Geneva Wildcat Tames School Board

GENEVA—A one-day wildcat strike by non-teaching employees of the Geneva School District in Ontario County ended after employee demands were met.

The strike action came after eight months of futile bargaining that began last March. Since the beginning, salaries were the main issue of conflict. Talks had been at impasse for several months.

The employees, members of the Civil Service Employees Assn., had approved a state fact-finder's recommendation for a 6.5 percent pay hike. The School Board's most recent offer had been for a 4 percent increase.

The CSEA members, comprised of teacher aides, secretaries, maintenance and custodial workers, bus drivers and cafeteria employees, gave a unanimous vote to strike.

As the wildcat began, CSEA Western Region VI president Robert Lattimer and region secretary Judy Burgess rushed to the strike scene from the Concord Hotel in Sullivan County, where they had been attending the statewide CSEA convention.

Ms. Burgess is a Geneva School District employee and represents Ontario County employees on the CSEA Board of Directors.

They were instructed to notify the wildcat that the strike was a violation of the Taylor Law. Mr. Lattimer commented, however, that, "They made up their minds to do something and they did it. I've got a lot of faith in them."

Much of the credit for the strike success, which included an agreement of amnesty for participants, was credited to the unity of the employees. The CSEA Geneva School District unit has 100 percent CSEA membership among the employees. In addition, an estimated 95 percent of the employees took part in the wildcat.

Also on the scene was CSEA Western Region supervisor Lee Frank, who praised the employees for the success of their unified effort.

Classes in the school district remained in session despite the strike action, although many parents kept their children at home.

The strike began Wednesday morning, Oct. 13, and was settled at 3:30 Thursday morning after a marathon negotiating session.

Delegates Catch Up On Routine Business At 66th Convention

KIAMESHA LAKE—After several conventions at which delegates had to deal with extraordinary crises—such as contract deadlines, strike votes and challenges from outside unions, more mundane matters prevailed at the 66th annual Civil Service Employees Assn. meeting last week at the Concord Hotel here.

Yet, the key issue that emerged here may be of more importance in the long run than those emotional crises of recent meetings.

That issue is finances: in particular the $900,000 operating deficit that CSEA faces during the coming year. A good proportion of delegates’ time at the convention was spent in debating areas in which spending could be curtailed without reducing services to members.

CSEA president Theodore C. Wenzl, at one point, left the podium to stand in line with other delegates awaiting turns at the microphone during the debate.

Dr. Wenzl requested approval by the delegates of a special committee to study ways of reducing expenditures and to reduce the deficit that CSEA faces during the coming year.

(Continued on Page 14)
Welfare Funds Are Distributed

ALBANY—State Comptroller Arthur Lavitt has announced distribution of $115,530,227.50 for October, 1974, to the 77 counties outside New York City.

These monies represent approximately 80 percent of the federal and state share of anticipated welfare expenditures for October and, in addition, a settlement of state share claims for the months of April, May and June. The federal share amounts to $60,318,707.76 and the state share $55,211,519.74. The remaining 10 percent of October expenditures is payable after verification of the actual October expenses.

The Comptroller also announced the distribution of $92,175,900 to New York City as the federal share of anticipated welfare expenditures for the first half of October. In addition, he said he is applying $102,677,041.89 of the state's share for the first half of October plus a settlement for April, May and June—to repay prior advances made to New York City by the State.

Name Mediators, Fact-Finders

ALBANY—Two mediators and three fact-finders have been named by the State Public Employment Relations Board to conduct disputes involving public employees and the Civil Service Employees Association.

The mediators are Eric Lawson, Jr., of the PERB Buffalo office, named to the dispute between SEU and Steuben County, and Amand L. Richards, of Elmira, named to the dispute between SEU and Town of Blairstown.

The fact-finders are Murray Blumins, of Pine Bush, named to the dispute between SEU and Town of Gilboa, and Fred J. Sattler, of Alexandria, named to the dispute between SEU and Town of Kline.

HIP Health Security means;

- NO MONEY out of pocket!
- NO MONEY claims to fill out!
- NO waiting for MONEY payments!
- NO major MONEY headaches!

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ACCEPTING REGISTRATION FOR BEGINNER CLASSES

Using ABC's, Stenotype Academy can prepare you for exciting careers in Stenography, Bookkeeping, and Court Reporting. Register NOW for classes.


TRANFER TO HIP

See your Payroll Clerk or Health Officer

State Employees: Nov. 1 to Dec. 31

Federal Employees: Nov. 15 to Dec. 1
Two-Day Syracuse Region Meeting Set. Oct. 29-30

MASSENA — The St. Lawrence County chapter, Civil Service Employees Assn., will host the fall meeting of CSEA's Central Region V (Syracuse).

The meeting, set for Friday and Saturday, Oct. 29-30,

Defend Rockland Demands

(Continued from Page 1)

each of the first two years, and a cost-of-living raise in the third year.

"The employees of Rockland County spend their money in the same places locally as these other employees," Mr. Scanlon said.

"Why should they not receive wages on a par with the others?"

Mr. Scanlon also noted that neighboring counties have higher wage scales than Rockland County. For example, a motor vehicle cashier in Rockland receives $7,015 to start, while the same job pays $9,328 to start in Putnam County and $9,474 in Westchester County.

The county legislators announced after the hearing that they would decide shortly on what one-year settlement to impose on the employees.

Pandits were, from left, Remus, Educational chapter 971 president Ed Evans, Clinton County, Saranac, chapter 842's Charles Luch, CSEA counsel Richard Burstein and Remus chapter 971's John Vallee.

Clinton, Essex Workshop Fixes On Political Action

WESTPORT—More than two dozen Civil Service Employees Assn. members from the Clinton and Essex County area of Albany Region IV participated in a two-day workshop here sponsored by the Clinton County chapter and the region.

Among those attending workshop were, from left, Clinton chapter 816 treasurer Phyllis David, SUNY at Plattsburgh chapter 635's Scott Trombley, SUNY at Plattsburgh's Doris Bourdan and Saranac School District's Jim Connolly.

Clint County chapter 816's Sue Healy has the attention of Albany Region supervisor John Corcoran, left, and of CSEA vice-president Joseph McDermott, who heads the region, as they discuss North Country politics.
NEVER BEFORE, AND PERHAPS NEVER AGAIN, WILL VOLKSWAGEN HOLD A SALE LIKE THIS.

For three weeks only, October 8-31, we’re staging the first sale in Volkswagen’s 27-year history. During this period, we’re slashing the sticker prices on 5000 brand new Volkswagens. And we mean slashing!

Rabbits. Sciroccos. Dashers. Beetles. And Buses. These are not leftovers or discontinued models—but brand new Volkswagens. Choose the model and color you like—and equip it the way you like.

If price has been stopping you from owning the car you really want, visit your participating Volkswagen dealer today. You may never be able to get a Volkswagen at a price like this again.

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October 8-31
The First Volkswagen Sale in 27 years.

At your New York State authorized Volkswagen dealer.
The O. R. . . . This could be a very expensive room to enter in terms of money as well as physical and mental health. Doctors say a second opinion on prospective elective surgery is vital.

By JANE B. BERNSTEIN

Many years ago, a doctor told this reporter's relative that she needed immediate surgery in the form of a partial mastectomy. She had at a lump in her breast the doctor believed was malignant, and he wanted to operate that very afternoon. Fortunately, since the matter was so serious and urgent, this woman sought the advice of a second doctor. He discovered the "cancer" was a small benign cyst, the kind many women are prone to, and would require only minor surgery to remove it.

This woman was lucky. One hears or knows of many cases where individuals undergo voluntary surgery, only to discover too late that the operation was unnecessary.

At best, one may suffer the loss of a great deal of money as a result. At worst, there are cases where individuals emerge with mental and/or physical problems, after finding out that a breast, uterus or prostate was removed for no reason.

It was in the interest of quality care and reducing hospitalization costs that several union welfare funds in the New York area provided an opportunity for individuals to get a second opinion on elective surgery. Elective or voluntary surgery excludes emergency operations, such as those resulting from trauma.

In the spring of 1972, Cornell University Medical College, Department of Public Health, established the Second Opinion Consultation Program for union members covered under Taft-Hartley.

A panel of 500 consultants was established representing the various surgical specialties including gynecology, orthopedics, urology, ophthalmology, and otolaryngology.

When a patient is told that he or she is in need of elective surgery, the individual may make an appointment to meet with one of the panelists.

According to Eugene McCarthy, professor of public health at Cornell Medical College and one of the program's initiators, nearly one third of patients screened from 1972 were not confirmed for surgery, and hysterectomy was not confirmed for the prostate, which required immediate surgery. If he had not gone for consultation, the cancer might have spread.

"We're surprised that we've gotten so little response from state employees." Dr. McCarthy said. "Especially since the service is free and is so vital to health care."

Dr. McCarthy stresses the second opinion program as an effective method of reducing insurance costs and increasing the quality of health care.

"We're surprised that we've gotten so little response from state employees." Dr. McCarthy said. "Especially since the service is free and is so vital to health care."

All state employees are entitled to the second opinion as well as the surgery is elective and not mandatory.

Evelyn Pardelmann is the second opinion intake officer for the Employee Health Insurance Program. If consultation is desired, she may be called at 486-4670, or visited at Two World Trade Center, 55th floor.

After the meeting with the panelists, the worker will be contacted to determine if he or she did not elect surgery if it was not confirmed.

Dr. McCarthy wrote of the program, "The impact of our current findings more than justifies the wide adoption of the mechanism of second opinion elective surgery for appreciable improvement in the quality of care and effective cost utilization. It can significantly affect the delivery system of care in this country."
Affirmative Action has been kept in the dark about the planned strike action.

When, a year ago, employees went on strike with the open support of the Civil Service Employees' Association, in Ontario County, the result was financially disastrous for CSEA. The court decided that the employees were acting in the public interest, and another $2,000 was added to the striking CSEA chapter.

Part of the indirectness against CSEA, Inc., had been the union's own constitution, which requires sanction from the CSEA Board of Directors prior to any strike action. During the CSEA Convention just ended last week, another strike action took place—by Geneva School District non-teaching employees in Ontario County.

This time, it was alleged, the CSEA parent organization had been kept in the dark about the planned strike action.

"They knew it would be harmful to the union," CSEA President Theodore C. Wenzl told the delegates, "so they took this action on their own.

"It is our legal duty to notify them that their action is in violation of the law, and our hearts are with them during this period," he added.

The Geneva School District wildcat strike was settled successfully for the employees after only one day on the picket lines.

The satisfactory outcome in the Geneva School District is due in part to the fact that the employees there are members of the union, and that nearly total participation in the strike was achieved.

Thus, management—in this case, the school board—knew that the employees meant business.

Don't Repeat This!

(Continued from Page 1)

Carter to New York last week, in a last-ditch effort to galvanize the voters for the election, less than three weeks off.

Richard Rosensimm, the Republican, in the Republican primary, while typically a person of optimistic outlook, is nonetheless a political pessimist. In view of his record as a political leader, even Democratic seriously his firm belief that President Ford has better than a fighting chance to carry New York.

Mr. Mayor:

With due respect to President Ford, second only to California's, New York is a major center in the nation. Failure to register throughout the state is heavily Democratic against the Republicans. Rosensimm's name is on our list of unsold ads, but it has been advertised in his absence being considered a resignation under Article 15.10 of the contract between the State and New York and his union.

BY LETTER DATED May 31, 1974, the correction officer was advised in furtherance of the May 9 letter that he was deemed to have resigned, effective May 14, as a result of continued unauthorized absence in excess of 10 days. An Article 76 proceeding was commenced in September 1974 and was dismissed by Special Term, with leave to renew upon a demonstration by the employee that he exhausted all administrative remedies. In May 1975, the employee demanded that the DACC comply with the grievance procedure set forth in the collective bargaining agreement. DACC advised petitioner that the grievance was untimely, since there was a 16-day period within which the grievance had to be presented. The petitioner then returned to Special Term and asked to be heard. The request was denied by the court on the grounds that the petitioner had failed to file a timely grievance contesting his termination.

The Appellate Division, Third Department, considered the matter on appeal and affirmed the lower court. It was pointed out that although Section 5.3(d) of the New York State Civil Service Rules was declared unconstitutional in the case of Johnson v. Director, Downstate Medical Center, the substantially identical provisions of the collective bargaining agreement are not unconstitutional, since the agreement provides a grievance procedure pursuant to which the employee could have obtained a hearing, at which he could have attempted to make a satisfactory explanation of his absence. However, he waived this remedy by his failure to file a timely grievance under the collective bargaining agreement, and therefore, he cannot seek relief under Article 76 of the CPL.

The Johnson Case referred to above involved the termination of employment based on the alleged continued absence of an employee without leave and without an explanation for a period of ten working days. In that case, the Appellate Division, Second Department, held that Section 5.3(d) of the Civil Service Commission Rules raised a serious due process issue insofar as it resulted in the termination of the employee's permanent civil service employment without his being allowed a hearing on the validity of the reason for the termination. The court held that the

(Continued on Page 7)
John Gully, Department of Taxation and Finance:

"I firmly believe that state employees, in every way possible, be politically active. We must back candidates who will work for some certain effects, and are sympathetic to our cause. If we do not take action, we will never obtain our goals in any way, increase working conditions, and fringe benefits. We must take the action ourselves, rather than wait for the state department to do it. There are those who will look to make changes in the Taylor Law. This is the most difficult force against us.

Victor Costa, Workmen's Compensation Board:

"First of all, I absolutely agree that state workers should make some concerted effort in the political action area. However, workers versus the private sector employee is quite different because there are certain federal and state regulations which limit the participation of certain public employees. However, there is no limit as to the manpower that is available to talk up a political candidate who has a sort of sympathy for the plight of the public worker. The workers should go out and support a candidate who's sympathetic. The entire crew of an election is to win.

Stella Williams, State Insurance Fund: "Yes, they have the same needs that other people have. And I think state employees are for the first time trying to find out who the state legislators are who support us. And we're trying to work to get them elected.

Vincent Bahams, State Insurance Fund: "I believe that state employees should take action. It is part of their way of life, in a sense, because they have to deal with these people at all levels. The type of action they should take is to support them actively by giving them help, by ringing doorbells, getting petitions signed, and if necessary, contributing funds. There must be more participation by the average union member. If they could understand what a political action committee is trying to do, we would have a stronger group.

Anthony Gianottl, union inspector, Hempstead: "Yes, they should take part in political action. I also believe what they're doing generally is the proper political action to take. They are having their meetings. They're raising funds to support the legislators who support the CSEA. And also, the same funds going to be used against the legislators who don't support our union. And this is something that has to be done. But legislation is set on behalf of the majority they represent."

Edward H. Friend told a Public Employees' Conference last month that withdrawal from the Federal Pension system is constant "an early windfall of cash but an uncertain future" for state and local governments. He said that opting out of Social Security is an expedient reaction to a budget squeeze and a response to frustration all over the country "at being rebuffed by the benighted taxpayer."

As a public service, the Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Police and Firemen's Fund.

Don't Repeat This

(Continued from Page 6) will sustain McCarthy's right to be on the ballot, on the general theory that the偶然ential Democrats will cast a ball-not for McCarthy.

It may be that some of the disturbing, extraneous issues will disappear from the scene before the final debate this week on the Senate floor. The intramural debates will get down to a discussion of the more serious issues that concern the public.

Lloyd S. Riford, (B.C. Cayuga, Cortland) has been unresponsive to the need of the rank and file CSEA members. Despite fiscal restraints, Mr. Riford voted for and signed the legislative bills, which certainly runs counter to the interests of the CSEA and all other employees. His vote against the "Shineame Law" is consistent with the unresponsive and negative policies played in Albany. Mr. Riford is not a voice in Albany; he is, rather, a silent partner in the corporate business of the Labor Unions.

The report and corroboration that Mr. Riford used his position, a position confirmed by the voters who placed him in, to attempt to interfere with the CSEA endorsement is most distressing. I think the message this November should be clear. You can only push the people so far before the people will begin to push back. Therefore, I urge all members, and all other people in Cayuga County to put an end to backroom, pressure politi,

The New York City Retirement System approved 603 applications for retirement this month. Of these 92 were under Option 1; 44 were under Option 2; 127 were under Option 3; 70 were under Option 4; 12 were under Option 4.9 were under Option 4.3. Of these, 86 involved revisions of the retirement plan and 29 involved a change in the plan.

An additional 101 retirements were taken without option. Of the 38 retirement plan: 246 refunds of under $5,000 were paid out.

Into our office. Supervisors out-

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Letters To The Editor

Other Shoes

Editor, The Leader:

I wish Mr. Jarmus of "What's Your Opinion" (Leader, Oct. 8) could work for the Motor Vehicle Bureau for just one week. He doesn't know what Motor Vehicle Bureau employees have to endure. We have to learn how to talk to people and kiss everyone who comes into our office. Supervisors outnumber the workers.

Walk a mile in someone else's shoes before jumping to conclusions.

Leila Clay
New York, N.Y.

Endorsements

Editor, The Leader:

As a member of the Civil Service Employees Association, I was deeply disturbed that CSEA Region V (Binghamton) failed to endorse the candidacy of Robert Haggerty for the 125th Assembly District seat.

Our current Assemblyman, Mr. Haggerty for the 125th Assembly District seat.

Our current Assemblyman, Mr.

Civil Service Law & You

(Continued from Page 6) rules in effect created an irrebuttable presumption which the employee, never given an opportunity to overcome.

The COURT held this to be a violation of the employees due process rights, thereby requiring an Amendment to the Federal Constitution. Johnson claimed that the only escape the employee employment could be terminated was means of a disciplinary proceeding before the Civil Service Commission. That section provides for procedures which is, if not an equal process, due process, that is, at least writ-

ten charge with an opportunity to answer them, the right to cross examine and cross examine witnesses, and a record of the proceedings, a hearing before the officer or body having the power, and the right to be represented by counsel.

UNDER THAT section, the burden of proof is on CSEA. The only defense the employees had was that the vote of the Board was not a fair representation of the will of the membership. The CSEA, however, had no knowledge that the vote was so skewed. The situation was so peculiar that the CSEA did not even challenge the legality of the Board's decision. The Board's decision was upheld by the Board of Appeals on appeal to the Board of Appeals.
The following is the Legislative and Political Action Committee Report submitted at the CSEA annual convention. The committee chairman is Martin J. Langer and members are Richard Grieco, Vincent Bittar, Ralph Natale, Earl Bivins, Howard Creepen, Martin Koenig, Ramona Galanor, Robert Goetz, Judy Murray, Bob Diecidue, James Currier and Jane O'Connor.

Philosophers, for years, have stated that "a journey of a thousand miles begins with but a single step." Little doubt exists in the minds of this committee that in the area of political action, we have in fact taken that first step. The important thing to think that CSEA could have become a viable political being during the last session is that the result is nevertheless an unrealistic and wishful goal. The best analogy would probably be to desire to reach the moon when, in fact, the airplane had not yet been invented. Inasmuch that type of a venture is dependent upon the establishment of a logical progression of events. Similarly successful political action is equally dependent upon such a progression.

While the pioneers in air travel studied the principles of successful flight before any real hope was entertained, our Committee studied the successful ingredients of viable political action. Simply put, the ingredients were reduced to one thought—the successful support of endorsed candidates. The key word is obviously support. In terms of observable situations, candidates, for the most part, have been most responsive to those groups who have demonstrated both economic and personal support during their bids for election. Success, therefore, comes when the groups can successfully demonstrate that this type of support can be produced. Prior to this current election period, local candidates have never really been quite sure as to whether or not CSEA could truly produce the kind of support that the situation requires. Consequently and unfortunately, their legislative decisions have been reflections of that type of uncertainty.

At this very moment, the local regions are preparing to make this current legislative mentality obsolete. Unfortunately, as we are learning, there is some difference between the theory and practice of political science. It is relatively easy to set up a format for action which draws both its strength and its direction from the grass roots; and it is perhaps another to create the solidarity, the cooperation, and the economic base necessary to transplant this concept from the abstract to the concrete.

Perhaps the scars of past defeats are about to start working in our favor. Despite the problems, it is becoming apparent that our many wounds are making us forget party affiliations; and people are, for the first time, starting to realize that our only vested interest is CSEA. Clearly, public employees have been substantially reduced in stature and value by almost all other sections of the voting public. Unless we start to elevate our image and ourselves, our problems will certainly worsen. This reality has suddenly and violently been driven home in all of our minds. Consequently, our freshman year of political action is coming upon us. Money is starting to come into our political war chests. CSEA workers are making themselves visible to the candidates, and our members have finally realized the importance of a solid voting block.

It would serve no useful purpose at this moment to go into great detail regarding our legislative effort during the past session. While we opened some windows during the legislative hearing regarding our LOIA bill and while no guarantees can be offered, our profiles of candidates would seem to indicate a high level of future support for this and other possible CSEA-sponsored legislation.

Our political future is inexorably tied into our ability to provide the kind of support mentioned earlier. If our support is total and real, the promise of political success is going to be equal, total and real. If we manage to produce that which I believe we are capable of producing, our Committee will know our "eagle has landed.”

This Committee's initial role during the 1976 legislative session was one of experimentation. We feel that we have firmly established concepts in the minds of many of the legislators concerning our legislative craft. We have determined our priorities in regard to legislation during the 1977 legislative session. In addition, the Committee has realized that a regular report will be sent to each chapter president outlining the details of CSEA's major legislation as well as the progress of other bills affecting the CSEA membership.

We have discussed our priorities and have instructed our lobbyists to prepare the necessary legislation and take the necessary actions for the bills introduced. Although our list of goals is numerous, we are specifically enumerating what we consider to be the most important pieces of legislation that will be supported by CSEA during the coming year:

2. Agency Shop—the payment by a non-member of an amount equivalent to the full union dues in order to avoid certification.
3. Mental Hygiene Bills—amendments to the series of bills affecting the future of mental hygiene institutions.
6. Elimination of 24-Hour Stint Penalties—amendments for the two-for-one penalty and probationary extension penalty.
7. Return Legislation—amending the United States Retirement and Military Legislation to change the supplemental pension benefits to survivors benefits.

As I have stated, these are the main bases of legislation that we are concentrating on; but they are not the only areas to be included in our legislative program. This Committee and your lobbyists will regularly be in contact with you and your members concerning our legislative program. With your help and support, we can make it effective.

The fact that, our overall legislative and political action program must begin now with each and every member supporting the CSEA endorsed candidates. Hopefully, this will give us a basis on which we can operate during the upcoming legislative session.

New York City chapter 610's Marie Robinson and Willie Race look ever material prior to convention meeting. Mr. Race is candidate for Assembly from Manhattan's West Side.

Pension Committee Report

The following is the Pension Committee Report submitted at the CSEA annual convention. Chairman is Dorothy Goetz, and members are Nicholas Fiscarelli, Edward McGreevy, Thomas Elbige, Alice Bennett, Sarah DaRe, Judy Murray, Bob Diecidue, James Currier and Jane O'Connor.

The Pension Committee has looked at its role in light of how it can best serve the members of CSEA. While pension improvements can only be legislated or negotiated, the function that this Committee can best provide is an opportunity to contact regarding a particular type of problem. 4. Copies of publications of the retirement system will be distributed regularly to the membership.

While the pioneers in air travel studied the principles of successful flight before any real hope was entertained, our Committee studied the successful ingredients of viable political action. Simply put, the ingredients were reduced to one thought—the successful support of endorsed candidates. The key word is obviously support. In terms of observable situations, candidates, for the most part, have been most responsive to those groups who have demonstrated both economic and personal support during their bids for election. Success, therefore, comes when the groups can successfully demonstrate that this type of support can be produced. Prior to this current election period, local candidates have never really been quite sure as to whether or not CSEA could truly produce the kind of support that the situation requires. Consequently and unfortunately, their legislative decisions have been reflections of that type of uncertainty.

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The Comptroller has established an advisory committee to study the concept of pensions. The representative from CSEA on this committee, James Currier, is a member of the Board of Trustees as part of this committee's report. The Pension Committee feels that it has an important function to the membership of this organization and intends to take an active role in the future. I am sure that we will be able to perform a valuable function.
**Education Committee Report**

Since our last report to the Delegates at the Spring Convention, your Statewide Education Committee has been actively involved in updating educational materials, sponsoring staff and member workshops, and preparing new resource materials for general use in the education of members in educational services being made available to CSEA members.

The Education Committee's Manual has been updated and will be available for distribution early this Fall. The Committee is working on preparing new materials for the upcoming conventions. The Spring Convention presentation, representatives from the Statewide Education Committee will be available for distribution early this Fall. The Committee is working on preparing new materials for the upcoming conventions.

**Social Services Report**

The following is the Social Services Report submitted at the CSEA annual convention. Committee chairman is Richard Tarmey and members are Geraldine McNew, Patricia Spier, Grace Valley, Alan Shanks, William McCann, Howard Quann, Sally Forsyth and Patricia Thomas.

Since our last convention report, the Social Services Committee has met on four occasions. As we reported earlier, one of our goals has been to hold committee meetings in each of the five CSEA regions. To date, Region VI REMAINS as the only unvisited area. Because of the unique problems faced by social service employees, we plan in the next year to continue our regional meetings in addition to, perhaps, conducting workshops on a regional basis.

This year, perhaps more so than in other years, has seen not only the aggravation of certain long-term problems, but the introduction of some more unique developments. Although many factors are actually involved, changing leadership at the State level in addition to the financial condition of the economy must not be overlooked as perhaps the prime factors involved.

As you are probably now aware, Mr. Philip Miller was recently permanently appointed as State Commissioner of Social Services. In an effort to more fully understand what is to be expected in terms of policy, programs, etc., it has been a general policy of this committee to try to familiarize ourselves with each State commissioner. As with any other department or agency, changes are to be expected when leadership changes from one commissioner to another. This past two-year period has seen three changes in leadership at the State level. In addition to the constantly changing policies on the Federal level, the State has experienced some major program changes. Although we currently expect no major changes in State policy, it is true, however, that we are experiencing something of a transition period. What is to be expected will, of course, be the subject of further study of this committee.

The general state of the economy has probably carried it with the most negative effects for CSEA members. While leadership changes have caused predictable jitters in program development, the lack of funds and, in some cases, the lack of willingness to appropriate funds has had a disastrous effect on all public employees. Unprecedented contract disputes, widespread layoffs, their failure of local legislatures to create necessary jobs have all contributed to the demoralization of public employees in general. During our March convention presentation, representatives from State Social Services indicated the type of difficulties encountered when local legislatures are confronted with increasing costs without total reimbursement for either the State or Federal government. The continues to be a major problem as illustrated by the refusal of the County of Erie to appropriate the necessary funds for local services which our members need and deserve. Your suggestions are welcomed.

**Non-Teaching School Employees Committee Report**

The following is the Non-Teaching School Employees Committee Report submitted at the CSEA annual convention. Committee chairman is Edward Perretti, vice chairman is Salvatore Magarese and members are Neil Gruppo, Jack Banek, Charles Luch, Howard Croup, Hugh O'Sullivan, Jack Banek, Jeanine DelVecchio and David Silverman.

During the last several weeks, members of the Statewide Non-Teaching School Employees Committee have been traveling throughout the State of New York for the purpose of reviewing the new regulations for bus drivers of school districts. These regulations were formulated in accordance with the amendments in Article 1A of the New York State Traffic Law and Article 1A of the New York State Transportation Law. The regulations promulgated under the amendments in Article 1A of the Traffic and Vehicle Law will require a more stringent review of the driving record of a bus driver, a more complex physical examination, a written or oral test on highway safety as well as other topics and a biennial road test. The regulations which grew out of the amendments to Article 9A of the Transportation Law will establish for the first time logging procedures for drivers of school buses.

By convening these meetings in each of the five CSEA regions, the committee feels that it has been able to inform bus drivers of the regulations, discuss the regulations with such bus drivers and provide the bus drivers living in the different regions with an understanding of the impact that such regulations will have on the performance of their duties. It is hoped that these meetings have helped drivers of school buses comprehend the new regulations more completely so that they will be able to work within the framework established by such regulations and therefore protect themselves from violating the regulations because they were not fully aware of them.

Because it has been informed that there may be changes in the regulations already established for bus drivers, the committee will compile any changes that may be made in such regulations and inform bus drivers of them through articles in the Leader as well as by other means.

In addition to the aforementioned area, it has also been working with local CSEA school units in an attempt to save food service departments when notified of the possible closing of such departments. In these and other areas of concern to non-teaching employees, the Statewide Non-Teaching School Employees Committee will endeavor to do as much as is necessary to help employees of school districts. By accomplishing the goals it has set for itself, the committee hopes that it can be a strong force in protecting the interests of non-teaching employees in matters affecting such employees.
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State Eligible Lists

COLA Is Defined By The CPI

MANHATTAN — The cost-of-living adjustment — COLA — is based on federal government’s Consumer Price Index, or CPI, for New York City.

But what is the CPI?

According to Herbert Bienstock, regional consultant for the U.S. Department of Labor’s Bureau of Labor Statistics, “The CPI is a statistical measure of changes in prices and services bought by urban wage earners and clerical workers, including families and the consumer.”

The CPI, Mr. Bienstock notes, represents nearly everything that people buy.

“Food, clothing, automobiles, homes, household furnishings, fuel, drugs, and recreational goods, among others,” he said. “CPI also includes new-to-doctors, lawyers, beauty shops, rents, repair costs of all sorts, transportation, costs, public utility rates, sales and excise taxes and others.”

The CPI, Mr. Bienstock continues, also includes real estate taxes on owned homes but does not include income or personal property taxes.

The Bureau of Labor Statistics calculates a monthly index which reflects trends in all urban places in the United States and, specifically, 23 areas.

Individual area indices measure how much prices have changed—or down—in a particular area from time to time. They cannot, however, be used to measure differences from a given city to a given city.

The CPI also issues a City Worker Family Budget Report. This document is based on a total budget for a specifically defined family unit, at three expense levels in 48 U.S. metropolitan areas.

Additional information is available from Mr. Bienstock in his office. The address is Herbert Bienstock, Regional Commissioner, U.S. Department of Labor, Bureau of Labor Statistics, 1515 Broadway, New York, N.Y. 10036. The telephone number is (212) 399-8466.

C.S. Review Panel Named

ALBANY — A five-member panel of higher education and personal administration officials was named last week to review New York State’s 83-year-old Civil Service System and suggest changes to modernize it.

While the five consultants, who were appointed by Victor R. Bath, president of the State Civil Service Commission, will study specific areas of the Service Merit System, an internal review will also be conducted.

Recommendations are being taken from labor-management, employee and public interest groups.

All recommendations for organizational, procedural and statutory changes will be submitted to the Civil Service Department. Harvey Randall, of the Department’s legal section, is in charge of the study coordinator.

The panel consultants are James Smoot, a vice chancellor at the State University, who will study jurisdictional classifications of state positions; Frank nomic levels in 48 U.S. metropolitan areas.

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The group responsible for enforcing Gov. Hugh L. Carey's conflict-of-interest regulations has imposed strict new orders on limiting the amounts of outside practice that can be done by Mental Hygiene professionals and psychiatrists. The new limits may bring the board into conflict with Commissioner Lawrence C. Kohl. Under the guidelines issued by the Board of Public Disclosure, directors of the state's 59 Mental Hygiene facilities will not be allowed any private practice and about 450 other doctors will be limited to practices of about five hours a week. A Disclosure Board official said that nearly half of the DMH professionals maintain outside practices ranging from a few hours to 40 hours a week. These activities have been allowed under DMH regulations. The Board has the power to suspend such activities if it believes that skills of the professionals housed and also a necessary incentive to keep doctors working for the state.

RAISE VET PENSIONS

The U.S. Senate has completed work on legislation that would provide a 7 percent cost-of-living increase to pensioned veterans. The bill also makes permanent a pension hike enacted last year but scheduled to expire Oct. 1, for a 25 percent increase in the pensions of veterans aged 70 or older. The bill raises the income limits for pension eligibility from $3,800 to $5,400 a year if single and from $4,500 to $7,460 if married. Maximum benefits for a single veteran are now $137 a month and $180 a month for a veteran with a survivor. The Senate also attached to the bill an amendment, an 8 percent boost for disabled veterans and for survivors of veterans killed in action. That measure now goes to the House.

SPECIAL BIAS SCRUTINY

State Human Rights Commissioner Werner Kramansky has designated state agency units with extensive contact with the public for special scrutiny in hiring and promotion practices. The announcement follows closely an executive order issued by Gov. Hugh L. Carey ordering hiring and promotion practices in state agencies for the members of minority groups. Women and the disabled. Under the authority of the executive order, the Division of Human Rights will request computer printouts from the Department of Civil Service and personnel data from each agency. "There appears to be substantial underemployment of minorities and women in the upper levels of both competitive and non-com- petitive slots," Mr. Kramansky observed.

Wanna be a good guy? Make a nice 2 1/2 bed. Make a friend you'll never meet. Donate blood soon.
Hempstead CSEAers In Court

MANHASSET — The Civil Service Employees Assn. has gone to court to force the Town of North Hempstead to continue to pay overtime to employees, according to the terms of the CSEA contract. It has also filed an improper practices charge with the Public Employment Relations Board alleging the withholding of payroll records from the union.

The two actions were initiated by Ed Ochenkoski, president of the Town of North Hempstead unit of the Nassau CSEA chapter.

"The government of North Hempstead has apparently embarked on a policy of deliberate harassment of the union and the employees it represents," said Mr. Ochenkoski.

"The town leaders must think that North Hempstead is their private fiefdom, rather than a small unit of the elected government of this country," he added.

In North Hempstead, CSEA has attempted to obtain payroll records since August, but that the town has not responded to either oral or written requests for the information. The CSEA needs the payroll records for collective bargaining purposes for the 1977 contract.

In addition, the CSEA said, North Hempstead has launched a policy of refusing overtime pay rates to employees who have taken a vacation day, been out sick, and have not worked a full 40-hour week.

Town leaders claim they base their authority to withhold overtime on a "contractor's opinion," a non-binder, non-legal opinion issued by the New York State Comptroller's office.

"If this practice is established, it would violate both our contract which gives employees an agreed-upon amount of vacation and sick days each year as well as the past practices claims in our collective bargaining agreement with the town," Mr. Ochenkoski said.

"Town officials have 30 days to answer the Nassau County Supreme Court summary of complaint, which was served on town fathers on Oct. 6 by Mr. Ochenkoski.

In North Hempstead, the CSEA represents more than 500 white-and-blue collar workers.

NAME HERSHENSON

ALBANY—Gov. Hugh L. Carey has appointed Jay Hershenson, of Manhattan, as a member of the Temporary State Commission on the Future of Postsecondary Education in New York.

Mr. Hershenson is a unit director for the United Fund of New York's student senate.

BUY U.S. BONDS!

We think a healthy smile is everyone's right — rain or shine. But, a naturally beautiful smile is more often than not the result of good preventive dental care — periodic visits to a dentist to stop trouble before it starts.

Preventive care not only results in a nice smile, it can also help prevent illnesses that result from, or are aggravated by, dental neglect. But too many people say, "It isn't the drill — it's the bill that hurts."

Sure, dental care can be expensive. To meet this expense it's important for you to have some kind of dental plan that provides realistic benefits for you and your family.

Blue Cross and Blue Shield have had 40 years of experience helping people meet their hospital-surgical-medical expenses — promptly efficiently and at the lowest possible cost.

We have taken this knowledge one step further. As we say, We've got great plans for you. Our Dental Care Plan is one of them.

Before you buy a dental plan, give us a call. We'll keep you smiling.
Southern Region Endorses CSEA Retiree Objectives

NEWBURGH—Southern Region III delegates to the Civil Service Employees Assn.'s convention at the Concord Hotel this week were instructed to support five legislative goals endorsed by the CSEA retirees committee.

The decision was reached at a meeting of region officers and chapter presidents at the Holiday Inn here Sept. 29.

The legislative goals are:

- The creation of a supplemental cost-of-living increase permanently keyed to the consumer price index which will cover all retired members of the New York State Employees Retirement System. This cost-of-living supplement must be re-enacted each year and be made permanent.
- Federal legislation modifying the Internal Revenue Act of 1954 to provide a tax exemption on the first $5,000 of retirement income.
- An extension of the health insurance plan now covering retirees which would include a dental insurance plan comparable to that now enjoyed by active employees.
- An extension of the health insurance now in effect for New York State retirees which would include coverage for the surviving spouse to the extent of the unused sick leave money available.

Hornell Prize — Games Winners

HORNELL — Winners of the five door prizes at the recent picnic of the Civil Service Employees Main, and the New York State Assn. of Transportation Engineers were John Prete, winner of a calculator; John James, a flashlight; Jerry Freiand, a steak knife set.

The winner of the bubble gum blowing contest were: Ages five and under — D. J. Cornish, Karen Cornish; ages six-eight — Michael Cornish, Ellen Smith and Susan Crowley; ages nine-11 — John Moore. Michele Jak, Debbie Prete, ages twelve and up — Karen Prete, Mary Lou Brez. Patricia Walsh.

The first three to whistle after eating potato chips were: Age five and under — D. J. Cornish, Robbie Crowley, David Prete; age six-eight — David McDermott; age nine-11 — Beth McDermott, Kathy Moore, Michelle Jak; age twelve and up — Chris Smith, John Prete, Fred Trax.

The sack race winners were: Age five and under — Bryan Pomeroy, Jill Tolan, Robbie Crow: ages six-eight — Matthew Brooks, Mike Cornish, Susan Crowley; age nine-11 — Debbie Prete, John Brez, Michelle Jak, Karen Prete and Dan Smith, Fred Trax and Kevin Moore.

Hornell chapter president Phil Logan and director J. R. Tolan thanked the committee members: Lee and Eleanor Corrian, Bob Corih, Sian Jak, John Patti, Sid Smith, Robert and Trena Over.

Charitable Work Brings Blasie Honor

WHITE PLAINS — Michael Biaies, a senior mechanical stores clerk at the Millwood Station of the East Hudson Parkway Authority, is a member of the Parkway Authority chapter, Civil Service Employees Assn., and has been named as the first employee on the Authority's quarterly honor roll.

Mr. Biaies began working for the Parkway Authority in 1953 as a toll collector. He has held various positions since then as a member of the CSEA Chapter and is currently on the CSEA negotiating team.

In nominating Mr. Biaies for the Honor Roll, the Authority cited his "many philanthropic efforts" on behalf of his fellow employees and the people of the community.

He began a program that resulted in an annual drive for contributions for hospitalized children. At the close of the drive, Mr. Biaies had raised $500. Starting in 1965, he began personally collecting money bags and other items for orphanages in Westchester, Putnam, Rockland, Dutchess and Columbia Counties.

Convention

(Continued from Page 1)

An 11% Boost Is Negotiated in Auburn Pact

AUBURN — A two-year contract between the Civil Service Employees Assn. and the City of Auburn, which will cover more than 200 city workers, has been signed.

Ron Dyer, CSEA field representative and spokesman for the union during the seven months of negotiations, indicated the new contracts include wage increases of 1 percent. In the first year and 5 percent the second year.

The contract also contains other benefits including an option for unused sick leave that can be applied for additional retirement credit, new jobs were created, including temporary jobs for office workers on the second floor.

The contract contains no health insurance coverage, and the city has agreed to pay for both parties.

Chapter or unit president has convenient sign-up cards

Ready to go? See your chapter or unit president for special sign-up cards which have a place to record all the necessary information. Send your cards in as soon as you sign up a new member — and we'll keep your account up to date and return it to you, in writing, a receipt for each new member you've signed up.

So help us share the load by signing up with us. NON-MEMBERS SHOULD HELP SHARE THE LOAD

CSEA STRONG IN UNITY MEMBERSHIP DRIVE JUNE 1-NOVEMBER 30

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the stronger the membership of any county, unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members in each county, up to the limit of the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow workers.

ONE MEMBER WILL GET YOU FIVE ($5)

For each new member you sign up between June 1 and November 30, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods of the current member. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15, 1976. For new members signed between September 16 and November 30, will take place on January 15, 1977.

We need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable. Legally, we represent you — at the bargaining table — and in processing grievances and we have to be very careful that we do not lose benefits that It would take years of fighting and hard work to attain, Mr. Lennon said.

Several resolutions were acted upon at the convention introduced from the floor at the meeting including one to change the voting order during the annual state CSEA elections.

The resolution was made to remedy the fact that in the present balloting system, regional officers are polled after 46 state-wide delegates, allegedly making the ballot somewhat unhedged.
MANHATTAN—Following the conclusion of a complaint of discrimination because of disability, Nassau County and its Civil Service Commission have agreed to an order of the New York State Human Rights Commission to "advise all agencies and unions to comply with the Flynn Act.

This amendment to the New York State Human Rights Law defines disability as an environmental or medical impairment resulting from anatomical, physiological or pathological conditions which prevents the exercise of a normal bodily function or is determined medically to accept clinical or laboratory diagnostic techniques, provided, however, in all provisions of this article dealing with employment, the term shall be limited to physical, mental or medical impairments which are unrelated to the ability to engage in the activities involved in the job or occupation for which the person claims protection of this article shall be seeking.

The parties agreed to terms which were incorporated in an Order by State Human Rights Commissioner Werner H. Kramarsky that capped proceedings which commenced with a complaint by Kevin Miller, of Long Beach, who had tried unsuccessfully to become a Nassau police officer.

In November 1972, he satisfactorily passed a series of civil service exams for police officers, but after admitting that he suffered one "breathing attack" in seven years, the 25-year-old Mr. Miller was told that his "history of asthma" barred him from the position.

When certificates from three physicians, attesting to his perfect health, failed to reduce the Nassau Civil Service Commission and gain him a place on the Civil Service list, Mr. Miller filed a complaint with the Division of Human Rights. He accused the agency of discriminating against him in employment because of his alleged disability, a violation of the New York State Human Rights Law.

After investigation, the Division determined that there was no evidence to support Mr. Miller's charges. It scheduled the case for a public hearing held on October 15, 1974, at the offices of Irwin Patel, a hearing examiner, with attorney Bernard Rooney representing the Division.

After commencement of the hearing, counsel advised that a adjudication of settlement had been reached, and that Nassau County, the Nassau County Civil Service Commission and Adie Leonard, its executive director, had agreed to take certain affirmative steps.

After conceding that Mr. Miller is medically qualified "so far as having any alleged asthma condition" to fulfill the duties of a police officer, the respondents agreed to place his name in the current civil service list for police patrolman "in the same position and rank he would have if he had not been disqualified."
ALBANY — A Public Employment Relations Board fact-finder, John Sands, of Schenectady, has recommended the payment of increments to members of the state Professional, Scientific and Technical Bargaining Unit employed by the New York State Thruway.

Mr. Sands was named by the PERB as a fact-finder following a dispute between Thruway authorities and the Civil Service Employees Assn.

The fact-finder recommended the payment of increments required July 1. He therefore granted payment of increments required July 1. He therefore granted payment of increments required July 1.

Mr. Sands recommended a second increment of two percent at the expiration date of agreement and expired June 30, 1978. In making his recommendations, Mr. Sands found that "an equitable balance of the parties' competitive interests, the present state of the economy, and various other factors favoring the granting of increments at the present time." He also held that the present contract should lapse immediately after the new contract.

The fact-finder recommended that the amount of paid organization leave for specified CSEA officers employed by the Authority be reduced from 80 to 200 continuously inasmuch as less than half the time allotted under the previous contract had been used.

He recommended that the present contract be supplemented by a "preparing for action" clause.

The CSFA political action coordinator Bernard Ryan, center, and Pat Mascioli, regional political action chairman, were elected to the Assembly which they have endorsed. The endorsements were made inasmuch as less than half the officers employed by the Authority had been used.

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