

# Civil Service LEADER

America's Largest Newspaper for Public Employees

## Statewide Candidates

— See Inside Pages

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Friday, May 13, 1977

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### CSEA WORKERS WITH GIANT VICTIM OF DUTCH ELM

Dutch elm disease blighted this giant elm, which stood for probably more than two centuries along what is now Route 104 East, near Mexico, in Oswego County. The tree crew, members of CSEA Local 516, were brought in after it was decided that the tree had to come down. The men worked in the tree with large chain saws for several days. Finally they removed the stump, which is seen as it was carted away on a flat-bed truck. From left, crew members are Larry Burr, Jake Wright, Bill Murry, Red Leggett, Tom Tyler and Jon Barney. Also involved in the project, but not present for the picture, were Lyle Woolson, president of the local, and Herman Pitcher.

### CSEA Leadership At Stake

## Next Week, Ballots Go Out For State, Regional Offices

By MARVIN BAXLEY

When ballots are mailed May 19 for Civil Service Employees Assn. members to choose their leadership for the next two years, there will be three levels of leaders to be selected by state-employed members and two levels for local-government-employed members.

Everyone will have the opportunity to vote for the four statewide officers (whose resumes appear in this issue on pages 9 and 16).

Only state-employed members may vote for representatives to the State Executive Committee (whose resumes appear in this issue on pages 14, 16-19). The State Executive Committee, when it meets in session with the County Executive Committee, statewide officers and standing committee chairmen, is part of the Board of Directors.

State-employed members may vote for representatives from their departments only. In the case of Mental Hygiene, the choices are further restricted to voters within their regions.

There will be three fewer State Executive Committee representatives to be elected this year, since the number is based on department size. Labor will choose two; Mental Hygiene Region VI will choose two, and Transportation will choose three. In each case, it is one less than the current number. Multiple choices exist in several other de-

partments, and are so designated in the listings of resumes inside this issue of The Leader.

(ED'S NOTE: Representatives to the County Executive Committee should also be chosen during the same period, but are handled at the chapter level, and may be a matter of general election or of local executive committee selection. The five Educational Employees, representing the regional locals, are included in the County Executive Committee.)

All members may vote for regional officers, but only within their own regions. The list of regional candidates is printed below, and resumes will be included in a future Leader.

It is difficult, however, to precisely define for members the region in which they will be voting. Generally speaking, though, it depends on the administrative center for each area. New York City, in particular, is the central point for many state

agencies whose employees may physically work within the geographic boundaries of Long Island Region I or Southern Region III, but are administered from Metropolitan Region II, whose officers they help elect. In

(Continued on Page 3)

## Ratificat'n Vote Under Way For State Contract

ALBANY—Ballots for voting on ratification of the tentative agreement between the state and the Civil Service Employees Assn. went out Monday after the negotiating teams decided, at a meeting here last Wednesday, to release them. The action of the negotiators was approved the following day during turbulent meetings of the State Executive Committee and the Local presidents.

The ballots will be accompanied by an information letter detailing the terms of the agreement (published in full in last week's Leader). On the first page of the letter is a note, marked important, which explains that if a majority of a Bargaining Unit votes for ratification, the agreement will be signed for that Unit.

However, if a Bargaining Unit votes to reject the tentative agreement, negotiations for that unit will proceed to a Legislative Hearing as called for under the Taylor Law.

"Thus, unless all four bargaining units, individually, accept or reject this tentative agreement, the effect will be that bargaining units will be separated by different contract settlements and contract periods, thereby effectively weakening the union and the workforce," the letter reads.

The agreement is the same for all four bargaining units except for a few specific provisions:

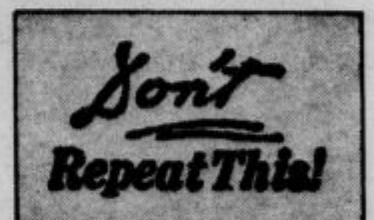
• **Institutional Services Unit:** A new seniority article for unit employees will define seniority and will now include overtime rosters, vacation holidays and training.

• **Administrative Services Unit:** Article 26, workday and workweek, is amended to include seniority for assignment to shift. Seniority shall mean length of uninterrupted state ser-

vice. Also, enumeration of 37½-hour workweek and no change in length of workweek unless mutually agreed.

• **Operational Services Unit:** Article 13 is amended to provide for seniority for appointment to vacancies when all factors are equal, (seniority as defined in Section 80a of the Civil Service Law shall apply). In Article 13.3, the language "The failure . . . to post . . ." is deleted.

• **Professional, Scientific and Technical Services Unit:** A new definition of seniority, defined as the length of an employee's continuous state service on a part-time or full-time basis from the date of original permanent appointment, is included. Included is the application of seniority to post . . . (Continued on Page 3)



### Repeal Of Hatch Act Seen Likely This Year With Carter Support

Repeal of the Hatch Act, the law of Congress which has for a period of 40 years deprived civil service em-

(Continued on Page 6)

## Hicksville Non-Teaching Staff Out On Wild-Cat

HICKSVILLE—Despite warnings by the Civil Service Employees Assn., school custodians and maintenance workers of the Hicksville Free School District, goaded by the refusal of the school board to bargain over a new contract, walked off the job on May 2 in a wildcat strike action.

The 90 building and grounds department employees had voted to strike the 8,600-pupil school district because they have worked without a contract since July 1976. Although the employees are members of the CSEA, the union did not authorize the strike be-

cause CSEA leaders felt that it was management's tactic to cause the illegal walkout.

"The Hicksville school board provoked our members into a walkout with deliberate malice," said Edwin Cleary, Long Island regional field supervisor. "The

board realizes the inequities of the Taylor Law and they know that they could not be fined or punished for not bargaining. I think that it is evident now that their strategy was to have the workers strike and then use the

(Continued on Page 3)



# Open Bids To Roof Jamaica MV Office

MANHATTAN—"This represents a victory for the Civil Service Employees Assn. and its members," Solomon Bendet said when informed that the state's Office of General Services has signed a contract for a new roof for the Jamaica Office of the Department of Motor Vehicles.

Mr. Bendet is president of the CSEA's Metropolitan Region II and its New York City Local 010. The information regarding the roof and other work to be done at the location was contained in a letter to Mr. Bendet by David W. Burke, secretary to the Governor.

Mr. Burke stated that bids for the roof had been received and opened on March 30, 1977. However, he said that he was unable to state a specific starting date for the job since procedural action will first have to be taken by the State Law Department and the Department of Audit and Control.

Adding that "OGS is taking additional steps to upgrade the overall condition of this facility," Mr. Burke said that additional contracts will be let over the next several months for continued building improvements.

In releasing the information, Mr. Bendet said, "The working conditions are deplorable and I am glad that measures are, at long last, being taken to rectify a bad situation affecting the morale of the employees."

The workers, on March 25, had held an emergency meeting to protect falling ceilings that showered employees and the public with debris and asbestos. The

lounges and work areas, the workers said, were infested with termites and other insects.

Mr. Bendet said that he will be watching the situation very closely to see that the work is expedited as quickly as possible.

## Mental Hygiene

ALBANY—Three Mental Hygiene staff development specialist eligible lists, resulting from open competitive exams 24-340, -341 and -342 were established April 14 by the State Civil Service Department. The lists contain 217, 48 and 128 names, respectively.

## White Plains Unit Votes Yes On 1-Year Contract

WHITE PLAINS—The City of White Plains unit of the Civil Service Employees Assn. has agreed to accept a one-year contract calling for a 5 percent salary increase with a maximum of \$1,200. The ballots, which showed a vote of 264 to 140 for the contract, were returned on April 25.

The agreement, which also provided for a new first or minimum step, had been reviewed at a membership meeting on April 13 prior to the ballot mailing, and was submitted to the membership without recommendation from the unit's negotiating committee.



### TWO-YEAR HUNTINGTON CONTRACT SIGNED

Members of the Town of Huntington Civil Service Employees Assn. approved a two-year contract with the Town of Huntington. The contract was signed by Kenneth C. Butterfield, supervisor, seated left, and Dorothy Goetz, president of the CSEA Huntington unit. The negotiating committee members are standing, from left, Ray George, Shirley Claasen, Roz Norton and John Cuneo, CSEA field representative. Jack Bradicich is seated.

mittee.

Emanuele Vitale, a collective bargaining specialist for the CSEA and the unit's chief negotiator, told the members that the reason for the "no recommendation" position was primarily because the union's negotiators had been unable to obtain

from the city a minimum wage increase mandated by members.

Mr. Vitale said that the city additionally had refused to consider a longevity increment and had adopted a negative attitude to the union's proposal for a minimum salary increase of \$600.

Joseph Roche, president of the CSEA unit representing approximately 500 city employees, said that during 11 months of negotiations, the city representatives

had been "intransigent." Consequently, the union withdrew from a multi-year pact and negotiated retroactively an agreement for one year, from July 1, 1976, to June 30, 1977.

Stanley Boguski was chairman of the union's negotiating committee. Other committee members were Joseph Roche, Daniel Armstrong, Lambert Broes, Anthony Guiffreda and Judith Bernstein.



### NASSAU CONTRACT SIGNING

Nassau County Executive Ralph G. Caso, in suit, delivers county labor contract for signing by Irving Flaumenbaum, president of Nassau Local 830, in a Freeport hospital. Mr. Flaumenbaum was hospitalized awaiting corrective eye surgery, but insisted that contract be signed in time to assure that increased pay and benefits were in force for court employees when they became state employees.

## Leader Promotes Tynes, Berkowitz

MANHATTAN — Promotions for two key members of the Leader staff were announced this week by editor Marvin Baxley. They will take effect with the next issue of the newspaper.

Harcourt Tynes, of Elmsford, has been named associate editor. The Westchester County resident has been the paper's city editor since January 1975.

Mr. Tynes' reassignment was made, Mr. Baxley said, to meet the increased needs of covering statewide activities, which have been steadily accelerating during the past several years. He will

share duties with Kenneth Schept, who continues as associate editor.

Harry Berkowitz, of Brooklyn, succeeds Mr. Tynes as city editor. After more than a year as the Leader's senior staff writer, Mr. Berkowitz assumed the position of city editor May 9.

In a separate action, Deborah Cassidy, of Troy, was appointed as capital region correspondent. She is married to Joseph Cassidy, an officer of the Civil Service Employees Assn.'s Rensselaer County Local, and has been active in producing an employee newsletter for the local.

## Rensselaer Filing

TROY—The Rensselaer County Civil Service Commission has opened filing until May 20 for manpower program coordinator. Open competitive exam 66-558 will be held June 4.

The job pays \$8,976. For further information contact the commission at Court House, Troy.

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# Ballots Go Out For State, Regional Offices

(Continued from Page 1)  
other instances, members of certain union locals will vote within the region where the local's president resides. (This instance is rare, and affects few people).  
Regional candidates are:

## LONG ISLAND REGION I

**President:** Irving Flaumenbaum, Frank Seminara.  
**First Vice-President:** James Corbin, Al Varacchi.  
**Second Vice-President:** Nick Abbatiello, Greg Szurnicki.  
**Third Vice-President:** Ruth Braverman, Robert Conlon, Ben Gumin.  
**Fourth Vice-President:** Peter Higginson, Alex Bozza, Dudley Kinsley.  
**Secretary:** Dorothy Goetz, Carol Craig, Sylvia Weinstock.  
**Treasurer:** Sam Piscitelli, Libby Lorio.

## METROPOLITAN REGION II

**President:** Sol Bendet, Vincent Rubano, Ronnie Smith.  
**First Vice-President:** Jimmy Gripper, William DeMartino.

**Second Vice-President:** Genaro Fischetti, Dorothy King, Canute Bernard.  
**Third Vice-President:** Barry Markman, William Cunningham, Thomas DiNatale.  
**Treasurer:** John Eversley, Martin Esposito.  
**Secretary:** Peggy Clark, Edna Percoco Aponete.

## SOUTHERN REGION III

**President:** James J. Lennon, Martin Langer.  
**First Vice-President:** John Clark, John F. Mauro, Pat Mascioli.  
**Second Vice-President:** Richard J. Snyder, Marie Romanelli.  
**Third Vice-President:** Rose Marcinkowski, Manuel (Manny) Ramirez, Kenneth Klinko.  
**Secretary:** Janice Schaff, Trisha Graff.  
**Treasurer:** Rose Mary (Kennon) Smith, Lorraine Scott.

## CAPITAL REGION IV

**President:** Howard Cropsey, Jean C. Gray, Joe McDermott.  
**First Vice-President:** E. Jack

Dougherty, Al Mead.  
**Second Vice-President:** Richard Doucette, Timothy McInerney.  
**Third Vice-President:** Ernst Stroebel, Eileen Salisbury.  
**Secretary:** Carole Trifiletti, Julia Braden.  
**Treasurer:** Mary Jarocki, Frank J. Carlino, Sr.

## CENTRAL REGION V

**President:** James J. Moore, Richard E. Cleary.  
**Executive Vice-President:**

Richard J. Grieco, Patricia C. Crandall.  
**First Vice-President:** Dorothy Moses, Mary Battista, Dale K. Dusharm.  
**Second Vice-President:** Thomas J. Elhage, Beverly M. McDonald.  
**Third Vice-President:** Bonnie M. Barber, Sally A. Greco, Ralph Young.  
**Secretary:** Anne Maywalt, Helen T. Hanlon.  
**Treasurer:** Anna M. Darby,

Lois L. Toscano.  
**WESTERN REGION VI**  
**President:** Robert L. Lattimer, James H. Bourkney.  
**First Vice-President:** Genevieve Clark, Victor E. Marr.  
**Second Vice-President:** Robert C. Smith, Lloyd P. Tipton.  
**Third Vice-President:** Dominic Spacone, Jr., Ramona L. Gallagher.  
**Secretary:** Lori Guagliardi, Judith H. Burgess.  
**Treasurer:** Barbara M. Fauser.

# Ratification Vote Under Way

(Continued from Page 1)  
priority, along with other factors, for shift assignment, pass day, overtime and voluntary transfer.  
The decision to mail out the ballots and informational letter came about three weeks after the tentative pact was signed April 17, averting a strike the following day by the state's employees. During this three-week period the membership has been busy trying to sort out fact from rumor regarding a difference of interpretation over the agreement, which developed between the State and the CSEA. According to the informational letter, grievances will be filed if the State's interpretation of the agreement results in a violation.  
The following letter regarding this disagreement between the State and the CSEA was sent by Donald H. Wollett, director of the Office of Employee Relations, to CSEA president Theodore C. Wenzl.

The letter is printed below in its entirety:  
"Dear Ted:  
"The text of this letter was communicated to Charles Murphy, Chairman of the New York State Personnel Council, on April 29th. It has occurred to me that it might be helpful for me to repeat these statements in a letter to you over my signature, thereby indicating my concurrence.

"1. Certain rumors concerning the effect of the negotiated salary increases are totally false.  
"It is rumored that the negotiated salary increases will not

be counted as salary for purposes of computing retirement benefits. This simply is not true.  
"The negotiated salary increases will become part of employees' basic annual salary and will be included in the computation of retirement benefits.  
"It is also rumored that because the negotiated salary increases will not be reflected in the current salary schedule, employees' salaries will be reduced to March 31, 1977 levels upon expiration of the negotiated agreement on March 31, 1979. There will be no such effect.  
"Upon expiration of the negotiated agreement on March 31, 1979, employees' salaries will remain at the level in effect on that date except as they may be adjusted by negotiations for

a successor agreement.  
"Finally, it is rumored that the negotiated salary increase for the second year of the agreement will be calculated on the salary in effect on March 31, 1977. There is no basis for such conclusion.

"The agreement clearly indicates that the salary increase in the second year of the agreement will be based on the salary in effect on March 31, 1978 as adjusted by any increment for which an employee may be eligible.

"2. Concern was expressed that salary increases on promotion would be negligible because the negotiated salary increases will not be reflected in the salary schedule. That perceived effect of the negotiated salary increases was dispelled quickly through the use of examples comparing salary changes, applying the negotiated salary increases, with and without promotion. Those examples are repeated below.

## Hicksville

(Continued from Page 1)  
fines imposed by the Taylor Law to pay for any raises that we get."  
As of Friday afternoon, the CSEA was standing by with the PERB waiting for the talks to resume. Frank McGowan, a conciliator, was trying to get the board to meet with the negotiators but most board members work so there was little hope for a settlement before the weekend. Picketing continued at all schools with the teachers, after having said publicly that they support the strike, crossing picket lines.

Permanent SG-9 Employee	
3-31-77 salary	\$8,051
plus increment	362
base for year-one	\$8,413
increases	
5 percent or \$500	500
	\$8,913
10-1-77 increase	
4 percent or \$400	400
3-31-78 salary	\$9,313
plus partial increment	186
base pay for year-two	\$9,499
increase	\$9,499
5 percent or \$500	500
	\$9,999

(Continued on Page 19)

# CSEA calendar

## MAY

- 12—Judiciary employees special organizational meeting for Dutchess Ulster and Putnam Counties, and cities of Kingston, Poughkeepsie and Beacon: 7:30 p.m., Jurors Room, 236 Main St., Poughkeepsie.
- 12-14—Conference of Armory Employees annual meeting: Ramada Inn, 1055 Union Ave., Newburgh.
- 13—Adirondack Committee, Capital Region IV, Meet the Candidates Night, Plattsburgh.
- 14—Western Region VI interim meeting: 9:30 a.m., Treadway Inn, Batavia.
- 16—Capital Region IV meeting and Meet the Candidates night: 5:30 p.m., Campus Cafeteria, State Campus, Albany.
- 17—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 17—Hudson Psychiatric Center Local 410 meet the candidates night: 7:30 p.m., Cheney Conference Room, Poughkeepsie.
- 17—Rockland County Unit runoff representation elections: 7:30 p.m., Sheraton Nanuet, Route 59, Nanuet.
- 17—Judiciary employees special organizational meeting for Orange and Sullivan Counties, Newburgh, Middletown, and Port Jervis: 7:30 p.m., Orange County Local Office, 255 Greenwich Ave., Goshen.
- 18—Buffalo Local dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 18—Hudson Valley Armory Employees Local meeting: 8 p.m., Leeds Armory.
- 18—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.

## For Group Term Life Insurance

# Now Is The Time To Change From Option A to B Coverage

ALBANY—Notice of opportunity to change from Option A to Option B of Group Term Life Insurance has been given in a notice by Civil Service Employees Assn. insurance committee chairman James Corbin. His statement follows:

"Commencing May 1, 1977, the amount of your Group Term Life Insurance is that described as Option A on the Jan. 1, 1977 notice of change in insurance sent you by CSEA—that is, unless you had elected Option B by March 1, 1977.

"Option A is the amount previously available only to men. Women members who had not elected Option B by March 1, 1977, will commence to be insured for the higher amount for which higher payroll deductions will be made.

"This notice is to advise all insured members that, during the period May 1, 1977, through June 30, 1977, the member will have a final opportunity to make an early change from Option A to Option B if the member decides that he or she does not wish to be insured under Option A. The member should be aware that a future change back to Option A from Option B will require evidence of the employee's health satisfactory to the insurance company.

"If request for Option B is not filed by June 30, 1977, future requests for Option B can only be made on an annual basis in 1978 and subsequent years by filing request by Aug. 1 with the change taking effect on the following Nov. 1.

"The member may obtain a 'Change in Option' form from his or her regional CSEA office

or CSEA Headquarters, complete and execute it and have the signature witnessed. Send the card to Group Term Life Insurance, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12224. Your deduction will be changed on the last day of pay period in which the necessary change in payroll deduction can be made."

Addresses of CSEA Regional Offices:

- I. Long Island Regional Office, 740 Broadway, N. Amityville, N.Y. 11701.
- II. New York City Regional Office, 11 Park Place, New York, N.Y. 10007.
- III. Southern Regional Office, Old Albany Post Road, North, R.D. 1, Fishkill, N.Y. 12524.
- IV. Capital District Regional Office, 10 Colvin Avenue, Albany, N.Y. 12206.
- V. Central Regional Office, Room 118, Midtown Plaza, 700

East Water Street, Syracuse, N.Y. Cambridge Square, 4245 Union VI. Western Regional Office, Road, Cheektowaga, N.Y. 14225.

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II.	\$1,400 but less than \$2,100	2,600	
III.	2,100 but less than 3,500	4,000	
IV.	3,500 but less than 4,500	5,500	
V.	4,500 but less than 5,500	6,500	
VI.	5,500 but less than 6,500	8,000	} 5,500
VII.	6,500 but less than 7,500	10,000	
VIII.	7,500 but less than 8,500	11,500	
IX.	8,500 and over	12,500	

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# Dr. Cohen And The State Of Mental Health

CIVIL SERVICE LEADER, Friday, May 13, 1977

By JANE BERNSTEIN

CIVIL Service Employees Assn. consultant Jim Cohen is very laid back, his whole manner understated. But behind those wire-rimmed glasses and hair prematurely grey for his 35 years, the wheels are turning, and plans are being conjured to combat those who would see havoc wreaked in the New York State Department of Mental Hygiene.

That havoc presently takes the form of a proposal drawn up by Gov. Hugh Carey, which, if passed into law, would serve to expedite the deinstitutionalization of the state's Mental Hygiene system—a move bitterly opposed by the CSEA. And it was the prospect of this move that prompted the CSEA to enlist the services of Dr. Cohen.

The psychologist, a 1973 doctoral graduate of the University of Chicago, has a background in mental health research and policy planning. He worked for the Illinois State Department of Mental Hygiene from 1971 to 1973, then came back to New York to do research for the New York City Department of Mental Hygiene under Commissioner June Christmas.

In addition to acting as a consultant for the union, Dr. Cohen is also on the faculty at Albert Einstein College in the psychiatric and community health departments, and is director of a training program for people involved in the human services, instructing in how to formulate programs and policies.

It was while doing research on deinstitutionalization and the concept of community mental health care that Dr. Cohen became familiar with the concerns of the CSEA about the shutdown of large parts of state-run institutions.

"I heard the union was interested in coming up with some alternate plans to the Governor's and Legislature's ideas on deinstitutionalization," he said, "So I called and offered my services to help in formulating those plans."

Since mid-January Dr. Cohen and the CSEA Mental Hygiene Task Force have been working on a report. Their findings and position on deinstitutionalization were made public last week, and reflect a concern for not only employees of the state Mental Hygiene Department, but also for the patients who will be affected by the plans. To understand these recommendations, one must first

examine what the Governor's proposal entails.

THE state's plan to transfer most of the responsibility for mental health care to the local level includes several facets. The planning power for mental health care facilities will be given to county mental



GOV. HUGH CAREY  
... fiscal, not clinical concept

charged with determining where priorities are and how money will be spent. And according to Gov. Carey's proposal, state Mental Hygiene administrators must provide information to the local directors so they can set up their programs, but state people will play no meaningful role in the formation of these programs. The only other input they will be permitted to have will be to send letters to local Mental Hygiene commissioners if they object to any parts of a locally planned system of care.

"The Governor is going to set up this system so that counties also may pull out of Mental Hygiene care when they want to, if they don't



CSEA consultant on deinstitutionalization Jim Cohen says the union must strive for good working conditions for employees and better treatment for patients.

like the way it is working out," Dr. Cohen said. "What exactly is going to become of the patients in these communities if their programs are pulled out from under them? These people cannot fend for themselves."

CSEA members who work for the Mental Hygiene Department take this view. They agree that the concept behind deinstitutionalization is beneficial—better care on the community level for those from the community who have problems — but don't see that it will work if the state relinquishes control and responsibility completely to the counties.

"The way the plans are set up right now, the only ones who will benefit from them are the state politicians and the private sector," Dr. Cohen said. "County directors are lying, saying they'll provide comprehensive services if they are given the power, but they have different priorities. And as a result of them, the state workers and patients will suffer."

CSEA attorney Pauline Rogers, who is in "legal" charge of the union's Mental Hygiene affairs, says the present deinstitutionalization proposal is a fiscal, political concept, and not a clinical one. The fear of

wholesale dumping of patients into communities exists among Mental Hygiene workers.

THE CSEA Mental Hygiene Task Force, with Dr. Cohen's help, has developed some recommendations that, it hopes, the Governor and state legislators will seriously consider.

The union is calling for a moratorium on further transfers of patients from large institutions into smaller communities until July 1978. This will give CSEA and Mental Hygiene workers a chance to plan for facilities for mentally disabled residents of these institutions. It will also give the union a chance to plan for transfers for employees, who could lose their jobs as the result of further closings of large institutions.

The union is also recommending that the state retain control of community-based facilities, so that comprehensive care may be delivered to patients. Task force members say a complete transfer to local control of mental health care will not cost the state less money. It could, they say, cost more in the long run, while providing less in the way of services.

And, of course, the union is asking for a most important guarantee—that Mental Hygiene workers in state-run facilities be given protection against the loss of their jobs. Already, evidence of such loss exists. A job description for a community mental health care nurse title required that applicants have experience on the community level, thus barring state mental health care nurses from applying.

The task force suggests shared staffing, where state workers and county private workers are loaned to private and state facilities; and regional planning, where state and county administrators get together to plan services, as ways to insure that workers keep their jobs and are utilized to make the delivery of mental health care more effective.

"We should have a situation such as exists at the Lancaster Clinic in Buffalo," Dr. Cohen says. "It is staffed entirely by state people, who have an informal agreement with county-run services and personnel. They help each other out, and do what's best for each patient by referring them to the right place."

Dr. Cohen will continue to work with the CSEA through the summer, further developing plans and programs for effective state-controlled, community-based care.

"This next year must be a real building time for the union," he said. "We've got to work toward providing the Mental Hygiene membership with decent working conditions, and the state Mental Hygiene patients with decent care. And the entire CSEA membership must be given the opportunity to learn about the issues and problems surrounding deinstitutionalization of the mental health system in this state."

**CSEA Has Its Own Ideas  
About Deinstitutionalization**



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FRIDAY, MAY 13, 1977

## Who Are Negotiators?

**N**EGOTIATORS are people, too. So who are the negotiators responsible for the tentative agreement currently being voted on by state-employed members of the Civil Service Employees Assn.?

To begin with, there are 48 negotiators, divided equally among the four bargaining units: 12 each for Administrative, Institutional, Operational and Professional-Scientific-Technical.

They are also equally divided as representatives of each of the CSEA's six regions, with each region sending two negotiators to each of the four teams.

Previously, all negotiators had been appointed by the statewide president of the CSEA. When the union restructured itself a few years ago, it was decided that the president would be given a list of five choices for each of the bargaining team representatives for each region. In some cases, only two names were submitted; in other instances, CSEA president Theodore C. Wenzl made the selections from the top two names in order. Thus, each region, one way or the other, had its first choices confirmed.

At the region level, the choices were made by election, with members of each region's executive committee taking part in the decision-making. (The regional executive committees are composed of all local presidents within each region.)

Thus, while the negotiators were not elected in general membership meetings, they were the choices of those elected officials who are most aware of their qualifications.

Most importantly, perhaps, is the fact that the negotiators are state employees, just like the general membership who must live within the terms of the agreement they reached with the state. (M.O.B.)

## The Final Decision

**I**T is evident to readers of Leader editorials that this newspaper tends to give moral support to the policies of the Civil Service Employees Assn.

The fact that the CSEA is, without doubt, one of the most democratic unions in the world, makes this policy logical, since public employees need a voice in the world, too. With all the crises that beset the state and the nation, the day-to-day problems of the civil servants who provide the backbone of government services are often overlooked in the crush of events.

Thus, some folks might wonder what The Leader position is on the ratification now taking place by state-employed members of the CSEA on the tentative agreement worked out by the CSEA negotiators and the State.

The fact of the matter is that the CSEA has not taken a definite stand on the ratification.

That is currently being decided by the members themselves.

The CSEA leadership has labored hard to come up with an understanding with the State on the terms of the agreement, and the negotiators have voted to submit it to the members for their decision.

We await the decision, and will support the will of the people. (M.O.B.)

## Don't Repeat This!

(Continued from Page 1)  
ploys from exercising their full rights of citizenship in the political process, is slowly moving towards the front burner in the legislative process.

Last year, after extensive hearings conducted by the Congressional committees on civil service in both the Senate and the House of Representatives, Congress finally repealed the law. However, it was promptly vetoed by President Ford. The vote in both Houses was too close to warrant an attempt to override the veto.

The Hatch Law is both paternalistic and patronizing. Its theory is that the civil service employee must be protected from political pressure from his supervisors. The Law, instead of acting on supervisors, simply prohibited civil service employees from participating in any political activity.

Thus, under the law, a civil service employee is prohibited from being a member or officer of a political club. He may not participate in the circulation of party nominating petitions. He may not run as a candidate for election as a delegate to a political convention. These are in addition to other prohibitions of activities, in which other citizens are free to participate.

Initially, the law applied also to all state and municipal employees whose salaries were paid in whole or in part by Federal funds. This provision barred political activities by employees of social welfare departments, housing agencies, and a large number of other state and municipal departments. In addition, as in the course of years, the Federal government extended its activities into many other areas of operation, increasing numbers of state and local government employees who came within the ban of the Hatch Act.

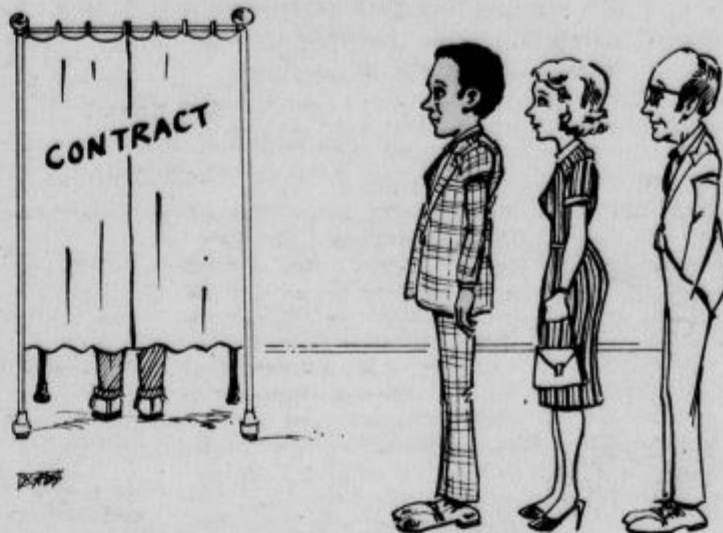
Two years ago, Congress amended the Hatch Act to make it no longer applicable to such state and local government employees. Nothing happened as a result of that modification to justify continuation of the Hatch Law to Federal employees. The fact is that no civil servant has been forced to make political contributions against his will, and none has been forced to participate in political activities. On the other hand, that modification did permit any such employees who cared to participate, to engage in political activities to the same degree as other citizens.

The drive for a total repeal of the Hatch Law is being led by Congressman Edward I. Koch of Manhattan, Congressman John M. Murphy of Staten Island, and Congressman Stephen Solarz of Brooklyn. The prospects are high that Congress will again approve a repeal of the Hatch Act. The major difference this time is the fact that President Jimmy Carter is committed to approving its repeal.

In view of extensive hearings already held on the subject last year, progress of the repeal legislation through both Houses of Congress should be relatively smooth and easy. It appears that, at long last, after 40 years of unnecessary restraints upon the political freedom of civil service employees, the Hatch Act will finally be repealed.

Repeal will permit civil service (Continued on Page 7)

C.S.E.A.  
EXPRESS YOUR  
OPINION -  
VOTE!



## Civil Service Law & You

By RICHARD GABA

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

### Guilt Annuled In Unfair Hearing

In an article 78 proceeding, transferred to the Appellate Division, Third Department, to review a disciplinary proceeding, the determination of guilt was annulled and the matter was remitted for further proceedings.

The petitioner (employee) in this case served in a permanent position as associate personnel administrator of the Wilton Developmental Center, which is a facility of the New York State Department of Mental Hygiene. He was served with written charges of incompetence and misconduct under Section 75 of the Civil Service Law. Following a hearing, the hearing officer recommended a finding of guilty and a reduction in grade from grade 23 to senior personnel administrator grade 18, or some other suitable position at the grade 18 level. The director of WDC agreed with the hearing officer and adopted his recommendations.

**PETITIONER CONTENDED** that he did not receive a fair hearing, that there was not substantial evidence and that he was denied due process.

The court addressed each of these arguments.

As to the question of a fair hearing, petitioner claimed that since the hearing officer was a deputy director of another facility in the Department of Mental Hygiene, he was personally acquainted with some of the parties involved in the proceeding. The hearing officer was properly designated in accordance with Sec. 75(a) of the Civil Service Law, and there is no indication that he had any vital information concerning the charges against petitioner that would require him to disqualify himself. However, petitioner was not accorded a fair hearing in that there was communication after the hearing between the hearing officer and the person prosecuting the charges. These communications included discussions of evidence that had been adduced at the hearing and also related to matters on which the hearing officer wanted additional information.

**THE COURT POINTED** out that in an administrative hearing held pursuant to Section 75 of the Civil Service Law, it is not necessary to comply strictly with the rules of evidence. It was clearly improper for an administrative agency to base its decision upon matters outside the record. "The evil lies in the fact that petitioner was not afforded an opportunity to explain or refute any of the information furnished to the hearing officer after the conclusion of the hearing in violation of the very concept of a trial. This is true regardless of respondent's attempts to minimize the effect such communications may have had on his finding of guilt or on the penalty imposed."

In view of the court's conclusion, it was held unnecessary to consider petitioner's contention that the finding of guilt was based upon insufficient evidence in the record. In the matter of *Vell Avery v. Emanuel Rechter*, as Director, Wilton Developmental Center, 392 NYS 2d 714.



# What's Your Opinion

By PAMELA CRAIG

## QUESTION

Do you feel that your views were represented at the recent Civil Service Employees Assn. statewide convention; or do you feel that the delegates were speaking for themselves?

## THE PLACE

7th Regiment Armory, Manhattan

## OPINIONS

**Bert Cass, maintenance man:** "I do feel that the delegates represent the members but we are such a small group that we do not get the representation we deserve. When you have a large local, you get better representation and the union is responsive to your individual needs. We are so small that we cannot even strike if we want to. I feel the delegates represent their constituents because they are elected to the position by the group and if they are not representing the members, then it's the members' fault, not the delegates' fault."



**Thomas Maher, assistant superintendent:** "I think the delegates have been speaking more for themselves than the members. I feel the individuals' needs are forgotten once the delegate gets to the convention. I feel often the delegate represents himself and his needs and not always for the right reasons. The armory employees are always in a shadow and we do not get the push that we deserve. This leads me to believe that the representatives are failing in their duties."



**James Glover, mechanic:** "I feel that the delegates represent the people. I feel we all need the same legal and financial rewards. If they fight for a raise for themselves, then we will get a raise. What's good for them is usually good for us, too. There may be a few who seek higher offices within the union and may use the position to advance themselves politically. But if they spend time working for the best interest of all, then I feel that most delegates will do a good job."



**Edward DeSousa, superintendent:** "I do feel that the delegates have performed their job well and I strongly feel that they should meet more often to express our views and actions. As far as the past conventions of the CSEA, I strongly feel the representation by the delegates has been of the highest caliber. I feel great effort has been made by the delegates to bring to the floor the pressing problems affecting their constituents."



**Joel Berman, armory maintenance man:** "I feel that a lot of the delegates speak primarily for themselves because they talk about the same topics every year and they fight like cats instead of like people. They are there to get something out of it but as long as they fight back and forth, they are not going to get anything. I was at the last convention and I saw what went on and I felt it was at times ridiculous."



**Leroy Peterson, maintenance man:** "I feel that the delegates did not represent the Armory employees well enough at the convention for us to get to become a separate bargaining unit. We are the only military employees. I feel that the delegates might represent some of the units but I do not feel that they represent the Armory employees. I do feel that the delegates on the whole represent the state workers."



## LETTERS TO THE EDITOR

### Vet Benefits

Editor, the Leader:

To be deemed a veteran and receive appropriate Civil Service benefits, an individual must have been a resident of New York State at the time of entry into and discharge from the Armed Forces. CSEA members who meet all of the veteran eligibility requirements, except that of residency, will not profit from any of the veteran bills CSEA is currently favoring.

I urge CSEA to support Assembly Bills No. 6138, No. 4196 and No. 6456, which eliminate the residence requirement for veteran status. If instead of residency, race, religion or sex were the discriminatory factors this issue would have been resolved long ago.

Charles Matkowski  
Elnora

### Retiree's Plight

Editor, the Leader:

In the April 29 issue of the Civil Service Leader, the writer remarked in an editorial that state employees' wages are sapped by inflation.

What about retired employees?

They seem to be the "forgotten species," without a cost-of-living increase for three years. No one seems to care for us, the scapegoats.

If your paper mentioned the fact, the Legislature and the Governor would, perhaps, pay greater attention to the retirees' plight.

I was with the Department of Labor for over 30 years and I retired in 1966. I speak, however, not only for myself but for all those who retired before and after me.

Catherine L. O'Connell  
Syracuse

### Maximum Life

Editor, the Leader:

In a recent issue of The Leader, dated Friday, April 29, you stated that an open competitive exam for Correction Officer—Male will probably be given sometime during the next fiscal year. As an eligible on the last

Correction Officer exam, given March 30, 1974, I feel this is very unfair. The list for this exam was not established until May 14, 1975, therefore with the maximum life of four years allowed under Civil Service Law, this list can be used until May 14, 1979.

Considering the time and effort many of these eligibles, including myself, put into studying for this exam, I believe it is only fair that this list be utilized. Though New York City has rebounded somewhat from its fiscal problems, the number of Correction Officer appointments will still be limited.

It is therefore essential that a candidate for this position achieve a very high score to have any hope of being appointed. Those eligibles that scored exceedingly well on the last exam may not possibly fare as well on another, and thus may lose an opportunity for a career in civil service.

Another point is that it would be fiscally more feasible for the city to use the existing list, than to burden itself with the cost of conducting another exam.

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Flushing

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# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Retirement And The Single Woman

Retirement for the single woman presents a great many more problems than most women realize, as has been indicated in testimony before the House Committee On Aging.

In spite of "equal rights," the single woman usually gets a lower pension because: (a) Her salary has been less, and (b) She has had to take time off from work for various reasons.

In addition, if she has an annuity, the same amounts of capital will pay her less because of a longer life expectancy; she has probably not bought a home because of difficulties in obtaining a mortgage; she has probably accumulated much less of a nest egg because of lower earnings, and she probably has had more trouble getting credit for any business venture than men usually do. The disadvantage of not owning a home works in several ways. Homeowning is a tax shelter for many people.

The only practical suggestion offered is boosting retirement funds by use of the IRA Plan.

Medicare has been a great boon to people over 65, but, because it is there, many people feel they need no additional coverage beyond the A and B policies offered by the Government.

Experience seems to indicate that Medicare will cover only 35 percent of all medical bills for older persons. It does not cover most of the bills beyond 90 days of hospitalization. But more important, it does not cover much of the doctor bills even during the first 90 days. For example, it pays a specified fee for each type of medical care, but many doctors will not accept this amount as their fee. Medicare does not cover private duty nursing either in or out of the hospital, and only some of the nursing care at home.

Additional coverage is available. If you are now covered, it is important to stay with a company that will guarantee renewability for life and with annual premiums that will not skyrocket as you age. Medicare does not cover spouse, for example, until she reaches the age of 65. Some policies become invalid if you have other similar policies—even though your bills exceed the coverage on any one.

If your company has coverage now, check whether this can be extended after you retire.

A number of groups have poli-

cies available for senior citizens. These include American Association of Retired Persons, 555 Madison Avenue, New York; National Council of Senior Citizens, Inc. and Senior Advocates National Inc. If you are looking at a mail order policy, get the policy and read it before you subscribe.

The New York City Retirement Board acted on 693 applications at its meeting on May 6th. They approved 232 without options; 127 under Option 1, 73 under Option 2; 109 under Option 3; 49 under Option 4; 12 under Option 4/2; 41 under Option 4/3. Another 102 disability retirements were approved—39 of them for disability. Thirty-seven disability retirements were disapproved.

Loans to 2,783 members, amounting to \$3,570,260, and withdrawals of excess contributions to 202 members, amounting to \$625,460, were made during March. Death benefits were approved for 44 members.

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

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

(Continued from Last Week)

Johnson Carl J	Ithaca
Jones Shawnee L	Highland
Kelly Helen L	Mt. Morris
Kirk Kenneth D	Candor
Kosur Stanley S	Binghamton
Ladd George C	Glen Falls
Lalle Philip C	Buffalo
La Marche Marcel E	Millerton
Leaver Helen	E Islip
Leber Philip N	Ithaca
Lena Maria R	Copaque
Leonard Thomas J	Cape May N.J.
Levin Deborah S	Ithaca
Lewis Evelyn	Hurleyville
Liberman Norman J	New York
Long George K Sr	Buffalo
Lore Frank A Jr	Islip
Lovejoy Mary L	Rochester
Lynch Thomas Jr	Pearl River
Maier Marcella R	Rochester
Markoff George K	Brooklyn
Marozzi Joseph J	Rochester
Marro Robert	Shirley
Matal, Anna M	Babylon
McDowell James L	Rochester
McKeever Michael J Jr	Brooklyn
Miller Allen	Wappinger Falls
Miller Edward	Rochester
Montford Joyce B	Middle Island
Moon Wilhelmina	Hempstead
Moss Beverly R	Niagara Falls
Nelson Phillip E	Jamaica
Noto Ralph	Iswood
O'Neill James B	Wayland Mass.
Orloff Jack	Long Island

(To Be Continued)

### LETTERS POLICY

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

### Don't Repeat This!

(Continued from Page 6)

employees to participate in party organization and operations and to run for political office. It's about time that such freedoms were restored to the public employees.



# CSEA CONVENTION REPORTS, PHOTOS

The standing insurance committee report was presented by chairman James Corbin, of Suffolk County Local 852, at the CSEA spring convention at the Concord Hotel in March. Other committee members are Mary Converse, Evelyn Glenn, Carl Garrand, Carl Behr, Patricia Crandall, Hugh Crapser, Joseph Aiello and Paul Satz.

Our Committee held two meetings since the Annual Delegate Meeting last October. To assure the protection of the best interests of CSEA members who participate in the CSEA insurance programs, our Committee discussed the status and any existing problems concerning these programs in order to recommend appropriate action.

## GROUP LIFE INSURANCE

Our Committee recommendations, as approved by the delegates last October, to make available to female members the same amounts of insurance as to males, were carried through.

As scheduled, on January 1, 1977, the letter to all members insured under the plan was mailed. It advised that Option "A" amounts of insurance (those amounts issued to males) would be issued to all members effective May 1, 1977, except those who sent to CSEA by March 1, 1977, the card requesting Option "B," which are lower amounts.

Special notices to insured members were printed in all weekly issues of the Civil Service Leader during January and February urging attention to our January 1 letter and urging any member who desired the lower amount of insurance to fill out and return the card requesting Option "B" under the plan by March 1.

Ten thousand special bulletins were sent in the first weeks of January to State and local government chapters and units, for posting, to urge the same action by insured members who desired the lower Option "B" amounts of insurance effective May 1, 1977.

On the date this report is written, approximately 3,400 members have requested the lower Option "B" amounts of insurance, about 3,050 females and 355 males. Some members did not understand our January 1 letter and called our Albany Headquarters and regional offices. Our staff answered their questions. Letters on the matter received by Headquarters, regional offices and by our Committee were answered.

Some male members advised Headquarters that they sent in requests for Option "B" coverage without realizing that it would reduce their amounts of insurance effective May 1, 1977, so a clarifying letter was sent to all males who requested Option "B" and as a result, over one third of the males who requested Option "B" voided such requests by written request to CSEA Headquarters.

Our Committee is gratified by the role it has played in making available to women insured under the plan the same amounts of insurance issued to men, and to provide the additional insurance on May 1, 1977, without reference to medical history. Those who request Option "B" effective May 1, and subsequently in a future year request the higher Option "A" coverage, will at such time be required to furnish evidence of insurability satisfactory to the Insurance Company.

Our Committee feels that everything possible was done to caution our members insured under the Group Life Insurance Plan to return their requests for Option "B" coverage by March 1, 1977, if they desired the lower amounts of insurance provided under such Option.

Members who applied for Group Life Insurance since January 1, 1977, have received with their Insurance Certificate a copy of the form letter sent to all insured members on January 1 as well as the card for them to send to CSEA by March 1 if they desired the lower Option "B" coverage, effective May 1, 1977.

Revised Group Life Insurance applications and explanatory literature are being printed as this report is written. This material will be sent to all chapters and units and will also be available from Headquarters and regional offices.

Future applicants for the Group Life Insurance will have their choice between Option "A" and "B" insurance amounts available in their particular salary bracket. It is important to remind members who apply for the insurance to be sure to designate on their application Option "A" or "B" in the space provided in the new revised application form to be distributed as soon as printed, to prevent delay in processing of the application.

The changes contained in the updated insurance certificate sent to all members in the plan with our letter of January 1, 1977, including the new Option "A" and "B" arrangement, were approved, of course, by the State Insurance Department prior to the January 1 mailing.

The loss experience under the plan has improved during the recent months. It is hoped that the additional coverage issued May 1, 1977, under the new Option "A" and "B" arrangement will further improve loss experience. In spite of issuance of additional coverage to thousands of members insured effective May 1, 1977, without requiring evidence of insurability. Through a mail campaign and combined efforts of the insurance



Walter Weeks, president of the CSEA's largest non-teaching school employees local, Suffolk Educational Local 870, looks over report during delegate discussion.

company and agency representatives 8,900 new applications for the plan were produced during the last year, of which 40 percent represented new members. It will be necessary to secure 10 percent additional enrollment each year, or about 9,000 applications, to offset attrition and achieve modest growth.

## ACCIDENT AND SICKNESS INSURANCE

In accordance with our Committee report to the delegates at the last October meeting, our insurance agency is working closely with the Travelers Insurance Company to develop the changes to the A&H Plan ordered by the State Insurance Department, which, last year, when it approved a 20 percent premium rate increase under the plan effective July 1, 1976, mandated that it had to be further amended effective July 1, 1977, to charge premium rates thereunder that would reflect loss experience based on age and sex.

Subsequently the Insurance Department agreed to delay the implementation of the revised plan from July 1, 1977, to November 1, 1977.

Study of the changes necessary, as ordered by the State Insurance Department, has resulted in the Travelers Insurance Company advising CSEA and its agency, Ter Bush & Powell, Inc., that the majority of members insured under the plan would have their perimum rates reduced, but those in the higher ages would have their premium costs increased. The revised plan would provide that about every ten years, after age 30 or so, as policyholders get older, their premium rates would automatically be increased. The premium rates would be based on loss experience in each grouping, on women and men, each as separate groups.

There is a statement dated February 11, 1977, prepared by the Travelers Insurance Company which was submitted to our Insurance Committee. The various exhibits contained in that statement indicate the percent rate change in the various age groupings for males and females. The exhibits also show the percentage of insured members in the various age groupings, broken down between males and females, as well as the ratio of female rates to male rates as permitted by the State Insurance Department, and the ratios in effect in the exhibits also indicate the current and revised rates for males and females under Plan I and Plan II of the Accident and Health Insurance Plan showing the group under age 30 and over age 59, to illustrate the smallest and the largest change.

There is also a schedule which shows the new rates under the revised plan filed by the Travelers Insurance Company with the State Insurance Department for that agency's approval. These new rates are in accordance with the guidelines issued by the State Insurance Department. Our members must remember that the purpose of the revised plan, as ordered by the State Insurance Department, is to put into effect more equitable premium rates for males and females to reflect loss experience (benefits paid) to the males and females as groups, in the various age groupings.

## SUPPLEMENTAL LIFE INSURANCE PLAN

This plan continues to grow and loss experience thereunder continues to be satisfactory. About 25,000 CSEA members are insured under this plan, with about 4,500 added during the last year.

A dividend will be paid to policy holders under this plan. The dividend checks will be mailed about March 1. The dividend will be 15 percent of premiums paid from November 1, 1975, to October 31, 1976, to policyholders under age 45; 10 percent for those ages 45 to 49; and 5 percent for those over age 50. The dividend is possible due to continued growth of the plan and satisfactory loss experience thereunder. About 16,000 will receive a dividend check; the dividend is payable for coverage in effect for the entire policy year ending October 31, 1976.

## CSEA MASTER PLAN AUTO/HOMEOWNERS INSURANCE

The past year has seen many changes in this program. The constantly rising prices for automobile repairs, the continually mounting expense for medical care, and the impact of no-fault have all contributed to an over-all loss ratio which has shown no significant improvement during the past 12 months. As a result, the underwriting company, Travelers Indemnity Company of America, will continue to practice the techniques employed during 1976. These include:

1. Accepting only applications from members employed where payroll deduction is available.

2. Accepting only members who have clear driving records, in the case of automobile, or who have modern housing insured to value in the case of homeowners.

3. Travelers will effect a rate increase of approximately 17 percent applying to automobile coverages on April 1, 1977. (All automobile policyholders have been notified of this increase.)

It is anticipated these measures will enable the company to maintain MasterPlan at its current level and, hopefully, the loss ratio will improve.

During mid 1977, a proposed change in the rating structure to a multiple pricing program will allow the company a greater degree of flexibility in the applying of proper rate levels to individual exposures. This in turn should help CSEA MasterPlan to continue to move in the right direction.

Ter Bush & Powell, Inc. continues to work closely with our Insurance Committee and the Company in an effort to devise ways and means of improving the plan and making it available to additional members.

## Statistics

Number of Automobile Policyholders	9,100
Number of Homeowners Policyholders	4,600
<b>TOTAL</b>	<b>13,700</b>

## RETIREE INSURANCE PROGRAMS

### In-Hospital Indemnity Plan

This plan was made available to retiree members of CSEA in 1972. Thus far, 4,500 retiree members have signed up for it. The plan provides \$900 per month (\$30) a day for up to 12 months while insured members may be hospitalized for a covered sickness or injury.

When the plan was first presented, it provided only \$500 per month. Recently, higher monthly indemnities have been made available.

The plan is underwritten by the Travelers Insurance Company and administered by Ter Bush & Powell, Inc., our insurance agency. The plan also provides coverage for convalescent nursing home care at the rate of \$450 a month and there is an optional surgical schedule available of up to \$400 per month.

The plan provides full benefits in addition to whatever the retiree may collect under medical or any other individual insurance he or she may have.

This plan has been made available to retirees of the State and Local governments by mail offers and undertaken by Ter Bush & Powell, Inc. and the insurance company. The insurance is available to any retiree of the State or local government who is a retiree member of CSEA or applies for such membership with his insurance application.

On March 4, a mailing was made to all retirees offering this insurance on a guaranteed issue basis for those who send their application for this coverage to the insurance agency, Ter Bush & Powell, Inc., on or before April 15, 1977. This is a special offer to issue the coverage without requiring evidence of insurability during this limited period.

### Senior Security 55 Plan

This is a permanent individual life insurance plan offered to CSEA retiree members age 55 or older and their spouses. No evidence of insurability is required. The age limits for eligibility are 55 to 72 for men and 55 to 75 for women. There is no age limit for keeping the policy once it is issued.

This plan was first made available to retiree members of CSEA in 1975 and at present, 650 retiree members participate. The plan is usually offered to retirees who are or become members of CSEA through mail offers undertaken by our insurance agency, Ter Bush & Powell, Inc.

Literature and applications for this plan can be obtained from Ter Bush & Powell Inc. or from CSEA.

Our Committee recommends that CSEA Retiree members look into this special opportunity to supplement the life insurance coverage of themselves and their spouses without furnishing evidence of insurability.



# STATEWIDE OFFICER NOMINEES

CIVIL SERVICE LEADER, Friday, May 13, 1977

## EXECUTIVE VICE-PRESIDENT



**Joseph Lazarony**

Married, 4 children, age 49, Veteran.

Graduated Batavia High School and Ithaca College,

BS in Physical Therapy.

Candidate — Master's Degree — Public Administration — Human and Labor Relations — State University at Albany.

Local — Member of Rensselaer County Chapter since 1963. Has served as Chapter and Unit President, Chief Negotiator, Negotiating Team, Grievance Committee, and Representative to State-wide Board of Directors.

Political Subdivisions — Former Chairman County Executive Committee; Committee for Local Government Problems; Column in Leader — "Town and County."

Statewide — Member of Board of Directors; Membership Committee; Finance Committee; Negotiating Ex-

pense Committee; Chairman of Expansion Committee.

Past Events — I have actively supported incentive programs for membership sign-up; development of Educational Chapters; Expanded Field Services; Educational Programs for Members; and Equitable Representation on the Board of Directors (Mental Health). I have opposed affiliation with other unions.

Current Events — I support massive expansion of Political Action by CSEA assuming proper safeguards to insure full control by the rank and file; an Agency Shop; right to strike as final step in contract settlement, and revision but not repeal of the Taylor Law.



**IRENE CARR**



**JUDITH BURGESS**

## SECRETARY

**Irene Carr**

**Judith Burgess**

As the incumbent I seek to remain in the office of statewide secretary of CSEA in order to continue to be a part of the constant striving of our union to obtain for the public employee a quality way of life. CSEA has been a vital part of my life for many years.

My activity includes secretary, delegate and president at the Local level, Region V recording secretary for eight years; I served on the Administrative Unit safety committee, and for several years on the convention committee.

I am presently employed at the State University at Oneonta; previously I have worked with other state departments in an executive secretarial capacity. With my employment record and my years of service to CSEA, I feel I have the expertise to continue as statewide secretary in an efficient and conscientious manner. CSEA must face many crucial issues in the days ahead.

I ask for your vote in order that I may have an opportunity to help, to participate, to be allowed to continue CSEA as the biggest, best and toughest public employee union in this country.

forming your membership of my candidacy for executive vice-president and requesting their support is appreciated.

For all of the above reasons, I ask for your help in this campaign. I ask you to talk to your fellow workers about my candidacy and to ask them to talk to their friends about it. But, most of all, regardless of whom you choose to support for any of the offices on this year's ballot, I ask you to help turn out the largest vote possible in order to show friend and foe alike that CSEA members care about who runs their organization.

In the upcoming CSEA elections, I have been nominated for the position of secretary. I am asking for your support for election to this most vital function in maintaining accurate accounting of proceedings to all official meetings of CSEA.

My many years of affiliation with CSEA have given me a broad understanding of the needs of the working people, and I feel CSEA can, with strong union-oriented leadership, provide for these needs. My experience in CSEA in various offices on the local and regional level, serving Region VI as secretary for four consecutive terms, and as a member of many statewide committees, including active participation on the legal committee, has given me the opportunity to get acquainted with many people and to know of their concerns.

The challenges that CSEA faces have increased over the years because of increased pressures brought about by the Taylor Law and public opinion. Changes in laws have affected working conditions, thus necessitating greater emphasis on political action. The demand on one's time has tremendously increased, and I am willing to give of my time to meet these challenges.

It would be both an honor and privilege to serve CSEA as secretary. The only promise I can make to you is that I would be an active participant in all issues facing this union! I am a strong advocate of keeping the lines of communication open at all levels of CSEA, thereby creating the understanding with the rank and file and achieving the unity we so desperately desire!

Please exercise your rights as a member by voting for the candidates of your choice. I would appreciate your vote!



**A. Victor Costa**

The crises we face are not new. They are the problems we never solved but put aside. Today, they divide us.

Our members are tired of crisis after crisis with no results. We need a period of peace — peace within the CSEA leadership — peace

with our members. We must realize our members want a new direction. We need a new spirit of belonging, a new spirit of understanding and truth between the top officers and the members.

The past four years have been traumatic. This is the time for a new CSEA. This is the time for new, bold, and courageous leadership; not leaders seeking honor and glory, but leaders dedicated to meet the demands of the members, locals and regions. Leaders who will protect jobs and negotiate wages and benefits so our members may live in dignity.

I want to be your new leader. I want to be part of the new CSEA we all talk about.

You have heard of me. I am for change and new goals. I have the experience, the leadership capability. I have the courage to meet

your demands of the future.

I have the faith that I am able to unite this giant union into a force which will have the respect of all and the influence for action.

Our major problems are the lack of unity, the lack of trust, and the lack of faith.

My background in CSEA is simple, Local president, four terms regional president, 17 years a member of the Board of Directors and former second vice president of the Association.

May I have your vote and help to be elected executive vice president?

Give me the chance to prove what a new CSEA is all about. In return, I promise you nothing less than my best efforts and sincerity at all times.

If I am elected, I want you to know that anything I can do for you or your local will be my first concern.



**Thomas McDonough**

As you may already know, I have been nominated to run for the office of executive vice-president of CSEA in the upcoming elections.

I am writing to you and other friends to ask for your support and campaign help on my behalf.

The continued growth of

CSEA membership and staff over the past decade, other unions' continued attempts at encroachment into the ranks of our membership, and the obvious need for experienced, competent leadership which understands the workings not only of government, but of CSEA itself, demands CSEA leadership that is experienced and decisive. Perhaps more importantly, CSEA needs leaders who understand the needs and appreciate the working and living conditions of the tens of thousands of rank-and-file members who are what CSEA really is all about. As a member of that rank-and-file, I look forward to work on your behalf to improve our conditions of employment.

Along the way, for more years and more miles than my wife Pauline and I care to remember, we have traveled from one end of the state to the other, meeting CSEA

members and their families and participating in functions ranging from retirement dinners to workshops, to clambakes, to conventions, and negotiating meetings.

My experience as president of a CSEA local for 15 years, as a member of the Board of Directors for 12 years, as the first vice-president of the Capital District Conference for 4 years and of CSEA itself for two years, as acting president of CSEA for six months and as chairman or member of several committees including negotiating, political action, grievances and layoffs, will serve me well in performing the duties of the office I am seeking.

We all know the strength of an organization is in its membership and I know we all would like a good turnout for this election. Please encourage your membership to vote in this election and demonstrate their support for CSEA. Your assistance in in-



# Latest State And County Eligible Lists

EXAM 35-979 SENIOR TYPIST Test Held Nov. 6, 1976 List Est. Feb. 14, 1977	
1 Reich Patricia Bay Shore	100.1
2 Speder Marie A Lockport	97.5
3 Dvorsky Diane M Binghamton	96.8
4 Schultz P A Albany	96.7
5 Thayer Diane R Liverpool	96.2
6 Mokrzycki J K Syracuse	95.6
7 Blakesley Gayle Slingerlands	95.5
8 Desocio A Syracuse	95.4
9 Richey Jeanne M Massena	94.2
10 Thiele Joan M Binghamton	94.1
11 Barton Marlene Albany	93.9
12 Schmidt Shirley Wayland	93.3
13 Kruttel Carol A Johnson City	93.0
14 Risley Susan J Mt Vision	92.9
15 Bean Shirley T Perry	92.8
16 Misura Susan L Buffalo	92.8
17 Stowe Margaret Colton	92.7
18 Young Barbara A Cohoes	92.6
19 Vanallen L M Scotia	92.6
20 Mahr Elizabeth Haverstraw	92.3
21 Dams Kathy A Buffalo	92.3
22 Sawaryn K M Auburn	92.1
23 Mariotti Judith Clark Mills	92.1
24 Hanchar Dorothy Johnstown	91.8
25 Brunelle Arline Schenectady	91.7
26 Murphy Dorothy Livonia	91.7

27 Wilkinson Jean Fair Haven	91.1
28 Behrens C E Greenbush	91.0
29 Jeffrey Carol B Johnson City	90.9
30 Wright Florence Saranac	90.9
31 Purnell C E Jamaica	90.4
32 Parsons Carole Clay	90.3
33 Sanson Lisa B Germantown	90.3
34 Grabowski Laura Kenmore	90.2
35 Caloro Carol L Latham	90.2
36 Bunz Nancy A Buffalo	90.2
37 Slisz Betty L Cheektowaga	90.2
38 Jezierski Joan Orchard Pk	90.2
39 Rutigliano N Frankfort	90.2
40 Ward Catharine Walton	90.1
41 Macdonald K M Albany	90.1
42 Plumadore P A Standish	90.0
43 Holzwarth Betty Bethpage	90.0
44 Adams Lorraine Georgetown	90.0
45 Uhlir Judith K Cortland	89.7
46 Day Annabelle M Hilton	89.7
47 Shaughnessy M A Cohoes	89.6
48 Hayes Mary A Elmira	89.6
49 Green Patricia Perrysburg	89.6
50 Walker Beverly Brockport	89.4
51 Kellogg R A Hannibal	89.3
52 Piper Louise C Buffalo	89.1
53 Whittaker H H Utica	89.1
54 Fritz Ethel C Rochester	89.1
55 Bowers Eunice E Elmira	89.0
56 Kearney E A Kingston	89.0
57 Concrs Mary A Ballston Lk	89.0
58 Sloan Kathleen Castleton	88.9
59 Dugliss Jeanne E Northport	88.9
60 Kresconko C R Hamburg	88.7
61 Mattice Joanne Schenectady	88.6
62 Forster Ann M Buffalo	88.5
63 Filler Donna M Marcy	88.4
64 Mentro Mary M Buffalo	88.3
65 Bellefeuille J Rome	88.2
66 Baker Nancy L Nunda	88.2
67 Meager Ruth M Round Lake	88.1
68 McKillen V H Cheektowaga	88.0
69 Pitman Dorothy Troy	88.0

127 Alcott Diane L Rensselaer	85.2
128 Silipo Marie L Plainview	85.1
129 Abrams Adelaide Plattsburgh	85.1
130 Ahman Virginia Miller Pl	85.0
131 Fitzsimmons J D Oswego	85.0
132 Meiers Margaret Dunkirk	84.9
133 Montone Toni L Schenectady	84.8
134 Powers Claire F Troy	84.9
135 Harris Kathleen Latham	84.8
136 Harmon Barbara Latham	84.8
137 Baetzhold V M Kenmore	84.8
138 Besanceney S C Buffalo	84.7
139 Cooney Jeanne C Troy	84.7
140 Kuhn Kathryn H Snyder	84.7
141 Sertick Wanda G Buffalo	84.7
142 Cotter Sandra M Oswego	84.6
143 Klein Gail M Shirley	84.6
144 Auman Mary T Williamsvil	84.6
145 Dinardi Sandra Ravena	84.6
146 Proulx Marie A N Lawrence	84.6
147 Pfleger P Tonawanda	84.6
148 Ford Christine Albany	84.5
149 Raby Helen E Oswego	84.5
150 Boos Diana L W Sand Lake	84.5
151 Morse Cheryl A Schenectady	84.4
152 Keller June I Plattsburgh	84.4
153 Angrisani P M Hauppauge	84.4
154 Hall Barbara J Sharon Spgs	84.4
155 Durfee Barbara Batavia	84.3
156 White Beth H Williamsvil	84.3

157 Gehrke Dorothy Derby	84.3
158 Gardner Laurie Mt Morris	84.3
159 Tarver Linda S Solvay	84.3
160 Wilkes Janice R Guilderland	84.2

(To Be Continued)

EXAM 35-977  
SR SOC SRVS MNGMNT SPECLST  
Test Held Nov. 6, 1976  
List Est. March 4, 1977  
(Continued from last week)

40 Medak Sal S Farmingdale	76.8
41 Shapiro David J Long Beach	76.6
42 Ryan Michael J Mineola	76.5
43 Zaldin Harriett Woodmere	76.3
44 Murray Thomas C Brooklyn	76.2
45 Ryan Michael Staten Is	76.2
46 Carioto Francis Saratoga Spgs	76.2
47 Wallace Deanna Churchville	75.7
48 Keys Judith A Barker	75.7
49 King Elizabeth Brooklyn	75.6
50 Anolik Abraham Albany	75.5
51 Architzel Anne Flushing	75.3
52 Kozlowski Susan NYC	75.3
53 Rutter Benjamin L I City	75.3
54 Boehler Charles Auburn	75.3
55 McGuinness P J Bronx	74.8
56 Duda William L NYC	74.8
57 Cochetti V S Schenectady	74.6
58 Bassel Patsy L NYC	74.6

(To Be Continued)

CIVIL SERVICE LEADER, Friday, May 13, 1977



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—T.E. Kalem, Time



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### LEGAL NOTICE

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

Send GREETING:  
Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y.  
You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 10th day of June, 1977, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed (L.S.), April 18, 1977. HON. SAMUEL A. SPIEGEL, Surrogate, New York County. David L. Sheehan Jr., Chief Clerk.

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# Wenzl Pinches AP Press

ALBANY—While the tentative agreement reached between the state and the Civil Service Employees Assn. generated internal debate within the union, it also triggered a battle of wits between the press and union leadership.

The press initially reacted favorably to the tentative settlement. However, some subsequent confusion over terms of the pact was blamed on misleading reports in Albany's newspapers.

A writer for the Associated Press satirized the contract dispute by writing that it was time for "a new Civil Service exam in New York State. The new

exam would test a job applicant's ability to read a labor contract."

Theodore C. Wenzl, CSEA president, responded to the attack with the following letter sent to the news editor of the Asso-

ciated Press Albany bureau:

"For that 'Albany Monday' AP analysis, 'CSEA leaders need course on labor pacts' (by Peter Slocum), shame on you. You have flunked your own test.

"The subject matter of the state contract proposal proved to be too much for you to be able to report on factually, honestly and objectively. So, instead you resorted to cheap, sensational, wise-guy smart-alecky reporting."

# Court Workers' 14% Questioned

MANHATTAN — It is not yet certain whether local court employees who were transferred to the state payroll April 1, will be getting the 14 percent increase if that agreement is ratified by state workers.

Civil Service Employees Assn. Judiciary Representative Ethel Ross said the matter is up in the air since former local court em-

ployees are still, in some cases, functioning under the terms of their old contracts negotiated on the county level.

"The picture is very confusing at this point," Ms. Ross said. "They might get the increase, and then again they might not.

We are waiting to see if the pact is ratified, then we'll make our move."

# Pending CSEA Legislation Outline

This weekly Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

A—Assembly; S—Senate; \*—bills initiated by the CSEA.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco* S. Flynn, multi-sponsored	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	Passed Assembly, sent to S. Civ. Service Com.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. 3rd Rdg.	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Com.	FAVOR
S.787, Rolison A.1058, Betros	Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.	S. Civil Service Com. A. Gov. Employees Com.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Com. S. Education Com.	FAVOR
S.2985, Garcia A.4042, Cochrane	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Com. A. Gov. Employees Com.	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retired prior to 1966.	S. Civ. Service Com.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	A. Gov. Employees Com. Sen. Civ. Serv. Com.	FAVOR
A.2929, DeToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. 3/30 Amend. and recom. to Comm. S.2459-A. A. 3/30 Same as above. A3196-A.	OPPOSE
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Signed into law.	FAVOR
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Com.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	S. Civ. Serv. Com. A. 3/31 Rept. and ref. to W&M Comm.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Com. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nicholsi, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civ. Serv. Com.	FAVOR
S.126, B. Smith	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody.	2/7 Passed. Referred to Ass'y Codes Committee.	FAVOR
A.140, Posner S.1980 Tauriello	Declares it a public policy of the State to prohibit the use of professional strike breakers.	1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Com. A. W & M Comm.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Com. A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Com.	FAVOR
S3610, Schermerhorn	Amends 61-A of The Retirement and Social Security Law to allow payment of interest on death benefits.	S. Finance Com.	FAVOR
S.26363-A Rules Comm. A.3737 Mc Inerney.	This bill allows for the negotiability of retirement benefits for local governments through June 30, 1978.	Signed into Law.	FAVOR

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



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IN ALBANY (518) 445-6311	IN NEW PALTZ (914) 257-2295
IN BUFFALO (716) 862-4724	IN SYRACUSE (315) 473-8911
IN PLATTSBURGH (518) 564-2837	IN ROCHESTER (716) 244-3641
IN SARATOGA (518) 587-2100	IN BINGHAMTON (607) 773-7738
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# STATE EXECUTIVE COMMITTEE

## Agriculture & Markets



**ABRAHAM I. LIBOW**

I am a delegate, recording secretary and grievance chairman of a CSEA Local and a member of the statewide grievance committee. The CSEA needs changes, new faces, new ideas and the rank and file must be recognized as the structure-making and policy-making body of the CSEA.



**JOHN WEIDMAN**  
(Material not submitted)

(Vote for One)

## Audit & Control



**DANIEL VESNESKE**

Became a CSEA member in August of 1970. Showed interest in union activities immediately and attended union meetings as proxy before becoming an elected representative. I am serving on the grievance committee as well as the labor-management committee. I have also attended

both conventions and board meetings.



**BEATRICE McCOY**  
(Material not submitted)

## Authorities



**JEAN C. GRAY**

Jean C. Gray has represented all Authorities for the last four years. She has been Local president and delegate and has held many other offices in the CSEA. She is a graduate of the Cornell University School of Industrial and Labor Relations. Her interest is in employees' rights and watching the use of various contracts to protect the employees she represents.



**ALBERT F. SIBILIO**

Employed on the NYS Thruway for 22 years, and have been a member of the CSEA during that period. I've served as Western Thruway chapter president for two terms, was a member of the Thruway negotiating committee, chairman of the health and safety committee, as well as numerous other offices.



**CHARLES S. ZOFFER**

Started state service in 1958. Presently employed as a principal engineering technician with East Hudson Parkway Authority. Active member of CSEA, beginning as Local Shop Steward, assumed responsibility of delegate, vice-president; chairman of Region III education committee. Outside activities member Elks Club, Transportation Engineers Assn., Civic Association.

## Banking



**VICTOR V. PESCI**

Mr. Pesci has served as chairman of the State Executive Committee, vice-chairman of the Professional, Scientific and Technical Unit Negotiating Team, member of the statewide legislative and political action committee, member of the Directors' budget committee, and is completing his fourth term as Banking Department Representative.

## Civil Service

**DOLORES B. FARRELL**  
(Material not submitted)

## Connie Buckley

Presently Civil Service Local treasurer, I have been an active CSEA member for 11 years. I have represented the Civil Service Local as a voting delegate to the regional meetings and State-wide Delegates Conventions and have attended workshops presented by the New York State School of Industrial Labor Relations at Cornell University.

## Commerce

**PAUL G. KAMRASS**

My graduate work in Labor Relations and over 10 years experience in personnel and labor



**PAUL G. KAMRASS**

relations have proven themselves in my work as delegate to the New York City Local and to the Commerce labor-management committee.



**EMIL J. SPIAK**  
(Material not submitted)

## Conservation



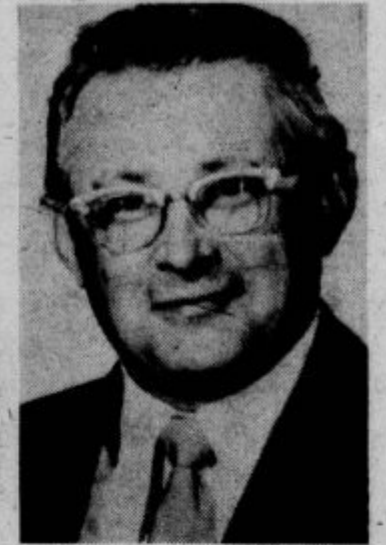
**JIMMY GAMBLE**

Jimmy is currently a member of the Region IV executive committee. Since 1971 he has served on the state Board of Directors and since 1972 has been president of the Environmental Conservation Local. He has served on several board and regional committees and as representative and delegate to annual conventions.

## Edward E. Gardephe

Mr. Gardephe entered state service in 1952 as a laborer and is currently a wildlife biologist. A CSEA member for over 20

years, he has been president of Local 115 and a member of the Region IV political action committee. He is an army veteran, married with two children.



**EDWARD E. GARDEPHE**

## Correctional Services



**RONNIE MARX**

Since 1974 I have been president of Local 154, Clinton Correctional Facility. I take pride in the quality and success rate of our grievance committee here. The Merit System, equal rights, the sanctity of our contract and an upward two-pay-grade reallocation for correction civilians is what I am committed to.



**PETER K. BLAAUBOER**  
(Material not submitted)

## Education

**HARRY TANSER**

OVR sr. rehabilitation coun-  
(Continued on Page 16)



## Offset Printing Post Open At Stony Brook

ALBANY—The State Civil Service Department has opened filing until May 23 for a principal offset printing machine operator test to be held June 18.

The position (open competitive exam 20-997) is open only at the State University of New York at Stony Brook.

Candidates require three years' experience in the operation of offset printing machines.

## Assoc. Accountant

ALBANY—An associate accountant social services eligible list, resulting from open competitive exam 24-447, was established April 27 by the State Civil Service Department. The list contains 60 names.

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## Rockland Filing Closes May 18

NEW CITY — The Rockland County Personnel Office has opened filing for three open competitive and two promotional exams until May 18. Tests will be given June 18.

The open competitive titles are computer operator (exam no. 66-485), probation officer (66-366) and probation officer trainee (66-326).

The promotional titles are motor vehicle clerk at level I (74-523) and level II (74-522).

## Lawrence County

UPSTATE N.Y. St. Lawrence County, 240 acre farm, very good condition. Over 100 acres tillable, large house, large barn, \$60,000. Cash but will finance part. Jean Beatty, RD 1, Winthrop, N.Y. (315) 328-2193.

## New York State Real Estate

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Lakefront & lakeview homesites start \$3500. Robert Allen Realtor, West Lake Rd. Cassavna, NY 12823. 518-692-7382; 692-2467.

## For Sale—Millerton, N.Y.

3 BDRM COLONIAL—new bath & eat in kit. Paneled—excel Cond—2 LR's carpet, all appliances—\$37,500. N. Silverdale, Bkr. 518-789-4658

## For Sale—Dutchess Co.

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## For Sale - Whiting, N.J.

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## WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060.

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

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 488-4248; 10 a.m.-3p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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



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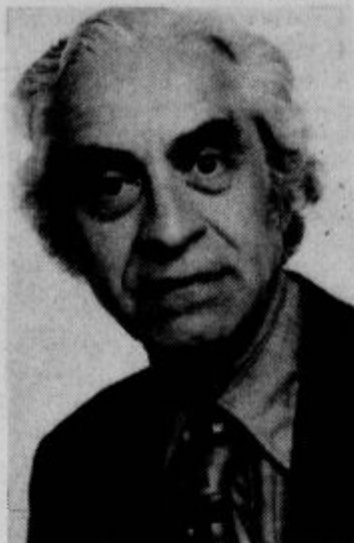
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# STATE EXECUTIVE COMMITTEE



**HARRY TANSER**

(Continued from Page 14)  
selor, editor, *State Workers Voice*, rank and file newsletter with this program. Advocates rehiring laid-off workers, 30-hour workweek at current pay, \$8,000 minimum, smashing Taylor Law. For new leadership to unite unemployed, unorganized and oppressed to defend and advance immediate and fundamental interests. Socialist 40 years.

**G. GERALDINE DICKSON**  
(Material not submitted)

(Vote for Three)

## Executive

**PETER J. HIGGERSON**

Worked for the State Park Commission 14 years, including membership on statewide labor-management parks and recreation committee. CSEA member 14 years, serving as delegate, president, membership committee and human rights committee member. Was active in trade unions. Veteran U.S. Marines. Attended Farmingdale, Nassau Community College, Cornell University labor study courses.

**CINDY EGAN**

Cindy has been active in CSEA since joining in 1966. She was elected unit representative during her four years with the Department of Motor Vehicles. Cindy has also been vice-president of the Division of Criminal Justice Services and has served on the division's negotiating team and safety committee.

**MARY CONVERSE**

I am employed by Allegany State Park & Recreation Com-



**GERALD PURCELL**

mission. Served as president of Southwestern Local for six consecutive terms as well as many committees such as: statewide insurance, labor-management, safety, affirmative action, nominating, constitution and by-laws. Have attended seminars on the Taylor Law and also shop stewards.

**JAMES WELCH**  
(Material not submitted)

**GERALD PURCELL**  
(Material not submitted)

**FRANCISCO DELEMO**

Francisco Delemo has been employed for three years at Utica State Office Bldg., and previously for DOT Dept. of Canals. Presently on Operational Negotiating Team and constitution and bylaws committee, Region V. Elected delegate from Ft. Schuyler, and union steward, Utica State Office Bldg.



**PETER J. HIGGERSON**



**MARY CONVERSE**



**FRANCISCO DELEMO**

**MARY MOORE**

My 12 years with CSEA and the Executive Department have included extensive committee work both on departmental and regional levels, as well as having held office within my local. As the incumbent completing my first two-year term, I have enjoyed working with you and for you, and would welcome the opportunity to continue.

## Health

**PASQUAL MARTENIS**  
(Material not submitted)

**ROBERT STELLEY**  
(Material not submitted)

**ERNST STROEBEL**

Statewide I have served as secretary to the PST negotiating team in 1969 (first year CSEA allowed to negotiate under Tay-



**CINDY EGAN**



**JAMES WELCH**



**MARY MOORE**



**ERNST STROEBEL**

lor Law.) With beginning of next contract, I was appointed chairman of PST team, a position held up to end of 1976 contract. My election to statewide Board of Directors was in 1969, and this is position I seek again. I am also chairman of Health Department labor-management committee.

## Insurance



**JOHN DRISCOLL**  
(Material not submitted)

## Judicial



**ETHEL ROSS**

Attorney; Board of Directors (two terms) chairman (Judiciary Bargaining - Labor - Management and court unification committees); vice-chairman (legal committee); member (Board of Directors charter committee; American Bar Assn. public employee law committee). Record and goals: continued forceful representation of interests common to all non-judicial person-

nel through negotiation, legislation and litigation.



**JULIA DREW**

I have been employed by New York State since June 1973, and currently hold the position of Court Asst. I, with the NYS Court of Claims. I was elected as Court of Claims president in 1975. I am a member of the statewide Judicial negotiating team and a member of the Region IV downtown committee.

(Vote for Two)

## Labor

**WILLIAM DEMARTINO**

Has served as Labor Department CSEA representative for last two years; also president of Local 350 and Region II first vice-president. Believes board members should be active participants in decision-making process, providing specific input via proposals and programs. CSEA must develop participatory membership and develop common cause with other labor organizations.

**A. VICTOR COSTA**

A. Victor Costa has been a member of the CSEA Board of Directors for 17 years. He was a former second vice-president of CSEA; has served on 32 various committees. He was a Local president and four-term regional president. He was the chairman of the restructuring committee and was instrumental in having the weighted voting for the Board, thus increasing representation.

**GENNARO FISCHETTI**

Mr. Fischetti has been a referee for the Workman's Compensation Board for 15 years, a lawyer for 26 years. He has served as delegate to the New York City Local executive committee, chairman of the law committee, constitution and by-law committee and safety committee. He has been a delegate to statewide conventions.

**JEAN TREACY**

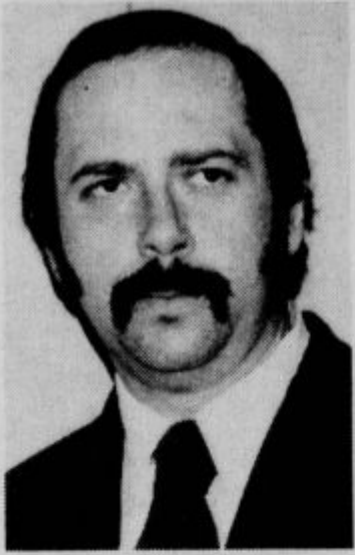
Employment Interviewer in Labor Department for 13 years. Member of PST Negotiating Team for past two years and shop steward. Former reporter and editor for 13 years. President of Utica, N.Y. I.A.P.E.S. chapter and president of Whitestown Republican Club.

(Continued on Page 17)



# STATE EXECUTIVE COMMITTEE

CIVIL SERVICE LEADER, Friday, May 13, 1977



WILLIAM DeMARTINO



A. VICTOR COSTA



GENNARO FISCHETTI

## GREGORY SZURNICKI

Mr. Szurnicki is president of the Kings Park Local 411, a member of the Institutional Unit Negotiating Team, co-chairman of Region I state affairs committee, and a member of Region I political action committee. He has served as Mental Hygiene Representative from Region I and as vice-chairman of the Mental Hygiene Council.

been a member of CSEA for more than 23 years. She strongly believes in the rights of the employees, and that those rights must be protected. She was instrumental in fight to restore overtime pay at Creedmoor.

## RONNIE SMITH

Mr. Smith has been employed at Willowbrook Developmental Center for the past ten years. He has been Local president since 1969. He has been a Mental Hygiene representative for four terms. On the regional level he was first vice-president. He was chairman of the Institutional Negotiating Team for two terms.

(Vote for Four)

## Mental Hygiene - Region II

## DOROTHY KING

Mrs. King is seeking re-election as Mental Hygiene Representative Region II to the statewide Board of Directors. She has

## BARRY MARKMAN

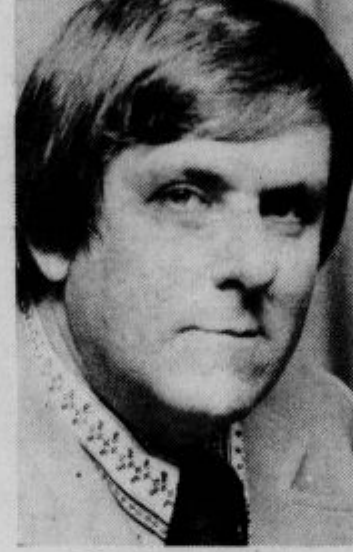
1971—joined the CSEA.  
1974—helped found Local 446, and draft constitution and by-laws; elected alternate delegate and officer of the local.  
1976—elected third vice-president; appointed chairman of the political action committee; member of the grievance and labor management committees.  
Delegate to conventions: 1974, 1975, 1976 and 1977.



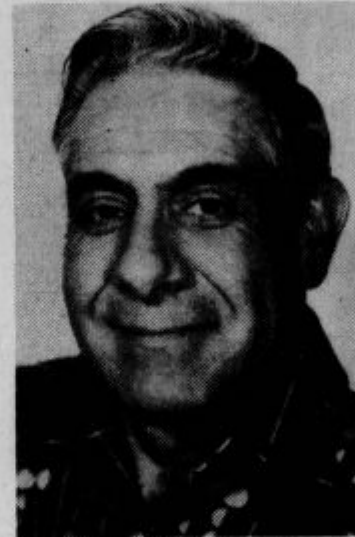
JEAN TREACY



KATHLEEN YUSCHAK



ROBERT LATTIMER



JOSEPH LaVALLE

## GEORGE BONCORAGLIO

—joined CSEA in January 1973.  
—elected rehab representative to Local 446 in February 1974.  
—elected second vice-president of Local in June 1976.  
—grievance committee chairman, February 1974 to December 1976.  
—membership chairman.  
—member of grievance, labor management, human rights and membership committee.  
—delegate to conventions, 2-74 to 3-77.

## JIMMY GRIPPER

Mr. Gripper is president of Brooklyn Developmental Local 447 and has served as a member of the statewide ad hoc CETA committee and the regional constitution and by-laws committee. He is a member of the local's human rights committee, co-chairman of the United Fund campaign and Operational Services Unit negotiating team member.

## PATRICK FRASER

Presently a vice-president of Willowbrook Local. Also chairman of the grievance committee. In the 42 months that Article 33 has been in effect, he has personally helped over 521 employees to file and process their notices of discipline, and has filed over 2,000 contract and non-contract grievances in behalf of employees. Presently seeking a second term.

## FELTON KING

(Material not submitted)

## JO ANN POLISTENA MORELLO

Have been an active member of CSEA since April of 1973; delegate to the convention Autumn 1974; March 1977; union representative on human rights committee since 1974; served on labor management committee, 1973; serve as community store committee union representative.

(Continued on Page 18)

(Continued from Page 16)

## KATHLEEN YUSCHAK

Ten years as a section representative—delegate from the Capital Region IV, social chairman of the local, seven years as treasurer of the local and served on the following committees: Department of Labor, Labor/Management Committee; statewide Labor negotiating committee; exam committee, statewide—co-chairman, statewide grievance committee.

She has served on six Local and six regional committees and as a regional officer. Nonie has also received her region's President Award.

the threshold of a "New Era" and I feel that every member should be heard. My goal is to give all employees proper representation for better living wages, conditions, fringes and retirement benefits. We must attempt to activate the apathetic and stimulate them to work for a bigger and better CSEA.

(Vote for Three)

## Mental Hygiene - Region I

JOSEPH LAVALLE  
(Material not submitted)

LYNN JUDGE  
(Material not submitted)

ALLAN GENOVESE  
(Material not submitted)

BEN KOSIOROWSKI

Seeking re-election. We are on

JULIA DUFFY  
(Material not submitted)

SYLVIA WEINSTOCK

My experience in CSEA includes being secretary of the human rights committee, secretary of the Administrative Unit Negotiating Team, chairman of Region I membership committee, member of board of directors and delegate from Pilgrim Local. I would like the opportunity to serve CSEA statewide.



BEN KOSIOROWSKI

## Law



NONIE K. JOHNSON

Nonie has 14 years' experience with the Law Department Local of CSEA and has been a Local officer for eight years and a statewide delegate for six years.



JULIA DUFFY



SYLVIA WEINSTOCK



GREGORY SZURNICKI



# STATE EXECUTIVE COMMITTEE



**DOROTHY KING**

(Continued from Page 17)  
Am involved with our grievance committee and newsletter committee. Continue as department representative.

(Vote for Three)

## Mental Hygiene - Region III

**CLAYTON WITHAM**

I am 51 years old, with an Associate Degree in Mental Health, and 18 years with the Mental Hygiene Department at Hudson River Psychiatric Center. I have been regional sergeant-at-arms, and held various committee chairmanships. I am keenly interested in present and future working arrangements with the state, and continued representation by CSEA.

**JOHN CLARK**

CSEA member for 20 years, during which have served as president of Letchworth Village Local, third vice-president of Southern Conference, first vice-president of Southern Region, vice-chairman of Operational Unit Bargaining Team, member of Mental Hygiene negotiating committee, and am incumbent Mental Hygiene representative.

**ROBERT THOMPSON**  
(Material not submitted)

**RICHARD SNYDER**

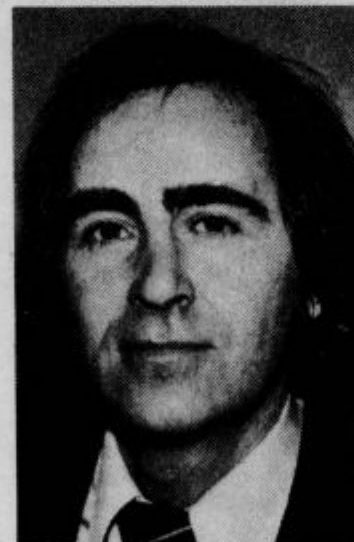
Richard J. Snyder is running for Region III Mental Hygiene representative. He has been employed at Wassalc Developmental



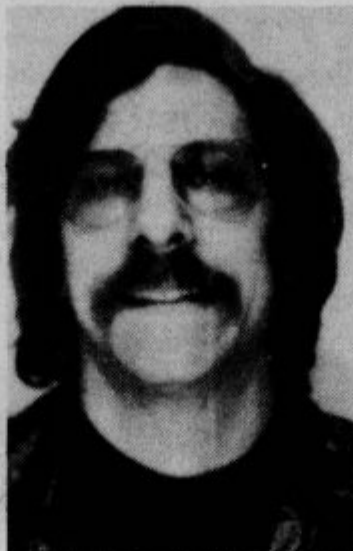
**RONNE SMITH**



**GEORGE BONCORAGLIO**



**PATRICK FRASER**



**BARRY MARKMAN**



**JIMMY GRIPPER**



**JO ANN POLISTENA MORELLO**

Center for 28 years, where he has been the Local president for 14 years. Mr. Snyder has served as Mental Hygiene representative for Region III for 4 years, pre-

sently being the second vice-president for this region.

**NICHOLAS PUZZIFERRI**  
(Material not submitted)

## Mental Hygiene - Region IV



**PATRICIA MILLER**

Patricia J. Miller, candidate for Department of Mental Hygiene representative, has been active in CSEA for ten years. She has served as Local secretary and for the past six years as Local president of Office of Drug Abuse Services Local 696. Pat has served on various Local committees and currently is chairman of the Region IV finance committee.

(Vote for Three)

## Mental Hygiene - Region V

**LEON WILMOT**  
(Material not submitted)

**VITO RIZZO**  
(Material not submitted)

**JAMES MOORE**

Since 1973, I have attempted to serve the membership to the best of my ability. Every month there seems to be new problems for the employees working in Mental Hygiene. If re-elected, I will continue to work with my fellow board members to find solutions to those problems.

**AUDREY SNYDER**  
(Material not submitted)

**RAYMOND PRITCHARD**

I have been active in Local affairs for more than 17 years, serving on committees on both the Local and statewide level. I

was Local vice-president for two years, president for more than 11 years and, for the past two years, I have served as Mental Hygiene representative to the Board of Directors.

**WILLIAM DECK**

Mr. Deck has been a CSEA member for 18 years, serving the membership on the local, regional and statewide levels. Offices and positions held are: Marcy Psychiatric Local president, Marcy Psychiatric Center Local grievance chairman, Region V Welfare Strike Fund chairman after 1972 strike, Mental Hygiene representative, Board of Directors.



**JAMES MOORE**



**RAYMOND PRITCHARD**



**WILLIAM DECK**



**CLAYTON WITHAM**



**JOHN CLARK**



**RICHARD SNYDER**



**NICHOLAS PUZZIFERRI**

## Public Corporations

**RICHARD HELMES**  
(Material not submitted)

**JOAN LOWE**  
(Material not submitted)



# STATE EXECUTIVE COMMITTEE

(Vote for Two)

## Mental Hygiene - Region VI



**JAMES BOURKNEY**  
(Material not submitted)



**WILLIAM MCGOWAN**  
He has also been president and board member of the West Seneca Developmental Center Local.

budget and membership committees.

## Public Service



**BERNARD DWYER**

Mr. Dwyer has been employed in the Albany Office of Public Service for over 20 years. He is completing his second term as department representative to the State Executive Committee.

## Department of State

**JUNE M. SCOTT**

(Photo not available)  
Housewife until entering state service five years ago with the Education Department. Member of CSEA since entering state service. Treasurer of Department of State, Local 689, since 1976. Became actively involved in CSEA since becoming treasurer. Presently attending a course on Labor Studies at Russel Sage College, Albany, New York (sponsored by Cornell University).

**MARGARET LANCIER**  
(Material not submitted)



**E. JACK DOUGHERTY, JR.**

tee, statewide salary committee and many tax Local committees. Presently I serve as Tax Department representative, chairman of the directors personnel committee and a member of the PST Negotiating Team. I have served as your Tax Department representative the past six years.

## Tax & Finance

**CURT GRASS**

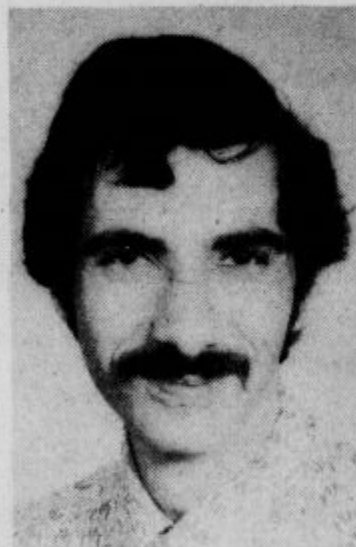
(Material not submitted)

**E. JACK DOUGHERTY, JR.**

I have served on regional committees, negotiating commit-

(Transportation and University candidates next week)

## Motor Vehicle



**PATRICK TIMINERI**  
(Material not submitted)



**THOMAS McDONOUGH**

Mr. McDonough served as executive vice-president of CSEA for two years, including six months as acting president. For 12 years he has been chairman of the Administrative Unit Negotiating Team and a member of the Board of Directors. He was president of the Motor Vehicle Local for 15 years.

**TANYA HARTER**  
(Material not submitted)

## Social Service



**ALBERT MEYER**

Having worked for, studied and taught government, I believe only a fighting union controlled by its members can defend government workers in this period of assaults against their standard of living. For a living wage, better working conditions, the 30-hour work week; against racism, sexism and the Taylor Law.

**ED SHERRY**  
(Material not submitted)

## Vote On State Contract

(Continued from Page 3)

<b>Permanent SG-9 Employee Promoted to SG-11</b>	
3-31-77 salary plus increment	\$8,775 362
base for year-one increases	\$9,137
5 percent or \$500	500
	\$9,637
promotion to SG-11 (increment)	396
	\$10,033
10-1-77 increase	
4 percent or \$400	400
3-31-78 salary plus partial increment	\$10,433 180
base for year-two increase	\$10,613
5 percent or \$500	531
	\$11,144

400; the maximum increase is \$5,200. An additional cash payment averaging \$455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of \$217 in the first year of the agreement and \$238 in the second year.

"I hope these explanations are helpful.

Sincerely,  
Donald H. Wollett"

## Name Interim Head Of Jefferson Local As Percy Resigns

WATERTOWN — Peter G. Grieco has been designated interim president of the Jefferson Local of the Civil Service Employees Assn., succeeding Eleanor S. Percy, whose resignation resulted from her transfer to a state employee status as a result of the state's takeover of Watertown's city court where she is a clerk.

Mr. Grieco will serve until election of officers this month. He had been the Local's first vice-president. He was also named the Local's representative to statewide CSEA Board of Directors meetings in Albany. Ms. Percy had been Jefferson Local president for nine years. As a state employee, she is not eligible for membership in the county Local, but has transferred to the newly organized Region V Local and is serving as its temporary president.

Ruth A. Van Epps, Angle N. Dusckas and Malcolm H. Bretsch have been named to the nominating committee to pick a slate of officers for presentation to the Jefferson Local membership. A dinner for Ms. Percy will also be held in May, with the arrangements in the charge of Betty N. Rosecrans, Richard J. Grieco, Shirley J. Richardson, Marsha C. Coppola and Ross K. Bretsch.



**CHARLES PERITORE**

- employed by the Department of Mental Hygiene for over 30 years.
- war veteran.
- statewide Board of Directors —2 terms.
- president of Craig Local 405 several terms.
- member of Local 405 executive committee for several years.
- active in region affairs.

## WILLIAM MCGOWAN

Mr. McGowan is currently executive vice-president of the CSEA. He has served as president of Western Region VI, fourth vice-president of statewide CSEA, and a member of the Board of Directors representing the Mental Hygiene Department.



**JEAN MYERS**

Jean has been a State Employee for 22 years and has been active in CSEA for most of that time. She has held Local offices of secretary, treasurer and delegate. Presently a DMV floor rep., on the regional political action committee and the Local constitution and by-laws, grievance,



**KAREN WHITE**  
(Material not submitted)

## William McGowan

(Continued from Page 20)

reach.  
"I pledge that if I am elected, I will devote my most strenuous efforts—at the negotiating table and at every other appropriate occasion—to achieve these goals. I will certainly appreciate the support of every member of the CSEA who believes in these goals."



# CSEA PRESIDENTIAL CANDIDATES

## Kenneth Cadieux

Mr. Cadieux, whose name occupies the first position on the ballot, has been a civil service employee for 26 years.

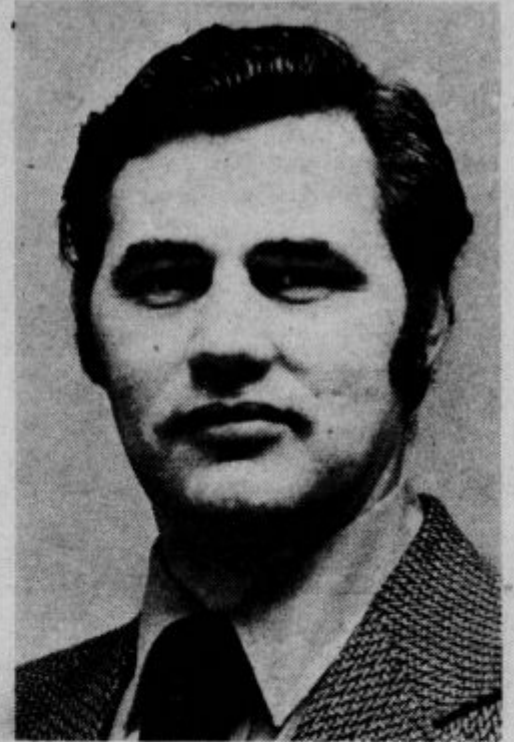
For four years he has served as a member of the statewide Board of Directors in his position as chairman of the statewide constitution and by-laws committee. He has been president of the largest unit of the Civil Service Employees Assn., with 3,000 members, for ten years, and has consistently negotiated for contracts averaging 11 percent salary increases during his presidency.

Other positions Mr. Cadieux has held in the CSEA include being a board member for the Nassau Local for 13 years and a delegate to state conventions for 10 years. He has also served on numerous state, regional and local committees.

Mr. Cadieux is very knowledgeable on state and county problems, has lectured on collective bargaining and productivity at various colleges, and is a member of the American Society for Public Administration.

"I will see to it that communication will be open between Albany headquarters and the membership. Members will be kept informed of all matters which relate to their welfare," Mr. Cadieux said.

He is an all-round public employee who can handle problems and help you solve them. He will make the CSEA what it should have been all along: the greatest public employee organization in the world, responsive to its membership. You can count on him to get the job done.



KENNETH CADIEUX

*Handwritten notes:*  
 JW  
 Headquarters  
 Ken Cadieux  
 Newsday

## William McGowan

"Bill McGowan doesn't always say the popular thing, but he never fails to say what he believes is the truthful thing."

So said a supporter two years ago when William L. McGowan was the successful candidate for executive vice-president of the CSEA.

The description remains completely appropriate today as the 52-year-old straight-talking electronics mechanic, on paid leave from the State Mental Hygiene Department's West Seneca Developmental Center in Erie County, campaigns for president of our statewide organization.

"When I was elected executive vice-president, I had no intention to use it as a stepping stone to the presidency," Mr. McGowan said recently in a letter to members of the Statewide Board of Directors. "On the contrary, I had hoped that in the number 2 position, I might help correct many of the problems of the CSEA which I had had the opportunity to observe while serving in various official capacities earlier in my career.

"Instead, I have experienced such complete and utter frustration that I conceive it to be my duty and responsibility to seek the presidency in order to restore leadership and direction to our union."



WILLIAM L. MCGOWAN

McGowan knows something about duty and responsibility in the CSEA, having occupied increasingly important positions in the organization during the past 16 years. He has been president of Western Region VI, fourth vice-president of statewide CSEA and a member of the Board of Directors representing the Mental Hygiene Department.

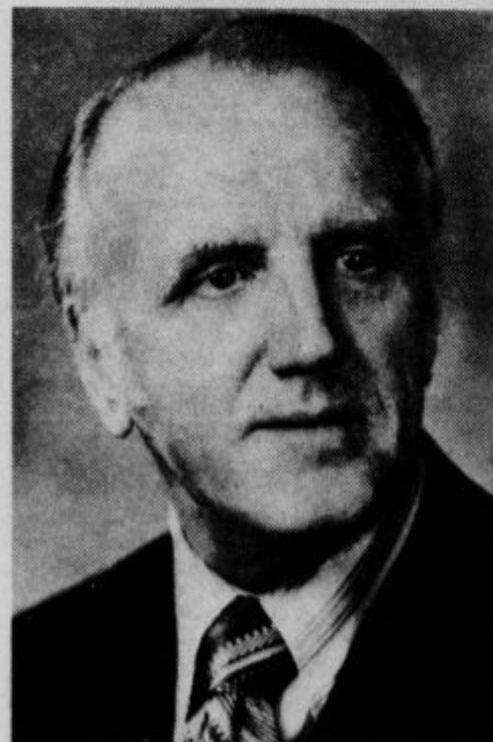
He has also served as Local president and Board of Director Representative of West Seneca Developmental Center Local 427, chairman of the Local's grievance committee and chairman of the Mental Hygiene Presidents' Assn. He was chairman for five years of Mental Hygiene's negotiating team and has also been chairman of Mental Hygiene's labor-management committee.

Mr. McGowan views the re-establishment of leadership as a primary plank in the platform on which he is standing for election.

"But I say, as I've said many times before, that we need to open—and keep open—the lines of communication among all the membership so that everybody can be informed of our problems and can help in arriving at their solution.

"I view job security and improved promotional opportunities at every level of state and county government as inherent goals that we must always try to

(Continued on Page 19)



THEODORE C. WENZL

## Theodore Wenzl

My goal is to keep CSEA Number One. With this always in mind I will act as forcefully and effectively as possible in meeting and resolving the many problems and issues facing CSEA today as well as those matters which will emerge in the future.

At this time in the state sector, the establishment of an updated realistic single salary schedule with increments is of paramount importance. As a solid union with voter power, political power and—yes—strike power we can put it all together and get this job done.

In the county and school district sectors, constant effective growth is the order of the day. We must concentrate on achieving growth in all sectors.

Related to our growth activity is the always-present need to ward off the competition from rival unions. We will continue to maintain and improve our successes in this vital area of activity.

Under the Taylor Law as it now stands, it all boils down too heavily on the side of the boss dictating a

settlement. I am for full agency shop and the right to strike. There should be lesser penalties on the workers, and penalties on the employer should be spelled out so that they are equivalent in hardship to those imposed on the employees.

Among other things, I will make every effort to speed-up the establishment of meaningful career ladders, to get real affirmative action, to stop the breaking down and contracting out of Mental Hygiene Department services, to stop the curtailing of the Drug Abuse Program, to center the OSHA Program back in the state, and to guard against the CETA program eroding the Merit System provisions for present employees.

Finally, I have always been and will continue to lead this union in having meaningful rank-and-file involvement in all of its affairs.