Voting Begins On Fact-Finder Compromise

(Special to The Leader)

ALBANY—Civil Service Employees Assn. state division members, about 125,000 of them, are voting this week in a mail ballot poll that will determine the official position of the union on a recently released fact-finders recommendation.

The fact-finders recommended a 6 percent across-the-board salary increase for employees of New York State represented by CSEA. A proposal rejected by Gov. Hugh L. Carey last week.

As the CSEA members across the state were deciding their personal acceptance or rejection of the fact-finders' recommendations, to determine the union's official stance the State Legislature was making arrangements to conduct a legislative hearing where the contract dispute between CSEA and the State will be resolved.

The dispute was thrown into the laps of the Legislature last week when Governor Carey sent a message to the Legislature requesting the fact-finders' recommendations. The Governor accepted, with some modifications, the recommendations relative to the area of health insurance and disciplinary procedures. Under the fact-finder's recommendation the union rank-and-file accept the recommendation will have no effect.

CSEA's 60-member negotiating team, drawn from all four State bargaining units represented by the union, has recommended that the executive council accept the fact-finders' recommendations with reservations and reluctance since CSEA does not find many areas of the report satisfactory.

Quick Action Saves A Life At Hutchings

SYRACUSE—Three staff members of the Geriatric Day Treatment Center, Gamma Unit, at the Richard J. Hutchings Psychiatric Center here were credited with saving the life of one of the center's clients April 16.

The three are Irene Strozik, Gus Rosenblatt and Mill Glatzer, according to AUDREY SNYDER, president of the Hutchings FC Center chapter, Civil Service Employees Assn.

During the noontime meal, a particle of food became lodged in the throat of one of the center's clients.

The three staff members, contrary to a commonly held belief, crowded up to the man and when he was able to tell them what the problem was, they were able to dislodge the particle from the throat.

CSEA Strikes Back At Challenger

ALBANY—The Civil Service Employees Assn. opened a counter-offensive against a coalition of five labor unions which has banded together in an effort to challenge CSEA's representation rights for employees in the four State bargaining units served by the union.

CSEA president Theodore C. Wenzl labeled the coalition, called the Public Employee Federation, an "unwieldy, fragile alliance of unrelated organizations which has no experience, background or expertise in representing public employees in New York State."

CSEA's legal counsel called the PEF "the weakest collection of special-interest groups yet assembled by the AFL-CIO in an effort to unseat CSEA as the collective bargaining representative for state workers." Dr. Wenzl said the APL-CIO has expanded much too many millions of dollars and that their image has taken on too much tarnish in three earlier losing battles since 1967 with CSEA at the state level, and had great difficulty in putting together a serious candidate this time out."

He said PEF, which launched a challenge threat around the state recently, "is simply not representative of the types of employees they would seek to represent. Not one of the five PEF unions has any real experience in representing public workers in the state, and has no business trying to convince state workers that they can."

"PEF is composed of the United Teachers, the New York State Building Trades Council, the Laborers International Union, the Service Employees International Union, and Local 213 of the International Brotherhood of Teamsters."

"The Teamsters are not even part of the AFL-CIO, which is a clear indication of the difficulty that parent organization had in trying to convince its own people to make a run at CSEA." Dr. Wenzl stated. "The teachers group is certainly not able to offer any help to state workers, since it only deals with boards of education, and the construction and transportation. Neither unions in PEF very obviously know nothing about public workers at all. As for SEIU, it does not represent any state or county employees and likewise has nothing to offer." Dr. Wenzl reported that CSEA is preparing several position papers on the individual unions making up PEF.

"These unions do not represent public workers in New York State, each union maintains an unbelievable high dues structure, each union has a long and continuing history of violence and strikes, and none of them have the manpower to maintain a satisfactory field staff," he stated. "In the meantime," the CSEA (Continued on Page 3)
Nassau Board Announces Hikes Of 3-6.5% Possible

MINEOLA—The Nassau County Board of Supervisors last week announced its decision on an imposed wage package, saying increases ranging from 3 to 6.5 percent plus increments could be squeezed out of the current budget without creating any need for layoffs or service cutbacks in critical areas.

Irving Plaumbeinhaus, president of the Nassau County chapter of the State Civil Service Employees Assn., noted that a series of agreements on fringe items, which had been reached before last week's wage talks went to fact-finding, and then a legislative hearing, were being reduced to writing for inclusion in the wage plan.

The board's pay formula provided for a flat 4 percent increase plus increments for about half the county employees. For senior employees not receiving increments, the board provided an increase of 6.5 percent. Top-rated employees earn $25,000, and numbering the agreements were added 3 percent increases.

The legislators' announcement said the money had been found in the county budget, which had been adopted six months ago. The board felt the move would have been clearly an attempt to prevent giving-and-takes with resultant compromises, and never has this been clearer than in the operation of the Legislature this year.

This week saw a final resolution of the Urban Development crisis with agreement reached last week on another $50 million package to keep the ailing agency in operation. But it had taken since January for the Governor and the Legislature to arrive at a settlement. The whole matter had started out with each side questioning the other's figures.

And the checks and balances continued to show in another area this week. We finally have an approved State Health Commissioner in Robert Whalen—who had been acting in that post until the Governor nominated the good doctor and the Senate finally approved the appointment. We also have a chairman of the Thruway Authority, with final Senate approval being given to Jerry Cummings on the same day Commissioner Phillips was approved.

And speaking of the Supplemental Budget, another round of bargaining on taxes and spending is sure to come from a series of public hearings just announced for Syracuse, Binghamton, Albany, Rochester, Buffalo, Hauppauge, and New York City. A special committee created by Assembly Minority Leader Perry B. Duryea, these are clearly designed to make political capital from the Governor's continued insistence on a $500 million tax package before he approves any more spending programs. The GOP hopes to build this issue into successful campaign material for next year.

SHORT TAKES: There could be still another new labor union born this year if a measure now on the Governor's desk—granting unemployment Insurance benefits for construction workers—becomes law. Another measure, being fought by a business lobby state—would grant unemployment insurance benefits for pregnancy, a cause of unemployment not now accepted as valid for such payment.
Long Island Region Delegates Meet

CIVIL SERVICE EMPLOYEES ASSN.
LONG ISLAND REGION

Irving Flaumenbaum, left, candidate for re-election as Long Island Region 1 president, poses with other candidates for regional offices. Next to Mr. Flaumenbaum are first vice-president Edward Perrott, third vice-president and first vice-president candidate Ralph Nazario, second vice-president and candidate for regional offices. Next to Mr. Flaumenbaum are first vice-president Edward Perrott, third vice-president and first vice-president candidate Ralph Nazario, second vice-president and candidate for regional offices.

Fact-Finder Proposal
Mail Balloting Begins
This Week For CSEAers

(Continued from Page 1) completely acceptable. The negotiating teams must and reviewed the report for nearly two days before recommending acceptance, with CSEA president Theodore W. Wenzl noting that the negotiating teams view the recommendations in total as a reasonably acceptable solution to a complex situation, but we do so with considerable reluctance in certain areas of the recommendations.

The union negotiating team elected to recommend acceptance by the membership, but to stand behind the position taken by a majority of the membership in the mail ballot vote now under way. At Leader press time there was no indication from the Legislature that a bipartisan committee of Senate and Assembly would be ready to begin legislative hearing process made necessary by the Governor's rejection of the fact-finders' report. Sources indicated that hearings would not begin until after CSEA had completed its mail ballot. Ballots are scheduled to be tabulated on Wednesday, May 14.

Legislative Option

The legislative committee to conduct the hearings will have the option of arriving at its own determination as a final and binding solution to the dispute. Union leaders are hopeful that a large majority vote by members in favor of accepting the recommendations of the fact-finders' report, rather than an alternate peace proposal made by the governor when he rejected the fact-finders' suggestions.

In his message to the Legislature, Governor Carey flatly rejected the percentage across-the-board salary increase recommended by the fact-finders. He instead restored the employee a flat $250 "pension" when this dispute is terminated. That money offer was the same as the $250 gives to workers when the dispute reached an impasse state in late March. The 8 percent recommended by the fact-finders would be retroactive to April 1, 1975, although increments would not be payable until the first payday after July 1.

Dr. Wenzl lashed out at the Governor, saying that he had rejected the proposal, calling the Governor's action "deplorable." Dr. Wenzl pointed out in the past that the Governor himself for the appointment of the fact-finding panel and for the proposed solution to the dispute. It was the Governor's own agency, the Public Employment Relations Board, which appointed the members of the panel. Although the panel itself consisted of two men and one woman and impartial hearings into the dispute, the Governor now rejects the negotiated solution to that dispute.

Agency Shop Issue

In addition to rejecting outright the salary recommendations, the Governor also modified the recommendations relative to an agency shop. When the CSEA either provides the state with an indemnity bond or else provides a certain amount of money from the agency shop fee requirement. The fact-finders had recommended a flat $250 to all CSEA members paying 6 percent of regular union dues. There was basic agreement with sides to the panel's suggestions relative to health insurance and disciplinary procedures.

The legislative hearing committee must now come up with its own recommendations, but probably will concern itself only with the salary and agency shop issues since the agreement by both sides in the other two areas subject to negotiations this year under a response clause for the third year of the present three-year contract between CSEA and the state.

CSEA Counterattack

(Continued from Page 1) president said, "state workers should simply discard any FEP literature they receive. More importantly, no one should sign any designation card from this strange bunch of bed-fellows. It's just nonsense and too costly a mistake to put your signature to that seemingly innocent card."

Dr. Wenzl said that FEP must obtain signatures of 50 percent of the state workers in the four bargaining units by Aug. 31 in order to exercise a representation election to be held.

Look For Ticket

The holder of Ticket No. 24 at the Byzantine Region 5 meeting on April 25 is requested to contact Huffman M. Darby, Box 70, Madison, N.Y. 13402.

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

Attn.: CSEA Calendar.

MAY

6—New York City chapter special meeting (consideration of CSEA State contract fact-finders' report): 5:15 p.m., Room 4450, 2 World Trade Center, Manhattan.

7—CSEA executive committee meeting: 5 p.m., Syracuse.

8—Syracuse Area Retires' chapter luncheon meeting to elect and install new officers: 1 p.m., Raphael's Restaurant, State Fair Boulevard, Syracuse.

7—Statewide Committees to Study Probation open meeting for Oneida, Madison, Otsego, Herkimer and Chenango County probation officers: 10 a.m., New Hartford.

8—Long Island Retires' chapter annual meeting: 10 a.m., Gil-
derland Rifle Range, Guilderland.

9—Binghamton chapter Meet the Candidates Night and dinner:

10—Office of General Services chapter general meeting: 1 p.m.,

11—City of Long Beach unit dinner-dance: Malibu, Lido Beach.

12—Attn.: CSEA Calendar.

JUNE

1—CSEA Calendar.

14—Syracuse Area Retirees' chapter meeting: 2 p.m., Park Inn, Syracuse.

15—Statewide Retires' chapter dinner meeting: 6 p.m., Statler-Hilton Hotel, Delaware Avenue, Buffalo.

16—Binghamton Retires' chapter dinner meeting: 6 p.m., BPC main building.

17—Office of General Services chapter general meeting: 1 p.m.,

17—Office of General Services chapter general meeting: 1 p.m.,

18—Albany Region 1 meeting: 1 p.m., Maplewood Golf Club, Central Islip.

19—Capitol District Armories chapter annual meeting: 10 a.m.,

20—Syracuse Retires' chapter annual meeting: 1 p.m., BPC main building.

21—Last day for returning ballots in CSEA statewide election.

21—West Seneca Developmental Center chapter meeting:

22—Statewide Committee to Study Probation open meeting for

22—Statewide Committee to Study Probation open meeting for

23—Suffolk County Retirees chapter meeting: 1 p.m., Suffolk County Office Building, Babylon.

23—Albany Region 1 meeting: 1 p.m., Maplewood Golf Club, Central Islip.

24—Syracuse Retires' chapter annual meeting: 1 p.m., BPC main building.

25—Ithaca Area Retirees chapter meeting: 2 p.m., Garden Club, Central Islip.

25—Albany Region 1 meeting: 1 p.m., Maplewood Golf Club, Central Islip.

26—Office of General Services chapter general meeting: 1 p.m.,

26—Office of General Services chapter general meeting: 1 p.m.,


30—City of Long Beach unit dinner-dance: Malibu, Lido Beach.
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**Thruway Authority**

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Tax Dollars
(Continued from Page 2)
The dispute stems from re-opener-clause negotiations on terms of the third year of the three-year CSSEA-State contract.
Mr. Goldmark told the factfinders that the Budget Division underestimated income from personal income tax by $66 million; user tax and fees by $10.7 million; business taxes by $46.5 million, and various receipts by $1.9 million.
While Mr. Goldmark said that the state's financial picture appears brighter, he nevertheless insisted that New York still faces a $513 million shortfall between income and proposed spending. The total proposed budget is approximately $10.4 billion.
In the session with the factfinders, Mr. Goldmark noted that the state may have to pay an additional $108 million to the Metropolitan Transit Authority to keep New York City buses and subways rolling. He also said that the State Department of Social Services' estimate of increased welfare costs "may be seriously underestimated." A third problem area, Mr. Goldmark noted, is the Urban Development Corp. which may require an additional $86 million transmutation.
PREPARE FOR EXAM — Theodore C. Wenzl, president of the Civil Service Employees Assn., visited a class in Manhattan last week which was sponsored by CSEA to prepare members for the coming inter-departmental promotional examinations. Dr. Wenzl spoke briefly on the state of the current CSSEA-State contract negotiations. More than 200 attended the preparatory course which was held at the World Trade Center; a similar course was also held at Kings Park Psychiatric Center sponsored by the CSEA chapter there. Dr. Wenzl, standing at right, is joined by Solomon Bandel, president of CSEA New York City Region 2, Willie Raye, New York City chapter Tax and Finance delegate, and Evelyn Glenn, New York City chapter Social Services delegate. Mr. Raye and Ms. Glenn were coordinators of the preparatory course.
Nassau Board
(Continued from Page 2)
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Nassau Board
(Continued from Page 2)
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**Civil Service Law & You**

By Richard Gaba

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

**Viewing Personal Records**

In a recent decision issued by Special Term of the Nassau County Supreme Court, an application made by the Great Neck Board of Education was granted. In this case, the Teachers’ Association demanded arbitration under the grievance procedure to receive the Association’s contention that the examination by the members of the Board of Education of teachers’ personnel files and an adoption by the Board of Education of a resolution authorizing its members to examine “any and all written, formal evaluations and observation reports of all school personnel” are violative of certain provisions of the collective bargaining agreement between the Teachers’ Association and the Board of Education.

In reaching its conclusion that no arbitrable issue was presented, the court analyzed the facts as follows: (a) the basis of the Association’s position to the effect that members of the Board of Education had no right to inspect teachers’ personnel files is based on the collective bargaining agreement which enumerates those persons who have the right to inspect personnel files. That enumeration does not include members of the Board of Education. (b) The duties of a Board of Education are set forth in Section 1709 of the Education Law and include the employment of qualified teachers.

**THE COURT** pointed out that with such responsibility the members of the Board of Education would have the inherent right to review the records and files of those whom they employ. Accordingly, the court held the dispute between the parties was not arbitrable, and the arbitration sought by the Association was permanently stayed.

**Civil Service Leader**

America’s Largest Weekly for Public Employees

Member Audit Bureau of Circulations

**Civil Service Leader**, Tuesday, May 6, 1975

**The Next Step**

Focus on the Civil Service Employees Assn. contract with the State now shifts to the Legislature.

A committee, composed of members of the Senate and the Assembly, will have responsibility for determining a settlement that will be fair to both concerned parties.

Now that the Governor has turned his back on the negotiations, repudiating the recommendations of the fact-finders, the 230,000-member Association will have a chance to see if its political clout is as strong as it believes.

For while the union maintained a hands-off stance during the last gubernatorial election (on the grounds that the Governor is their employer), it did actively engage in political action at the local levels, endorsing a majority of their other constituents.

They must be made aware that civil servants cannot accept being made scapegoats in a situation that should be shared by all the citizens of the state.

**Letters To The Editor**

Editor, The Leader:

The Albany staff of the Office of Welfare Inspector General with its staff of six Civil Service Employees Assn. members, has officially been abolished as of May 28 when the remaining two offices of OWIG, Buffalo and Manhattan, will almost certainly be abolished. The remaining staff of OWIG, Buffalo, and Manhattan, will certainly be abolished. It has been reported that some reduction of staff will occur both in Buffalo and Manhattan.

In its almost three years of existence, the Albany Office has saved New York taxpayers over $2 million by exposing and prosecuting welfare fraud and local county mismanagement.

It doesn’t seem fair to me that Governor Carey should be allowed to grant political favors to friends and colleagues at the expense of six employees who were merely doing their job.

I urge you to correct a recent letter printed in The Leader that Governor Carey should be allowed to grant political favors to friends and colleagues at the expense of six employees who were merely doing their job.

If you are able to print my letter, please omit my name as I fear retaliation from my own Department as well as the Governor’s office.

NAME WITHHELD

Albany

(Carried Over on Page 7)

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**Questions & Answers**

Q. I’m 52 and was recently in an accident at work. Do I need as much work coverage under social security as an older worker in order to get monthly disability checks?

A. No. Workers who become severely disabled before age 24 may qualify for social security disability payments with just 12 years of work. Workers disabled between 24 and 31 must earn 400 quarters of coverage for having worked half the time between age 21 and the month the disability began. People 52 or over need at least 5 years of work credit.
A Wide Variety Of State Jobs Opening

The State Civil Service Department has announced openings in both the city and state for positions with salaries ranging from $7,615 to $36,583 a year.

The $7,615 a year position of Senior Compensation Claims Clerk (24-386) is open to candidates with two years' experience in investigating and examinating compensation, accident, or liability insurance claims. One year of college study may be substituted for a year's experience. A written test is scheduled for June 21.

Candidates with one year's experience in computer operating are eligible for the $8,928 a year position as Electronic Computer Operator (24-500). The openings exist in several state departments throughout the state. June 21 is the date for a written exam.

Individuals with two years' experience as a telephone officer may apply for the $8,366 position of Telephone Inspector (24-394). The position exists in the Public Service Department, and a written exam is scheduled for June 21.

The $10,714 position of Senior Mechanical Engineer (20-981) is open to individuals with six years' experience in the inspection of mechanical and electrical installations. For the $17,439 position of Senior Mechanical Engineer (20-982), candidates must possess a professional engineer's license or have participated in the April 17-18 license exam. Both written tests are scheduled for June 21.

Three years' experience in copywriting or newswriting, or a degree in public relations, journalism, or a related field will qualify candidates for the $10,714 position of Public Information Specialist (24-287). A written test is scheduled for June 21.

Positions as Nurse Instructor (24-294) with the Mental Hygiene Department now exist throughout the state. Applicants must be a graduate of a nursing school and possess a R.N. license. A written exam is scheduled for June 21, for the $14,316 position.

A degree and two years experience in adult education, community organization or related fields will qualify applicants for the $14,152 position as Office for the Aging Field Representative (24-391). June 21 is scheduled for the written exam.

The $14,923 position of Assistant Mechanical Construction Engineer (20-381) is open to individuals with three years' experience in telephone plant construction, maintenance or operation. College training in engineering or a related field may be substituted for up to two years experience. The written test will be held June 21.

A written test is scheduled for June 21.

Applications for the above positions must be received by May 27.

Candidates with a master's degree in speech pathology or audiology and a clinical competency certificate may apply for the $14,880 position of Consultant Speech and Hearing Therapist (27-411). Appointment will be based on education and experience. Applications must be received by May 27.

Regional Medical Care Administrator (27-507). Candidates must also be a member of the American Academy of General Practice or have completed 150 hours of continuing medical education. An oral test is scheduled for June, and applications are due by May 19.

Don't Repeat This!

Don't let your efforts to make ends meet vanish down the drain. Make your savings work for you. Contact your local CSEA office now.

New Yorkers Travel

Travel generates $4 billion annually in New York State, according to the State Commerce Department.

(Continued from Page 6)

The negotiations between CSEA and the State Administration have been going on since January. The negotiating teams of the four units involved have been working ardously and with dedication for a final resolution of the negotiations. It may not be that their efforts will be finally be resolved by the State Legislature.
CANDIDATES FOR CSEA PRESIDENT

Thomas McDonough

(Continued from Page 16)

While they may be grateful to old leaders, and give them for their efforts, the workers—whether they be employed by large or small districts or authorities—must decide whether there is a new leader capable of healing the wounds that inevitably develop when any administrative replacement occurs too long in authority.

Thomas H. McDonough believes he is uniquely qualified to fill the responsibilities of president of CSEA. Employed with CSEA, representing 220,000 members who deserve adequate leadership during these troubled times.

The opportunity he had last year to serve for several months as the Acting President of the Association gave him a unique opportunity to show what he can do as president. He is now new and eager for the opportunity to show to what he can do as president in his own right.

Tom McDonough likes to remind people that he was once a truck driver, and that is why he is in the Motor Vehicle Department. He therefore enjoys the irony of knowing that he is the first member of CSEA ever to be appointed to a State investigation committee by a Governor (Malcolm Wilson).

He is a man of integrity, since he is proud that the McDonough name involves not only himself, but that of his mother, who at one time served as a president of the Motor Vehicle chapters, and that of his wife, who is a nominee for Audit and Control chapter.

Thomas H. McDonough believes that he offers more than just an alternative for leadership. He is confident that he is the person who best combines experience with wisdom to meet the demands of negotiations. He is the person best equipped to lead the Association in its critical years. He has tried to take over the CSEA business to acquiring the road to success. He is a leader who has traveled.

He is the Acting President of the Association. He is a man who truly feels that the membership is not informed as to where their dues money is spent. He is a man who truly believes that the membership is informed as to where their dues money is spent.

The fact of the three candidates plus their first ballot plans to take the dues refund to the comfort of the Hutchings clientele. Mr. Gallagher has been conducting a series of seminars for local union and chapter treasurer and audit committees.

The incumbent Treasurer who has been a member of the CSEA committees. He added that in six years, he has missed but one meeting of the 10 committees.

Gerald Purcell, experienced in labor relations, has spent his years in CSEA working in this field, having processed a large number of grievances successfully and having chaired or co-chaired on most labor related committees such as labor-management, grievance, safety, affirmative action (member statewide). He has a long reputation for honesty and dealing with facts.

Knowledgeable of CSEA structure and having held chapter offices prior to his being elected to the statewide Board of Directors, he knows how a democratic union should be run.

Believing that the present ballot does not really leave the members an opportunity to really vote for a change, there is a space provided on this ballot after the list of candidates to write in the name of any individual member of your choice. This space is provided for the voter to use when he or she decides that they do not want to vote for any of the names listed, and choose to cast their vote for a different individual.

You can change things. Exercise your rights, mark your ballot for a write-in, and write in Gerald Purcell.

CANDIDATES FOR CSEA TREASURER

Jack Gallagher

(Continued from Page 16)

Candidatures make promises, but promises do not make leaders. It takes time, and experience to battle intelligently and skilfully for the wide mixture of state, local government and workers, who make up the strength of the organization throughout the country.

An examination of the Wend record of performance shows that from 1970 to 1974, the employee's rate of pay increased by $4.90 per month. Wend's key in any area are not yet over, and Ted asks a solid show of membership confidence as we move on to these fights.

It will take leadership and experience to continue this established pattern of success. Wend has it. He needs your vote.

For State employees and county chapters and units, Wend has provided the leadership that has stepped almost every stain outside union which has tried to take over the CSEA treasury for use by organizations which take the money needed to service members working in New York State. It is in order to assure the political and other ambitions of labor leaders far removed from here.

There are still some mighty tasks to be finished and initiated. The battles in every area are not yet over, and Ted asks a solid show of membership confidence as we move on to these fights.

It will take leadership and experience to continue this established pattern of success. Wend has it. He needs your vote.

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It will take leadership and experience to continue this established pattern of success. Wend has it. He needs your vote.
VICTOR COSTA

(Continued from Page 16)

This year he was nominated for President but declined since he would have been a candidate for the Union. However, nearly 20,000 members petitioned to have his name placed for Executive President, a first in CSEA history.

Recognized authority in CSEA organization, procedures and administration, he is known as the "Father of Restructuring." He reorganized CSEA bringing it to all members for better communication and service.

In 25 years of service to CSEA, he was a chapter president, a four-time Albany Regional President. He has chaired committees, served on 32 committees and was adviser to three CSEA Presidents. He is chairman of the Restructuring Committee and a 14-year member of the Board of Directors.

Costa's main concern is the membership. He has sought for the personalization of union work and better working conditions. His platform for this year's campaign is: (1) Investment in CSEA leaders, (2) CSEA members be advised as to CSEA demands and progress so as to avoid a last minute rush, (3) Each member of CSEA be given, as in other unions, $1,000 free to organize unions better.

Well known in the public sector, in 1985 Governor Rockefeller selected him for one year of special Public Administration Training. He attended Temple University and pursued various Labor Relations courses and selected the "State's Outstanding Public Employee" of 1966.

His campaign is an "Achievement Award for performance beyond the call of duty for the people." He firmly believes that CSEA is one, and that all members, no matter who, must answer to the membership, whether or not they work, have common interests.

Victor feels that being a CSEA official at any level is a great honor and carries with it an equally great responsibility to serve the membership he represents. In this way, he says: "Recent national events have undermined the public's confidence in public employees and government leaders. This attitude of distrust and lack of confidence has ramifications not just of our local government, our society and those elected to office in any government or organization, but must rededicate themselves to restoring that confidence and to serve the best interests of the people they represent."

He firmly believes that the Executive Vice-President should be the right hand to the President and that he should work with, and not compete against, the President.

He also believes that an experienced CSEA membership is absolutely necessary to achieve results beneficial to all and that there is no place for the organization for internal bickering, vindictiveness or personal animosity.

If elected, Vic pledges to do everything in his power to work for needed changes in the Taylor Law which now gives the employer the upper hand.

CORRECTION

A. Victor Costa, candidate for executive vice-president of the Civil Service Employees Association, is a resident of Troy, N.Y. An error in last week's edition of the CSEA as a resident of Amsterdam was mistakenly identified.

IRENE CARR

(Continued from Page 15)

her a valuable insight into the problems of the Association, and enabled her to better fill the office of Secretary. After leaving the Albany Regional, she was appointed to the Statewide offices in 1965 and accepted a position with the State, she held various leadership positions and served on numerous statewide committees.

She re-elected, Mrs. MacTavish plans to put her secretarial abilities and experience to work for the membership. She has been in the past, and pledges her 100 percent support.

Jean Gray

(Continued from Page 16)

of the Social Activities of the Convention Committee.

Most of the delegations to the conventions will remain bonded to these social activities. I feel I can do a better job of guiding our delegates, especially in light of the fact that the CSEA is the only union able to provide services to its members.

We, as an organization, are entering an era, a time in which our membership must be faced head on. Our many problems must be faced up to, understood, and walked into, not around. Anything worthwhile is worth the time and effort it takes to be accomplished.

This time has come for the democratic process. For too long now we, in this Association, have accepted a self-perpetuation of the same leadership. Now, more than ever, do we have an opportunity to help, to participate, to be allowed to make the decisions for the Association without being merely an assembly of the best and brightest.

Most of my years with the New York State Department of Health have been a challenge for me. I have learned much in an executive secretarial capacity. While it is not essential to be a secretary, it is very useful in dealing with the members of the organization.
Candidate For CSEA State Executive Committee

Jean C. Gray
(Continued from Page 4)

Jean C. Gray, in her position as Vice-Chairman of the Thruway Negotiating Committee, was tireless in her efforts to get the best agreement possible. As a result, Thruway employees this year received a 9 percent salary increase, and will gain another 1 percent in July of this year.

She has served as President of the Thruway Headquarters chapter for the past six years, but is relinquishing that position this year in order to encourage other chapter members to seek positions of authority and responsibility within the union.

Among other CSEA positions she has held, there are two terms as a Vice-President of Albany Region 4 and Chairmanships of two important CSEA statewide committees. Work Performance Ratings and Examination and Affirmative Action (Civil Service).

As the incumbent representative, she has traveled the length of the Thruway to keep in personal touch with the members. Their problems are taken seriously by Jean C. Gray.

Vito Dandreano

Vito Dandreano represented and argued in front of an arbitrator and won the largest award in the history of the Thruway Authority in dollars and cents.

He is responsible for the arbitration award granted to the Thruway employees for their 20-year longevity increment, which gave a large number of Thruway employees this year back pay in amounts from six hundred to nine hundred dollars. Also, a number of employees will receive that award for 1976.

He has been employed in the Thruway Authority for 31 years. Served as a member of the CSEA Board of Directors, and has been chapter president for the Albany Division of CSEA for 14 consecutive years.

He was appointed by Theodore Wrentz to expand CSEA to other states, and was elected by the members of the Thruway Negotiating Team to serve as Chairman for the past six years. A member of the group's Legislative Committee, he has also served as an elected member of the Board of Directors Personnel Committee. He also served as Chairman of the Authorizes Special Committee. He has been a member of the City Council in Amsterdam for the last eight years. Also, was elected by the Economic Development Corp. for Montgomery and Fulton Counties.

Lewis Lingle

Lewis Lingle attended Madison High School in Brooklyn, after which he served 4½ years in the U.S. Navy as a radio operator. He is a graduate of the New Institute for Film and Television, secretary of the Wicks Homeowners Association and vice-president of the Wicks Taxpayers Association.

In the Civil Service Employees Association, he has served as shop steward for the Thruway's Harbison, Buffum and Woodbury stations. He is currently President of New York Division, Unit 1, Thruway chapter.

Commissary Clerks

Albany — A senior commissary clerk eligible list with 83 names, from open competitive exam 24-189, was established April 11 by the state civil service department.

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Candidates For CSEA State Executive Committee

NATHERINE LEWIS

have been an employee of the State of New York since 1963, entering state service as Stenographer O4, and advancing to the present position of Stenographer (Law) O9, with the New York State Banking Department.

All past organizational connections have been within my church and Parent Teachers Association.

As a first ventured into the workings of a union, and actively participating as one of the spokes that makes the wheels go round with efficiency and ease, I have made every effort to win the vote for me and we'll make it happen together.

MARLA MCCANN

Marla McCann, candidate from Banking Department for the State Executive Committee, has been employed by the state for eight years. She is a senior stenographer in the Albany District Office of the Examination Division of the Banking Department.

Ms. McCann was an alternate CSEA representative to local chapter meetings for two and one-half years and has been representative for the past one and one-half years.

Prior to employment with the Banking Department, Ms. McCann worked for the Department of Social Services for four years where she was a CSEA representative for two years.

NATHERINE LEWIS

Conservation

(Vote For 1)

JIMMY L. GAMBLE

Began state service in July 1966 and promptly joined CSEA. He was with the Office of Planning Coordination and in August of 1969 Jimmy transferred to the Department of Environmental Conservation and became an active member of CSEA as a representative and delegate to the annual Convention.

In 1971 he was elected to the CSEA Board of Directors as a State Executive Committee representative for the Environmental Conservation Department, a position he still holds.

In 1972 Jimmy was elected President of the Department of Environmental Conservation chapter of CSEA and still holds that position.

His appointments include being a member of CSEA Board of Directors' committees to study and recommend methods and procedures for Board meetings, a member of CSEA's statewide Human Rights Committee and Chairperson of the Human Rights Subcommittee. He is present meeting of CSEA's statewide Civil Service Committee.

Since 1969 Jimmy has been a delegate to all the Annual and Special Delegate meetings representing Environmental Conservation. He is also a delegate to the

CAROL TRIFILETTI

Carole Trifiletti has been a member of CSEA since 1967 when she joined state service with the Commerce Department, where she served as chapter secretary. In 1970 Carole transferred to the Environmental Conservation Department where she continued her CSEA involvement by serving as chapter secretary for the past five years, a position she still holds.

Among her CSEA activities in the Department are the following: chapter secretary, Chairperson of the Training Committee, member of the Negotiating Committee, Labor Management Committee, Social Committee, Insurance Committee, and works on the newsletter for the chapter.

She has been a delegate to

(Collapsed on Page 13)
Candidates For CSEA State Executive Committee

CAROLE A. TRIFILETTI
(Continued from Page 11) Annual and Special Delegates meetings since 1970 and has been a paid Delegate to the Albany Region.

Among her various chapter activities, Carole is also active in the Albany Region and serves on the Regional Council and serves on the Region 4 Finance Committee. If elected, she will endeavor to assure fair and total membership representation and to establish a more transparent and fair dues system.

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CSEA EXECUTIVE CANDIDATES

ERNST STROEBEL

(Continued from Page 12)

CSEA activities began in 1965 when I was elected to the Executive Council as a representa-

Elrod of Education
tive. In 1966 I was elected Presi-

including: Board of Education
dent of Roswell Park chapter,

principal of the New-Millen-

and am presently employed as a

tions, Social and Membership

iner. I have served on

and Membership Committees.

tered to the FS&T Nego-

nominated and elected Health

member of the CSEA Negotiating Team. In

the private sector, I accepted a

degree in chemistry, and


vated Team and served as Chair-

In the Department of Therapeu-

Roswell Park Memorial Institute

In 1962, accepted a position at

Nuclear Medicine as radiation

In 1961, I was elected to the Ex-

In 1971, 1972 and 1973, I was

In the private sector, I

For I was named and elected Health

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by mail must include a stamped,

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Various State Employment

the Personnel De-

and reelected again in 1966 and

of Education in 1968.

the 1970. I was elected Vice-President and reelected again in 1966 and

1970. I was elected President of Roswell Park chapter, and reelected again in 1968 and

1970. I was elected President of Western Conference in 1968. In

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City and State and Federal Jobs.
Participants in Albany Region Counties mini-workshop are, from left, Doris Bourdon, of SUNY at Plattsburgh; Fran Besette, Clinton County chapter president; and Charles Luch, chairman of regional county committee. Turnout was excellent despite 18-inch snowfall.

Albany Region 4 president Joseph McDermott, left, and challenger Howard Crosser, right, seem to engage in a friendly debate with Saratoga Educational chapter president Charles Luch as mediator during “Meet the Candidates” session.

18 Inches Of Snow Can’t Stop Region 4 Adirondack Workshop, Candidates Night

Clinton County chapter hosts Albany Region president Joseph McDermott during Saturday workshop last month. From left are chapter president Fran Besette, Mr. McDermott, Gordon Duprey, Phyllis Dural, Connie Bouyea, Jean Koho, Sue Healy and Robert Brown.

Motor Vehicle’s Julia Braden, candidate for regional secretary, looks over reports with Oriel Biore, president of the Chazy Central School District unit.

Adirondack committee chairmen Gil Tatro and Betty Lennon, left, check out program with Victor Pesci, candidate for CSEA executive vice-president.

SUNY at Plattsburgh chapter president Betty Lennon, left, makes a point with Jean C. Gray, candidate for CSEA secretary; Jimmy Gamble, Environmental Conservation representative; Gerald Purcell, Executive representative, and Mary Leggett, of Clinton-Essex-Franklin Library.

Albany Region treasurer Harold Ryan explains role of chief financial officer.

This group includes, from left, Essex County’s Pat Moore, Albany Region third vice-president John Vallee, Adirondack Correctional Center chapter president Margaret Douglas and regional first vice-president candidate Jon Schermerhorn.

Long-distance traveler Irene Carr, right, candidate for CSEA secretary, is greeted by, from left, Richard Ward, of Clinton-Essex-Franklin Library; Jean C. Gray, Albany Region first vice-president; Eileen Salisbury, candidate for regional second vice-president, and Joe Ashline, of Clinton County.
Candidates For CSEA State Executive Committee

JOHN ADAMS, (Continued from Page 12) of Western Conference and re-elected in 1970. As a member of the Board of Directors of CSEA during 1969-72, I served on various committees: Nominating, Group Life Insurance; Leader Contract Negotiating, Legislative, Legislative and Political Action. I am still a member of the Restructuring Committee, Legislative and Political Action Committee. I serve in the capacity of President of the Board of Directors of the Health Department Labor-Management Committee.

I am at present a member of the Rose Park Memorial Institute Executive Council, having been elected as a representative.

ETHEL P. ROSS

Attorney Ethel P. Ross, a law assistant at the Appellate Term, Second Department, is seeking re-election as the State Executive Committee of the Judiciary representative. She also is a candidate for statewide president of CSEA.

A 1960 Brooklyn Law School graduate, she was decisions editor and associate editor of Brooklyn Law Review.

Those aspects of the salary grievances she instituted, which have been settled, brought substantial salary increases to a large portion of the state's court employees. The remaining aspects are pending before the courts and an arbitrator. In addition, through her efforts, the benefits of sick leave and maternity leave have been accorded Judiciary employees. She has established better lines of communication among state judiciary representatives.

She heads the Judiciary Bargaining Committee.

Married to attorney Stephen Ross, she is the mother of a daughter, 16, and a son, 8.

MARY D. LYNCH

For the past five and a half years she has been, and still is, President of the chapter, the New York State Court of Claims at Albany. I am a member of the Board of Directors of CSEA of the Capital Region 4, serving on several committees: attending all meetings, workshops, etc. In my capacity as chapter President, I have attended all Delegate and chapter President meetings called by CSEA Statewide President and Albany Region 4 President. Have also served as provost as Secretary Representative at Board of Directors meetings and Delegates meetings on various occasions. Have been a member of the Judiciary Negotiating team for the past three years and as a participating member was instrumental in settling matters left benefits, and promotion examinations for our chapter. During my tenure, I have, believe, familiarized myself with the knowledge beneficial to our chapter and members. As I am now a Retiree, I feel that I can now devote all my time to other matters that may arise in your behalf.

Have lived in Albany all my life and had 37 years service with the State of New York—27 of which were with the New York State Court of Claims, where for the past 12 years have been in a supervisory capacity.

MARY D. LYNCH

CANDACE C. BERNARD

Canute Bernard entered state service and CSEA in December 1967.

He has served as a Delegate to the New York City chapter from the Workers' Compensation Board and as a Delegate to CSEA statewide conventions. Dr. Bernard also served as Chairman of the WCB Negotiating Team and as a member of the Professional unit of the Statewide Negotiating Team. He was a member of the Joint CSEA-State Study Committee on Disability Insurance, the Department of Labor-State Executive Committee.

Dr. Bernard is a member of the CSEA Board of Directors, Charter Committee and Affirmative Action Committee. A surgeon, Dr. Bernard is affiliated with Harlem and Jamaica Hospitals and was a founding partner of Carter Community Health Center. He is a Fellow of the American College of Surgeons and a board eligible of the American Board of Surgery. Since 1964 he has been chief of the Department of Surgery at Harlem Hospital.

ROBERT L. LATTIMER
(Material Not Submitted)

JOHN K. WOOLF

Mr. Wolf has been a member of CSEA for 31 years and has been involved in its activities at the chapter and Statewide level for 22 of those years. During this time he has held the following CSEA positions: Department of Labor Representative—4 years; Albany D of E chapter President—4 years; chapter Grievance Chairman—19 years; chairman and/or member of various CSEA Statewide Committees.

In addition, he has served as a member of all CSEA negotiation teams involved with the negotiation of contracts with the state. Mr. Wolf was chairman of the CSEA Department of Labor negotiating team for the last contract.

WILLIAM J. DE MARTINO

Born in New York City 37 years ago. Married with three children. Employed for 14 years with New York State Department of Labor, Division of Manpower Services. Currently a New York State Service Representative Involved in the development of manpower services and associated federal laws and programs. A graduate of St. John's University with a BBA in Industrial Relations with graduate work in Labor Relations at CUNY.

President of Metropolitan Division of Employment chapter since June 1974. This is the largest chapter in the Department of Labor in the State. Formerly held positions of first Vice-President, fifth Vice-President and Gravel Chairman. Presently serving on the State Department of Labor negotiating team and the Labor-Management Committee. Played an active role on the NYC Region political action committee.

A. VICTOR COSTA

The current chairman of the CSEA Restructuring Committee, A. Victor Costa has been a member of the union for a quarter of a century. Mr. Costa has served as a chairman, President of the Metropolitan District, Albany Region 4 president, held 15 committee chairs and participated on a total of 42 committees.

In addition, Mr. Costa is a member of CSEA's Board of Directors.

Mr. Costa is running on a six-plant platform. The platform calls for the appointment of a coordinator of training to assist members in job advancement, the hiring of 11 new field representatives; the appointment of negotiating teams in chapters, the hiring of members during negotiations, challenges to field representatives; publishing information on state contract demands to chapters and units, and providing $1,600 free life insurance for each CSEAer.

JOSEPH CONWAY
(Material Not Submitted)

A. VICTOR COSTA

State Opens Four Professional Posts

June oral testing, and evaluation of training and experience will be the basis for rating candidates. Applications must be received by May 27.

Candidates with a license to practice law in New York State and four years' experience, or, of which must be in real estate law, may apply for the $13,404 position of Senior Attorney, Health.

A written exam will be held June 30 and applications should be received by May 12.

Applications may be obtained at the state civil service offices at: Two World Trade Center, Manhattan; State Office Building Campus, Albany; and State 700, One West George St., Buffalo.

Commissary Clerks

ALBANY—A principal commissary clerk eligible list with 11 names, established April 11 from open competitive exam 14-198, was announced this week by the state civil service department.

Airport Specialists

ALBANY—The state civil service commission established an associate airport development specialist eligible list with seven names from open competitive exam 27-454, April 17.

Consultation Available

Personalized consultation for small business operators or owners requiring all phases of business management is available from the New York State Commodity Department.
CANDIDATES FOR CSEA PRESIDENT

THEODORE C. WENZL

Leadership and experience! That's the name of the game and it's why the membership of the Civil Service Employee Assn. has returned Theodore C. Wenzl to four consecutive terms as the president of the largest independent union.

THOMAS H. McDONOUGH

There are crucial times in nearly every organization when the members must decide whether their needs can best be served by choosing new leaders who are better able to cope with the demands of our fast-changing circumstances.

ETHEL ROSS

Attorney Ethel P. Ross, candidate for president, is employed by the Appellate Term, Second Department, of the Supreme Court. She represents state-paid nonjudicial personnel on the State Executive Committee, and is a member of the association.

CANDIDATES FOR CSEA EXECUTIVE VICE-PRESIDENT

WILLIAM McGOWAN

I am a long-time resident of Orchard Park, New York, and have been employed at the West Seneca Vocational Center for 14 years as an Electronic Equipment Mechanic. I have been a member of CSEA 14 years and became a candidate for Executive Vice-President.

VICTOR V. PESCI

Victor V. Pesci, candidate for Executive Vice President of CSEA, is a competitive civil service employee in the truest sense. A principal bank examiner with the State Banking Department in New York City, he worked his way through the ranks.

A. VICTOR COSTA

A CSEA official remarked, "His goal is the member. He works with inexhaustible energy. His character is of impeccable integrity. He will not let you down." The man is A. Victor Costa of Troy.

CANDIDATES FOR CSEA SECRETARY

DOROTHY MacTAVISH

Dorothy MacTavish is just completing her fourth term as Statewide Secretary, and would like to continue for another term. She has worked very diligently for the membership.

IRENE CARR

After serving CSEA for many years in various capacities, I now seek the office of Secretary. I have been active in the Oneonta Chapter as Secretary Delegate, and now President for six years. I do not plan to seek this office again.

JEAN C. GRAY

Jean Gray is widely and personally known to all CSEA State Delegates and to thousands of CSEA members as the dynamic gal who chairs the statewide Civil Service Committee, and also serves as the Board Representative of all Authority.

CANDIDATES FOR CSEA TREASURER

JACK GALLAGHER

Jack Gallagher entered state service in 1965 in the Department of Tolls-Finance of New York State Thruway. He is a four-time chapter President there and also served as Chairman of the chapter Grievance Committee and was a member of the statewide Thruway Negotiating Team.

Mr. Gallagher, prior to his entry into state service, was employed as a bookkeeper, time expediter, time keeper and payroll clerk. He first ran for CSEA state treasurer in 1969.

JUNE W. BOYLE

I have been employed at SUNYAB 10 years in the Student Accounts or Finance Office. My job consists of accounting or bookkeeping and all phases of financial auditing. I have been a chapter Treasurer for four years and when newly elected, I made the suggestion that CSEA institute treasurers' seminars for information and assistance to new officers. This has been implemented very successfully and I would like to take credit for this now.

All candidates continue on Pages 8 or 9