At this time I am engaged in writing both this article for the convention issue of The Leader and preparing my report for the Delegates Meeting to be held from March 25 to 28. While there will be some overlapping in the two presentations, this article will emphasize the current CSEA situation with regard to some major areas of concern and will direct itself primarily to the future.

Needless to say, these are difficult, trying and turbulent times. The dramatic inflation upturn coupled with the sudden energy crisis affects us all in very serious and profound ways. We must meet all the strenuous problems confronting us in a united, cool and confident manner.

In this setting, rival private-sector unions are attempting to kill us off. We are at war; under siege. Battle for battle, our record shows that we have done very well in the success column. Our aim is to improve even more and eventually win it all — in behalf of every employee in the public sector.

CSEA is again sponsoring a bill in the Legislature for the benefit of New York State retirees. This bill directs itself both to correcting the many inequities existent in the present method of payments and to incorporating an upward and continuing cost-of-living adjustment to offset the serious inroads that the ever-increasing inflationary spiral makes upon fixed income.

CSEA, in its 64-year history, has been through good times and bad times: World War I, the great depression of 1929-33 and World War II. Through it all we have grown larger and stronger on all fronts and have always contributed to and been responsible for bettering the lot of all government employees in New York State. It is indeed an unequalled performance of proud achievement. With these facts in the record, there is every reason to believe and be confident that CSEA will come through this difficult period of drastic change even stronger than ever with assured confidence in greater accomplishments in the years ahead.

THE BIG W’S

Gov. Malcolm Wilson, left, and Civil Service Employees Assn. president Theodore C. Wenzl are all smiles at the prospect of attending the union’s statewide Delegates Meeting this week at the Concord Hotel. The Governor is expected to make an appearance at the meeting sometime Wednesday morning.

REVIEW PERSONNEL NEEDS

The job of overseeing staff requirements for the Civil Service Employees Assn. is a responsibility of the Board of Directors’ personnel committee. This committee reviews appointments and salaries for major positions within the Association structure. Shown at a recent meeting, preparing their report for the Board meeting preceding the statewide Delegates Meeting at the Concord Hotel this week, are, from left, Ellis Adams, Dutchess County; committee vice-chairman Jack Dougherty, Tax and Finance; Harold DeGraff, Ulster County; James Moore, Ulster State Hospital; Timothy McRae, Transportation; Ernst Stroebel, Health, and chairman Alfred Jeune, Greene County. Unavailable for the photo were Bostick Smith, Wilkes-Barre, and Thomas Kennedy, Suffolk County.
LONG ISLAND REGION 1

By IRVING FLAUMENBAUM
CSEA Vice-President Region 1 President

There is a renewed sense of strength and pride in the CSEA throughout Long Island Region 1, and I think that spirit is catching.

Much of the credit has got to go to the restructuring of our organization. It has fostered cooperation and communication among our 16 chapters and has produced a strategy of counterattack against the outside unions that have been nibbling at our heels for years.

With more than 25 years in CSEA, I, for one, have never seen anything like it.

The chapters are sharing their problems, ideas and mutual support, which, after all, is what our union is for.

Regional headquarters is able to dispatch professional help when and where it is needed, getting the greatest results from our manpower.

* * *

WE HAVE ESTABLISHED our Headquarters in a free-standing, two-story office building, and our CSEA letters are emblazoned across the outside in three-foot-high letters for all to see.

We have set up seven basic committees to give us the expertise of the most experienced and wisest members in the state, county and local units. We have had our area legislators to a political action reception at our regional headquarters. We have staffed the headquarters with clerical employees and our field staff. We have also provided days when members can reach a regional attorney or insurance counselor there.

No member need ever feel that CSEA is out of touch. No unit or chapter need ever fear that it will stand alone against the well-financed rostering of the outside unions.

IT IS SYMBOLIC of the spirit and dedication that I see that the Regional board decided to have monthly business sessions in the evening, instead of the long Saturday luncheon sessions of the old Conference days. It's all work and no play, but we have been able to work out our problems and get action.

That is the result of the commitment of our chapter presidents: Bill Kemper, Joe Aletto, Joe Kippeler, Joe Gambino, Hardy Horan, Duke Colby, Phil Ferrato, Ed Perrott, Julia Duffy, Ben Porter, Walter Weeks, Joseph LaVille, Virginia Ogian, Al Varacchi and Dorothy Rubin.

Their commitment has been equalled by my fellow officers in the Region: Ed Perrott, Dave Silberman, Ralph Natalie, Sam Siprettelli and Dorothy Goets.

We're on the move in Long Island Region 1. We've got 16 chapters with more than 300 units and almost 50,000 members. We've got solidarity, because we are all public employees and we all have the same basic job problems.

We've got one big thing that these outside union bosses will never understand: we stand together.

L.I. Region 1's Borders

PILGRIM CONTRACT — At the contract signing at Pilgrim State Hospital are, seated from left: Margie Noya, Pilgrim CSEA chapter president; Julia R. Duffy, hospital director; Dr. Henry Brill, and director of nursing services Louise Psar. Standing from left are: Eugene Blevy, Aver Berkley, John M. James, Arthur Schmi, Dr. Alfred Piggott and Harry Rabin. Absent from the photo were Drs. Albert Paganelli, assistant director, and Sylvia Weinstock, chapter secretary.
Disability Unit Cites Problems

NEW YORK CITY — John McKenna, director of employee training for the Department of Social Services, has sought to assign members of his staff immediately to check out existing problems in the Bureau of Disability Determinations.

This was the result of a labor-management meeting between CSEA and the Department at the World Trade Center. This meeting came after an earlier agreement in Albany to hold a session in New York City to discuss problems peculiar to the Bureau of Disability Determinations.

The union sought such a call to the attention of a volatile situation in the Bureau regarding job duties, workloads, staffing problems and working conditions and asked for prompt investigation.

Representing the union were CSEA collective bargaining specialist John McGraw, chapter president Evelyn Green; Dr. Sidney Alterbach, president; Walter Greenberg, Dorothy Lafayette and Gertrude Wolff.

McKenna's agreement to look into the matter was a constructive first step in the right direction and he looked for management's continued cooperation.

Checking Problems — The state had a chance to hear of problems listed by CSEA in the Bureau of Disability Determinations in New York City. Checkers from left foreground are some of the CSEA personnel on hand: Gertrude Wolff, Michael Furey, Evelyn Green; CSEA collective bargaining specialist John McGraw and Walter Greenberg.
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Electric Rate Hikes Revolting To Critics At PSC Hearing

WHITE PLAINS — Westchester County Alfred DelBello called for "fundamental changes in the way we produce electricity and the way we regulate its production" in New York State.

In a statement to the commission in White Plains, Mr. DelBello not only opposed Con Edison's proposal but also criticized the state's regulatory agency, with an eye toward restructuring both of them.

The hearing drew the attention of Southern Region 3, Civil Service Employees Association, and its executive board, urging the PSC to push back electric rates to those of April 1, 1972, James Lennon, regional president, appeared at the hearing to oppose any increase.

Among the major changes Mr. DelBello called for was the election of all members of the Public Service Commission, a revamping of the electric rate structure, public control of the production of electricity and the formation of a statewide consumer lobby on utilities.

Citing the fact that the PSC has granted Con Edison rate increases amounting to 128 percent over the past three years, Mr. DelBello said, "We must protect the right of our citizens to heat their homes, cook their meals and light their homes without the inception of undue hardship.

"Our citizens can shop for food, select and enjoy a free choice to save wherever possible, but they cannot exercise any choices whatsoever in their source of power.

"I believe it is the Public Service Commission which should act as the guardian of the public interest in these matters, but in this respect, I believe the PSC has been a total failure."

Mr. DelBello said that an examination of Con Edison's rate schedule disclosed that it was heavily weighted in favor of the large commercial user and against the small businessman and individual homeowner.

"Why has the PSC not begun the process of rate leveling?" he asked, "Is it not time that the PSC stop favoring large corporations and commercial users and equalize the burdens caused by the present energy crisis?"

In addition, DelBello said, the people of Westchester want to know why Con Ed residential customers are paying more than twice as much as customers of New York State Gas & Electric Company.

Mr. DelBello said that large commercial users served by NYG&E are now paying $16.95 for 1000 kilowatts of electricity while Con Ed customers in Westchester are paying $41.29.

We are working for quality service for public employees in Southern Region 3, and not just for quantity service.

By quality service, we mean doing the best job possible to provide an all-around in-depth type of union representation for public employees on the part of the Region 3 leadership and our CSEA field representatives. This means taking into consideration all of the problems of public employees and developing new and creative ways of dealing with these problems.

The restructuring of CSEA has given us some wonderful tools to help us provide this quality service, and we in the Southern Region are taking full advantage of these tools.

We opened our first Regional Office last fall on Route 9 in Dutchess County between Fishkill and Wappingers Falls and now the only thing we wonder, is how could we have done without a central Regional Office.

Our Regional offices have more than fulfilled the prophecies of the restructuring planners. First, telephone calls are pouring in to field representatives and regional officers, far more than we ever received before, making all kinds of inquiries about CSEA services and asking all kinds of questions about labor-management problems. Just the fact of having a full-time Regional Office seems to have awakened a need and interest among our members to more fully avail themselves of the services that CSEA can offer.

The new office is nearly fully furnished and we have a full-time secretary, Mrs. Judy Morrison. We already need another secretary to help out with the phone calls and the growing volume of clerical work.

An example of some of the innovative uses we have developed in our new office is the library we are compiling on the subject of grievances and disciplinary actions. These materials are all cross-indexed, and they are particularly helpful to field representatives or other persons who want to find out how specific types of grievances and disciplinary actions should be handled and what the available facts are about these procedures.

SOUTHERN REGION 3

By JAMES LENNON
CSEA Vice-President/Region 3 President

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As for the retirees, I am very proud that in a short time, Southern Region has organized three retirees chapters with special thanks to Nellie Davis, Mary Blanchin and John VanDusen. The retirees, incidentally, are a valuable aid to CSEA, providing us with active help during such things as the recent challenges we underwent and from which we emerged victorious.

Speaking of challenges, I know that there are some people, including some who belong from CSEA, who are going around trying to drum up support for other unions. I predict these efforts will fail and one reason is that these detractors are trying to persuade employees to jeopardize their retirement and other benefits in already negotiated contracts by tying-up with these private sector unions.
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Power To The People

NO matter what its genesis, the energy crisis is extracting the last drop of blood from the consumer already squeezed white by the rampant-inflation of the past two years.

The cost of electricity, once regarded as a minor annoyance in the average homeowner's monthly budget, has soared, in part because of sudden rise in fuel prices. While rising gasoline prices can be coped with somehow, the speed of rampant electricity rate increases is frightening.

We have come to depend on electricity without thinking, and while we can save a watt or two because of conscience or pocketbook, we cannot do without it or even considerably decrease it.

Utility companies are favored sons in the state, and they usually get what they want by one means or another. Rate increases are constantly bedeviling the consumer. Those of us who are locked-in Con Edison and the Public Service Commission a few years ago on Con Ed increases. CSEA Region 3 president James Lennon has its chance to air protest against another round of a rate increase. The campaign works for the level of April 1, 1972.

In brief, he urged that the electric rate structure be completely reviewed and that the State Legislature be asked to consider this matter. This cannot be allowed to continue. Those of us who are locked into fixed income should be a vanguard calling for a fresh look into the utility structure in New York State.

Alfred DelBello, Westchester's County Executive, served in Con Edison and the Public Service Commission a few days ago at a rate-increase hearing in White Plains. His comments and proposals, echoed by others, deserve serious attention.

In the southeastern part of the state, the public is getting its chance to air its protests against another round of Con Ed increases. CSEA Region 3 president James Lennon joined the growing clamor by urging that the PSC rather than granting another rate hike instead roll back rates to the last drop of blood from the consumer already squeezed white by the rampant-inflation of the past two years.

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It is an Orwellian situation: Con Ed campaigns for its customers to "Save A Watt" by reducing the use of electricity in order to conserve power; the campaign works and electric usage declines; so does Con Ed's profits, and thus the utility demands rate increases because its revenues fall below a certain level.

As one critic commented, it's like the guy who murders his parents and then asks for mercy because he is an orphan.

Why Not Talk?

FRANKLY, we're not all that sure what career ladders are, and how they can be applied to food service work, tax examiners, laundry workers, clerical and maintenance workers, et al.

To clear our minds, we've asked a number of employees throughout the state on what their ideas are ... and it turns out that there are a lot of ideas on the subject.

All of which leads us to wonder why the state is so adamantly against discussing the matter with the Civil Service Employees Assn. Surely, it's a situation that would leave both sides plenty of room to maneuver.

Don't Repeat This!

(Continued from Page 1) was that Buckley voted the un-expected.

In view of Republican defeats in special Congressional elections in Michigan, Minnesota, the District of Columbia, and Ohio, some state legislators are concerned about their election losses, particularly those who represent marginal districts. Some of these would be happier about their losses if Vice President Ford acceded to the Presidency and senators in the party's lever were diseñed as the Vice President.

William Judas Venable

ator Jacob K. Javits disagree with Senator Buckley. Moreover, the Governor's call has been such that it seems unlikely that any of the State legislature would consider his position. According to the Senator's office, the public response by way of written communications and telephones to his office, has been overwhelmingly negative.

It is important to note that there is a hard core of Republicans who retain their faith in the President and that every Republican leader he has done an excellent job. Republican candidates for public office are opposing the President for styling this hard core of Republican voters. Yet they also have voted against the President in cases where it was not their hard-core Republican and (Continued on Page 7)

Civil Service Law & You

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

Court Upholds Rights Of Retiree

A recent decision of the New York State Court of Appeals involved a case where the plaintiff, who was a member of the New York City Employees Retirement System, retired from service in 1955 and was granted an annual retirement allowance. At the time he became a member of the City Retirement System, the administrative code provided that any member who had retired to re-enter city service prior to age 70 and again become part of the Retirement System. This provision was amended in 1968 to reduce the age limit to 65.

On July 15, 1966, the plaintiff, at age 67, entered the City Law Department. His retirement allowance ceased when he returned to the city payroll. The plaintiff filed an application to become a member of the System. He was refused and his Article 78 petition to compel reinstatement to the System was dismissed. The Court of Appeals reversed that decision stating that the opportunity to re-enter the System was a retirement benefit. As he was retired, the conditional aspect of the benefit was satisfied. The right to the restoration of his retirement benefitted constitution cannot be taken away from him by the city's unilateral action. In the Matter of Dufour v. New York City Employee's Retirement System, NYLJ 3/8/76.

The Court of Appeals has put to rest the question of applying the laws of the state of New York which grants leave of absence for sabbatical leave for sabbatical leaves for the 1971-72 school year. In order to avoid a constitutional problem, the legislature has permitted for the 1971-72 school year, the application of the law and the award was vacated. The Court of Appeals in this recent decision said that the arbitrator's award should stand. The court said the decision of the arbitrator "neither contravened the statute nor its public policy.

Moreover, the court held, "the issue was a proper subject for arbitration and, in any event, the limited public policy involved does not justify a judicial override of the arbitrator's award.

In 1971 the New York State Legislature enacted a law declaring a moratorium on leaves of absence and sabbatical leaves for the 1971-72 school year. In order to avoid a constitutional problem, the law said it shall not be construed so as to impair or interfere with his right. Where such contractual right was in existence and enforceable prior to the effective date of this section.

There was at the time a collective agreement in effect between the Teachers Association and the Hopkins Board of Education providing for sabbatical leaves for teachers for no more than 3 percent of the staff in any one year. Several teachers had made application for sabbatical leaves prior to April 1, 1971, to commence that summer, and the legislation intervened. The Board of Education refused to act on the applications and the matter was referred without objection to arbitration.

The Arbitrator decided there was an enforceable contractual right in existence when the legislation was passed, and he directed the Board of Education to implement its sabbatical leave policy by considering the applications in good faith. The contractual right to be enforced was between the Teachers Association and the Board of Education.

The fact that more than 3 percent of the teachers applied for leave merely placed upon the Board of Education the burden of making a good faith decision as to which teachers would get sabbatical leaves.

It is important to note that even if the arbitrator erred in deciding that the contractual right was enforceable, and that his view of the law was wrong, his determination was not based on the law of contracts.

The duty of an arbitrator is to reach a just result. He is not bound by rules of evidence nor by substantive rules of law. Even where the arbitrator misapplies the law, the court will not overrule him.

There are a few instances where such an overriding public policy is involved that the court will take the mat-

(Continued on Page 7)
LETTERS TO THE EDITOR

Back Vizzini 100% On Firemen's Strike

Editor, The Leader:

As a New York City firefighter and a participant in the strike of Nov. 6, 1973, I strongly resent the letter of Mr. Bernard McWeeney in your March 12 issue.

Mr. McWeeney, retired since 1969 and presently employed by another labor organization, is apparently defending the actions of the District Attorney’s office which indicted three of our union officers on criminal charges as a result of the strike. He doesn’t see that this was the action of a lame duck city administration and an acting DA looking for appointment to the top spot.

As a labor man, surely Mr. McWeeney can see the danger of such action. If this move is successful, no labor leader, either in a municipal or private union, can be safe from prosecution on criminal charges when a strike occurs.

Mr. McWeeney never mentioned the bad-faith bargaining on the part of the city negotiations during the contract talks. I, too, am a former member of the UFA Executive Board and have sat in on numerous meetings with the city. At no time during these talks were the city negotiators desirous of achieving any kind of an agreement. It seems Mr. McWeeney has criteria only for UFA president Richard Vizzini.

As to the referendum vote, Mr. McWeeney knows, as a former Board member, that this is only a barometer of the members’ feelings. He also knows that in the past we have voted “job action” at membership meetings without taking a referendum vote. The UPA Constitution and By-Laws give the membership the power to act at a regular or special meeting. Mr. McWeeney chooses to ignore this as well as the fact that the strike was 90 percent effective.

Apparently Mr. McWeeney, retired five years, has lost touch or is setting wrong information.

The New York City firefighter is behind president Vizzini 100 percent for striking the city during contract negotiations. In the future when we in the union pressures we want the next one ready to be signed and delivered.

I will not presume to interfere with the internal affairs of the UFA Executive Board. It is obvious that Vizzini is defending the city and the D.A.’s actions. Mr. McWeeney should focus his writing ability to criticize the union burning bastions of the Fire Commissioner. He would do a disservice to the active firefighters. His letter has done a disservice to the civil service labor movement, the Uniformed Firefighter’s Association and the men in the firehouses.

Timothy J. Shea
Firefighter, Engine Co. 52
Former Manhattan Trustee
Uniformed Firefighters Assoc.

Women Are Hazards In Police Work, Cars

Editor’s Note: Below are selections of the minutes of the February meeting of the Uniformed Firefighters Association Organized for Police Support, in Staten Island. Speaker for the meeting was Dr. Abend, a Metromedia television analyst, who addressed the issue of police unions and their role in police labor relations.

Dr. Abend began his talk by pointing out the importance of the change in perception of equality. He pointed out, however, that in the history of the world there are some jobs that we just do not expect of women. One example he gave was the military. While we do have women in the military service, we do not require that they actively engage in military combat.

He said that in the case of police work, what we are witnessing is a “atrophy of equality.” This perversion is manifested when we expect women to undertake the most serious task of protecting the citizens of this city.

It is wrong to assume that all women are equal to the tasks of all men; it is wrong to relegate women to the most trivial hazards involved in the duties of patrol.

Women being recruited bring with them special hazards involved in the duties of patrol.

Women who are hired as police officers bring with them special hazards to themselves, to the men that they will be duty with, and to the citizens they are expected to protect.

Dr. Abend stated that he has had numerous private talks with the police hierarchy and members of the city administration.

He has received only anality of sour words and vituperative attacks on the concept of bringing in thousands of women to the Police Department. These comments, however, are unsuitable to commit themselves publicly on the issue.

Vizzini is concentrating too much into the problem, and private conversations with those involved.

Dr. Abend has come to the conclusion that there are not many people who want this program. It is in response to the pressure by the police hierarchy, the city administration, the policemen, the politicians, many of the rank and file, and also by the average person.

Therefore, he finds it amazing that the New York City Firefighters would support such a program.

(Continued on Page 10)

HUD May Fire 3

The U.S. Civil Service Commission has recommended that three HUD officials be fired or demoted. The charges against the officials are alleged to be overstepping the merit system in the hiring of politically influential Republicans. All are unidentified.

These recommendations follow the discovery last week of a special personnel referral unit established to help hire certain Republicans into a key HUD job.

It is believed the employees recommended for dismissal and suspension are all "supervisors."
DEMONSTRATION FOR CAREER LADDERS

An estimated 2,000 members of the Civil Service Employees Assn. gathered on the Capitol steps in Albany to shout out their support for career ladders. Even though the crowd was large, the demonstrators maintained a dignified manner that evoked praise from many onlookers.

Dorothy King, Long Island Region 2 Mental Hygiene representative to the CSEA Board of Directors, acted as group captain for the Creedmoor delegation. Included in the Creedmoor group are Paunella Dalton, Mary Carroll, Phyllis Bienen, Leon Whaley, Mandy McDermott, Jannie Mason, Veronica Farrell, Bertha Leiberman and Prudence Napoli.

PHOTO LEFT:
Manny Ramirez, left, and John Clark, vice-president and president, respectively, of Letchworth Village chapter, get ready to board one of two buses from their institution, which boasted of the largest single delegation at demonstration.

PHOTO BELOW:
It was a misty day, so Letchworth demonstrators waited inside until buses were ready for boarding.

As demonstrators from Letchworth Village chapter in Region 3 gather to board their bus, last-minute preparations are made as Lorraine Scott hands poster to N. Goudey.

Showing off some of their hand-lettered signs are, from left, N. Goudey, Walter Thompson and Gloria Stritmater, all of Letchworth Village chapter.
DRAWS 2,000 IRRATE STATE WORKERS

ALBANY — Amid the banging of kitchen spoons against large empty cooking pots, thousands of food service workers from Civil Service Employees Association chapters from all over New York State demonstrated in active support of the CSEA Food Service Career Ladder in the State Capitol park on March 19, 1974. Chanting, “We want our career ladder,” the constantly-growing group broke down into a uniform line and slowly marched around the perimeter of the large, snow-dusted, damp park.

Various units then had a chance to scream their individual reasons for support toward the thousand-step staircase and the windows of Gov. Malcolm Wilson’s office.

Robert Gould, CSEA negotiation specialist, manned the speaker’s podium and controlled the large crowd. He introduced various unit presidents and career ladder committee members, who in turn shouted the milling crowd on, with questions such as, “What do we want?” — answered with a roaring, “Career Ladder.”

Numerous newspaper, radio and television reporters covered the activity and were surprised to find Dr. Theodore C. Wenzl, statewide CSEA president, wearing a career ladder placard and walking almost unnoticed in line with the shouting union members.

“The state has not kept its word,” Dr. Wenzl explained to a reporter’s question: and the crowd around these men roared a resounding cheer: “We want action now.”

As the buses kept arriving, 47 altogether, the crowd swelled to its peak, about 2,000 members.

The striking crew调试ed on a few male members of the group who threatened to streak down to the buff.

but only one member was caught with his pants down by the Capitol Police. He pleaded innocent and was released on $10 bail with a future court appearance to be set. A CSEA spokesman said he believed that legal assistance will be available. At noon, the City Hall chimed the bell, but the crowd paid more attention to the main speakers being introduced at the podium.

The speakers included statewide executive vice-president Thomas McDonough; vice-president William McGowan, the highest ranking Mental Hygiene officer in the Association; vice-president Joseph McDermott; treasurer Jack Gallagher and Headquarters executive director Joseph Lochner.

Several of the Mental Hygiene representatives to the CSEA Board of Directors also spoke to the gathered throng. But others, as well as vice-president Richard Cassey, kept moving in the crowd, encouraging the demonstrators.

At one point, demonstrators peeled off in a march around the park. Mental Hygiene representative Joseph Kippler, of Central State P milk Hospital, led the way, acting as chief cheerleader with the aid of a megaphone.

Gloria Rice, Martha Noble and Phyllis Holeck, all of Rome State School, followed close behind, with two of them holding a large cooking pot, while the third one emboared it with an eavesdropping sign.

Ulster State Hospital’s delegation, led by chapter president James Moore, who also serves on the Board of Directors, carried four banners proclaiming their presence.

Armando Cruzzell, of Pilgrim State Hospital, pointed out his chapter, headed by Julia Duffy, included laundry workers who were there to demonstrate for a laundry workers career ladder.

Support was given to the demonstration also by tax examiners who are embattled with the Office of Employee Relations over their career ladder. Tax and Finance representative Jack Dougherty was among the demonstrators as they marched around the park.

The lines refilled the park and the immensity of the gathering was throng present in Capitol Park.

All during the demonstration, small groups of demonstrators filed into the CSEA headquarters building at 33 Elk St. to have a sandwich and coffee prepared and served by CSEA staff volunteers.

As the demonstration broke, a group of CSEA Food Service Career Ladder committee members and other CSEA leaders met with Melvin Osterman, director of the state’s Office of Employee Relations, in a special session to attempt to move on the proposals of the CSEA committee.

When the buses headed homeward during the afternoon, each CSEA member knew he or she had done something to make the state government realize that state employees are not satisfied with empty promises and no results.

CSEA has begun both a legal and a public information battle to make the concept of a career ladder for food service personnel known. Court decisions will be forthcoming; arbitration hearings will be held. CSEA, New York State’s largest public employee union, remains in its determination that its members will be served.

In the four photos above, a special CSEA delegation meets with Melvin Osterman, director of the Office of Employee Relations. Obviously, as can be told from the pictures, the results of the meeting were gray. In the photos above, various angles show the CSEA delegation, led by statewide president Theodore C. Wenzl and vice-president William McGowan, highest ranking Mental Hygiene employee of the union.

From Binghamton State Hospital in Region 5, these demonstrators, under chapter president Leo Weingartner, right, prepare to join the marchers. In the group are David Parks, Sam Updike, Jim Gorman, Ian Gray, Charles Gray, Ed Gorman, Tom Arnold, Mary Clarke and Roger Forbes.

A number of Albany Region 4 members turned out to provide local support for the food service workers’ career ladder. Recognizable in this group are Ag and Markets representatives at New York State’s Office of Employee Relations.

The speakers included statewide executive vice-president Theodore C. Wenzl, statewide CSEA president, wearing a career ladder placard and walking almost unnoticed in line with the shouting union members.

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**Letters To The Editor**

(Continued from Page 7)

pass. He says the reason is it is fast to come in pass is because it represents the fulfillment of a political ideology and not the fulfillment of any scientific conclusions based on long and objective study.

Sherrill White
For Citizens Organized For Police Support, Staten Island

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**Status Of Eligible Lists**

The leader reprints all eligible lists resulting from city exams as well as lists resulting from state promotions. Rockland and Orange County open competitive lists, however, are not reprinted as most of our state readers are already public employees and therefore interested already in the promotional lists. Copies of state open competitive lists may be obtained from The Leader. The following state O.C. lists were established last week:

Deputy Director for Institution Administration, Exam 23539 — 5 names.

Assistance Scientist (Kemmling), Exam 87237 — 66 names.

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**Open Competitive State Job Calendar**

Applications Accepted To Apr 1;

**Oral Test In Apr Or May**

International Trade Consultant $13,004 27-387

Written Exam in Apr

Motor Vehicle License Examiner (Seasonal) $388 23-23

Applications Accepted To Apr 8;

Written Exam May 11

Artist Designer $9,029 24-236

Artist Designer, Senior $10,714 24-238

Civil Engineer (Traffic), Assistant $14,432 24-265

Motor Vehicle Inspector $10,714 23-977

Professional Careers in the Natural Sciences (Trainee)

Analytical Chemist, Analytical Chemistry (Basic) $10,412 24-236

Biochemist, Food Chemist, Junior Scientist (Chemistry), Sanitary Chemist $13,217 24-237

Biologist and Junior Scientist $15,458 24-237

Biophysiologist $15,458 24-237

Engineering Geologist, Junior $15,458 24-237

Public Health Sanitarian $15,458 24-237

Surplus Real Property Appraiser $15,458 24-237

Tabulating Machine Operator $6,450 24-236

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**Oral Test In Apr Or May**

Radio-TV Media Specialist $13,004 27-407

Training And Experience Evaluated

Community Nursing Services Consultant $15,684 27-413

Community Nursing Services $15,684 27-414

Consultant (Family Planning) $15,684 27-414

Food Services Specialist $13,404 27-414

Regional Public Health Nurse $13,404 27-414

Reconversion Financial System Analyst $21,545 24-217

Urban Program Coordinater $15,844 27-305

* Oral test will determine final score.

Applications Accepted To Apr 15

Written Exam May 11

Senior Clerk (Transport Mail) $7,204 20-238

Applications Accepted To Apr 29;

**Oral Test In May**

Youth Division Counselor Assistant $9,548 27-398

Training And Experience Evaluated

Research Analyst, Senior, Fiscal Admin $17,429 27-423

Signal Engineer Assistant $14,142 27-418

Written Exam June 1

Toll Collector Varies 24-061

Applications Accepted To May 13

Training And Experience Evaluated

Railroad Track and Structure Inspector $10,714 29-273

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State office Building Campus, Albany, New York 12228; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12228.

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**State Eligible Lists**

**35-1569 COURT APPT, HREG CRY.**

Test Held May 10, 1973

Scheider H A, Jamaica 73.4

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**35-1543 COURT APPT, HREG CRY, ONONDAGA**

Test Held May 10, 1973

Scheider H A, Jamaica 73.4

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**35-1538 PRIN PERSONNEL, CHKLY.**

Test Held June 16, 1973

Smith D Schenackenadh 70.7

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**35-1539 PRIN MME PERSONNEL, CHKLY.**

Test Held June 16, 1973

Smith D Schenackenadh 70.7

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**Hard To Be Fireman**

Editor, The Leader

Wrigley is planning to have New York City make it as difficult to become a fireman as possible. When your paper announced the tentative date of the fire exam, quoting Fire Commissioner O'Shan, I enrolled in the program. Now that the exam is being moved back to sometime in Fall. Why? The reason is to allow for minority recruitment. It's supposed to be that the exam has been moved back to sometime in fall.

**State Eligible Lists**

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**State Eligible Lists**

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**Preference**

Applications Accepted To Apr 1; Oral Test In Apr Or May

International Trade Consultant $13,004 27-387

Written Exam in Apr

Motor Vehicle License Examiner (Seasonal) $388 23-23

Applications Accepted To Apr 8;

Written Exam May 11

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Artist Designer, Senior $10,714 24-238

Civil Engineer (Traffic), Assistant $14,432 24-265

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Promotional Positions

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Custodial Foreman, Attorney Trainee Positions With City Open For Filing To April 22

Law school seniors may apply as attorney trainees with the city from now until April 22 while anyone with at least an elementary school education and three years experience in the cleaning and maintenance of a building may file as a custodial foreman.

A written test for custodial or attorney trainee positions is scheduled for May 25. It will be utilized to determine the relative standing of candidates who respond to the written test. The scores will be counted as 50 percent of the final score

A written test for the trainee position is scheduled for May 15. It will consist of two parts, the first weighing 35 percent for appointment and the second weighing 65 percent. Part one will be multiple-choice and questions will be on local practice, procedure and research, contract law, real property, evidence, administrative law and compensation of written legal manuscript. Part two will require preparation of a written legal memorandum.

Graduation from law school by June 30 qualifies candidates for the trainee position is scheduled for May 15. It will consist of two parts, the first weighing 35 percent for appointment and the second weighing 65 percent. Part one will be multiple-choice and questions will be on local practice, procedure and research, contract law, real property, evidence, administrative law and compensation of written legal memorandum. Part two will require preparation of a written legal memorandum.
Minority Bias Alleged In Preparation For Sanitationman Exam

A group of Italian-American sanitation workers last week charged the city with using a "double standard" in its program to recruit and prepare black sanitation workers to take the March 2 sanitation man exam.

The group, the Columbia Assn. of the Meineke Plan, sent a letter to Mayor Beame outlining what it saw as bias toward "so-called minority groups," and charged the city's "double standard" in recruiting and training candidates was responsible for the physical portion of the exam.

Democrat Climo, president of the 6,000-member group, which accounts for nearly half of the department, charged the city's "minority recruitment program" as responsible for the bias. The group contended using city manpower and career development centers located in minority areas to encourage area residents to apply for the exam.

When the period for filing applications closed, pre-test preparation courses were conducted in those areas with the aid of the same training manual put out by the city and the Human Resources Administration. The manual, by Climo, said, "was made available only to the so-called minority groups."

Mayor Beame reacted to the letter by directing the Dept. of Personnel to make sure that such programs are not implemented "at the expense of other ethnic programs."

The demanding competitive physical for candidates successful on the written part of the exam will be held once all the written tests are graded. The Columbia Assn. wanted a part in those centers in which to train candidates for the competitive physical, and Harry Bronstein, director of the Dept. of Personnel, issued the following statement in response to the request:

"We welcome the offer of assistance by the Columbia Assn. in preparing trainees to candidates for the physical portion of the exam. We wish to emphasize that this program, like all other pre-test preparation courses the city has offered, will be open to all persons without regard to race, creed or national origin."

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INVESTOR
State Seeks Artist-Designer at Junior To Senior Levels

Artists with one year of commercial art school study or commercial art school experience and three years’ experience qualifies for artist-designer; four years, senior artist designer. Filling deadline is April 8.

These positions exist with departments and agencies throughout New York State. Blanks must be filled for junior artist-designer in $5,416; senior artist-designer, $8,626; and senior artist-designer, $10,714. (Those appointed in the New York City area and Monroe County are eligible for an additional $1,000 annual salary differential.)

Junior artist-designers prepare charts and graphs for publications and present oral or mechanical lettering. Other tasks include designing covers for reports, drafting, and paste-up entrances for pamphlets and doing simple sketches and drawings. Specific instructions and close supervision will be given.

Senior artist-designer is the beginning and intermediate level in state service. Work stresses publication design, illustration, and specifications to the printer. Most agencies need a year of commercial art—charts, graphs, and maps. Other work includes finished illustrations, equipment and structures and occasionally a poster or exhibit design.

Written Exams The exams for all three titles will include one or more art problems in which candidates will be required to demonstrate their abilities (described below). Candidates will be notified what drafting equipment and art supplies must be brought to the test. The junior artist-designer exam, no. 24-034, will test for knowledge of basic mechanical drawing, graphic design, and principles of drafting.

State And County Eligible Lists

Statewide eligible lists for these positions will be given.

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Applications Accepted To April 1

Written Exams May 1

Assistant Civil Engineer (Traffic) DOT 6-19 35-525
Assistant Civil Engineer (Traffic) DOT 6-27 35-526
Electronic Computer Operator CIV SERV 6-10 35-535
Magnetic Tape Operator CIV SERV 6-30 35-536
Motor Vehicle Inspector DOT 6-14 35-508
Senior Civil Engineer (Traffic) DOT 6-23 35-527
Senior Clerk (Printing) IDP 6-7 35-528
Senior Clerk (Printing) IDP 6-10 35-529
Senior Stores Clerk IDP 6-9 35-541
Senior Thruway Store Keeper NYS TA 7-324 35-542
Surplus Reale Property Assistant NYS TA 7-321 35-543
Thruway Stores Assistant NYS TA 7-117 35-544
Travel Information Aid COMMITTEE 6-10 35-484

Applications Accepted To April 22

Written Exams June 1

Assistant Retirement Benefits Examiner IDP 6-7 35-500
Assistant Civil Engineer (Planning) DOT 6-31 35-548
Principal Civil Engineer (Planning) DOT 6-31 35-549
Senior Civil Engineer (Planning) DOT 6-23 35-547

Oral Exams In June

Director of Community Services CORRECT SERV 6-27 35-014
Director of Sales Tax & FINAN 6-38 35-004
Metropolitan Deputy Tax Commission TAX & FINAN 6-38 35-005

Applications Accepted To May 13

Written Exams June 22

Classified Positions IDP 6-5 35-519
Assistant clerk
Audit Clerk
Statistics Clerk

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th floor, Manhattan, 10041; 488-4248; and Suite 150, 1 W. Genesee St., Buffalo, 14262.

Applications may be obtained either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and number.

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State Promotional Job Calendar

Applications Accepted To April 1

Written Exams May 11

Assistant Civil Engineer (Traffic) DOT 6-19 35-525
Associate Civil Engineer (Traffic) DOT 6-27 35-526
Electronic Computer Operator CIV SERV 6-10 35-535
Magnetic Tape Operator CIV SERV 6-30 35-536
Motor Vehicle Inspector DOT 6-14 35-508
Senior Civil Engineer (Traffic) DOT 6-23 35-527
Senior Clerk (Printing) IDP 6-7 35-528
Senior Clerk (Printing) IDP 6-10 35-529
Senior Stores Clerk IDP 6-9 35-541
Senior Thruway Store Keeper NYS TA 7-324 35-542
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NAME
ADDRESS
CITY
Zip Code
By JOSEPH McDERMOTT
CSEA Vice-President/Region 4 President

Looking at the state of the Region, it can be described much as one would describe a ballpark.

The home team, CSEA, is a sure winner, but the ballpark is only in the second inning. The game began with the Capital District Conference, forerunner of the Region, taking the first inning by a 25-year stint of hard work, culminating as the most solvent, vocal, best-represented of which numerous units combine to comprise the 80 chapters. In this time of semi-quiet in the larger state division in our north country and both the chapters and the personnel, who will be housed in and operating out of the new facility at 10 Colvin Ave. in Albany.

Workshop has been planned for June 7-9. The social committee is already discussing the 1974-75 program, and another one-day workshop sponsored by the Adirondack Council, CSEA, is scheduled for 8:30 a.m. on Thursday, June 7 at the Airport Inn, Westport.

Another upcoming social event was announced by Gloria Fleming. This will be a dance June 21, with the purpose of this function is to afford some recreation to those chapter workers who are not delegates.

Not forgetting the ever-popular demand for social activities, a member-oriented program has been planned for the remainder of 1974 by the activities committee.

Referring back to the ballpark analogy: The players may change from inning to inning, but the CSEA batter is always faced by a challenging team pitcher who represents those problems, wants and desires of the membership. When our coach isn’t watching closely, the opposition’s relief pitchers — other challenging unions or government management — often gets to throw against us. This is why we must train our batters to be able to hit anything tossed at them.

ALBANY Region Outlines Vote Rules For Delegate Meetings

By JOSEPH McDERMOTT
CSEA Vice-President/Region 4 President

ALBANY — Joseph McDermott, president of the Civil Service Employees Assn.’s Albany Region 4, brought delegates up to date on voting procedures for the regional meetings.

Since CSEA restructuring changes went into effect last October, all chapters within the region are now automatically members of the Region. Under the prior set-up, membership by chapters was voluntary in the predecessor Capital District Conference.

With 80 chapters now members of the Region, Mr. McDermott pointed out that new rules would have to be followed in order to keep the meetings from becoming rivaled by vote harassment.

Each chapter will be expected to regulate its own vote. The president is automatically a voting member, and in the president’s absence, the ranking vice-president is regarded as head of a chapter delegation.

Badges will be given to each chapter president for distribution to those delegates who will have voting privileges. Regardless of how many delegates may attend a meeting, each chapter will cast only the number of votes it is entitled to on a proportional basis. Conversely, if only the president or a single delegate attends, he will be entitled to cast the entire vote for the chapter he represents.

In addition, written proxies will no longer be required, since each chapter will be policing its own vote.

The continued growth of CSEA membership in the Region was noted by regional supervisor Jack Corcoran, who noted that 400-500 new members had recently joined the Association. He also explained that three new bargaining units are petitioning for representation.

A large segment of the meeting was given over to committee reports, presented by the chairman of the committee appointed by Mr. McDermott at the Region’s installation meeting last November.

Education chapter’s Nicholas Plewa, Jr., chairman of the Downstate committee, urged a letter-writing campaign to Albany Mayor Erastus Corning, voicing concern about the rash of muggings that have been occurring in the city.

He also suggested that a plan for the new training benefits arrangement with the state, that a course in self-defense be included.

Plan Activities

Ronald Townsend, a delegate from Tax and Finance chapter, asked for a social committee, announced dates of the next two regional meetings. On the the regular monthly meeting will be held at the Polman Community Center in Albany June 7-9, while the annual Spring workshop, this year to be held in the Canadian border.

Also attending the Region 4 meeting was County chairman Betty Lottman of SUNY at Plattsburgh chapter.

Activities chairman Cosmo Lembo, of CSEA chapter, explained details of the Region’s “Last Weekend” excursion trip to Montreal April 26-28. Recreation chairman Maury Miller pointed out that the deadline for reservations is April 15.

The fee of $10 per person includes double-occupancy at the Hotel Bonaventure, bus fare, tax, gross and luggage handling. Busses will leave State Campus Building 12 at 3 p.m. on Friday, April 26, and return to Albany Sunday evening.

Reservations can be made with Margaret Ditchett, Matron Mil- lwrights, Helen LaPierre or Chris De Leo.

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Another upcoming social event was announced by Gloria Fleming. This will be a dance June 21, with the purpose of this function is to afford some recreation to those chapter workers who are not delegates.

Other reports were delivered by Ernest R. Wagner, chairman of the constitution and by-laws committee; Howard Grove, chairman of the political action committee; and Richard Fila, chairman of the education committee.

Adirondack Group

To Hold Workshop

WESTPORT — More than one hundred officers and representatives of chapters and units in the Albany Region of the Civil Service Employees Assn. are expected to attend a one-day workshop sponsored by the Adirondack Council, CSEA, on Saturday, April 26 at the Airport Inn, Westport.

Registration for the workshop is scheduled for 8:30 a.m. on April 27, to be followed by two hours of separate workshop sessions for both state and county division people. The afternoon program will be devoted to a full presentation by a panel of all attendees, with a cocktail hour and banquet in the evening bringing a full wrap-up of the workshop.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City and State and Federal agencies should apply in person or by mail.

Several City agencies do their own recruiting and hiring. They include:

- Department of Civil Service offices can provide applicants with job listings for non-faculty jobs.
- The Board of Higher Education office hours are from 9 a.m. to 5 p.m. weekdays.
- The New York City Comptroller's office is open weekdays to 6 p.m.

To obtain announcements in person or by mail, applicants may obtain appointments either in person or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide applicants with job listings for positions in the State Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located in the following cities:

- Albany Region IV, Joseph J. McDermott, presiding
- Syracuse Region V, Joseph J. McDermott, presiding
- Schenectady Region VI, Joseph J. McDermott, presiding

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GSA Seeks Payroll Supervisor, Clerk

The General Services Administration (GSA) is seeking a Payroll Supervisor, Clerk at $9,096 to $11,029 per year and an opening for this position in Manhattan. For more information, contact Mrs. R. R. Novelli, Personnel Division, GSA, 26 Federal Plaza, Manhattan, 10007, phone: 264-8131.

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**Revised Schedule**

Special Statewide Delegates’ Convention

Concord Hotel, Kamesha Lake, N.Y.

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**Monday, March 25**

- 1:00 P.M. - 6:00 P.M. Registration and Certification of Delegates (Promenade Lobby)
- 5:00 P.M. - 6:00 P.M. Board of Directors Luncheon Meeting (Empire Room)

**Tuesday, March 26**

- 8:00 A.M. - 9:30 A.M. Seminar on Parliamentary Procedure (Imperial Room)
- 9:30 A.M. - 5:00 P.M. Seminar on Registration and Certification of Delegates (Promenade Lobby)
- 5:00 P.M. - 7:00 P.M. Banquet (Main Dining Room)
- 7:00 P.M. - 10:00 P.M. Dinner for All Delegates (Main Dining Room)

**Wednesday, March 27**

- 9:00 A.M. - 5:00 P.M. Meeting of the Charter Committee (Imperial Room)
- 9:30 A.M. - 9:45 A.M. Seminar on Registration and Certification of Delegates (Promenade Lobby)
- 9:30 A.M. - 1:30 P.M. Meeting of Special State Delegates (Imperial Room)
- 1:00 P.M. - 2:30 P.M. County Delegates Meeting (Main Dining Room)
- 2:30 P.M. - 3:30 P.M. County Delegates Meeting (Main Dining Room)
- 3:30 P.M. - 7:00 P.M. County Delegates Meeting (Main Dining Room)
- 7:30 P.M. - 8:30 P.M. Cocktail Party (Imperial Room)
- 8:30 P.M. - 10:00 P.M. Meeting of Special State Delegates (Imperial Room)

**Thursday, March 28**

If the business of the Convention is not concluded by the end of the general session on Wednesday afternoon, a Thursday morning session will be held. An announcement to this effect will be made from the dais.

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**PBA Protests Action Against Hair Length**

NASSAU COUNTY — The Patrolman’s Benevolent Association has unanimously adopted a resolution opposing a non-commissioned member obtaining an injunction against the Commissioner of Police to prevent him from shaving any of his hair. The motion was signed by all members who are in violation of the departmental regulation regarding the length of hair, sideburns and moustaches and who have not submitted their resignation. The motion was approved by the membership at the PBA’s Feb. 19 meeting. It pertains to Article VIII, Section 22, of the Nassau County Police Dept. Rules and Regulations.

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**GSA Has Two Openings**

For Operating Engineer

Two positions are now open for operating engineers with the General Services Administration, the federal government. One is in New York City; the other is in Newark. Both pay $8.00 per hour.

Candidates must be able to operate low- and high-pressure steam-heating and air-conditioning equipment. For more information, contact Mr. R. Rosalii, Personnel Division, GSA, 26 Federal Plaza, Manhattan, 10007, phone: 264-8131.
Greetings to the Delegates from the Central Region. The Central Region is an extensive region with a membership of 33,000 plus in the 20 counties of Central New York. The area is about 280 miles long, 120 miles wide and comprises 19,500 square miles. There are 83 chapters in the Region, and 156 chapter units.

Twenty-five members of CSEA's statewide Board of Directors are from the Central Region.

The Officers of the Region are:
- Richard E. Cleary, President (Syracuse Chapter).
- Louis Sunderhauf, Executive Vice-President (Onondaga County).
- Mrs. Dorothy Moses, First Vice-President (Willard State Hospital).
- Mrs. Patricia Crandall, Second Vice-President (SUNY at Cortland).
- Michael Sweet, Third Vice-President (Herkimer County).
- Mrs. Irene Carr, Recording Secretary (Onondaga County).
- Miss Helene Callahan, Treasurer (Syracuse Chapter).
- Floyd Peasly, Executive Secretary (Retiree, SUNY at Oswego).
- Mrs. Helen Hanlon, Corresponding Secretary (Syracuse Chapter).

The Regional Office is located at 700 East Water St., Syracuse, N.Y. 13210. The telephone number is Area Code (315) 422-2319. Satellite offices have been considered for Utica and the Region Site Committee has under consideration locations in Binghamton and Canton for additional satellite offices.

The unity of the Central Region is exemplified through the Delegate Meetings held four times each year in various locations within the Region. Special meetings are held on call of the president or through delegate action. The next Delegate Meeting will be held in Cortland on April 26 and 27, SUNY at Cortland and Cortland County are host chapters.

The aims of the Central Region are to promote merit and fitness of Civil Service through the cooperative efforts of the other regions and of our parent organization. The Taylor Law and CSEA Restructuring have brought more responsibilities and authority to the region and chapters.

The staff of Region 5 is under Mr. Francis A. Marullo, regional supervisor, and they negotiate approximately 180 contracts at the local levels of government.

In addition to the services performed for the local chapters, our field men have 55 state chapters to service. Additional stops at locations remote to chapter headquarters add time and effort to their work load.

Contract grievance, executive order grievance and the disciplinary action have added immeasurably to the chapter officers and staff responsibilities. No matter how difficult and time-consuming the efforts are, the end result is to represent the membership and spare no expense protecting the rights of the employees. Their dedication to service and government shall not be hamstringed by the punitive efforts of the hierarchy.

The future effectiveness on CSEA lies in its growth. The Central Region has a potential of 85,000 prospective members. This large sector has to be tapped either through membership dues or a checkoff in an agency shop.

Hear Discipline, Pension Talks At Binghamton

BINGHAMTON — Disciplinary procedure and retirement service were two of the main topics at a meeting earlier this month of the Binghamton chapter of the Civil Service Employees Assn., as St. John’s Memorial Center here.

On discipline, delegates were warned not to sign anything if the employer attempts a suspension. Employees were told to contact their CSEA representative immediately, so that legal representation can be arranged.

On retirement, it was explained how up to 165 days of sick leave accrued can be added to retirement. Consultants are available in Binghamton on the 17th floor of the State Office Building from 9 a.m. to 3 p.m.

Chapter president Eleanor Korchak pointed out that one of the area field representatives for CSEA had resigned, but that she had been assured by field supervisor Frank Martello that a replacement would be assigned as soon as possible.

Donald Boswell, president of Binghamton Area Retirees chapter, extended an open invitation for members to attend retiree meetings.

Central Region 5’s Boundaries

PLAN MEETING — Looking ahead to the April 26-28 meeting of the Civil Service Employees Assn., Syracuse Region 5 are Patricia Crandall, left, of SUNY at Cortland chapter, and Grace Tobin, of Cortland County chapter. They will be handling arrangements for the meeting that will be hosted by their two chapters in Cortland.
Hospital Employee’s Dedication, Warmth Recognized At His Death

(Editor’s Note: CSEA members are often dedicated to their jobs far beyond the call of duty. Particularly, members in the service units and chapters at the various state hospitals and institutions demonstrate intense involvement with their charges. Their efforts may seem to go unnoticed, but when a politician grabs headlines at the expense of employees at Creedmore, it is the hospital’s director who rushes to their defense. 

(Another instance of recognition)

chapter. David Cohen, a hospital employee for 27 years, died of a heart attack in early January at the age of 58. The Director of the Hospital, Dr. Russell Barton, wrote a eulogy for this worker and it was published in the March issue of the hospital’s newsletter, The Spokesman.

We agree with the chapter that the obituary has something to say to state employees everywhere.

(Doctor’s note: CSEA members are often dedicated to their jobs far beyond the call of duty. People are unnoticed, but when a politician grabs headlines at the expense of employees at Creedmore, it is the hospital’s director who rushes to their defense.

OPEN DOOR POLICY — Kathy Wojtolski, a present a secretarial staff of one for the Civil Service Employees Ass’n’s Western Region 6 Office, 4122 Union Rd., Cheektowaga, tries the key to readiness for the Office Open House March 29. Region president William McGowan said the Office House, from noon to 5 p.m., is being held to enable the regional membership to see what services are being set up to serve them. The Region Office will serve the 14-county area in the western part of the state, although Mr. McGowan said that studies are under way to set up a satellite office in the Rochester area in order to improve communications with members in Region’s eastern section.

Western Region 6’s Boundaries

By WILLIAM MCGOWAN
CSEA Vice-President/Region 6 President

Activity is brisk in Region 6 these days...that’s the area which covers about 14 counties from the Pennsylvania border to Niagara Falls and Lockport. Saturday, March 30, 1974, marks a new beginning for Greater CSEA Involvement in the area...that’s the “official” opening of the Regional office at 4122 Union Road in Cheektowaga, New York.

The office will be open to serve CSEA members, chapter officers, field staff, etc. Hopefully, more members and chapters will make use of the office in the future. Supplies will be available to aid chapters in conducting business, answering members’ questions, handling problems, and disseminating union information. The rest is up to you...to take advantage of all that’s offered, you have to make use of the office facility. The staff is on duty from 9-5 and an answering service operates on a 24-hour basis to take care of emergencies situations. Plans are to have various insurance personnel on hand, perhaps one person a week, to answer members’ questions: insurance policies, problems, etc.

AS MANY OF YOU may be aware, Erie County is under attack by another labor organization trying to represent some County workers. Presently, the Regional office is used as an information center and coordinating point to distribute necessary materials to promote CSEA in the Erie County area. Unit presidents and their memberships can rely on the officers and staff for assistance immediately.

Should you need information or help relative to a CSEA or work situation, call Area Code (716) 834-3640. That number will put you in touch with a CSEA field staff person, or you can leave a message for your call to be returned. Unless one of you makes use of the office, the staff, the supplies, we cannot realize our goal of providing you efficient, immediate service. Let us know just what you want, what you feel may be lacking, what changes might be considered for improvement!

Don’t forget, either, that Regional officers are ready and eager to attend any meeting or affair you may arrange. Please notify us in advance, however, so we can have sufficient time to plan for your event. To contact any officer of the Region, write to CSEA, 4122 Union Road, Cheektowaga, New York 14225. In case you haven’t been introduced, the Regional officers are: Bill McGowan, president; Genevieve Clark, first vice-president; Bob Smith, second vice-president; June Boyle, third vice-president; Genevieve Luce, treasurer, and Judy Burgess, secretary. Let us hear from you anytime.

IN THE PLANNING STAGES are a WATS telephone line to the Regional office so that any member in the area could contact us directly, free of charge. Also, we’re working on establishing the satellite office in Rochester. Presently, we’re stymied because of finances, but hope to have the problem resolved shortly.

In the meantime, we’re available to help you. Don’t complain about a lack of service until you’ve tried us. CSEA works for you, but we rely on each member’s input to make CSEA work! All of us together can make a difference!

W.N. COMMERCE CENTER

New York State is a crossroad of commerce served by 10 major railroads, a 14,500-mile modernized highway system and the nation’s greatest superhighway, the Governor Thomas B. Dewey Thruway. 18 major airports, including 11 jetsports; an 800-mi free waterway system; the Port of New York on the south, and the St. Lawrence Seaway on the north through which 80 percent of the world’s merchant ships pass. Buffalo, Rochester, and other inland ports, more than 1,300 miles from the sea. The New York State Department of Commerce calls it “an industrial growth-land.”
Albany Gripped By Crime Fear
DOWNTOWN ED STAFFERS HARDEST HIT

(Special to The Leader)

ALBANY — The Civil Service Employees Assn., has renewed demands for additional police protection for state employees working in the downtown Albany area following a resurgence of assaults, muggings and robberies of employees in or near parking lots.

Last year CSEA played a major role in getting increased police coverage for the parking areas during a rash of similar attacks against employees and the situation calmed before recurring again.

CSEA's Albany Region president, Joseph E. McDermott, issued a strong public statement calling for adequate police protection for employees who work or park in or near state parking areas and urging cooperation between the police and state employers in providing increased protection.

Police Demand

John Conroy, CSEA's staff coordinator for negotiations with the state education department, at negotiations now underway has established as the number one demand the safety of education department employees through greater police coverage in the downtown area.

Boyd Campbell, president of CSEA's education chapter, has met with the state's commissioner of education and written to Mayor Erastus Corning and to A. C. O'Hara, commander of the Office of General Services, urging them to cooperate.

McDermott wrote to Albany Mayor Erastus Corning and to A. C. O'Hara, commander of the Office of General Services, urging close cooperation and coordination between capital buildings police and Albany city police to prevent future assaults in the area.

Additionally, the chairman of the Albany Region downtown committee, Nicholas E. Piscarelli, has written to chapter presidents calling for a letter to Mayor Corning urging cooperation and coordination between capital buildings police and Albany city police to prevent future assaults in the area.

Middleton Consultant

John Conroy, CSEA's staff coordinator for negotiations with the state education department, at negotiations now underway has established as the number one demand the safety of education department employees through greater police coverage in the downtown area.

Mr. McDermott, in a statement to news media, pointed out CSEA has long been concerned for the safety of state employees in the downtown area and has been in the process of obtaining additional police coverage at the parking areas, primarily located in the Hudsonian Avenue, Swan Street, State Street region.

Insure safety

"I wholeheartedly concur with the demand for these safety measures," said one hundred state employees in a recent petition sent to Mayor Corning and chief of police. "It is in its..." the regional president said. "As it has in the past, CSEA will continue to press for adequate protection to ensure the safety and security of all employees," he added.

A petition signed by nearly 500 state education department employees was filed last week following several similar attacks against employees. The petition states that in order to reassure the employees, the Albany Region has presented a request for increased police presence at the major state facilities in downtown.

Second-Year Wage Increase Goes Into Effect Next Week Under CSEA-State Contract

(Special to The Leader)

ALBANY — Money benefits headed by a 5% percent salary increase will become effective this April 1 for thousands of state workers represented by the Civil Service Employees Assn.

The raise, a second-year benefit of the current three-year contract negotiated by CSEA last year for the 140,000 employees in the four major state negotiation units — Administrative, Institutional, Professional-Scientific-Technical and Operational.

The increase will be shown first in paychecks issued on April 10 for those state workers on the end of the pay period of April 1. In addition to the 5% percent increase effective April 1, 1973, for the first year of the existing contract and the 5% percent coming up for the second, the proposal recognizes raises in their April 17 paychecks. This follows state procedure that calls for payment of raises to become effective at the end of the pay period of which the first day falls closest to the raise.

On same paydays automatic annual salary increments, also continued through the second year of the contract, will be paid to those state workers who are eligible.

What this minimum salary means specifically to the other money benefits now being offered is that if, after the addition of the raise to an employee's annual salary and, after addition of an annual increment, if he is eligible, the employee's resulting new basic annual salary is still less than $6,500, he will be credited 32 consecutive pay periods in full pay status — his basic annual salary will be automatically increased to $6,500.

CSEA has petitioned the Public Employment Relations Board (PERB) to mediate in the talks, which began in late January and have stalemated with several major issues still unresolved.

CSEA has been negotiating on a coalition basis for the past two months with the Thruway Authority for the one-year contract covering approximately 2,500 Thruway workers. The coalition talks cover Thruway personnel in two separate units, one made up of maintenance, toll and clerical workers, and the other comprised mainly of professional and supervisory personnel. However, while coalition talks have broken down, talks are continuing on an individual unit basis, according to a CSEA spokesman. Current contracts for both units expire June 30, 1974.

CSEA took a stand and decided an impasse after the last session with the Thruway Authority showed negligible progress.

Declare Impasse In Thruway Talks

(Special to The Leader)

The Civil Service Employees Assn., has declared an impasse in its efforts to negotiate a new one-year contract for employees of the State Thruway Authority.

CSEA has petitioned the Public Employment Relations Board (PERB) to mediate in the talks, which began in late January and have stalemated with several major issues still unresolved.

CSEA has been negotiating on a coalition basis for the past two months with the Thruway Authority for the one-year contract covering approximately 2,500 Thruway workers. The coalition talks cover Thruway personnel in two separate units, one made up of maintenance, toll and clerical workers, and the other comprised mainly of professional and supervisory personnel. However, while coalition talks have broken down, talks are continuing on an individual unit basis, according to a CSEA spokesman. Current contracts for both units expire June 30, 1974.

CSEA spokesman said the union declared an impasse after the last session with the Thruway Authority showed negligible progress.

Metro Armory Meets April 10

NEW YORK CITY — The Metropolitan Armory Employees chapter, Civil Service Employees Assn., will hold a special meeting at 2 p.m. April 10 at the 69th Infantry Regiment Armory, 68 Lexington Avenue at East 26th Street.

President Al Knight said the nominating committee will present a slate of officers.

Officers will be elected at the chapter's final meeting of the season, May 21 at 4:30 p.m. at the 105th Engineers Armory, 210 Fort Washington Ave. in upper Manhattan.