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 announced this week that some 5,000 state department employees will be required to fill out some 5,000 forms and provide personal information.

CSEA's Department of Labor committee has already solicited the State Department of Labor employees for personal information.

CSEA Representing Amsterdam Workers

The Amsterdam facility, a unit of the New York State Environmental Facilities Corp., recognized CSEA last month.

The Amsterdam facility, a unit of the New York State Environmental Facilities Corp., has been recognized as exclusive bargaining agent for a unit of employees.

Ballots In The Mail

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

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 the State Executive Committee positions for state employees only, depending on which department.

Consequently, each employee will have the option of voting for one to 15 candidates. For example, a county employee in the Western Region can vote for 16 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 two University representatives to the State Executive Committee.

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, but these titles exist only in those regions. Also, there is provision for six names to be written in for the State Executive Committee: even though the most executive committee candidates that anyone can vote for is four (for University, Transportation and New York City Regional 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-in, if any.

If ballots are not received in the mail by June 23, members may obtain a request for a replacement ballot from their chapter president.

Regular ballots must be returned to the outside agency handling the elections by 6 p.m. on June 30, 1976.

Replacement ballots must be received by the outside agency by 6 p.m. on June 30, 1976.

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)

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 employees let go. Budget Director Peter C. Goldmark said that additional firings and program cutbacks in other departmental services are anticipated in 16 other departments.

Included in the 410 firings are 48 terminations in Parks and Recreation and seven more terminations in Agriculture and Markets that the previously announced 388.

The firings, said Administration sources, are intended to save about $223 million in this year's state budget.

Some state workers received their pink slips last week.

Recalling to the Goldmark announcement, Assembly Minority Leader Perry B. Duryea (S-Mon- tauk) said it was the beginning of a series of cruel slammings that will ultimately affect the jobs of hundreds of people.

(Continued on Page 1)
**Blast Rockland Legislature About Contract Rejection**

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

Patya Spicci, president of the CSERA 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 an increase for 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 recognition would not make up for the 15 percent net loss in purchasing power the employees have suffered over the past three years.

The CSERA contract, which expired Jan. 1, was based 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 get the public to 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 may 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 $15 million county building and a $17 million county park.

"How can the county justify such 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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**Sea Rise**

**Nephtune Avenue and W. 36th St. Brooklyn, New York 11224**

Department Store Hours

Mon.—Fri. 10 A.M. to 9 P.M.
Sat. 10 A.M. to 6 P.M.
Sun. 11 A.M. to 6 P.M.

**321/46-0707**

**Immediate and Future Occupancy**

Applications now being accepted for tenant selection.

**Summed and Revised by N.Y.C. U.D.C.**
DO T, Correctional Services Bear Brunt

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

The 10 CSEA members who supplied information for food stamp applications are: Ed Koch, Les Ackerman, Bob Mesich, Roy Daves, Bill Bums, Evng Holsipple, William Thornburgh, Bill Will and Clayton Shaffer.

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

Late last month, William L. McGowan, chapter president of 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 de- clared 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 amount is public employees at all levels."

The Western Region chief said he was 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. Mc Gowan told the union members.

White Plains—After months of negotiation, the Harrison School unit, Civil Service Employees Assn., acceded the Governor of "hiding money." He cited recurring reports from Republican legislators that the Governor's reported $500 million budget gap does not exist.

The Assembly minority leader said the state government is part of "the near desperation and hysterics of Governor Carey in an attempt to force the Legislature into the passage of a clearly unneeded tax program."

Mr. McGowan, Chapters 142, 306, responding, says "We are not In the get-rich-quick 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 "looking over again" for additional cuts if "additional revenues are not provided."

(Continued from Page 1)
## Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Actuary</td>
<td>$10,714</td>
<td>20-556</td>
</tr>
<tr>
<td>Assistant Clinical Physician</td>
<td>$27,942</td>
<td>20-413</td>
</tr>
<tr>
<td>Associate Actuary (Life)</td>
<td>$18,369</td>
<td>20-520</td>
</tr>
<tr>
<td>Supervising Actuary (Life)</td>
<td>$26,362</td>
<td>20-522</td>
</tr>
<tr>
<td>Principal Actuary (Life)</td>
<td>$27,030</td>
<td>20-521</td>
</tr>
<tr>
<td>Associate Actuary (Casualty)</td>
<td>$18,369</td>
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<tr>
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<tr>
<td>Senior Actuary (Life)</td>
<td>$14,142</td>
<td>20-519</td>
</tr>
<tr>
<td>Clinical Physician</td>
<td>$27,942</td>
<td>20-414</td>
</tr>
<tr>
<td>Clinical Pharmacist</td>
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<td>Compensation Examining Physician</td>
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<tr>
<td>Dental Hygienist</td>
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<tr>
<td>Dietitian</td>
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<td>Telecommunications Technician</td>
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<tr>
<td>Food Service Worker</td>
<td>$5,827</td>
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<tr>
<td>Hearing Reporter</td>
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<tr>
<td>Histology Technician</td>
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<td>20-210</td>
</tr>
<tr>
<td>Hospital Administration Intern</td>
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<td>Assistant Hydraulic Engineer</td>
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<td>Senior Hydraulic Engineer</td>
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<td>Industrial Foreman</td>
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<tr>
<td>Laboratory Technician</td>
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<td>20-121</td>
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<tr>
<td>Public Librarians</td>
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<tr>
<td>Licensed Practical Nurses</td>
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<tr>
<td>Maintenance Man</td>
<td>$7,616</td>
<td>varies</td>
</tr>
<tr>
<td>(Mechanic-Statewide except Albany)</td>
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<tr>
<td>Medical Specialist</td>
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<td>Medical Specialist II (Ed. Certified)</td>
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<tr>
<td>Mental Hygiene Asst. Therapy Aide</td>
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</tr>
<tr>
<td>Mental Hygiene Therapy Aide (TBI)</td>
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<tr>
<td>Motor Equipment Repairman</td>
<td>$8,946</td>
<td>20-566</td>
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<tr>
<td>(Statewide except Albany)</td>
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<tr>
<td>Nurse II (Psychiatric)</td>
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<tr>
<td>Nurse II (Rehabilitation)</td>
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<tr>
<td>Occupational Therapist</td>
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<tr>
<td>Senior Occupational Therapist</td>
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<td>20-551</td>
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<tr>
<td>Offset Printing Machine Operator</td>
<td>$6,450</td>
<td>20-402</td>
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<tr>
<td>Pharmacist</td>
<td>$12,670</td>
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<tr>
<td>Senior Pharmacist</td>
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<tr>
<td>Physicist</td>
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<td>20-177</td>
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<tr>
<td>Senior Physicist</td>
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<td>20-551</td>
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<tr>
<td>Principal Actuary (Casually)</td>
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<tr>
<td>Psychiatrist I</td>
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<tr>
<td>Psychiatrist II (Board Eligible)</td>
<td>$35,373</td>
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<tr>
<td>Psychiatrist II (Board Certified)</td>
<td>$35,373</td>
<td>20-391</td>
</tr>
<tr>
<td>Radiology Technologist</td>
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<tr>
<td>Radiology Technologist (T.B. Service)</td>
<td>($8,079-$7,979)</td>
<td>20-334</td>
</tr>
<tr>
<td>Senior Medical Records Librarian</td>
<td>$11,337</td>
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</tr>
<tr>
<td>Senior Radiation Therapist</td>
<td>$11,337</td>
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<tr>
<td>Senior Recreation Therapist</td>
<td>$12,670</td>
<td>20-203</td>
</tr>
<tr>
<td>Asst. Sanitary Engineer</td>
<td>$11,337</td>
<td>20-123</td>
</tr>
<tr>
<td>Senior Sanitary Engineer</td>
<td>$17,429</td>
<td>20-123</td>
</tr>
<tr>
<td>Specialists in Education</td>
<td>($16,358-$22,692)</td>
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<tr>
<td>Speech &amp; Hearing Therapist</td>
<td>$11,337</td>
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</tr>
<tr>
<td>Sr. Speech and Hearing Therapist</td>
<td>$12,670</td>
<td>20-127</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$9,546</td>
<td>20-100</td>
</tr>
<tr>
<td>Senior Stationary Engineer</td>
<td>$10,714</td>
<td>20-101</td>
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<tr>
<td>Steam Fireman</td>
<td>$7,616</td>
<td>20-303</td>
</tr>
<tr>
<td>Stenographer-Typist</td>
<td>$varies</td>
<td>varies</td>
</tr>
<tr>
<td>Varsity Operator</td>
<td>$6,811</td>
<td>20-307</td>
</tr>
</tbody>
</table>

Additional information on required qualifications and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany, New York 12226. Applicants can file in person at Two World Trade Center, New York, N.Y. 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. Of 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)

**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 Commissioners 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 basics and my stand. You will always know what I propose we should do. I will not go contrary to delegations wishes at any time, under any circumstances.

**JULIA DUFFY**

Wherever she has been employed in New York State for the past 20 years, Julia B. (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 Park chapter.

Ms. Duffy was chairman of the Pilgrim State Psychiatric Center’s Membership Committee in 1948-50 and assumed the Presidency of the chapter in 1949, an office which she held until 1951. She resumed the Presidency of the chapter in 1949 and has held the office since then. From 1950 to 1965, Ms. Duffy was first vice-president of the Long Island Conference (now region).

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 10 years and now Mental Hygiene Employees Assn. representative. I am also chairman of the Kings Park chapter Grievance Board.

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.

### JOE KEPPLER

I am Editor of Pilgrim chapter’s newsletter, “Pilgrim Report.” In this capacity I have continually worked with those who are demanding career ladders that are meaningful and well over due grade 11A, 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, if elected, will continue this uphill struggle for the benefit of every member.

### Bertram Holmes

I am Editor of Pilgrim chapter’s newsletter, “Pilgrim Report.” In this capacity I have continually worked with those who are demanding career ladders that are meaningful and well over due grade 11A, besides reporting news in a straightforward and unbiased manner as Editor and running for chapter president.

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### Joe Keppler

I am Editor of Pilgrim chapter’s newsletter, “Pilgrim Report.” In this capacity I have continually worked with those who are demanding career ladders that are meaningful and well over due grade 11A, 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, if elected, will continue this uphill struggle for the benefit of every member.
Candidates For CSEA State Executive Committee

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 Baxter Job action, he was one of only two chapter presidents singled out to be fined along with top statewide 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, fringes 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 CSEA:
Chapter — Present: Constitution and By-Laws Committee (Chairman), Budget Committee (Chairman), Elected Delegate (3 years), Shop Steward’s Committee, Past: First Vice-President (3 years), Treasurer (6 years), Social Comm. (Chairman), Budget Comm. (Chairman), Laws Committee, Membership and Legislative Committee, Grievance Committee.
Region — Present: Constitution and By-Laws Committee (Chairman), Past: Audit and Budget Committee (Chairman) 4 years, Legislative Committee member (2 years).
State — Present: Delegate from Chapter to State Association Conventions, Meetings, Special Meetings, etc., for 10 years. Past: Revisions Committee member (8 years), Bailor County Watcher.

FLORENCE MURPHY
I am seeking the office of 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; Registered Nurse for the past three years; a CSEA union member in good standing for the past 17 years.
Present Offices: CSEA-Dele-
Battle Of Ballot

THE $800,000 members of the Civil Service Employees Asso- 

ciation will be electing officers and regional officers (six or seven for each of the six regions) in the world for the next two years.

At stake will be the officers elected by a statewide vote, regional officers (six or seven for each of the six regions) and representatives for the union's State Executive Committee (which combined with the State Board of Examiners is the union's governing Board of Directors). In addition, during this time, most of the individual chapters/localities 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. For others, experience will be the determining factor, since they do not believe the problem at this time is too serious to be addressed by any new generation.

Many people will be voting the "guess" about whether the incumbents will be 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

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- fueled 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 requires second passage before going to the legislature.

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 to be sailed 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 the 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 hospitals and other institutions which are comparatively to just one maintained by Chicago. In addition the City operates a far-flung network of public facilities, including schools, hospitals, parks, libraries, museums, zoos, botanical gardens and other resources to all who choose to enjoy irrespective of their residence.

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

Beginning, some enterprise, the beginning of the end started just ten years ago, when Mayor Beame, backed by the Legislature, established the City's first "centralized facility" to balance the City budget. Every year since then, the City budget has been cut in an effort to provide the Major. The leader of the Senate Warren M. Anderson has described as "immoral, a violation of the public confidence which the people of the city had in their elected leaders." The State's economy has been on the downgrade for many years. During the past five years, the City has lost some 400,000 jobs in the private sector, contrasted with the loss of jobs by 6 percent for the nation as a whole. As a result, a smaller number of persons make a living in public health agencies and other forms of public assistance.

Long-Term Trend

Yet there has been an immediate fiscal crisis for the City that was not the long-term downturn in the City's economy. The embattled oil and the sharp increases in oil prices imposed by the oil producing nations has had a disastrous impact on the economy. Mayor Beame has said that the City could no more control the impact of the oil price increases than the American automobile manufacturers can of gasoline prices. Thus the Beame Administration has been forced to work with the Legislature to balance the City budget.

The City's economy has been on the downgrade for many years. During the past five years, the City has lost some 400,000 jobs in the private sector, contrasted with the loss of jobs by 6 percent for the nation as a whole. As a result, a smaller number of persons make a living in public health agencies and other forms of public assistance.

(Continued from Page 1)

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 purpose if fairly and reasonably possible. The statute provides in part that: "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 purpose if fairly and reasonably possible. The statute provides in part that: "Statutes should be so construed as to carry out the desired purpose if fairly and reasonably possible; statutes should be liberally construed so as to accomplish the desired purpose if fairly and reasonably possible. The statute provides in part that: "Statutes should be so construed as to carry out the desired purpose if fairly and reasonably possible; statutes should be liberally construed so as to accomplish the desired purpose if fairly and reasonably possible. The statute provides in part that: "Statutes should be so construed as to carry out the desired purpose if fairly and reasonably possible; statutes should be liberally construed so as to accomplish the desired purpose if fairly and reasonably possible. The statute provides in part that: "Statutes should be so construed as to carry out the desired purpose if fairly and reasonably possible; statutes should be liberally construed so as to accomplish the desired purpose 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 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 purpose if fairly and reasonably possible. The statute provides in part that: "Statutes should be so construed as to carry out the desired purpose if fairly and reasonably possible; statutes should be liberally construed so as to accomplish the desired purpose if fairly and reasonably possible. The statute provides in part that: "Statutes should be so construed as to carry out the desired purpose if fairly and reasonably possible; statutes should be liberally construed so as to accomplish the desired purpose if fairly and reasonably possible. The statute provides in part that: "Statutes should be so construed as to carry out the desired purpose if fairly and reasonably possible; statutes should be liberally construed so as to accomplish the desired purpose if fairly and reasonably possible. The statute provides in part that: "Statutes should be so construed as to carry out the desired purpose if fairly and reasonably possible; statutes should be liberally construed so as to accomplish the desired purpose if fairly and reasonably possible.
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 DISSERTING 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 sub-section 6 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 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 two months, two escapes were killed and two others injured following an automobile crash. The car was stolen from Goshen Center employee Vincent Slipher who was assaulted by the escapees.

Mr. Lennon had asked Assembly member Jean Amato and Senator Richard Schermerhorn to attend the meeting. Ms. Amato 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 Maun 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 DirectorLeon Herman previously had worked "as stretched to the breaking point.

While there are usually between 80 and 85 boys at the center, there were 186 at the time of the last 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 Mullin, now with the Division for Youth in Albany.

Also present at the meeting were CSEA Region 3 field supervisor Thomas Luposello, field representative Phyllis Amadio and regional CSEA attorney Leonard 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 27-505, paying $19,396 per year; Principal Wildlife Biologist, Exam 27-506, paying $19,396 per year; Principal Fish and Wildlife Biologist, Exam 27-507, paying $22,694 per year; Chief Wildlife Biologist, Exam 27-508, paying $26,161 per year; Chief Aquatic Biologist, Exam 27-509, paying $28,064 per year; Chief Fish and Wildlife Ecologist, Exam 27-510, paying $28,064 per year.

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 27-511, paying $21,545 per year; Coordinator for Postsecondary Research, Information Systems and Institutional Aid, Exam 27-512, paying $20,871 per year; Coordinator for Vocational Rehabilitation Correction Program, Exam 27-513, paying $20,871 per year and 4½ million Volkswagens on the American road today.
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 number 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 1970, I was appointed by Dr. Wemml as a member of the META Negotiating Team. I have also served as Dr. Wemml's representative to the committees studying post-occupied medical records at the Willowbrook Developmental Center. Most recently, I was also asked to be Chairman of the statewide CSEA committee studying field services.

Combining this type of involvement with my experience as a psychiatric attendant, union officer, and social worker, my present position as an education supervisor, lends me to believe that I have the background that qualifies me for the position of Mental Hygiene representative.

JOHN CLARK
(Vote For 1)

JOHN MROCZKOWSKI
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 unison. Towards this end, I shall serve until I'm bidden to another office for consecutive two-year terms. I have served on the CSEA statewide political action and grievance committees.

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 members; keeping chapter presidents and officers up-to-date on all CSEA matters; and developing development.

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

The past three years I have served as President of Chapter 437, 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
(Please 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 NPCs.

You have given me the opportunity to serve CSEA in various capacities on the state and local levels. During this time, I have attempted to work diligently to fulfill the responsibilities that have been entrusted to me. Our union needs good leadership and we 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.

WILLIAM McGowan

CHARLES SMITH
(Please not submitted)

Western Region Officer Candidate
2nd Vice-President

ROBERT (BOB) SMITH
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. Below his write-up are the names of the other candidates in the order they are printed on the ballot.

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

If elected Mental Hygiene representative, I will continue to be vigilant in safeguarding your rights. 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.

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CHARLES SMITH
(Please not submitted)

ROBERT THOMPSON
(Vote for 3)

NICHOLAS PUZZIFERRI
(Vote for 3)

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 Wassiac Developmental Center for 26 years, and involved with CSEA for 26 years. He has been chapter President for Wassiac Developmental Center for 10 years; Mental Hygiene Representative serving Wassiac 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
(Vote for 3)

By Auburn Chapter

McNabb Re-elected
AUBURN — Thomas McNabb has been re-elected as second Vice-President of Region 6.

McNabb, who has served as Region 6 vice-president for the last two years, is a member of the Regional Grievance Committee and a member of the CSEA Executive Committee.

Very active in Region 6 and also in Albany, Mr. McNabb has served two terms on the Board of Mental Hygiene Negotiating Team and also on the State Executive Committee.

The challenge of this office is widespread and we must respond to the needs and problems of the membership if the membership is to support the union. McNabb must also educate the membership in the use of its political influence at both the state and local levels.

McNabb, who is re-elected for this third two-year term as President of the Auburn Civil Service Employees Assoc., was elected to the vice-presidency of the chapter.

CHARLES PERITORE
(Vote for 3)

very active in Region 6 and also in Albany, Mr. Peritore 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.

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CHARLES SMITH
(Please not submitted)

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CHARLES SMITH
(Please not submitted)
Candidates For CSEA State Executive Committee
Mental Hygiene
Syracuse Region 5
(Vote for 3)

ANTHONY COMBIPIANO
Anthony Combipiano — 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 Union, Tony helped organize a functioning 26-member Civil Service unit and negotiated the employees' first bona fide Civil Service contract in 1968 providing for better job security for everyone, from laborers to professional.
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, Helen, a Spanish teacher, and their three children at 11 Grand Ave., 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 truly dedicated to the mental health of our employees in the democratic fashion that we all want.
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 Negotiation Team and am presently a member of the Statewide Special Elections Committee.
I have been employed at Home Development Union for the past 21 years as a social worker. I served in the Army Air Force during W W II and was graduated from Ulster College in 1962. I was one of the organizers and became the first President of the Home State School Employees Credit Union.
I am aware of the problems that have and do face both CSEA and Mental Health employees. While we have seen many changes in recent years, the next two years are going to be critical years if we are to preserve the quality of our union. I feel that my experience qualifies me for this office and my past service proves me ready for the challenge.

DOROTHY MOSES
Dorothy has been employed by State of New York for 28 years and has been active in CSEA for most of that time. She is currently serving her third term as chapter President, after having held several other offices and worked on many chapter committees. She is First Vice-President of the State Union and has been active on Political Action and Public Relations committees, and chaired the Pension Planning committee during her term as Second Vice-President of Region 5.

Syracuse SUNY Springtime Fete
LAKELAND — The spring dinner-dance sponsored by the University of New York at Syracuse chapter, Civil Service Employees Assn., will be held Saturday, May 31, at Raphael's Restaurant, State Route 90, Baldwinsville.
A strict dance dinner will be served from 8 to 9 p.m. and there will be dancing from 9 p.m. until 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. After May 28, tickets will be $12.50 per person thereafter.
Tickets may be obtained from Nick Glandis, Joe Tschida and William Smith. Checks should be made payable to SUNY Syracuse chapter, CSEA.

Syracuse CSEA State Executive Committee Meeting Calendar for Counties' June Syracuse Gathering
SYRACUSE — A meeting of the statewide Non-Teaching School Employees Committee will be among the programs of 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 Monacelli, of Erie County; treasurer; and Joseph C. Crabtree, of Allegany County.

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 chapter. The event was sponsored by the Gowanda chapter alone.

Andrew A. Hirtz
Andrew A. Hirtz, past president of the State University College at Alfred chapter of the Civil Service Employees Assn., died earlier this month in Odessa, Texas, at the age of 75.
Mr. Hirtz was a native of Pennsburg and graduated from the State University College at Alfred, where he earned his bachelor's degree in education and completed post graduate study at Columbia University.
Mr. Hirtz was a native of Pennsburg and graduated from the State University College at Alfred, where he earned his bachelor's degree in education and completed post graduate study at Columbia University.
He joined the faculty at Alfred State College in 1946 and after his retirement in 1967, the SUNY Board of Trustees designated him as an Emeritus Professor.
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 daughter, Elaine Hirtz, a daughter, a son, and five grandchildren.

New Overseas Sales
For the seventh consecutive year, in 1974, the State CSEA Department's division of international commerce generated more than $200 million worth of new overseas sales.
Don't Repeat This!

(Continued from Page 4) 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 J. 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 he has taken on City finances. However, all of these moves keep up 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 9 months of the current bill, 73.5 percent of the Vietnam-era veterans participated in some educational program. This compares to the 69.3 percent who used the benefits during a similar period after World War II.

Counsel Named

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

LEGAL NOTICE

Adherence of Affidants of Limited Partnership filed in New York County Clerk's Office on May 14, 1975. Adherence Name and principal office of partnership is PROMISED TIMES COMPANY, 12 86th St., New York, N.Y. From May 1, 1975 until all capital in the firm is paid. Partnership business is film producers of a certain motion picture entitled "Troubled Times." General Partner is Diane Pictures, Inc. residing at 161 Peachtree St., Atlanta, Ga.; Lloyd Lane Huntington, N.Y., Limited Partner is Thomas J. McFadden, residing at 6 South Court, New York, N.Y., who contributes $16,000.00 cash and an undivided interest in the personal property of the partnership, equal in value to 1/3 of the fraction of his capital interest in the capital contributions of the partners, as his share of capital. Calculation of limited partner shall be reduced to him at such times as the partnership has a cash reserve not less than $5,000.00 after expenditures. Limited Partner may not assign his interest in the partnership to any other person. A total of 415 probation officers are eligible to take the written part of Exam 5001 on May 31, the city personnel department announced.

NOW PLAYING AT A THEATRE NEAR YOU

"THE MOST STYLISH BROADWAY MUSICAL SINCE 'PIPPIN.' A SIGHT TO BEHOLD, SPECTACULAR LOOKING AND SLICKLY DONE."

-CANDIDE AT THE BROADWAY THEATRE

CANDIDE AT THE BROADWAY THEATRE

THEATRE:

ROYALE THEATRE 45th STREET W. OF BROADWAY

Start showing May 10th. Get in now!
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 instances of job displacement and complaints they don't serve the unemployed properly, is used for political purposes or discriminates against public workers and is a disgrace to the taxpayer." Noting that unemployment has hit a new high, McGowan said trade and minorities most, he said "CETA does nothing for them."

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

"We have a market of programmers, fewer than 3 percent of those graduated but once will get a job. It's a total rip-off of the unemployed and those who pay taxes," Mr. McGowan said. "CETA is nothing for the unemployed and those who pay taxes." Noting that unemployment losses were heaviest in the Defense Department (minus 1,553), he said "CETA does nothing for the unemployed and those who pay taxes," Mr. McGowan also cited the program for entry-level positions. "Otherwise the employer is in a no-win situation," he explained, "but CETA makes it possible for your client to get a job while on pay for CETA work while on regular payrolls, or CETA work must be made permanent overtime pay when regular workers are not given preference for overtime work. Those are violations of the law, too," he said.

Mr. McGowan said that because of possible "conflicts of interest," as cited by Mr. Karowe, the 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 prepared for the work," he said.

Mr. McGowan also said that there is need to improve reporting of violations of law and standards. "CSEA employees have hit English to CETA because the program is administered by contractors and so training unions 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," CSEA associate attorney Marjorie Karowe because a contractor is preventing the union's legal department from getting information.

Under the CETA legislation, Ms. Karowe said, the union must give advance notice of every job created and filled.

"Otherwise the employer is in violation of your contract," she said. "I have every right to enter for a correction of the situation," she explained, "but first we need facts, names, dates and places."

She also explained that CETA provides documentation or training in areas experiencing unemployment of 3 percent of those graduated but once will get a job while on pay for CETA work while on regular payrolls, or CETA work must be made permanent overtime pay when regular workers are not given preference for overtime work. The package includes retraining 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 Ellis 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." He also received a similar plaque.

The Civil Service Employees Assn. will hold a dinner-dance at Edgewater Country Club, 7 p.m., Saturday, June 1, as part of the program for the annual Social Services Workshop, sponsored by the CSEA. Ms. Milliron drew high praise from Salvatore Mogavero, chapter president.

"Her words are every bit backed up by the genuine spirit and portrayal of responsibility in the picture for the engraved award," Mr. Mogavero commented. "I offer my congratulations, thank you."

CSEA School Bus Driver Laundered By Buffalo Paper

BUFFALO — Dorothy Milliron, a school bus driver with a three-year period is 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 8 percent in the third year. In the final year of the contract, the employees will also get an additional 4 percent equal to one-half percent for every one percent rise in the cost of living.

The package also includes retirement at half-pay after 30 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. Bob Brench is president of the LaFargeville Central School unit of CSEA, serving also as coordinator of CSEA member school districts in Jefferson County.
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).

He is the name that has been drawn for the top spot as Mental Hygiene representative for Region 2 and for the first vice-president of Region 2.

JAMES GRIPPER

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 negotiated and processed over 2,600 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 increased from 200 to close to 700 members.

Besides being chairman of the South Beach Labor-Management conference, 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 SBCP enabling ward aides and assistants to earn college credits by attending on-ground courses.

Mr. Bucaro has a five-plank platform. It involves protecting job security, the upgrading of career ladders, increasing employee salary, 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 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 Attendees for five years, acting as delegate to the State Convention for six years. She attended various workshops 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 so

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

(Continued on Page 13)
**Candidates For CSEA State Executive Committee**

**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 employees and the theory "innocent 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 committees and has recently been re-elected to the Creedmoor Human Rights committee.

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

**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 Willowbrook.

In September 1973, I was elected First Vice-President of the New York City Region. I am a graduate of the William Hamburgh 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 outdoor basketball court, which is a service for both patients and employees.

I was a member of the Human Rights committee, Patient-Care Charter 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 Committees at Bronx Psychiatric Center.

**SALVATORE BUTERO**

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

Mr. Butero states his candidacy upon a record of experience, service and accomplishment. He has been a member of the Civil Service Employee Association, Inc., for 35 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.

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Scholarships to students in U.S. Forces of the United States, veterans of the Armed Forces of the United States, veterans who went on to the Federal Credit Union, which is another benefit for employees. I also set up an outdoor basketball court, which is a service for both patients and employees.

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CIVIL SERVICE LEADER, Tuesday, May 27, 1975

Candidates For CSEA State Executive Committee

Universities

(Vote For 4)

FRANK GILDER

(maternal 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 we been able to have the support of the college constituents to solve these problems. I propose that the State University Committee do the job it should be doing, and feel qualified to assume the necessary 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 695, 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 Benefit Training Program.

I would appreciate it if you would give me your consideration. Please vote—Your voice must be heard.

DOLORET ZABOS

I have been a New York State employee for over 15 years, and have been involved in CSEA for all of that time. I served first as Secretary and then as Alternate Delegate and Alternate Delegate of the CSEA College at Farmingdale. During that time 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 a Statewide Resolution Committee Chairperson, and have been a member of the State University Committee. I have served on the Statewide Labor and Management Negotiating Team, and on the Ad Hoc Secretarial Committee. For the past year I have served as Chairperson 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 also the insight into the problems and solutions to be so. Because of the wide range of experience that has been the core of my career in the CSEA presidency, in a new campus, I feel confident that I can readily represent all facets of the State University classified employees.

STEVEN ZABOS

I have been at SUNY A & Tech College at Morrisville since 1970 holding the positions of T.A., 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.

ELEANOR KORCHAK

Although she is not employed at one of the giant campuses of SUNY, Eleanor Korchak was elected as a University Representative to the CSEA Board in 1974 because of her reputation as a person strongly dedicated to protecting the rights of the people she represents.

In her position as chair of the Syracuse Regional 5 University Committee and as presi- dent of the Blightham 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 reeks his 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 committees and chairmanships of her chapter's Grievance and Budget committees.

In the chapter, she progressed steadily since 1964 from alternate delegate to delegate to third Vice- president/first vice president to her current position as president. Eleanor Korchak will continue to speak out forcibly 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-

PATRICIA CRANDALL

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

Chairman of John 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 John and State CSEA contractural 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 concern.

In the chapter, she progressed steadily since 1964 from alternate delegate to delegate to third Vice- president/first vice president to her current position as president. Eleanor Korchak will continue to speak out forcibly for SUNY employees if she is re-elected, because she knows about their problems and cares that they should be well-represented.

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Candidates For CSEA State Executive Committee

New York at Buffalo chapter, CSEA, was previously a member of the CSEA board of directors. CSEA's 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. From 1968 to 1972, Mr. Dudek was chairman of the special state university-wide committee.

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

Executive

VOTE FOR 3

EDWARD DUDEN

EXECUTIVE DEPARTMENT

Candidate for the State University System for the past two years and chairman of the Buffalo CSEA local, I personally believe that many issues have been made in the university and our newly organized union.

We have seen many significant changes especially in the attitude of administrative officials, and this attitude is attributed to our contract and university approach to three corrective measures.

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. Mr. Dudek is a leader in the coming years.

As an employee in the University System for the past 14 years, I pledge that I will continue to pursue the establishment of better working conditions for all employees in our union.

I personally cannot achieve this goal without the support of each and every member in the University System. I need your support and you must continue to do your best to achieve better working conditions for all employees in the future.

VOTE FOR 3

GERALD TOOMEY

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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 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 over the last four years, shows that from 1968 to 1974, state employees gained basic wage increases of 441/2 percent. When various minimums, reallocations and increments are included, that averages about 5 1/4 percent for tens of thousands of workers. Improvements in pension, guaranteed death benefit increases and better health coverage are other hallmarks of an intense, aggressive leader.

In the political subdivisions, CSEA negotiated labor contracts on which the Wenzl presidency has produced hundreds of solid contracts, many of which are in jurisdictions that wouldn't even dream of negotiating anything but for the leadership of state local government and authorities employees who make up the strength of the organization through their belief in CSEA.

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