CSEA Candidates For Statewide Office

THEODORE C. WENZL
Candidate for President

Ted Wenzl, who has brought the Civil Service Employees Assn. through four of its most active and stormy years, if reelected, will continue to work full time toward maintaining and strengthening CSEA's position as the largest and most powerful force working for public employees in New York State.

"Progress for the future, personalized service to our members and independence are the key elements if we are to continue along the successful path we've been following," Wenzl said in his bid for a third term. "A successful record of accomplishments is something to look back on with pride, but I don't intend to rest on past achievements. Instead, I will work even more diligently and with renewed vigor, not only to maintain our present position but to strengthen it through increased membership and service.

Wenzl, who assumed the reins of president in 1967, after serving as Statewide treasurer and first vice-president, was immediately confronted with the paradoxical Taylor Law which, on one hand gave public employees, for the first time, the right to negotiate with their employers, and on the other, created enormous and complex legal problems and opened the floodgates to stiffer competition from outside unions. These dual-burden unions which sought to remove CSEA from its prominent position in New York State public employment, suffered crushing defeats in representation elections during years of Wenzl's administration.

Despite numerous court battles and assaults on CSEA's position by opposing labor forces; the Employees Association, under Wenzl, found its greatest success at the bargaining table, negotiating four straight pay increases for members of hard-working career state employees.

"We should not be threatened by an amendment to the Taylor Law which, on the one hand, gives thousands of members and nearly a third of million dollars in wages another union, and on the other hand, forces the CSEA to give up property used.

"We should not have had to resist to strike threats to save the jobs of hard-working career state employees.

"I do not believe that our record qualifies me to serve as your leader in the future," Wenzl adds. "I believe my record qualifies me to serve as your leader in the future, but to strengthen it through increased membership and service."

IRVING FLAUMENBAUM
Candidate for President

Flaumenbaum explains his reasons for seeking the presidency as follows:

"With more than 200,000 members, the Civil Service Employees Assn. is the largest, single labor union in the State of New York. Yet, I do believe that our strength is either being respected properly used.

"We should not have had to resist to strike threats to save the jobs of hard-working career state employees.

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Robert Carr, British Secretary of State for Employment, England and on a par with employee gains in the private sector.

On the other hand, there are differences that must be noted to avoid distortion of the total picture. The wage restraint movement that is so evident in the construction of the series of increases is not identical in this country to what is happening in England due to a number of striking causes that may occur in the United Kingdom.

Strike Patterns

By and large, the vast majority of strikes in England, whether in the public or private sector, involve only a relatively small number of workers and are of short duration, but typically they occur without warning as a means of first resort for resolving causes of a dispute rather than as a last resort.

The major problem in collective bargaining in England arises from a fundamental subtle switch in emphasis from national to local bargaining. Traditionally, terms and conditions of employment and in civil service and in relation to collective bargaining rights are determined at national levels, by a relatively small number of national leaders and are limited in duration since the end of World War II. The bargaining process has become more sensitive at the local levels, reflecting the same kind of growing significance in America and the United States. This symptom has been reflected here by the growing number of settlements approved by union leaders, in both the public and private sectors, that are rejected by the union workers at ratification votes.

Some Similarities

The government of Prime Minister Harold Wilson is preparing an act of Parliament that would guarantee to public and private employees the right to join a union, the right to recognition of a union which is established at national levels, by a relatively small number of national leaders and are of short duration, but typically they occur without warning as a means of first resort for resolving causes of a dispute rather than as a last resort. The major problem in collective bargaining in England arising from a fundamental subtle switch in emphasis from national to local bargaining. Traditionally, terms and conditions of employment and in civil service and in relation to collective bargaining rights are determined at national levels, by a relatively small number of national leaders and are limited in duration since the end of World War II. The bargaining process has become more sensitive at the local levels, reflecting the same kind of growing significance in America and the United States. This symptom has been reflected here by the growing number of settlements approved by union leaders, in both the public and private sectors, that are rejected by the union workers at ratification votes.

Foster Parents Are Special People

- People who care about their family and home life with a foster child are given new opportunity, and people, and we need long term foster homes for children of any ages. Price as well written to The Children's Aid, 12 South 74th St., N.Y. C. 10027. Tel. 680-5040. Ext. 159.

UTICA—An Oneida County chapter member of long standing of state Employees' Asso., S. Irene Push Bates, was recently given a testimonial dinner at her residence during which she was presented with a number of gifts, one of which, presented by Mrs. Bates, was an inscribed picture of a scene in the Adirondacks. The testimonial, which was held in her honor, included tributes delivered by the following: County executive Harry S. Daniels; Attorney Norma Selig; Gladys Roberts of L. C. Childs & Sons; Mrs. Jean Colarusso, CSEA unit representative and Board of Directors member, and Charles T. Williams, former county clerk.

Among the highlights in Mrs. Bates' career were her appointment in 1920 as assistant to the placement officer in the County Agency for Dependent Children, and her initial appointment in 1915 as a Welfare worker. She also held the post of Acting Clerk J. Braxton Puller. The other clerks she served under were Williams, John D. Douglas, J. Blandford Gerown, the Frank M. Delany and Edwin Sussman.

During the war years, she took a leave of absence as a nurse's aide and, in 1949, she embarked on a second career as a licensed practical nurse.

Mr. Bates leaves Oneida city. Post; Served 18 years.

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CIVIL SERVICE LEADER. Tuesday, August 10, 1971.

DON'T REPEAT THIS!

(Continued from Page 1)

employment standards abroad. A third of the total increase in England and on a par with employee gains in the private sector.

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Mr. Bates leaves Oneida city. Post; Served 18 years.
for eight years and a member of the Association's Board of Directors, as Motor Vehicle Dept. representative for four years. As a member of the board, he has served on its Directors' Committee and as chairman of the Special Leader Negotiating Committee.

He has also been a key member of CSEA's Coalition Negotiating Committee, which won the present State employee's contract, is chairman of the Statewide Administrative Unit's negotiating committees, and of the Motor Vehicle Department's negotiating committee.

McDonough has been a member of the Association's Statewide parking committee for six years and served for four years as vice-president of CSEA's Capital District Conference.

A native of Granville, N.Y., and now a resident of Albany, McDonough and his wife, Pauline, have two children and seven grandchildren.

McDonough has said that one of the areas to which he will give much of his attention if elected first vice-president involves the unity of all CSEA's 350,000 plus members. "Events are often outside the control of those not affected, the result being an action that threatens to split the organization.

Stronger lines of communication between directors and the leadership must be created and ideas must be discussed more openly in order to keep CSEA a truly democratic organization," Huber contends.

Huber has served on many committees on the state level, including departmental negotiations, and feels he can continue to lead the leadership to work. "We need to keep CSEA the top labor organization in the State. We earnestly solicit your vote for the office of first vice-president."

He is married and the father of two sons and is active in many social and charitable organizations.

A. VICTOR COSTA
Candidate for 2nd V.P.

A. Victor Costa of Troy has been a member since 1946, employed as a State employee since the Division of Employment and has served on every level of the Unemployment Compensation Board for 22 years, and as its chapter president for four years.

He completed an unprecedented four terms as CSEA president of the Capital District Conference, representing 33,000 State and County employees. He has been a member of the CSEA Board of Directors for 16 years and presently serves as chairman of the Directors' Personnel Committee and also serves on the Membership Credentials Committee.

He also served as chairman of the Association's Charter and Memorial Place Committees.

In January 1971, the newly formed Restructuring CSEA unanimously elected Costa as its chairman.

In 1959, Costa was selected by Governor Rockefeller's Sponsorship Committee as President Adlai A. Stevenson for one year training in Public Administration encompassing the personnel of the State and County governments.

He was elected as the present State employee's contract, the 1969 Public Employee of the Year Award for his participation and achievements on behalf of the Saratoga Performing Arts Center and Albany Salvation Army.

During his years as Statewide CSEA salary committee chairman—more than a dozen occasions—he has been a leader of the organization—some half-billion dollars in wages and other benefits were gained for State workers. He also fought to make every major gain won for State workers be accorded equally to local government workers.

Benedict remains an innovator for CSEA. He seeks re-election as second vice-president in order to continue: (1) to push for the post of shop steward for institutions and other job sites; (2) to improve services to members; (3) to fight for the same half-pension for 20 years service.

In Albany, New York.

He is deeply concerned about the safety of State employees who will be asked to work in new high rise office buildings that may be "fire traps" and will demand all possible assurances of protection for these workers before they are assigned to buildings such as the World Trade Center, in New York City, and the South Mall, in Albany, New York.

Other committees Benedect has served on include negotiations, pensions, insurance and employee communication. His present program is that CSEA demand in its coming negotiations the permanent employee's right to job security and seniority. This, he claims, will avoid another near catastrophic period of employee tensions in CSEA and State relationships.

He also advocates that CSEA should, under all conditions, pursue its purpose of the Mental Hygiene Assn. and assist it where possible.

In defense of State, County and School District problems, brought out by his Committee to Restructure CSEA, will emphasize the need to hold the position of 3rd vice-president of CSEA in a new era of public employee and government relations.

RICHARD A. TARMY
Candidate for 3rd V.P.

Richard A. Tarmey, a native of Amsterdam, New York, is a veteran. He completed high school in the Montgomery County Department of Social Services in Amsterdam, New York. He is a graduate of St. John's College, Loudonville, and is a veteran of World War II with three years overseas duty.

He has been employed for the past 33 years as a resource counselor. Currently, he is a social worker having qualified in December 1969. He has served as 3rd vice-president of CSEA.

Tarmey was appointed state-wide chairman of Political Action Committee. He has served as chairman of the directors' charter committee. He is presently a member of the personnel committee, the Ad Hoc Committee on Separation of Services within the Social Services Department. He is a member of the site committee.

He is a Knight of Columbus of Council No. 296, Knights of Columbus in Amsterdam, New York. He is an advisory State chairman for youth in the Knights of Columbus.

Tarmey is a former trustee of School District 11, Town of Amsterdam. He is a member of the Parish Council in St. Mary's Parish, Amsterdam, New York.

He presently resides with his wife and two children at 143 Bunol Road, Amsterdam.

LOUIS P. COLBY
Candidate for 3rd V.P.

Louis P. (Duke) Colby is a graduate of Mount St. Mary's High School and Colby College in Maine. He has been president of the Montgomery County State Park chapter, CSEA for the past 10 years and has been a member of the Board of Directors, representing the State Insurance Dept., is president of the New York City chapter and has been a president of the Metropolitan Conference. He holds the position, position through competitive nominations. Among the many awards that he has received is the "Civil Service Award for Brotherhood."

Sol Benidt desires to continue in the role of second vice-president to keep up his battle on behalf of all public employees for a better life and he asks for your vote.

CSEA Candidates For Statewide Office

THOMAS H. MC DONOUGH
Candidate for 1st V.P.

Thomas H. McDonough, an employee of the NYS Department of Motor Vehicles, has been an active CSEA member throughout his career in State service, as employee of the NYS Department of Labor, within the Association's Albany Motor Vehicle chapter.

Directors, as Motor Vehicle Dept. President, the present State employees' negotiating committee, which won the present State employee's contract, the 1969 Public Employee of the Year Award for his participation and achievements on behalf of the Saratoga Performing Arts Center and Albany Salvation Army.

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Red Carpet For College Grads Put Out By Federal Government

With the huge number of college graduates from both liberal arts and technical programs now entering the job market, many will find virtual deadends in seeking employment.

Civil service, particularly in the Federal arena, continues to hold strong appeal in the private sector.

While the State and City have laid off thousands of employees, the U.S. Government is still in the position of hiring.

Approximately 100 job titles exist for college grads specifically. The Leader recently learned. Locations are mainly within New York City but all fall within the region covered by the U.S. Civil Service Commission’s New York Area Office.

Some jobs listed below are open to applicants of any major whereas others insist on a specific field of concentration. Be sure to call or visit the Federal Job Information Center (312-284-9432) for group details on how to apply. The Center’s address is 26 Federal Plaza. Interviews will be offered from 9 a.m. - 5 p.m. on weekdays and 9 a.m. - 12 noon on Saturdays.

An index to job titles on the basis of college major follows:

Any College Major
Administrative assistant; accountant; auto mechanic; bank examiner; budget examiner; claims examiner; computer systems analyst; customs inspector; customs port inspector; employee relations specialist; immigration patrol inspector; import specialist; industrial specialist; intelligence specialist; intergroup relations program specialist; investigator; management analyst; medical examiner; record control agent; personnel officer and personnel specialist; revenue officer; safety officer; social insurance representative; writer and editor.

Accounting
Accountant and auditor; alcoholic and tobacco tax inspector; contract negotiator; educational institution examiner; internal revenue agent; inventory manager; printing and publications officer; purchasing officer; special agent, internal revenue service; supply officer; tax technician; traffic manager and traffic management specialist.

Actuarial Science
Actuary.

Agriculture or Agricultural Sciences
Agricultural management specialist; agronomist; animal husbandry specialist; entomologist; food and drug inspector; manual arts therapist; statistician.

Anthropology
Anthropologist.

Archaeology
Archaeologist (archaeologist).

Architecture
Architect, realty officer.

Astronomy
Astronomer; cartographer; geodesist.

Bacteriology
Food and drug inspector; medical technologist; microbiologist.

Biology or Biological Sciences
Biologist; entomologist; food and drug inspector; food technologist; medical technologist; microbiologist; oceanographer; zoologist.

Botany
Entomologist; park naturalist.

Business Administration
Business analyst; contracts negotiator; industrial labor relations specialist; inventory manager; printing and publications officer; purchasing officer; quality control specialist; realty officer; statistical specialist; internal revenue service; supply officer; tax technician; traffic manager and traffic management.

(Continued on Page 5)

Index Lists Majors

The People Of New York City
Who Never Finished

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OUR 74th YEAR

THE RIGHT TOUCH — Civil Service Employees Assn. State first vice-president Irving Flammhaffus, left, taps the hand of State Sen. John E. Flynn (R-Westchester) during a debate in Senate Chamber meeting while Joseph Dolan, CSERA director of local government affairs, looks on. Sen. Flynn is chairman of Senate Civil Service Committee.

Four Chapter Constitutions Approved

ALBANY — Constitutions for four new chapters of the Civil Service Employees Assn. were approved by the CSERA ad.Cp. Board of Directors on recommendation by the directors' charter committee last week.

New constitutions were approved for CSERA chapters at State University College at Purchase; Potsdam College Food Service; Ithaca Psychiatric Hospital; and CSEA Faculty Student Assn.

Without Medical Examination

CSEA Group Life Plan Offers Conversion Of Insurance Until Sept. 1

ALBANY — The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid up values, without medical examination. The deadline for this offer is Sept. 1, 1971. The offer provides that any actively employed insured member of the group life insurance plan who has attained the age of 50 on or after Jan. 1, 1970, or whose 50th or 60th birthday is during 1971, may convert $1,000 or $2,000 of such insurance to be made directly by the individual to the Travelers Insurance Company.
Federal Government Has Jobs For College Grads

(Continued from Page 4)
ment specialist.
Cartography
Cartographer.
Chemistry
Chemist; equipment specialist; food and drug inspector; food technologist; medical technologist; microbiologist; oceanographer; physicist; quality control specialist.

Commercial Art
Illustrator; printing and publications officer.

Dietetics
Dietitian.

Dramatic Arts
Recreation specialist.

Economics
Archivist; business specialist; contract negotiator; economist; historian; industrial labor relations specialist; inventory manager; printing and publications officer; special agent, internal revenue service; tax technician; traffic manager and traffic management specialist.

Education
Educational consultation; education therapist; recreation specialist; special agent, internal revenue service; statistician.

Engineering
Cartographer; contract negotiator; elecronc technologist; engineer; geodesist; hydrologist; inventory manager; oceanographer; quality control specialist; realtor; statistician.

English
Printing and publications officer.

Entomology
Entomologist.

Finance
Business analyst; realty officer; special agent, internal revenue service; tax technician; traffic manager and traffic management specialist.

Fine Arts
Illustrator; recreation specialist.

Fish and Game Management
Park ranger.

Food Technology
Food and drug inspector.

Forestry
Cartographer; forester; park naturalist; park ranger; realtor.

Geodesy
Cartographer; geologist.

Geography
Cartographer.

Geology
Cartographer; geologist; geophysicist; oceanographer; park naturalist; park ranger.

International Law or International Relations
Business analyst; historian.

Journalism
Printing and publications officer; recreation specialist.

Landscape Architecture or Design
Landscape architect.

Law
Adjudicator; attorney; business analyst; contract negotiator; criminal investigator; estate tax examiner; Immigration Inspector; inventory manager; purchasing officer; realty officer; special agent, internal revenue service; tax technician.

Library Science
Librarian.

Manual Arts Therapy
Manual arts therapist.

Marketing
Inventory manager.

Mathematics
Actuary; auditor; cartographer; equipment specialist; mathematician; oceanographer; pharmacist.

Geophysics
Geologist; geophysicist; physicist.

History
Archivist; business analyst; historian.

Hospital Administration
Hospital administrator.

Hydrology
Hydrologist.

Industrial Arts
Manual arts therapist; recreation specialist.

Industrial Education
Manual arts therapist, recreation specialist.

Industrial Management
Contract negotiator; industrial labor relations specialist; inventory manager; quality control specialist; realtor; statistician.

Industrial Arts Education
Manual arts therapist, recreation specialist.

Industrial Management Education
Contract negotiator; industrial labor relations specialist; inventory manager; quality control specialist; statistician.

Labor Officeman
Statistics; labor relations specialist; inventory manager; quality control specialist; realtor; statistician.

Computer
Cartographer; computer technician; engineer; geodesist; hydrologist; inventory manager; oceanographer; quality control specialist; realtor; statistician.

Medical Illustration
Illustrator.

Medical Record Library Science
Medical record librarian.

Medical Technology
Medical technologist.

Metallurgy
Metallurgist; quality control specialist.

Meteorology
Cartographer; meteorologist; oceanographer.

Microbiology
Microbiologist.

Music
Musician.

Nurse.

Occupational Therapy
Occupational therapist.

Osteopath
Osteopath.

Pharmacy
Criminal investigator; food and drug inspector; pharmacist.

Physical Education
Corrective therapist; recreation specialist.

Physical Sciences
Statistician.

Physical Therapy
Physical therapist.

Physics
Alcohol and tobacco tax inspector; cartographer; equipment specialist; food and drug inspector; food technologist; geodesist; geophysicist; oceanographer; physicist; quality control specialist.

Psychology
Psychologist.

Police Administration
Criminal investigator; special agent, internal revenue service.

Political Science
Archivist; business analyst; historian.

Psychology
Psychologist.

Public Administration
Archivist; auditor; recreation specialist.

Radio and Television Management
Recreation specialist.

Social Welfare
Social worker.

Sociology
Archivist; recreation specialist; social worker.

Speech
Recreation specialist; speech pathologist and audiologist.

Statistics
Econometrician; historian; inventory manager; traffic manager and traffic management specialist.

Technology or Technical Curriculum
Quality control specialist.

Transportation
Traffic manager and traffic management specialist.

Veterinary Medicine
Veterinarian.

Zoology
Zoologist; food and drug inspector; medical technologist; park naturalist; park ranger; physicist; statistician.

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An Important Victory

We believe the very soul of the Merit System in State civil service has been preserved—for the time being, at least—by a decision recently handed down by the New York Supreme Court. Justice John L. Larkin who recently ruled against a program of the State Civil Service Department which would give certain ethnic minority groups preference in job appointments.

No mention was made of the other program which was, as the Civil Service Department, as Justice Larkin noted, overstepped its "statutory authority."

There were a goodly number of things wrong with the program. First of all, it was basically an attempt to bring Blacks and Puerto Ricans directly into the management of government affairs through special considerations, it discriminated against persons of the same ethnic background who had more seniority than white service breaks.

One of the qualifications was a so-called "recognizable identification" with the particular jobs being offered. Here, as it was observed, a reverse implication is indicated—that the same person who is disqualified for the proposed job for a public employee job because he did not have a so-called recognizable identification.

Most important to us, however, is that the program breaks the Civil Service Law by making it impossible for the Civil Service Department to fill the mandate of hiring and promoting through merit and examination. Once an exception is made, the door is open for breaking up the Merit System entirely and returning us back to the days of patronage breaks.

Attorneys for the Civil Service Employees Assn., who argued the case, are to be applauded for the lucidity of their argument. They did a fine job. They hope that, should the decision be appealed, Justice Larkin's wise ruling will be sustained.

Social Security Questions & Answers

Q. If I decide to work for another year or two beyond my 65th birthday must I wait until I stop work to be eligible for Medicare coverage?

A. No. You become eligible for Medicare as soon as you become 65, whether or not you are still working.

But to make sure your full Medicare protection begins the month you reach 65, you should check with your social security office 3 months before your 65th birthday.

Q. Does Medicare's medical insurance help pay for services only when I'm in a hospital?

A. No. Medical Insurance will help pay for authorized medical services of doctors no matter where they are received—hospital, office, home, or elsewhere. This includes dental services for which Medicare will help pay include serious diagnosis services; X-ray or other radiation treatments; surgical dressings, splotes, braces, and the use of a wheelchair, hospital bed or similar equipment in your home.

Q. I will be 65 next year and have always worked under social security, will I get hospital and medical insurance under Medicare or will I have to buy private health insurance?

A. First, you will have the hospital insurance part of Medicare upon application at 65. This protection is also available for and don't need to duplicate. 11 helps pay for most of the hospital care in a participating hospital and for post-hospital care in an approved "extended care" facility such as a skilled nursing facilities. If your doctor decided you needed skilled medical care after you leave the hospital, you may also be eligible to sign up. If you wish, for Medicare medical insurance, which helps pay doctor bills and other medical costs.

You may not be able to buy private health insurance that equals the coverage of Medicare. Many companies have "after 65" clauses in their policies, which mean they pay only the excess costs Medicare does not cover. These may cover deductibles and other Medicare payments you are responsible for. If you now have private health insurance, your agent can tell you what your policy will cover after 65.

Q. I get VA disability benefits. Do these benefits qualify for social security, too?

A. Yes. If you meet the social security disability requirements, your VA disability payments will have no effect on social security benefits. The disability regulations and requirements for social security are different than the VA disability regulations and requirements for social security benefits.

Q. My husband and I receive a single social security check with both of our names on it. Can we separate our benefits?

A. Yes. Checks for married couples usually are combined to give an administrative advantage and to cut mailing costs. If you'd rather get separate checks, just send a written request, signifying your choice, to the Social Security Administration.
ICEBREAKER INC.
Out For Prospects
Onondaga Reaching

School graduation and two years of office experience. Including typing. A satisfactory equivalent will be considered. Candidates must meet an Aug. 26 deadline to compete on the Sept. 26 qualifying written test. Questions on clerical aptitude and verbal abilities are in the test. At a later date, a practical typists' test will be given, calling for a speed of 40 wpm. Pay scales show the County starts typists at $3,334; Syracuse City, at $3,285. School districts vary in pay. The resulting eligibility list will be used to fill present and future vacancies.

To apply, write: County Department of Personnel, 204 Public Safety Bldg., Syracuse, Requist Bulletin OC-6065."
President Felly was appointed to the Executive Council of his chapter for 20 years, and has served on countless chapter standing and special committees. In 1949, he was elected second vice-president of the Western Conference, and served on the newly created legislative contact committee. This important committee arranged meetings with legislators to bring before them the CSEA Board of Directors, where he was appointed to the following committees by President Felly: Director's Charter, Special Committee to Develop Regional Conference Problems, Educational, Special Committee to Study the Feasibility of Removing the "No Strike Clause" from the CSEA State Constitution, Memorial Plaque, Nominating, Legislative and Executive Committees.

As president of the Capital District Regional Conference for two terms, and then moved up to hold the State office of secretary for six years. He has now filled two terms as a State vice-president. Hazel hopes to be elected to a third term as your 5th vice-president. During her last two terms she has been working to obtain benefits for civil service employees who have retired prior to April 1970. This last term, CSEA membership gave their support and the Capital District Retirees Chapter of CSEA, Inc., was organized and chartered by the Board of Directors.

"When Senator Brydges studied some 27 retirement bills and appointed a special committee to study the retirement system, it was only a ruse to further balance the budget at the cost to retirees, who prior to the advent of Social Security are living on pension incomes less than social welfare benefits," asserts Hazel. While he blatantly permitted unions in private industry to continue the fight for their members, he is still serving in this capacity.

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**CSEA Candidates For Statewide Office**

(Continued from Page 8)

**DOROTHY E. MCCAVISH**

**Candidate for Secretary**

Dorothy MacTavish is just winding up her second term as CSEA Statewide Secretary, a job she has worked very diligently serving the membership in this capacity, but states she has found it to be a most stimulating and gratifying experience. The duties of the office have become very familiar to her, and the fact that her office is only one block away from headquarters in Albany makes it convenient for her to carry out these duties.

She has taken the minutes of all meetings of the Board of Directors, delegates, and chapter presidents, and has furnished headquarters with a rapid and accurate transcript of all these meetings—In most cases, the following day. In addition, she has traveled widely throughout the State, attending meetings and social functions, installing officers, and assuming other duties in her capacity as secretary. She values highly the many friends she has made along the way.

As to her background and experience, she feels that the left to the employment at CSEA Headquarters (1950 through 1986) gave her a valuable insight into the problems of the Association, and enabled her to better fill the office of Secretary. From 1965 to 1985 she was employed in the office of Lt. Gov. Malcolm Wilson as secretary to the Commissioner of the Capital City. Since then, she has been employed as secretarial assistant in the State Court of Claims in Albany, as well as a Westchester County employee.

In the Albany area for more than 20 years. Before becoming a Statewide CSEA secretary, she held many chapter offices including president and vice-president of the Executive Chapter, and served on several statewide committees.

In addition to the above, she is also a member of the Statewide Social Committee.

**JOHN GALLAGHER**

**Candidate for Treasurer**

John Gallagher, an employee of the Thruway in toll finance, seeks re-election for a second term as CSEA Statewide Treasurer.

In the first two-year term, Gallagher has maintained a 100 percent attendance record for all meetings of the Board of Directors, the State executive committee, and for the Ad Hoc Fiscal Affairs Committee and the Audit and Budget Committee, both of which he serves as consultant.

Gallagher served four terms as president of the Enlarged Public Relations Board and as chairman of its legislative committee and negotiating committee. He was a member of the CSEA Thruway negotiating team which negotiated the first contract for Thruway employees.

Gallagher has taken courses in accounting and business management and was employed as office manager, cost accountant, payroll and time expediter prior to coming to work for the Thruway in 1956.

A decorated veteran of World War II, he is a member of the American Legion, and Kiwanis. He also maintains a small business in Mohawk.

Gallagher lives with his wife and daughter in Mohawk and has two other grown-up children.

For the classes for the Safety Officers Training Academy held by the Departments of Mental Hygiene on Staten Island, including all secretarial work involved.

Edna Percoco is a candidate for Statewide Secretary. She has taken the minutes of all meetings of the Board of Directors, delegates, and chapter presidents, and has furnished headquarters with a rapid and accurate transcript of all these meetings.—In most cases, the following day. In addition, she has traveled widely throughout the State, attending meetings and social functions, installing officers, and assuming other duties in her capacity as secretary. She values highly the many friends she has made along the way.

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**LOUIE G. SUNDERHAFT, JR.**

**Candidate for Treasurer**

Louie Sunderhaft has served on the pension committee for 20 years and has been secretary to the State Commission on Mental Hygiene on Staten Island, including all secretarial work involved.

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**BUY U.S. BONDS!**

**Unused Vacation Time To Be Computed On Retirement UNTIL 72**

Persons retiring before April 1, 1972, will be allowed to use accumulated unused vacation time in computing their retirement benefits, according to information received by Randolph V. Jacoby, president of the Metropolitan Conference of the Civil Service Employees Assn.

**By received? For example, should a prospective retiree with a retirement date effective March 31, 1971, not receive his lump sum vacation pay until after April 1, 1972, will such vacation pay not be included in his retirement benefits though he had earned same prior to April 1?**

John S. Mauls, counsel to the Retirement System, replied:

"The Comptroller has requested that I reply to your letter dated July 21, 1971, regarding the provisions of section 431 of the Retirement and Social Security Law. A member of this Retirement System who retires on or before March 31, 1972 will be considered to be in constructive receipt of any payment for accumulated unused vacation time on the effective date of his retirement, even though his employer is unable to compute and forward the amount of this lump sum payment until some time after April 1, 1972."

"Accordingly, no member of this System will be penalized as the result of administrative delays by his employer in processing his final payment. However, a member whose retirement is effective on or after April 1, 1972 will be subject to all of the restrictions set forth in section 431."
Leader Feature

An Ounce Of Prevention Is Worth A Pound Of Care And Diagnosis Gives It

The doctor hesitated for a moment, then told the family how sorry he was and assured them he would do everything possible. He started for the door, turned quietly and said, "If we had only known earlier we might have saved him."

Words like this are said every day as thousands of people of all ages suffer preventable death and unnecessary suffering. Medical science has made enormous progress in developing therapeutic and curative techniques in our every case, however, the effectiveness of these procedures is tied directly to how soon the case is presented to the physician. Unfortunately, on many occasions, the case is not presented until it is too late.

In recognition of this, medical science has shifted much of its emphasis to preventive medicine and specifically to early disease detection. As early as 1940 the American Medical Association encouraged this and stressed the particular value of periodic health examinations by stating that through the employment of a medical history, physical examination and laboratory tests, the major diseases which afflict the population could be uncovered early. Dr. Robert, eisenberg, Assistant Secretary of Health, Education and Welfare, put it this way: "The more we can go upstream and make a diagnosis early in a disease, the more we'll keep a healthy population and the more we'll bring the cost of health care down."

With this thinking as keynote, government and private sources initiated massive programs to develop techniques for uncovering pathologies during early symptomatic stages. Emphasis was concentrated on the principal cause them that he had done early in heart and circulatory system, cancer, lung diseases and diabetes. These efforts produced enormous returns. New medical techniques and test procedures were designed, tested and made operational.

The next major problem was finding a way to make this technology available to the public. Individual physicians could rarely afford the cost of the equipment and were hard pressed for sufficient time to run routine data-gathering tests. Those that could be forced to set fees well above the reach of most of the population. What was needed was a way to organise these tests into a comprehensive examination system that would be affordable and attractive to patients and that would provide data to physicians in a clear and acceptable manner.

Government and private sources have been working in this area for the past 25 years. Systems have now been developed, checked and proved. It is estimated that 3 million people have already had diagnostic evaluations at these centers and that countless lives have already been saved.

The Kaiser Multi-test Center, Metropolitan Diagnostic Institute and Mayo Clinic were pioneers in this field and are perhaps the fore-runners of their kind in the country today. Kaiser is the largest service on the West Coast, Mayo in the Midwest and Metropolitan Diagnostic in the East.

These organizations have dedicated themselves principally to early disease detection through annual health examinations. Typically, a patient receives a battery of tests administered by trained technicians, a physical examination by a specialist in internal medicine and a consultation by a staff diagnostican. Results are sent to the patient in report form and permanent copy is maintained in the testing center's data bank for year-to-year trend comparison.

The value of these examinations is dramatically demonstrated by the findings published by those organizations. Metropolitan Diagnostic reports that one in every five adults is found to have a significant abnormality requiring treatment to avert serious disease. Kaiser, in a study of 40,000 supposedly normal individuals, found 24 percent to have abnormal chest x-rays, 20 percent abnormal cardiovascular, 9 percent hypertension and hypertensive heart disease, 8 percent visual problems and 1 percent diabetics. In addition, 8 percent of women were found to have osteoarthritis, 8 percent anemia and one in every four to have a significant abnormality.

The significance of these results is incalculable. It means that medical science is able to make early detection of impending disease and can now make this service available in an affordable and convenient way to anyone who will take advantage of it. For thousands, this can mean extended life; for others, the prevention of serious disability.

This man receives an electrocardiogram during his comprehensive diagnosis at the Metropolitan Diagnostic Institute.

What are these examinations centers like?

Typically, these centers are located in major urban areas and surrounding suburbs. Appointments are scheduled on request. Confirmation is received by mail along with instructions on preparing for the examination. Your first step on arriving is to register with the receptionist. At this time you are given a personal chart that becomes the basis for your complete medical report. Following this, your personal family medical history is taken and reviewed in privacy. You are then brought to your own examination room, which also serves as a private dressing room. Once you have changed, your examination will begin. The first step is a thorough physical examination by an examining physician. All parts of your body are examined; pressure and pulse rate are noted, and physical complaints are checked out individually. Should your physician have any questions as to finding or diagnosis, specialists are available to him for immediate consultation.

Following this examination you receive a 12 lead electrocardiogram. This is a mechanical written record of your heart's action and is the most accurate method available for evaluating the condition of your heart. Various body measurements such as height and weight are then taken and made a part of your permanent record.

You then receive a chest x-ray—Including heart and lungs—to detect any abnormalities of the heart and blood vessels as well as respiratory disease, tuberculosis and tumors.

The next series of tests involves laboratory procedures. A urinalysis test is done to detect the presence of diabetes or kidney disease. A sample of your blood is taken and subjected to the following tests: red blood cell and white blood cell hemoglobin determination, hematocrit determination, hemolytic determination, and a differential white blood cell count. A differential blood smear is made to determine the presence of anemia or any disease of the elements of the blood. Blood, alkaline phosphatase is a test for liver function. Blood urea acid is a metabolic test. Your blood sedimentation rate is tested to determine the presence of infection in your body. Your blood is also tested for sugar to (Continued on Page 15)
Entries Reach 26,481
Approaching Deadline Serves To Speed Fireman Prospects

Last-minute entries are being accepted for firefighters, a position which has been open continuously since February and will be shutting down Aug. 18.

Among City titles open this Summer, fireman has been an unusually strong attraction. A Leader inquiry to the City Personnel Dept. uncovered the information that some 26,481 candidates have filed as of last week.

The re-experience-needed provision of this title, combined with the rate of pay and other factors, has served to draw a substantial turnout. Other prerequisites include having a high school diploma or equivalency and meeting rather detailed physical standards, because of the arduous nature of the duties.

Metropolitan area residents in the 20-29 age range are welcome to apply. A reduced height requirement of 5'4" is being maintained.

High Pay Potential

The current picture places the starting wage at $9,490. After three years in the job, you'll be getting $13,524. In the Uniformed Firefighters Asm. A considerable pay and benefits package is likely to emerge, sources predict.

In addition to a written, multiple-choice test, weighing 100%, a qualifying medical and physical test will be administered. Portions of that test will include agility, strength in dumbbell lifting, abdominal strength, pectoral strength and a power broad jump. "Candidates must qualify in one of these sub-tests," says the official examiner.

The written test, moreover, will pose questions on verbal ability, reading comprehension, City government and current events, scientific and math aptitude. On the medical test, candidates will be rejected for "any deficiency, abnormality or disease that tends to impair health or usefulness." One opportunity will be given for re-examination if a written request is submitted.

Preliminary details on medical and other standards appear on the Department of Personnel job bulletins, available at 55 Thompson St., Manhattan, weekdays between 9 a.m. and 5 p.m. For the convenience of those not working in the area, the Department also stays open until 5:30 on Thursday evening.

Federal Govt. Announces Inclusion Of Women For Patrol Agent Title

The U.S. Civil Service Commission has opened the position of border patrol agent to members of both sexes, according to a recently issued announcement.

No maximum age limit will be set for applying and 21 for appointment still exists. For this reason, physical requirements will be set to reflect this change.

In line with upgraded salaries for Federal sides, the appointed patrol agent will earn $13,524, the new pay for GS-7. The employing agency is the U.S. Immigration and Naturalization Service, which has a network of sites both in the U.S. and overseas.

In view of the uneven border terrain, applicants will be asked to survey these areas by auto. Hence, a driving permit will also be among the requirements.

Should you meet the aforementioned standards, anticipate taking both written and oral exams. Success there will be followed by appointment to the U.S. Naturalization & Immigration Service, where you will be provided extensive training in enforcement techniques.

URNIS stations have been set up throughout this country, supplemented by important ports in Europe, Bermuda, Nassau, Puerto Rico, Canada, Mexico and other key border areas. Progress depends on deciding instances of smuggling, especially illegal drugs, and the collection of duty taxes assessed. Testimony at oral exams will be graded to determine fitness for the job.

Upon assessment, applicants will be assigned to one of 11 entry series and then will be placed in one of 20 patrol districts.

The federal government will conduct tests for patrol agent in these localities: Albany, Auburn, Batavia, Binghamton, Bronx, Brooklyn, Buffalo, Elmira, Glens Falls, Hempstead, Holland, Hudson, Jamestown, Kennebec, Lancaster, Maine, Melrose, Malone, Middleville, Newport, New Rochelle, New York, Niagara Falls, Norwich, Opus, Orleans, Oswego, Patchogue, Phillips, Plattsburgh, Riverhead, Rochester, Saranac Lake, Schenectady, Staten Island, Syracuse, Utica, Waterford and Yonkers.

In acquiring an appointment, visit or write the Federal Job Information Center in Manhattan. It is located at 26 Federal Plaza, at the corner of Lafayette and Duane Sts.
The Job Market

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE
THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

In the professional field, licensed Medical Technicians and Technologists with a City license are wanted. Some openings require membership in the American Society of Clinical Pathologists. The salary range is from $125 to $160 a week. Dental Hygienists with a State license are wanted for jobs paying $150 to $200 a week. Registered Nurses are in great demand for both the evening and night shifts. The annual wage is in the $200 to $250 plus. There is a great demand forriced RNs, or has had a Bachelor's degree. The range is from $110 to $140 a week. Radio-Graphers are wanted for jobs paying $100 to $120 a week. Professional Therapists who have graduated from a good college will be considered. The salary range is from $1,500 to $2,200 a year. There are many clerical openings in the various departments. Stenographers at $100 to $120 a week, Typists at $80 to $100 a week and Secretaries at $100 to $120 a week are wanted. There is a great demand for bookkeepers with thorough experience in all phases of general ledger and accounting work. The salary range is from $110 to $120 a week. There is a demand for qualified stenographers, typists and secretaries. The salary range is from $100 to $120 a week. There is a demand for qualified typists. The salary range is from $110 to $120 a week.
For New York Information

We're your tie-line to the whole neighborhood. The 18 counties that make up this metropolitan area, plus all points north, south, east, west. The neighborhood. We cover it with one of the largest news operations in all radio. And we dig into everything that concerns you, from traffic to taxes, from the latest weather to the latest storm over welfare, from the prospects for the economy to the prospects for peace. Dial us. We have something to tell you.

Dial 88

WCBS NEWSRADIO 88
News. All day. All night.
Rehiring Report

(Continued from Page 1) Its matching and reviewing process—matching the laid-off employees—"has been completed, for all practical purposes," by the Aug. 1 deadline, as set forth in the June 19 agreement between CSEA and the State.

Finally, the State said that, "Persons whose names appear on preferred lists, who have not been placed, to be given appropriate job offers" as they become available. "We plan to be giving these opportunities, on average, for a period of four years after their involuntary separation, on their permanent positions."

Sent to Statewide office. All during these years, he gained experience in the fields of labor relations, negotiations, and organizational growth and needs. His educational qualifications include a civil engineering degree from Rensselaer Polytechnic Institute and a doctor of education from Columbia University.

A native of Port Chester in Westchester County, Wenzl, after completing his master's degree and teaching mathematics in Long Island schools, came to Albany to begin his career as a State employee. He joined the Finance Bureau of the State Education Department, rising to the rank of director of school financial aid of that department in 1961. In 1968 he became assistant executive director of the State Teachers Retirement System. He left that position in 1970 to become the first full-time president of CSEA.

Wenzl's knowledge of the internal organization of CSEA comes from more than a quarter of a century of experience as an active participant at all levels of the organization. A former president of the Education chapter, he also served as a conference president before being elected to the Board of Directors In Increasing staff membership grew in all areas, services commensurately.

(Continued from Page 1)

Jones Beach

(Continued from Page 1) It was suggested that the seasonal employees by placed In one of the existing barmittng units.

Wenzl said that guard replacement had been shifted to picking up paper for disposal at the returning life-guard. The Long Island State Park Commission said the men had been transferred to postions as "directors and assistant directors of marine recreation and related titles."

Wenzl said, "The CSEA never made members lose $1,000 in pay and then settle for what had been offered before forehand. In addition to the pay, one must not overlook the tie-up, four persons dwonload."

"If the Governor wants peace and quiet, he should hold an election and see who represents the seasonal employees," Wenzl said. "There are about 15,000 seasonal workers in the State service."

Candidates For Department Representative

THOMAS J. MCINERNEY
TRANSPORTATION DEPT.

Timothy J. McInerney, a candidate for Department of Transportation representative, has been a member of CSEA for many years. He has served as chapter treasurer of his 1,000-member chapter and recently was overwhelmingly elected for a second term as chapter president.

McInerney has served on various chapter committees. He has been a delegate to the Capital District Conference for four years and a member of the Capital District Conference grievance committee.

Recently he was chairman of the Region 1 grievance team which was the first team In the State to successfully complete multiple contracts at the local level. McInerney is a member of the special Transportation committee.

He is a graduate of LaSalle Institute and Hudson Valley Community College, and holds an Associate in Applied Science degree in bookkeeping. McInerney, who resides in

Latham with his wife and three children, is active in the Lansingburg Little League where he holds a position on the board of directors. He has also been active on various committees for the Cub Scout, and a member of the board of St. Augustine's Parish.

RICHARD E. CLEARY
TRANSPORTATION DEPT.

Richard E. Cleary's statement asks members to: "Elect Richard E. Cleary as your Transportation Dept. representative in the forthcoming Statewide election.

Cleary is the current Transportation Dept. representative on CSEA's Board of Directors. He has been a member of the special Transportation committee and a member of the grievance committee.

He has been a member of the review board of the Civil Service Leader and a member of the Transportation Dept. negotiation team.

He is married, father of three children, and resides in Syrakaus. Clearly declares: "The past administration has been turnover years for CSEA, and one way to insure the success of CSEA's aim is for the membership to VOTE IN THE STATEWIDE ELECTION. Your VOTE does count. Exercise your options--your choices--exercise this privilege. Your vote for Dick Cleary will be appreciated."

JOSEPH F. GAMBINIO
TRANSPORTATION DEPT.

Joseph Gambino is a member of the Transportation Department of Transportation, having been a former bricklayer in his 12-year tenure with the department. In their union during that time, he also served a 12-year tenure as an officer of the same union.

As chairmen of the Department of Transportation, he has been successful in reaching improved communications, disseminating union data to the appropriate departments, and a member of a special committee and staff review board of the Transportation Dept. committee.

He is a graduate of the American Institute of Certified Public Accountants, and the New York State Board of Certified Public Accountants.

He is a candidate for re-election as department representative of the Public Service Dept.
Building The Bottle

In an effort to make intravenous administration more acceptable, a major manufacturer recently unveiled its first comprehensive alcohol treatment service. The project is being conducted under the joint sponsorship of a hospital, the Columbia Hospital in Iowa City, and the 10-bed detoxification unit at Columbia, serving approximately 50 patients a year.

Tiptop Tabulation

The results of City Exam No. 0228 show that three list notes are to be sent. The title is assistant chief sanitary engineer.

Walkill Unit Signs Pact

The Walkill Central School District of the Civil Service Employees Assn., and the Walkill Board of Education have signed a two-year contract.

The contract which went into effect July 1, allows for the following:

Sick day accumulation for all full-time employees of 150 days.
Health Insurance—full cost of individual coverage under State-wide Plan, equivalent amount if employee elects O.H.I. coverage.
Life insurance benefit under State-wide Plan, equivalent amount if employee elects O.H.I. coverage.

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Candidates For Department Representative

(Continued from Page 14)

JULIA E. DUFFY
MENTAL HYGIENE
LONG ISLAND

Julia Duffy, better known as Betty to her friends, was educated in Middletown public schools and entered State service as an attendant at the time that she began her nurse's training. She was graduated from the Middletown State Hospital in 1948 and has been an active CSEA member ever since. She served as an elected delegate and member of the membership committee of the L.I. Parent-Teachers Assn. of Buffalo.

HENRY I. PEARSELL
MENTAL HYGIENE DEPT.
L.I. CONFERENCE

Henry I. Pearsell, a Bethlehem, N.Y. resident, entered State service in January 1959 at the Central Islip State Hospital, became a member of CSEA and became active in the Association.

He ran for president of the chapter that year and was defeated by a small margin. Since that time, he has held every office in the chapter with the exception of treasurer. He held the presidency for the years 1963 and 1965, and has been an insurance chairman for over 11 years; also, delegate and Board of Directors member for nine years.

Pearsall served as president of Central Islip Hospital's employee federal credit union for three years, and has been active in many other local organizations, for example, as president of the L.I. Parent-Teachers Assn. of Buffalo.

RONNIE SMITH
MENTAL HYGIENE DEPT.
METROPOLITAN CONFERENCE

Ronne Smith has been employed as a psychiatric attendant at Willowbrook State School for past the five years. He has served his country during the Korean Conflict from 1955-1959. He is married to Elizabeth, who is also a psychiatric attendant at Willowbrook. They have three daughters.

He is a member of the Order of Masons-Lodge 31 in Brooklyn and his wife is a member of the Eastern Star. They are both very active in this organization. His hobbies include swimming and horseback riding. He was born in Brooklyn. He plays the steel drums with a band in Brooklyn and has entertained at a few affairs at Willowbrook.

Ronne has been very active in CSEA for the past four years. He is co-chairman of the grievance committee, member of the labor-management committee; executive board member for the attendants group; active on the social committee; and recently appointed co-chairman of the strike committee. He also served on the local negotiating team at Willowbrook.

In addition to the above, he is a member of the L.I. interstate ways and means committee.

SALVATORE BUTERO
MENTAL HYGIENE DEPT.
METROPOLITAN CONFERENCE

Salvatore 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 33 years. During that time he has served in the following capacities:

President of his chapter — 10 years.

First vice-president of chapter — two years.

President of Conference for four years.

Member of the Board of Directors, CSEA, eight years.

Served and is still serving in some of the following CSEA committees: salary, social.

Served as chairman of the Grievance Committee of the Union monopoly team resulting in a two-year contract.

Member of the Statewide collection negotiating team.

Served as president of the Joint State-CSEA Impasse committee.

Butero has been in the struggle to secure salary increases. Social Security benefits, health plan, pension benefits, for State and County employees.

He notes: "I was one of the proponents of the legislation for geographical pay differentials and night shift differential. I have been a member of the Mental Hygiene Assn., Inc. for 20 years and am presently fourth vice-president. I tried to solve money problems for Mental Hygiene employees."

Butero seeks your support so that he can continue to serve on the CSEA Executive committee and to improve conditions for all employees.

ALBERT J. VARACCHI
UNIVERSITIES

Albert J. Varacchi is chapter president of the State University at Buffalo, now serving his fifth year in such office; also serving as officer and treasurer of the L.I. Conference.

He was appointed to serve as chairman of both the CSEA State University negotiating team and the chairman of the CSEA State University grievance committee. He holds membership on the union activity committee.

Prior to his election as president, Varacchi served for three years as chairman of the local chapter grievance committee.

Before joining State service in 1961, Varacchi had been active since 1957 in union activities in helping organize BNA-BUN, Steel Workers at U.S. Steel plants. He still holds a card in that capacity.

A resident of Rocky Point, L.I., for the past 34 years, he is married and father of one child. Active in local community affairs, he has served since 1953 as a member of the local volunteer fire department and is now a member of the Rocky Point Fire Exempt Volunteers. Varacchi also served as president for four years and then as vice-president for two years for the local town association; third degree member of the K. of C. for the past 28 years; charter member of the Sons of Italy; and is an honorary life member of the Elks' Lodge and Order of Alhambra.

EDWARD G. DUDK
UNIVERSITIES

Edward G. Dudek, employed at the State University of New York at Buffalo, as a mechanical engineer in the Field of Electro-Optics, has served and is still serving in State-wide capacity.

He is a former member of the group which came into the I.A.W. Dept. on Sept. 18, 1945.

Dudek's roster of activities includes: Member of the State Executive committee—Board of Directors — 1960-1961; member—State-wide social committee, 1968; chairman—special State-wide committee, 1969-1971; member—county committee.