ALBANY—After two months in which five contenders were considered for the presidency of the Civil Service Employees Assn., voters will be given the chance next month to choose among incumbent Theodore C. Wenzl, Albany; executive vice-president Thomas H. McDonough, Albany, and director Ethel Ross, New York City.

The latest change in the field came with the announcement by Irving Flaumenbaum that he would decline the run for the statewide office in order to concentrate his efforts on winning the re-election as president of the Long Island Region 1.

Mr. Flaumenbaum, as well as Ms. Ross, had qualified to be placed on the ballot after petitions were circumscribed in their behalf.

An earlier contender, A. Victor Moore, candidate for re-election in the Western Region 6, remained unsettled.

Petitions were also successfully circulated by Delores Parrell as a candidate for Civil Service representative in the State Executive Committee, and by James Moore, candidate for re-election as Syracuse Region 5 Mental Hygiene representative.

In Albany Region 4, Eileen Salley was successful in getting enough signatures to have her name placed on the ballot as a candidate for regional second vice-president.

Maye Bull, president of Gowanda Psychiatric Center chapter, has been disqualified as a candidate for Western Region 6 Mental Hygiene representative, because she is retired. Six other candidates are still competing for the three regional positions.

In other campaign activity last week, a drawing was held to determine the order in which candidates’ names will appear on the ballot for CSEA’s Western Region 6.

The ballot there will be Robert Ladtimper in the lead position against Samuel Gross.

(Continued on Page 3)

OSHA Firings Condemned By CSEA

ALBANY—The Civil Service Employees Assn. termed the state’s plan to fire nearly 460 departmental labor employees involved with health and safety enforcement several weeks earlier than anticipated, a “draconian, dangerous and unwarranted move.”

CSEA president Theodore C. Wenzl said that Carey administration plans to fire 394 Department of Labor employees in mid-May “places the lives and health of millions of New York State residents in grave peril, the gravest possible, for at least one and one-half months and probably for a substantial period of time beyond.”

Notices informing the 394 employees that they will be terminated effective May 14 were mailed last week by the State, according to Dr. Wenzl.

The physician, he said, stems from an announcement last month by Governor Carey that he would relinquish the State’s enforcement responsibility for the Occupational Safety and Health Act (OSHA) in the federal government effective June 30.

“Now, instead of allowing the State’s superior health and safety enforcement program to run to mid-year, the governor abruptly decides to carry out this purge as quickly as possible,” Wenzl said.

“Deciding to give up the State’s participation in the first place was a very poor decision. Now to force the otherwise good public employees involved with health and safety enforcement to leave their positions at such a critical time is just wrong,” Dr. Wenzl said.

Over the past few months, the inspectors have been mounting a lobbying effort among state legislators in an effort to retain the state’s OSHA enforcement role.

One of the inspectors, Joseph Ruggieri of the Labor Department’s Manhattan office office, especially bitter about the proposed layoffs.

“He delivered the proposed table and organization for the new setup,” he said, “and who is going to be retained and who is going to be terminated. The whole took very good care of themselves but they wiped out all the soldiers. The chiefs all remain and, in addition, they’ve created some new cockamamie at high levels.

The Bears have agreed that it appears that of the approximately 39 supervising inspectors, only about eight will be retained; of the approximately 60 assistant supervising inspectors, only about 20 are expected to remain.

Mr. Ruggieri has worked for the department for 23 years.

(Continued on Page 6)
European Charter Flights
TO/FROM LONDON, LEEGDESTAAT, AMSTERDAM
60 Days — June 1, Aug. 7
36 Days — June 1, Aug. 7

TO/FROM COPENHAGEN
57 Days — June 1, Aug. 7
16 Days — June 1, Aug. 7

TO/FRM AMSTERDAM
21 Days — June 7
19 Days — June 7
11 Days — June 7
7 Days — June 7 — Aug. 9

TO FROM LONDON
21 Days — June 7
11 Days — June 7
7 Days — June 7

West Coast Charter Flights
TO LOS ANGELES
22 Days — June 10 — Aug. 9
14 Days — June 10 — Aug. 9
13 Days — June 10 — July 29
9 Days — June 10 — July 29

TO FROM SAN FRANCISCO
21 Days — July 5 — Aug. 9
16 Days — July 5 — Aug. 9
19 Days — July 5 — Aug. 9
12 Days — July 5 — Aug. 9

TO SAN FRANCISCO FROM LOS ANGELES
21 Days — July 5 — July 19, July 19 — Aug. 9

Other dates available, Please inquire.

European Tour Programs
IRELAND — 13 Nights
European Tour Program
MALAGA — 5 Nights
RUSSIA — 13 Nights
SPAIN — 15 Nights
MOROCCO
ORIENT ADVENTURE — 17 Nights
Western Hemisphere Tour Program
CUBA — 6 Nights
HAWAII — 7 Nights
Curaçao — 7 Nights
Mexico City — 3 Nights Guadalajara, 5 Nights Puerto Vallarta

All price* are based on rate* existing at time of printing and are subject to change.

ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY
26 Days — LV. AUG. 1
21 Days — LV. JULY 6
15 Days — LV. JUNE 28, JULY 5, JULY 19 or AUG. 9
12 Days — LV. AUG. 29
8 Days — LV. SEPTEMBER 1

Long Island’s Colby: To Retire On May 1
MINEOLA—Louis (“Duke”) Colby, the five-term president of the Long Island State Parks chapter, Civil Suffolk Plumber, Inspector Promos
The Suffolk County Service Department announced promotional examinations for senior plumbing inspector and senior zoning inspector. Both written exams will take place June 21.

For the $11,000-a-year position of senior plumbing inspector (15-192) candidates must have two years’ experience as a plumbing inspector in Suffolk County. The test will examine knowledge and skills in areas such as plumbing installations, plumbing and sanitary codes, inspection techniques, and supervision.

Individuals with two years’ experience as a zoning inspector in Suffolk County may apply for the $11,000-a-year job as senior zoning inspector (15-193). The exam will test knowledge of zoning laws and codes, report preparation, and ability to understand written material.

Applications for both positions, which must be returned by May 14, can be obtained at: East Northport Information Center, 209 Larkfield Rd., East Northport; Riverhead Information Center, 303 Boisseuil Road; and the Suffolk County Department of Civil Service, 170 Division Extension Office Building, Veteran’s Memorial Highway, Hauppauge.

(Continued on Page 6)
Fact-Finders' Top: 6% Wage Increase

(Continued from Page 1)

Both sides in early April agreed to present the issues to a Public Employment Relations Board (PERB)-appointed, fact-finding panel consisting of Maurice C. Bermnter, chairman, John W. McConnell and Bruce J. Benbow.

In the all-important salary area, the final State offer was a one-time lump sum payment of $250 effective July 1, with increments payable also on July 1, a late position change after the State insisted on removing increments entirely for the remainder of the bargaining period. The final salary demand by CSEA at the time was for a 15% increase, with increments payable on April 1.

Somewhat of a middle-of-the-road recommendation in the salary area, the fact-finders' recommendation of 6 percent is substantially above the State's final offer but considerably below CSEA's last demand.

Following are the key recommendations as submitted by the three-member fact-finding panel, and upon which CSEA State Division members will be asked to state their opinion.

Salaries and Increments

A 6 percent across-the-board salary increase for employees represented in the four bargaining units, effective July 1.

Payment of presently scheduled incremental increases effective the payday closest after July 1, 1975.

Maintenance of the minimum salary provisions providing $8,000 and $8,500 for an additional year effective April 1.

Disciplinary Procedures

(The panel made 18 specific recommenda-tions in this area. Among them are: Employees served with notices of discipline must receive two copies of the notice, in person or by registered mail. The execution of any contract or CSEA will receive such notices via registered mail.

Article 33.2 should be amended to provide that a statement may not be requested of an employee to lay off one person. Mr. McGowan declared.

(Continued on Page 8)

Wenzl, McDonough, Ross

(Continued from Page 1)

Field for the regional presidency currently held by Mr. McGowan.

Mr. Latimer is president of the Monroe Services chapter and a Labor departmental representative to the CSEA Board of Directors. Mr. Greenfield is president of the Rochester chapter and immediate past president of the Western Conference.

The candidates and the order in which they will appear on the ballot are listed below. An asterisk indicates the incumbent.

WESTERN REGION

President

1. Robert Latimer
2. Samuel J. Grosfeld
Vice-President

1. Genevieve Clark
2. Harry A. Gustio
3. Neil M. Groves

Second Vice-President

1. Robert Catt
2. Raymond A. Caruana
3. Salvatore L. Mogavero

Third Vice-President

1. June W. Boyle
2. George Clark, Sr.
3. Salvatore L. Mogavero

Treasurer

1. Barbara M. Pauser
2. Nicholas Abbatiello
3. Albert Varacchi

IT REGION 1

President

1. Irving Flamenbaum
2. Robert C. Smith
First Vice-President

1. Edward Perrott
2. Albert C. Varacchi

Second Vice-President

1. Dorothy Rabin
2. Salvatore L. Mogavero
3. Albert Varacchi

Third Vice-President

1. Robert Conlin
2. Salvatore L. Mogavero
4. Dorothy Rabin

Fourth Vice-President

1. David Bishop
2. Anthony D'Andrea
3. Dorothy Rabin
4. Besley Duffin

Secretary

1. Dorothy Geza
2. Anthony D'Andrea
3. Besley Duffin

Treasurer

1. Libby Leday
2. Alan Pentilesi

Shop floor to be paid as a condition of employment by all non-

printerd below

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. The address is: Civil Service Employees Association, 31 Warren St., New York, N.Y. 10007; Attn.: CSEA Calendar.

APRIL

30—Rochester Area Retirees chapter meeting and election of officers: 1:30 p.m., Monroe County Cooperative Extension Assn., 249 Highland Ave., Rochester.

30—Southern Region 3 executive board meeting: 7:45 p.m., Holiday Inn, Newburgh.

MAY

1—Kings Park Psychiatric Center meeting: 8 p.m., Building 22 conference room, Kings Park.

1—Town of Hempstead unit dinner-dance: Holiday Manor, Bethpage.

3—West Seneca Developmental Center chapter meeting.

6—ny Asylum chapter Luncheon meeting to elect and install new officers: 1 p.m., Raphael's Restaurant, State Fair Park.

6—Statewide Committee to Study Probation open meeting for Onondaga, Madison, Otsego, Herkimer and Chenango County probation officers: Theodore Inn, New Hartford.

6—Udall Foundation chapter meeting: Uppertown Garden, Syracuse.

7—Statewide Committee to Study Probation open meeting for Oneida, Madison, Otsego, Herkimer and Chenango County probation officers: Vrooman Inn, RF, New Hartford.

9—Capital District Armories chapter annual meeting: 10 a.m., Gilder, Wall, River Range, Glens Falls.

10—Binghamton chapter Meet the Candidates Night and dinner-dance: 6:30 p.m., Fountain Pavilion, Johnson City.

19—Albany Region 4 "Mix and Mingle": 5:30 p.m. to 1 a.m., Polich Community Center, Washington Ave., East, Albany.

22—Suffolk County Retirees chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip Psychiatric Center, Central Islip.

22—Ithaca Area Retirees chapter meetings: 2 p.m., Monroe Hill, Fulton Street, Ithaca.

23—Orange, Sullivan and Ulster Retirees chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.

23—Suffolk County Retirees chapter meeting: 2 p.m., John F. Kennedy Center, Patchogue.

14—Conference of New York State Armories Employees annual meeting and election of officers: Hollis Inn, 57th Street and Ninth Avenue, Manhattan. [Annual banquet May 15.]

15—Willard Psychiatric Center chapter "Meet the Candidates Night": 7:30 p.m., Ovid VFW Post.

16—Tompkins County chapter annual dinner-dance: 6:30 p.m., Sylvia Hill, Ithaca.

17—Office of General Services chapter general meeting: 1 p.m., Building 3, Albany State Campus Cafeteria.

18—Albany Region April meeting: 5:30 p.m., Polish Community Center, Washington Avenue Extension, Albany.

21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.

21—Willard Psychiatric Center chapter local election.

22—Maryland CSEA members in statewide election.

25-28—New York City chapter workshops: Concord Hotel, Kameiaka Lake.

27—Buffalo chapter officers' installation and dinner-dance: 7 p.m., Statler-Hilton Hotel, Delaware Avenue, Buffalo.

30—City of Long Beach unit dinner-dance: Malibu, Udo Beach.

Wenzl, McDonough, Ross

(Continued from Page 1)

Second Vice-President

1. Robert Catt
2. Raymond A. Caruana
3. Salvatore L. Mogavero

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2. Anthony D'Andrea
3. Besley Duffin

Treasurer

1. Libby Leday
2. Alan Pentilesi

Shop floor to be paid as a condition of employment by all non-

printerd below
Open Continuous State Job Calendar

Assistant Actuary                                    $10,714  20-555
Assistant Clinical Physician                         $27,942  20-413
Associate Actuary (Life)                            $18,369  20-520
Supervising Actuary (Life)                          $26,516  20-522
Principal Actuary (Life)                            $22,594  20-521
Associate Actuary (Casualty)                        $18,369  20-416
Supervising Actuary (Casality)                      $26,516  20-418
Senior Actuary (Life)                               $14,142  20-519
Chief Physical Therapist                            $17,629  27-446
Clinical Physician I                                $27,942  20-414
Clinical Physician II                               $31,056  20-415
Compensation Examining Physician I                   $27,942  20-420
Dental Hygienist                                    $8,523   20-107
Dietitian                                           $10,714  20-124
Supervising Dietician                               $17,760  20-127
Electroencephalograph Technician                    $7,615   20-108
Food Service Worker                                 $5,827   20-252
Hearing Reporter                                    $11,337  20-211
Histology Technician                                 $8,051   20-170
Hospital Intern Corrections                         $10,118  20-555
Assistant Hydraulic Engineer                        $14,142  20-135
Senior Hydraulic Engineer                           $17,429  20-136
Industrial Foreman                                  $10,714  20-558
Junior Engineer                                      $11,337  20-166
Laboratory Technician                               $8,051   20-121
Public Librarian                                    $10,118 Up  20-339
Licensed Practical Nurse                             $8,051   20-106
Medical Specialist I                                $27,942  24-407
Medical Specialist II (Bd. Eligible)                $13,704  20-408
Medical Specialist II (Board Certified)             $35,373  20-409
Mental Hygiene Asst. Therapy Aide                   $7,204   20-394
Mental Hygiene Therapy Aide (TBS)                   $7,204   20-394
Nurse I                                             $10,118  20-584
Nurse II                                            $11,337  20-585
Nurse II (Psychiatric)                              $11,337  20-586
Nurse II (Rehabilitation)                           $11,337  20-587
Occupational Therapist                              $11,337  20-176
Senior Occupational Therapist                      $12,670  20-550
Offset Printing Machine Operator                    $6,450   20-402
Pathologists I                                      $27,942  20-410
Pathologist I (Board Eligible)                      $33,704  20-411
Pathologist II (Board Certified)                    $35,373  20-411
Pathologist III                                     $38,449  20-412
Physician                                           $12,670  20-194
Physician-Liaison                                    $12,670  20-194
Physical Therapist                                  $11,337  20-173
Physical Therapist                                  $12,670  20-551
Principal Actuary (Casualty)                        $22,694  20-417
Psychiatrist I                                      $27,942  20-390
Psychiatrist II (Board Eligible)                    $33,704  20-391
Psychiatrist III (Board Certified)                  $35,373  20-391
Radiology Technologist ($7,632-$9,004)              $20-334
Radiology Technologist (T.B. Service) ($8,079-$8,797) $20-334
Senior Research Therapist                          $11,277  20-553
Senior Research Therapist                          $12,670  20-553
Asst. Sanitary Engineer                             $14,142  20-122
Sanitary Engineer                                    $17,429  20-123
Specialists in Education ($16,358-$22,964)          $20-312
Speech & Hearing Therapist                          $11,337  20-218
Sr. Speech and Hearing Therapist                    $12,670  20-552
Stationary Engineer                                  $9,546   20-200
Senior Stationary Engineer                          $10,714  20-121
Steam Fireman                                       $7,716   20-101
Stenographer-Typist                                 $8,051   20-218
Typist Operator                                     $6,811   20-307

Additional information on required qualification 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 Gansevoort Street, Buffalo, New York 14020.

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.

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BUFFALO—Acknowledging “there is merit of the measure,” William L. McGowan, president of the Mental Hygiene Council, Civil Service Employees Assn., requested last week that Gov. Hugh L. Carey veto legislation creating a new department to service the mentally retarded.

Mr. McGowan added that he didn’t encourage chapter presidents at the Mental Hygiene facilities around the state to take similar action, because the legislation passed by both the Senate and Assembly this month posed a threat to Mental Hygiene service levels by causing a competition for available funds between a new bureaucracy and the service levels.

“Such a separate department at this time,” Mr. McGowan said in the telegram, “would in fact dilute and diminish the quality of services to residents.”

Mr. McGowan, an employee at West Harlem Developmental Center, cited previous experience at that facility for the retarded supporting his stand that a new department would not only be created at the top level in Albany, but also be established at all levels “in the detriment of the residences.”

He explained that the psychiatric center, also located at the West Harlem facility, had at one time its own director, deputy director, personnel department, and other offices and structures “with all of them raising money from positions which actually perform services for the residents.”

The Mental Hygiene Council, Mr. McGowan said, took a stand in opposition to the legislation because there is enough competition for funds between the administrative and service levels now and a new department would only lead to further losses on the service level.

CSEA’s Mental Hygiene Council represents 50,000 workers in psychiatric centers, facilities for the retarded, and other state Mental Hygiene Department institutions and programs.

Governor Carey, who was quoted during his gubernatorial campaign in favor of such a separate department, has more recently said that his remarks were misinterpreted. A Carey spokesman last week said the idea of a new department was “uncertain.”

Commissioner Lawrence Kolb of the Mental Hygiene Department and Kevin O’Hara, the Governor’s chief medical advisor, have recommended against a separate agency. A group of parents of the affected have also recently voiced opposition to the measure.

Those opponents say that the current bill fragments the state’s services for the mentally disabled and stigmatizes those suffering from cerebral palsy, epilepsy, autism and brain injuries by assigning them to an office for the retarded.

Taking into account these opposing views of parents and others concerned with service, Mr. McGowan suggested that they should be given greater input into the present mental hygiene department, which, because of its diversity, is able best to provide services to those with more than just one affliction, “which happens a lot,” he said.

To Deal With Mentally Retarded

McGowan Asks Veto Of New Body

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Call ‘Town Meeting’ In Wake Of Goshen Center Escapes

GOSHEN—James J. Lennon, president of Civil Service Employees Assn., Southern Region 3, has called for a “good, old-fashioned town meeting” of public officials, local residents and employees of the Goshen Center for Boys, after the most recent escapes from the center resulted in the deaths of two boys and the injuring of a CESIA member.

The center, a facility of the Division for Youth, has been plagued by more than 20 escapes since March 1. Mr. Lennon said he feels the scarm is in the hiring of more staff.

“The Juvenile population of Goshen Center was 189 at the time of the escapes last weekend,” Mr. Lennon said. “The normal population of the center is only 80-85. Here is proof positive of the direct relationship between staffing and security.”

State Senator Richard R. Schermerhorn and Assembly member Jean Amato have already agreed to attend Lennon’s “town meeting,” Friday, May 2, at 2:30 p.m. at the Wayawanda Town Hall, Ridgebury Road. The

Nursing Consultant List

ALBANY—A hospital nursing services consultant (Psychoanalytic), eligible list with 12 names, from open competitive exam 27-484, was established April 3.

idea has also drawn interest from area residents, who are increasingly afraid of attacks by escapees. Town Supervisor Bryce Flynn gave Mr. Lennon permission to use the town hall because he said, “This affects all of us. This people have to worry not only about the Mid-Hudson Psychiatric Center, but the Goshen Center, too. We’re surrounded by understaffed state facilities.”

In the latest incident, four youths assaulted CESIA member Vicente Simpson, a child-care worker who was alone in charge of 18 boys at the center Saturday night. The four took his car keys, stole his car and then led police from New York and New Jersey on a chase that ended when the car crashed into some trees near the Palisades Parkway in northern New Jersey, killing two of the boys, injuring another, and destroying Mr. Simpson’s car and a police car.

The director of the center, Leon Herman, described Goshen’s staff as “stretched to the breaking point.” Goshen CESIA chapter president Frank Mann and field representative Felice Amodio have agreed.

“We’ve been sitting and asking for more staff,” Mr. Mann said. “They’ve just been giving us the runaround. Perhaps this meeting, which will be open to the press and public, will help clear things up.”

Mr. Amodio claims he has warned Goshen Center officials that “you cannot have people working six and seven days a week, 16 hours a day, as you often have at Goshen, and expect them to provide the supervision that should be given by twice as many workers. Supervision and rehabilitation do not come cheap. We must have more staff at Goshen.”

New York State’s No. 1 “Get-Well” card

TRADE CENTER’S TOWERS STILLPOSE FIRE THREAT

MANHATTAN—“Most state workers are too blaze about fires,” observed Gennaro Pischetelli, safety committee chairman at the World Trade Center here and a Workmen’s Compensation Board employee himself. Mr. Pischetelli was speaking about fire dangers in the soaring twin towers last week at an occupational and safety health class held for state workers.

Another problem, Mr. Pischetelli reported, is that some stairwells of the World Trade Centers go through a corridor before going to the mezzanine. Upon inspection of corridor C in WTC 2, he observed it strewn with garbage and other junk “making it look like an obstacle course.” The doors on the mezzanine floor were locked, making it impossible to escape from the mezzanine floor. The elevators let passengers off in the lobby.

Mr. Pischetelli advised that in order to get anything done about any such problems in the World Trade Center, a bill has to be passed by both the New York and New Jersey State Legislatures.

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3rd ANNUAL FESTIVAL
WEDNESDAY, JULY 4TH
SUNSET DINNER — 10.00 PM

ing for more staff, Mr. Mann said. "They're just been giving us the runaround. Perhaps this meeting, which will be open to the press and public, will help clear things up."

Mr. Amodio claims he has warned Goshen Center officials that "you cannot have people working six and seven days a week, 16 hours a day, as you often have at Goshen, and expect them to provide the supervision that should be given by twice as many workers. Supervision and rehabilitation do not come cheap. We must have more staff at Goshen."
**While Nero Fiddles**

THE voice of Cynthia Doyle, president of the Civil Service Employees Assn.'s Public Services chapter, is the latest to call for action in making World Trade Center Building No. 10 safe.

After two fires this month, in which arson was suspected, Ms. Doyle said the people on the 24th floor of the building were not even aware of the danger until they smelled smoke.

Lights did not blink warning as they were supposed to, and no other effort to notify employees was made, she said.

The problem has been highlighted by the recent fire in an elevator — and in normal circumstances the elevators would have been the first to sound the alarm.

**Full Disclosure**

OFFICIALS of the New York City Civil Service Retired Employees Group, then had reason to be forgiven for their effort to have full disclosure of information pertaining to separations.

For approximately 50 years prior, names, addresses and other pertinent information about retirees had been kept in the New York City Record. At the time, the retirement program had been under the administration of the Board of Estimate.

When responsibility was transferred to a new Board of Trustees, the full disclosure practice was stopped on the claim that it was an invasion of privacy.

Herbert Bauch, executive secretary of the CSREA or- ganization, stated at the time that "We claim there is no resemblance of a budget was in the works. The respondents would not be discharged except pursuant to Section 75 of the Civil Service Law and are therefore unenforceable."

Collectively with employee organizations and to enter into the credit of the state, and its purposes at reasonable interest. However, there seems little doubt that he will weather the storm in a cool, objective man-

* * *

**Watch And Wait**

THERE'S not much for state employees to do at this point except to wait for their ballots to vote acceptance or rejection of the fact-finders' recommendations on the contract dispute between the Civil Service Employees Assn. and the State Department of Correction.

Hopefully, the membership, in its collective wisdom, will have had time to think about the dispute, and will be able to decide whether it will be possible to reconcile the differences between what they want and what they can expect.
Advice Is Offered

Editor, The Leader:
In reply to one of your readers who claims conspiracy by giving jobs to outsiders instead of government workers, my advice is to keep trying. Play the law of averages. Sooner or later it will pay off. Sound off your ideas. Make it known to your chief who claims conspiracy. The self-taught man has an advantage over the other in that he can be more flexible, he knows the terrain he had to fight to get there where he is.

(Continued on Page 19)

LETTERS TO THE EDITOR

Cites Ethics

Editor, The Leader:
The standards of behavior for City employees enounced by Herbert S. Bauch in his recent column are shockingly immoral. Mr. Bauch entitles anonymous letter writers who allege corruption and then counseling corruption employs on how to avoid apprehension. It is a tawdry viewpoint he espouses, degrading to the vast majority of public servants who are honestly performing their work.

White in certain cases, the need for law enforcement when complaints are ignored so that more information can be obtained if necessary, what really counts is whether there is truth or not to the misconduct alleged. If there is none, knowing the sources of a claim matters little.

On the other hand, telling public servants to "button up your lip," as Mr. Bauch advises, will not aid those who are on the wrong side of the law. Eventually, they are discovered. Proof of this statement lies in the more than 100 arrests made last year by the Department of Investigation.

Especially in these times of economic difficulty for the City, each employee has a moral obligation to perform his job with integrity. He is also legally bound to report wrongdoing to the Department of Investigation through a designated liaison in his agency, as required by Executive Order 21 which has been in effect for the last five years. Those, like Mr. Bauch, who propose anything short of stringent honesty, do a terrible disservice to City employees and to the public they serve.

NICHOLAS SCOPPETTA
Commissioner
Department of Investigation
The City of New York

NYC Chapter Workshop

KIAMESHA LAKE—The New York City chapter, Civil Service Employees Assn., will hold a chapter workshop at the Concan Lodge here Monday through Wednesday, May 26-28.

BUY U.S. BONDS!

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 40 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (Cherry St.); NYCT (Cherry St.). Lexington Ave. (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (tours only), 370 Jay St., Brooklyn 11201, phone: 596-6500; NYC Transit Authority, 350 Jay St., Brooklyn 11201, phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE—Regional offices of the Department of Civil Service are located at 1 World Trade Center, Tower 2, 55th floor, New York 10048, (phone: 488-4508); 10 a.m.-3 p.m.; State Office Campus, Albany, 12226; Suite 760, 1 W. Orange St., Buffalo 14004: 9 a.m.-4 p.m. Applications may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Unified Services Unit, Room 1206, Office of Court Admin., 270 Broadway, N.Y., phone: 488-1411.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only.

Telephone: 444-0842.

Federal entrants' hiring update (North of Dutchess County) should contact the Syracuse Area Office, 701 N. Salina St., Syracuse 13202. Toll-free calls may be made to 1-800-522-7407. Federal entrants have no deadline unless otherwise indicated.

INTERGOVERNMENTAL

The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 50-04 61St. St., Jamaica, Queens, 11434 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone number is 538-4100, for state, 538-9000; and for federal, 538-6192.

Now through June 1st, Drive A Cool Bargain! Air conditioning on any 1975 Custom Beetle $225 installed. At participating dealers.

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.

A $600 Cadillac option free with every Beetle.
Sombre mood of Western Region meeting in Dunkirk earlier this month is reflected in faces of these regional and statewide leaders. From left are George Clark, president of Erie County chapter and candidate for regional third vice-president; Jack Gallagher, statewide treasurer; James Powers, regional supervisor, and Robert Young, CSEA field representative.

Mareitta Godbey, of SUNY at Fredonia chapter, signs in under the watchful eyes of Gowanda PC chapter leaders who manned the registration desk: from left, Betty Wolf, secretary-treasurer; Florence Wolcz, entertainment committee chairman, and Maye A. Bull, president. Gowanda PC and SUNY Marietta Godbey, of SUNY at Fredonia chapter, hosts for the meeting, were among the delegates who braved snow storm to attend regional meeting earlier this month at Dunkirk Holiday Inn.

George Fassel, left, West Seneca DC, and Paul Dabolt, J. N. Adams, were among the delegates who braved snow storm to attend regional meeting earlier this month at Dunkirk Holiday Inn.

Region 6 Takes Stand On CETA

"(Continued from Page 3)"

Mr. Lattimer, who also serves as Labor departmental representative to the CSEA Board of Directors, stressed the political implications of the emergency employment program. He said state officials want to keep the federally funded CETA workers rather than pay salaries to state workers. The program, he pointed out, "can be kept ad infinitum as long as Congress thinks it's politically popular."

The meeting, coming on the heels of a spring snowstorm, was sparsely attended. Mr. McGowan reported numerous defaults and offices "stranded in their driveways."

Dorothy Lewis, of the State University of Buffalo chapter, was pressed into duty as secretary when Judy Burgess, the region's secretary, called to say she was held up by the storm. Ms. Burgess, from the Rochester area, was not alone. Most of the 35 delegates at the meeting were from the Buffalo area.

But the snow did benefit retirees living at the St. Vincent's home in Fredonia.

Maye Bull, president of the Gowanda Psychiatric Center chapter, hosts for the meeting, was supported from the floor when she proposed treating the oldsters to and from the taxicab the oldsters to and from the dinner.

Mr. Lattimer took advantage of the meeting to deny a rumor he said was making the rounds of the CSEA regarding his candidacy for region president.

He said he was not planning to enter management, although he had taken a management exam, and his run for office was not "throwing a lot of smoke."

He said the state normally has a 1-3 year lead time between exam-taking and appointment for the job he was seeking.

No special speakers were scheduled to address the dinner. Theodore Wexal, union president, flew in from CSEA-State negotiations in Albany and spoke briefly.

The Rev. Ralph Gibson, Oakland chaplain at Gowanda, was master of ceremonies.

The storm-dampened attendance forced counts and state workshops to blend into a general discussion in the Saturday morning sessions. Ernest Wagner, CSEA statewide pension committee chairman, conducted a session on retirement programs Friday evening.

The meeting also had a touch of humor when Mr. McGavero, through Mr. Lattimer, presented field representative Robert Young with an impromptu present—two plastic cups linked by a piece of string, the sort of thing children employ when playing telephone.

Mr. McGavero explained that Mr. Young had lost the electronic beeper that notifies him to call CSEA headquarters and the cups would serve as a substitute.

Mr. McGavero suggested that the cups might serve as "a substitute" for the beeper.

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SUNY at Buffalo delegation included, from left, Roger Frieday, Barbara Kauffman, Ginger Moronski and chapter president Edward Dudek. SUNYAB chapter, third largest in the region, is represented in the regional leadership by two of its members, second vice-president Robert Smith and third vice-president June Boyle. Mr. Dudek and Ms. Boyle are candidates for re-election to the CSEA Board of Directors as two of the four University representatives.

CSEA field representatives James Stewart, left, and Thomas Christy look over figures dealing with the chapters they service in their areas. Each man handles approximately 25 CSEA chapters and units.
Western Region 6 president William McGowan presided over regional meeting earlier this month. Here he is shown during business meeting with other Western leaders, from left, parliamentarian Celeste Rosenkranz; acting secretary Dorothy Lewis, who filled in for snowbound Judith Burgess; second vice-president Robert Smith; third vice-president June Boyle, and county chairman Victor Marr. Mr. McGowan is currently seeking re-election as Western Region Mental Hygiene representative to CSEA Board, and Ms. Boyle is seeking re-election as University representative.

Robert Lattimer, president of Manpower Services chapter, was forceful speaker during discussion on CETA employees. Mr. Lattimer's opponent for Western Region 6 president, Samuel Grossfield of Rochester, was among the many delegates who could not attend the meeting because of the severe snow storm.

Among delegates from host SUNY at Fredonia chapter are, from left, Veronica Scharer, Marietta Godsey, president Sara Sievert and Mary Ann Bentham.

Attentive interest is shown by these three delegates: from left, Grace Steffen, Health Research chapter; Al Jeris, Western Thruway Authority chapter, and Mary Kennedy, also of Western Thruway.

Only two people from Rochester area able to get through the snow storm were Rochester DOT chapter president Bud Saunders and Lynn Stein. Roads and airports into both Buffalo and Rochester were closed during the storm.

Albert Sibilio, president of Western Thruway Authority chapter, tells fellow delegates of problems faced by members that he represents.

Salvatore Megavero, left, president of Erie Educational chapter, and Neil Gruppo, president of Niagara Educational unit, are candidates for regional second vice-president and first vice-president respectively.
OPEN SUNDAYS
The New York Arts and Antiques Flea Market
Noon - 7 P.M. Admission $1.25

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Test Held Jan. 18, 1975

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*Some seats still available on our Sheraton Hawaiian Island Tour via TWA jumbo jet JULY 21-30 for $435 plus 15 percent including air, hotels, transfers, tours, gratuities and a deluxe hotel in the following:

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-Douglas Watt Daily News

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The theatrical event of the year!

CANDIDE AT THE BROADWAY THEATRE

15 DAY DUTCH TREAT $278 PAN AM JULY 3-18

15 DAY DUTCH TREAT $278 PAN AM JULY 3-18
Burn Treatment Centers Endorsed By O'Dwyer

City Council President Paul O'Dwyer last week called for small surcharges on fire insurance premiums to raise money for the city's hospital burn centers, legislation, that would have to be passed by the State legislature, should also help the fire department maintain its services, said Mr. O'Dwyer, The Uniformed Firefighters Association, a few weeks ago, proposed similar surcharge legislation.

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If you're a government employee, you've got a discount coming on first class accommodations at the downtown Holiday Inn in Rochester. See, you can afford to bring your family if you want to.

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Rabbi Harry Zwick
Cited By Wassaic

Zwick has been selected "Outstanding Employee of the Year" at the Wassaic Developmental Center.

New York State Asm. for Retarded Children will present Rabbi Zwick with a check and a special certificate and his name will be placed on the institution's plaque honoring him as an outstanding employee. In addition, he will be included by the Department of Mental Hygiene in Albany at their employee recognition day in June.

Legal Notice

The following is the substance of a certificate of Limited Partnership, filed in New York County Court on April 18, 1975. The name of the Limited Partnership is "BOOKMAKERS, a New York Limited Partnership"; the Limited Partnership business is " filmmaking"; the Limited Partnership business is film producers of motion pictures.

The Limited Partner is the film producers of motion pictures, sponsors a film. The Limited Partners are the following persons: Ramona Walker Middleton and Robert Harvey, Limited Partners, their addresses and amounts contributed as follows: Ramona Walker Middleton, 3420 Central Park West, N.Y., N.Y., $5,000; Geoffrey D. Laxton, 3420 Central Park West, N.Y., N.Y., $5,000; Susan Brayton, Third St., Newport, Va., $95,000; Joseph Middleton, 41 W. 51st St., N.Y., N.Y., $5,000; Lt Unlimited Partners share proportionately 50% of net profits and liable individually for all obligations.

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FILE FOR MOTORMAN FROM JUNE 3-23
Appliances for promotion to Motorman, June 3-23, $5,975 to $3,850 an hour — will be received in June, the city Department of Personnel announced.

It is open to all switchboard operators, telephone operators and bus operators.

Open Competitive State Job Calendar
Applications Accepted To May 5
Oral Exams During June

Employee Health Service Physician II

PERSIAN—ITALIAN


CIVIL SERVICE LEAFLET, Tuesday, April 29, 1975

STATE OPENS FOUR PROFESSIONAL POSTS

The state civil service department has announced open-test examinations for jobs as Senior Social Services Medical Assistance Specialist (24-306), Social Services Medical Assistance Specialist (24-306), Associate Clinical Social Services Education (37-508), Senior Attorney, Realty (24-326).

There are no residency requirements.

For the $17,429 position of Senior Social Services Medical Assistance Specialist, candidates must have a college degree and four years experience in the health services field involving administration, management, planning and related fields.

A college degree with two years of health services experience is necessary for the $13,404 position of Social Services Medical Assistance Specialist.

A master’s degree or two years of graduate work in public health, health care or related fields can be substituted for two years of non-supervisory experience.

A written test for both positions will be held June 21. In addition, oral exam is scheduled for the Senior Specialist. Applications must be received by May 10.

The $13,484 position of Associate Clinical Social Services Education is open to applicants with a college degree in social work or a closely related field.

WASHINGTON

HOUSE FOR SALE • WEST TONAWANDA

123-456 Cottage, 3 bedrooms, 2 bathrooms, 2-car garage, near schools and shopping. $14,950. Tel. 987-6543.

Floridian Motel, West Palm Beach, Florida, 900 rooms, 2 restaurants, 5 bars, pool, tennis, shuffleboard, games. $500,000 down. Tel. 123-4567.

PITTSFIELD, 2 Bedrooms, furnished, fully equipped, $37,480.

Cottage for sale — Mass.

FITSFIELD 2 Bedroom, furnished, stove, dishes, windows, inventory. $10,000. Tel. 567-8901.

Cockpit For Sale • Mass.

STATES: WYOMING—NEW MEXICO.

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Write SOUTHERN TRANSFER and STORAGE, INC., Tel. (813) 822-4241 ST. PETERSBURG, FLORIDA 33703.

ADMIRAL BEE LINE

3850 N.W. 82nd Ave., Suite 202, Miami, Florida 33126.

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Write SOUTHERN TRANSFER and STORAGE, INC., Tel. (813) 822-4241 ST. PETERSBURG, FLORIDA 33703.
Ford Appoints Erna Poston

Mrs. Erna Poston, president of the New York Civil Service Commission and president of the International Personnel Management Association, is a newly appointed member of the National Commission on the Observance of International Women's Year, 1975.

President Ford named her to the 25-member commission last week. It will promote observance of International Women's Year, emphasizing equality, integration into social and economic development of all nations, recognition of contributions by women to world peace, and women's rights and responsibilities.

Other commission members include 318 Rockhouse, director of organizational relations for the National Center for Voluntary Action, chairman; Kenneth G. Ellis, 7th Avenue, Congresswoman Bella Abzug of Manhattan and Margaret Heckler of Massachusetts; and Sena. Helen Bay of Indiana and Charles Percy of Illinois.

You may not be dying to give blood, but some day you may be dying to get it.

Every day is Donor's Day.

Nassau Seeks To Fill 23 Jobs

The Nassau County Civil Service Commission is accepting applications for 23 positions with salaries ranging from $8,060 to $12,364 a year.

Applications must be received by May 31. Application forms may be obtained from the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, New York 11501.

Region 3 Meeting

NEWBURGH — The regional executive board of Southern Region 3 Civil Service Employees Assn., will meet at the Holiday Inn here Wednesday, April 30, at 7:45 p.m. Regional president James DeHart, now recuperating from a recent illness, will preside. The Holiday Inn is located at Exit 17 of the New York State Thruway, Newburgh.

Lifeguard Exam Held in Suffolk

HAUPPAUGE — The next pool of applicants for the New York City Fire Department announced. Candidates must be at least 16 years old.

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5. Make certain that you (or your spouse) sign(s) and include date of signing.

And remember: legibility counts!

If you wish to discuss your claim by phone, call when our switchboard is least busy... between 8:30 and 10:30 AM, and between 4:30 and 6:00 PM.

Here are the numbers to call:

Government Employees: 212-736-7979
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New York: 718-468-1444
New Jersey: 201-623-2224
Albany: 518-463-6623
Buffalo: 716-852-1224
Syracuse: 315-422-0163

GROUP HEALTH INCORPORATED
The GHI Building, 227 West 40th Street, New York, N.Y. 10018
CHAUTAUQUA MEETING — A group of retiring Civil Service Employees Assn. members were honored recently at a dinner held by the CSEA's Chautauqua County chapter. The retirees were presented with certificates of appreciation by President Josephine Butcher and Palma Barone; and, standing from left, Charles P. Cochran, Eric Lancaster, John A. Reibel, Milt Wooley, Paul Weaver, Robert P. Little and John Curran and County Executive Erich. As an example, under the plan was $133,000, not that the total employees covered for the State amended the testimony of Mr. Dermody. He stated the national and regional tax figures and tables provided pre-

CSEA council, brought out that increments had been bargained away in two contracts, one giving

Ithaca Retirees

ITHACA—The Ithaca Area Retirees chapter, Civil Service Employees Assn., will hold its April 17, at the Local of the Moose Hall, Fulton Street, Ithaca. The meeting will begin at 2 p.m.

Free Parks Passes

BABYLON — New York State's golden park pass is now available to senior citizens on a five-day-a-week basis, according to Alexander Aipich, State Commissioner of Parks and Recreation.

There are only two requisites: applicants must be 65 years old or older, and must reside in New York State. The golden park pass permits access to state parks in New York State free of charge, but do not include other regular fees for use of state park facilities.

"Senior citizens will find healthy and invigorating pastime in our state parks," said Mr. Adrich. "The State's new policy is geared to providing them opportunity to enjoy the great outdoors free from crowding."

Eligible persons will be issued the passes immediately upon application and submission of proof of age and residence.

On Long Island, such requests may be made at the superinten-
dent's office at Belmont Lake, Jones Beach, Heckscher, Valley Stream, Hempstead Lake, Robert Moses, Hunt's Island, Montauk, Wildwood, Orient and Cutchogue State Parks, and at the Bayard Cutting and Framing Fields Ar-
boretums.

Application blanks may also be obtained by telephoning or writing to the Long Island State Park and Recreation Commit-
tee's Permit Department, at Belmont Lake State Park, Babyl-
on, N. Y. 11702. The telephone number is (516) 665-1000.

First Money From MONY

MANHATTAN—The first dividend on the Mutual of New York supplemental life insurance plan was mailed April 11, to all CSEA members who qualified.

The amount of the check represents 8 percent of the premium payable for that coverage which was in force for the entire policy year of Nov. 1, 1973 to Oct. 31, 1974. Premiums for any coverage added after Nov. 1, 1973 do not qualify for this dividend.

It is hoped that with continuing growth of member participation in the Supplemental Life plan and continued favorable claim experience that further dividends will be possible, company officials said.

SUNY RETIREES — Members of the SUNY at Albany Civil Service Employees Assn., chapter who retired recently were hosted by the chapter with a dinner party at the SUNY campus ballroom. Chapter president Frank Gilder, left, presents each retiree with a certificate of appreciation for his years of state service. The retirees are, from left: Fred Niehaus, Joseph Pragio, Ghilyas Praga, Dorothy Conklin, Henry Cartman, and John Williams.

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SUNY RETIREES — Members of the SUNY at Albany Civil Service Employees Assn., chapter who retired recently were hosted by the chapter with a dinner party at the SUNY campus ballroom. Chapter president Frank Gilder, left, presents each retiree with a certificate of appreciation for his years of state service. The retirees are, from left: Fred Niehaus, Joseph Pragio, Ghilyas Praga, Dorothy Conklin, Henry Cartman, and John Williams.
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OSHA Worker State Firings Are Condemned

(Continued from Page 1) an economy of $1.166 million. This was 30% of the members in the General Service chapter. Civil Service employees have cost figures for two of their branches. Therefore, you can keep track of the people and represent them properly.

Mr. Ryan also pointed out that the contract language states that an employee has a right to a CSEA representative. They do not do this in every case. For example, during an employee's interro- nation, the statement was made, "you have a right to your rep- resentative." The employee's rep- resentative was working in an in- tense care unit, and the em- ployee was denied representation.

It was then the State's turn to cross-examine, and they did so all afternoon Sunday. On Tues- day, April 8, the State put on its witnesses (Jeff Austin). He presented the State of New York's case and he was exam- ined. The State feels that a third stage grievance is a meeting and not a hearing. The employee is in and is supposed to tell the story of his innocence. The con- trary view is that the employee is innocent until you are proven guilty. The State of New York says that they want an employee to sign papers if requested to do so when interrogated. If he re- fused to give information, he can be brought up on charges for in- subordination.

Tuesday afternoon's session was devoted to our Agency Shop demand. CSEA addressed itself to the concept of non-members paying full fees under the membership rules. The State did not ob- ject to this concept, however, they indicate concern over the constitutionality. CSEA was to provide the proposed legislative bill. They did so on Sunday, April 13, 1979.

On April 12, 1979, John Casey presented CSEA demands, 22 in all, to the fact-finders and a brief explanation of each. CSEA emphasized that the record side comparisons prepared by Blue Cross showing the coverage pro- visions of CSEA's present plan (1971) with other organiza- tions. i.e., U. S. Steel, N. Y. Telephone and the Federal Employers Plan. This showed from the outset that our plan as conceived was behind in some areas. The plan did, how- ever, provide for payment in full for employees earning less than $6,000.

Mr. Casey then presented com- plete Schedule of CSEA subscribers. This further pointed out our plan's lack of competi- tion and again showed a drastic dis- crepancy in the presentation to our demands.

On April 13 and 16, 1979, John Casey, Agency Shop, Personal Services and Development, Department of Civil Service, presented the State's position on health insurance. He stated costs for each CSEA de- mand. He further gave testimony concerning the costs of the State's seven health insurance demands as related to savings for them. Demands 1, 2, 3, 4 and 7 were previously withdrawn by the State; however, they did not have cost figures for two of their demands. Demands 5 and 6 were still on the table but before impeachment and the State did not have cost figures on them. Mr. Dermody pointed out that there were offers made by the State on six demands for which the total estimated cost of the State was $177,730. During CSEA cross-examination of Mr. Dermody, we pressed for the number of employees in the four bargaining units covered under the agreement. Mr. Dermody's statement, if accepted by the State, would be: "because we have no employees assessed on a pro-rata basis.

As CSEA was preparing to poll its State members on the pro- posal, there was no indication

Recommends 6% Increase

(Continued from Page 3)

matters in the units. Additionally, a recommenda- tion that both parties jointly present their plan to the Legislature the enabling legis- lation which would be necessary to implement the plan.

The Agency Shop fee is to be set at 65 percent of minimum CSEA member's salary. This proposal was intended to cover actual-time employees assessed on a pro-rata basis.

As CSEA was preparing to poll

Workers held off all the construction safety in- spectors. It doesn't make any sense at all, the construction- business is simply not going to be a safe place to work this year. As for factories, everyone knows such places must be con- structed to keep the safety and health standards at a proper level," he said.

There is no possible way that federal inspectors can match what we already have in this State, and I call publicly upon the Governor to order his Labor Department to do just that. We have very little enforcement ability in this State. As a result, we have the State of New York under the Federal Government's control. In that letter, Dr. Wenzl said that from May 14 until July 1, "Anyone who visits New York or even the State, or uses a wide variety of public facilities, will have his breath taken away by the standards that will be found there."

Dr. Wenzl indicated that in great peril because there will be virtually no safety inspections in this state during this time. Additionally, the union presi- dent said, "It is highly unlikely that the Federal Labor Department will turn over the enforcement of safety and health standards in the private or the federal govern- ment. In that letter, Dr. Wenzl pointed out that state inspections were done in 1939. "I think we would be recalled, at the very latest, until June 30. Pursuing the same line of reasoning, the State indicated one reason for dropping its own plan was because the State had no intend- ed to pass the OSHA standards. Dr. Wenzl said,"We will be out of business when the OSHA standards are passed."

In fact, the State's supplemental budget, and with that, the State's supplemental plan, will be submitted to the Federal Government. In that letter, Dr. Wenzl said that from May 14 until July 1, "Anyone who visits New York or even the State, or uses a wide variety of public facilities, will have his breath taken away by the standards that will be found there."

The first item discussed on Saturday, May 17, was one disci- plinary procedure. CSEA took the offense in every case and presented the demands. None of the demands that was originally submitted had been withdrawn. Bernard Ryan, assistant program specialist for CSEA, presented the disciplinary issues. He spoke all day Saturday from 10 a.m. to 6 p.m. and a half day Sunday.

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