In this column, I shall be brief and limit myself to just one point — namely, Growth. For CSEA, Growth is perhaps the most revealing factor of strength and overall general well-being that there is. During the past year, CSEA has grown in membership from about 209,000 to over 215,000. Upon reflection, this is a truly remarkable achievement which bodes well for our great organization. This was accomplished amidst such significant adversities as:

- The general leveling off of the numbers now being recruited in all levels of government.
- The loss of 3,400 members now classified in the bargaining unit should request PERB to send in a fact-finder.
- The general leveling off of the numbers now being considered for management positions, including headquarters, field staff, and new regional offices personnel.
- The continuing challenging by outside private-sector unions for our membership.

SIDE BY SIDE with this solid membership achievement stands the fact of increased personnel employed by CSEA to service its membership. In the past year, overall staff has increased in numbers from 174 to 191. This increase in personnel occurred at all levels in the CSEA structure, including headquarters, field staff, and new regional offices personnel.

With all of the daily, difficult problems besetting unionism in these very troublesome times in this country and state, it is good to pause and reflect upon our Growth as a fact-finder. The most revealing factor of strength and overall general well-being that there is.

In closing, I salute the entire membership and all on staff who continue to labor in order to keep CSEA the great big factual plus. CSEA just keeps growing on and on in these very troublesome times in this country and state, in spite of all external forces against it.

(Continued on Page 6)

Duryea Promises To Lead Fight For MH Career Ladder Funding

**GETTING IT BACK** — Charles Jones, left, who had been suspended from employment at Willowbrook Developmental Center, receives a check for nearly 500 years. He was reinstated by the Civil Service Employees Assn. handing him the check is Pat Frasier, grievance committee chairman, and watching is Alfred West, CSEA field representative who processed the third step grievance.

**Billimg Procedures To Be Simplified**

(Continued on Page 18)

**2-1 Vote Nixes Thruway Pact**

**Convention Issue**

Western Region 6 News
Long Island Region 1 News
New York City Region 5 News
Southern Region 2 News
Albany Region 4 News
Syracuse Region 5 News

**The Public Employee**

By Dr. Theodore Wenzl
President,
Civil Service Employees Association

In this column, I shall be brief and limit myself to just one point — namely, Growth. For CSEA, Growth is perhaps the most revealing factor of strength and overall general well-being that there is.

During the past year, CSEA has grown in membership from about 209,000 to over 215,000. Upon reflection, this is a truly remarkable achievement which bodes well for our great organization. This was accomplished amidst such significant adversities as:

- The general leveling off of the numbers now being recruited in all levels of government.
- The loss of 3,400 members now classified in the bargaining unit should request PERB to send in a fact-finder.
- The general leveling off of the numbers now being considered for management positions, including headquarters, field staff, and new regional offices personnel.
- The continuing challenging by outside private-sector unions for our membership.

SIDE BY SIDE with this solid membership achievement stands the fact of increased personnel employed by CSEA to service its membership. In the past year, overall staff has increased in numbers from 174 to 191. This increase in personnel occurred at all levels in the CSEA structure, including headquarters, field staff, and new regional offices personnel.

With all of the daily, difficult problems besetting unionism in these very troublesome times in this country and state, it is good to pause and reflect upon our Growth as a fact-finder. The most revealing factor of strength and overall general well-being that there is.

In closing, I salute the entire membership and all on staff who continue to labor in order to keep CSEA the great big factual plus. CSEA just keeps growing on and on in these very troublesome times in this country and state, in spite of all external forces against it.

(Continued on Page 6)

Duryea Promises To Lead Fight For MH Career Ladder Funding

**GETTING IT BACK** — Charles Jones, left, who had been suspended from employment at Willowbrook Developmental Center, receives a check for nearly 500 years. He was reinstated by the Civil Service Employees Assn. handing him the check is Pat Frasier, grievance committee chairman, and watching is Alfred West, CSEA field representative who processed the third step grievance.

**Billimg Procedures To Be Simplified**

(Continued on Page 18)

**2-1 Vote Nixes Thruway Pact**

**Convention Issue**

Western Region 6 News
Long Island Region 1 News
New York City Region 5 News
Southern Region 2 News
Albany Region 4 News
Syracuse Region 5 News

**The Public Employee**

By Dr. Theodore Wenzl
President,
Civil Service Employees Association

In this column, I shall be brief and limit myself to just one point — namely, Growth. For CSEA, Growth is perhaps the most revealing factor of strength and overall general well-being that there is.

During the past year, CSEA has grown in membership from about 209,000 to over 215,000. Upon reflection, this is a truly remarkable achievement which bodes well for our great organization. This was accomplished amidst such significant adversities as:

- The general leveling off of the numbers now being recruited in all levels of government.
- The loss of 3,400 members now classified in the bargaining unit should request PERB to send in a fact-finder.
- The general leveling off of the numbers now being considered for management positions, including headquarters, field staff, and new regional offices personnel.
- The continuing challenging by outside private-sector unions for our membership.

SIDE BY SIDE with this solid membership achievement stands the fact of increased personnel employed by CSEA to service its membership. In the past year, overall staff has increased in numbers from 174 to 191. This increase in personnel occurred at all levels in the CSEA structure, including headquarters, field staff, and new regional offices personnel.

With all of the daily, difficult problems besetting unionism in these very troublesome times in this country and state, it is good to pause and reflect upon our Growth as a fact-finder. The most revealing factor of strength and overall general well-being that there is.

In closing, I salute the entire membership and all on staff who continue to labor in order to keep CSEA the great big factual plus. CSEA just keeps growing on and on in these very troublesome times in this country and state, in spite of all external forces against it.

(Continued on Page 6)
**FALL PROGRAM**

**HOME & FLORENCE**
C41311 Lv. Nov. 2 Ret. Nov. 10 (CB) $458

**LONDON**
C41311 L. Nov. 27 Ret. Dec. 1 (CB) $199

**PORTUGAL (ESTORIL)**
C07311 L. Nov. 27 Ret. Dec. 1 (CB) $199

**PARIS or AMSTERDAM**
C41111 L. Nov. 27 Ret. Dec. 1 (CB) $249

**IRELAND**
C91111 L. Nov. 2 Ret. Nov. 10 (C) $549

**JAMAICA (Ocho Rios)**
C92211 L. Nov. 28 Ret. Dec. 1 (C) $549

**MARTINIQUE**
C92311 L. Nov. 8 Ret. Nov. 15 (C), From $229

**FREEPORT**
C93011 L. Nov. 27 Ret. Dec. 1 (EP) $139

**CURACAO**
C93411 L. Nov. 28 Ret. Dec. 1 (EP) $139

**LAS VEGAS**
C95111 L. Nov. 28 Ret. Dec. 10 (EP) From $219

**MIAMI**
C5111 L. Nov. 27 Ret. Dec. 1 (MAP) From $209

**SPECIAL FALL VACATION—FREEPORT, GRAND BAHAMA ISLAND**
Departures Mondays and Fridays, Nov. 8 - 29

**ABBRFVIATIONS:** MAP — breakfast & dinner daily; CB — continental breakfast; AB — American breakfast; EP — no meals; AP — three full meals daily.

**TOUR C00711 (PORTUGAL):**
Mr. Alfredo F. Veracchi, R.R. 1, Box 134, Locust Dr., Rocky Point, N.Y. 11778. Tel: Home—(516) 744-2766 Office – (516) 246-6260.

**TOURS C41211 & C00611 (ROME, FLORENCE and LONDON):**
Ms. Elizabeth A. Finn, 25 Buchanan St., Freeport, N.Y. 11520. Tel: (516) 868-7715.

**ALL OTHER TOURS:** Mr. Sam Emmett, 1060 2nd Ave., Brooklyn, N.Y. 11219. Tel: (212) 868-2959

---

**Train for Success As A Stenotype Operator**

If you’re tired of a humdrum, low-paying job you owe it to yourself to learn about the money-making opportunities for Stenotypists. STENOTYPE ACADEMY trains you as a Stenotype Operator— at hearings, conferences, in the courts, or as a Stenotype stenographer. You can work full time or part-time, even during free hours. Classes held daytime, evening, or weekend. Beginners fully trained.

For Free catalog, call WO 2-0002

STENOTYPE ACADEMY
269 Broadway, N.Y., 10007 (Opposite City Hall)
WESTERN
REGION 6

Regional Headquarters Office:
4122 Union Road
Cheektowaga, N.Y. 14226
Phone: (716) 834-3540

By WILLIAM McGOwAN
CSEA Vice-President/Region 6 President

Nothing like success to make anyone feel good! And we're all feeling pretty good in this region due to our hard-working staff and members who fought unceasingly to win the recent challenge against CSEA in the Erie County election. Because of the dedication and effort expended, we were able to do to AFSCME what the Indians did to George Custer! Activity has continued in full swing since the opening of our Regional office. For those who take advantage of the services offered, information and field staff assistance is only a phone call away. In case you haven't yet visited the Regional office, let me encourage you to do so.

A COMMITTEE WAS FORMED to check into a location for a satellite office in Rochester, also. I hope to hear something concrete on that shortly, so that our members in the Rochester area will have a similar operation for their benefit. Education of our membership continues to be a key interest of ours. Starting Oct. 10, 1974, Region 6 will sponsor a CSEA Labor Studies Program for interested members. This program is specifically designed for public employees and will be offered through the Cornell University, New York State School of Industrial and Labor Relations, Buffalo Extension Division. Credit should be given to Celeste Rosen-crest and Genevieve Clark who have put in a lot of time in developing this program with Jeannette Watkins, Cornell Program Director.

In order to be more effective in the future, I'm always open to your suggestions, comments, complaints, etc., regarding steps which we can take to serve you better as rank-and-file members of CSEA. I'm especially interested in hearing from local government and political subdivision members and unit presidents. ALSO, IT'S STILL not too late to submit items for the upcoming columns on these specific subjects: salary, health insurance, disciplinary procedure and agency shop. These are the only items to be considered under the reopen clause, so be sure to send me your ideas at the Regional office address: 4122 Union Road, Cheektowaga, New York 14226.

In closing, our next Regional meeting will be held Oct. 18 and 19 at the Trenholm East Inn, Thruway Exit 44, Victor, New York (near Canandaigua). Ontario County will be the host chapter for the meeting. I'd certainly like to see every Western Region chapter and unit represented at this important meeting.

CHECKING CANDIDATES — The presidents and political action chairman of the 12 chapters of the Civil Service Employees Assn. in the Rochester area held two nights of candidates' meetings at the Marriott Inn on Thursday, Oct. 5. Republican legislative candidates were presented the first night, with the Democrats the next. Listening at this table, from left are: Sam Greenfield, Rochester chapter president; Jeanne Rechdorf, Craig School chapter delegate; Charles Kerstine, Craig School chapter president; and Joe Pelton, Rochester chapter first vice-president.

SUMMER'S LAST FLING — Members of the State University College at Buffalo chapter of CSEA relax at an end-of-the-summer picnic at park outside Buffalo. This branch had field representative, resting at the edge of the blanket, with, from left, chapter president Barbara Chapman, Robert Bogdan, Diane Serotte, Loretta Serotte, Sharon Bogdan and Betty Lennon, president of the SUNY at Flushing chapter.

Retirement Office Hours Upped; Full-Time Service Is Demanded

BUFFALO—State retirement system personnel are now available in the Buffalo office on the first four Wednesdays and Fridays of every month, but William L. Mcgowan, CSEA Western Region president, says he will not be satisfied until a full-time office is staffed to service the estimated 100,000 non-members of the system in the Buffalo area.

To bolster his argument for such full-time service, Mr. Mcgowan this week asked all retirement system members and their beneficiaries, who experience any delays on visits to the Buffalo office, to in correspondence to the Albany retirement system headquarters, to detail the delays to the Western Region CSEA office at 4122 Union Rd., Cheektowaga, or call there at 834-3540.

"It's 6,000 persons who signed our petitions helped get the additional staffing. Now we must document further the need for the full time office and the complaints will help," Mr. Mcgowan said.

He explained that the Buffalo area retirement system representative, formerly available only four times monthly, is now at the Donovan Hills office on the added four days, in a new office affording more privacy and that this too can be credited to the petition filed by CSEA.

"Referring to the present part-time service as an "old fashioned go-east approach" to information and guidance, the petition also and that service in the retirement system relies on correspondence or long distance phone calls to Albany, which is both cumbersome and costly, and that benefits have been lost or delayed because there is no nearby full-time office.

Furthermore, the petition pointed out that the part-time service cannot provide the often complicated information and guidance to members unfamiliar with retirement system terminology, and that dependents, the elderly and the infirm are unfairly treated as a result.

"CSEA will not be content until full-time office is available in Western New York, but we need the input from everyone having any dealings with the retirement system," Mr. Mcgowan explained in requesting the letters and phone calls about delays in the present set-up.

Monroe Deputy Restored To Job With Back Pay

(From Leader Correspondent)
ROCHESTER—A sheriff's deputy, for whom the Monroe chapter of the Civil Service Employees Assn. went to bat, will have his job restored and receive full back pay.

A state arbitrator ordered Department to return the deputy to active duty and pay him for the full three months he wasn't working while waiting for the outcome of his case.

He had been charged early this summer with being absent without leave and will lose a week's pay for the time he was gone.

James Hancock, CSEA regional attorney, represented the deputy in the case.

"This might seem like a small one, but it's important to the man involved and it's consistent with our past record of winning most arbitration cases," said Martin Kromig, chapter president.

"We're shooting the members that the CSEA is behind them all the way.

Retiree Chief To Give Talk
ROCHESTER — Carol Ann Paul, newly appointed coordinator of retiree affairs for the Civil Service Employees Assn., will be guest speaker at a meeting of the Rochester Area Retirees Chapter Oct. 29.

Ruth McPhee, chapter president, said the meeting will give the chapter's 200 members an opportunity to learn about proposed legislation affecting retirees.

The meeting, which will begin at 7:30 p.m., will be held in the auditorium of the Marine Midland Bank, corner of Broad and Chestnut Streets, Rochester.

BUFFALO—Chapter founders will be honored at the 10th anniversary of SUNY at Buffalo chapter of the Civil Service Employees Assn. at a dinner-dance Oct. 25 at the Sheraton East, Walden Ave.

Tickets at $13 a person are available from social committee members and chapter board members, according to chapter chairman Dorothy Haney.

Included will be an open bar, starting at 6:30 p.m., with dinner at 7:30 and dancing to the Mar-quitettes from 10 on.

Kenneth McKinnon, Provost of Life Long Learning, Chancellor's Office, Albany, will be the main speaker; Danny Neavert, radio personality of WKBW, will be master of ceremonies.

Everyone from the University community is invited, Ms. Wal- den said, but tickets are limited.

They are available from Robert Smith, William Rush, June Boyte, Roger Friday, Barbara Kaufmann, Dorothy Lewis, Adri- dena Bergharter, Mary McCarthy, Ed Villa, Mike Bay, Jerry Capota and Paul Saleski.

Chapter president Edward Da- det said invitations have been extended to all CSEA statewide, regional and chapter officers within Western Region 6.
State Employees Awarded Cash
For Money Saving Ideas

ALBANY—Twenty-five State employees received cash awards in August for money-saving ideas submitted to the Employee Suggestion Program, administered by the State Department of Civil Service. Mrs. Ben R. Poston, president of the Civil Service Commission, said the 25 received awards totaling $1,445 for suggestions expected to result in yearly savings to the State of more than $8,400.

The award winners are: Kenneth C. Walton, of Chautauqua, assistant civil engineer, and Henry B. George, of Malone, motor equipment repairman, both of the Department of Transportation in Malone. They suggested a way to adapt existing trucks for winter highway sanding operations, and shared two hundred dollars.

One hundred dollars was awarded to John LaCaese, Sr., of Waterford, assistant civil engineer, Transportation Department; William Behnfeld, of Central Islip, machinist, Department of Mental Hygiene; Linda A. Careano, of Schenectady, typist, shared jointly with Lynn Kidalowski, of Schenectady, stenographer, both of the Department of Taxation and Finance; Charles J. Torey, of Troy, editor, Department of State; Herbert T. VanValkenburgh, of East Greenbush, senior keypunch operator, Transportation; Mary Donovan, of Troy, mail and supply clerk, shared jointly with Rita O. Gooley, kennelkeeper, senior mail and supply clerk, both of General Services; William H. Childs, of Amsterdam, senior clerk, Motor Vehicles, and Robert A. Begadi, of Rochester, armory superintendent, Division of Military and Naval Affairs.

Fifty dollars was awarded to Anita VanWagner, of Wynantskill, and Marguerite T. Beauch, Cultus, both Motor Vehicles. Sgt. Richard A. Fierman, of Herkimer, and Sgt. Raymond S. Ketcham, of Hampton Bays, both of the Division of State Police, and Annette Ouhain, of Rochester, Department of Agriculture and Markets.

Twenty-five dollars was awarded to Richard J. Setonker, of Maltodin, Department of Mental Hygiene in Syracuse; John T. Roach, of Liverpool; Dorothy M. Epperson, of Schenectady; Robert J. Balzak, of Amsterdam, and Ruth L. Strauss, of Glendale, both Motor Vehicles; John D. Swanson, of North Syracuse, and Raymond M. Laloue, of Scotia, both of Agriculture and Markets, and Herbert C. Pest, of Central Islip, Military and Naval Affairs.

Certificates of Merit also were awarded to Peter Shrum, of Loudenville, and Helen Briel, of Holland Patent, both of Mental Hygiene; John B. Bahlmack, of Amsterdam, and Anne I. Sadak, of Buffalo, both Labor; Arthur P. Carreri, of the Bronx; Don Johnson, of Albany, and Robert J. Salamack, of Amsterdam, and Ruth L. Strauss, of Schenectady, Motor Vehicles, and Herbert C. Pest, of Central Islip, Office of General Services.

Cash award winners also received Certificates of Merit. Certificates of Merit also were awarded to Peter Shrum, of Loudenville, and Helen Briel, of Holland Patent, both of Mental Hygiene; John B. Bahlmack, of Amsterdam, and Anne I. Sadak, of Buffalo, both Labor; Arthur P. Carreri, of the Bronx; Don Johnson, of Albany, and Robert J. Salamack, of Amsterdam, and Ruth L. Strauss, of Schenectady, Motor Vehicles, and Herbert C. Pest, of Central Islip, Office of General Services.

We Want Government Employees in Rochester, N.Y.

City, State and Federal employees and their families are eligible for special rates at Holiday Inn Rochester, New York.

Show us your government ID card and we’ll show you to first class accommodations at reduced rates. It’s a deal so good you can afford to take your family with you. Each of our rooms has two double, color TV and individually controlled air conditioning. The Downtown Rochester Holiday Inn is famous for its good food and great entertainment. At the the most accommodating people in the world.

Windsor Room, for example, you can dine and dance in style and save money doing it. And you’ll enjoy all our luxury features even more knowing you’re staying within your travel budget.

So if you work for Sam the State or City government, we want you. And we’re willing to give you a great deal to get you.

Buy U.S. Bonds!
Rule Dusted Off Worker Comes Back

SMITHTOWN — The Civil Service Employees Assn. has used the little-known Sec. 76 of the Civil Service Law to overturn an improper suspension of a Suffolk County Park employee.

Instead of the more cumbersome procedure of appealing to the Supreme Court, CSEA field representative William Griffin dusted off Sec. 76 and won the case.

The employee had been suspended for 10 days without pay following an arrest of a piece of paper that did not specify the charges against him. Griffin was able to file the case under Sec. 76, which he described as a "poison of justice.

In a brief, Sec. 75 disciplinary hearing, the employee remained silent and asked for dismissal of the charges. The departmental trial board found him guilty.

But, under the appeal procedures provided by Sec. 76, Mr. Griffin filed the CSEA argument with county personnel officer Thomas J. Myers. Mr. Myers ruled that "there was no substantial compliance with the procedural requirements of any disciplinary action" and is therefore directing the board to reverse and that you be paid for the 10 days suspension time.

As a result of the ruling, it was understood that the county was going direct all directions to honor the safeguards that the law provides for employees.

Nassau Retiree Chapter Sought

AMITYVILLE — Long Island Regional headquarters here is coordinating information for Nassau County regarding the proposed Nassau County Retirees chapter.

Retired members interested in starting a chapter in the City of Long Beach unit would have been overruled, except for the power of the CSEA statewide behind them.

When the CSEA can call the bluff of any employer, we've come of age.

That's just what it has all been about from the start more than 50 years ago.

Where would 50 members in a unit be without the other 199,300 CSEA members? Where would 400 in Long Beach be without the support of 49,000 others in the Region: state employees, county employees, school district employees, water districts and library district employees?

We've shown what organization means. And if there is still a unit of a few hundred that thinks it can go it alone, God help them.

That power that we have just begun to realize must be translated into political action.

If, as an organization, we have the dollars to call a bluff, we have the votes to call a bluff.

We are about to enter into the most ambitious program of political endorsements we in CSEA have ever undertaken. Our numbers alone mean nothing to the politicians, but our numbers welded into one voice as an organization will mean life and death to them.

We are like the sleeping giant, which never realized its strength.

But, now we do. Our 50,000 members have the power to take a town or a county by surprise or two, and a few neighbors to the voting booth. We can multiply our considerable numbers into the most powerful bloc in the state. And, this year, we are going to do it.

Our state and regional political action committees have carefully studied voting records. Those who are not with us are known. Those who deserve our support are known.

We will go to the polls!

This is another example of the maturity of CSEA.

OUR LONG ISLAND Region has coordinated the efforts of each of our 16 chapters in the most natural way, with all of our actions debated and discussed by the presidents of each chapter in monthly meetings of the Regional Executive Board.

It is not to be overlooked that Long Island Region 1 has led the state in new memberships since the start of this year.

Declare Suffolk County Impasse

SMITHTOWN — The Suffolk chapter, Civil Service Employees Assn., declared an impasse in negotiations with the county last week.

Chapter president James Corbin said that the county had been "dashing its feet" throughout a series of weekly meetings and it appeared inevitable that impasse would be the route we have to go.

The CSEA and county must now agree on a mutually acceptable impartial mediator.

Meanwhile, the town of Riverhead and North Fork residents have also declared impasses in their contracts with the county. Paving the way for a full performance of your work during this new stage of the negotiations.

The chapter has submitted 180 demands on behalf of blue- and white-collar members. The contract will govern pay and working conditions for almost 6,000 county employees.

May Charge Smithtown On Refusal To Bargain

SMITHTOWN — The Suffolk chapter, Civil Service Employees Assn., is contemplating an unfair-labor-practices charge against the Town of Smithtown for refusal to bargain.

The challenge, filed by the National Maritime Union, has been the subject of a lengthy examination before a Public Employment Relations Board hearing examiner since late summer.

A ruling is expected shortly from hearing examiner Zachary Wellman.

The town has refused repeated demands to open negotiations.

Chapter president James Corbin said the evidence at the hearing, in which CSEA challenged the validity of a large number of NNU petitions, showed that the outside union sacrificed the welfare of the employee in a "reckless gamble" for an election "they cannot win."

Mr. Corbin said the vast majority of Smithtown employees have indicated to CSEA workers that they are properly skeptical of the campaign rhetoric of the employees.

ENCH APPOINTED

ALBANY — Robert Ench, of Melville, has been appointed a member of the council of the State Agricultural and Technical College at Farmingdale for an unexpired term ending July 1, 1982.

Budget Readied For Nassau Ed

HICKSVILLE — A budget for the Nassau Educational chapter, Civil Service Employees Assn., will be presented to the chapter board at a meeting Oct. 19 at the Bounty Inn, Peninsula and Ruskaway Bivs., Hewlett.

A financial report will be submitted and dinner-dance plans will be discussed. A 15th president will be elected.

The proposed budget was developed at a meeting Sept. 26 of the executive board at the chapter headquarters, 1 Old Country Rd. Hicksville. Attending were Ed Ferraro, president; Frank Pranzo, first vice-president; William F. Stilp, second vice-president; Robert Ench, chairman; secretary; William Kocher, treasurer; and William L unsustainable, convention delegates.

CONTRACT OK — Officials of the State University of New York at Stony Brook and the CSEA chapter signed a local agreement, the reportedly first such reached at the local level and containing many gains for employees. In the front row, from left, are: Jorgen Krause, associate dean of CSEA chapter. The reportedly first such reached at the local level and containing many gains for employees. In the front row, from left, are: Jorgen Krause, associate dean of the executive board, Nicholas Puleio, CSEA field representative, and Claire McCarthy, negotiating team.

Standing, from left: Kenneth Nugent, negotiating team; Joseph Hamel, assistant vice-president for negotiations; William Link, convention delegate; Lee Van, director of personnel; Ed Zoll, assistant vice-president of the negotiating team, and Joseph Di Stefano, Selma Schirmier and Ann Hinek, negotiating teams.
Career Ladders

At THE meeting last spring of the Civil Service Employees Assn., Malcolm Wilson spoke for the first time to the CSEA Delegates assembled at the Concord Hotel. Not that it was a get-acquainted meeting for the Governor, who had previously been a local politician and had been elected as a result of his 20 years in the State Legislature and 15 years as Lieutenant Governor. But it was his first formal appearance before the union in his role as the state's chief executive.

CSEA, at that time, was particularly agitated about delays in the implementation of a career ladder program for food service workers in the Mental Hygiene Department, as well as several other career ladders in various other state departments.

In fact, a large number of public employees from around the state had been marshalled to attend the hearing and march around the Capitol grounds a mere week or two before the Delegates meeting. A meeting was arranged hurriedly with CSEA chairman Melvin Osterman. The meeting produced some last-minute compromises, but little else.

Then the Governor made his appearance before the Delegates, and promised that a settlement would be reached by October. Career ladders have been a rather hushed issue since that time.

Now the Governor—as well as his gubernatorial opponent, Hugh Carey—has accepted an invitation to address the Delegates at their fall meeting, again at the Concord.

Rumors at Leader press time indicated that a settlement on the career ladder issue is near at hand, and may be announced at the meeting this week.

If so, it certainly will be a feather in the cap of all concerned who have worked toward the achievement, through negotiations. The real winners, of course, will be the food service workers.

Helping Hand

A NOETHER example of civil service employee dedication to their own particular responsibilities pops up at the Willowbrook Developmental Center on Staten Island. Cleaning staffs in the buildings there will vie for the monthly "Carol Burnett Housekeeping Award," and the team that wins the most times in a year will get a trophy. The good-natured campaign is symbolized by a banner depicting a caricature of a charwoman as popularized by Carol Burnett on her TV show.

The idea for the friendly competition, where no one really loses, was carried out in the employee ranks. It is another message to management at contract time that the people across the table represent responsible and thinking individuals, and negotiations should proceed on that basis.

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in the Leader's judgment, an exception should be made.
Respect, Please

Editor, The Leader:

LETTERS TO THE EDITOR

tendents has been quoted as re-
that one of the school superin-
Respect Please
dress their employees subordin-
no "Janitors" in the employ of
any school district on Long Is-

I LAS VEGAS
ITL (212) 580^134
 Approvtd tor W*H smd  Fortigm  Slmdtmts.  Acotr.,  N.Y. StMt  D«pt.  oi  EdrntsOom-

I have  been  recently  informed
The  fact  that  some  adminis-

SCHOOL DIRECTORY

SCHOOL DIRECTORY
MONROE  INSTITUTE  —  IBM  COURSES

Special  Preparation  for  Civil  Service  Employment  Offered  in  all  the  important  categories
1965  Training  for  the  Civil  Service  Exam.  June,  July,  August,  September
15  easy  to  drive  Within  the  Heart  of  the  City
1 East  Tremont  Ave.  &  Boston  Rd.,  Bronx  —  1-8146

Open Continuous
State  Job  Calendar

Assistant  Accountant  $10,714  20-856
Assistant  Clinical  Physician  $27,942  20-413
Asst.  Workmen's  Compensation  Examiner  $7,616  20-108
Assistant  (Casualty)  $8,416  20-416
Attorney  $14,142  20-113
Assistant  Attorney  $11,806  20-113
Attorney  Trainee  $11,144  20-408
Beginning  Office  Worker  $5,225  up  various
Calculating  Machine  Operator  $6,148  20-111
Chief  Physical  Therapist  $17,429  20-320
Clinical  Physician  I  $31,056  20-414
Clinical  Physician  II  $34,352  20-415
Compensation  Examining  Physician  I  $27,942  20-420
Construction  Safety  Inspector  $10,914  20-125
Consultant  Public  Health  Nurse  $17,429  20-320
Correction  Officer  (Male)  $11,337  20-941
Dental  Hygienist  $8,523  20-107
Dietician  $10,714  20-124
Electroencephalograph  Technician  $9,166  20-308
Employment  Interviewer  (Span.  Speaking)  $10,714  20-386
Employment  Security  Claims  Examiner  $11,144  20-387
Employment  Security  Placement  Trainer  (Span.  Speaking)  $10,118  20-388
Factory  Inspector  $10,118  20-126
Food  Service  Worker  $5,827  20-352
Hearing  Reporter  $11,337  20-170
Hospital  Administration  Intern  $10,714  20-555
Industrial  Foreman  $10,714  20-555
Junior  Engineer  $11,337  20-166
Laboratory  Technician  $11,337  20-121
Medical  Specialist  I  $27,942  20-407
Medical  Specialist  II  $33,704  20-408
Medical  Specialist  III  $38,449  20-409
Mental  Hygiene  Aide  (TBS)  $7,204  20-394
Mental  Hygiene  Aide  (VIS)  $7,204  20-394
Mental  Hygiene  Therapist  Aide  $7,204  20-394
Nurse  I  $10,118  20-584
Nurse  II  $11,337  20-585
Nurse  III  $12,637  20-586
Nurse  II  (Psychiatric)  $11,337  20-586
Nurse  II  (Rehabilitation)  $11,337  20-587
Occupational  Therapist  $11,337  20-176
Offset  Printing  Machine  Operator  $6,450  20-402
Pathologist  I  $24,410  20-410
Pathologist  II  (Board  Eligible)  $33,704  20-441
Pathologist  II  (Board  Certified)  $35,373  20-441
Pathologist  III  $38,449  20-442
Physician  $12,670  20-194
Physical  Therapist  $11,337  20-177
Principal  Accountant  (Casualty)  $22,694  20-350
Principal  Accountant  (Treasurer)  $22,694  20-350
Principal  Accountant  (Life)  $22,694  20-350
Supervising  Accountant  (Casualty)  $26,516  20-418
Senior  Accountant  (Life)  $14,142  20-519
Associate  Accountant  (Life)  $14,142  20-519
Assistant  Accountant  (Life)  $12,670  20-194
Psychologist  I  $22,694  20-417
Assistant  Psychologist  (Life)  $22,694  20-417
Psychologist  II  $24,410  20-417
Psychologist  III  $26,516  20-418
Psychiatrist  I  $33,704  20-391
Psychiatrist  II  (Board  Eligible)  $35,373  20-391
Psychiatrist  II  (Board  Certified)  $33,704  20-391
Medical  Specialist  III  $38,449  20-391
Psychiatrist  III  $40,516  20-391
Medical  Specialist  III  $40,516  20-391
Psychologist  I  $17,429  20-103
Psychologist  II  $17,429  20-104

(Continued  on  Page  8)
Bigger and better than ever in '74. Come to the 2nd Annual Wine and Cheese Tasting Festival

Eat the exhibits. Drink the exhibits.
The only festival of its kind this side of the Atlantic...where the exhibits are youn't to taste, sample and savor. The greatest selection of wines and cheeses in the world. A festival of fun, learning and good taste. So celebrate with us.

There will be cold buffet after exhibit opened with hard cheese, soft cheese, sharp cheese, mild cheese, mold cheese, every kind of cheese you've ever heard of.

In fact, there's much, much more space than last year's great festival.Over 200 Exhibits attended by the friendliest wine and cheese merchants ever—pressing their goods on you.

Visit the brand-new live entertainment extravaganza. Relax and enjoy some of the most unusual and delightful performances in the world.

Visit the brand-new live entertainment extravaganza. Relax and enjoy some of the most unusual and delightful performances in the world.

Open Continuous State Job Calendar

Applications Accepted Until October 21
Written Exam November 23

Associate Chemist (Air Pollution) $17,429 23-651
Medical Facilities Auditor, Senior $13,404 23-116
Medical Facilities Auditor, Associate Medical Facilities Auditor, Principal $21,545 24-117 24-118
Senior Stenographer $8,051 20-799

Applications Accepted Until November 4
Oral Exam Nov. Thru Jan. 1975
Public Administration Internships $11,164 27-460

Applications Accepted Until November 11
Oral Exam in December
Associate Adirondack Park Specialist $17,429 27-429

Applications Accepted Until November 11
Written Exams December 14
Busi Light Tender $6,611 24-123
Canal Maintenance Foreman $9,264 24-24
Canal Structure Operator $7,616 24-125
Senior Airport Dev. Specialist (no exam) $17,429 27-455
Associated Airport Dev. Specialist (no exam) $21,545 27-456
Underwriter $10,714 24-130

Open Competitive State Job Calendar

(Continued from Page 7)
Public Librarians $10,155 & Up 20-339
Radiology Technologist ($7,423-$9,004) 20-334
Radiology Technologist (T.B. Service) ($9,079-$11,077) 20-334
Rehabilitation Counselor $14,142 20-155
Senior Airport Dev. Specialist (no exam) $17,429 27-455
Senior Recreation Therapist $12,670 20-523
Senior Stationary Engineer $7,616 20-303
Stenographer-Typist $7,616 20-303
Stationary Engineer $9,264 20-310
Senior Stationary Engineer $10,714 20-101
Specialists in Education ($14,358-$22,694) 20-312
Speech & Hearing Therapist $9,377 20-178
Asst. Sanitary Engineer $14,142 20-122
Sanitary Engineer $14,142 20-122
Senior Occupational Therapist $12,670 20-550
Senior Physical Therapist $12,670 20-551
Sr. Speech & Hearing Therapist $13,852 20-178
Senior Recreation Therapist $11,277 20-553
Supervising Dietitian $12,760 20-167

Specialty Clerks (x 3, 501, 502, 503) 20-313/314
Unemployment Insurance Claims Examiner $9,264 20-313/314

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 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.
**NEW YORK CITY REGION 2**

Regional Headquarters Office: 11 Park Place (Room 1210) New York City, N.Y. 10007

Phone: (212) 962-3090

By SOLOMON BENEDICT
CSEA Vice-President/Region 2 President

New York City Region 2 (and its predecessor, the Metropolitan Conference) has long enjoyed a reputation for militancy within the Civil Service Employees Assn. that is well-deserved, since we have always felt that the purpose of our union has been to fight for the best interests of our members—across a bargaining table, if possible, but with a willingness to resort to stronger measures, if necessary.

While we congratulate our fellow members in other areas of the state for their successful defense against raids by outside private-sector unions during the past year, we also warn against future, increased efforts by these private-sector unions to continue their so-far unsuccessful efforts to divide and conquer our own organization.

**IT IS PARTLY** because we here in New York City live side by side with these outside unions that we have developed this reputation for militancy. It is for the survival of our Independence that we are constantly striving to improve the situation of our members, so that they will realize that our efforts do work.

Currently, on the local level, much attention is being devoted by regional leadership to the improvement of safety standards in the World Trade Center. To make sure that our members who work there can be assured that reasonable safety precautions are taken against an outbreak of fire or being stuck in an elevator.

Regional representatives have testified before the Senate Committee on Safety in High-Rise Buildings, and have met with the New York City Fire Commissioner to press our demands on safety. I say with pride that we have been directing our efforts in that direction for three years, long before public attention started to turn toward the situation in the World Trade Center. Sometimes, though, it takes many years of hard work before results are evident. Again, though, it has been our militancy in this area that is now achieving results.

On a statewide level we have been speaking out for the need of various improvements in our contracts with the state. The third year of our current contract is open for re-negotiation. These negotiations will begin soon. New York City Region has been actively campaigning for a cost-of-living adjustment to be included in the contract, in order to help our members better cope with runaway inflation that is frequently more than In the past.

We feel that it is in the best interest of the state and the welfare of all its people to have the best qualified people in responsible positions within civil service. The state needs to hold onto and continue to recruit the best people to handle the multitude of functions of our state government. To promote this goal, we have also been militant about other areas that affect our members. We believe that many improvements are needed in the disciplinary procedure to protect the rights of our working members, and we believe that a cost-of-living escalator provision should be made to include those former employees who have retired from state service since 1969.

**AND OUR MILITANCY** extends even within the executive council of this region. It is with pride that I can say that there is not a single ‘yes’ man or woman among our regional officers. First vice-president Ronnie Smith of Williamsburg, second vice-president Vincent Rubano of the State Insurance Fund; third vice-president William Cunningham of Brooklyn; secretary Dorothy King of Creedmoor and newly elected treasurer John Eversley of Creedmoor, as well as the various chapter presidents who compose our executive council, all bring their own distinct ideas to regional meetings.

Sometimes we differ greatly among ourselves, but issues are put to majority vote. We pray that our collective decisions are right for the membership, and our success will make us all winners.

---

**DVF Labor and Management Thrash Out Local Problems**

**MANHATTAN—**Representatives of the Metropolitan chapter, Division of Employment, Civil Service Employees Assn., met recently with management representatives to try to resolve some problems unique to the New York City area.

The CSEA contingent was headed by chapter president William J. DeMartino, and the management staff was headed by David Zaron, director of employee relations. The agenda covered such items as staffing problems, the new-careers program, and problems at the World Trade Center.

Mr. DeMartino pointed out that there appeared to be a tendency by the part of management to expand the span of control, and in the contract there were limits to the number of existing titles rather than offering promotions or being stuck in an elevator.

Examples were given of a senior chain examiner supervising in excess of 30 persons, and of employment interviewers acting as some employment interviewers for periods in excess of 30 days.

Management replied that such cases had not occurred and that the CSEA contingent was not being allowed to take the promised examination, which would enable them to become permanent employees in a higher title. Mr. Zaron said plans for that examination were in the works.

After discussions about items such as the poor planning that caused the transfer of security guards from unemployment insurance offices to the locations that distributed the Neighborhood Youth Corps checks, attention was centered on some of the problems plaguing the World Trade Center.

---

**A & M Negotiators Hit On Lack Of Good Faith**

**NEW YORK CITY—**Management negotiators representing the Department of Agriculture and Markets failed to negotiate in good faith with the Civil Service Employees Assn., especially with regard to the keeping of time records.

On a statewide level we have been speaking out for the need to increase the duties of existing field inspectors' daily time records. Some of our new-careers program representatives, not effecting this paragraph, does not effecting this paragraph, the signing of this memorandum of understanding not be signed on June 12 which said, "The Department agrees to work with CSEA in reviewing the simplification of field inspectors' daily time records."

Since the act of implementing the new-careers program affected the largest division in the Department of Agriculture and Markets failed to use this program in the meat inspection areas, resulting from the lack of qualified maintenance staff, and in direct contradiction to the avowed purpose of the memorandum of understanding.

A memorandum of understanding was to be signed on June 12 which said, "The Department agrees to work with CSEA in reviewing the simplification of field inspectors' daily time records."

Because of changes requested by the Office of Employee Relations not effecting this paragraph, the signing of this memorandum of understanding has been delayed. However, Mr. Libow also refers in his letter to an item which was to be included in the memorandum of understanding but was deleted because of a decision made by ODR. This involved the appointment of one CSEA nonmanagement employee, not an officer in any CSEA chapter, to the Department's performance rating board. Mr. Libow suggests that this provision should not be left out of the memorandum, as such an appointment is acceptable according to civil service rules and regulations.

---

**Ask For Cleanliness**

The CSEA representatives unanimously cited the filthy condition of the satellite rating areas, resulting from the lack of qualified maintenance staff, and noted that the main cafeteria had been on the Board of Health list as unsanitary. Management promised to look into the current cleaning contract as well as investigate the higher prices of food in the cafeteria.

The final discussion covered complaints that the letting of the contract for cleaning within the World Trade Center was being negotiated by the poor elevator service provided. The time schedule of work for cleaning started by management was a problem. It was brought out that the Port Authority stated that all of the express elevators to the 44th floor were not necessary in order to transport the staff on the connecting floors. A peculiar situation was left unresolved.

The bargaining representatives expressed hope that such meetings as these could be held more frequently than in the past.
State Promotional Job Calendar

Applications Accepted To October 15
Written Exams November 2-3
Interdepartmental Promotions Exams

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Stenographer</td>
<td>G-9</td>
<td>35-603</td>
</tr>
<tr>
<td>Senior Stenographer (Law)</td>
<td>G-9</td>
<td>35-604</td>
</tr>
<tr>
<td>Supervisory Toll Collector</td>
<td></td>
<td>35-620</td>
</tr>
<tr>
<td>Toll Section Supervisor</td>
<td></td>
<td>35-623</td>
</tr>
</tbody>
</table>

Correctional Services

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Correctional Clerk</td>
<td>G-9</td>
<td>35-593</td>
</tr>
<tr>
<td>Principal Correctional Clerk</td>
<td>G-12</td>
<td>35-594</td>
</tr>
</tbody>
</table>

Health

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Medical Facilities Auditor</td>
<td>G-23</td>
<td>35-581</td>
</tr>
<tr>
<td>Medical Facilities Auditor</td>
<td>G-27</td>
<td>35-592</td>
</tr>
<tr>
<td>Senior Medical Facilities Auditor</td>
<td>G-18</td>
<td>35-600</td>
</tr>
<tr>
<td>Senior Sanitary Chemist</td>
<td>G-18</td>
<td>35-595</td>
</tr>
</tbody>
</table>

Labor

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Chemist (Industrial Hygiene)</td>
<td>G-18</td>
<td>35-611</td>
</tr>
</tbody>
</table>

Applications Accepted To November 4
Written Exam December 14

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Civil Engineer</td>
<td>G-23</td>
<td>35-586</td>
</tr>
<tr>
<td>Administrative Aide</td>
<td>G-11</td>
<td>35-589</td>
</tr>
</tbody>
</table>

Agriculture & Markets

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervising Dairy Products Inspector</td>
<td>G-19</td>
<td>35-624</td>
</tr>
<tr>
<td>Senior Dairy Products Inspector</td>
<td>G-16</td>
<td>35-625</td>
</tr>
<tr>
<td>Supervising Farm Products Inspector</td>
<td>G-19</td>
<td>35-626</td>
</tr>
<tr>
<td>Senior Farm Products Inspector</td>
<td>G-16</td>
<td>35-627</td>
</tr>
<tr>
<td>Supervising Food Inspector</td>
<td>G-14</td>
<td>35-628</td>
</tr>
<tr>
<td>Senior Food Inspector</td>
<td>G-16</td>
<td>35-629</td>
</tr>
<tr>
<td>Senior Horticultural Inspector</td>
<td>G-16</td>
<td>35-630</td>
</tr>
<tr>
<td>Chief Meat Inspector</td>
<td>G-21</td>
<td>35-631</td>
</tr>
<tr>
<td>Supervising Meat Inspector</td>
<td>G-19</td>
<td>35-632</td>
</tr>
<tr>
<td>Senior Meat Inspector</td>
<td>G-16</td>
<td>35-633</td>
</tr>
<tr>
<td>Associate Marketing Rep.</td>
<td>G-19</td>
<td>35-634</td>
</tr>
<tr>
<td>Senior Marketing Representative</td>
<td>G-15</td>
<td>35-642</td>
</tr>
</tbody>
</table>

[Oral exam held in Dec. 1974]

Audit & Control

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Retirement Benefits Examiner</td>
<td>G-20</td>
<td>35-641</td>
</tr>
<tr>
<td>Associate Retirement Benefits Examiner</td>
<td>G-17</td>
<td>35-642</td>
</tr>
<tr>
<td>Senior Retirement Benefits Examiner</td>
<td>G-14</td>
<td>35-643</td>
</tr>
<tr>
<td>Retirement Benefits Examiner</td>
<td>G-11</td>
<td>35-644</td>
</tr>
</tbody>
</table>

Correctional Services

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correctional Captain</td>
<td>G-24</td>
<td>35-635</td>
</tr>
</tbody>
</table>

Environmental Services

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Environmental Analyst</td>
<td>G-18</td>
<td>35-655</td>
</tr>
<tr>
<td>Principal Fish &amp; Wildlife Technician</td>
<td>G-14</td>
<td>35-656</td>
</tr>
<tr>
<td>Senior Fish &amp; Wildlife Technician</td>
<td>G-14</td>
<td>35-657</td>
</tr>
<tr>
<td>Associate Director, Div. of Pure Water</td>
<td>G-34</td>
<td>39-044</td>
</tr>
</tbody>
</table>

[Oral exam held in Dec. 1974]

Executive

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervising Natural Disaster</td>
<td>G-22</td>
<td>39-046</td>
</tr>
</tbody>
</table>

Civil Defense Representative

[Oral exam held in Nov. 1974]

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Radiological Chemist</td>
<td>G-18</td>
<td>35-653</td>
</tr>
<tr>
<td>Health (Exch. of Hospitals)</td>
<td></td>
<td>35-663</td>
</tr>
<tr>
<td>Associate Underwriter</td>
<td>G-21</td>
<td>35-636</td>
</tr>
<tr>
<td>Senior Underwriter</td>
<td>G-18</td>
<td>35-637</td>
</tr>
<tr>
<td>Underwriter</td>
<td>G-10</td>
<td>35-638</td>
</tr>
<tr>
<td>Principal Underwriter</td>
<td>G-24</td>
<td>35-645</td>
</tr>
</tbody>
</table>

[Oral exam held in Nov. 1974]

Teachers Retirement

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sr. Retirement Benefits Examiner</td>
<td>G-14</td>
<td>35-645</td>
</tr>
<tr>
<td>Retirement Benefits Examiner</td>
<td>G-11</td>
<td>35-646</td>
</tr>
</tbody>
</table>

Continuous Recruitment

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Hydraulic Engineer</td>
<td>G-23</td>
<td>30-202</td>
</tr>
<tr>
<td>Assistant Hydraulic Engineer</td>
<td>G-19</td>
<td>30-203</td>
</tr>
</tbody>
</table>

Additional information on required qualifications and exam subjects 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 Services are located at the World Trade Center, 250 West 56th St., New York, 10019.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and code.

CASA" Assisting Honduras Victims

Hempstead — The Coordinating Agency for Spanish Americans, CASA, is sanctifying in the collection of relief supplies for the unfortunate victims of Honduras.

Volunteers and donations for this relief supply effort are desperately needed. Items needed include canned goods, lightweight clothing (wearable and clean), cotton blankets, bed sheets, toiletries, beds, flashlights, water purification tablets, portable gas stoves, shovels, picks, walkie talkies, and generators.

Anyone wishing to make a donation may bring these items to CASA, 102 Main St., Hempstead.

Attention N.Y.C. Health Plan Members

Transfer Into HIP Now

SEPT. 23 TO OCT. 18, 1974

EFFECTIVE DATE OF CHANGE-JANUARY, 1975
SEE YOUR PAYROLL OR PERSONNEL OFFICER

Health Insurance Plan of Greater New York

NO COST TO YOU!

WHY TRANSFER

Not all the health plans offered by the City are the same. Some offer "fair and reasonable" charges which can result in considerable cost to you. Only in HIP are there no doctor bills.

WHAT TO LOOK FOR

Inflation. Do you have extra money in your pocket (or medical bills)? Do you need fully comprehensive medical care for the needs of your family? Are you concerned about being able to pay the medical bills for your family?

CATASTROPHIC BILLS

Are you covered for rare, complex, costly surgical and medical care? The HIP Special Services Fund pays for the full cost of basic surgery and medical care. The HIP Special Services Fund pays for the full cost of basic surgery and medical care. The HIP Special Services Fund pays for the full cost of basic surgery and medical care.

EMERGENCY CARE

Can you reach a doctor day or night? HIP has 24-hour emergency care. One phone call links you to HIP's Emergency Service.

Transfer Into HIP Now
you won't believe how good it tastes... until you taste it!

GEKKEIKAN

(PRONOUNCE IT GAY-KEE-KAN)

PLUM WINE

serve with club soda or on the rocks with a kiss of lemon

Imported by the Sidney Frank Importing Co., Inc., N.Y.
Albany — A senior natural resource planner eligible list, resulting from open competitive exam 34-974, has been established September 28 by the State Department of Civil Service. The list contains 15 names.

Senior Planner List

ALBANY — The senior natural resource planner eligible list, resulting from open competitive exam 34-974, has been established by the State Department of Civil Service. The list contains 15 names.

ERIE COLLEGE HEAD

ALBANY — Dr. Robert H. Stavenger, president of Parkersburg Community College in West Virginia, has been named president of Erie Community College in Buffalo at an annual salary of $33,800, effective Oct. 1.

Condominium - Florida

CENTURY VILLAGE, Deerfield Beach — For sale or rent, 2 bed, 2 bath, grotto garden apt. Under builder's price tag. Move-in ready. Instructions company. Mr. Werbel after 6 p.m. — 312-595-1952.

House For Sale - Nassau

UNIONDALE, Split Level; 7 rooms plus, garage, aluminum siding, tile, central heating, new property. $42,000.00. (516) 487-8914.

Veterans

If you have served in the military and have an interest in a discharge we are entitled to buy a home without any cash down payment. We can get you a great deal on any other home of your choice with only $500 down.

CAMERA RENT $99.99
NO DOWN PAYMENT
For an original or black and white with non-refundable, standard hour, we have buy.

DST LEG 2-FAMILY
$145.99

QUEENS HOME SALES
170 Eastern Ave., Jamaica	OL 8-7510

Veterans

If you have an interest in a discharge we can get you a great deal on any other home of your choice with only $500 down. We have a large selection of 1 and 2-family homes in all Queens areas. Call us for free information on our many other great credit homes.

BTO REALTY 723-8400

House For Sale - Queens

LIVE IN N.Y. CITY AND USE THE BEST OF LONG ISLAND. Modern location A/C, fireplace, terraces, great schools, brick look outside, 2-3-family income, close to highways. Great for rent or sale. Immediate occupancy. Call for appointment.

Anway 3-4321

Florida

Farms, N.Y. State

FALL CATALOGUE OF HUNDREDS OF REAL ESTATE & BUSINESS BOOMS. All types, 500 pages, Complete. RHADE, Colden, N.Y.

Highland Meadows

Offers you the great way of life in a 5 Star Park with 8 years. 21700 acres. 2300 Broad Rd., Endwell, N.Y. $75,000.

Highlands Mobile Home Sales

4689, Dixie Hwy., Pompano Beach, Fl. 33064.

Vennig, Fla. — Interests? See H. J. Wimmer, Realtor, ZEP CODE 39995

Florida Jobs

Federal, State, County, City, Florida Government, $28,490. 55 years, 8 issues. P.O. Box 610844 L, Miami, Fla. 33141.

GOURMET'S GUIDE

GOBLIN TIME

WATERTOWN — The Black River chapter, Civil Service Employees Assn., will hold a Halloween party Oct. 29 at the Brownsville Baptist Church. The chapter president, William Capon, said costumes are urged, and there will be dancing from 6 p.m. to 1 a.m. A midnight buffet will be served.

The chapter's social chairman is Dwight M. Board,

Limited Partnership


Florida Properties

Developed properties in Fort S. Loc. Port Charlotte, Port Manatee, Port Richey, and any community. Builder, 516-275-1533.

Buying Bonds

B. W. BONDING

132 Madison Ave., New York, N.Y.

401 Madison Ave., New York, N.Y.

460 Madison Ave., New York, N.Y.

405 Madison Ave., New York, N.Y.

400 Madison Ave., New York, N.Y.

403 Madison Ave., New York, N.Y.

404 Madison Ave., New York, N.Y.

405 Madison Ave., New York, N.Y.

406 Madison Ave., New York, N.Y.

407 Madison Ave., New York, N.Y.

408 Madison Ave., New York, N.Y.

409 Madison Ave., New York, N.Y.

410 Madison Ave., New York, N.Y.

Florida Properties

Developed properties in Fort S. Loc. Port Charlotte, Port Manatee, Port Richey, and any community. Builder, 516-275-1533.

Buying Bonds

B. W. BONDING

132 Madison Ave., New York, N.Y.

401 Madison Ave., New York, N.Y.

460 Madison Ave., New York, N.Y.

405 Madison Ave., New York, N.Y.

400 Madison Ave., New York, N.Y.

403 Madison Ave., New York, N.Y.

404 Madison Ave., New York, N.Y.

405 Madison Ave., New York, N.Y.

406 Madison Ave., New York, N.Y.

407 Madison Ave., New York, N.Y.

408 Madison Ave., New York, N.Y.

409 Madison Ave., New York, N.Y.

410 Madison Ave., New York, N.Y.

Florida Properties

Developed properties in Fort S. Loc. Port Charlotte, Port Manatee, Port Richey, and any community. Builder, 516-275-1533.

Buying Bonds

B. W. BONDING

132 Madison Ave., New York, N.Y.

401 Madison Ave., New York, N.Y.

460 Madison Ave., New York, N.Y.

405 Madison Ave., New York, N.Y.

400 Madison Ave., New York, N.Y.

403 Madison Ave., New York, N.Y.

404 Madison Ave., New York, N.Y.

405 Madison Ave., New York, N.Y.

406 Madison Ave., New York, N.Y.

407 Madison Ave., New York, N.Y.

408 Madison Ave., New York, N.Y.

409 Madison Ave., New York, N.Y.

410 Madison Ave., New York, N.Y.

Gourmet's Guide

Persian - Italian

Teheran

Process Many Grievances
By Putnam County Chapter

BREWSTER—It's "open season on grievances" in the Putnam County chapter of the Civil Service Employees Assn., according to attorney Arthur Grane of White Plains.

"The chapter had gone a long time without filing grievances, but we're making up for that now," Mr. Grane said recently. "We're urging all those who feel they have a legitimate grievance to come forward with it."

The county chapter president, Russell Cheney, said grievances that are already being acted on are to be going to arbitration. The town knows it would lose if the cases are heard. Mr. Cheney said.

One of the cases is that of Andrew Schriver, who was fired illegally in January. The CSEA is trying to get him his back pay that the town owes him, although it is not known whether he would accept reinstatement to his job since he was fired.

"The same highway superintendent, Ray McDougal, is still there. McDougal is the guy who illegally fired Stelner in the first place, and I'm not sure Stelner would want to go back to work for him," Mr. Cheney said. Mr. Stelner could not be reached for comment.

Mr. McDougal, who "acts as though he's a little god," according to Mr. Cheney, was elected in January to a four-year term. Mr. Steiner was a motor equipment operator in the highway department.

West To Court

Mr. Steiner's case has already gone through a court proceeding, where the decision was to send the case to arbitration. Mr. Cheney feels that the town, by trying to avoid arbitration, is "sort of admitting they were wrong in firing Steiner."

In another case to the Town of Kent, CSEA member Richard Smith was fired for allegedly drinking on the job along with another person, who was fired for the same reason. The other person was hired back, but Mr. Smith was not.

Here again the town is working with Grane to find an acceptable solution because, if they don't they're going to arbitration."

Mr. Cheney said.

Still more grievances in the town involve illegal demotion and an illegal firing. Mr. Cheney expressed confidence Friday that all the cases will be settled favorably to the CSEA members.

Putnam Grievances

The Putnam County unit is also filing grievances concerning County Treasurer David Brums's failure to provide personnel manual updates, quarterly reports on leave accruals, and monthly lists of new employees' names and addresses, and to provide for the automatic deduction of payments for Master Plan Insurance—all of which he is called upon to do in the unit's contract.

Finally, the unit is waiting for the county's list of possible arbitrators in a case involving two employees who were not given the promotional raise that was due to them when they received promotions in January 1973. Mr. Cheney said it was "just a matter of time" before the arbitration will be decided in favor of the CSEA.

SOUTHERN HOSPITALITY

Southern Region 3 field supervisor Thomas Lappin said, far right, gives over plans with the four new field staffers in the regional field office as three of the tried-and-true field veterans add some tidbits from their on-the-job experiences. Seated, from left, are newcomers Larry Stansel with veteran Joseph O'Connor. Standing are newcomers Thomas Asburn, newcomers Thomas Quimby and veteran Ronald Mazula.
Search for "Where to Apply for Public Jobs" in the document.

**New York City** — Persons seeking jobs at the Department should file at the Civil Service Commission, 370 Jay St., Brooklyn NY 11201, open weekdays between 9 a.m. to 5 p.m. Special information boxes are always available at the front desk. Announcements are available but not guaranteed. Persons interested in employment with the City Personnel, 49 Thomas St., New York, NY 10013, open weekdays between 9 a.m. and 5 p.m. Special information boxes are always available at the front desk.

By subway, applicants can reach the filing office via the IND, 14th St. to E. 42nd St. Then take the 620 train to 125th St. or 57th St. and the 1 train to 14th St. Applicants may obtain employment announcements either in person or by sending stamped, self-addressed envelopes with their requests.

Several City agencies do their own recruiting and hiring. They include: Board of Education, 111 Warren St., New York, phone: 536-8000; NYC Transit Authority, 135 E. 42nd St., New York; phone: 852-5000.

The board of higher education advises teaching staff applicants to contact the appropriate agency directly.

**State** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 28th floor, New York, NY 10048, phone: 488-4281; State Office Camina, Albany, 12236; Suite 756, 5 W. Genesusee St., Buffalo, 14202. Applicants may obtain announcements either in person or by sending stamped, self-addressed envelopes with their requests.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 370 Jay St., Brooklyn NY 11201, phone: 536-8000. Civil Authority jobseekers should contact the Department at 111 Elphic Ave., New York phone: 530-7805.

**Federal** — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 247 Federal Plaza, New York NY 10007, its hours are 8:30 a.m. to 5 p.m. weekdays only.

Telephone: 344-4422

Federal entrants living upstate (North of Dutchess County) should contact the Dutchess Area Office, 301 Erie Blvd. West, Poughkeepsie, 12601. Toll-free calls please. Federal entrants living in the Catskills should call 868-8686. Federal titles have no deadline unless otherwise indicated.

**Environmental** — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 59-04 161st St., Jamaica, Queens, 11432 and its office hours are from 9 a.m. to 5 p.m. weekdays. It is located at: 59-04 161st St., Jamaica, Queens, 11432 and its office hours are from 9 a.m. to 5 p.m. weekdays. The phone information for Federal jobs is: 523-4100 for state, 536-6000; and for federal, 536-6162.

Please write the number of positions indicated in the squares at right.

Mail to:

**Civil Service Leader**

11 Warren St., New York, N.Y. 10007

City State Zip

Please send me the number of Fireside Family Bibles I have indicated in the squares at right.

My check or money order in the amount of $__

Mail to:

**Civil Service Leader**

11 Warren St., New York, N.Y. 10007

This distinguished beautiful Bible is one of the most useful ever published. Designed especially to give you easy understanding. Has large type on clean English text paper. The words of Christ are set in red to facilitate reading and understanding. Gold stained page edges. Richly textured gold embossed padded cover with gold embossed blind lettering. Perfect bindings. The first New Bible in English Catholic edition: THE NEW AMERICAN BIBLE. A faithful new translation in the Catholic tradition, easily readable for today. The First New Bible in English Protestant edition is the Authorized King James Version: The Holy Bible: Old and New Testament. Edited by Dr. Joseph A. McCormick and Professor Francis J. Connell of the University of Notre Dame.

FOR INFORMATION regarding additional selections contact Rutland, Vermont 05701. For your Birthday Pleasure.

**Save on this magnificent Fireside Family Bible**

**Publisher's retail price $39.95**

**Only $19.95 from**

**Civil Service Leader**

11 Warren St., New York, N.Y. 10007

A special limited time offer. This magnificent Bible is the only Fireside Family Bible available at this low price. To order, clip and mail this coupon at right.

**Outstanding Instructional Features Include**

- Comprehensive Concordance of the Holy Scriptures.
- Brief history of the origin and purpose of the Bible.
- William Smith Bible Dictionary.
- References to inscriptions and conserving Bible Chapters.
- Over 60,000 column references.
- Great events in the lives of noted Bible Characters.
- Synopsis of the Books of the Bible.
- Presentation Page.
- Glossary of Bible terms.
- Theology of the Bible.
- Christian Character Analysis.
- Interesting Facts and Figures about the Bible.
- Special Section for Special Needs.

**Special Color Features Include**

- Great Moments in Old Testament History.
- Palestine Where Jesus Walked.
- The Land of Israel in Modern Times.
- Full Color Section of the Twelve Tribes.
- Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.
- Family Record Section.
- Presentation Pages.


Priced at $39.95, this Bible is a great value. It is the only Fireside Family Bible available at this low price. This Bible is a great value. It is the only Fireside Family Bible available at this low price. To order, clip and mail this coupon at right.
Albany Region 4 Meeting

Constitution and By-Laws committee chairman Ernest K. Wagner, left, accepts congratulations from Region president Joseph McDermott for completing assignment to get approval on Constitution from Region delegates.

Sue Crawford, co-chairman of Region 4 social committee, registers CSEA president Theodore C. Wenzl at the regional meeting last month in the Italian American Center in Albany.

Jon Schermerhorn presents membership report.

Enjoying a few moments conversation are, from left, Region 4 third vice-president John Vallee; guest William McGowan; Region 6 president; and Dorothy MacTavish, CSEA statewide secretary.

Participants in business session are, from left, Reida Koskowski, Hudson Training School chapter vice-president; Howard Crary, Social Services chapter president; Alberta Alger, Social Service delegate; and Ernessie Coleman, Hudson president.

Constitution and By-Laws committee chairman Ernest K. Wagner, left, accepts congratulations from Region president Joseph McDermott for completing assignment to get approval on Constitution from Region delegates.

Labs and Research chapter president Ernst Streibel, left, gets together with fellow CSEA Board of Directors members Bernard Dwyer, Public Service, and Cindy Egan, Criminal Justice Services (Executive), and Public Service chapter president Richard Donnette.

Seated at head table are, from left, Region 4 secretary Nonie K. Johnson; Region 4 first vice-president Jean C. Gray; guest Irving Flaumenbaum, Region 1 president; guest James Lennon, Region 2 president, and guest Ralph Natali, Region 1 third vice-president.

Jinwiy Gamble, right, Environmental Conservation chapter president and En Con representative to CSEA Board of Directors, heads chapter delegation of, from left, Doug Hedin, Kernan Davis, vice-president; George Wallace, Shirley Fusco, Helen Best and Emily Lindsey.

CSEA executive vice-president Thomas H. McDonough, left, explains developments at Orange St. Parking Lot to Nick Fiscarrelli, chairman of Region's downtown committee, as Region president Joseph McDermott listens.

RIGHT: Attentive listeners, from left, are guest Joseph Dolan, CSEA assistant executive director—county; Mary Tomney, Motor Vehicles delegate; Pauline McDonough, Audit and Control delegate; and guest June Boyle, CSEA Board of Directors.

Participants in business session are, from left, Reida Koskowski, Hudson Training School chapter vice-president; Howard Crary, Social Services chapter president; Alberta Alger, Social Service delegate; and Ernessie Coleman, Hudson president.

Constitution and By-Laws committee chairman Ernest K. Wagner, left, accepts congratulations from Region president Joseph McDermott for completing assignment to get approval on Constitution from Region delegates.

Standing for Pledge of Allegiance prior to opening of business session are, from left, Labor chapter delegation members Arthur Sullivan, delegate; Mildred Glenden, delegate; Margaret Pagliuca, former president, retired, and Frances Hilli, treasurer; and SUNY at Albany chapter delegation members Robert Moscatelli, delegate, and Mary Jarocki, treasurer.

Delegation from Albany Division of Employment chapter are, from left, audit chairman Frank Carlini, president Alphonse Briere, secretary Marion Asham, delegate Kay Gaucas, delegate Muriel Lohner and vice-president Ernest Honeywell.
REGION 4 CHAPTERS continue to participate in the many activities, both social- and union-oriented, to a satisfactory degree. Our Region activities committee has experimented with new endeavors, One, our Mix and Mingle Dance in June, attracted 500 guests. The Department of Transportation chapter utilized the occasion for the installation of its executive board by Thomas McDougle, who was in attendance. Many Regional chapters are considering the possibility of en masse installations at this type of function. A short question and answer period was held after their proposals were rejected that the 5 percent increase for next year would not be allowed. Since there was no time for further discussions because the county budget was due Sept. 28th. However, Joseph Lazurany, president of the Rensselaer County CSEA for 1975 in exchange for an increase in working hours. Mr. Lazurany and the negotiating team, including Mr. Murphy's original proposal for a trade-off of salary and productivity increases were received by the CSEA membership without any recommendations by the CSEA negotiating team. The proposed contract changes were rejected because the majority of the membership felt they could not provide any consideration for the raising of living factor can be covered also. The major differences presently are retirement, job security and other language changes which we consider to be essential to any contract. Mr. Corcoran added: "We are available to meet with the Board of Education, with or without their negotiation. John Ford of the Teachers Association, at their convenience. We are prepared to address ourselves to all those issues which are still evolving. We wish to move on the board's part this matter could be wrapped up quickly."

Vestal Reception Dinner

ALBANY — Appointment of June Robak as permanent president of arm's for CSEA's Albany Region 4 has been announced by Joseph McDermott, region president. Ms. Robak is a regional delegate representing the Education Department chapter.

By JOSEPH MCDERMOTT
CSEA Vice-President/Region 4 President

One of the more important considerations in summing up Year One for the Albany Region of CSEA involves the question — what major problem has NOT occurred between October 1973 and October 1974? Region 4 has not been faced by the problem of a challenge to any of our 6 chapters by an outside union during that time. Certainly, this is not typical when compared to what has occurred in other CSEA regions. In the Albany Region we have been instrumental in establishing an aggressive, active and broad policy. This policy grew out of our feeling that CSEA should not always be on the defensive; that we should be the challengers. This policy has now been taken to heart by other areas and target lists have been formulated. In the Albany Region, we have identified 15 to 20 groups presently represented by other independent, AFL-CIO affiliates or private sector unions as potential targets for challenges.

ON THE OTHER SIDE of the coin, we have already expanded during the past year by adding five new chapters. One of them, the Hudson River-Black River Regulating District, involves a quasi-governmental employer, an area which the chairman of the CSEA charter committee, Francis G. Miller, has commented, "I am glad to see District, involves a quasi-governmental employer, an area which encompasses the total operational framework of the multifarious needs envisioned, above and beyond those mandated by the Regional Model Constitution.

During Year One, it has been possible for us to support our local chapters to the fullest during challenging periods and in other needs by supplementing their field staff with our own. The Albany Region will continue to act in this responsive and responsible manner in the future.

By JOSEPH MCDERMOTT
CSEA Vice-President/Region 4 President

One of the more important considerations in summing up Year One for the Albany Region of CSEA involves the question — what major problem has NOT occurred between October 1973 and October 1974? Region 4 has not been faced by the problem of a challenge to any of our 6 chapters by an outside union during that time. Certainly, this is not typical when compared to what has occurred in other CSEA regions. In the Albany Region we have been instrumental in establishing an aggressive, active and broad policy. This policy grew out of our feeling that CSEA should not always be on the defensive; that we should be the challengers. This policy has now been taken to heart by other areas and target lists have been formulated. In the Albany Region, we have identified 15 to 20 groups presently represented by other independent, AFL-CIO affiliates or private sector unions as potential targets for challenges.

ON THE OTHER SIDE of the coin, we have already expanded during the past year by adding five new chapters. One of them, the Hudson River-Black River Regulating District, involves a quasi-governmental employer, an area which the chairman of the CSEA charter committee, Francis G. Miller, has commented, "I am glad to see

ALBANY Region 4 September Meeting

By JOSEPH MCDERMOTT
CSEA Vice-President/Region 4 President

One of the more important considerations in summing up Year One for the Albany Region of CSEA involves the question — what major problem has NOT occurred between October 1973 and October 1974? Region 4 has not been faced by the problem of a challenge to any of our 6 chapters by an outside union during that time. Certainly, this is not typical when compared to what has occurred in other CSEA regions. In the Albany Region we have been instrumental in establishing an aggressive, active and broad policy. This policy grew out of our feeling that CSEA should not always be on the defensive; that we should be the challengers. This policy has now been taken to heart by other areas and target lists have been formulated. In the Albany Region, we have identified 15 to 20 groups presently represented by other independent, AFL-CIO affiliates or private sector unions as potential targets for challenges.

ON THE OTHER SIDE of the coin, we have already expanded during the past year by adding five new chapters. One of them, the Hudson River-Black River Regulating District, involves a quasi-governmental employer, an area which the chairman of the CSEA charter committee, Francis G. Miller, has commented, "I am glad to see District, involves a quasi-governmental employer, an area which encompasses the total operational framework of the multifarious needs envisioned, above and beyond those mandated by the Regional Model Constitution.

During Year One, it has been possible for us to support our local chapters to the fullest during challenging periods and in other needs by supplementing their field staff with our own. The Albany Region will continue to act in this responsive and responsible manner in the future.
Questions and Answers

(continued from page 20)

Albany Region Meeting

(continued from Page 20) the program was not available Wednesday. Mr. Duryea pointed out he is already on record as supporting the Bill in the Senate. The letter also cautioned that the efforts should not be let up now that results were being shown.

Chapter members were invited to attend a Training Seminar on grievance procedure being sponsored by the Office of General Services chapter. The sessions, scheduled to take place at CSEA Headquarters, 33 Elk St., Albany, on Oct. 26, will cover duties and procedures for stewards and building representatives, explained OGS chapter president Earl Kilmartin. People wishing to attend were asked, however, to notify him beforehand so proper arrangements could be made.

Region supervisor Jack Curran also spoke at the meeting. He noted that the region continues to grow, listing 5 new chapters that had been organized recently.

Career Ladder Fight

(continued from Page 1)

New Bill Procedure

(continued from Page 1)

What is CSEA?
CSEA is a union of civil service employees who work in New York State. Like any other union, its purpose is to improve conditions of service for its members. It works constantly to get them better salaries, pensions, vacations, and sick leave. The provision of health insurance for them that employees look for in our society.

When was CSEA started?
CSEA was started in 1870 in Albany by a number of State employees who saw that the unions were working in the West and got together to advance their interests. At first, only State employees could join. Today, however, State and local employees of all general government jurisdictions throughout the State were allowed to join CSEA. The organization is called the CSEA County Division, has grown in just 25 years’ time to 90,000 members. Total membership in CSEA has more than doubled in the past ten years. The present count is about 212,000 members.

Can any government employee join CSEA?
If you work for the State or for a local government you may join CSEA. If you are a non-profit employee of N.Y. State, you may join. It's completely democratic, and there are no dues for almost every level. Needless to say, there are far more people in the lower pay bracket, and this proportion is reflected in CSEA's membership. The vast majority are rank-and-file workers with only a modest salary.

How does CSEA operate?
CSEA is comprised of more than 300 local chapters all around the State. About 250 are made up of State employees, the other 56 chapters are local government employees. Each chapter elects its own officers and delegates, and all members vote for top-level statewide officers of the union and a central board of directors. The chapters run their own affairs at the local level and keep in touch with CSEA headquarters in Albany. Chapter delegates from all over the State get together several times a year to formulate a complete program and make important policy decisions. These conventions are supplemented by meetings of the board of directors which take place every month. Throughout the year, the professional division staff of 160 people at headquarters and make important decisions. Since the shots anyway, CSEA took advantage of CSEA's low-cost group insurance program. It costs $45.50 a year to belong to CSEA. And that's it! There's no initiation fee, no special assessment, no tax at any kind. The thing to remember of course, was CSEA's big numerical strength. There's a lot of political power in that many votes.

What does CSEA do for its members?

What exactly does CSEA do for its members?

Very simply, CSEA goes in and negotiates with the employers in behalf of its members. State workers and most local government employees are covered by a program of job improvements agreed upon by the State or local government and the employer. Under the Taylor Law, formal labor negotiations are carried on by both sides. Besides mentioning those formal contract negotiations, CSEA is on the job through organizing in CSEA headquarters with State and local government officials on the great variety of rules and regulations that affect our members, always seeking improvements that benefit the employee. Also, whenever an employee has a problem, whether it's minor or serious, CSEA is available to see that he gets a fair shake from the Government. This includes everything from friendly advice to costly legal assistance.

Who runs CSEA?
CSEA is run by its members. Through a completely democratic process they formulate the programs and policies that make CSEA what it is. Each member's dues pays for the Teamsters, all workers, in the United States. Of course, we didn't do it on our own. We had the Taylor Law to work with, and we had the ability to do something about it. But we didn't do it just by ourselves. We had the support of the people. And we had the support of the government. And we had the support of the people.
Greetings to all the delegates from the Syracuse Region! The first year of restructuring has brought new vitality to Region 5.

Regional offices have been approved for Utica, Binghamton, and Canton. The Utica office is an ongoing entity, and leases are being negotiated for Canton and Binghamton. The locations have been approved by the region site committee and the necessary approval by the Board of Directors obtained. We anticipate an operational date by the end of this month, pending the budget committee approval.

The Region Directory has been distributed to chapter and unit presidents. The public relations committee solicit your ideas on what information is to be added. Your recommendations in draft form should be submitted to Peter Grecco for consideration by the committee.

CSEA POLITICAL ACTION is on everyone's mind. Meetings have been held in all regions by the statewide committee, plus individual meetings with Gov. Malcolm Wilson and the Democratic nominee, Hugh Carey.

Letters will be sent out from the Region to each candidate asking if he will sponsor and support legislation for an agency shop, the right to strike by public employees and equal penalties for employees who do not negotiate in good faith.

Further action in the political field will be recommended by the region committee at the October meeting. Every chapter will be asked to donate time and experience to this year's political action. I would recommend that the chapters in each Assembly and Senate district band together to promote the candidate who they feel will support our legislation.

The recommendation of the statewide political action committee will be given strong consideration at the local level.

CHALLENGES ARE still under way in Region 5. Hearings are being held on the Madison County challenge. The other areas of concern have been resolved to our liking. Additional effort will have to be made at the chapter level to combat this intrusion and also to initiate action to put the other union on the defensive.

The membership recruitment and delinquent dues collection are an ongoing project. The greater our membership, the stronger our voice at the bargaining table. Many new members have been signed up, and this will strengthen our ability to gain improved contracts at the local level, as well as at the state level. The added strength will also help us in our quest for an agency shop. The nearer we are to this goal, the closer we are to the bargaining table.

The membership recruitment and delinquent dues collection are an ongoing project. The greater our membership, the stronger our voice at the bargaining table. Many new members have been signed up, and this will strengthen our ability to gain improved contracts at the local level, as well as at the state level. The added strength will also help us in our quest for an agency shop. The nearer we are to this goal, the closer we are to the bargaining table.

The membership recruitment and delinquent dues collection are an ongoing project. The greater our membership, the stronger our voice at the bargaining table. Many new members have been signed up, and this will strengthen our ability to gain improved contracts at the local level, as well as at the state level. The added strength will also help us in our quest for an agency shop. The nearer we are to this goal, the closer we are to the bargaining table.

THE REGION 5 FALL MEETING will be held at the Ramada Inn in Binghamton Oct. 18 and 19. Our Friday evening session will begin at 7 p.m. and be on Leadership Motivation. A social hour will follow. Saturday the committees will meet from 9 a.m. to 10:30 a.m. followed by individual County and State luncheons from 11 a.m. to 1:30 p.m.

The 74-75 budget will be presented at the October meeting, and those committees that want expenses for meetings will have to prepare a written submission to the budget committee for approval. The justification will have to be meaningful.

Best wishes for a successful annual meeting and a safe trip home.
CSEA has expanded its capabilities and representation rights, increasing the tempo of activity. But this is only part of the answer.

CSEA is an aggressive labor organization. We have a strong program and a great reputation, and we have been most successful in those efforts. We were mostly unopposed for many years, but with the advent of the Taylor Law we have witnessed the arrival on the scene of many previously uninterested labor organizations, both AFL-CIO affiliates and other independent, special-interest groups.

THE RESULT, which is dramatically illustrated by the excessive activities of the past several months, is that our claims to recognition and representation rights have been successful beyond our wildest expectations. We have laid a large foundation of government. With literally hundreds of contracts in effect and expiring at various times throughout the year, the three-year-round change activity is even present, in fact is already occurring.

ATTLE success ratio in beating down such challenges has been, of course, difficult for our executive vice-president. I am well aware that these successes have been achieved through extreme dedication and hard work by scores of individuals we are lucky to have associated with CSEA; local officers, members and staff alike. It was my pleasure and honor to have served as your acting president, and I know we will continue our exceptional daily-to-day representation we carry out for our membership.

We must continue, and I know we will, our exceptional record of achievement in enforcing contract provisions, protecting the rights of the people we are committed to. They are our constituents and we are their representatives. And we are determined to see that the rights we have won for them are respected and honored.

For the next year, the challenges will be even greater. We must be even more prepared to meet them, and we must be even more determined to stand up for the rights of our members. We will continue to be the voice of the voiceless, the advocate of the underdog, the protector of the powerless.

VIRTUALLY ALL of these battles were fought from the trenches, with a massive and constant barrage of attacks. And although we were victorious, the toll in manpower, time and money committed was high. And when all these costly battles were over, we left in the position of defending ourselves against further attacks.

And we must apply this same aggressiveness to the day-to-day representation we carry out for our membership. We must continue, and I know we will, our exceptional record of achievement in enforcing contract provisions, protecting the rights of the people we are committed to. We must represent. I assure you this will be evident as we reopen the state contract shortly and there will be no doubt that CSEA will present its best possible case for our state membership segment.

In closing, I look forward to sustained growth, a more aggressive approach, even more examples of successes which CSEA can point to with pride as the civil service employees union not only of the seventies, but beyond.