McDonough Hails Two Victories

IT'S OFFICIAL: CSEA SCORES DOUBLE WIN IN ORANGE & ULSTER

KINGSTON — The Civil Service Employees Assn. has been certified as the official winner over a rival labor union and retains representation rights for workers employed by Ulster County. The official decision of certification by the Public Employment Relations Board came 10 days after the election on June 7 between CSEA and the challenging Service Employees International Union.

The certification of CSEA to retain representation rights in Ulster County makes CSEA a double winner over SEIU in a pair of elections held on June 7, one for Ulster County employees and another for county employees in neighboring Orange County. CSEA had scored a convincing and official win in Orange County when ballots were tallied on election day, but the official results of the Ulster County battle were held up by PERB for 10 days pending a determination regarding challenged ballots in Ulster.

Clear-Out Majority

CSEA on election day came out of the hotly contested election in Ulster County with a 372-342 lead, but a small combination of "no union" and challenged votes stopped CSEA just three votes short of a clear-cut majority of votes cast. PERB had taken more than two dozen challenged ballots back to Albany, leading to the 10-day delay in finally certifying the incumbent CSEA union the official winner.

When PERB opened and recorded challenged votes in Albany on June 17, CSEA gained the necessary three votes to go (Continued on Page 8)

Wenzl Released From Hospital

DELMAR — Theodore C. Wenzl, president of the Civil Service Employees Assn., is now recuperating at his home in this Albany suburb. Dr. Wenzl was moved by ambulance last Friday after more than seven weeks' hospitalization at Geneva General Hospital following serious injuries suffered in a one-car accident May 1.

He is being permitted to move around in order to regain strength lost through various operations that have kept him bedridden for so long a time.

The CSEA president's visitors during his hospitalization have reported that his room is overflowing with flowers and mementoes from well-wishers throughout.

(Continued on Page 3)

Thomas H. McDonough, acting president of the statewide Civil Service Employees Assn., has hailed as "magnificent and important" two recent CSEA victories over a rival union in neighboring Orange and Ulster Counties.

These were magnificent wins because CSEA had to overcome some big obstacles, including the defection of local county unit leaders in both counties," Mr. McDonough said. "In addition, SEIU poured large amounts of money and personnel into the campaigns in both counties, trying to establish a power base from which to again take on CSEA in the state employee area in 1974," he said, "and of course to use any wins in one county to their advantage in all future elections in other counties."

Mr. McDonough, who made personal campaign trips into the counties to lend top-level support and visibility to CSEA's efforts, (Continued on Page 8)

SULLIVAN TESTIMONIAL — Salvatore Mogavero, chairman of the Civil Service Employees Assn. County Executive Committee, left, and Joseph J. Deloh Jr., CSEA director of Local Government Affairs, right, present an award of appreciation to Charles A. Sullivan, former Clinton County CSEA chapter representative to the statewide Board of Directors, at a recent dinner held at the Albany Hyatt House honoring Mr. Sullivan for his many years of service to CSEA.

Article 33 On Binding, Disciplinary Arbitration Is Ruled Unconstitutional

(From Leader Correspondent)

ROCHESTER—Hundreds of state employees who have been the objects of disciplinary proceedings could benefit from a recent court decision here involving a member of the Civil Service Employees Assn.

State Supreme Court Justice Lyman H. Smith has declared unconstitutional a portion of the state CSEA contract barring state employees from challenging the results of disciplinary proceedings. An appeal is planned.

The ruling resulted from a suit filed by Donald Antinore, 33, of Rochester, a child-care worker at the State Agricultural and Industrial School at nearby Industry. He was suspended without pay last Aug. 2 for allegedly sexually assaulting five residents of the school. Mr. Antinore said charges were falsely made up by the youths and no criminal charges have been filed against him.

The CSEA contract gives an employee facing misconduct charges the right to a hearing before an arbitrator, but gives him no way to appeal the arbitrator's decision.

Justice Smith said in his decision that this denies the employee due process and equal protection of the laws.

He noted that prior to 1972, a state employee could be suspended for misconduct without pay last Aug. 2 for allegedly sexually assaulting five residents of the school. Mr. Antinore said charges were falsely made up by the youths and no criminal charges have been filed against him.

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Justice Smith said in his decision that this denies the employee due process and equal protection of the laws.
In the New York Fire Department, there are a few men who, as fellow firefighters say, are a legend in their time. Such a man was Fireman Harold Hoey. On the evening of June 13th, at about ten-thirty, he and the men of Ladder Co. 17 rolled to Bronx Box 7-F 2320 for a fire at 419 E. 148 St. At the fire, Harold Hoey, in the process of attempting to rescue an aged couple from the roof of the fire building, fell the equivalent of six stories. He lived for about two and a half hours and then was dead.

As soon as he arrived at Jacobi Hospital and was taken to his room, Harry had the impression of possibly being able to "make it," as firemen say. He tried so hard to get up and go to the bathroom that it took three strong men to hold him down. Until a few moments prior to his death, his vital signs were normal and as she rushed to the hospital, having been informed of his condition, DorisHoey was mentally making plans as to how to care for her beloved Harry when he would come out of the hospital on crutches. We got to the hospital at 1 a.m. Harry died at 15:30.

Now the problem arose, how can we break the news to her? Finally, her sister, Mrs. Emiline Hoey, was selected to talk to her, did the impossible. He was Dr. Stein, who, as Fireman Harry Hoey would tell her, "was aware and relieved." Dr. Stein left her to her sorrow. Harry Hoey had told Doris about his bout with third degree burns and was in mortal danger out of the flat. The first trip nearly killed him. He had to make two trips into the basement kitchen to become the best cook among men, Harry Hoey was a scholar, teaching mathematics at Cardinal Hayes High School and was the best in anything he did. He spoke of it. He would smile, and every time one of his buddies estimate that it ran a considerable sum for dues, he would argue to try and save a buck. He never had a car. The only thing that he would give up was his pipe. He would put it in his pocket and say, "Harry . . . you're just a damned do gooder. . . ." Harry would just smile at me, with the Police Commissioner on his off tours. For this he had been made a B.B. in婴儿。

The time came to leave for the church. Mr. and Mrs. Alfred Bold, the parents of the man for whom Doris Hoey had said "yes" to the skin arista, were there to see her. They had come around in shock. It will take time to wear off. So, too, will it for Doris Hoey who I am sure has not yet been able to cry but soon in quiet solitude, she will, until her heart breaks. The firefighters have started a Memorial Fund for Harold Hoey. They have sent out "F.D.M." cards to all firehouses asking for contributions to the fund. The address is: Firemen's Fund, Box 380, Bronx 10451, New York.

All this letter is written to the following named members of the service in the above grade for extraordinary bravery in the line of duty at imminent and personal danger to life. They are:

Detective Joseph G. Passillo, and Pasquale M. Festa.

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The doctor had to tell Doris that Harry was dead. As Doris Hoey was so close to the state of unreasonableness which mercifully comes with such news, Dr. Stein broached the subject of Al Bold's desperate need for skin. Before Dr. Stein could even set to the heart of the matter, Doris Hoey was way ahead of him, realized what he was going to ask, and shook her head "no." Amazed and relieved, Dr. Stein left her to her sorrow. Harry Hoey had told Doris of Al Bold's tale. She knew all about his plight. She never hesitated when the request for help was made.

A few days before he was killed, Harold and his beloved Doris and their three beautiful boys, ages three, seven and twelve, stood proudly as Harold received a Departmental Medal and the Thomas F. Douberty Medal for heroism in rescuing two people from a burning building at 420 Willis Avenue in the Bronx. From the story, Patie was quoted as saying "Harry was the best fire fighter in the firehouse. He never spoke of it. He would smile, and when his blue Irish eyes would twinkle, as they did at such times, one would swear that if you concentrated hard enough, you could hear the laughter of the angels of heaven hear the swivel of the pipes across the street.

In addition to being one hell of a man among men, Harry Hoey was a scholar, teaching mathematics at Cardinal Hayes High School and was the best in anything he did. He spoke of it. He would smile, and every time one of his buddies estimate that it ran a considerable sum for dues, he would argue to try and save a buck. He never had a car. The only thing that he would give up was his pipe. He would put it in his pocket and say, "Harry . . . you're just a damned do gooder. . . ." Harry would just smile at me, with the Police Commissioner on his off tours. For this he had been made a B.B. in婴儿。

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C.S.E.R.A. FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY SPECIAL SUMMER TENNIS & GOLF VACATION FREEPORT—GRAND BAHAMA 8 Days, 7 Nights Departing every Tuesday—June 25 through Aug. 27 At the luxurious KINGS INN & GOLF CLUB Optional Meal Plan available upon request Telephone inquiries on all aspects of the trip welcome.

C.S.E.S.A., BOX 772, TIMES SQUARE STATION NEW YORK, N.Y. 10036 Tel: (212) 868-2695

CIVIL SERVICE LEADER, Tuesday, June 27, 1978

TAYLOR TALK — The CSEA Westchester Chapter President, Raymond G. Cassidi, right, discusses recent Taylor Law resolutions with Assemblyman Alvin M. Suchin. They were attending a dinner honoring Thomas F. Keenan, Westchester legislative chairman.
It's happy time as West Seneca Developmental Center aide Dorothy Ray gets a check for $2,721.60 for back pay from James Bourneky, CSEA chapter president.

**West Seneca Aide Back On Job With Lost Pay**

WEST SENCA—Dorothy Ray, a therapy aide at the West Seneca development center, received her back pay and her job after a legal battle with the county.

Ray, despite satisfactory ratings from her supervisor, was won a significant fight with the state, thanks to the Civil Service Employees Assn.

Ms. Ray was dismissed from her job four days before her probation expired. The CSEA, represented by regional attorney Charles R. Bandler, fought to take the issue to court and the state refused to let the issue settle.

Ms. Ray was awarded $2,721.61 in back wages and relieved of all probationary requirements as part of the settlement. She was also ordered to pay a $250 fine, which Mr. Bandler explained by saying, "They couldn't give us 100 percent, but we got 90 percent."

The case grew out of CSEA's alleged work stoppage in 1972. Ms. Ray was placed on a year's probation for her part in the protest, but was dismissed last year, four days before the probation ended.

The dismissal came despite two career-lander promotions to other jobs and raises from her superiors that she "works efficiently... helps out on her ward... "is loyal and "functions well and is well liked by residents."

Mr. Bandler forced the issue to the courtroom when he contested her discharge. He said the state had not heard the case "on the court house steps" prior to jury selection.

Mr. Bandler reiterated her job as therapy aide and given back wages for her lost time, less compensation and unemployment benefits.

"Success in this litigation was..." the court ordered her reinstated to her job as therapy aide and given back wages for her lost time, less compensation and unemployment benefits.

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**Wenzl Released**

(Continued from Page 1)

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**County Divisioners Concluding Confab**

CHEEKTOWAGA — Several hundred members of the 215,000-member Civil Service Employees Assn. were due to attend sessions of the annual County Division conference at the Sheraton Inn-Buffalo East June 23-25.

Sunday's activities included an executive committee meeting, registration and a cocktail party hosted by Erie, Niagara and Monroe county chapters and officers.

Monday's schedule included workshops on federal labor standards and programs, additional workshops for employees of social services, presentation of the annual conference roll, service, and general session.

**Cocktail Party**

A cocktail party hosted by Ter, Bush, and Powell Agency, which services CSEA's group insurance program, was to be held last night.

A general business meeting is to be held to conclude the conference this morning.

Salvatore (Sam) Moxaver, chairman of the 15,000-member Erie County Division, and president of the Erie County Educational chapter, said at the start of the conference: "CSEA has always prided itself on its open and democratic meetings and encouragement of member participation."

Members with problems or ideas should present them to their delegations. A list of the general sessions scheduled for Monday evening and Tuesday morning is attached.

Explaining some of the facts about CSEA for newcomers, Mr. Moxaver noted that CSEA, the largest independent public employee union in the country, was founded in 1910 by New York State employees, who now compris the other half of CSEA.

150,000 Members

The CSEA conference includes about 180,000 public employees in 52 counties, 225 school districts and hundreds of cities, towns and villages in the state.

The State Division represents all of the 180,000 employees of New York State.

**Prior to enactment of the Taylor Law, CSEA relied largely on its strength in numbers when negotiating or lobbying for improved pay and fringe benefits. Among these fringe benefits were the state's 1973 Civil Service Employees Retirement System, which is a model for employees in both the public and private sectors nationwide." Mr. Moxaver pointed out, "And only CSEA can take credit for its extension to all public employees in the state."

**Taylor Law**

The adoption of the Taylor Law, which guarantees public employees bargaining rights, expanded the importance of unions in the public sector and led to expansion of the Erie County Division of CSEA, he explained.

"This expansion has also been a result of the" the CSEA's Conference in the Sheraton Inn-Buffalo East last few years," Mr. Moxaver said. "In fact, this conference is a result of this restructuring."

"The County Division offers legal, educational and financial services for their own problems."

The regional offices are also products of restructuring.

**24-Hour Service**

"CSEA now has six regional offices throughout the state, staffed by an elected director with 24-hour phone service and direct line connections to the state office at Albany headquarters." James J. Powers of Attica is Western Region director, Mr. McGowan of Western State is president, and a vice-president "handles the day to day business," said Mr. McGowan.

Mr. McGowan said that the "function of the Union is to provide legal, educational and financial services for their own problems."

"The County Division offers legal, educational and financial services for their own problems."

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**CSEA Calendar**

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

**JUNE**

23-25—County Workshop: Sheraton Inn Buffalo East, Buffalo.

28—Erie County Downtown unit meeting: 5:30 p.m., Carl Meyer Hof Restaurant, Court St., Buffalo.

28—Long Island regional executive board meeting: 7:30 p.m., Region headquarters, Broadway, Amityville.

28—Rockcliffe chapter board of directors meeting: 8 p.m., CSEA office, 31 South Main St., New City.

28—Transportation chapter Region 2 annual dinner-dance honoring retiring President Henry Hart, 3:30 p.m., Laurelton, Whistonfield.

30—Westchester County unit annual picnic; from 12 noon, Ridge Grove Picnic Grounds, Area 1, Ridge Rd., Hastings.

**AUGUST**


28—Department of Criminal Justice Services chapter meeting at the races: Saratoga Raceway.

**SEPTEMBER**

12—Department of Criminal Justice Services chapter meeting: Krause's Hallmon Beach, Crescent.

**EDUCATION COMMITTEE MEETS**

Members of CSEA's statewide education committee meet in the conference room at CSEA Headquarters in Albany for a committee business session. Seated left to right are: Stephen M. Zaro; J. J. Lane; Thomas J. Keegan, chairman; Vic torino J. Cappellacci; Dennis McKey; and James P. Maloney, secretary to the committee; Robert J. Taylor; Edward C. Diamond, CSEA director of education; David Wolf, and Roger F. Lax. From the photo are: Patricia Timmerman, Stanley Briggs and Richard Fila.
MANHATTAN — A record number of summer jobs have been advertised in the New York City area since Mayor Beame announced last week.

The Youth Services Administration/Summer Job Program places workers in one of 20 Neighborhood Youth Service Centers (NYSC) that operate throughout the city. The NYSC program usually hears about the accounts from the federal government — amounting to more than a half million dollars to cover the cost of future years' funds makes the YSA program in existence since 1965.

The city's youth are placed in the YSA programs through one of the community youth agencies. The NYSC program usually hears about the jobs from the federal government — amounting to more than a half million dollars to cover the cost of future years' funds makes the YSA program in existence since 1965.

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### Promotions

Twenty-three lieutenants were promoted to the rank of Captain by the New York Fire Department last week.

- John W. McNally, Ladder 43; John V. McConnell, Engine 360; Walter E. Brown, Ladder 33; Charles J. Driscoll, Ladder 18; John R. Giorgio, Engine 21; James H. McNell, Engine 43; Raymond W. Hill, Engine 59; Alde A. Giorno, Engine 70; Bartholomew P. Mitchell, Engine 97; Gerard J. Reis, Engine 308; Michael P. Towy, Engine 320.

### Rent Examiner Exam

MANHATTAN — A total of 730 rent examiner candidates were called to the comprehensive written part of exam 4608 on June 21, by the city Department of Housing and Commerce.

### Legal Notice

**BOPP, QUAIN & CO.**


### Legal Notice

"File No. 2870. 1974. — LEGAL NOTICE —

SHOW CAUSE before the Surrogate's Court, New York County, at Room 504, at 10 A.M. why a certain writing, Claim, New York County, at Room 504, at 10 A.M. why a certain writing, of R. C. YANG, deceased, if living and if any, not be probated as the last Will and Testament, relating to real and personal property, of SZE C. YANG, Deceased, who was at the time of his death a resident of 35 Bedford Street, in the County of New York."

### Drive a cool bargain.

**An air conditioned Beetle for $2825. Now through June 30th.**

See your participating authorized Volkswagen dealer and get your entry blank to win Herbie, the Love Bug, star of "Herbie Rides Again," now at Radio City Music Hall.

Visit your local authorized Volkswagen dealer and find out why there are over 4 million Volkswagens on the American road today.
Unsung Workers

T HAS long been our contention that unions are an integral part of the American System, playing an active role in the process of making government more responsive to the needs of the public. In this way, we hope to improve the quality of public service by providing a more effective voice for the people.

There have been some recent examples of community involvement by members and units of the Civil Service Employees Association that help to make our point.

In Broome County, CSEA members of the Vestal School District unit made seven special awards to students in the school’s June graduation ceremony. Two of these monetary awards were for community service and several were for service to special education classes.

In the north, a scholarship was presented last month by CSEA’s Jefferson County chapter to a young man who intends to study biochemistry at the State University of New York at Plattsburgh. This award was made to honor the late Assemblyman Jay B. Stukey, and the recipient’s giving of himself is invaluable.

We sometimes wonder if the public at large is fully aware of the contributions made by these public employees through the concerted efforts of their unions.

Because public employees play such a large role in providing the services for our community, it is only logical that they should be held to a higher standard as citizens. If this is done, perhaps more people will realize that it is the public employees who are working to make our country a better place to live.

Too often the citizenry tends to expect more and more services, but balks at the idea of providing the funds that enable government to maintain these services. They forget that not only does the increased cost of living hit public employees, but that increased service requires additional staff employees to handle the greater work load.

What the public should know is the uncovering of misuse of political patronage, in situations where political favorites are given no-show jobs in gratitude for work on election campaigns.

All too often the public learns of these abuses and identifies these patronage job holders with the bona-fide civil service workers who have earned their positions through an extensive merit system that includes high school algebra, geometry and trigonometry.

As a spokesman for the Vestal CSEA unit said as the awards were being given out to the student winners:

“The CSEA members are very proud to be able to give these awards to these students. We, the CSEA members, as well as everyone who knows the unsung, unpaid work these students do, realize their giving of themselves is invaluable and we are very proud of them and this is our chance to honor them.”

We would suggest that public employees are entirely too “unsung” themselves. Perhaps it is, in an ironic way, a tribute to the fact that they do their jobs so well that they are taken for granted.

Unsung Workers (Continued on Page 7)

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Unsung Workers (Continued on Page 7)
the state. Just last week, the Democrats for the first time in history captured control of the White Plains (Westchester County) City Council. The Democrats also point to the number of previously Republican Congressional seats that Democrats won earlier this year in all parts of the nation.

There is no safe way of predicting who the next Speaker will be. The only thing certain is that it is going to be a tight race, with each party fighting vigorously for each Assembly seat.

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_Continued from Page 6_

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Rochester Court Rules
Art. 33 Unconstitutional

(Continued from Page 1)

James Lennon, right, president of CSEA's Southern Region 3, administers the oath of office to officials of the Helen Hayes Hospital chapter in West Haverstraw. The recently renamed hospital was formerly Rehabilitation and Research Hospital. Seated at front is Faye Sennas, vice-president, administrative unit. Standing, front, from left: Bee Kee, vice-president, institutional unit; Susan Rohul, secretary; Mary Bennett, treasurer; Patricia Cornfield, delegate, and Viola Sennas, president Back row, from left: Gordon Berston, vice-president, P/KY unit; John Gaiser, vice-president, operations unit, and John E. Long, executive vice-president.

PERB Sets Mediators in Various Tiffs

ALBANY—Various mediators have been named by the State Public Employment Relations Board to handle government contract disputes involving the Civil Service Employees Association.

Robert A. Feldman, of Rochester, was appointed to the dispute between CSEA and the Penn Yan Municipal Utility Board, in Yates County. Dr. Cassara V. Wald, of Poestenburg, has been named to the dispute between the Enlarged Odgensburg City School District (St. Lawrence County) and the Ogdensburg City School District Non-Teaching unit of CSEA.

Named as mediator in the dispute between the Arifington Central School District, in Otsego County, and the Arifington CSEA unit of CSEA was Kenneth J. Finger, of White Plains. Dr. Robert Rice, of Oswego, was appointed to the dispute between the Indian River Central School District and the Indian River CSEA unit, in Jefferson County. Theodore Gerber, of PERB's Albany office, was named to the dispute between CSEA and the Schenectady School District.

Donald Chastain, of Utica, was appointed by PERB to the dispute between the Arkport Central School District (Steuben County) and the Arkport unit of CSEA. Benjamin Rubenstein, of New York City, was named to the dispute between CSEA and the Jericho Central School District, in Nassau County. Leon B. Applewhite, of PERB's New York City office, will be mediator in the dispute between CSEA and the Levittown UFSD, Town of Hempstead, Nassau County.

Mark Beecher, of PERB's Buffalo office, was named to the dispute between the Village of Hamburg, in Erie County, and the Hamburg Police unit of CSEA.

Environmental Unit Listing Demands

RIVERHEAD—The New York State Environmental Facilities unit of Suffolk Chapter, Civil Service Employees Assoc., met recently at the union's regional office to formulate its demands for a new contract which will be effective Jan. 1, 1976.

The negotiating team for the unit includes John J. Pesantito, president; W. B. Reardley, vice-president; William J. Frick, shop steward, and Nick Pollarino, CSEA field representative. The union is calling for a two-year contract with provisions for salary increases, improvements in health and dental plans, better working conditions and a day off on employee's birthday.

Dr. Drafman List

ALBANY—A Dr. Drafman list of doctors and hospitals, compiled from open competitive exam 2369, was established March 1, 1974, by the Department of Civil Service. The list contains four names.

SUNY AT PLATTSBURGH INSTALLS—Edward Duda, president of the SUNY at Buffalo chapter of the Civil Service Employees Assoc., back row, installs the new officers of the SUNY at Plattsburgh chapter of CSEA. From left, the officers are: Lyman Pageau, delegate; Frank Crimi, grievance clerk; Gary Cross, treasurer Winifred Collins, vice-president, Betty Lennon, president, Lillian Cas- saway, secretary; and Pati Wrisley, delegate.

Helen Hayes Installation

continued from Page 1

34 votes to 348 for SEIU, with 16 "no union" and 13 void ballots also being registered. In Orange County on June 7, CSEA emerged as a clear victor with a 624-540 count over the rival union.

Pending any pretenses of a victory celebration, CSEA officials immediately called for employees in both counties to pull together and unite as a solid group in upcoming contract negotiations in both counties."

Call For Unity

"The elections are now history, and while we are pleased that a sizeable majority has been cast for CSEA, we will not dwell on past history," said Joseph J. Dolan, director of local government affairs for CSEA. "Instead, employee must set aside feelings aroused during the campaigns and join solidly behind CSEA. In both counties, CSEA is prepared to move directly from an election atmosphere to one of collective bargaining, and to be most successful, we have to be united in these efforts," Mr. Dolan said.

In Orange County, county unit president Carol Dubovick noted that the chapter board of directors has met and issued a call for total unity under CSEA as the county unit moves into contract negotiations with the Orange County administration.
LABS AND RESEARCH INSTALLATION — The State Division of Labs and Research chapter of CSEA installed newly elected officers. Standing, from left, are: Ernst Stroebel, president; Robert Sherer, executive vice-president; Robert Weinblom, professional scientific and technical unit vice-president; and Robert Holly, operational unit vice-president. Seated, from left, are: Augusta Guadal, secretary; Darla Rabhowitz, administrative unit vice-president; and Alice Bailey, treasurer.

McDonough Hails Victories (Continued from Page 1) pledged that CSEA staff and field representatives would continue and step-up their level of activities among employees that emerged during the campaigns. "These highly contested campaigns point up the fact that public employees demand, and deserve, increased attention and services, and they are going to get it from CSEA," Mr. McDonough said. "We have increased our field staff throughout the state, to be able to increase the personal contact aspect of our work, and CSEA people in services and support functions are geared up to provide even greater services with faster response time," he noted.

"These were important wins," Mr. McDonough said, "because they show that CSEA remains in fighting trim, has the support of the majority of employees as the best labor union to represent them, and because they showed up certain weakness that would and will be corrected so that we may do an even better job of representation."

"So many people were instrumental in helping achieve these victories that it is almost impossible to single them out," Mr. McDonough said. "Our field staff people did a whale of a job, and various support functions at headquarters contributed greatly. But the strength, and the ultimate win, was provided by the support-unions, with the members who worked so hard and so long for the cause," he stated.

"We all realize that CSEA is wide open for continued raids by other unions. We have lived under this pressure for a long time and have continued to grow. I believe that CSEA will show up any weakened areas that may come to light in recent challenges and go in on a stronger and more productive way as the Number One Labor Union representing public employees throughout New York State," he promised.

Lackawanna Hike LACKAWANNA — The Lackawanna Housing unit of the Civil Service Employees Assn. has gained an 8.5 percent increase in salaries for the coming year of their work contract with the Lackawanna Housing Authority. "The present negotiated agreement had a reconcer clause for wages, which the unit put to good use," Robert Young, CSEA field representative explained. Average salaries will go from $8,980 to $9,600.

Charter Group Seeks to Clarify 'Good Standing' A B A N Y — The charter committee of the Civil Service Employees Assn. is working to clarify conditions of "a member in good standing" as defined in the model constitution. "The loophole in the wording came to light recently in the aftermath of elections for Rensel- ler County unit, an election that was originally held in April and is now being reconducted with a June 19 deadline for ballots to be returned. In a letter to Rensellassa County chapter president Robert Can- field, Afdar White, Jr., assistant counsel stated: "It has come to my attention that the recent problems in the matter of the Rensellassa County unit elections raise a question as to whether the definition of a member in good standing should have been Hal Goldberg."
Finally Broadway has a Blockbuster!
"You'll Have a Barrel of Fun!"
-Chern Barnes, New York Times & World

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in Over Here!
America's Big Band Musical!

Grease
The One and Only Longest Running Show on Broadway
There's a reason for that!
City Eligible Lists

BRIDGE AND TUNNEL OFFICER

This list of 9,181 eligibles, made public on June 1, resulted from Feb. 74 written testing, for which 24,493 were called, and 10,053 appeared. Salary is $9,800.

(Continued from Last Week)

No. 641—97.50%


No. 661—97.50%


No. 681—97.50%


No. 701—97.50%


No. 721—97.50%


No. 741—97.50%


No. 761—97.50%


No. 781—97.50%


No. 801—97.50%


No. 821—97.50%


No. 841—97.50%

841 Peter Corso, Ronald C Vains, Joe P Cohen, Howard Mokoll, Joseph M Kaya, William F Turey, Michael Mournan.

No. 861—97.50%


Taking advantage of opportunity to voice her opinion is Lorry Febeul.

Among those attending the Rockland meeting last month at the New Town of Clarkstown Town Hall was Hank Petersen, here shown grunting emphatically to make his point. Larry Reary is seated in foreground.

Rockland County chapter president John Mauro, left, holds with CSEA acting president Thomas McDonough to get expert advice on question directed at chair for one of the Rockland members who attended chapter meeting.

Rockland Members Meet

Domingo Filipane, left, president of Rockland Community College unit, listens to CSEA field representative John Mauro as he explains efforts being made to resolve some of the problems that facility.

Dominic Filipane, left, president of Rockland Community College unit, listens to CSEA field representative John Mauro as he explains efforts being made to resolve some of the problems that facility.

Rockland County chapter treasurer Sophia Long finds herself surrounded here by three presidents who represent the chain of command between her chapter and the statewide CSEA organization.

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$36,990
All brick, furnished home in top area, mint condition.

Homes For Sale - Queens
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CAMBRIA HTS
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Florida
Highland Meadows
14 State Workers Share $630 For Suggestions

ALBANY—Fourteen State employees received cash awards in May for money-saving ideas submitted to the employee suggestion program administered by the State Department of Civil Service.

Reta M. Poston, president of the State Department of Civil Service, said, the 14 receiving awards totaling $630 for suggestions expected to result in savings to the state of more than $2,500.

Award winners follow:

$100—Roger W. Yonkin and Edward Saur, both of the Department of Transportation in Schenectady.

$100—Samuel Grossman, Lev- it, Department of Motor Vehicles, in Albany.

$150—Marjorie E. Knowles, Al- bany, Division of Criminal Justice Derivatives.

$200—Ray Greenberg, Brook- away Park, Motor Vehicles.


$350—Louise Pervall, Depart- ment of Mental Hygiene in Rensselaer, Joseph D. Minu- raza, Ravena, Department of Law, and Matthew L. Brilm- ham, South Weehawken, Depart- ment of Health.

Cash award winners also re- ceived certificates of merit. Certificates of Merit also were awarded to Hugh Templeton, East Greenbush, Department of Education; Katie Belle Trues, Middletown, Mental Hygiene; Thomas J. Ryan, Troy, Depart- ment of Agriculture and Markets, and Bgt. Edward Van Kyneg, Stony Point, Division of State Police.

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The Greater New York Blood Program
This Week's New York City Eligible Lists

EXAM 3622
FROM SERIAL 22, P.O. BOX 888

This list of three eligibles, established June 19, consists of 10 candidates, all of whom were called, and 8 appeared. Salary is $16,666.

PACIFIC R. CHEMIST-TOXICOL

In the Civil Service Office Department, June, 1973, the following candidates were called for writing tests for five positions in the Civil Service Examination No. 3622, entitled "PACIFIC R. CHEMIST-TOXICOL".

No. 1—85.20%
10 Arnold Siegel, William R.

No. 2—83.31%
21 Helen Poliatrides, Harris A.

No. 3—81.66%
31 Elinson K. Eeds, Jr.

No. 4—78.00%
41 Lester Lott, Charles E.

No. 5—79.84%
51 Cecilia G. Chandler, Joanne R.

In June 19, 1973, two writing tests were given, resulting from the writing test of May 17, 1973, given for the five positions in the examination entitled "PACIFIC R. CHEMIST-TOXICOL". All candidates who wrote were called, and 10 appeared. Salary is $13,333.

EXAM 3558
SUPERVISOR - LIGHTING

This list of 11 candidates, established June 19, 1973, consisted of two writing tests, for which 11 candidates filed, and four appeared. Salary is $13,333.

No. 1—88.15%
1 Paul A. Riddell, George W.

No. 2—86.30%
2 Paul A. Riddell, George W.

No. 3—84.31%
3 Paul A. Riddell, George W.

No. 4—82.31%
4 Paul A. Riddell, George W.

No. 5—84.31%
5 Paul A. Riddell, George W.

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CITY:__________________________
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City College
No. 1—98.35%
1 Constance Herlihy, Thurl Barber.

No. 2—97.36%
2 Henrietta Brown, Doris E.

No. 3—97.36%
3 Joan M. Aydelotte, Pauline Smidt.

No. 4—97.36%
4 Jean M. Aydelotte, Pauline Smidt.

No. 5—97.36%
5 Jean M. Aydelotte, Pauline Smidt.

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CITY SERVICE LEADER, June 30, 1971

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MC
It's Civil Service Committee
Instead Of Affirmative Action

ALBANY—The affirmative action committee of the Civil Service Employees Assn. has had its name changed, by direction of acting CSEA president Thomas McDonough, to the civil service committee, which has standing committee rank.

At the second meeting of the Civil Service Department, the group addressed the group informally.

The representatives were: Irving Handler, Director of Staffing Services; Robert Quinn, Deputy Administrative Director, and Don Elter, Staffing Services.

These men attempted to explain the affirmative action program before answering questions.

There was no mention of Commissioner Wilson's mandate in their own department.

In answer to Mr. Handler's explanation, "Let me say we can only tell CSEA what we are doing in our department and what other departments tell us are doing. As on the federal level, there is no single power to develop a program under one of the agencies of state government. The only force that can do that is the courts and in every state these forces could be challenged if a department believes it has a working affirmative action program."

"Fair Chance"

When asked what affirmative is, the director made a point: "Affirmative action, in the simplest terms possible, is a fair chance for everyone to qualify for a position.

"Under federal guidelines and state mandate, we in Civil Service must see that the job requires the qualifications for the person to take the test for the job opening and that the test itself relates to the job," the speaker concluded.

Mr. Quinn explained, "Before affirmative action guidelines were established, we thought that the state Civil Service system was very good. Our tests were hard and only the cream of the candidates were able to pass them. Then we appointed only the best person for the vacant position."

"But now we must re-evaluate the examination. We must look harder so that more people can participate in the testing. We still end up with the best person. But it is a more democratic process with many more participants from every possible situation. However, we are having a group of time wasting lists has been created."

Mr. Elter commented, "We have responsibility for 5,000 positions. The state has spent two million dollars on one test re-evaluation, publication of public announcements, etc. The cost factor is tremendous and this examination was no over-supported that the community has been turned off. That's an example of affirmative action back-firing."

Go To Source

Low-Cost Group Life
Open To Local Gov't

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not require a medical examination in most cases, is available during June to local government employees who are members of the Civil Service Employees Assn.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Dept., CSEA, 33 Elk St., Albany, N.Y. 12227, on or before June 30. The applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 Elk St.

CSEA members who are under 50 years of age or who have not completed five years in state service, and who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical examination.

The cost of the insurance is 10 cents bi-monthly for $1,000 worth of coverage for members 29 years old or younger. Older members may obtain this insurance at lower than normal rates. Members pay their insurance premiums through the automatic payroll deduction plan.

Scholarship Goes
To Calvin Foster

WATERTOWN—A $300 scholarship was awarded to Calvin Foster of Watertown, a 19-year-old Watertown CFAE, by the Watertown Elks Club. He is the son of Mr. and Mrs. Raymond Foster, employers of the Office of General Services, Watertown.

The CSEA chapter also presented a $350 check to the Jefferson County Association of Retarded Children for use in purchasing a phonetic ear infant audiological equipment.

One hundred and fifty persons attended the affair, presided over by William B. Dupee, chapter president. Foster, scholastic award recipient, will study forestry at Paul Smiths College.

Mary Pompeii Recovering

WINDEBOR—Mary Pompeii, treasurer of Broome County chapter of the Civil Service Employees Assn., is now recovering at home from open heart surgery. She expresses her gratitude for the cards and flowers she has been receiving during her convalescence which will continue for several months, yet.

Her mailing address is P.O. Box 261, Windber, N.Y. 15964.
Public Employee Union’s Right To Strike Debated

ALBANY — The Civil Service Employees Association, in accepting applications for co-ordinator of retiree recruitment and services, is now accepting applications for coordination of retiree recruitment and services for boroughs and states.

The coordinator of retiree recruitment and services, a new position, is expected to make a salary of $13,000, will direct and promote membership and services to retirees and members of the Association. The director, who will work under the supervision of the config oversees, will have responsibilities for maintaining retiree chapters and providing advice and direction for established chapters. Candidates must have a college degree in education and experience in the federal social Security system. Minimum educational requirements are high school diplomas or equivalent certificates plus five years of satisfactory public union experience involving contact with public. Candidates with a college bachelor’s degree need not have employment with the federal government.

The public relations assistant, a Grade 14 position, will lead the budget issues of the educational and experience requirements. Comp duties include qualifications minimum qualifications required and job applications. Forms for the position are available from Thomas Whitney, Personnel Officer, Civil Service Employees Association, 35th floor, Albany, N.Y. 12207.

Capital District residency is specified for the coordinator of retiree recruitment and services. A New York State driver’s license is needed.
Saranac Unit Calls Impasse

SARANAC—The Civil Service Employees Assn. has declared an impasse in its negotiations with the Saranac Central School District.

The CSEA, which represents two bargaining units in the district, has filed the necessary papers with the Public Employment Relations Board in Albany requesting the services of a mediator.

According to John D. Corcoran, Jr., CSEA Regional Supervisor, the union sees the impasse as a result of the failure of the city to allocate funds for additional staff and services, which was included in the proposed contract.

The CSEA is seeking an increase in pay for its members, as well as an increase in staffing to improve the quality of education in the district.

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Why Join CSEA?

BUFFALO—Pay increases ranging to 80 percent during the Civil Service Employees Assn.'s nine years in Erie County and a reasonably smooth transition during the Social Services Department's separation of services, were among arguments presented in favor of CSEA by a two-page personal message from David L. Reeves, Union chapter president, who had been actively "courted" by APSCME for six months.

Addressing himself to the members, Mr. Reeves contrasted the rival union's complete reliance on "tie in the sky promises." Silence Tells All

"What's in it for you and the file blue-collar workers and members of APSCME telling us about the advantages of being in their union?" he asked and concluded, "Perhaps the members' silence tells us more than all of their promises.

While unions offer free access to grievance files he's complete, Mr. Reeves asked, "Will APSCME do the same?"

"Furthermore, has anyone heard of any APSCME grievances at all?"

"I haven't," he continued, "and contrasted these to the series of grievances won by CSEA: on pay omitted by County from first 1974 paychecks; on out-of-title breaks, full annual pay, increased vacation, retention of management with respect to services, were among the advantages of being in their union, Mr. Reeves noted."

Mr. Reeves further reminded readers of the successful suit the State Department of Health labor relations in favor of CSEA.

"And that's just what CSEA has accomplished in six months," he said.

Mr. Reeves also emphasized that CSEA legal assistance was "instrumental in no lay-offs, no pay cuts, no job losses," during the separation of services change, which took place in the Social Services Department.

"Perhaps it is the readers of recent court actions by CSEA on work hour changes, working conditions and the successful suit against the Empire State Petite Union, that have been the most successful in making gains for their members.

"The Board expects us to take less than we received last year and we won't," stated Mr. Reeves. "CSEA has been elected to represent these workers in the Rochester area in August.

"Those elected were: Jeanne Kesselin, chapter president; Robert Tudor, second vice-president; Cecilia Doyle, secretary; Janina Jouvere, treasurer; and Vincenzo Artino, CSEA's special elections committee.

"A complete slate was declared for the CSEA's special elections committee.

"CSEA had negotiated a successful settlement when a previous administration threatened to lay off 44 employees two years ago. The appeal for justice at that time was weathered without any employees losing their jobs. Mr. Reeves said employees had been thrown into a crisis mood.

"Last time we had all we could do to keep the people from taking mass action," Mr. Reeves declared. "If the city persists in this kind of tactic, I don't think we could stop them. But, the CSEA is still in effect and we believe that legal remedies will prevail.

Mr. Haynes said the city's alleged fiscal crisis was exaggerated. He observed, however, that the new administration had bided $800,000-worth of new employees, granted $5,900 in pay increases to the new city manager and corporation counsel and that city councilmen are paid 40 percent more than their counterparts in the previous administration.

Farrold of 1st In Farmingdale

FARMINGDALE—Arthur Hennessy has been elected president of the SUNY at Farmingdale chapter of the Civil Service Employees Assn.

A complete slate was declared at the June 17 election after a tally of 194 ballots by the Honest Ballot Association.

Those elected were: Mr. Hennessy, president; Joseph McNab, first vice-president; James Johnson, second vice-president; Cecilia Doyle, secretary; Janina Jouvere, treasurer; and Vincenzo Artino, CSEA's special elections committee.

Mr. Artino supervised the tally of ballots by the Honest Ballot Association.

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