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The Candidates

— See Inside Pages

Vol. XXXVI, No. 9

Tuesday, May 27, 1975

Price 20 Cents

CSEA PUBLIC RELATIONS

Guidelines Given To DOL's 5,000 On Firing Info

ALBANY—The Civil Service Employees Assn. has vigorously protested the planned firing of 530 Manpower Services employees associated with the State Department of Labor, and has issued advice to about 5,000 Department of Labor employees scheduled to be solicited by the department for personal information in connection with the firings.

CSEA's Department of Labor committee, an ad hoc group consisting of CSEA board of director members from the department, chapter representatives and statewide departmental rep-

resentatives, has protested that the department refuses to describe titles to be affected by the cut-back, that the department is reluctant to lay off all temporary employees first, and that under the cut-back the department probably plans to retain employees who do not have Civil Service status.

The committee members were notified by the department last week about plans to eliminate the 530 Manpower Services employees because of a reported reduction of Federal funding for the program. Management officials also revealed plans to send letters to some 5,000 department employees who might be either directly or indirectly affected by the 530 firings. The CSEA committee members also protested sending such letters to 5,000 people.

CSEA advises those Department of Labor employees receiving such letters to take the following action: indicate by a check mark every location on the sheet attached to the letter; check the date of your permanent appointment in classified service; be certain your retreat title is correct, and contact the people designated by the director of personnel in the letter if you have any questions regarding your status in the planned lay-off.

Letters of protest have been sent by CSEA to State and U. S. lawmakers in connection with the announced layoffs.

CSEA Representing Amsterdam Workers

ALBANY — The Civil Service Employees Assn. has been recognized as exclusive bargaining agent for a unit of employees at the Amsterdam waste water treatment plant.

The Amsterdam facility, a unit of the New York State Environmental Facilities Corp., recognized CSEA last month. The officers of the unit are, president, Frank Raco; vice-president, Frank Falco; secretary, Valarie Blissett, and treasurer, Ben Stanislav.

Joseph E. McDermott, president of Albany Region 4, welcomed the addition of the new bargaining unit as a future chapter in the region.

Albany SUNY Outing

NEW SALEM — The State University of New York chapter, Civil Service Employees Assn., will hold its annual outing at Picard's Grove here Saturday, June 14.



Ten Dutchess County employees of the State Department of Transportation recently found that their incomes are low enough to qualify them for purchases of food stamps from the federal government. Left to right, above, examining their completed applications for the stamps, are, front row: Ed Koch, Bob Messerich, Stuart Burns, Bill Thornton and Bill Weil. Rear row: Les Ackerman, Roy Davis, Eving Holsipple, Richard Duncan and Clayton Shafer. (Story on Page 3.)

Ballots In The Mail

Ballots for Civil Service Employees Assn. statewide and regional elections were mailed late last week.

All members in good standing are eligible to cast votes.

The ballots contain the names of candidates for the four statewide offices (president, executive vice-president, secretary and treasurer), the regional offices (the particular offices vary depending on the structure of each of the six regions) and State Executive Committee positions

(for state employees only, depending on which department).

Consequently, each employee will have the option of voting for from 10 to 15 candidates. For example, a county employee in the Western Region can vote for 10 candidates: the four statewide officers and the six Western Region officers. A state University employee in the Syracuse Region, however, could vote for 15 candidates: the four statewide officers, seven regional officers and four University representatives to

the State Executive Committee. All the candidates are printed on a single ballot this year.

In addition, there is provision on the back of the ballot to write in the names of write-in candidates for all the offices. Care should be taken when writing in names, though, since there is provision made for offices that are valid for one region but not another. For example, Long Island Region has a fourth vice-president, Syracuse Region has an executive vice-president, but these titles exist only in those regions. Also, there is provision for six names to be written in for State Executive Committee; even though the most executive committee candidates that anyone can vote for is four (for Universities, Transportation and New York City Region Mental Hygiene).

State employees should read the ballot carefully to determine how many candidates they may vote for in the election for the State Executive Committee races. The total number may range from one to four, including the write-ins, if any.

If ballots are not received in the mail by June 3, members may obtain a request for a replacement ballot from their chapter presidents.

Regular ballots must be received by the outside agency handling the elections by 6 p.m. on June 21, 1975.

Replacement ballots must be received by the outside agency by 6 p.m. on June 26, 1975.

Return envelopes will be included with the ballots.

INSIDE THE LEADER

- Rockland Legislature Blasted See Page 2
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- CETA Termed 'Giant Boondoggle' See Page 11

DOT, Correctional Services Will Carry Brunt Of Firings

ALBANY—The proposed firings of 840 state employees in six state departments and agencies by the Carey Administration will fall most heavily on the Department of Transportation and Correctional Services.

The Department of Transportation will have 379 employees terminated while Correctional Services will see 410 workers let go. Budget Director Peter C. Goldmark said that additional firings and program cut-backs in 40 other departmental budgets are in the works and will be announced when plans are completed.

Included in the 840 firings are 44 terminations in Parks and

Recreation and seven more terminations in Agriculture and Markets than the previously announced 335.

The firings, said Administration sources, are intended to save about \$22.3 million in this year's state budget.

Some state workers received

their pink slips last week.

Reacting to the Goldmark announcement, Assembly Minority Leader Perry B. Duryea (R-Montauk) said it was the beginning of a series of "cruel stratagems that will ultimately affect the jobs of hundreds of people and

(Continued on Page 3)



Can City Services Survive In Wake Of Fiscal Crises?

NEW YORK CITY'S enduring romance with generosity is heading towards an untimely end. It is an essential part of the spirit and (Continued on Page 6)

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GRAND SPANISH TOUR — 16 Days 5121 Lv. July 21, Ret. Aug. 5 5122 Lv. Aug. 18, Ret. Sept. 2 Visiting Malaga, Granada, Madrid, Cordoba, Seville	Most Meals.....\$489
MALAGIA — 7 Nights 5143 Lv. July 11, Ret. July 19 5144 Lv. Aug. 15, Ret. Aug. 23 At the ALOHA PUERTO HOTEL in Torremolinos	Most Meals.....\$329
ROME & FLORENCE — 7 Nights 5160 Lv. July 10, Ret. July 18 5161 Lv. Aug. 7, Ret. Aug. 15 4 Nights Rome at HOTEL MICHAELANGELO and 3 Nights Florence at HOTEL MICHELANGELO	MAP.....\$459
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ORIENT ADVENTURE — 17 Nights 5146 Lv. Aug. 2, Ret. Aug. 22 Visiting Tokyo, Bangkok, Hong Kong and Seoul	AB.....\$895
HONG KONG — 10 Days 5164 Lv. Aug. 23, Ret. Sept. 3 At the new HYATT HOTEL	AB.....\$699
Western Hemisphere Tour Program	
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13 Nights 5082A Lv. Aug. 16, Ret. Aug. 29 San Francisco; California Parlor Tour to Yosemite National National Park, Monterey, Carmel; Las Vegas; and Los Angeles	13 Meals.....\$559
MEXICO MINI FIESTA — 7 Nights Departures: Every Sat. & Sun. June 28-Aug. 31. Mexico City, Taxco or Ixtapan and Acapulco	EP, From.....\$309
GUADALAJARA & PUERTO VALLARTA — 8 Nights 5178 Lv. July 26, Ret. Aug. 3 5180 Lv. Aug. 23, Ret. Aug. 31 3 Nights Guadalajara, 5 Nights Puerto Vallarta	EP, From.....\$316
BERMUDA — 7 Nights 5197 Lv. July 13, Ret. July 20 5198 Lv. Aug. 10, Ret. Aug. 17 At the BELMONT HOTEL	MAP.....\$389
NASSAU — 7 Nights 5202 Lv. July 11, Ret. July 18 5204 Lv. Aug. 15, Ret. Aug. 22 At the NASSAU BEACH HOTEL	EP.....\$269
HAWAII — 7 Nights 5209 Lv. July 1, Ret. July 8 5210 Lv. Aug. 25, Ret. Sept. 1 At the HILTON HAWAIIAN VILLAGE	EP.....\$399
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Blast Rockland Legislature About Contract Rejection

NEW CITY—The Rockland County unit, Civil Service Employees Assn., last week assailed the treatment it said it has received from the county legislature and also detailed its position in the currently snarled contract situation there.

Patsy Spicci, president of the CSEA county employees unit, attacked the county for rejecting the report of a Public Employment Relations Board fact-finder on the contract. The fact-finder recommended a wage settlement of 8 percent, plus increment for the 1,800 county workers.

Last week, the county workers accepted the fact-finder's report "as a show of good faith," Mr. Spicci said, even though the rec-

ommendation would not make up for the 15 percent net loss in purchasing power the employees have suffered over the past three years.

The CSEA contract, which expired Jan. 1, was negotiated under federal wage guidelines.

"Some of our employees are on welfare and food stamps, because their salaries are so low," Mr. Spicci said. "We're not asking for the moon. An 8 percent raise in no way makes up for the losses we've taken in the past few years, yet the membership accepted this because we're very aware of the current economic conditions, and we're making every effort to be reasonable. But the legislature wouldn't even accept this recommendation from an impartial fact-finder."

Mr. Spicci also pointed out that the workers have worked almost five months without a contract, which he feels is a further demonstration of the employees "bending over backwards to be reasonable."

The dispute now goes to a legislative hearing, at which both sides will present testimony. No date has been set for the hearing as yet.

"The vote by the membership to accept the fact-finder's report

was a mandate to the union leadership to do everything possible to get the county to give us a contract at least as good as fact-finder's report," Mr. Spicci continued. "To this end, we're trying to let the public know what our problems have been the past few years. We want the legislature to know that county employees — 1,800 taxpayers and voters — deserve a fair and equitable contract."

The legislative hearing will be open to the public. After the hearing, the legislature can impose a one-year settlement on the county employees.

Mr. Spicci went on to point out what he feels are examples of misplaced priorities in county government, including approval of an \$8 million art center, a \$1.5 million county building and a \$1.7 million county park.

"How can the county justify these expenditures while its own employees are suffering?" Mr. Spicci asked.

Sr. Cable Specialists

ALBANY—A senior cable TV specialist eligible list, from open competitive exam 24-215, was established May 5 by the state civil service department. The list contains six names.

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10 CSEAs Apply For Food Stamps In Dutchess Cnty.

POUGHKEEPSIE—Ten CSEA members who work for the State Department of Transportation in Dutchess County have applied for food stamps.

It was not known as of presstime whether the 10 were found to be eligible, but they appeared optimistic as they began filling out lengthy Department of Social Services forms.

Donald Fullman, a senior civil engineer who accompanied the ten, explained, "These people are making typical state salaries—they are in grades 5 through 12. Governor Carey has made many public statements recently about people being eligible for food stamps and not receiving them, so these men are just carrying out his suggestion to go and apply for food stamps. All ten may very well be eligible, which shows how low the salaries of state workers are."

Mr. Fullman said the cutoff line for a family of four is a net income of \$513 a month.

"There are probably thousands of state employees in this region who are eligible for food stamps and don't know it," Mr. Fullman continued. "If they suspect they're eligible, they should definitely apply. After all, we wouldn't want to disappoint the Governor."

The 10 CSEA members who applied for food stamps are: Ed Koch, Les Ackerman, Bob Messerich, Roy Davis, Stuart Burns, Eving Holsipple, William Thornton, Richard Duncan, Bill Weil and Clayton Shafer.

They were also accompanied by CSEA's DOT chapter president William Lawrence.

Late last month, William L. McGowan, president of CSEA Western Region 6, dispatched a telegram to Governor Carey asking that the state establish food stamp application centers at all

major state facilities. Noting that Governor Carey has declared that as many as a million state residents are losing between \$100 and \$120 million in food stamps to which they are entitled, Mr. McGowan observed that "probably 20 percent of that million are public employees at all levels."

The Western Region chief said he is urging all public employees to apply for the stamps.

"In at least 52 counties, your application will be serviced by fellow CSEA members who understand your plight," Mr. McGowan told the union members.



COURSE COMPLETED — Four employees of the State University of New York at Purchase display certificates awarded for their successful completion of English as a second language training course. The four are, from left, Silvana Barrassi, Diego Bellantoni, Antonetta Caputo and Joseppina Iannacchino. The program was negotiated by the Civil Service Employees Assn. with the New York State Department of Civil Service. The department provided a \$4,000 grant which will give 46 operational unit employees basic reading, writing and conversational English.

CIVIL SERVICE LEADER, Tuesday, May 27, 1975

DOT, Correctional Services Bear Brunt

(Continued from Page 1)

create threats to programs vital to the safety and well-being of the state."

The Assembly minority leader added that the announcement is part of "the near desperation and hysteria of Governor Carey in an attempt to dragoon the Legislature into the passage of a clearly unneeded tax program."

Mr. Goldmark responded by saying "We are not in the get-the-people business."

The director said that although he hoped that "this is as bad as it will get," he nevertheless raised the possibility that other departments and agencies "may be looked over again" for additional cuts "if additional revenues are not provided."

Last week, Theodore C. Wenzl, president of the Civil Service Employees Assn., accused the Governor of "hiding money." He cited recurring reports from Republican legislators that the Governor's reported \$500 million budget gap does not exist.

"Every element of the public is now wise to Governor Carey's determination to cry poor mouth loud enough to push the Legislature into providing new taxes to provide him with money for additional spending," Dr. Wenzl declared. "He's obviously still playing games to achieve this goal."

The CSEA leader claimed that a significant amount of additional money, which should be available for general spending,

is hidden in the budget to fund thousands of unfilled jobs.

Earlier this month, in their second report on the state hiring freeze instituted by Governor Carey, Mr. Goldmark and Civil Service Commission President Ersa H. Poston announced a net decrease of 187 permanently filled positions in April.

This, they said, brings to a total of 503 filled posts vacated since the freeze took effect Jan. 8 and reduces the state's workforce from 183,837 to 183,334.

However, since Jan. 8, there has been a net increase of 315 filled temporary positions in the state service, up from 9,775 to 10,090. This represents a net reduction of 500 employees paid from state funds and a net in-

crease of 815 paid from other sources, chiefly federal funds.

A number of the new temporary employees are paid by funds made available under the provisions of the Comprehensive Employment and Training Act (CETA). Many state workers view CETA with deep reservations, feeling it to be a threat to the Civil Service Merit System.

Dr. Wenzl also called the planned job cuts "ill-advised and detrimental to the economy" since the fired workers "have no spending power and constitute an additional drain on unemployment insurance benefits."

"To achieve what the Governor wants to do, a sustained program of attrition would prove the only intelligent solution."

Ⓞ CSEA calendar Ⓞ

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

MAY

- 27—Binghamton Psychiatric Center chapter election of officers: 6 a.m.—6 p.m., BPC main building.
- 30—City of Long Beach unit dinner-dance: Malibu, Lido Beach.
- 30—SUNY Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Avenue, Albany.
- 31—SUNY Syracuse chapter spring dinner-dance: 8 p.m.—1 a.m., Raphael's Restaurant, State Fair Boulevard, Lakeland.
- 31—Long Island Region 1 "Meet the Candidates Day": 11:30 a.m.—4 p.m., Musicaro's Restaurant, Melville.

JUNE

- 2—West Seneca Developmental Center chapter meeting.
- 4—Long Island Armory Employees chapter charter fishing party: 7 a.m., Captree dock.
- 11—Suffolk County Retirees chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip.
- 14—SUNY at Albany chapter annual outing: 1 p.m.—9 p.m., Picard's Grove, New Salem.
- 21—Last day for returning ballots in CSEA statewide election.
- 27—Counting of ballots by Ernst Associates, Albany, in CSEA statewide election.
- 27—Buffalo chapter officers' installation and dinner-dance: 7 p.m., Statler-Hilton Hotel, Delaware Avenue, Buffalo.
- 27-29—Albany Region 4 annual meeting and workshop: Lake Placid Club, Essex County.
- 28—Announcement of results in CSEA statewide election.
- 28—State University College at Brockport chapter 25th Anniversary dinner-dance and installation of officers: 6 p.m., Brockport Country Club, Brockport.

Two-Year Harrison School Pact Has 16% Minimum Hike

WHITE PLAINS—After months of negotiation, the Harrison School unit, Civil Service Employees Assn., has reached a two-year agreement effective July 1 which is highlighted by a 10.1 percent increase plus increment the first year.

Other items agreed to in the first year of the contract are a \$300 differential for all assigned custodian-bus drivers over base salary of custodian; an improved vacation schedule which calls for four weeks after 7 years, and a revision of the longevity schedule to provide: 13-14 years—\$250; 15-17 years—\$500; 18-21 years—\$750, and 22 and more years, \$1,000.

The pact further calls for a 10 percent differential for night custodians (for any shift starting at 2 p.m. or later); a mileage allowance of 15 cents per

mile; the payment of a lump sum of 20 percent of base salary upon retirement; \$85 per employee for a dental plan each year; \$75 uniform allowance per employee each year, and a guarantee of 26 pay periods.

Effective the second year, employees will receive a 6 percent increase plus half the cost of living to a maximum of 10 percent, in addition to increments

where eligible; custodian bus drivers will receive an additional \$200 over base salary.

Members of the CSEA negotiating team, assisted by field representatives Ron Mazzola and Don Partrick were: Phil Perrone, Angela Baker, Paula Tarantino, Congi Porto, John Grippo, Fred Volpe, Tony Casarella, Frank Ciardullo, Jimmy Larkin and Craig Lalli.

Buffalo SUNY Grievance Won

BUFFALO — A grievance against the State University of New York at Buffalo by 300 janitor-cleaners has been won by the Civil Service Employees Assn.

The grievance was filed after SUNYAB officials rescheduled second- and third-shift workers to a 40-hour work week, up from the previous 37½-hour week.

The rescheduling was made known in a note to employees ordering them on March 20 to

work without the traditional paid lunch period.

CSEA called the order "a unilateral rescheduling" and immediately took the matter to grievance through William P. Stoberl, grievance chairman of the SUNYAB CSEA chapter, Edward J. Dudek, chapter president, and Thomas J. Christy, CSEA field representative.

The issue reached the third step, where Caesar J. Naples, assistant vice-chancellor for aca-

demical affairs, agreed with CSEA.

He ordered the university to rescind the order and said "the personnel office shall direct (to CSEA) a statement indicating that it will not again undertake a change in the workday or work week without reasonable notice and without meaningful consultation."

He also ordered the university to allow 2½ compensation time off per employee for each week worked under the 40-hour plan.

Open Continuous State Job Calendar

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

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

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

CSEA EXECUTIVE CANDIDATES

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

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

Mental Hygiene Long Island Region 1 (VOTE FOR 3)

JOE LAVALLE

Native of Long Island, married, father of two. Disabled veteran, Korean War, Employed by the Department Mental Hygiene for 20 years.

Chapter president for five years, seeking re-election this coming June.

Member Committee of Chapter Presidents to study need for more Mental Hygiene Representatives under restructuring.

Member of Executive Board, Long Island Region 1.

Member of first Regional Trial Board, Region 1.

Appointed to Membership Committee, Region 1.

Attended meetings of State Board of Directors as proxy for Julia Duffy on several occasions.

Representative to meet with Commissioner of Mental Hygiene on employee problems in 1969.

I pledge to work for all with fairness, integrity and concern. You will always be informed of the issues and my stand. You will always know what I propose we should do. I will not go contrary to delegates' wishes at any time, under any circumstances.

JULIA DUFFY

Wherever she has been employed in New York State for the past 42 years, Julia E. (Betty) Duffy has been a member of CSEA.

Her services as an officer of the union began in 1948 when she was named a Delegate for the Long Island State Parks chapter.

Ms. Duffy was chairman of the Pilgrim State PC chapter's Membership committee in 1949-50 and assumed the Presidency of the chapter in 1950, an office which she held until 1951. She resumed the Presidency of the chapter in 1965 and has held the office since then. From 1963 to 1965, Ms. Duffy was first vice-president of the Long Island Conference (now region).

From 1963 to 1965, Ms. Duffy was a Representative from the Long Island Conference to the Board of Directors and from 1965 to the present has been a Mental Hygiene Representative to the Board. Her statewide committee memberships include Membership, Charter, Personnel and Civil Service.

From 1965 to the present Ms. Duffy has been a member of the Mental Health Hygiene Department labor-management team and from 1971 to the present, she has served as a member of the PS&T negotiating team.

BERTRAM HOLMES

I am Editor of Pilgrim chapter's monthly Publication, "Feed-Back," that I instituted; chapter Delegate; member of the Board of Directors; Chairman of Shop Stewards Committee; Grievance Committee member and Chairman of Public Relation Committee.

Many years ago, through my efforts, a weekend off a month was granted to employees who



JOE LAVALLE



JULIA DUFFY



BERTRAM HOLMES



BARNEY PENDOLA

were never before afforded same. The salary increase that became a reality for Intensive Care Unit personnel was implemented by the persistence I implanted for that unit. Today, I support and continually work with those who are demanding career ladders that are meaningful and well overdue grade 11's, besides reporting news in a straightforward and unbiased manner as Editor, and running for chapter president.

My beliefs and energies have always been geared to protect and fight for the human rights and dignity of all, and if elected, will continue this uphill struggle for the benefit of every member.

BARNEY PENDOLA

I have been active in CSEA for the past 20 years and have served on a great number and wide variety of committees.

In addition to being Kings Park chapter Delegate for the past 10 years, I have served on the board of directors of the chapter for the past eight years and am now Mental Hygiene Employees Assn. representative. I am also chairman of the Kings Park chapter Grievance Board.

I am not new to CSEA. I feel that my qualifications will enable me to give the people I will be serving the best representation possible.

JOE KEPPLER

Joseph Keppler serves as both President of the Central Islip Psychiatric Center chapter and as one of three Mental Hygiene Representatives for Region 1 and is seeking re-




JOE KEPPLER

election to both posts.

In these jobs, Keppler has been a member of the state Board of Directors, a member of the statewide Mental Hygiene Labor-Management committee and has served on the statewide
(Continued on Page 5)

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Candidates For CSEA State Executive Committee

CIVIL SERVICE LEADER, Tuesday, May 27, 1975

Mental Hygiene Long Island Region 1

JOE KEPPLER

(Continued from Page 4)
Mental Hygiene Negotiations committee. His record shows 100 percent attendance at all meetings coupled with much input in discussions and decision making. At state Mental Hygiene Department meetings, he serves as parliamentarian.

A veteran of 21 years on the job at the maintenance department at Central Islip, Keppler has been active in CSEA positions from the bottom up. Two years ago, in the Easter job action, he was one of only two chapter presidents singled out to be fined along with top state-wide CSEA officers.

BEN KOSIOROWSKI

We are on a threshold of a new era, and I feel that union democracy is here, i.e., every member should be heard.

My goal is to give all employees proper representation for better living wages, conditions, fringe and retirement benefits. I firmly resolve to represent the

members, their wishes and the mandate of the CSEA, to the best of my ability.

Roles played in the CSEA: Chapter—Presently: Constitution and By-Laws Committee (Chairman), Budget Committee (Chairman), Elected Delegate (10 years), Shop Steward's Committee, Past: First Vice-President (3 years), Second Vice-President (3 years), Treasurer (6 years), Social Comm. (Chairman), Budget Comm. (Chairman), Legislative Committee (Chairman), Education Committee (Chairman), Member of Constitution and By-Laws Committee, Membership and Legislative Committee, Grievance Committee.

Region—Presently: Constitution and By-Laws Committee (Chairman). Past: Audit and Budget Committee (Chairman) 4 years, Legislative Committee member (2 years).

State—Presently: Delegate from Chapter to State Association Conventions, Meetings, Special Meetings, etc. for 10 years. Past: Resolutions Committee member (8 years), Ballot Count Watcher.

FLORENCE MURPHY

I am seeking the office of



BEN KOSIOROWSKI

the Mental Health Representative. The following are my qualifications:

Experience: Information Desk in the Main Office of Kings Park Psychiatric Center for ten years; Pharmacist Aide for four years; Registrar for the past three years; a CSEA union member in good standing for the past 17 years.

Present Offices: CSEA-Dele-



FLORENCE MURPHY

gate for five years; CSEA-member of Human Rights for Region 1.

Education: A candidate for B.S. in Farmingdale U; attended Cornell University School of Industrial and Labor Relations.

One of the first on all bus protest rides to fight for our membership. Called in on special conferences with Mr. Osterman and Dr. Wenzl for the rights of our clerical staff.



GREG SZURNICKI

I have never failed to answer a call on a grievance for anyone.

I am qualified to be a Mental Hygiene Representative for Region 1.

GREG SZURNICKI

These are tough times for Mental Hygiene employees on Long Island and they require an equally tough, dedicated and experienced CSEA leader. I offer this leadership and, through the strengths of my base in area civic and political forces, I will exert every effort to keep our hospitals open and to prevent any further erosion and fragmentation of the Mental Hygiene and Civil Service Systems of Long Island Region 1.

I have been a member of CSEA for 21 years and a member and officer of the labor union movement since 1942. I am presently Region 1 Mental Hygiene Department representative, a member of the statewide CSEA Board of Directors and vice-chairman of the 51,000-member Mental Hygiene Council.

My CSEA activities include membership on the departmental Negotiating Team, statewide Low-cost Insurance committee, Region 1 Political Action committee, Kings Park chapter board of directors, NNPH Affirmative Action committee and Human Relations committee and Chairman of the Kings Park Political Action committee.

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TUESDAY, MAY 27, 1975



Battle Of Ballot

THE 230,000 members of the Civil Service Employees Assn. embark this week on their biennial election of officers. The men and women whom they choose will chart the course of the largest independent public employees union in the world for the next two years.

At stake will be four officers elected by a statewide vote, 32 regional officers (six or seven for each of the six regions) and 50 representatives to the union's State Executive Committee (which combined with the County Executive Committee constitutes the union's governing Board of Directors).

In addition, during this time, most of the individual chapters/locals in the union will be electing officers and delegates.

It is a time when the membership will want to exercise extreme care when they mark their ballots.

For some voters, change will seem the best course during this time of uncertainty over the CSEA contract with the state and the continued threats of layoffs by the Governor. For others, experience will be the determining factor, since they will believe that the problems at this time are too tricky to entrust to someone who will have to learn on the job.

The irony is that the most crucial problems facing the CSEA membership and its leadership will probably be resolved at about the deadline for ballots to be returned in June.

Many people will be voting their "guess" about whether the incumbents will have been successful or not in solving the current problems.

After the election there will be time for second-guessing, but by then it will be after the fact.

CAPITOL SPOTLIGHT

(From Leader Correspondent)

Albany was a fairly windy city in recent days.

Not only did thunderstorms, with accompanying high winds sweep across the area, but a number of other wind-related events took place.

William Heronemus, head of the Department of Civil Engineering at the University of Massachusetts, conducted an evening lecture backing the concept of developing wind-operated power generating plants off the shores of Long Island and Lake Ontario in order to guarantee ample sources of electrical energy for the future. The professor believes such plants could generate all the power this State now consumes. His talk was sponsored by Assemblyman Daniel Haley (D-Waddington), chairman of the Assembly Subcommittee on Energy.

The front of the Capitol the next morning was the scene of one mass meeting involving much oratory on matters pending before the Legislature.

The meeting was concerned with passage of the State Equal Rights Amendment (ERA) which had seemed to be sailing along to required second passage before going to the voters this fall. Then, Senator Fred Eckert (R-Rochester) decided to introduce an amendment defining certain areas in which the amendment would or would not apply. The amendment throws a roadblock into the passage—if it is seriously considered—because it would cause the measure to go through the entire consideration process again and put off a final vote by the people for two years.

Don't Repeat This!

(Continued from Page 1)

character to be generous with those who do not share fully in our national affluence. For example, the City maintains and operates 19 municipal hospitals compared to just one maintained by Chicago. In addition the City operates a far-flung network of health centers and clinics, designed to reduce maternal death and infant mortality rates; to treat those who suffer from tuberculosis, diabetes, glaucoma, and a host of other diseases that afflict humanity.

No other City supports and maintains the many institutions of higher learning embraced within the City University, where tuition is free. The City subsidizes a complex system of subways and buses, where the passenger pays just about half the cost of transportation.

Open Facilities

Many communities surrounding the City maintain public parks and beaches, but limit access to those facilities to residents only. In contrast, New York opens all of its parks, beaches, museums, libraries, zoos, botanical gardens and other resources to all who choose to enjoy them, irrespective of their residence.

It now appears that the City has stretched its revenue resources to its outermost limits, with the result that the years ahead will mark not a period of generosity but one of drastic surgery and retrenchment.

In retrospect, it appears that the beginning of the end started just ten years ago, when Mayor Robert F. Wagner persuaded the Legislature to grant the City authority to borrow \$225 million to finance pension costs in order to balance the City budget. Every year since then, the City budget was balanced by what Majority Leader of the Senate Warren M. Anderson has described as "gimmicks and mirrors." A day of reckoning had to come, but public officials always take a rosy view of things and hope that that day can be staved off, with the aid of one gimmick or another.

The City's economy has been on the downgrade for many years. During the past five years, the City has lost some 420,000 jobs in the private sector, contrasted with an expansion of jobs by 80 percent for the nation as a whole. As a result a smaller number of working people have been obliged to support an increasing number of persons on public welfare and other forms of public assistance.

Long-Term Trend

Yet what precipitated the immediate fiscal crisis for the City was not the long-term downward trend, but the state of the national economy. The embargo on oil and the sharp increases in oil prices imposed by the oil producing nations has had a disastrous impact on the economy. Mayor Abraham D. Beame could no more control the impact of those events than the American automobile producers can sell automobiles. Thus the Beame Administration is ensnared in a trap not of its own making.

How the City will weather this crisis is uncertain. Senator John Marchi, chairman of the powerful Senate Committee on Finance, has taken the lead among Republicans in trying to thaw the freeze on the Beame requests

(Continued on Page 10)



Civil Service Law & You

By RICHARD GABA

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

Disability And Benefits

In December 1974, the New York State Court of Appeals issued its decision in the *Matter of Ursula O'Marah v. Arthur Levitt, as Comptroller of the State of New York*. In that case, the appellant O'Marah brought an Article 78 proceeding seeking a review of determination of the State Comptroller which disapproved her application for accidental disability retirement benefits under the Retirement and Social Security Law. Special Term in Albany County awarded judgment for the claimant and the Comptroller appealed. The Appellate Division reversed and the claimant appealed. The issue which was litigated involved a two-year "statute of limitations." Section 63 of the Retirement and Social Security Law provides that where a member is discontinued from service subsequent to an accident, either voluntarily or involuntarily, application may be made no later than two years after the member is first discontinued from service.

IN THIS CASE, the petitioner was injured on April 17, 1967. She did not make her application for disability retirement, however, until Oct. 11, 1969, which was two years and six months after the date of the accident. Her application was rejected by the Comptroller as not timely filed within two years of discontinuance from State service.

Following the date of the accident in 1967, the petitioner used her accumulated sick leave, after which she applied for and was granted leave without pay. That leave commenced on Aug. 31, 1967 and expired Oct. 18, 1968, which was approximately one year prior to her application for disability retirement allowance.

The Appellate Division decided that discontinued from service refers to the "cessation of remunerative employment" and therefore started counting the two-year period from Aug. 31, 1967, which was the date on which petitioner exhausted her sick leave. In reaching its decision, the majority of the Court of Appeals pointed out that the rules for the classified service provide for leaves of absence.

THE PURPOSE of a statute providing for accidental disability retirement is to assure that such benefits are available to an employee who is permanently incapacitated as a result of injuries received in the course of employment. "The statute should be so construed as to carry out the desired objective if fairly and reasonably possible."

In referring to the leave without pay, the court pointed out that such a leave must be requested by the employee, and that the granting of such leave is within the discretion of the appointing authority. The imposition of a two-year statute of limitations should start to run from the time that the employment relationship is terminated. This will not impose an undue burden on the Retirement System for

(Continued on Page 7)

Civil Service Law & You

(Continued from Page 6)

there is always a fixed date when the leave of absence expires. The only alternative for the employee is to be required to make a premature application for reinstatement to toll the statute when in fact the disability is permanent.

IN A DISSENTING OPINION, one of the judges stated that he would affirm the decision of the Appellate Division. He stated, "I would hold that the two-year time limitation on applications for disability retirement contained in subdivision a of Section 63 of the Retirement and Social Security Law begins to run from the date an employee ceases to be continued in full pay status, and not from the date his leave of absence terminates." His rationale in so holding was that it would be possible otherwise to have an employee work for short periods of time between extended periods of leave without pay, and therefore, it would create a burden in terms of finding the required proof relating back to the original injury. 364, N.Y.S. 2d 487.

Lennon Demands Increase Of Goshen Center Staff

GOSHEN—James J. Lennon, president of Southern Region 3, Civil Service Employees Assn., has demanded additional permanent, trained workers for the Goshen Center for Boys.

Mr. Lennon made the demand at a recent meeting of staff, area residents and legislators. There have been more than 20 escapes from the center in recent days. In the last incident, two escapees were killed and two others injured following an automobile crash. The car was stolen from Goshen Center employee Vincent Simpson who was assaulted by the escapees.

Mr. Lennon had asked Assembly member Jean Amatucci and Senator Richard Schermerhorn to attend the meeting. Ms. Amatucci attended, and Senator Schermerhorn was represented by aide William Larkin. Both

agreed with the union's position that adequate staffing will not be accomplished by federal funding of temporary jobs for untrained workers.

Frank Mann and Harold Tighe, president and vice-president, respectively, of the Goshen Center chapter, CSEA, told of many center employees working 16-hour days for six and seven days a week. Mr. Tighe said he

had worked 21 consecutive days before the meeting. Center Director Leon Herman previously had described his staff as "stretched to the breaking point."

While there are usually between 80 and 85 boys at the center, there were 105 at the time of the most recent escape, but no increase in staff.

"Adequate staffing, which we so obviously need to stop the escapes, does not refer just to numbers," Mr. Lennon told the legislators. "It refers also to trained, permanent employees, the kind of people we have working here now."

The center's staff was praised for its dedication by the center's neighbors and also by former director Tom Mullen, now with the Division for Youth in Albany.

Also present at the meeting were CSEA Region 3 field supervisor Thomas Luposello, field representative Flip Amodio and regional CSEA attorney Barton Bloom.

"The best way to provide security is to have good supervision," Mr. Lennon concluded. He reminded the legislators that CSEA should be included in any future meetings held in Albany concerning the Goshen Center.

State Wildlife, Ecology Posts

ALBANY—Candidates with a bachelor of science degree with emphasis on wildlife, fisheries or biological science can apply for a variety of biologist and ecologist positions until June 16 with the state Department of Environmental Conservation. Most of these jobs are located at the Division of Fish and Wildlife in Albany.

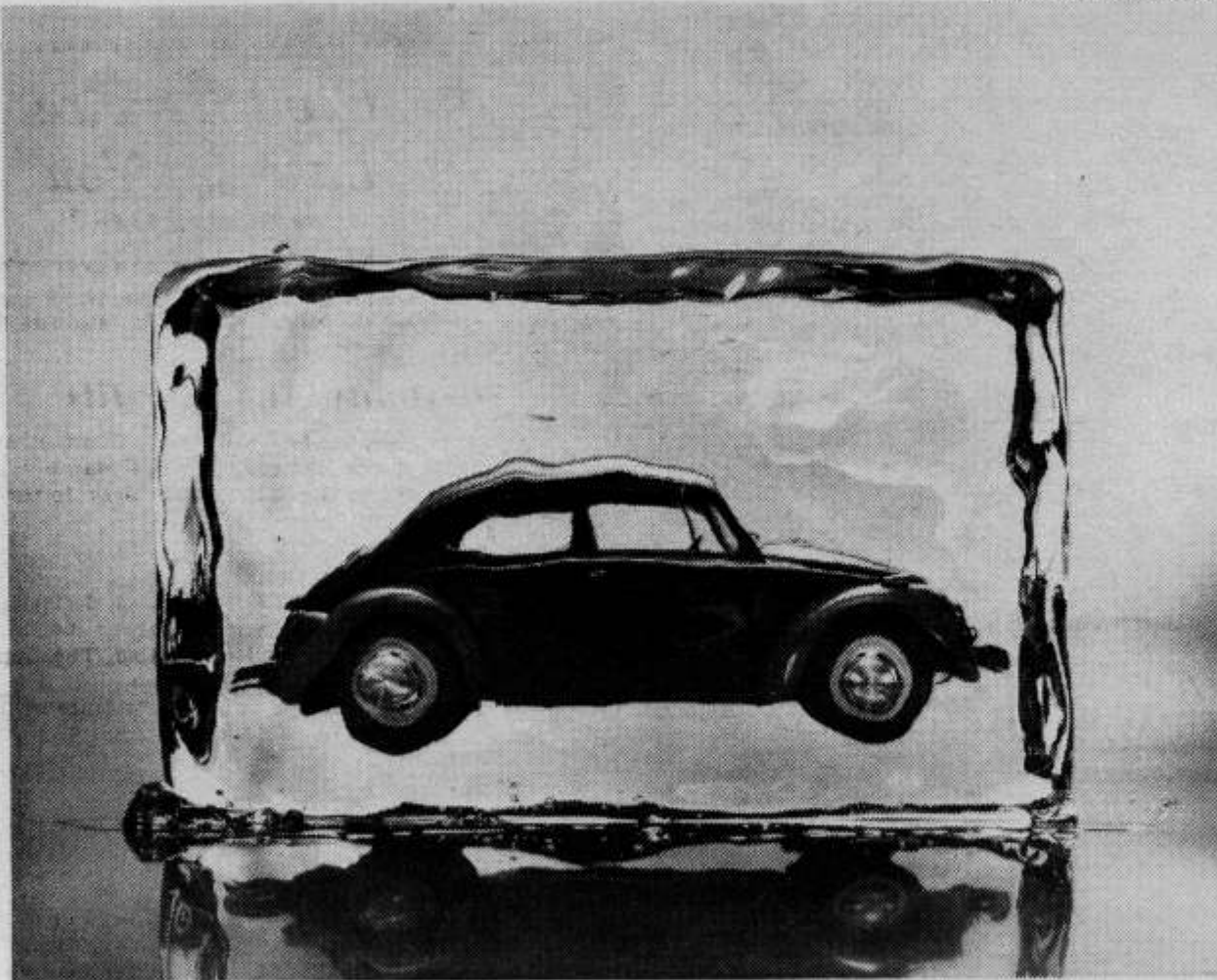
The positions are: Supervising Aquatic Biologist, Exam 27-503, paying \$17,429 per year; Supervising Wildlife Biologist, Exam 27-504, paying \$17,429 per year; Principal Aquatic Biologist, Exam 27-500, paying \$19,396 per year; Principal Wildlife Biologist, Exam 27-502, paying \$19,396 per year; Principal Fish and Wildlife Biologist, Exam 27-501, paying \$19,396 per year; Chief Wildlife Biologist, Exam 27-505, paying \$22,694 per year; Chief Fish and Wildlife Ecologist, Exam 27-464, paying \$22,694 per year.

In addition to the bachelor of science degree eligibles need at least four years of professional, progressively responsible, wildlife program experience to be accepted.

Candidates will be evaluated on training and experience, and an oral exam also, which will be given during July.

The state is also accepting applications for Director, Vocational Rehabilitation Correction Program, Exam 27-512, paying \$21,545 per year; Coordinator for Postsecondary Research, Information Systems and Institutional Aid, Exam 27-518, paying \$29,471 per year and Assoc. Coordinator for Postsecondary Information Systems and Institutional Aid, Exam 27-517, paying \$25,161

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Candidates For CSEA State Executive Committee

Mental Hygiene Southern Region 3 (VOTE FOR 3)

MARTIN LANGER

I have been active in CSEA since 1968 when I was elected First Vice-President of the Rockland State Hospital chapter. As Grievance Chairman, I was responsible for successfully handling a relatively high num-

ber of grievances, both contract and noncontract, at all phases of the procedure. I remained First Vice-President and Grievance Chairman until 1972 when I was elected to my present position as President.

In 1973, I was appointed by Dr. Wenzl as a member of the PS&T Negotiating Team. I have also served as Dr. Wenzl's representative to the committee studying goal-oriented medical records at the Willowbrook Developmental Center. Most recently, I was also asked to be Chair-

man of the statewide CSEA committee studying field services.

Combining this type of involvement with my experience as a psychiatric attendant, senior attendant, institution teacher, senior teacher, and my present position as an education supervisor, leads me to believe I have the background that qualifies me for the position of Mental Hygiene representative.

JOHN CLARK
(material not submitted)

ROBERT THOMPSON
(material not submitted)

NICHOLAS PUZZIFERRI
(material not submitted)

RICHARD SNYDER

Richard J. Snyder is running for second Vice-President of the Southern Region 3 and also for Mental Hygiene Representative for the Board. Mr. Snyder has been at Wassaic Developmental Center

for 26 years, and involved with CSEA for 26 years. He has been chapter President for Wassaic Developmental Center for 10 years; Mental Hygiene Representative serving Wassaic Developmental Center and Hudson River Psychiatric Center for 2 years. He was also an officer of the Southern Region for 5 years, as well as Fourth Vice-President and Third Vice-President.

ALEX HOGG
(material not submitted)



JOHN MROCKOWSKI



PETER SHEREMETA

Mental Hygiene Albany Region 4 (VOTE FOR 1)

JOHN MROCKOWSKI

CSEA is, to me, not a union but an association of intelligent, dedicated people who serve the State. We shall never wear the yoke of unionism. Towards this end, I shall serve until my last breath.

I am currently Wilton Developmental Center chapter president and have been re-elected to that office for four consecutive two-year terms. I have served on the CSEA statewide political action and grievance committees.

I am a former professional basketball player with Baltimore, the Original Celtics, the Cohoes Mastedons and was a head coach at Hudson Valley Community College.

PETER SHEREMETA

Employed in state service since July 1956, I have been a CSEA member since that time and have been with the Department of Mental Hygiene since October 1968. President of

the Mental Hygiene Central Office chapter from 1970 thru 1974. I am presently a member of the Region 4 Political and Legislative Action committee and a member of the Central Office Grievance committee.

It is my feeling that CSEA must respond to the needs and problems of the membership if the membership is to support the union. CSEA must also educate the membership in the use of its political impact on both the state and local levels.

McNabb Re-elected By Auburn Chapter

AUBURN — Thomas McNabb has been elected to his third two-year term as president of the Auburn Civil Ser-

vice Employment Assn. chapter. Charles Dickinson was elected to the vice-presidency of the chapter.

Mental Hygiene Western Region 6 (VOTE FOR 3)

WILLIAM MCGOWAN

An employee of the West Seneca Developmental Center and a member of CSEA for 14 years, William McGowan is President of the union's Western Region 6.

From 1969 to the present, Mr. McGowan served as a Mental Hygiene representative to the CSEA Board and in 1971 was elected statewide Fourth Vice-President. He assumed the Region Presidency two years ago.

Mr. McGowan has a platform which includes: improving educational programs for chapter officers and grievance committee members; improving communications between headquarters and individual members; keeping chapter presidents and officers up-to-date on all-important CSEA happenings and developments.

JAMES BOURKNEY

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

The past three years I have served as President of Chapter 427, West Seneca Developmental Center. I served on the Region 6 Educational committee during this time as well as participated in various Regional labor seminars. I was instrumental in setting up an annual seminar for association stewards in the area.

Prior to holding the office of President, I was the First Vice-President of the chapter as well

as having served on its Board of Directors. I submit these credentials and my strong sense of responsibility to you, the membership, to carry out the duties as prescribed.

CHARLES GIULIANA
(material not submitted)

PATRICK TIMINERI

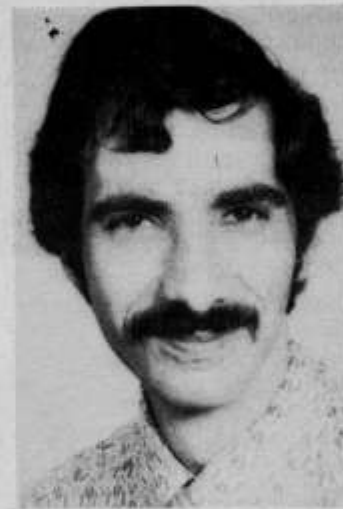
If elected Mental Hygiene Delegate, I pledge to protect the rights of the membership of CSEA. I will keep you informed of all changes in terms and conditions of employment and encourage membership participation at the initial planning stages in major administrative decisions. I will continue to be vigilant in safeguarding your rights.

I have been involved in CSEA for the past eight years as: Acting President of MDC; member of Institutional Services Unit Negotiating committee; member of statewide Educational committee; and past President of RPC.

You have given me the opportunity to serve CSEA in various capacities on the state and local levels. During this time, I have



WILLIAM MCGOWAN



PATRICK TIMINERI



CHARLES PERITORE

attempted to work diligently to fulfill the responsibilities that have been entrusted to me. Our union needs good leadership and I will pledge to provide it. I welcome the challenge of this office of Mental Hygiene Delegate of Region 6 and look forward to serving you.

CHARLES SMITH
(material not submitted)

CHARLES PERITORE
Charles Peritore, local CSEA President of Craig Development Center Chapter 405, is a candidate for re-election to the statewide CSEA Board of Directors. During 33 years of state service, Charlie has devoted many hours to CSEA, starting as Grievance Chairman and working to his fourth term as President. He is

very active in Region 6 and also in Albany. Charlie has served two terms on the Dept. of Mental Hygiene Negotiating Team, on the Department of Mental Hygiene Operational Negotiating Team and also on the State Executive Committee. We at Craig and the surrounding areas feel everyone in this Region would benefit from the re-election of Mr. Peritore to the Board of Directors.

Western Region Officer Candidate

2nd Vice-President

Western Region 6 second vice-president candidates appeared in the May 20 issue of The Leader. At that time, none of the candidates had submitted write-ups. Robert C. Smith has since submitted his write-up, which appears below. Mr. Smith's name appears first on the ballot. Beneath his write-up are the names of the other candidates in the order they are printed on the ballot.

ROBERT (BOB) SMITH

I began working for the state in 1958 as a motor equipment repairman at SUNYAB, a position I still hold today. I have been an officer in CSEA since 1963, including Board Representative, Fourth Vice-President and First Vice-President, a position I hold now. I serve as Chairman of the SUNYAB chapter Legislative, Constitution and By-Laws committees, a Chairmanship I also hold in Region 6 at this time.

I graduated from the Diocese Labor Relations School after

three years attendant, and I am currently attending the Cornell Labor Relations School at Buffalo State Teachers College.

These are my qualifications for Second Vice-President of Region 6.

My aims for the next two years are many. I am not a talker, I believe in doing. The main purpose of CSEA is to serve the needs of all the members and I propose to do this by visiting the regional chapters and conducting with my committee, workshops on the implementation of the mandated Constitution in the Region under the new

laws of restructuring. The confusion is widespread and we would like to research the problems and the solving of them in as many chapters as we can over the next two years. We can learn much from you and we would be glad to offer any knowledge we may have gained, to you. We are few, you are many. Let's all stand together for the benefit of all chapters, Region 6, and the whole of the Civil Service Employees Assn.

RAYMOND A. CARUANA
SAM MCGAVERO

Candidates For CSEA State Executive Committee

CIVIL SERVICE LEADER, Tuesday, May 27, 1975

Mental Hygiene Syracuse Region 5 (VOTE FOR 3)

ANTHONY COMBOPIANO

Anthony Combopiano — Tony — as your Mental Hygiene Representative from Region 5 will provide you with professional Civil Service experience and working knowledge of all Mental Health disciplines to assure your viable job future.

A U. S. Army veteran of the Korean War who worked his way through college, Tony began his Civil Service experience with the NYS Employment Service and then as a caseworker with the Town of Union Social Services.

While at the Town of Union, Tony helped organize a functioning 200-member Civil Service unit and negotiated the employees' first bona-fide Civil Service contract in 1968 providing job security for everyone, from laborers to professionals.

In the 1970's as a social worker at Binghamton Psychiatric Center where he also has community clinical duties, Tony has a working knowledge of cooperating with all Mental Health disciplines.

For the record, Tony resides with his wife, Helene, a Spanish teacher, and their three children at 71 Grand Blvd., Binghamton.

RAYMOND PRITCHARD

I am a candidate for the office of Mental Hygiene representative because I feel that CSEA is the only union that is capable of maintaining the welfare of our employees in the democratic fashion that we all desire. I have served as an officer in my chapter since 1962, two years as Vice-President and 13 years as President. I have also served on the Mental Hygiene Negotiating Team and am presently a member of the statewide Special Elections committee.

I have been employed at Rome Developmental Center for the past 21 years as a social worker. I served in the Army Air Force during World War II and was graduated from Utica College in 1952. I was one of the organizers and hold the office of Treasurer of the Rome State School Employees Credit Union.

I am very much aware of the problems that have and do face both CSEA and Mental Hygiene employees. While we have seen many changes in recent years, the next two years are going to be critical to the future of our union. I feel that my experience qualifies me for this office and my past performance proves me ready for the challenge.

DOROTHY MOSES

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

As a Mental Hygiene Representative from Region 5 to the State Executive Committee and the Board of Directors, Dorothy has participated in Department of Mental Hygiene negotiations and frequent Department of Mental Hygiene Labor-Management meetings.

Dorothy continues to be actively involved in church and community affairs.

JAMES MOORE

I know I have done a good job in representing the Department of Mental Hygiene for the past two years on the CSEA Executive Committee and this is why I am seeking re-election. I know the problems we have because I have dealt with them every day as a Mental Hygiene therapy aide and as President of the Utica PC chapter.

I have always supported and I am committed to the merit system we have had as Civil Servants. I do not approve of CETA or any other federally funded programs that might hurt our position relating to promotions.

I believe we should not abandon our quest for career ladders. I have tried to keep them alive and believe that at the right time, they can still be pursued.

I am horrified that the Governor of this state is making political tools of the employees who have served the state well for many years by threatening layoffs and cutbacks of all kinds. I ask for your vote.

FREDERICK KOTZ

(material not submitted)

AUDREY SNYDER

Graduate nurse from St. Lawrence State Hospital School of Nursing. Came to Syracuse Psychiatric Hospital. Organized CSEA chapter there in 1968. Hutchings Psychiatric Center (formerly Syracuse



ANTHONY COMBOPIANO

Psychiatric Hospital) chapter President since then. Member of statewide Constitution and By-Laws committee and Chairman of Mental Hygiene Committee for Region 5.

WILLIAM DECK

Bill has been employed in the Department of Mental Hygiene as a teacher for 16 years. He has been a member of CSEA for all those 16 years. On the chapter level he has served as chapter President for four years and as Grievance Chairman for two years. He has been a convention Delegate for a period of eight years and has served as Chairman of local negotiations through three contracts.

On the department and state level, Bill has been Mental Hygiene Representative from Region 5 for the past two years. He was Chairman of the state Grievance committee until being elected to the Board of Directors. Bill served on the Department of Mental Hygiene Negotiating Teams for three years and as Chairman of the CSEA-Institution Teacher's Committee for



RAYMOND PRITCHARD



JAMES MOORE

five years. Bill is active in the Mental Hygiene Employees Assn. and the Mental Hygiene Educators Assn.

Bill feels that the future of CSEA lies with its ability to educate its members and to improve communications through all levels of CSEA. When agency shop becomes a reality, some monies should immediately go to improving service to local chap-



DOROTHY MOSES



AUDREY SNYDER

ters for negotiation and handling grievances. To avoid future problems related to job action, CSEA should immediately set up in motion a committee to formulate plans and contingency plans for job action that might be necessary in the future. Further, we need a "cap" on pay raises or across-the-board lump sum raises which benefit the little guy for a change.

Syracuse SUNY Springtime Fete

LAKELAND — The spring dinner-dance of the State University of New York at Syracuse chapter, Civil Service Employees Assn., will be held Saturday, May 31, at Raphael's Restaurant, State Fair Boulevard, here.

A sirloin steak dinner will be served from 8 to 9 p.m. and there will be dancing from 9 p.m. to 1 a.m. There will be an open bar from 7 p.m. to 1 a.m. Tickets will be \$10 per person up until May 28 and \$12.50 per person thereafter.

Tickets may be obtained from Nick Godino, Lois Toscano and William O'Neill. Checks should be made payable to SUNY Syracuse chapter, CSEA.

Albany's SUNY Exec Committee

ALBANY — A meeting of the executive committee of State University of New York at Albany chapter, Civil Service Employees Assn., will be held Friday, May 30. The meeting, which will begin at 5:30 p.m., will be held at Sons Restaurant, Western Avenue, Albany.

School Committee Meeting Scheduled For Counties' June Syracuse Gathering

SYRACUSE—A meeting of the statewide Non-Teaching School Employees Committee will be among the program items scheduled for the Civil Service Employees Assn.'s County Delegates Meeting June 1-3 at the Hotel Syracuse in Syracuse.

The statewide non-teaching school employees committee will meet at 7 p.m. on Sunday, June 1 at the hotel. The committee is comprised of non-teaching employees from all parts of the state.

All non-teaching employees are invited to attend this meeting, which will include attendance by non-teaching delegates. Non-teaching employees from Syracuse Region 5, in which the delegates meeting is being held, are especially invited to attend the Sunday night meeting.

Members of the statewide committee are Edward Perrott, of Nassau County, chairman; Salvatore Mogavero, of Erie County, vice-chairman; Charles Luch, of Saratoga County, Howard Cropsey, of Albany County, Vincent DiBrienza, of Suffolk County, Jacob Banek, of Oneida County, Les Banks, of Rensselaer County, Hugh Craspe, of Dutchess

County, Irene Izzo, of Westchester County, David Silberman, of Nassau County, and Neil Gruppo, of Niagara County.

Welcome to N. Y.

The state Commerce Department helped 28 out-of-state firms locate or expand in New York during 1974. These included 10 from Canada, 12 from other states, 5 from Europe and one Japanese firm.

CORRECTION

In a photo feature on a recent meeting of Civil Service Employees Assn.'s Western Region 6 that appeared in the April 29 issue of The Leader, it was incorrectly reported that the event was co-sponsored by the Gowanda Psychiatric Center and SUNY at Fredonia CSEA chapters. The event was sponsored by the Gowanda chapter alone.

Andrew A. Hirtz

Andrew A. Hirtz, a past president of the State University Agriculture and Technical College at Alfred chapter of the Civil Service Employees Assn., died earlier this month in Odessa, Texas, at the age of 66.

Mr. Hirtz was a native of Peekskill and graduated from the State University College at Albany. He held master's degrees from Albany and New York University and completed post graduate study at Columbia University, Siena College, the University of Pennsylvania and the University of Madrid, Spain.

He joined the faculty at Alfred State College in 1946 and following his retirement in 1967, the SUNY board of trustees designated Mr. Hirtz professor emeritus.

He was active for many years in CSEA affairs and was well-known by many people throughout the State.

Mr. Hirtz is survived by his widow, Elaine Hirtz, a daughter, a son, and five grandchildren.

New Overseas Sales

For the seventh consecutive year, in 1974, the state Commerce Department's division of international commerce generated more than \$100 million worth of new overseas sales

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Don't Repeat This!

(Continued from Page 6)
 for state assistance to tide over the immediate crisis. Similarly in Washington, Senators Jacob K. Javits and James L. Buckley, and Westchester Republican Congressman Peter Peyser and Manhattan Democratic Congressman Edward I. Koch, have taken the lead in sponsoring legislation for a federal guarantee of a City bond issue of \$1 billion.
 Even if such a bill is passed by Congress, it is likely to be vetoed by President Ford, in view of the hard line that he has taken on City finances. However, all of these moves keep the issue in the forefront of public consciousness and give rise to the hope that somehow the immediate crisis will be overcome.

VA Education Benefits

According to the Veterans Administration, Vietnam-era veterans are actively participating in education programs funded by the current GI Bill. During the first 97 months of the current bill, 53.2 percent of the Vietnam-era servicemen participated in some educational program. This compares to the 50.5 percent who used the benefits during a similar period after World War II.

Connelle Named

ALBANY—Gov. Hugh L. Carey has selected New York City's assistant chief inspector of police, William Connelle, to head the New York State Police when Superintendent William Kirwan retires. The position pays \$47,000.

LEGAL NOTICE

Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 14, 1975, duly executed. Name and principal office of partnership is TROUBLED TIMES COMPANY, 12 E. 46th St., New York, N.Y. Term — May 1, 1975 until all rights of partnership in the film to be produced have terminated. Purpose — Arrange for the production of a certain motion picture entitled "Troubled Times." General Partner is Diahn Productions, Inc. residing at East Fair, Lloyd Lane Huntington, N.Y. Limited Partner is Thomas J. McGrath, residing at 6 Seiffen Court, New York, N.Y., who contributes \$1,000.00 cash and receives a percentage of the net profits equal to 1/6 of the fraction of his capital contribution over the capital contribution of the partnership, as his share of profits. Contribution of limited partner shall be returned to him at such times as the partnership has a cash reserve not less than \$5,000.00 after expenditures. Limited Partner shall have the right to assign his interest in the partnership to any other person, firm or corporation, subject to all the duties, liabilities and responsibilities of the limited partner.

LEGAL NOTICE

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

Help From The State

The State Commerce Department operates 11 regional offices and a division of Metropolitan Area Operations in New York City to help business.

Probation Officer List

A total of 415 probation officer candidates are eligible to take the written part of Exam 5001 on May 31, the city personnel department announced.

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CETA 'Giant Boondoggle' And 'Threat': McGowan

BUFFALO—Calling the Comprehensive Employment and Training Act (CETA), a "giant political boondoggle and threat to every public employee," William L. McGowan, president of the Civil Service Employees Assn.'s Western Region 6, recently urged "continuous vigilance by CSEA officers and members of all CETA jobs created."

He also asked for "prompt reporting to our legal department of all violations of the law's requirement to notify the union in every instance of job discrimination, duration, location and implementation."

"Employers who don't give us this information are in violation of the law and will face court action and possible termination of funds," he said as he called for improved reporting of violations as he listed "commissions and omissions of CETA" at an all-day CSEA conference in Batavia on the subject.

Comparing the two-year-old program to the WPA of the thirties Mr. McGowan said, "CETA doesn't serve the unemployed properly, is used for political purposes, threatens the jobs of public workers and is a disservice to the taxpayer." Noting that unemployment has hit construction trades and minorities most, he said "CETA does nothing for them."

"What good is training in a public job for a construction worker who would prefer work in his own, higher-paying field and will return to that job as soon as he can? The funds could be better used to create construction jobs."

Robert Lattimer, a state labor department employee, chaired the Batavia CSEA conference. He told of a contract the City of Buffalo has with a computer school to train programmers.

"Because of the glut on the market of programmers, fewer than 5 percent of these graduates can expect to get jobs. It's a total rip-off of the unemployed and those who pay taxes," Mr. Lattimer said. "Only the computer school benefits."

Mr. Lattimer pointed to Buf-

falo and New York City press reports of political nepotism in the program. He claimed some estimates indicate that "such hiring is prevalent in 80 percent of the cases."

Mr. McGowan also cited the City of Buffalo's proposal to hire "so-called community service officers" to do police work, which is also being opposed by Buffalo police on the grounds that trained officers are being replaced by untrained personnel.

A request for clear and concise information from the union's legal department to local union officers was called "top priority" by CSEA associate attorney Marjorie Karowe because the program is administered by counties in most places, and monitoring must therefore be done at the local level.

She urged the establishment of a reporting system to the union's Albany Headquarters, and promised legal support of all 22 CSEA staff and regional attorneys in all instances of violations by employers.

Under the CETA legislation, Ms. Karowe said, the union must have representation on a planning council of the municipal contractor, and the union must be notified of every job created and filled.

"Otherwise the employer is in violation and we can enter into litigation for a correction of the situation," she explained, "but first we need the facts; names, dates and places."

She also explained that CETA provides employment or training in areas experiencing unemployment levels of over 6 percent of the work force and that people out of work for more than 30 days may be eligible under

the program for entry-level positions, "providing the positions are new and do not displace permanent employees."

"This is where the employers try to circumvent the law and why we need the facts," Ms. Karowe explained. "With that information in hand, our legal department has been highly successful in your behalf."

Another area which requires surveillance, she said, is that of CETA administrators getting extra pay for CETA work while on regular payrolls, or CETA workers getting overtime pay when regular workers are not given preference for overtime work. "Those are violations of the law, too," she said.

Mr. Lattimer reported that because of possible "conflict of interest," as cited by Ms. Karowe, CSEA's Board of Directors has determined that CETA workers cannot be CSEA members until such time as they become permanent employees or the union's legal department resolves such "conflicts of interest."

"It's also unfair signing up someone, who is not necessarily a part of the bargaining unit," he said.

Mr. McGowan said that a future conference will be held for the purpose of evaluating the suggestions and actions made at the Batavia conference.

Social Services Workshop Set

SYRACUSE — The Civil Service Employees Assn. statewide social services committee will conduct a workshop at 7 p.m. on Sunday, June 1, as part of the program for the annual County Delegates Meeting June 1-3 at the Hotel Syracuse.

Norma H. Wedlake, executive director of the Temporary State Commission to Revise the Social Services Law of the State of New York, will be guest speaker at the workshop. She will discuss proposed legislation now under consideration for revising the Social Services Law.

The workshop is open to all delegates. The statewide social services committee is comprised of Richard Tarmey, Montgomery County; Patricia Spicol, Rockland; Rose Pandolfi, Delaware; Geraldine McGraw, Cattaraugus; Al Shanks, Erie; Thomas Devaney, Westchester; Grace Vallee, Rensselaer, and Stephen Reagan, Cayuga.

Brockport Dance

BROCKPORT—The 25th anniversary of the State University College at Brockport chapter, Civil Service Employees Assn., will be held Saturday, June 28, at the Brockport Country Club. The event will be marked by a dinner-dance at which new chapter officers will be installed and chapter awards presented. The dinner-dance will begin at 6 p.m., according to Marlon L. Sergeant, chapter social committee chairman.

Federal Jobs Up

Federal civilian employment now stands at 2,862,468. It rose by 4,058 during March due to continued hiring of employees to process tax returns and tax rebates in the Internal Revenue Service.

Employment gains occurred primarily in the Treasury Department (plus 2,137), and employment losses were heaviest in the Defense Department (minus 2,328) and the Postal Service (minus 1,553).

Oldest Veterans

As of the first quarter of this year, there were 1,085 living veterans of the Spanish-American War, according to the Veterans Administration.

Grossfield Urges Minority Hiring But Cites Dangers

ROCHESTER—The president of the Rochester chapter, Civil Service Employees Assn., told a public hearing here he was "1000 percent" in favor of opening the doors of public employment to minority groups.

But, warned Samuel Grossfield, more problems could be created than solved by substituting oral and so-called "unassembled" examinations for written exams.

"This would be repeating the same mistakes made before," he told a hearing of the State Senate Committee on Civil Service and Pensions. "It would invite political patronage, favoritism and discrimination."

Mr. Grossfield said he favors improving written exams so that people with problems in reading and understanding the written word can pass them.

Examination questions need to be simplified, "but above all," he said, "they should be more job-related."

Mr. Grossfield noted, "we don't want to do things only for a particular segment of employees because we also have whites who are undereducated and underemployed. We want to help them too."

State Senator Richard E.

Schermerhorn (R, Cornwall-on-Hudson), is chairman of the committee which sponsored the hearing.



Dorothy Milliron's photo, above, will be on the Buffalo Courier award plaque.

CSEA School Bus Driver Lauded By Buffalo Paper

BUFFALO—Dorothy Milliron, a school bus driver with an unblemished 10-year safety record as a driver for the West Seneca Schools, was recently named Public Servant of the Week by the Buffalo Courier Express.

"Every day is something new," Ms. Milliron remarked, "but I just take it easy and try to stay in a good mood. Sometimes I stop and think what a terrific responsibility I have. You have to like kids for this job and be able to handle a variety of situations."

Ms. Milliron will receive an engraving of the Courier Express photograph shown above in recognition of her award. A member of the Erie County Educational chapter, Civil Service Employees Assn., Ms. Milliron drew high praise from Salvatore Mogavero, chapter president.

"Her words are every bit backed up by the genuine smile

and portrayal of responsibility in the picture for the engraved award," Mr. Mogavero commented. "I offer my congratulations, those from every member of the chapter and from every member of CSEA." Mr. Mogavero is also chairman of the union's County Division and a CSEA director.

Last autumn, another CSEAEr was similarly honored. He was Eulis Cathey, an Erie County probation officer who serves on the CSEA committee on probation. The Courier Express cited him for his "dedication beyond the call of duty" and he also received a similar plaque.

LaFargeville School Unit Wins 27% Boost Over Three Years

WATERTOWN—Pay increases totaling 27 percent over a three-year period are provided for 30 non-instructional employees, members of the LaFargeville Central School unit, Jefferson chapter, Civil Service Employees Assn., in a contract negotiated with the school district.

The agreement, effective July 1, has these provisions: pay increases of 12 percent in the first year, 10 percent in the second year and 5 percent in the third year. In the final year of the contract, the employees will also get an additional hike equal to one-half percent for every one percent rise in the cost of living.

The package also includes retirement at half-pay after 20 years service.

The contract was negotiated by John L. Sullivan, CSEA field representative, in two months of talks with Henry J. Henderson, LaFargeville School District principal. Ross Bretch is president of the LaFargeville Central School unit of CSEA, serving also as coordinator of CSEA member school districts in Jefferson County.

The LaFargeville School District CSEA members covered by the contract include bus drivers, custodians, cafeteria workers and teacher aides.

Ruskin Is Appointed

ALBANY — Robert K. Ruskin, practicing attorney in Manhattan and a former Commissioner of the New York City Department of Investigation, has been appointed a member of the State Investigation Commission by Governor Hugh L. Carey for a term ending April 30, 1977 and an annual salary of \$32,466. He succeeds Howard Shapiro, of New York City, whose term had expired.

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

Candidates For CSEA State Executive Committee

Mental Hygiene NYC Region 2 (VOTE FOR 4)

JAMES GRIPPER

James Gripper Jr., is the charter president of chapter 447 at Kings County State School (Brooklyn Developmental Center).

His is the name that was drawn for the top spot as Mental Hygiene representative for Region 2 and for second vice-president of Region 2.

He is a member of the State-wide Ad Hoc CETA Committee and of the Regionwide Constitution and By-Laws Committee.

At Brooklyn Developmental Center, he is a member of the Human Rights Committee, Co-Chairman of the United Fund Campaign and Sub-Chairman of the Multidisciplinary Safety and Sanitation Committee.

Mr. Gripper is an Aries, married, with three children, academic degrees, Board of Education licensed, an eight-year state employee and veteran with two honorable discharges.

PATRICK FRASER

Pat Fraser has been employed in the department of Mental Hygiene at Willowbrook Developmental Center since 1966. He was a prime mover for reclassification and reallocation of the positions in the therapy series. He was also active in the development of career ladders.

He has been Chairman of the Grievance committee for three years. As such, he represents employees in all four bargaining units. He has investigated and processed over 2,600 contract



JAMES GRIPPER

grievances. He has represented employees at over 200 notice of discipline hearings and arbitrations.

He is an advocate of equal application of rights, for all employees subject to Civil Service Law.

He has attended the School of Industrial Labor Relations, Cornell University. He is a member of the Labor-Management committee, and is also a candidate for Third Vice-President at Willowbrook Developmental Center.

JOAN SHAW

(material not submitted)

TOM BUCARO

Tom Bucaro, president and founder of the Staten Island South Beach Psychiatric Center chapter, has been a Mental Hygiene Department employee since 1968. Since receiving its charter in July 1973, membership in the South Beach chapter has increased from 200



PATRICK FRASER

to close to 700 members.

Besides being chairman of the South Beach Labor-Management committee, Mr. Bucaro is a Region 2 Executive Board member and a member of the statewide committee appointed to review allocation of representatives from Mental Hygiene to the CSEA regions. He was instrumental in obtaining funds to start a project at SBPC enabling ward aides and assistants to earn college credits by attending on-grounds courses.

Mr. Bucaro has a five-plank platform. It involves protecting job security, the upgrading of career ladders, increasing employee safety and standards of on-job health conditions, the revision of the Taylor Law so as to give public employees the same rights as those in the private sector and to increase the power of officials on the regional, chapter and unit levels, to



TOM BUCARO

deal with day-to-day worker problems.

SALLIE JONES

Sallie A. Jones has been an active member of the CSEA for the past 15 years. Her services include: Representative of the Attendants for six years, acted as delegate to the State Convention for six years. Attended various work shops given by CSEA, worked on the Negotiation Team for Ground Rules for Brooklyn PC, attended a three-day seminar at the New York State School of Industrial and Labor Relations in order to



SALLIE JONES

improve her knowledge about collective bargaining and negotiations.

At present, serves on the Grievance Board, is representative for the Brooklyn PC in the New York State Mental Hygiene Employees Assn. Also serves on the Public Relations Board and is a member of the Educational committee.

Besides all of her activities in the Department of Mental Hygiene, Mrs. Jones serves in the community in which she lives, mainly, the Lefferts Manor Association and the Penimore Street Civic Block Association.

(Continued on Page 13)

REAL ESTATE VALUES

Publisher's Notice:

All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise any preference, limitation, or discrimination based on race, color, religion, sex, or national origin.

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Candidates For CSEA State Executive Committee

CIVIL SERVICE LEADER, Tuesday, May 27, 1975

Mental Hygiene NYC Region 2

(Continued from Page 12)
DOROTHY KING

Dorothy King has always been a staunch supporter of the CSEA and the employees

she represents.

During both of the previous challenge elections, she battled vigorously for the cause of CSEA and its right to continue as the union best suited to represent employees. She has always been a firm believer in the rights of the employee and the theory "In-

nocent until proven guilty."

Her CSEA activities include, in addition to being Mental Hygiene Department representative, secretary of New York City Region 2, Creedmoor chapter first vice-president and a member of the chapter's grievance and charter committees. She was previously a member of the statewide Salary committee, the departmental Negotiating committee and has recently been re-elected to the Creedmoor Human Rights committee.

If re-elected Representative, Ms. King pledges that she will continue efforts on behalf of Mental Hygiene employees and assures them that they will always have fair, unprejudiced representation.



DOROTHY KING



RONNIE SMITH

RONNIE SMITH

My employment with the State of New York began eight years ago when I became a ward attendant at Willowbrook Developmental Center.

Since then I have served on the CSEA Board of Directors as a Department of Mental Hygiene representative for four years. During that time, I have also been chapter president at Wil-

lowbrook.

In September 1973, I was elected First Vice-President of the New York City Region.

I am a graduate of the Williamsburg Vocational High School, and have attended labor seminars conducted by Cornell University.

I am a veteran of the Armed Forces of the United States, having served in the Air Force for four years. I am a 15th degree member of the Masons.

JAMES BARGE

I entered state service in 1965 and was elected President of the CSEA Chapter at Bronx Psychiatric Center (which was known as Bronx State Hospital) in 1967. I served as the leader of 850 members of the CSEA until May 1974. At that time I chose not to run for the chapter presidency because I decided to return to college and I felt I would not be able to serve the membership effectively.

When I was the Chapter president I opened up the first High School Equivalency Program for employees at Bronx Psychiatric Center. The program has been a great success and has now been extended to patients. I organized and set up the Federal Credit Union, which is another benefit for employees. I also set up an out-door basketball court, which is a service for both patients and employees.

I was a member of the Human Rights committee, Patient-Care Career Ladder and Personnel Interviewing Team. Presently I am a member of the CSEA statewide Board of Directors, Mental Hygiene Representative—Region 2, Chairman of the Employees' Blood Program, and a member of the Employees' Credit Union Committee at Bronx Psychiatric Center.

—President of Conference—4 years.

—Member of the Board of Directors—CSEA—8 years.

Served in some of the following CSEA committees: Salary, 10 years; Legislative; Social; Nominating, and Budget.

Mr. Butero has been in the struggle to secure salary increases, social security benefits, health plan, pension benefits for state employees. He was one of the proponents of the legislation passed such as geographical pay differential and night pay differential and a 25-year half pension plan.

He was Chairman of the Operational Unit Negotiating Team for the 1970-71 contract. Presently Mr. Butero is Vice-President of the Mental Hygiene Association. He has been a member of the Mental Hygiene Association, Inc., for 28 years and has helped to solve many problems for Mental Hygiene employees.

Mr. Butero seeks your support so that he can serve you on the CSEA Executive Committee.



JAMES BARGE

SALVATORE BUTERO

Candidate for Mental Hygiene Representative of N. Y. City Region 2 and Representative to the State Executive Committee.

Mr. Butero bases his candidacy upon a record of experience, service and accomplishment. He has been a member of the Civil Service Employees Assn., Inc., for 38 years. During that time he has served in the following capacities:

—President of his chapter—13 years and President at the present time.

—First Vice-President of chapter—2 years.

—First Vice-President of Conference—4 years.



SALVATORE BUTERO

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Candidates For CSEA State Executive Committee

Universities

(VOTE FOR 4)

FRANK GILDER
(material not submitted)

VIRGINIA COLGAN

I am a candidate for State University Representative because I feel that all the colleges are not truly represented. Our leadership, at times, has not been strong enough to follow through on problems that have arisen, nor have they given the individual colleges the support necessary to solve their own problems. I propose that the State University Committee do the job it should be doing, and I feel qualified to assume partial leadership for many reasons.

Among them: I have been a member of the State University Committee for the past 4½ years; past president of the chapter 606, SUNY at Farmingdale. I was a member of the Public Relations Committee; currently a member of the Special Education Committee and the newly formed joint State University/SUNY Committee to implement the Employees Benefits Training Program.

I would appreciate it if you would give me your consideration.

Please vote—Your voice must be heard.



DOROTHY RABIN



STEVEN ZAROD



ROBERT KEELER



DALE DUSHARM



PATRICIA CRANDALL



JUNE BOYLE



ALBERT VARACCHI



EDWARD DUDEK

DOROTHY RABIN

I have been a New York State employee for over 13 years, and have been involved in CSEA for all of that time. I served first as Secretary and then as First Vice-President and alternate Delegate of the CSEA, College at Farmingdale. During the past eight and a half years I have been president of my chapter at SUNY College at Old Westbury.

For the past five years I have been Statewide Resolutions Committee Chairperson, and have been active member of the State University Committee. I have served on the State University Negotiating Team, and on the Ad Hoc Secretarial Committee. For the past year I have served as Secretary of the State University Committee.

I am presently registered in a Labor Relations course at the College at Old Westbury and have very successfully completed courses in labor law and collective bargaining and grievance procedures.

I am confident that I have not only the ability and experience to represent the State University on the Board of Directors, but most important of all, the desire to do so. Because of the wide range of experiences that have been the concern of the CSEA presidency in a new campus, I feel confident that I can readily represent all facets of State University classified employees.

STEVEN ZAROD

I have been at SUNY Ag & Tech College at Morrisville since 1970 holding the position of an SG-7, Motor Vehicle Operator.

I became chapter President of the Morrisville chapter in 1972 and have implemented many changes in the chapter since then. Also a member of the State University Ad Hoc Committee

since 1972. I have seen many changes at Labor and Management meetings held in Albany and Syracuse.

Chairman of Joint State University/SUNY committee implementing Employees Benefit Training Programs for State University.

Member of the Statewide Education committee, which sets up programs for delegates meetings held twice a year. Updated Officers Manuals and many other things.

Member of Statewide Joint and State CSEA contractual training programs. Very important programs have been set up for CSEA membership statewide. These programs involve thousands of dollars for the four bargaining units. Many things are covered at these meetings with other fine committee members from the State.

ROBERT KEELER

As President of the new chapter at Downstate Medical Center and as a member of the Statewide Negotiating Team, I feel I have the necessary qualifications and experience to serve all the members of CSEA.

As chapter President, I also serve on the State University of New York Labor-Management Negotiating Team. I serve on numerous committees at the local level and I have produced, with results, on each of these committees.

I am well acquainted and concerned with the problems and affairs of State University.

ELEANOR KORCHAK

Although she is not employed at one of the giant campuses of SUNY, Eleanor Korchak was elected as a Universities Representative to

the CSEA Board in 1973 because of her reputation as a person strongly dedicated to protecting the rights of the people she represents.

In her position as chairlady of the Syracuse Region 5 University committee and as president of the Binghamton chapter, Eleanor Korchak has seen to it that the issues that affect the daily lives of University employees are brought to public attention.

Eleanor Korchak regards her responsibilities as a trust, and has worked hard to deserve the confidence of the people who have elected her.

She has shown the same concern in other positions she has held, such as membership on the statewide SUNY committee and chairmanships of her chapter's Grievance and Social committees.

In the chapter, she progressed steadily since 1963 from alternate delegate / delegate / third vice-president / second vice-president / first vice-president to her current position as president.

Eleanor Korchak will continue to speak out forcefully for SUNY employees if she is re-elected, because she knows about their problems and cares that they should be well-represented.

DALE DUSHARM

Dale Dusharm is widely and personally known to many CSEA members and officers. His honesty, sincerity, friendliness, and "drive" are not easily forgotten. Dale Dusharm is President of the State University College at Oswego CSEA chapter; President of the State University College at Oswego Federal Credit Union; a member of the Statewide Legal Committee for CSEA; a member of the State University (statewide) Ad Hoc Committee; a member of the Regional Griev-

ance Committee of the State University Committee; a member of the Ways and Means Committee, and Chairperson of the Regional Educational Institutional Committee.

Dale Dusharm has, among his accomplishments, the establishment and successful running of the State University at Oswego Federal Credit Union; the initiation of State University at Oswego CSEA Education Committee, which promotes educational benefits available to all members; the proposal of an educational program through audio visual training to educate the chapter officers and regional officers; the proposal of an orientation program for new members, which has been introduced to statewide officers, and the training of chapter representatives and officers, and field representatives and staff.

PATRICIA CRANDALL

Patricia Crandall has been employed at the State University College at Cortland as a secretary in the Art Department for 10 years.

She has been a member of the State University Ad Hoc Committee for five years, and is now serving her second term as president of the local chapter.

On the local level, Pat Crandall has been a Delegate, Membership Chairman and Political Action Chairman.

In Syracuse Region 5, she served one year as Third Vice-President and two years as Second Vice-President in charge of program planning. She is currently a candidate for re-election for a second term as the regional Second Vice-President.

She has been a member of the State Insurance Committee for three years.

Pat Crandall would like to be a member of the Board of Di-

rectors, because she feels CSEA still has a great deal of growth potential. "I feel it can become the best and strongest union—not only in the state, but in the nation, and I feel with my past experience, I could become a valuable member of the Board of Directors."

JUNE BOYLE

My main concern at this crucial election time is to point out a few lessons I have learned over the past year and a half.

First, your representation in Albany should be a major factor in your vote this year. Not your friends or a familiar habit, but someone who will bring the indecisiveness to a halt. Negotiations this past year were fruitless. SUNY Central knows only too well which people to "deal" with. If you are capable of having a no-show job in the SUNY system you are not capable of true grass roots representation of the people.

Second, I as a SUNY representative was brought up on Disciplinary Charges because I sought to attend a meeting in Albany for which I am contractually given the time. These charges are still pending at this time. The fight for and with you at SUNY all over the State of New York should be and must be the only concern of your SUNY representatives on the Board of Directors. I wish I had the opportunity to relate to you in person the many inequities which we as University people are faced with.

I would like to invite all of you to contact me at any time to discuss problems, grievances, and matters of your concern. Most of this I invite you to do at my home because I have received such harassment from

(Continued on Page 15)

Candidates For CSEA State Executive Committee

Universities

JUNE BOYLE

(Continued from Page 14)

management at SUNYAB due to my union activities. This only in-

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 181st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

dicates to me the fact that I am accomplishing at least part of what I set out to do two years ago.

ALBERT VARACCHI

As your representative for the State University System for the past two years and also as the Chairman of the State University System, I personally believe that many inroads have been made wherein our employees have finally gained recognition.

We have seen many significant changes especially in the attitude of Central Administration, and this I attribute to our constant and persistent approach to force corrective changes. A negotiated departmental contract, many local agreements, establishment of committees, and implementation of their recommendations by Central Office and especially fruitful and constructive Labor Management meetings. Much more is anticipated for the coming years.

As an employee in the University System for the past 14 years, I pledge that I will continuously pursue to halt the establishment of the NTP positions; also vigorously continue our struggle to eliminate the crossing of positions by Research and above all to further the benefits of all employees within our structure.

I personally cannot achieve this goal without the support of each and every member in the University System. I need this support and ask that you continue to denote your confidence in me when you receive your ballot, by voting for me.

GERALD TOOMEY (material not submitted)

EDWARD DUDEK

Ed Dudek, now in his fourth term as president of the State University of New

York at Buffalo chapter, CSEA, was previously a member of the chapter's board of directors and a chapter fourth and third vice-president.

Mr. Dudek has served as a SUNY representative and since 1968 has been a member of the CSEA board of directors Executive Committee. From 1968 to 1973, Mr. Dudek was chairman of the special state university committee. He is presently a committee member.

A member of the special state university departmental negotiating committee, Mr. Dudek was coordinator of the SUNY collective bargaining seminar in 1971 and presently serves on several SUNY at Buffalo university-wide committees.

Mr. Dudek was appointed by the president of SUNY at Buffalo in 1970 to serve on the Ketter Commission which investigated campus disorders and is presently an officer on the Hearing Commission on Campus Disorders. He also served as a committeeman and secretary of the Elma Democratic town committee.

Executive

(VOTE FOR 3)

Executive Department candidates appeared in the May 20 issue of The Leader. At that time the write-ups were printed for all the candidates except George Wereskla and Mary Moore. Ms. Moore has since submitted her write-up, which appears below. Her name appears fourth on the ballot. Names of the other candidates are printed above and below her write-up in the order they are printed on the ballot.

GERALD PURCELL GEORGE WERESKLA

JAMES T. WELCH MARY MOORE

Election time is upon us, and you will be selecting representatives for the State Board of Directors.

I am a candidate for the Board from the Executive Department, where I have long been active as a member of the Criminal Justices chapter.

I have a great deal of experience in CSEA matters on both a chapter and the regional level. I have served on and chaired many committees. I have attended statewide and regional con-

ventions and kept up to date on matters concerning all Executive Department employees.

If elected I hope to serve all of the chapters involved in the Executive Department. I will seek out your ideas and suggestions, and I will bring back information from the Board to the chapter members.

If you approve of this type of representation—then please help me to secure the office of representative to the Board of Directors.

ALFRED KNIGHT LUCINDA EGAN

Transportation

(VOTE FOR 4)

Transportation Department candidates appeared in the May 20 issue of The Leader. At that time the write-ups were printed for all the candidates except Leonard Prins. Mr. Prins has since submitted his write-up, which appears below. His name appears first on the ballot. Beneath his write-up are the names of the other candidates in the

order they are printed on the ballot.

LEONARD PRINS

I am seeking a place as DOT representative on the State Executive Committee. I believe I can, because of my experience as a laborer, HEO and light foreman, bring the needed grass-roots communication to Albany.

My experience includes 10 years as a chapter president; 8 years as a member of the Special DOT committee; 3 years as chairman of the Syracuse Region 5 Labor-Management committee, and the chairmanship of the Departmental Safety committee.

I have the experience, I have the initiative and I have the guts to follow through.

CHESTER PALEGA JOHN RILEY ARTHUR ALLEN WILLIAM T. LAWRENCE NICHOLAS J. CIMINO EDWARD MALONE TIMOTHY McINERNEY PAUL ST. JOHN

Open Competitive State Job Calendar

Applications Accepted To June 16
Oral Exams June Or July

Director, Vocational Rehabilitation		
Correction Program	\$21,545	27-512
Coordinator for Postsecondary Research Information		
Systems and Institutional Aid	\$29,471	27-518
Associate Coordinator for Postsecondary Information		
Systems And Institutional Aid	\$25,161	27-518
Supervising Aquatic Biologist	\$17,429	27-503
Supervising Wildlife Biologist	\$17,429	27-504
Principal Aquatic Biologist	\$19,396	27-500
Principal Wildlife Biologist	\$19,396	27-502
Principal Fish And Wildlife Biologist	\$19,396	27-501
Chief Wildlife Biologist	\$22,694	27-505
Chief Fish And Wildlife Ecologist	\$22,695	27-464

State Promotional Job Calendar

Applications Accepted To June 16
Oral Exams In June And July

Environmental Conservation		
Title	Salary	Exam No.
Chief Fish And Wildlife Ecologist	G-28	39-048
Supervising Aquatic Biologist (Marine)	G-23	39-078
Supervising Aquatic Biologist	G-23	39-079
Supervising Wildlife Biologist	G-23	39-080
Principal Aquatic Biologist	G-25	39-090
Principal Fish And Wildlife Biologist	G-25	39-091
Principal Wildlife Biologist	G-25	39-092
Principal Aquatic Biologist (Marine)	G-25	39-093
Chief Wildlife Biologist	G-28	39-094

Health Dept.

Assistant Director of Health Dept. Fiscal Management (Apply until June 2)	G-27	39-081
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Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York, 14202.

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

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CANDIDATES FOR STATEWIDE PRESIDENT OF CSEA



THEODORE C. WENZL

Leadership and experience! That's the name of the game and it's why the membership of CSEA has returned Theodore Wenzl to four consecutive terms as president of the largest independent public employee union in the nation.

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

An examination of the Wenzl record of performance shows that from 1968 to 1974, state employees gained basic wage increases of 44½ percent. When various minimums, reallocations and increments are included, that average shoots up to 57.1 percent for tens of thousands of



THEODORE C. WENZL

workers. Improvements in pensions, guaranteed death benefit increases and better health plan coverage are other hallmarks of an intense, aggressive leader.

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

For state employees and county chapters and units, Wenzl has provided the leadership that has whipped almost every giant outside union that has tried to take

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

Like any good general, Wenzl knows he cannot fight this coming union challenge without troops and one of the highest qualities of leadership is the ability to pick good lieutenants and good troops to fight the enemy. He has them both in his fellow officers and a loyal CSEA membership. That's a major reason why he seeks your continued support in his bid to be retained in office.

Research shows that he has been a chapter officer for many years, a member of the statewide Board of Directors, statewide Treasurer and, later, First Vice-President. He has served as

either chairman or as member of CSEA committees far too numerous to mention here.

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

Ted has managed to keep State Authority benefits in line with state workers; provided state and local government groups with their own workshops and, in general, brought a unanimity and cohesion to CSEA unknown in its previous history.

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

ETHEL ROSS

I believe I am the only clear choice to provide a new direction of CSEA.

As an attorney, I have the training and experience to give CSEA the leadership it needs to make it a great union.

I promise a tough, fair and honest administration.

I will fight for mandatory cost of living increases, pension protection, job security, career ladders, agency shop, and meaningful contracts.

My record proves I can accomplish these objectives. As representative of non-judicial personnel I initiated grievances which brought substantial salary increases to a large portion of the State's court employees.

I am tired of public employees being treated as second class citizens. Too many of the public are uninformed about the fine services our members perform.

No one who has ever visited our mental hospitals, as I have during the course of this campaign, and seen the services our members render, could ever say our members are underworked and overpaid. Yet our legitimate objectives meet resistance because the incumbent administration has failed to let the public know what invaluable services our members perform. I will institute a comprehensive and continuous public relations program to direct attention to the value and importance of the services performed by our membership.

With over 200,000 members, CSEA can no longer afford to be run inefficiently. We must bring modern management techniques to 33 Elk Street. We must computerize statewide grievance information to make immediately available all similar precedents, thereby avoiding incredible du-



ETHEL ROSS

plication of effort and expense. I would require frequent print out of the status of every grievance to assure they are being followed.

I will establish a legislative action program to set goals for the betterment of our membership and suggest ways in which each member can help to accomplish them. It is incredible that a union with our membership should have so little clout.

I will establish long range objectives to benefit our members, and affirmatively move to accomplish them not only at the bargaining table, but through test cases in the courts, legislative action, and constructive public relations.

I believe in CSEA. I believe the strength of our union lies in its membership. For too long the incumbent administration has been aloof from and out of touch with

our members. I know that our members are experts in their own fields. I intend to use that expertise in dealing with the problems which face us.

I am a member of the State Executive Committee, the Board of Directors, the Charter Committee, the Legal Committee, the Executive Committee of the New York City chapter, and head the Judiciary Bargaining Committee. I am a graduate of Brooklyn Law School, attended NYU Graduate School of Law, and serve on the American Bar Association's Section of Labor Law, Committee on State Law and Public Employee Bargaining.

We have had enough of half fellows well met. What we need now is strong leadership for a new direction for CSEA. I seek your support to give our union that direction.

THOMAS H. McDONOUGH

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

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

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

leadership during these troubled times.

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

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

He has never forgotten the people who elected him to high

offices in the state or his region (where he served two terms as first vice-president) or his home chapter, Motor Vehicles (where he is completing his fifteenth year as president).

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

One of his opponents in this election bases his campaign on experience—but Tom McDonough says that there is a need for change!

Another of his opponents bases her campaign on promises—but Tom McDonough says the Association presidency is too important to risk on a person whose



THOMAS H. McDONOUGH

highest position in CSEA has been one term as a departmental representative.

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

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