DELEGATES DIRECT CSEA TO BETTER PENSION PAY

CSEA County Executive Committee chairman Arthur Bolton and CSEA president Theodore C. Wenzl, from left, greet Milton Levine, chairman of the Sullivan County Board of Supervisors. Mr. LeDine was on hand to officially welcome delegates to CSEA's 63rd annual convention at the Concord Hotel in Sullivan County.

Costa Pledges Support To Winners Of Election For Statewide Officers

KIAHESHA LAKE - Victor Costa, whose race for statewide executive vice-president against Thomas H. McDonough was the most hotly contested and closest of the four statewide Civil Service Employees Assn. officer contests, issued a call for renewed unity now that the elections are over.

Mr. Costa, the outgoing second vice-president, praised the outstanding leadership qualities of his opponent, and pledged his full support to Mr. McDonough and to CSEA president Theodore C. Wenzl.

Delegates at the convention rose in spontaneous applause for Mr. Costa, in recognition of his graciousness in accepting the defeat. Mr. McDonough, in turn, thanked Mr. Costa for acting in the best interests of the Association.

Other statewide winners were Theodore C. Wenzl for his fourth term as president; Dorothy MacTavish for her fourth term as secretary; Jack Gallagher for his third term as treasurer. The official election results were announced by election committee chairman Bernard Reimann for the statewide officers, as for the statewide executive committee and the regional officers.

Racial Bias Charged In Foreman Promotion

Alleging racial discrimination, the Civil Service Employees Assn. has filed a first-stage grievance against the Village of North Pelham in the matter of a black sanitation worker who has been denied a promotion to foreman.

John Gibbo, a CSEA member, charges that he was passed over in favor of Charles Cunno, a white man, though he — Gibbo had more seniority. Gibbo has over three years of service in (Continued on Page 14)

Inside The Leader

Social Services Committee
Studies Legislative Program
— See Page 3

Photo Coverage Of 63rd Annual CSEA Convention — See Page 14

Seek Automatic Rise As Grades Increase In Pay

ALBANY — Vito Dandreano, outgoing New York State Thruway Authority representative to the Civil Service Employees Assn.'s Board of Directors, lobbied what he termed "a significant victory with long range effects," after an arbitrator's decision was handed down sustaining CSEA's position concerning the applied remedy and improper assessment of overtime.

The decision, rendered by William Hasel, called for the payment of overtime due to two Aluminum co. employees who had not been appropriately offered overtime opportunities.

During the arbitrators hearing, the Thruway conceded that the grievances, Jack Rahlan and John Dottoli, were improperly deprived of overtime opportunities. According to the 1972 CS- AThruway Authority contract, refusal to work overtime must be given personally. Neither Mr. Rahlan nor Mr. Dottoli were contacted and offered the opportunity to work. Both men were awarded compensation for those overtime hours at the time-and-one-half rate by the arbitrator.

CSEA's Dandreano said, "This is significant from the standpoint that both men got paid for those overtime hours that management failed to offer them. The de- (Continued on Page 14)
Dear Mr. Thyser,

I hardly know how to begin this letter. I've postponed writing it all these months, because words are too inadequate to express my feelings of gratitude.

The column you wrote about my husband, Frank, in the Jan. 30 issue of The Leader, will be cherished always by me and the children. You wrote it as if you knew him very well. He was just that kind of a man.

Things can never be the same now that he is gone, but I know he would be pleased to know that he was remembered like this.

Thanks again from all of us.

Sincerely,
Regina H. Smith

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To Install Officers For Buffalo State Hospital Chapter

BUFFALO — Darsh Datta will be installed president of the 2,000-member Buffalo State Hospital chapter of the Civil Service Employees Assn. at the chapter's annual dinner and dance Oct. 13 in the Sheraton Inn-East. Also to be installed are: first Vice-President Albert Lenz; second Vice-President Robert Smith; recording secretary Ethel Jones; corresponding secretary, Natalie Nicholas; treasurer Judith McFadden, and delegates, Joseph McCormick and Robert Goodell.

Credit CSEA Legal Assistance Program For Reimburseing Costs

WINEDALE — Richard P. Dutton, a chief institution safety officer at Harlem Valley State Hospital, had the Civil Service Employees Assn. to thank recently, when he received a check for $450 to cover the cost of his legal fees after the Hospital's administration attempted to demote him from his current grade 14 to that of an institution safety officer. Grade 9.

Mr. Dutton had contacted Council 92 of the American Federation of State, County & Municipal Employees for help when the administration officials attempted to impose this demotion on him. Their representative arrived two hours late for the hearing. In time to learn that the administration's position had been upheld and Mr. Dutton had been demoted.

Mr. Dutton went to arbitration with his private attorney at the advice of the local CSEA chapter president, Anna Beaton, with the assurance that CSEA would pay the legal costs.

"Today," according to Mr. Beaton, "Mr. Dutton is not only on the job, but, as a CSEA member, all his attorney fees and legal costs have been paid. Each and every CSEA member is entitled to this treatment.

Mr. Dutton said that Council 92 had refused to pay his legal fees or represent him when they learned he had contacted a private attorney. Council 92 had given him one day's notice of the arbitration hearing and assigned the hospital's shop steward to represent him.

John Deyo, local CSEA field representative, said, "It is ridiculous to go into arbitration without the backing of an attorney. Under our legal assistance program, a CSEA member is always entitled to field staff and counsel aid.

Cap Dist Retirees Set Oct. 10 Meeting

ALBANY — The first meeting of the Fall season of the Capital District Retirees chapter of CSEA will be held on Oct 10 at 1 p.m. at Association headquarters, 32 Elk St., here.

Cap Dist Retirees will be Alfred W. Halflin, first deputy comptroller of New York State. A business meeting will be held with chapter president John Joyce, president. There will be reports of interest to all retirees. All recent retirees are urged to attend this meeting.

Patricia Grandall Elected SUNY Cortland President

CORTLAND— Patricia Grandall has been elected president of the State University College at Cortland chapter of the Civil Service Employees Assn., at elections held recently.

Other elected officers are: Hugh Huff, vice-president; Betty Lou Nafl, secretary; Ann Black, treasurer; Richard Butler, Donald Hines, Carl Huff and Edward Zwick, delegates; Rosemary Heasley and Linda Beard, clerical representatives; and Ben Robbins and James Clark, maintenance representatives.

Social Services Committee Discusses Alternatives To Threat Of State Takeover

(Special to The Leader)

ALBANY — The social services committee of the Civil Service Employees Assn. held a two-day meeting recently at the Tom Sawyer Motor Inn here.

The first day's meeting was concerned mainly with what course of action should be followed in this matter.

On the second day the committee also determined that a questionnaire will be forwarded to all county chapter presidents and county social service units to determine the extent of the impact on Aid to the Aged, Blind and Disabled (AABD) and the extent of admission that has taken place in county social service units.

Committee chairman Frank Lawson told the committee he had accepted a position with the State of Florida Department of Health and that this was his last CSEA meeting.

Lawson said he had enjoyed his past relationship with the committee and with CSEA.

Richard Tarmay, vice-chairman of the committee, has agreed to accept the chairmanship of this committee and CSEA wished Lawson success in his new position.

Orange County CSEA Opens Chapter Office To Serve Members

MIDDLETOWN — On Aug. 31, 1973, the Orange County chapter of the Civil Service Employees Assn. formally opened its new office above the Casa Fiesta Restaurant here.

A number of unit presidents attended along with representatives from Sullivan and Rockland Counties. Several of the candidates for statewide CSEA offices were present for the festivities.

On Oct. 11, all members of the Orange County chapter, CSEA, have been invited to attend a Meet the Candidates Evening, at 7:30 p.m. at the Casa Fiesta and welders, County Executive, Family Court Judge, and County Legislators, have all been invited to meet with and speak to all members of the Orange County chapter. Refreshments will be served.

There will be no charge.

The next meeting on the chapter officers and board has been scheduled for Oct 20.
In order to give the potential applicant some idea of the written test for sanitation man, the Leader is reprinting a few sample questions used in the last exam, given May 14, 1966.

The last test consisted of 60 multiple-choice questions, which will be reprinted here — a few each week — until the new exam.

Correct answers appear on Page 16.

(Continued From Last Week)

65. During one winter there were 29 snowfalls with a total snow accumulation for the season of 51.6 inches. The next winter there were 15 snowfalls with a total snow accumulation for the season of 7.8 inches. The average snow accumulation per snowfall for the two winters combined was most nearly

(A) 1.00 inch; (B) 1.25 inches; (C) 1.50 inches; (D) 1.75 inches.

66. In district A, 1/6 of the sanitation work force took all its vacation in June, 1/3 of the force took all its vacation in July, and 1/4 took all its vacation in August. What part of the total sanitation work force of the district does this represent?

(A) 3/4; (B) 7/12; (C) 2/3; (D) 3/13.

67. In a four year period the Department of Sanitation used 314,971 tons of salt for snow removal. The first year, 79,651 tons were used. The second year the Department used 99,582 tons less than the first year. In the third year, 11,981 tons of salt more were used than were used in the second year. The number of tons of salt used in the fourth year was most nearly

(A) 77,716; (B) 71,720; (C) 76,720; (D) 78,720.

68. Suppose that the number of occupancies that the Department of Sanitation collects from in six different sections of the city are respectively 1357, 962, 12165, 4923, 20702 and 31631. The number of occupancies that the Department must collect from in these six sections is most nearly

(A) 60,355; (B) 50,330; (C) 50,345; (D) 50,340.

69. A rectangular box measures 6 feet by 2 1/2 feet by 3 feet. If the box is 3 feet deep, the cubic volume of the box is most nearly

(A) 78,000 cu. inches; (B) 61,000 cu. inches; (C) 4,500 cu. inches; (D) 138 cu. inches.

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Pension Justice

Too many civil servants believe the struggle over public employees' pensions is ended and they should be alerted to the fact that there are still areas of retirement that can and should be approved.

The next session of the State Legislature is still the arena for action and it is good news that delegates attending a recent session of the statewide Civil Service Employees Assn. took action that is much needed in two very important aspects of retirement.

The most immediate was a resolution urging a hefty cost-of-living increase for public employees who retired after 1957. It was a scandal that nothing was done at the last session of the Legislature with scaring inflation taking place while debates on the issue were occurring.

Another resolution deserves the support of every public employee union in the state. The resolution stipulated that retirement benefits automatically increase as the pay grade from which an employee retires is upgraded. In other words, a person who retired from that grade would get the same percentage raise on his retirement check.

Moreover, the mood of the City fits the pattern of the Beame-style of administration. Those who believe that the City has reached a point of consolidation, redefinition of conflict. Historically the City has been the nation's melting pot of diverse national, ethnic, and racial backgrounds, but had no relevances to Beame's responsibilities as Comptroller.

Beame has, throughout his long tenure as city Comptroller, been a modernizing force, a personality whose instincts always directed him toward bringing people together, instead of driving them apart for complications of an unreasonnable character.

Beame's Opponents

In their own way, Beame's opponents are men of great virtue, sincerity, and experience. Senator John Marchi has an enviable reputation for the quality of his investigative work in the Senate's Civil Service sub-committees in Assembly. Deputy Minority Leader Albert H. Martin has a permanent place in the minds of his constituents as City Comptroller while former Public Defender Bernard Smolens, former public advocate, speaks of his personal experience with the courts and the city government's handling of criminal cases. More recently, others have expressed views about the effectiveness of the police force in the battle against crime.

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Susension Without Pay

The petitioner in this case brought a proceeding in the Orange County Supreme Court pursuant to Article 78 of the Civil Practice Law for an order compelling the city manager of the City of Newburgh to reinstate him to his position of chief of police of that city. Petitioner Cappelli was suspended without pay pursuant to section 75 of the Civil Service Law, pending a hearing and determination on written charges. More than thirty days elapsed from the time of the suspension without the city having reached a decision on the case.

The Civil Service Law provides that an employee has a right to receive his salary during that period provided he is not guilty of any violation of the Civil Service Law or Rules. The petitioner contended that his case was still pending and that he had not been found guilty or proven innocent. The city manager contended that the charges against the petitioner were not pending and that he had been found guilty of the charges against him. If found guilty, the employee may be penalized in such a manner as set forth in the statute. If found not guilty, he must be reinstituted with back pay for the period of time he was suspended. If found not guilty, the employee must be reinstated, with back pay for the period of time he was suspended.

The appellate court held that the clear import of that provision is to compel a municipality to incur or at least provide pay for an employee who is on suspension in order to be reinstated or for an employee who is the subject of a pending charge. In the view of the court, that the employee's only remedy is to be restored to the payroll so that he cannot be "starved out" while he is appealing his suspension.

The respondent argued that Cappelli is not entitled to receive his salary for the period that he was suspended because he had not been found guilty of the charges against him. The court held that the respondent was not entitled to receive his salary for the period he was suspended unless he had been found guilty of the charges against him. The court further held that the respondent was entitled to receive his salary for the period he was suspended unless he had been found guilty of the charges against him.

Wenzl Praises DOT Cooperation

With CSEA On Labor Seminar

ALBANY The recent joint labor seminar held by Civil Service Employees Assn. chapters in the State Department of Transportation with participation by DOT employees and union representatives from CSEA's president as "an excellent example of cooperation between management and labor in a common interest."

"With DOT as big and as complex as it is, it is difficult to think of anything else going on," said Theodore C. Wenzl, head of the Civil Service Labor Seminar last week. The meeting was attended by the management personnel and particularly deserving of mention in that it was a truly constructive effort by both sides working together.

Dr. Wenzl issued a statement that management and labor agreed to work together for the common good of the organization.

The people of the city are as much concerned with the qualifications of their candidates for mayor. However, in view of their reputation for efficiency and integrity, Beame strikes the typical New York voter as a hook of Biblical proportions. The success of Beame's campaign is largely attributable to his leadership, which has been sustained in a period of changing times. It may be premature, before the votes have been counted, but the people of the city have best wishes to Abraham D. Beame as the next Mayor of New York.

The other aspect of party unitification behind Beame is the simple fact that Beame is the Superintendengt of the State Board of Elections, a position that has been held by the Democratic Party for many years. The Democratic Party is proposing that the next election be held in 1965, and that Beame be the candidate. The Democratic Party is confident that Beame will be elected, and that the result will be a victory for the Democratic Party in the upcoming local elections.

The current situation in the state is such that the major issue to be debated is the question of the proper role of the state government in the lives of its citizens. The state government has been criticized for its failure to provide adequate services to its citizens, and for its lack of responsiveness to the needs of the people.

The state government has been accused of being inefficient and bureaucratic, and of not providing adequate services to its citizens. The state government has also been criticized for its failure to address the needs of the people, and for its failure to provide adequate benefits for retirees.

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The annual award of medals for deeds of conspicuous bravery was made to the following members of the Police Dept:

DEPARTMENTAL MEDAL OF HONOR (Posthumous) — Police Officers Gregory P. Foster; Robert W. Laurie; Elijah G. Stroud; and Phillip Cardillo. Also, Detective William Cordero.

MEDAL OF HONOR — Sgts William Manos and Matthew Morgan; and Police Officer Frank Buront.

POLICE COMBAT CROSS — Police Officers Carmine Politi; Brendan Mullack; Arthur Altschul; William Burke; Edward Welsh; Raymond Lombaro; Aldo Burdine; Barney Rengas; and Lee Massie. Also, Detective John Moore and Sgt. Matthew Morgan.

POLICE COMBAT CROSS — Police Officers Vance Coefield; Robert J. O’Rielly; William Tomasulo; Roy Voigt; John J. Allen; Paul A. Best; Ronald Perks; Joseph Galaski, and Frank Marchelli. Also, Detective Norman A. Bullock.

THIRD ALARM MEDAL — Detective Gene A. Roberts.

MARTIN J. SHERIDAN MEDAL — Detective Ralph M. White.

BROOKLYN CITIZENS MEDAL FOR VALOR — Police Officer Henry Scarabino.

DANIEL B. FREEMAN MEDAL FOR VALOR — Police Officer Jeremiah Rollins.

WILLIAM McLAIN FREEMAN MEDAL FOR VALOR — Police Officer Emilio Torres.

DETECTIVES’ ENDOWMENT ASSOCIATION MEDAL FOR VALOR — Police Officer Salvatore Rosato.

POLICE DEPT. HOLY NAME SOCIETY MEDAL FOR VALOR — Police Officer Edward Varbeam.

PATRULLMANS’ BENEFICENT ASSOCIATION MEDAL FOR VALOR — Police Officer Ralph Mannetta.

POLICE ANCHOR CLUB MEDAL FOR VALOR — Police Officer Gary Hunt.

HONOR LEGION MEDAL — Police Officer Raymond Bernardo.

SERGEANTS’ BENEFICENT ASSOCIATION MEDAL FOR VALOR — Police Officer Robert Dalia.

ISAAC BELL MEDAL FOR VALOR — Police Officer Richard W. Scalzo.

COLUMBIA ASSOCIATION MEDAL FOR VALOR — Police Officer Mario Toppi.

GUARDIAN’S BENEFICENT ASSOCIATION MEDAL FOR VALOR — Police Officer Michael Davidson.

POLICE ANCHOR CLUB MEDAL FOR VALOR — Police Officer Pedro Crescendita.

RETIRED DETECTIVES ASSOCIATION MEDAL — Police Officer John Abate.

INTERNATIONAL POLICE ASSOCIATION MEDAL — Police Officer Pedro Crescendita.

CIVIL SERVICE LEADER. Tuesday, October 9, 1973

Laborer Physical

Close to 300 candidates for promotional exam 3533, laborer, will be reporting for their physical test Oct. 11 and 12, reported the city Department of Personnel last week.
Report Of The President

The following report was delivered by the president of the Civil Service Employees Assn., Dr. Theodore C. Wenzl.

Since my last Annual Delegate's Meeting report to you at our Rochester Convention on Sept. 20, 1973, a rather hectic year has followed. A number of significant "events" for CSEA came into being such as in the areas of State Contracts, Pension, Restructuring, and Political Action. Now is the time for "implementation" in these areas.

A "first" three-year set of contracts were consummated for the Administrative, Institutional, Operational and Professional-Scientific and Technical Units. These contracts were hammered out under very difficult and trying circumstances without resorting in any way to "job action." Salaries were substantially increased for the first two years, and very wisely, our negotiating team has never set a salary item open for negotiations and decisions in 1975. CSEA, on the contrary, has been aligned to and intertwined with these state contract negotiations to the very serious matter of the regressive recommendations of the Kinzel Commission in the pension area. CSEA fought successfully, enabling the proposed legislation to implement the Kinzel Commission recommendations. Especially difficult was protecting the existing options on pensions open to the local governments. CSEA knew that the legislature would not condone its state contracts without a firm assurance that pensions in the local government sector in any way would be harmed. As a result, permanentization and the right to negotiate for pensions for local government employees was obtained.

At this convention, the first statewide officers under the Restructuring will be installed. Following this, the new board of directors and the new committee will address themselves to Headquarters and Regional Offices personnel and equipment requirements called for under the various adopted restructuring items.

Now that political action has passed its peak of fire, CSEA will move forward in the political area with knowledge, sophistication and appropriate action which, without a doubt, would be beneficial to our total membership. On the front foot, a difficult crunch has done us in this year. This is due to a combination of factors; namely:

- The current effect upon income of the temporary loss of dues income because of the PRRB penalty inflicted upon us in the loss of automatic payroll deduction of dues because of the job action we took in April.
- The leveling off of membership (this income) due to the reduction in the total state-employee-work force as well as the loss of employees classified as Management and Confidential.
- The persistent upsurge of growth in the political subdivisions where the potential for growth is the greatest.
- Costs, personnel, and materials for operations continue to rise at a fast pace.
- Finally, the consistent, well-meaning demands for more and better services to the membership.

In closing, the ever-growing, very competitive union organization's struggle, I must mention that in my opinion, and in that of our expansion committee, together with a goodly number of Board members, it is absolutely essential for CSEA's well-being and continued growth that CSEA affiliate nationally. After very careful study and deliberation by all concerned within CSEA, a proper affiliation should come about as soon as possible.

Human Rights Committee Report

The following report was delivered by committee chairman Anson Wright. Other committee members are Dennis Glover, Robert Floyd, Tyrone Daniels, Floyd Briggsdale, William Wright, Jimmy Gamble, Alex Walsh, Patricia Miller, Aurelio David, Manuel Ramirez, Jack Geraldy and Ewa Reid.

The modern union is well equipped to face contemporary society because, in a sense, it is a "change agent." As a "change agent," the modern union, hereafter referred to as CSEA, builds access roads to positive enjoyment of meaningful employment and economic security, relevant education, the enjoyment of good health, and in its broadest aspect, participating citizenship.

CSEA knows that its philosophy is mandated through its chapters and the individual members. In the spring of 1973, the New Human Rights Statewide Committee was activated. It is a 13-member body with Anson W. Wright as chairman and W. Reuben Oeching, staff coordinator. Its function is to provide guidance and coordination efforts to promote a positive atmosphere throughout CSEA. In many ways this process is a dual one of securing internal self-awareness leading to self-growth and to the development of bridges of communication with others. The effects can be far-reaching and a benefit to many.

A direct result of the reactivation of the New Human Rights Committee and the publication of " militant" in The CIVIL SERVICE LEADER was a large response from CSEA members who have felt that there were inequities in their work environment and have sought the help of the Committee to bring redress. While in truth, all of the "problems" could not be described as human rights problems except in the broader terms, the Committee has in a majority of instances been able to offer satisfactory solutions to felt needs.

The cooperation of the CSEA field representatives has played an integral part in the delivery of "meaningful" in their work at meetings and conferences to many of the problems which were not within the Committee's jurisdiction.

One of the impending major targets for the Committee will be the holding of seminars in 1973 and 1974, at which there will be an emphasis on the development of the group's "awareness" in human rights insights. Thus, the benefit, instead of accruing to the few, can be broadened to include a majority of the CSEA membership.

Grievance Committee Report

The following report was delivered by committee chairman Bill Deck. Other committee members are Ellis Adams, Thomas Conseil, Gail Barr, Raymond Waggerty, Jr., Frank Lopes, Dr. George Hanley, Frank Costello, Nicholas Chmino, John Larneg, Lois Ann Minors, Arthur Miller, Bobo Davenport and William Harley.

In light of some unfortunate circumstances the Grievance Committee has been inactive for the past few years, thus the Committee would like to reiterate its purpose.

The Committee's scope includes the establishment of policy related to grievances, both contractual and non-contractual and to establish a line of communication between the local chapter or unit, the region and the state level of CSEA. Furthermore the Committee feels that included in its duties should be the education of chapters and regions in grievance procedure in coordination with the CSEA state education committee and to keep records of grievances filed at all levels, both for public relations and reference.

It is with the above thoughts in mind that the Committee would like to recommend for informational purposes at the time the following:

- That a filing system be established and maintained in the Office of the Collective Bargaining Specialist to file all grievances that reach the third step or above. That in these files all information about the grievance be filed by the department and contract. With these files being kept up-to-date, any chapter, regional or state CSEA grievances representative will be able to use these files for reference whenever filing or trying a grievance.

Furthermore, the committee will be able to publish figures at the end of each year indicating the success or failure of the grievance process in relation to the total number of grievances filed.

- That each regional establish a regional grievance committee. We request that regional presidents appoint a member of the state grievance committee to be a member of this regional grievance committee for the purpose of making recommendations and keeping in communication between the region and the state level committee.

We recommend that at least one member of the field staff be appointed to this regional committee. In the near future we would like to see all written grievances settled at first level reviewed by this regional committee and that they make recommendations to local grievance committees as to improvements they could make in their handling of grievances. This committee would make itself available at regional conferences for this purpose.

We further recommend all grievances filed in writing and settling on the first and second step be kept on file in the regional office for a period of two years. This would serve as a reference for use by local grievance committees and chapter officers.

We the members of the grievance committee will work diligently to keep up with the latest developments in processing and handling grievances. We will in future months make ourselves available at regional meetings to educate the membership in grievance procedure and work to keep the communication lines open between the chapters, region and state levels of CSEA in relation to this procedure. The committee will work to set up the ground work to implement the above-stated recommendations and at the next conference place them before the delegates in motion form for them to act upon.
NOTE ACHIEVEMENTS, SET FURTHER GOALS

The following report was delivered by committee chairman Michael Del Vecchio, and accepted as amended. Other committee members present were William Bugan, John Gardiner, Mary Converse, George Dunagan, Edward Heaverly, Edward Sorenson, Carl Behr, Joseph Aiello and Pat Creadell.

Your Committee has held eight full Committee meetings, plus several sub-committee meetings this year. A review of the Committee activities show that through the cooperation of all of the chapter treasurers, there were substantial improvements made in our Health Insurance and Dental Program.

At the March Convention your Committee Chairman, I promised the delegates that the Insurance Committee would undertake a study of the Supplemental Life Insurance Program and recommend changes to the Board of Directors. This work is now nearly completed. We have held several meetings and written to each chapter to date and over 14,000 of our members have responded to this study. The financial results of this program through January of this year indicate that the program is still solvent and if the number of people insured increases in the course of this year, funds will remain favorable that consideration may well be given to the expansion of a dividend. Because of the aforementioned circumstances, your Commit

Education Committee Report

The following report was delivered by committee chairman Celeste Rosenkranz, and accepted for study by the Board of Directors as to its implementation. Other committee members are Moe Brown, Eve Armstrong, Grace Hillery, Robert Ritchie, Jane Reeves, David Harris, Ernest Dumdum, Shirley Kennedy and Frank Dolan.

The major efforts of the Education Committee during the past year were directed toward training — staff and members. Experience over the past few years indicated that this was the greatest need of the Association and the Education Committee spent a great deal of time in preparing and helping to plan seminars and workshops needed to increase the knowledge and working skills of both staff and the general membership.

Seminar for staff members concerning the grievance process were held in Headquarters and in Syracuse. These sessions were devoted to the new disciplinary procedures and were conducted by Headquarters staff. A two-day seminar on arbitration procedures was conducted by attorneys with the assistance of the Cornell School of Industrial and Labor Relations and proved to be highly effective for all staff members. The Committee plans to continue this type of workshop on a regional basis, so that each field office will have the opportunity to gain the expertise needed to audit members in this area.

Training opportunities will be provided to members in Conference areas, since the Education Committee has arranged to sponsor a program on disciplinary procedures for each chapter president and one other member during the months of September and October at sites designated by the Conference Presidents. Headquarters staff and resource consultants from CSEA will provide leadership for the seminars.

During the past several months, the Education Committee has participated in a training program for chapter treasurers. Through the cooperation of the accounting firm retained by CSEA, the treasurer's report have been revised and brought up to date and each chapter treasurer was given an opportunity to meet with the treasurer of the Association and the director of education in a workshop session designed to improve reporting of chapter fiscal affairs. The sessions proved to be very beneficial and helpful to the chapter treasurer. The next plan is to attend to the next sessions of this type of workshop on a regional basis.

Public Relations Report

The following report was delivered by committee chairman Raymond C. Castle. Other committee members are William Aronson, Tido Demorent, William Forbush, Loraine Maloy, Henry Mauer, Richard Weinberger, Adam Bier, Karl Rogers, Wanda, Peter D'Albert, Virginia Colgan, Arthur Bolton, Evelyn Glenn and John Wyld.

During the past year, our public relations program was largely aimed at cooperation with immediate pressing situations. First, in the fall, there was the comprehensive efforts to meet and overcome the intense and laborious challenge in our four state negotiations units. Almost immediately following, our attention turned to keeping the press informed of the status of the lengthy negotiations with the state. This busy period

MICHAEL DEL VECCHIO

The committee has strongly recommended to Ter-Bush and Powell that they increase the fine that they have made in offering this program to the membership.

MASTERPLAN -- HOMEOWNERS --

A concerted solicitation through a mailing was made in February of 1973. The result of this mailing was an additional enrollment of 2,500 members. The following ten subdivisions were added to the plan: Cambridge Central School, Town of Cornwall City of Schenectady, Wyoming County, Iroquois Central School District, St. Lawrence County, Rensselaer County, Greene County, City of Glens Falls.

The expansion in the political subdivisions has been hampered to some extent by difficulties in obtaining the right for payroll deduction. The Insurance Committee suggests that chapter presidents make a concerted effort to secure this payroll deduction privilege in order to provide this benefit to the members.

DENTAL PLAN

As you know, because of our State Division's most recently negotiated agreement, your Dental Insurance Program has been significantly improved. We are confident that the benefits that were obtained at the bargaining table have been and will continue to be felt by our members in the State Division. We hope the Committee will continue and help for the inclusion of dental coverage in the contracts of our members in Local Government and are confident that these will be attained through the collective bargaining process.

RETIREE HOSPITAL AND DENTAL INSURANCE

This insurance plan continues to be offered to our retired members. Many new members are being brought into CSEA by the offering of this insurance. Your Committee expects in the near future to make a major improvement in your insurance agency which will offer additional benefits for the improvement of this plan.

CELESTE ROSENKRANZ

handle grievances. The booklet "A Guide to Negotiations Process in the Public Sector" is still available to members who are interested in learning the basic concepts of negotiations.

This has been a very rewarding year for the Education Committee and our director of education. We are looking forward to expanding our training program for conferences and chapters and publishing new materials. With your continued support, we look forward to a very successful year.
We believe a healthy smile is everyone's right.

Don't you agree?

If you work for a town, county, village, city or school district covered by Blue Cross and Blue Shield, you already know what good plans they are.

How about dental coverage?

Ask the person in charge of your health care plan to look into the dental programs available under Blue Cross and Blue Shield Plans of New York State. These contracts provide dental insurance only.
When Blue Shield coverage was discontinued for 140,000 N.Y.C. Employees, who stepped in?

GHI Thats who!

GHI, of course, was already providing health insurance coverage to 130,000 city employees with its Group Health Incorporated (GHI) plan. We were, therefore, the logical choice to provide health insurance to the 140,000 city employees and their families for whom Blue Shield coverage had been discontinued.

For information about either of GHI’s plans, to which city employees can transfer during the current open enrollment period, effective January 1, 1974, call (212) 221-7360, the special telephone number we have temporarily installed for your use during this period.

TRANSFER PERIOD
FOR N.Y.C. CITY EMPLOYEES:
SEPT. 24 TO OCT. 19
BOARD OF ED. EMPLOYEES:
SEPT. 10 TO OCT. 12

GROUP HEALTH INCORPORATED
GHI Bldg., 227 W. 40th St., New York, N.Y. 10018
Eligibles

(Continued from Page 17)


No. 61 — 74.25%
41 Mildred A Weinstain, Elba A Desnoyes, Margaret E Belles, Ruth B Huff, Bora E Wharmby, Lillian M Columbus, Valentina N- dholi, Cynthia L Smith, Miriam D Frances, Anna P Carrell, Mary- jane A Michaud, Yvonne W Brown, Madeline Mannan, Precia- tope, Dora Geyer, Charles H Goodwin, Frances A Greenstein, Mary R Meeker, Miriam V McFall, Mary M Brady.

No. 62 — 74.113%

NYC HSU AUTH
No. 1 — 78.83%

No. 21 — 78.75%

HUMAN RESOUR ADMIN
No. 1 — 80.375%
1 Muriel A Davis, Esther F Haberman, Jeannette Hoff, Sarah Blanda.

COMM ON HUMAN RTS
No. 1 — 80.85%
1 Anne L Hill, Ona M Sims.

DEPART OF INVESTIGAT
No. 1 — 82.85%
1 DeClan P McGrath, Gerald Meeter, Jean F Froelich.

LAW DEPT.
No. 1 — 83.85%

(Continued on Page 18)
(Continued from Page 1)

in addition, in the Western Region a new election has been requested by a reconsideration request since one of the candidate's names had been misprinted on the ballots. Contestors here are Dorothy Vige and Gary Ev Ecke, whose name appeared as James Ecke on the ballot.

Additional results were also made available on the floor of several seats on the statewide executive board that were too close to announce the last time out of The Leader. Included in the list of six executive committee members that were elected representatives for Conservation, Executive, Labor, Labor and Public Services, none of which were declared were requested to be announced in the Labor and the Executive contests.

Complete listing of statewide executive committee members and regional officers follow:

State Executive Committee: Agriculture and Markets: John Wiedman, Audit and Control: Harold Ryan.

Thruway Grievants Compensated

(Continued from Page 1)

tion of the arbitrator directs that the grievances be considered as sustained in similar future cases, to offer a compensatory opportunity to work out their differences during the "existing schedule of availability."

Arbitrator Han, in his decision, stated, "In the language used, it is my opinion that a scheduling supervisory should be an opportunity to remedy or correct an error of this kind, if it can be accomplished within the life span of the Schedule of Availability by offering a compensatory opportunity."

In this, he states that if opportunity occurs during the life span of the Schedule of Availability, then their reasonable solution is to pay the employee for the time they were erroneously denied them. Under such circumstances, the CSEA argued that an innocent third party would suffer has merit.

must be assumed that the names on succeeding lists would be different, and it would not be equitable to have another employee "step aside to make up for a mistake of management."

Racial Bias

(Continued from Page 1)

For the North Pacific sanitation division while Cuslo has less than per year.

Commissioner Anthony Scorti, who appointed Muro, said that the "men involved had equal work records, but that he thought Cuslo was the best man for the job."

The decision is being appealed by the labor head by Mayor John B. Johnson.

Mr. Bendet's reference was to the fact that the county executive committee to serve in a similar capacity.

President James Lernon, first vice-president John Clark, second vice-president Daniel, third vice-president Richard Snyder, secretary Sandra Culp, treasurer Patricia Comford.

Western

President Paul McGowan, first vice-president Genatice Clark, second vice-president Robert Smith, third vice-president George F. Melville, treasurer Joseph Patrick.

Northern

President Jeanne LaBo, first vice-president Dean Appel, second vice-president Robert Adams, third vice-president George L. Gun, secretary Betty S. Kepner, treasurer George M. Callahan.

Long Island

President Irving Blumenbaum, first vice-president Edward Pers, second vice-president Nicholas, third vice-president Vincent Rubens, third vice-president William Cunningham, secretary Dorothy Moses.

Southwestern

President Ray McGowan, first vice-president Genevieve Clark, second vice-president Robert Hurst, third vice-president George Smith, secretary Judy Burgess, treasurer William Johnson.

The union has been described as a "grassroots" organization centered around the "grassroots" offices and that an effort be made to attract visitors to them and to conduct CSEA transactions with the public within the offices; that CSEA staff have been there has been a greater spirit of cooperation or a more successful negotiation than the accomplishments this year between the CSEA and the Administration and the Legislature.

Thruway Grievants Compensated

"free leaders" and "free riders."

Also in regard to expanding our membership, the committee feels that our membership should be increased by means of recruiting members. The committee feels that those who do pay dues are wholly justified in labeling them as shareholders of CSEA's representation costs by remaining non-members. The committee feels that those who do pay dues are wholly justified in labeling them as shareholders of CSEA's representation costs by remaining non-members.
Peace And Harmony For Unity Of Union
Is Delegate Theme At 63rd Convention

Jean C. Gray, left, chairman of statewide work performance committee, listens to Greg Davis (facing camera), of Civil Service chapter, and Robert Keeler, of Downstate Medical Center. With back to camera is Agnes Miller.

Outgoing CSEA third vice-president Richard Tarmey, second from left, is honored at a reception during the convention. With Mr. Tarmey are, from left, Fred Gurlofski, Fred Segalis, William Zeppieri and Emil Fleszar, all of Montgomery County chapter.

Evelyn Glenn, delegate from New York City chapter, takes turn at microphone to express her opinion.

Outgoing CSEA fifth vice-president Hazel Abrams is interested observer during convention business sessions.

Greeting delegates as they signed in at registration desk were, from left, Ruthy Burner, Mildred Wanda and Kay Zgonbock. Signing in is Eileen Saltzbury, delegate from Motor Vehicles chapter.

Hurried exchange of opinion is made by Joseph Messina, left, and Raymond Magliallo, both of Pilgrim State Hospital chapter, as they pause between business sessions.

PHOTO RIGHT: Getting together to discuss activities at convention are, from left, Rose Marcinkowski, of Highland State Training School; Jason McGraw, of CSEA Headquarters staff; Tony Allen, of Hudson State Training School; Art Coleman, of Hudson State Training School; Ernestine Coleman, of Brookmart, and Robert Day, of Overbrook Center for Children.