another of Vic's high priorities is to protect the job security of public employees. "Public employment once spelled job security but recent events have shown us that this is no longer the case," he says.

CORRECTION

A. Victor Costa, candidate for executive vice-president of the Civil Service Employees Assn., is a resident of Troy. He was mistakenly identified in last week's edition of the Leader as a resident of Amsterdam.

CANDIDATES FOR CSEA SECRETARY

Dorothy MacTavish

(Continued from Page 16)
this capacity, but states that she has found it to be a most stimulating and gratifying experience. The duties of the office have become very familiar to her, and the fact that her office is only one short block from CSEA headquarters makes it most convenient for her to carry out these duties.

She is employed in the State Education Department in Albany as a Secretary in the Division for Handicapped Children.

Dorothy points out that the office of Secretary of CSEA is unique in that it has a working arrangement that is different from that of any other officer. There is the duty of recording the proceedings of all meetings of the officers, the Board of Directors, Delegates and Chapter Presidents, and furnishing Headquarters with a rapid and accurate transcript of the proceedings of each of these meetings, which are then duplicated and sent out. The transcribing and typing of these minutes is done at her home and consumes many hours of time on evenings and weekends because of the fact that she holds a full-time secretarial job with the state.

As for the routine duties such as affixing her signature to many new charters throughout the year, signing a large number of papers and documents at headquarters, and getting information for the correspondence she must answer to the members, etc., this is most convenient for her because her office is located

so near to CSEA headquarters and she is able to use her lunch hours to perform these duties there.

She is a native of Amsterdam, and has lived and worked in the Albany area for more than 25 years. In fact, it was just 25 years ago (1950) that marked her entry into CSEA service when she accepted a stenographic position at Headquarters. Her employment there for ten years gave

Jean Gray

(Continued from Page 16)

critics statewide. She is President of her CSEA chapter, representing Thruway Authority employees, the First Vice-President of the Albany Region, a member of the State Executive Committee representing all Authorities, and will be a graduate of the Cornell University Labor Studies Course in June.

A 17-year member of CSEA and long very active in union affairs, Jean has held various offices, including that of Delegate, Second Vice-President of the Region when it was known as the Capitol District Conference, and as Chairperson of the Statewide Examinations and Work Performance Ratings Committee for two years.

Her platform consists of a streamlined and accurate "Roll Call Vote," and a new system regarding the handling of motions so that every delegate knows

her a valuable insight into the problems of the Association, and enabled her to better fill the office of Secretary. After leaving the employ of CSEA headquarters in 1960 and accepting a position with the State, she held many chapter offices, and served on numerous statewide committees.

If re-elected, Mrs. MacTavish plans to put her secretarial abilities and experience to work for the membership of CSEA as she has done in the past, and pledges her 100 percent support.

what happened to the motions, and how they have been implemented. A follow-up system for keeping the Delegates informed of the fate of their ideas, she feels, will add to the general information that should be made available to all delegates and members. She has plans for enrolling delegates and presidents at Conventions that should speed up the system now practiced.

The delegates who attended the meeting regarding Affirmative Action and the Merit System know of her devotion to her union assignments, and responsibilities, and her untiring efforts on behalf of every CSEA member.

Irene Carr

(Continued from Page 16)

because other members must be encouraged to hold office. The potential growth of CSEA depends on the active participation of our younger members, and they certainly will become discouraged if they cannot have an active voice in the organization.

I have participated in CSEA on a Regional basis and Statewide basis as follows:

Recording Secretary of Region 5 for six years

Chairman of the Hospitality Committee of the Region for six years

Member of the Safety Committee of the Administrative Unit

Presently serving as Chairman of the Social Activities of the conventions within the Convention Committee.

Most of the delegates to the conventions will recognize me from these social activities; I feel I have carried out these duties conscientiously and would now like to work for CSEA in a further capacity as Secretary.

Most of my years with the New York State Department of Health have been spent employed in an executive secretarial capacity. While it is not essential to be a secretary for

this office, I am a secretary and proud of it, and do not feel it should be a detriment. After graduating from business college some time ago, I am now pursuing an associate degree in applied sciences through negotiated CSEA educational benefits.

We, as an organization, are entering an era, a time in which our many problems will tend to not only be multiplied but magnified. Negotiations and representation rights not being the least of our problems must be faced head on daily. Our many problems must be faced up to, understood, and walked into, not around. Anything worthwhile is worth the fight and effort it takes to be accomplished.

The time has come for a change. For too long now we, in this Association, have accepted a self-perpetuation of the same Statewide officers. I ask you for an opportunity to help, to participate, to be allowed to make the effort required to continue CSEA as the biggest, best and toughest public employee union in this country. With the expertise gained over the years of service with CSEA, I am capable of fulfilling the duties of Secretary in an efficient and conscientious manner, and I ask for your vote.

Morrisville Chapter Candidates' Lunch

MORRISVILLE — A "Meet the Candidates Luncheon" will be sponsored Friday, May 9, by the State University of

New York at Morrisville chapter.

The luncheon will enable chapter members to meet with candidates for office in the com-

ing CSEA elections. It will begin at 12 noon at the Madison County Agricultural Center, Eaton Street, Morrisville.

Candidates For CSEA State Executive Committee



JEAN C. GRAY

JEAN C. GRAY

(Continued from Page 4)

bent Authorities representative. Jean C. Gray, in her position as Vice-Chairman of the Thruway Negotiating Committee, was tireless in her efforts to get the best agreement possible. As a result, Thruway employees this year received a 7 percent salary increase, and will gain another 7 percent in July of this year.

She has served as President of the Thruway Headquarters chapter for the past six years, but is relinquishing that position this



VITO DANDREAANO

ive, she has traveled the length of the Thruway to keep in personal touch with the members. Their problems are taken seriously by Jean C. Gray.

VITO DANDREAANO

Vito Dandreaano represented and argued in front of an arbitrator and won the largest award in the history of the Thruway Authority in dollars and cents.

He is responsible for the arbitration award granted to the Thruway employees for their 20-year longevity increment, which gave a large number of Thruway employees this year back pay in amounts from six hundred to nine hundred dollars. Also, a number of employees will be receiving that award for 1975.

He has been employed in the Thruway Authority for 21 years. Served as a member of the CSEA Board of Directors, and has been chapter president for the Albany Division of CSEA for 14 consecutive years.

He was appointed by Theodore Wenzl to expand CSEA to other states, and was elected by the members of the Thruway Negotiating Team to serve as Chairman for the past six years. A member of the group's Legislative Committee, Dandreaano also has served as an elected member of the Board of Directors Personnel Committee. He also served as Chairman of the Authorities Special Committee.

He has been a member of the City Council in Amsterdam for the last eight years. Also was elected by the Economic Development Corp. for Montgomery and Fulton Counties.

LEWIS LINGLE

Lewis Lingle attended Madison High School in Brooklyn, after which he served 4 1/2 years in the U.S. Navy as a radio operator.

He is a graduate of the New Institute for Film and Television, secretary of the Wickham Homeowners Association and vice-president of the Warwick Taxpayers Association.

In the Civil Service Employees Assn., he has served as shop steward for the Thruway's Harriman, Suffern and Woodbury Stations. He is currently President of New York Division, Unit I, Thruway chapter.

Commissary Clerks

ALBANY — A senior commissary clerk eligible list with 53 names, from open competitive exam 24-189, was established April 11 by the state civil service department.

**Banking
(VOTE FOR 1)**

VICTOR V. PESCI

Victor V. Pesci, a principal bank examiner with the State Banking Department has been chairman of the Executive Committee of CSEA's Board of Directors since 1973.

His previous elective or appointive positions in the union include membership on the New York City chapter Executive Committee; Vice-Chairman of the Professional, Scientific and Technical Bargaining Unit; Chairman of the New York City chapter Legislative and Political Action Committee; Chairman of the CSEA Expansion Committee; member of the statewide Legislative and Political Action Committee and a member of a variety of standing Board of Directors' committees.

If elected executive vice-pres-



VICTOR V. PESCI

dent of CSEA, Mr. Pesci said, "I will do everything in my power to work for needed changes in the Taylor Law which gives the employer the upper hand." He

(Continued on Page 11)

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Candidates For CSEA State Executive Committee

VICTOR V. PESCI

(Continued from Page 10)
also pledges to defend job security for public employees. "Public employment once spelled job security but this is no longer the case."

NATHERINE LEWIS

I have been an employee of the State of New York since 1963, entering state service as Stenographer G4, and advancing to the present position of Stenographer (Law) G9, with the New York State

Banking Department.

All past organizational connections have been within my church and Parent Teachers Association.

As a first venture into the workings of a union, and actively participating as one of the spokes that makes the wheels go round with efficiency and ease, vote for me and we'll make it happen together.

MARLA McCANN

Marla McCann, candidate from Banking Department for the State Executive Com-

mittee, has been employed by the state for eight years. She is a senior stenographer in the Albany District Office of the Examination Division of the Banking Department.

Ms. McCann was an alternate CSEA representative to local chapter meetings for two and one-half years and has been representative for the past one and one-half years.

Prior to employment with the Banking Department, Ms. McCann worked for the Department of Social Services for four years where she was a CSEA representative for two years.



NATHERINE LEWIS



MARLA McCANN

Conservation (VOTE FOR 1)

JIMMY L. GAMBLE

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

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

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

His appointments include being a member of CSEA Board of Directors' committee to study and recommend methods and procedures for Board meetings, a member of CSEA's statewide Human Rights Committee and Chairman of the Human Rights Subcommittee. He is presently a member of CSEA's statewide Civil Service Committee.

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

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Albany Region and serves as a member of their Audit Committee.

CAROL TRIFILETTI

Carole Trifiletti has been a member of CSEA since 1957 when she joined state service with the Commerce Department, where she served as chapter Secretary. In 1970 Carole transferred to the Environmental Conservation Department where she continued her CSEA involvement by serving as chapter Secretary for the past five years, a position she still holds.

Among her CSEA activities in the Department are the following: chapter Secretary, Chairman of the Training Committee, member of the Negotiating Committee, Labor Management Committee, Social Committee, Insurance Committee and has worked on the newsletter for the chapter.

She has been a delegate to the

(Continued on Page 12)



JIMMY L. GAMBLE



CAROL TRIFILETTI

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Candidates For CSEA State Executive Committee

CAROLE A. TRIFILETTI

(Continued from Page 11)
Annual and Special Delegates meetings since 1970 and has been a past delegate to the Albany Region.

Among her various chapter activities, Carole is also active in the Albany Region and serves as

Corresponding Secretary. She is also a member of the Albany Region Executive Board and member of the Albany Region Social Committee.

If elected, she will endeavor to insure fair and total membership representation and to establish and maintain lines of

communication between the leadership and the membership.

Education (VOTE FOR 1)

ALVIN E. RUBIN

Alvin E. Rubin represents the State Education Department on the State Executive Committee of CSEA. He has served on the State Legal Committee and the Board Committee to Determine the Cost of Administering the Group Life Insurance Program. He is a delegate to the State Association and to Region 4 meetings. He is on the Region 4 Finance Committee. He is chairman of the Department Negotiating Team and the Labor-Management Council. He is a Past President of the Education Department chapter, Chairman of the Constitution Revision Committee, and Chairman of the Elections Committee.

Mr. Rubin is an Associate in Vocational Curriculum Development in business and distributive education. He also assists school districts in developing General Work Experience Programs and Aerospace Education Programs. He is a doctoral candidate in Education Administration at SUNY, Albany. He has been an insurance agent, teacher, school business manager, and assistant superintendent of schools.



ALVIN E. RUBIN



GERALDINE DICKSON

or have been an elected representative, statewide Delegate, chapter office nominee, a member of the State Credentials Committee, Chairperson of the chapter Political-Action Committee, served on numerous committees from social to grievance, and am familiar with the recent restructuring. My credentials tell you that I know a little about what makes CSEA "tick" and am learning all the time.

I believe that the Representative to the Board must be approachable, willing to give personal time, and be tuned in to member needs. Information must be taken to the State Directors as well as brought back.

If elected, I promise you consistent service and conscientious effort to represent all of Education's diverse units and varied geographical locations. Will you give me the opportunity?

GERALDINE DICKSON

Hi! I'm Gerry Dickson (G. Geraldine to be legal!) and have been an active CSEA member since being employed at the SEED almost eight years ago.

Many of us serve on numerous committees and could almost recite a litany of activities. I am

Health

(VOTE FOR 1)

ERNST STROEBEL

Shortly after entering state service in 1957, I became a member of the Division of Laboratories and Research chapter of the Health Department. Since that time I have held various chapter offices ranging from Social Chairman to Vice-President. I currently hold the position of chapter President, an office which I have held for more than 12 years.

The Division of Laboratories and Research chapter has always been active in the Albany Region and I have been a member of the Regional Executive Council (two terms) and I have served as a member and/or chair-

(Continued on Page 13)

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CSEA EXECUTIVE CANDIDATES



ERNST STROEBEL

ERNST STROEBEL

(Continued from Page 12)
man of the Nominating, Resolutions, Social and Membership Committees.

On the Statewide level, I was nominated and elected Health Department Representative in 1969. In that year I was appointed by Dr. Wenzl as a member of the CSEA Negotiating Team. In 1971, 1972 and 1973, I was reappointed to the PS&T Nego-

tiating Team and served as Chairman during negotiations for employee raises and benefits. I have been Chairman of the Health Department Labor-Management Committee since it was formed in 1970. I have served on the Personnel, Civil Service, Education, Productivity and various ad hoc committees.

As for my personal background, I was born and raised in the Bronx, graduated from the City College of New York with a B.S. degree in Science and am presently employed as a Senior Bacteriologist.

I am married to the former Carol Ann Stewart and we have 3 children.

If re-elected, I plan to continue to put my experience and abilities to work for CSEA.

JOHN ADAMSKI

After graduating from Canisius College with a B.S. degree in chemistry, and seven years of employment in the private sector, I accepted a position with the Erie County Health Department as a sanitarian. Held this position for 13 years.

In 1962, accepted a position at Roswell Park Memorial Institute in the Department of Therapeutic Radiology. My present position is in the Department of Nuclear Medicine as radiation protection officer for the institute.

CSEA activities began in 1965 when I was elected to the Executive Council as a representative. In 1966 I was elected Pres-

ident of Roswell Park chapter, and reelected again in 1968 and 1970. I was elected Vice-President of Western Conference in 1968. In 1969, I was elected President
(Continued on Page 15)

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048, (phone: 488-4248; 10 a.m.-3 p.m.; State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements either in person (at the Albany office only) or by sending a stamped, self-addressed envelope with their request to 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.

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-8192.

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Participants in Albany Region Counties mini-workshop are, from left, Doris Bourdon, of SUNY at Plattsburgh; Fran Besette, Clinton County chapter president, and Charles Luch, chairman of regional county committee. Turnout was excellent despite 18-inch snowfall.



Albany Region 4 president Joseph McDermott, left, and challenger Howard Cropsey, right, seem to engage in friendly debate with Saratoga Educational chapter president Charles Luch as mediator during "Meet the Candidates" session.

18 Inches Of Snow Can't Stop Region 4 Adirondack Workshop, Candidates Night



Clinton County chapter hosts Albany Region president Joseph McDermott during Saturday workshop last month. From left are chapter president Fran Besette, Mr. McDermott, Gordon Duprey, Phyllis Duval, Connie Bouyee, Jean Kelso, Sue Healy and Robert Brown.



Motor Vehicle's Julia Braden, candidate for regional secretary, looks over reports with Oriel Biore, president of the Chazy Central School District unit.



Adirondack committee chairmen Gil Tatro and Betty Lennon, left, check out program with Victor Pesel, candidate for CSEA executive vice-president.

(Leader photos by Jack La Duke)



Albany Region treasurer Harold Ryan explains role of chief financial officer.



This group includes, from left, Essex County's Pat Moore, Albany Region third vice-president John Vallee, Adirondack Correctional Center chapter president Margaret Douglas and regional first vice-president candidate Jon Schermérhorn.



Long-distance traveler Irene Carr, right, candidate for CSEA secretary, is greeted by, from left, Richard Ward, of Clinton-Essex-Franklin Library; Jean C. Gray, Albany Region first vice-president; Eileen Salisbury, candidate for regional second vice-president, and Joe Ashline, of Clinton County.



SUNY-at Plattsburgh chapter president Betty Lennon, left, makes a point with Jean C. Gray, candidate for CSEA secretary; Jimmy Gamble, Environmental Conservation representative; Gerald Purcell, Executive representative, and Mary Leggett, of Clinton-Essex-Franklin Library.

Candidates For CSEA State Executive Committee

JOHN ADAMSKI

(Continued from Page 13)

of Western Conference and re-elected in 1970.

As a member of the Board of Directors of CSEA during 1969-1972, I served on various committees: Nominating; Group Life Insurance; Leader Contract Negotiating; Restructuring; Legislative and Political Action. I am still a member of the Restructuring Committee and of the Legislative and Political Action Committee. I serve in the capacity of Vice-Chairman of the Health Department Labor-Management Committee.

I am at present a member of the Roswell Park Memorial Institute Executive Council, having been elected as a representative.

by CSEA Statewide President and Albany Region 4 President. Have also served as proxy as Judiciary Representative at Board of Directors meetings and Delegates meetings on various occasions. Have been a member of the Judiciary Negotiating team for the past three years and as a participating member was instrumental in getting maternity leave benefits and promotion examinations for our chapter. During my tenure I have, I believe, familiarized myself with the knowledge beneficial to our chapter and members. As I am now a Retiree, I feel that I can now devote all my time on any matters that may arise in your behalf.

Have lived in Albany all my life and had 37 years service

has been involved in its activities at the chapter and Statewide level for 22 of those years.

During this time he has held the following CSEA positions: Department of Labor Representative—8 years; Albany D of E chapter President—4 years; chapter Grievance Chairman—19 years; chairman and/or member of various CSEA Statewide Committees.

In addition, he has served as a member of all CSEA Coalition Bargaining Teams since the inception of contract negotiations with the state. Mr. Wolff was chairman of the CSEA Department of Labor negotiating team for the last contract.



CANUTE C. BERNARD



WILLIAM J. DeMARTINO

WILLIAM J. DeMARTINO

Born in New York City 37 years ago. Married with three children. Employed for 14 years with New York State Department of Labor, Division of Manpower Services. Currently working as Employment Service Representative involved in developing manpower services and on the job training situations.

A graduate of St. John's University with a BBA in Industrial Relations with graduate work in Labor Relations at CCNY.

President of Metropolitan Division of Employment chapter since June 1974. This is the largest chapter in the Department of Labor in the State. Formerly held positions of first Vice-President, fifth Vice-President and Grievance Chairman. Presently serves on the State Labor Department Negotiating Team and the Labor-Management Committee. Played an active role on the NYC Region political action committee.

of Directors.

Mr. Costa is running on a six-plank platform. The platform calls for the appointment of a coordinator of training to assist members in job advancement; the hiring of 11 new field representatives; the appointment of negotiating teams by chapters in the six CSEA Regions that would exist for the life of respective contracts; the hiring of CSEA members during representation challenges to assist field representatives; publishing information on state contract demands to chapters and units, and providing of \$1,000 free life insurance for each CSEAEr.

JOSEPH CONWAY

(Material Not Submitted)



A. VICTOR COSTA

State Opens Four Professional Posts

The state civil service department has announced open-competitive exams for jobs as Senior Social Services Medical Assistance Specialist (24-306), Social Services Medical Assistance Specialist (24-305), Associate Conservation Educator (27-508), Senior Attorney, Realty (24-295).

There are no residency requirements.

For the \$17,429 position of Senior Social Services Medical Assistance Specialist, candidates must have a college degree and four years experience in the health services field involving administration, management, planning and related fields.

A college degree with two years of health services experience is necessary for the \$13,404 position of Social Services Medical Assistance Specialist.

A master's degree or two years of graduate work in public health, health care or related fields can be substituted for two years of non-supervisory experience.

A written test for both positions will be held June 21. In addition, an oral exam is scheduled for the Senior Specialist. Applications must be received by May 19.

The \$15,684 position of Associate Conservation Educator is open to applicants with a college degree in environmental science, environmental education or natural sciences and six years experience. Two years of experience must have been in an administrative capacity.

June oral testing, and evaluation of training and experience will be the basis for rating candidates. Applications must be received by May 27.

Candidates with a license to practice law in New York State and four years experience, two of which must be in real estate law, may apply for the \$18,369 position of Senior Attorney, Realty.

A written exam will be held June 21, and applications should be received by May 19.

Application forms may be obtained at the state civil service offices at: Two World Trade Center, Manhattan; State Office Building Campus, Albany; and Suite 750, One West Genesee St., Buffalo.

Commissary Clerks

ALBANY—A principal commissary clerk eligible list with 17 names, established April 11 from open competitive exam 24-190, was announced this week by the state civil service department.

Airport Specialists

ALBANY—The state civil service commission established an associate airport development specialist eligible list with seven names from open competitive exam 27-454, April 17.

Consultation Available

Personalized consultation for small business operators or owners covering all phases of business management is available from the New York State Commerce Department.



ETHEL P. ROSS



MARY D. LYNCH

Judicial

(VOTE FOR 1)

ETHEL P. ROSS

Attorney Ethel P. Ross, a law assistant at the Appellate Term, Second Department, is seeking re-election as State Executive Committee Judiciary representative. She also is a candidate for statewide president of CSEA.

A 1963 Brooklyn Law School graduate, she was decisions editor and associate editor of Brooklyn Law Review.

Those aspects of the salary grievances she instituted, which have been settled, brought substantial salary increases to a large portion of the state's court employees. The remaining aspects are pending before the courts and an arbitrator. In addition, through her efforts, the benefits of state sick leave and maternity leave rules have been accorded Judiciary employees. She has established better lines of communication among state judiciary representatives.

She heads the Judiciary Bargaining Committee.

Married to attorney Stephen Ross, she is the mother of a daughter, 16, and a son, 8.

MARY D. LYNCH

For the past five and a half years I have been, and still am, President of my chapter, the New York State Court of Claims at Albany. I am a member of Albany Region 4, serving on several committees, attending all meetings, workshops, et cetera. In my capacity as chapter President, I have attended all Delegates and chapter Presidents meetings called

with the State of New York—27 of which were with the New York State Court of Claims where for the past 12 years have been in a supervisory capacity.

Labor

(VOTE FOR 3)

CANUTE C. BERNARD

Canute Bernard entered state service and CSEA in December 1967.

He has served as a Delegate to the New York City chapter from the Workmen's Compensation Board and as a Delegate to CSEA statewide conventions. Dr. Bernard also served as Chairman of the WCB Departmental Negotiating Team and as a member of the Professional unit of the Statewide Negotiating Team. He was a member of the joint CSEA-State Study Committee on Disability Benefits and the Department of Labor-State Executive Committee.

Dr. Bernard is a member of the CSEA Board of Directors, Charter Committee and Affirmative Action Committee. A surgeon, Dr. Bernard is affiliated with Harlem and Jamaica Hospitals and was a founding partner of Carter Community Health Center. He is a fellow of the American College of Surgeons and a board eligible of the American Board of Surgery. Since 1963, Dr. Bernard has been a chief of tour at Harlem Hospital.

ROBERT L. LATTIMER

(Material Not Submitted)

JOHN K. WOLFF

Mr. Wolff has been a member of CSEA for 31 years and

A. VICTOR COSTA

The current chairman of the CSEA Restructuring Committee, A. Victor Costa has been a member of the union for a quarter of a century. Mr. Costa has served as a chapter president, was a four-term Albany Region 4 president, held 15 committee chairmanships and served on a total of 32 committees.

In addition, Mr. Costa is a 14-year member of CSEA's Board

Fletcher Quits

WASHINGTON, D.C.—Thomas W. Fletcher, president of National Training and Development Service for State and Local Government has resigned the post to become assistant professor for public administration at Golden Gate University, San Francisco. He starts the new job June 1.

In 1959, he was named chief, examining division for administrative, medical, public health and scientific examinations. He became assistant director of examinations in 1967.

Park Patrolman List

ALBANY—A park patrolman traffic park officer eligible list, from open competitive exam 24-018, was established April 18 by the state Department of Civil Service. The list contains 3,649 names.

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CANDIDATES FOR CSEA PRESIDENT



THEODORE C. WENZL



THOMAS H. McDONOUGH



ETHEL ROSS

THEODORE C. WENZL

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THOMAS H. McDONOUGH

There are crucial times in nearly every organization when the members must decide whether their needs can best be served by choosing new leaders who are better able to cope with the demands of our fast-changing circumstances.

ETHEL ROSS

Attorney Ethel P. Ross, candidate for president, is employed by the Appellate Term, Second Department, of the Supreme Court. She represents state-paid nonjudicial personnel on the State Executive Committee, and is a member

CANDIDATES FOR CSEA EXECUTIVE VICE-PRESIDENT

WILLIAM McGOWAN

I am a long-time resident of Orchard Park, New York, and have been employed at the West Seneca Developmental Center for 14 years as an Electronic Equipment Mechanic. I have been a member of CSEA 14 years and became

VICTOR V. PESCI

Victor V. Pesci, candidate for Executive Vice President of CSEA, is a competitive civil service employee in the truest sense. A principal bank examiner with the State Banking Department in New York City, he worked his way through

A. VICTOR COSTA

A CSEA official remarked, "His goal is the member. He works with inexhaustible energy. His character is of impeccable integrity. He will not let you down." The man is A. Victor Costa of Troy.



WILLIAM McGOWAN



VICTOR V. PESCI



A. VICTOR COSTA

CANDIDATES FOR CSEA SECRETARY



DOROTHY MacTAVISH



IRENE CARR



JEAN C. GRAY

DOROTHY MacTAVISH

Dorothy MacTavish is just completing her fourth term as Statewide Secretary, and would like to continue for another term.

She has worked very diligently for the membership in

IRENE CARR

After serving CSEA for many years in various capacities, I now seek the office of Secretary. I have been active in the Oneonta Chapter as Secretary Delegate, and now President for six years. I do not plan to seek this office again

JEAN C. GRAY

Jean Gray is widely and personally known to all CSEA State Delegates and to thousands of CSEA members as the dynamic gal who chairs the statewide Civil Service Committee, and also serves as the Board Representative of all Auth-

CANDIDATES FOR CSEA TREASURER

JACK GALLAGHER

Jack Gallagher entered state service in 1955 in the Department of Tolls-Finance of New York State Thruway. He is a four-time chapter President there and also served as Chairman of the chapter Grievance Committee and was a member of the statewide Thruway Negotiating Team.

Mr. Gallagher, prior to his entry into state service, was employed as a bookkeeper, time expeditor, time keeper and payroll clerk. He first ran for CSEA state treasurer in

JUNE W. BOYLE

I have been employed at SUNYAB 10 years in the Student Accounts or Finance Office. My job consists of accounting or bookkeeping and all phases of financial auditing. I have been a chapter Treasurer for four years and when newly elected, I made the suggestion that CSEA institute treasurers' seminars for information and assistance to new officers. This has been implemented very successfully and I would like to take credit for this now.



JACK GALLAGHER



JUNE W. BOYLE

All candidates continue on Pages 8 or 9