Thruway Employees: Have You Received Ballot Yet?

ALBANY—This Friday, July 16, is the deadline for New York State Thruway employees to obtain replacement ballots for the Thruway Unit I representation election between the Civil Service Employees Assn. and Thruway Local 698, AFL-CIO.

Official ballots were mailed to some 2,200 toll collectors, maintenance and clerical employees last week, and should have been received by eligible voters by now. For those people who do not receive their ballots in the mail, the Public Employment Relations Board is prepared to provide replacement ballots.

These may be obtained by calling PERB, collect, between 8:30 a.m. and 5:30 p.m. at any of the following numbers:

- Albany area: (518) 457-2622; New York City, Nassau, Suffolk and Westchester areas: (212) 961-6970; Buffalo area: (716) 842-2357.

All ballots must be received by PERB no later than 9 a.m. Wednesday, July 21.

Sullivan’s White-Collar Force Faces Challenge Balloting Next Week

(Continued on Page 14)

Ulster President Urges Rank-And-File Support

KINGSTON—A strong plea to Civil Service Employees Assn. members in Ulster County “to get out and vote and get your non-union friends to vote” in the coming challenge election among county employees was made last week by Thomas Phillips, president of the Ulster CSEA chapter.

“At best it is the only thing that can defeat us,” Mr. Phillips said.

The Public Employment Relations Board has set Friday, July 30, as the date for mailing ballots in the Ulster County representation election. The ballots will be tallied by PERB authorities Friday, Aug. 13.

BULLETIN

The Public Employment Relations Board has set Thursday, July 22, as the date for an on-site election between the Civil Service Employees Assn. and Service Employees International Union Local 32-B to determine the bargaining representative of 333 white-collar employees in Sullivan County.

Two years ago, the CSEA decisively defeated the SEIU in a similar election involving Sullivan County employees. The CSEA unit is made up of employees in mental health services, Sullivan County Community College, court house, social services, public health services, county in- formary and government center. Earl Bivins, president of the Sullivan County CSEA chapter, charged the SEIU with “deliberately attempting to disrupt the start of negotiations in Sullivan County."

“SEIU is at it again. They’re stalling negotiations between the CSEA and the County just like they did two years ago. Import-

(Continued on Page 1)

QUICK ACTION — Responding to Capitol reports that cer-
tains provisions of the contract for state employees—especially for the Joint CSEA-State committee to study and minimize use of jobs—were in jeopardy, Civil Service Employees Assn. officers and political action committee members were summoned to Albany by CSEA president Theodore C. Weno. While votes were tied down with many key legislators, primary target was Senate Majority Leader Warren Anderson (R. Binghamton), who consequently dropped his threat to block approval of the contract for state workers because of his concern about political aspects of the study committee. In jubilant mood as they returned to meeting of CSEA Albany Region IV, which was being held same weekends, are, from left, State Division chairman Thomas H. McDowall, political action committee member John Valle, Long Island Region 1 president Irving Flumenbaum, Albany Region IV president Joseph Mertens and Central Region V president Richard Cleary. (Coverage of the Albany Region meeting will be included in next week's Leader.)
Jewish Group's Chiefiein Assails Seniority Changes

MANHATTAN — The Council of Jewish Organizations in Civil Service, an umbrella group representing 38 affiliates statewide and in the federal service, has gone on record opposing proposed changes in seniority guidelines as advocated by New York City Mayor Abraham D. Beame's special task force on the issue.

"Seniority is an integral part of the Merit System," noted CJOCS president Louis Weiser, "and best serves the interests of all parties." In a letter sent to all New York City councilmen, state legislators and federal congressional representatives, Mr. Weiser declared: "We urge you to reject any changes that would use sex or national origin as a layoff criteria.

The CJOCS leader attacked the pending legislation by the New York City Commission on Human Rights on the subject of public sector employee layoffs as "misleading.

"No statistics which use percentages instead of actual figures can convey an accurate picture, especially when the (New York City) Board of Estimate, with thousands of dismissed employees, is not included," Mr. Weiser noted.

He added that an immediate review of the City Task Force's findings "and the removal of the City Human Rights Commission from any role in settling guidelines for future layoffs.

Auto Fees Cut At State Parks

ALBANY—Gov. Hugh L. Carey has directed that vehicular use fees at state parks and recreational facilities be reduced each day after 4 p.m. to $1. The current fees are $2 at facilities with beaches and $1.50 at areas without beaches.

The reduction is intended to encourage greater use of parks and recreational facilities during the days of the year when they are mostly unused.

Liquor Agents Obtain Peace Officer Status

MANHATTAN — The head of the Ausp, of State Liquor Enforcement Agents expressed satisfaction with the recent passage in the Legislature of a bill conferring peace officer status to the agents.

ASLEA president Anthony M. Papa said, "The investigators are pleased indeed by the efforts of State Liquor Authority Chairman Michael Forth, the legislators of both parties and our esteemed Governor for granting our requested passage of this important legislation."

ASLEA members, many of whom are also members of the Civil Service Employees Union, felt that the bill marked "a turning point in the history of our State's enforcement of regulations governing nuisance premises and notorious, unlicensed 'speakeasies.'"
The CSEA, the PERB also niled view of the clear-cut support for Sullivan needed to certify the CSEA as Sheriff's Deputies.

A letter sent to all the employees in the new unit by Joseph Dolan Jr., assistant executive director for the County Commissioner's Office, stated that the county had originally attempted to negotiate a new contract.

More than 150 county employees and taxpayers crowded into the Board of Supervisors meeting room to hear a contract settlement imposed on the county's 175 white-collar workers, who are still working without a 1975 contract.

Mr. Kane opened the session by expressing the CSEA's position in the board. He stated that only one issue in the 1975 contract was still in dispute: whether the 7 percent wage increase approved by the county and the union applied to all white-collar workers. CSEA contends that it did, he declared.

In presenting his side, the county, under the leadership of Supervisor Joseph Henry, said the increase applied only to workers who had been in service with the county before 1975. The CSEA's main argument was that the county has previously agreed to accept the report of a fact-finder. He recommended that the employees be granted a 7 percent hike on their base salary. Mr. Kane contended that the raise should go to all employees.

The county holds that it should go only to those already past the base figure on the salary schedule.

After the hearing had adjourned, Mr. Kane said he would return to Public Employment Relations Board mediation, then fast-forward, to the legislative session. "Imagine a union dropping support for striking workers as soon as they're threatened with a monetary fine. That's exactly what the SEIU did 16 minutes before the new contract was imposed on the county, under the leadership of Supervisor Joseph Henry, said the increase applied only to workers who had been in service with the county before 1975. The CSEA's main argument was that the county has previously agreed to accept the report of a fact-finder. He recommended that the employees be granted a 7 percent hike on their base salary. Mr. Kane contended that the raise should go to all employees.

Mr. Bivins cited wide-margin statewide CSEA victories over the SEIU, particularly in the CSEA Southern Region III, two years ago.

He enumerated provisions in the county's current contract with the CSEA, which became effective Jan. 1, 1976, including a $5,250 per annum minimum salary, time and one-half for overtime work, improvements in longevity payments, a seniority clause in the event of layoffs, uniform allowance, increased vacation time, 11 paid holidays and off-the-job disability insurance.

"Improvements in sick leave, mileage and meal allowances, personal and bereavement leaves, were also won for Sullivan County employees through CSSEA negotiations. How can an unaccountably weak group stand against the SEIU, which does not represent single county workers anywhere in New York State. Deliver a contract to Sullivan County white-collar employees that even comes close to the one CSEA was awarded."

"That group has been known to strike without an election of this type. They know they can live up to their 'ple-in-the-city' promises."

"Negotiations for attempting to force classified employees talking the positions. Into "volunteering" to transfer of employment with individuals, bargaining agent, the CSEA contends that..."

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The following, continued from last week, is an interview conducted with officials of the New York State Insurance Department which is charged with examining and regulating the New York City Retirement Systems. There have been a number of complaints about the administration of the Systems—notably in the area of the administration's reluctance to release names of persons for whom they hold unclaimed accounts—plus non-payment of interest on accounts held.

By A.J. Peters

Q. Then you would say the fund paid out in that year, $500,000 more in previously unclaimed accounts that were put aside than would appear to be the record?

A. That appears to be so. We are looking for a clarification of this figure.

Q. How much would you say has been put aside as unclaimed funds in the last five years?

A. The record appears to indicate about $233,000. The forthcoming examination will clarify this.

Q. A. In all the years?

A. We have one item of 82 cents that goes back 20 years.

Q. I notice from examination early in 1968 that you recommended that the System consider publishing in civil service publications the names and last-known addresses of persons with unclaimed funds of more than nominal amounts. Do you know if any consideration was given to this?

A. It appears they have taken no steps to publish these names as recommended.

Q. You can understand that after a person is retired, and certainly after there has been a death in the family, the address of a beneficiary would be changed. Isn't it true that checks are not sent for nine months or a year, would it not be probable that a person who has no knowledge of benefits due him, or is not sufficiently aggressive, would lose whatever funds have been contributed by the employee and the city during his period of employment?

A. In the case of retired persons, payments are made within 30 days of effective date of retirement. In the case of a death, benefit, proof of claim papers are sent to named beneficiaries upon notice of death. When proof of claim and other necessary documents are received, payment is promptly made to the rightful owner. The rightful owner has the right to assign his benefits.

Q. Inasmuch as any unclaimed funds go back to the System itself, isn't it a fact that the motivation for the System is to make the payment as promptly as possible, with no steps to publish these names?

A. Yes. The reluctance to publish names is understandable, but there are no steps to publish names. There is no indication of any change in this policy.

A. The record appears to indicate funds held by the System not paid out for a substantial period of time; sums amounting to $13,000, $30,000, and so forth. Can you tell me what these represent?

A. Some of these claims are being contested or there is a dispute as to the proper beneficiary. In any event the schedule in the statement showing such claims also indicates that many Unsettled claims are being paid during the year.

Q. Is interest paid on these amounts?

A. No, the statutes do not call for it.

Q. So if there is a beneficiary who might be owed a $20,000 benefit that the beneficiary may lose out on, is it reasonable that it be paid if the benefit has not been paid during that period?

A. If payment is delayed for those periods you indicate, then it is a fact.

Q. How much is actually paid out annually by the System?

A. The annual statement for the period ending June 30, 1974 shows total payments for benefits totaling about $11.5 million.

NYC Retirees Meet

MANHATTAN—The New York Metro Retirees chapter 910, Civil Service Employees A. M., will hold a regular meeting Tuesday, July 20, according to chapter president Michael Ackerman. The meeting, set to begin at 1 p.m., will be held in Room 6090, The World Trade Center, Manhattan.

NAME KLAUS

ALBANY—Ida Klaus, a longtime labor relations specialist and New York City lawyer, has been named as a member of the New York State Public Employment Relations Board. She is a former solicitor for the National Labor Relations Board and counsel to the New York City Department of Labor.
Smile Maintenance Kit

How do you keep a healthy smile? Good daily dental hygiene, a healthy diet, regular check-ups, and a good dental plan so you don’t have to worry about dental bills that you can’t handle.

It’s common sense, really. But all too many people put off regular check-ups because of the expense. That’s where we come in.

As we say, ‘We’ve got great plans for you.’ Our Dental Care Plan is only one of the.

After all, the Blue invent pre-paid health care and doesn’t it seem logical that we can deliver the best dental care promptly and efficiently.

If your employee group wants to discuss a dental plan, give us a call.

Blue Cross and Blue Shield
Plans of New York State
DELEGATES to the recent convention of the American Federation of State, County and Municipal Employees, AFL-CIO, approved a motion to increase the cap per capita dues rates of CSEA-AFSCME affiliate members by 20c. The increase, which will become effective Jan. 1, 1977, will go into a political action fund.

The dues boost, according to the July 9 issue of the Public Employee Report, published by AFSCME's District Council 37, will be used to fight "reactionary politicians and political action fund.

DELEGATES from New York have decided that the West Overshoe conflict was the more apparent when comparing CSEA-AFSCME political funding with their liberal counterparts alike who are distorting the truth.

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The Civil Service Employees Association. $9.00 to non-members.

Political Warchests

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The Koeho Plan has been around since 1953 but it has changed. The IRA plan which came in this year has several differences. It is important to know the difference between it and the IRA plan which came in last year. Under the Koeho Plan you can take the percentage of your earned income up to $5,000 and get that from the IRS. Under the IRA plan you can take the percentage of your earned income up to $3,500 and get that from the IRS. I don't know which plan is better. It is up to the IRS to decide which plan is better.
The Pied Piper Of Saugerties:
A Way With Kids And Drivers

By MARVIN RAXLEY

SAUGERTIES—Toll collector Raymond Wright wasn’t surprised when approached by the Leader for an interview.

"It’s happened to me before," was his response when Leader photographer Ted Kaplan and I approached him at 2 o’clock in the morning.

"The Daily News was going to do an item on me, because I gave out candy to kids," he explained. He isn’t sure that it ever appeared, though, because it was about a situation in which he had gained their attention, and their parents had paid their toll. He was beaming.

It was the Daily News guy’s kids who remembered him from the previous year when he had given them candy. The next time through, the kids had their hands outstretched to exchange apples for the candy, he remembered.

He has been with the Thruway for four years, with the last 2½ years in Saugerties.

"The guy who broke me in was the grumpiest guy you’ve ever seen, and when he broke me in, I thought I never want to be that way.

"One guy came through here for years, and said: ‘What the hell have you got to be so happy about?’ Ray’s answer: ‘I’m working.’"

He has also worked for the Civil Service Employees Association. He served as treasurer of New York Division chapter 045 for a term, after a whirlwind campaign of seeking votes at the various toll booths.

About CSEA, he says, ‘They’re trying. It’s been a hard year, but they’re trying.’

"Trying" can also be used to describe the way in which he handles his job:

"At Surnern, I always had more tickets at the end of a day, because I always had change ready." As a result, drivers would get in his lane because it moved faster.

"One time at Surnern, though, an elephant came through and stuck its trunk in the window and scattered the change all over.

"Ray’s attitude is to make the job as simple as possible, ‘because if you are going to work for 20 years, you want to make it as pleasant as possible.’"

It is a much simpler life in Saugerties, since only about 50 southbound and 150 northbound cars come through during the morning hours.

"This isn’t to say that it is entirely uneventful. Recently, he called for a police escort for a pregnant woman. The next day the husband came by to tell him it was a boy, and the next week the couple brought the baby to show him.

On normal nights, though, he has so content himself with three stray cats for company. ‘They come here to be fed—and I can’t stand cats. Sometimes they’ll bring mice, and it’s just like watching television to watch them play.’"

And, of course, there are the drivers. Some are slower to respond to the friendly greeting, but eventually they want the name of the friendly greeting that Ray explained.

"In the beginning, some drivers were slower to respond to the friendly greeting, but eventually they warmed to the unexpected attention. They were asking if they should be called back.

"He said, ‘I don’t want any more to do with you,’ and ordered he fired. Mr. Capprarelli said:

County Attorney William Burke of Saugerties fired the last ones hired in her department, so she was one of the first fired.

"Then she was rehired, but the person that hired her did not have the authority to do so. That was the reason she was let go.

Mr. Burke also maintained that the county has been dealing in good faith and that Ms. Miller now has her job back. CSEA officials said what they are asking is back pay due Ms. Miller from March 29 to June 9.

Urges Support For Ulster CSEA

(Continued from Page 1)

Several members of the Ulster Legislature said the SEIU has been carrying on its campaign with unfair and untrue statements against the CSEA.

Mr. Murray cited a small newspaper put out by SEIU in Ulster County that contains a false and inaccurate picture of CSEA activities. She called the CSEA as a strong and continuing public relations effort to refute SEIU charges and to win人心 in the challenge election.

CSEA Notches A Tompkins Win

ITHACA—The Civil Service Employees Association strengthened its membership and bargaining power in Tompkins County as it won a victory in a challenge election for the right to represent 146 employees of the Department of Public Works.

The new DPW unit, which joins a number of other units in the Tompkins County CSEA chapter, was formerly affiliated with an AFL-CIO local.

Following the announcement of the election results, Erecto Ventura, a CSEA organizer and coordinator for the challenge election, said: "Naturally we are pleased with the results. We felt confident, after the employees had the opportunity to compare the benefits and advantages of the CSEA, that they would vote in that way. Of course, you never know until all the votes are counted.

"The outcome of the election should not only benefit the employees within the new unit, but will add a great measure of strength to the other CSEA units within the Tompkins County chapter and surrounding counties." Mr. Ventura added.

They are hoping that the state Public Employment Relations Board will prevent the county from taking similar action against the CSEA.

"Just because someone is a member of the CSEA does not mean that he or she has less right to the protection of CSEA," Mr. Capprarelli said, adding the union has a letter from the director of the Civil Service Law to inform the union that it is a much simpler life in Saugerties, since only about 50 southbound and 150 northbound cars come through during the morning hours.

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Directors is the highest policy-making body of the CSEA. It meets monthly on the third Thursday—usually at CSEA Headquarters in Albany, but occasionally elsewhere, such as the June meeting at Kiamesha Lake in Ulster County.

While the president of the union exercises executive authority and is the chief spokesman for the Association, it is the Board that sanctions policy, especially on fiscal matters, where the Board is the ultimate policy-making body of the Association, Delegate and is the chief spokesman for the union exercises executive authority and is the president of the union.

2,300-vote Delegate Convention is the ultimate policy-making body, and may, if circumstances warrant, reverse Delegate decisions.

Facing the directors are statewide officers, attorneys and the stenotypist who records the proceedings. Jeanne Charters, secretary to CSEA president Theodore C. Wenil, shows here as she calls the roll. She is filling in for ailing statewide secretary Dorothy MacTavish. Officers at highest level, are, from left, vice-presidents Robert Lattimer (Western Region VI); Irving Flaumenbaum (Long Island Region I); Solomon Bendet, (New York City Region III); executive vice-president William McGowan; Jr. Wenil, obscured by shadow; vice-presidents Joseph McDermott (Albany Region IV); Richard Cleary (Central Region V), and James Lennon (Southern Region III). In front of them are attorneys James Roemer, Richard Burstein and Marjorie Karowe and stenotypist Helen Van de Wal.

Five new seats were added to the County Executive Committee this year when provision was made for representatives from each region where there are Education Employees chapters. Checking over documents are these new representatives, from left: Carlo Guardi (Region V); Charles Luch (Region IV); CSEA assistant executive director Joseph Delan, who serves as advisor for County Executive Committee, County Division chairman Salvatore Magavero (Region VI); Frank Passion (Region I), and John Francis (Region V). Mr. Luch and Mr. Magavero were already members of the Board, having previously been elected from counties where one director represented both the county and the education employees chapters.

Who Are The Board Members?

There are four component groups in the Civil Service Employees Asn.'s Board of Directors: the 10 statewide officers, the 41 departmental representatives to the State Executive Committee, 61 county and school district representatives to the County Executive Committee and the 10 appointed chairman of standing committees.

There are 122 potential votes on the Board, but usually fewer members, which is usually the case, unless it is possible to elect both as a statewide officer and as a representative from a department or county. At present, there are three statewide officers who exercise two votes. In the preceding Board there were five.

Votes may be cast by the statewide officers, departmental representatives and county/school district representatives. All these are elected positions until recently it was permissible for county representatives to be either elected by chapter membership or selected by the chapter president and executive council.

Under new rules, adopted as part of the union's massive restructuring effort, county representatives are also to be elected, although some chapters have been slow to comply. This is due, in part, to difficulties in concerning chapter elections.

The five new school district non-teaching education employees representatives are, at this time, elected since they have been added to the Board in mid-year. They will face election next year, when members of all elected.

(Continued on Page 14)
### State And County Eligible Lists

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<th>County</th>
<th>Eligible List</th>
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| SR MOTOR VEHICLE LIC. CLERK | Test Held Feb. 18, 1976 | Eligible List: 1

**Continued from Last Week**

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### KLEIN APPOINTED

**ALBANY—Burton A. Klein, of Lawyersville, has been appointed by Gov. Hugh L. Carey as a member of the council at the State University Agricultural and Technical College at Cobleskill.**

### FOREMAN SLOT

**ALBANY — A flood control light maintenance foreman eligible list, resulting from open-competitive exam 24-375, was established June 14 by the State Department of Civil Service.**
Unemployment Report Time Guidelines Given by CSEA

ALBANY—Reporting time guidelines for non-teaching school district employees eligible for unemployment benefits have once again been issued by the Civil Service Employees Assn., which represents about 40 percent of the state's school districts.

Joseph J. Dolan, CSEA assistant executive director-county, said local Division of Employment offices have requested that school district workers applying for unemployment insurance for the first time adhere to a schedule that lists the last four digits of their social security number.

New applicants with the four digits of their social security number between 0001 and 1999, should report initially on Mondays; between 2000 and 2999 on Thursdays, 3000-3999 on Tuesdays, 4000-4999 on Saturdays, and 5000-5999 on Fridays, Mr. Dolan said. Additionally, specific additional hours of those days should also be observed, tied into the last digit of the social security number, he noted.

"Persons whose last digit is 0 should report at 8:30 a.m. on the day called for by the four-digit number. Thereafter, half hour intervals dictate the time for all subsequent applications on the proper day."

Under that formula, the following last digit sets the time for reporting: 0 is 8:30 a.m.; 1 is 9 a.m.; 2 is 9:30 a.m.; 3 is 10 a.m.; 4 is 10:30 a.m.; 5 is 11 a.m.; 6 is 11:30 a.m.; 7 is 12 p.m.; 8 is 1 p.m.; 9 is 1:30 p.m. and 10 is 2 p.m.

Those employees whose last four digits of their social security number are 6000-6999, should report on Thursdays; 7000-7999 on Mondays; 8000-9999 on Fridays, Mr. Dolan said.

"Persons whose last digit is 1 should report at 8:30 a.m. on the day called for by the four-digit number. Thereafter, half hour intervals dictate the time for all subsequent applications on the proper day."

Under that formula, the following last digit sets the time for reporting: 0 is 8:30 a.m.; 1 is 9 a.m.; 2 is 9:30 a.m.; 3 is 10 a.m.; 4 is 10:30 a.m.; 5 is 11 a.m.; 6 is 11:30 a.m.; 7 is 12 p.m.; 8 is 1 p.m.; 9 is 1:30 p.m. and 10 is 2 p.m.

Those employees whose last four digits of their social security number are 7000-7999, should report on Mondays; 9000-9999 on Fridays.

In case of emergency, the Department of Civil Service will enforce child support obligations.

Until a change in the law becomes effective, effective Aug. 1, 1977, DLBA has released the address of an absent parent or that of his last known address to courts and state welfare agencies on request for the purpose of enforcing support obligations. Under the new law, the name and most recent address of an absent parent, his social security number, and the address of his last known employer will be disclosed only to the court or agency which may transmit such information to states and other authorized persons under Title IV-D of the Social Security Act.

At present, 53 State employees who demonstrated an unusual interest and aptitude in administration, have been selected to participate in the 1976-77 Public Administration Training Program.

The training program will be conducted by the Training Section of the State Department of Civil service and will run through June 30, 1977.

Designed for permanent employees, the program provides opportunities to increase administrative skills through formal and on-the-job training.

Throughout the year, five one-week training sessions will be held in areas as financial planning, personnel and inter-governmental administration with workshops and related administrative problems.

Local mental training consists of instruction and work assignments related to the Institute topics, attendance at meetings, conferences and field trips, rotation assignments and remedial assignments. Each year State employees trainees are:

1976 State employee trainees are:

Janice M. Barbuto, Rensselaer, Office of General Services; Gail Bates, Watervliet, Department of State; Alan H. Bean, Saratoga, Department of Education; Lee Bennett, Thruway Authority; Robert J. Benes, Farm Rockaway, Division of Housing and Community Renewal; Douglas R. Berenholz, Rensselaer, Department of Audits and Control; Richard M. Byron, Albany, Department of Agriculture and Markets; John Cape, Rensselaer, Department of State; Clayton Chason, Borden, Department of Mental Hygiene; Robert Coed, Buffalo, Workmen's Compensation Board, and Gary Collins, Albany, Department of Transportation.

ALBANY—Gov. Hugh L. Carey has announced that 51 State employees "who demonstrated an unusual interest and aptitude in administration," have been selected to participate in the 1976-77 Public Administration Training Program.

Also, Gregory A. Cooke, Delphi Falls, Department of Agriculture Mark Martin, Saratoga Springs; Paul Draynes, Jr., Albany, Department of Mental Hygiene; Jacqueline Curdina, Clifton Park, Thruway Administration; Stephen L. Dodd, Albany, Department of Commerce; Bernd Stiebel, Ballston Spa, Department of Health; Thomas Evans, Utica, Department of Transportation; Michael Evertz, Kinderhook, Teachers' Retirement System; Dolores Fraser, Rochester, Division for Youth; David Gower, Troy, Department of Labor; Thomas Guiley, Watervliet, Department of Taxation and Finance; John J. Hennessey, Troy, Department of Environmental Conservation.

And, Richard L. Fink, Rensselaer, Division of Human Rights; Judith Jese, Troy, Education Department; Donald J. Kutz, Averill Park, Division of the Budget; Evaleen Krone, Scotia, State University of New York; Donald Lackey, Glennan, State University of New York; David R. Lumber, Cheekowaga, Department of Health; Joanne Langley, Amsterdam, Department of Motor Vehicles; Lee Levy, Highland, Department of Correcrional Services; Joseph E. Marshall, Schenectady, Department of Labor; John A. Moore, Rotterdam, Department of Labor; Alan Moxey, Albany, Insurance Department; Patricia Mullins, Albany, Higher Education Services Corp.; Doris Nicholas, Albany, State University Construction Fund; Edward Noonan, Saratoga, Education Services Corp.; Paul Orlovich, Troy, Commission on Cable Television; Vera Pettinelli, Northport, Division of Human Rights; Mary Ann Putsen, Department of Motor Vehicles; James Plecas, Carmel, Department of Correctional Services; Raymond Rockwell, Scotia, Department of Civil Service; David D. Rendl, Albany, Department of Civil Service; and Arthur J. Savoy, Latham, Division of Correctional Services.

And, Patricia A. Schwarz, Albany Department of Audits and Control; Robert J. Simpson, Albany, Division of Military and Naval Affairs; Edwin A. Smith, Utica, Department of Taxation and Finance; Robin Smith, Rensselaer, Department of Social Services; Mary Lou Smith, Rome, Department of Mental Hygiene; Marjorie Tierney, Albany, Department of Social Services; Lorraine Tours, Bronx, Department of Labor; Robert J. Tower, Schenectady, Division for Youth, and Diane Urban, Whistleton, Department of Taxation and Finance.

COURT JOBS OPENING

ALBANY—Jobs with the New York State Court system in Albany and Rensselaer Counties are open.

The Judicial Conference has announced filling until Aug. 4 for court assistant 1 paying $20,336 a year. The competitive test is open to candidates with high school diplomas and two years' full-time clerical experience. The title requires a Sept. 18 written exam.
STATE ELIGIBLE LISTS

|(Continued from Page 14)|
| 58 | Norma Jane J. Towe | 86.6 |
| 59 | Kelly Mary E. Albino | 86.6 |
| 60 | Karen Ruth W. Miller | 86.6 |
| 61 | Truett Holly A. Delanton | 86.6 |
| 62 | Woodland M. Marbles | 86.6 |
| 63 | Strenske K. A. Amsterdam | 86.6 |
| 64 | McDonald J. S. Amsterdam | 86.6 |
| 65 | Pate J. S. Amsterdam | 86.6 |
| 66 | Lander Marilyn Ackers | 86.6 |
| 67 | Dunn Margaret B. Amsterdam | 86.6 |
| 68 | Dulcy Richard A. Albino | 86.6 |
| 69 | Balch John M. Brooklyn | 86.6 |
| 70 | Great Dave L. Brons | 86.6 |
| 71 | Millie Sharon A. Albino | 86.6 |
| 72 | Colleen Mary E. Albino | 86.6 |
| 73 | Charles A. Champion | 86.6 |
| 74 | Solages N. C. Schenectady | 86.6 |
| 75 | Winnie Theodore Albino | 86.6 |
| 76 | Bellrose John P. Ballston Spa | 86.6 |
| 77 | Duffin Anthony Bentley Jr. | 86.6 |
| 78 | Ashby Andy P. Saratoga Springs | 86.6 |
| 79 | Sill went in again | 86.6 |
| 80 | Serwatki Billy F. Malta | 86.6 |
| 81 | Joyce William A. Malta | 86.6 |
| 82 | St. John's Shays | 86.6 |
| 83 | Louis Marie L. Albany | 86.6 |
| 84 | Michael D. Anthony | 86.6 |
| 85 | Constance Jean E. Chazy | 86.6 |
| 86 | Hylander John H. Cohoes | 86.6 |
| 87 | Arnold Carol B. Lebanon | 86.6 |
| 88 | Morton Lawrence Albatross | 86.6 |
| 89 | Harvey Quadrant | 86.6 |
| 90 | Bergman Maxine Watervliet | 86.6 |

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Real Estate - NY State
The New York State Division of Human Rights has announced that a Plainview man has received a back pay award of almost $8,000 and a job as a trackman with the Long Island Railroad as a result of an action taken by the Consumer Protection Unit of the Division.

Man With Heart Murmur, In A Human Rights Case, Wins Job Plus Back Pay

ALBANY — The New York State Division of Human Rights has announced that a Plainview man has received a back-pay award of almost $8,000 and a job as a trackman with the Long Island Railroad as a result of an action taken by the Consumer Protection Unit of the Division.

Kevin Nugent, the 11-year-old Long Island resident, was refused a job as a trackman with the LIRR as a result of a heart murmur diagnosis. Nugent filed a complaint with the Division, alleging that the LIRR had engaged in an illegal practice of discriminating against him because of his heart murmur.

The Division ordered the LIRR to rescind its refusal to hire Mr. Nugent and to offer him a job as a trackman.

GRANTS TO NYS

Federal grants totaling more than $1,000,000 to the State of New York from the Department of Natural Resources were announced by Virginia M. Artenauer, director of the New York Region of the U.S. Civil Service Commission. The grants will fund the development of a personnel management information system for the Department of Natural Resources; a personnel record system for the Town of Ramapo; a model employee evaluation performance system for the Department of Social Services; a personnel record system for the Town of Westchester; a personnel record system for the Town of Buffalo; and a personnel record system for the Town of Amsterdam.

The grants, awarded under the Intergovernmental Personnel Act of 1970, are intended to upgrade the quality of public services by improving personnel systems and practices.

WAGE RULING "ACADEMIC"

A recent ruling of the U.S. Supreme Court, striking down federal minimum wage and overtime laws for state and local government workers, is not expected to have an appreciable impact on such workers in New York State. Officials of the State Public Employment Relations Board, said while the Supreme Court decision may have an effect in other states, "It's almost an academic question in New York." Most public employees, he pointed out, are already organized under the Taylor Law and work under contracts for wages "which far exceed the federal minimum wage." Wages added, however, that the decision could have a "ripple effect" such as the Taylor Law which allows public employees in the state, now pending in Congress and which would extend bargaining rights to all public employees in the country.

DMH SHIFTS NEED OK

One of the six bills affecting the Department of Mental Hygiene received its first reading in the Assembly. The bill would require legislative approval of any planned facility consolidations or the realignment and realignment of patient care functions. This would apply only to those projects which the rumored consolidation of the Urban and Mary Psychiatric Centers. This plan has drawn appreciable fire from Civil Service Employees Aem, officials, some legislators, and others. It was expected that new changes would probably be made to affect a proposed closing of some major DMH facilities, substituting instead smaller "cabinet" accommodations for patients. The latter plan is similar to one attempted with limited success in California in 1969-70.

APJ REJECTED

In recent testimony by faculty members of the University of Vermont, the State Treasurer, in defense of Teachers was decertified as the faculty members' bargaining agent by a margin of better than 1-1. The election was ordered by the National Labor Relations Board, which, as a result of action taken by the Board, is being pressed as a "political subdivision" of the State of Vermont. The NLRB noted that "The University, although receiving about 25 percent of the total revenue of the state, is completely independent of the state as to administration, personnel policies, accounting procedures and in other essential areas free from state control." The U of V is not a government or public or state institution to be subject to NLRB supervision.

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Paralegals Gain New Status

By MARTIN FOX

Looked upon only a few years ago as neither fish nor fowl, paralegal assistants have reached a significant plateau with the announcement that they would be granted formal civil service status within the Corporation Counsel's Office.

Chairman Kenneth W. Berardich reported civil service titles for 15 paralegals will be appointed on the basis of investigations, examinations and interviews. The announcement was made by Corporation Counsel William D'Ambrose, who served as regional administrator of the Niagara Frontier State Park Authority, and by Mr. Plastruk, head of the Department of Industrial and Labor Relations at Warner Communications, who announced his resignation to become associate director of the New York State Department of Labor.

The three-year-old awards program consists of $5,000 tax-free gifts for six outstanding New York City career civil servants. Translators, Housing Authority, Health and Hospitals Coop. and court employees are eligible.

The three-year-old awards program consists of $5,000 tax-free gifts for six outstanding New York City career civil servants. Translators, Housing Authority, Health and Hospitals Coop. and court employees are eligible.

Some_selected panels will choose from a list of nominees presented by the Director of Civil Service. The selection chairman, will make the presentations.

The U.S. District Court Judge in New York, appointed the selection chairman, will make the presentations.

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Veto Hurts Cities

New York and New Jersey lawmakers are waging a campaign for override a recent Presidential veto of federal aid to cities. Despite White House appeals for restraint, some lawmakers are confident an override is possible.

This latest veto is reminiscent of the $1.2 billion bill President Ford vetoed last February.
Tuition-Free Benefit Negotiated By CSEA

Taking Training Course
Application Deadline Near

ALBANY—New York State employees who plan to apply for tuition-free training courses supported by funds negotiated by the Civil Service Employees' Association, must do so by Aug. 6.

Interested employees should get an application card from their supervisor (PS 220.5) and forward it to their training office or personnel office no later than Sept. 1.

Edward C. Diamond, CSEA director of education, said that new and revalidated courses have been planned for the fall program, with more than 500 courses available at a substantial discount. This represents an increase of approximately 100 courses over last year. Employees who complete more courses will now carry college credits and employees who successfully complete non-credit courses will receive continuing education units.

Interested teachers will receive a full list of the courses, times and locations, which are available in a pamphlet provided to personnel officers and training officers throughout the state. He urged all employees in the state division of personnel and education chairmen to make sure that all employees know about the free courses.

Fall courses will start as early as Sept. 1 and applicants are urged to check the schedule to determine the week of enrollment ranging in dates of the courses in which they are interested. Courses are noncredit and new locations where five regions are involved, since there are no school chapters in New York.

The election procedures vary for different positions on the Board. Four of the state-wide officers, president, executive vice-president, secretary and treasurer, are elected by the total statewide membership. The six statewide vice-presidents are elected separately by the membership within their respective regions. Regionswide elections also determine the Mental, Psychiatric, Public Administration, Accounting, Mathematics, Foreign Languages, English, Psychology, Sociology, Data Processing, Communication Skills, Oral Writing, Technical Skills, Engineering, Welding, Electrical, Counseling Techniques, Reading, and Writing Improvement.

Acceptance will be based on applicability of the course to the employee in any future position.

Dr. Diamond indicated that every effort will be made to accommodate as many employees as possible in this statewide interagency program. While it is permissible to apply for more than one course, class-size limitations may prevent an employee from being accepted in the courses chosen. Further questions should be directed to the personnel or training office at each work location, or to the education department at CSEA Headquarters, 15 North Main St., Troy, N.Y. 12180.

The amount negotiated by the CSEA for the employees benefits from SUNY for the 10-month period is more than $21 million for employees in all four Bargaining Units represented by the CSEA: Administrative, Institutions, Operational, and Professional.

NEW MASTER — Charles H. Scott, Civil Service Employee Assoc. fieldman in the University of New York at Plattsburg satellite office, has earned a Master of Science degree in counseling from the State University of New York at Plattsburgh. Mr. Scott serves 21 chapters and units in the Clinton and Essex County areas.

Who Are the Board Members?

(Continued from Page 1)

Nassau and Westchester fall into this category and have two representatives each.

The ten remaining Board members are ex-officio members by right of their chairmanship of the union's standing committees. These are appointive positions by the president and, therefore, not entitled to voting privileges, although the chairmen give reports and are allowed to speak on matters affecting their committees.

Board Committees

Affair of the Board are conducted through five Board committees, not to be confused with the standing committees. Elect.

The four Board committees are Budget and Finance; Charter; Group Life Insurance Study; Permanent, and Directors.

Members of the three voting groups within the Board: officers, State Executive Committee and County Executive Committee all meet prior to the Board meetings, but no individual group has the authority to bind the Association. The Board meetings are controlled by the personnel or the presidents of the chapters on the Board.

Top administrative official of the office is regional supervisor George Bingham, who heads a staff of eight field representatives, a research assistant and secretarial, and numerous permanent employees. In addition, a regional public relations specialist is headquartered at the office.

NYC Region

(Continued from Page 16)

Other officers of the region are first vice-president Vincent Rubano, of State Insurance Fund; second vice-president William DeMartino, of Metropolitan Division of Employment; third vice-president William Cunningham, of Kingsboro Psychiatric Center; secretary Gloria Glock, of Department of Employment, and treasurer John Eversley, of New York Public Service Commission.
State Social Service Report Available

ALBANY — State Social Service Commissioner Philip L. Toia announced that the State Social Service Report for the fiscal year ended June 30, 1977, is now available.

The report is required by Title XX of the Federal Social Security Act which provides for the Federal matching of certain social services. The report contains detailed information on public assistance, adoption services, foster care, emergency services, information and referral services, for abused and neglected children, and family planning services.

The report also contains statistical data on the various social services provided by the State Social Service Agency, including the number of cases handled, the types of services provided, and the amount of Federal and State funding received.

The report is available from the State Department of Social Services, State Office Building, 301 Erie Blvd. West, Albany, N.Y. 12247.
MANHATTAN—Oldest of the six regional offices is that of New York City Region II. Consequently, when the Leader covered the openings of the offices and satellites of the other five regions two years ago, NYC was skipped, since it had one all along.

Nerve center for Region II is at 11 Park Place in downtown Manhattan. The region occupies a suite of rooms on the twelfth floor, having moved there from previous residency in smaller quarters in the same building.

Although New York City is the most compact geographically of the six regions, it is a city of islands, and consequently transportation within the area is problematic and time-consuming. Central location, therefore, is a prime concern.

The office is near major means of transportation to each of the counties (known as boroughs) which comprise the city. It is within sight of the Brooklyn Bridge, which connects Manhattan (New York County) with the Long Island boroughs of Brooklyn (Kings County) and Queens. It is within walking distance of the Staten Island Ferry to Richmond County, and minutes from the West Side Highway, which extends to the mainland Bronx County. Four major subways are within a few blocks.

Perhaps the previous name of Metropolitan Conference was more properly descriptive, since the region also services various state office outposts in the surrounding counties of Nassau, Suffolk, Westchester, Rockland and Orange.

The region's top elected officer, Solomon Bendet, of New York City chapter 010, rivals statewide president Theodore C. Wenzl in total length of service among the union's top leadership. Mr. Bendet is now completing his second two-year term as president of the region. In this capacity, he is also a vice-president of the statewide Association. Previously he had served as president of the Metropolitan Conference and as a statewide vice-president when the titles were not tied together. His service on the CSEA Board of Directors ex-

(Continued on Page 11)