Dutch elm disease blighted this giant elm, which stood for probably more than two centuries along what is now Route 104 East, near Mexico, in Oswego County. The tree crew, members of CSEA Local 516, were brought in after it was decided that the tree had to come down. The men worked in the tree for several days with large chain saws for several days. Finally they removed the stump, which is seen as it was carted away on a flat-bed truck. From left, crew members are Larry Burr, Jake Wright, Bill Murry, Red Leggo, Tom Tyler and Jim Curry. Also involved in the project, but not present for the picture, were Lyle Woolson, president of the local, and Herman Fisher.

CSEA Leaders At Stake

Next Week, Ballots Go Out For State, Regional Offices

BY MARVIN BAXLEY

When ballots are mailed May 19 for Civil Service Employees Assn. members to choose their leadership for the next two years, there will be three levels of leaders to be selected by state-employed members and two levels for local-government-employed members. Everyone will have the opportunity to vote for the four statewide officers (whose resumes appear in this issue on pages 9 and 10). Only state-employed members may vote for representatives to the State Executive Committee (whose resumes appear in this issue on pages 14, 15-16). The State Executive Committee, when it meets in session with the County Executive Committee, state-wide officers and standing committee chairmen, is part of the Board of Directors. State-employed members may vote for representatives from their departments only. In the case of Mental Hygiene, the choices are further restricted to voters within their regions. There will be three fewer State Executive Committee representatives to be elected this year, since the number is based on department size. Labor will choose two; Mental Hygiene Region VI will choose two, and Transportation will choose three. In each case, it is one less than the current number. Multiple choices exist in several other departments and are so designated in the listwise of resumes inside this issue of The Leader.

ED's NOTE: Representatives to the County Executive Committee should also be chosen during the same period, but are handled at the chapter level and may be a matter of general election or of local executive committee selection. The five Educational Employees, representing the regional locals, are included in the County Executive Committee.

All members may vote for regional officers, but only within their own regions. The list of regional candidates is printed below, and resumes will be included in a future Leader.

It is difficult, however, to precisely define for members the region in which they will be voting. Generally speaking, though, it depends on the administrative center for each area. New York City, in particular, is the central point for many state agencies whose employees may physically work within the geographic boundaries of Long Island Region I or Southern Region III, but are administered from Metropolitan Region II, whose officers they help elect.

(Continued on Page 3)

Hicksville Non-Teaching Staff Out On Wild-Cat

HICKSVILLE—Despite warnings by the Civil Service Employees Assn., school custodians and maintenance workers of the Hicksville Free School District, goaded by the refusal of the school board to bargain over a new contract, walked off the job on May 2 in a wildcat strike action. The 90 building and grounds department employees had voted to strike the 8,800-pupil school district because they have worked without a contract since July 1976. Although the employees are members of the CSEA, the union did not authorize the strike because CSEA leaders felt that it was management's tactic to cause the illegal walkout.

"The Hicksville school board provoked our members into a wildcat situation," said Edwin Cleary, Long Island regional field supervisor. "The board realizes the inequities of the Taylor Law and they know that they could not be fined or punished for not bargaining. I think that it is evident now that their strategy was to have the workers strike and then use the" (Continued on Page 5)
Open Bids To Roof Jamaica MV Office

MANHATTAN—"This represents a victory for the Civil Service Employees Assn. and its members," Solomon Bendet said when informed that the state's Office of General Services has signed a contract for a new roof for the Jamaica Office of the Department of Motor Vehicles.

Mr. Bendet is president of the CSEA's Metropolitan Region II office. "The information regarding the contract for signing by Irving Flaumenbaum, president of Nassau County, was turned on April 11 by the Civil Service Commission. The roofs will be let over the next several months for contract awards," Mr. Bendet said.

"We are watching the situation very closely to see that the work is expedited as quickly as possible," he added.

Mental Hygiene

ALBANY—Three Mental Hygiene staff development specialists at Tillie lists, resulting from competitive examinations, were determined on April 24 and 14 to be established April 15 by the State Civil Service Department. The lists contain 65 and 12 names, respectively.

White Plains Unit Votes Yes On 1-Year Contract

WHITE PLAINS—The city of White Plains unit of the Civil Service Employees Assn. has agreed to accept a one-year contract calling for a 5 percent salary increase with a maximum of $1,200. The ballots, which showed a vote of 264 to 140 for the contract, were returned on April 25. The agreement, which also provided for a new first or minimum step, had been reviewed at a membership meeting on April 15 prior to the ballot mailing, and was submitted to the members without recommendation because the unit's negotiators had been "intransigent." Consequently, the union withdrew from the multi-year contract negotiations retroactively an agreement for one year, from July 1, 1976, to June 30, 1977.

Stanley Rosenthal was chairman of the union's negotiating committee. Other committee members were Joseph Roche, Daniel Aronson, and Anthony Guffreld and Judith Bernstein.

Rensselaer Filing

FROY—The Rensselaer County Civil Service Commission has opened filing until May 30 for the contract the commission at Court House, Troy.

Leader Promotes

MANHATTAN—Promotions for two key members of the information staff were announced this week by editor Marvin Baxley. They will take effect with the next issue of the newspaper.

Harcourt Tyne, of Emlaford, has been named associate editor. The Westchester County resident has been the paper's city editor since January 1976.

Mr. Tyne's retirement was made, Mr. Baxley said, to meet the increased needs of covering state-wide activities which have been steadily accelerating during the past several years. He will share duties with Kenneth Schep, who continues as associate editor.

Harry Berkowitz, of Brooklyn, succeeds Mr. Tyne as city editor. After more than a year as the Leader's senior staff writer, Mr. Berkowitz assumed the position of city editor May 1.

In a separate action, Deborah Cassidy, of Troy, was appointed as capital region correspondent. She is married to Joseph Cassidy, an officer of the Civil Service Employees Assn., and has been active in producing an employee newsletter for the local.

NASSAU CONTRACT SIGNING

Nassau County Executive Ralph G. Cioa, in a move to deliver county labor contracts for signing by Irving Flaumenbaum, president of Nassau CSEA, said the city had struck a minimum wage increase mandated by members. The city additionally had refused to consider a longevity increment and had adopted a negative attitude to the union's proposal for a minimum salary increase of $600.

Joseph Roche, president of the CSEA unit representing approximately 800 city employees, said during 11 months of negotiations, the city representatives

from the city a minimum wage increase mandated by members. Mr. Vitale said that the union had refused to consider a longevity increment and had adopted a negative attitude to the union's proposal for a minimum salary increase of $600.

Joseph Roche, president of the CSEA unit representing approximately 800 city employees, said during 11 months of negotiations, the city representatives...
Ratification Vote Under Way

(Continued from Page 1)

(Continued from Page 1)

As of Friday afternoon, the CSEA was standing by with the PERB waiting for the talks to resume. Frank McGowan, a negotiator, was trying to get the board to meet with the nli but board members who worked at the offices were all at union meetings the week before. McGowan decided to talk to all of the employees on strike. He was told that it was a contract.
If you're a Civil Service employee and hold the Blue Cross Statewide Insurance Plan with a PA. or N.Y. Certificate Number, you're safely covered for any and all your medical disorders requiring long-term rehabilitation. Three of Brunswick Hospital Center's five fully-accredited hospitals are specialized to provide you with the kind of rehabilitation treatment you may need. Also, local subdivisions of New York State Plans, Medicare and most major medical group insurance are readily acceptable with us.

So, if you need long-term rehabilitation for your medical problems, check out your insurance policy today or, better yet, call us in Amityville, New York and we'll help you figure it out right away. Our phone number is 516:264-5000. Chances are, you're already completely covered. And, because we care—we'll take good care of you...

Physical Rehabilitation
Our Physical Medicine & Rehabilitation Hospital is fully-staffed for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skillfully treated by professional specialists: a treating physician creates your specialized treatment plan—followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychologists and social service counselors round out your requirements. A superbly equipped hospital designed to help you regain a fuller, active life. For more information, call 516: 264-6000 / Ext. 228

Alcoholism Rehabilitation
Our Brunswick House Alcoholism Hospital has been created for the full treatment of alcoholism victims. Each resident is assigned a special treatment plan to meet his or her special needs and carried forth by a full staff of alcoholism specialists: medical, nursing, psychological, social service, counseling and family therapists. The newest of our five hospitals, Brunswick House rehabilitates alcoholics and returns them to full activity—recovered and able to meet life's problems. Call us at 516: 264-6000 / Ext. 201

Psychiatric Rehabilitation
Our Psychiatric Hospital—with its bright, cheerful atmosphere—maintains the most modern facilities for the mentally and emotionally ill, the drug addicted and those requiring custodial assistance. Its specialized staff of mental-health professionals treat all residents in effective teamwork—to gain greater recovery. These dedicated specialists: the doctors, nurses, psychiatrists, psychologists, social workers, occupational and recreational therapists—all give of their expertise to overcome psychiatric disorders and return the resident to a better life. For more about this, call 516: 264-5000 / Ext. 258

Brunswick Hospital Center
366 BROADWAY, AMITYVILLE, L.I. N.Y. 11701 / 516: 264-5000

The Largest Complete Private Medical Complex in America
Dr. Cohen And The State Of Mental Health

By JANE BERNSTEIN

CIVIL Service Employees Assn. consultant Jim Cohen is very laid back, his whole manner understated. But behind those wire-rimmed glasses and hair prematurely grey for his 35 years, the wheels are turning, and plans are being conjured to combat those who would see havoc wreaked in the New York State Department of Mental Hygiene.

That havoc presently takes the form of a proposal drawn up by Gov. Hugh Carey, which, if passed into law, would serve to expedite the deinstitutionalization of the state's Mental Hygiene system—a move bitterly opposed by the CSEA. And it was this prospect of this move that prompted the CSEA to enlist the services of Dr. Cohen.

The psychologist, a 1973 doctoral graduate of the University of Chicago, has a background in mental health research and policy planning. He worked for the Illinois State Department of Mental Hygiene from 1971 to 1973, then came back to New York to do research for the New York City Department of Mental Hygiene under Commissioner June Christmas.

In addition to acting as a consultant for the union, Dr. Cohen is also on the faculty at Albert Einstein College in the psychiatric and community health departments, and is director of a training program for people involved in the mental health field, learning how to formulate programs and policies.

It was while doing research on deinstitutionalization and the concept of community mental health care that Dr. Cohen became familiar with the concerns of the CSEA about the shutdown of large parts of state-run institutions.

"I heard the union was interested in coming up with some alternate plans to the Governor's and Legislature's ideas on deinstitutionalization," he said. "So I called and offered my services to help in formulating those plans."

Since mid-January Dr. Cohen and the CSEA Mental Hygiene Task Force have been working on a report. Their findings and position on deinstitutionalization were made public last week, and reflect a concern for not only employees of the State Mental Hygiene Department, but also for the patients who will be affected by the plans. To understand these recommendations, one must first examine what the Governor's proposal entails.

The state's plan to transfer most of the responsibility for mental health care to the local level includes several facets. The planning power for mental health care facilities will be given to county mental hygiene Task Force, with Dr. Cohen's help, has developed some recommendations that, it hopes, the Governor and state legislators will seriously consider.

The union is calling for a moratorium on further transfers of patients from large institutions into smaller communities until July 1978. This will give CSEA and Mental Hygiene workers a chance to plan for facilities for mentally disabled residents of these institutions. It will also give the union a chance to plan for transfers for employees, who could lose their jobs as the result of further closings of large institutions.

The union is also recommending that the state retain control of community-based facilities, so that comprehensive care may be delivered to patients. Task force members say a complete transfer to local control of mental health care will not cost the state less money. It could, they say, cost more in the long run, while providing less in the way of services.

And, of course, the union is asking for a most important guarantee—that Mental Hygiene workers in state-run facilities be given protection against the loss of their jobs. Already, evidence of such loss exists. A job description for a community mental health care nurse title required that applicants have experience in the community level, thus barring state mental health care nurses from applying.

The task force suggests shared staffing, where state workers and county private workers are loaned to private and state facilities; and regional planning, where state and county administrators get together to plan services, as ways to insure that workers keep their jobs and are utilized to make the delivery of mental health care more effective.

"We should have a situation such as exists at the Lancaster Clinic in Buffalo," Dr. Cohen says. "It is staffed entirely by state people, who have an informal agreement with county-run services and the personnel. They help one another out, and do what's best for each patient by referring them to the right place."

Dr. Cohen will continue to work with the CSEA through the summer, further developing plans and programs for effective state-controlled, community-based care.

"This next year must be a real building time for the union," he said. "We've got to work toward providing the Mental Hygiene membership with decent working conditions, and the state Mental Hygiene patients with decent care. And the entire CSEA membership must be given the opportunity to learn about the issues and problems surrounding deinstitutionalization of the mental health system in this state."

CSEA Has Its Own Ideas About Deinstitutionalization...
Who Are Negotiators?

NEGOTIATORS are people, too. So who are the negotiators responsible for the tentative agreement currently being voted on by state-employed members of the Civil Service Employees Assn.?

To begin with, there are 48 negotiators, divided equally among the four bargaining units: 12 each for Administrative, Institutional, Operational and Professional-Scientific.

They are also equally divided as representatives of each of the CSEA's six regions, with each region sending two negotiators to each of the four teams.

Previously, all negotiators had been appointed by the statewide president of the CSEA. When the union restructured itself a few years ago, it was decided that the president would be given a list of five choices for each of the bargaining team representatives for each region. In some cases, only two names were submitted; in other instances, CSEA president Theodore C. Wenam made the selections from the list in each case.

Thus, each region, one way or the other, had its first choices confirmed.

At the region level, the choices were made by election, with members of each region's executive committee taking part in the decision-making. (The regional executive committees are composed of all local presidents within each region.)

This means that the negotiators were not elected in general membership meetings, they were the choices of those elected officials who are most aware of their qualifications.

Most importantly, perhaps, is the fact that the negotiators are appointed, just like the elected membership, by officials who must live within the terms of the agreement they reached with the state.

The Final Decision

It is evident to readers of Leader editorials that this newspaper tends to give moral support to the policies of the Civil Service Employees Assn.

The fact that the CSEA is, without doubt, one of the most democratic unions in the world, makes this policy logical, since public employees need a voice in the world, too. With all the cries that beset the state and the nation, the day-to-day problems of the civil servant who provide the backbone of government services are often overlooked in the crush of events.

Thus, some folks might wonder what The Leader position is on the ratification now taking place by state-employed members of the CSEA on this tentative agreement worked out by the CSEA negotiators and the State.

The fact of the matter is that the CSEA has not taken a definite stand on the ratification.

That is currently being decided by the members themselves.

At the CSEA leadership has labored hard to come up with an understanding with the State on the terms of the agreement, and the negotiators have voted to submit it to the members for their decision.

We await the decision, and will support the will of the people.

(CSSEA) EXPRESYOUR OPINION - VOTE!
LETTERS TO THE EDITOR

Vet Benefits

Editor, the Leader:

To be deemed a veteran and receive appropriate Civil Service benefits, an individual must have been a resident of New York State at the time of entry into and discharge from the Armed Forces. CBSEA members who meet all of the veteran eligibility requirements, except that of residence, will not profit from the revision of the veteran bills CBSEA is currently favoring.

I urge CBSEA to support Assembly Bills No. 6138, No. 4194 and No. 8456, which eliminate the residence requirement for veteran status. If instead of residence, race, religion or sex were the discriminating factor, the issue would have been resolved long ago.

Charles Mathewalski
Elmsford

Retiree's Plight

Editor, the Leader:

In the April 29 issue of the Civil Service Leader, the writer remarked in an editorial that state employees' wages are capped by inflation. What about retired employees?

Maximilian Payne

LETTERS TO THE EDITOR

Bert Cass, maintenance man: "I do feel that the delegates represent the members' fault, not the delegates' fault."

Edward DeSousa, superintendent: "I do feel that the delegates have performed their job well and I strongly feel that they act more often to express our views and actions. As far as the past conventions of the CBSEA, I strongly feel the representation by the delegates has been of the highest caliber. I feel great fort has been made by the delegates to bring to the floor the pressing problems affecting their constituents."

Joel Berman, armory maintenance man: "I feel that a lot of the delegates speak primarily for themselves because they talk about the same topics every year and they fight like cats instead of in a group. They're not going to get anything out of it but as long as they fight back and forth, they are going to be seen as doing something."

James Glover, mechanic: "I feel that the delegates have spoken for themselves rather than for the members. I feel the individual's needs are forgotten once the delegate gets to the convention. I feel often the delegate represents his needs and not always for the right reasons. The armory probably is one such case because of difficulties in obtaining a mortgage; she has probably accumulated much less of a nest egg because of higher earnings, and she probably has had more trouble getting credits if for any business venture than men usually do. The disadvantage of not owning a home works in several ways. Homeownership is a tax shelter for many people."

The only practical suggestion offered is boosting retirement funds by use of the IRA Plan.

Medicare has been a great boon to people over 65 but, cause it is there, many people feel they need no additional coverage beyond that offered by the Government. Experience seems to indicate that Medicare will cover only 25 percent of all medical bills for older persons. It does not cover some of the costs of hospitalization. But more important, it does not cover much of the doctor bills even during the first 90 days. For example, it pays a specified fee for each type of medical care, but many doctors will not accept this amount as their fee. Medicare does not cover private duty nurses either in or out of the hospital, and only some of the nursing care is covered.

Additional coverage is available. If you are now covered, it is important to stay with your company that will guarantee re-

(Continued from Last Week)

The State Employees Retirement System in Albany may be contacted for information on how to obtain the benefits.

Questions relating to the provisions of section 40 and the Social Security Law or on any aspect of civil service should also be directed to the State Employees Retirement System in Albany. The State Retirement Fund, the New York State Employees Retirement System, and the State Employees Retirement System in Albany may be contacted for information on how to obtain the benefits.

(Continued from Page 6)

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. The decision of the Editor is final. Only letters that cannot be edited to a reasonable length will be published. In their view, no one who has written a detailed opinion on an issue is necessarily right. If you have other similar opinions even though your bills exceed the coverage on any.

If your company has coverage now, check whether this can be extended after you retire.

A number of groups have political interests available for senior citizens who are interested in taking advantage of these opportunities should contact the following organizations.

The American Association for Retired Persons, 55 Main Avenue, New York; National Council of Senior Citizens, Inc. and Senior Advocates National Inc. If you are looking at any public policy, get the policy and read it before you subscribe.

LETTERS TO THE EDITOR
The standing insurance committee report was presented by Chairman James Corbin of Suffolk County Local 855, at the CSEA spring convention at the Concord Hotel in New York. Other committee members are Mary Converse, Evelyn Glenn, Carl Garrand, Carl Behr, Patrilia Cranfield, Joseph Apple and Paul Sato.

Our committee held two meetings since the last report on the day after last December. To assure the protection of the best interests of CSEA members who participated in the plan, we held a conference call and discussed the matter. We are of the view that it is the duty of the committee to provide adequate insurance at a reasonable cost, and that the committee is responsible for the adequacy of the insurance provided.

GROUP LIFE INSURANCE

Our committee recommends, as agenda 1, a plan to make available to female members the same amounts of insurance as to males, when requested.

As scheduled, on January 1, 1977, the letter to all members insured under the plan was issued to all members effective January 1, 1977. It should be noted by all members insured under the plan that only the amounts of the plan that can be issued to males will be issued to all members.

In the future applications for the plan will be approved, of course, by the State Insurance Department prior to the January 1 mailing.

The losses per member under the plan have increased during the recent months. It is to be noted that the plan was approved by the State Insurance Department on January 1, 1977, the letter requesting Option "A" and "B" amounts of insurance for members of the plan. The amounts of insurance are based on the plan's experience in each group, between males and females, as well as the ratio of female rates to male rates as ordered by the State Insurance Department. The ratios in effect at the time when the exhibits were filed are those that were approved, of course, by the State Insurance Department.

There is also a schedule which shows the new rates under the revised plan for the plan at its current level and, hopefully, the loss ratio will improve.

CSEA MASTER PLAN AUTO/ HOMEOWNER INSURANCE

This plan continues to grow and experience thereunder continues to be satisfactory. During the last year, 16,000 automobile policies were issued, with about 5,000 female members and 355 males. Some members did not understand our January 1 letter and advised our Albany Headquarters and regional offices. Our staff answered their questions. Letters on the subject were sent to all insured members in the right direction.

The plan is underwritten by the Traverers Insurance Company, which was submitted to the State Insurance Department for that agency's approval. The plan is to put into effect more coverage for automobile repairs, the outcome of which should be available in the future.

No age limit for keeping the insurance plan is limited to practice the techniques employed during 1976. These include:

1. Keeping the insurance plan to return their requests for Option "B" coverage, effective May 1, 1977.

No age limit for keeping the insurance plan is limited to practice the techniques employed during 1976. These include:

1. Keeping the insurance plan to return their requests for Option "B" coverage, effective May 1, 1977.

2. The revised Group Life Insurance application and explanatory literature are being printed as this report is written. This material will be sent to all chapters and units and will also be available from Headquarters and regional offices.

3. Subsequently the Insurance Department agreed to delay the implementation of the revised plan by March 1, 1977, to November 1, 1977.

4. The standing committee report in March. Other committee members spring convention at the Concord Hotel and February urging attention to our card requesting Option "B" under the plan by March 1.

5. The revised plan will be issued to males and for February urging attention to our card requesting Option "B" under the plan by March 1.

6. The revised plan will be issued to males and for February urging attention to our card requesting Option "B" under the plan by March 1.
STATEWIDE OFFICER NOMINEES

EXECUTIVE VICE-PRESIDENT

BS in Physical Therapy. Candidate — Master’s Degree — Public Administration Human and Labor Relations — State University at Albany.

Local — Member of Rensselaer County Board since 1963. Has served as Chapter and Unit President, Chief Negotiator, Negotiating Team, Board of Directors, Executive Committee, and Representative to Statewide Board of Directors. Political Subdivisions — President, Rensselaer County Executive Committee; Committee for Local Government Problems; Column in Leader — “Town and County.”

Statewide — Member of Board of Directors; Membership Committee; Finance Committee; Negotiating Expense Committee; Chairman of Expansion Committee.

Past Events — I have actively supported incentive programs for members; sign-up; development of Educational Chapters; Expand Field Services; Educational Programs for Members; and Equitable Representation on the Board of Directors (Mental Health). I have opposed affiliation with other unions.

Current Events — I support massive expansion Political Action by CSEA assuming proper safeguards to insure full control by the rank and file; an Agency Shop; right to strike at final step in contract settlement, and revision but not repeal of the Taylor Law.

IRENE CARR

SECRETARY

Irene Carr

As the incumbent I seek to remain in the office of statewide secretary of CSEA in order to continue to be a part of the constant striving of our union to obtain for the public employee a quality way of life. CSEA has been a vital part of my life for many years.

My activity includes secretary, delegate and president at the Local level, Region V recording secretary for eight years, I served on the Administrative Unit safety committee, and for several years on the convention committee.

I am presently employed at the State University at Oneonta; previously I have worked with other state departments in an executive secretarial capacity. With my employment record and my years of service to CSEA, I feel I have the expertise to continue as statewide secretary in an efficient and conscientious manner. CSEA must face many crucial issues in the days ahead.

I ask for your vote in the belief that I may have an opportunity to help, to participate, to be allowed to continue CSEA as the biggest, best and toughest public employee union in this country.

Please exercise your rights as a member by voting for the candidates of your choice. I would appreciate your vote!

JUDITH BURGESS

CIVIL SERVICE LEADER, Editor, May 13, 1977

A. Victor Costa

The crises we face are not new. They are the problems we never solved but put aside. Today, they divide us.

Our members are tired of crises after crises with no results. We need a period of peace — peace within the CSEA leadership — peace with our members. We must realize our members want a new direction. We need a new leadership, a new spirit of understanding and truth between the top officers and the members.

The past four years have been traumatic. This is the time for a new CSEA. This is the time for new, bold, and courageous leadership; not leaders seeking honor and glory, but leaders dedicated to the needs and goals of the members, locals and regions.

Leaders who will protect jobs and negotiate wages and benefits so our members may live in dignity.

I want to be your new leader. I want to be part of the new CSEA we all talk about.

You have heard of me. I am for change and new goals. I am for experience and the leadership capability. I have the courage to meet your demands of the future.

I have the faith that I am able to unite this giant union into a force which will have the respect of all and the influence for action.

Our major problems are the lack of unity, the lack of trust, and the lack of faith.

My background in CSEA is simple, Local president, four terms regional president. I have served as a member of the Board of Directors and former second vice president of the Association.

May I have your vote and help to be elected executive vice president?

Give me the chance to prove what a new CSEA is all about. In return, I promise you nothing less than my best efforts and sincerity at all times.

If I am elected, I want you to know I will do anything I can do for you or your local will be my first concern.

A. Victor Costa

Thomas McDonough

As you may already know I have been nominated to run for the office of executive vice-president of CSEA in the upcoming elections. I am writing to you and other friends to ask for your support and campaign help on my behalf.

The continued growth of CSEA membership and staff over the past decade, other unions’ continued attempts at encroachment into the ranks of our membership, and the obvious need for experienced, competent leadership which understands the workings not only of CSEA itself, demands CSEA leadership that is experienced and decisive. Perhaps more importantly, demands leaders who understand the needs and appreciate the working and living conditions of tens of thousands of rank-and-file members who are what CSEA really is all about. As a member of that rank-and-file, I look forward to work on your behalf to improve our conditions of employment.

Along the way, for more years and miles than my wife Pauline and I care to remember, we have traveled from one end of the state to the other, meeting CSEA members and their families and participating in functions ranging from retirement dinners to workshops, to clambakes, to conventions, and negotiating meetings.

My experience as president of a CSEA local for 15 years, as a member of the Board of Directors for 15 years, as the first vice-president of the Capital District Conference for 4 years and of CSEA itself for two years, as a member of the Board of Directors for 15 years, as the first vice-president of the Capital District Conference for 4 years and of CSEA itself for two years, as a member of CSEA for 15 years and of the Region V recording secretary for eight years, I served on the Administrative Unit safety committee, and for several years on the convention committee.

I am presently employed at the State University at Oneonta; previously I have worked with other state departments in an executive secretarial capacity. With my employment record and my years of service to CSEA, I feel I have the expertise to continue as statewide secretary in an efficient and conscientious manner. CSEA must face many crucial issues in the days ahead.

I ask for your vote in the belief that I may have an opportunity to help, to participate, to be allowed to continue CSEA as the biggest, best and toughest public employee union in this country.

CSEA at the Local level, Region V recording secretary for eight years, I served on the Administrative Unit safety committee, and for several years on the convention committee.

I am presently employed at the State University at Oneonta; previously I have worked with other state departments in an executive secretarial capacity. With my employment record and my years of service to CSEA, I feel I have the expertise to continue as statewide secretary in an efficient and conscientious manner. CSEA must face many crucial issues in the days ahead.

I ask for your vote in the belief that I may have an opportunity to help, to participate, to be allowed to continue CSEA as the biggest, best and toughest public employee union in this country.

Please exercise your rights as a member by voting for the candidates of your choice. I would appreciate your vote!
Latest State and County Eligible Lists

<table>
<thead>
<tr>
<th>Name</th>
<th>City</th>
<th>County</th>
<th>Eligible Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith</td>
<td>Albany</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Buffalo</td>
<td>Erie</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Syracuse</td>
<td>Onondaga</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Rochester</td>
<td>Monroe</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Foster</td>
<td>Utica</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Sanders</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
</tbody>
</table>

---

**Exhibit A**

**Exhibit B**

**Exhibit C**

**Exhibit D**

**Exhibit E**

---

**The Wiz**

**The Music Hall**

**Cineplex Odeon**

---

**The World's Greatest Stage and Screen Show**

**The world's greatest stage and screen show**

---

**The Lyceum Theatre**

**The Lyceum Theatre**

---

**The Musical**

**The Musical**

---

**Legal Notice**

**Legal Notice**

---

**Create**

**Create**

---

**Good Seats Available**

**Good Seats Available**

---

**The Wiz**

**The Wiz**

---

**Latest State and County Eligible Lists**

<table>
<thead>
<tr>
<th>Name</th>
<th>City</th>
<th>County</th>
<th>Eligible Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith</td>
<td>Albany</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Buffalo</td>
<td>Erie</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Syracuse</td>
<td>Onondaga</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Rochester</td>
<td>Monroe</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Foster</td>
<td>Utica</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Sanders</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Buffalo</td>
<td>Erie</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Syracuse</td>
<td>Onondaga</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Rochester</td>
<td>Monroe</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
<tr>
<td>Johnson</td>
<td>Oswego</td>
<td>Cayuga</td>
<td>90.0</td>
</tr>
<tr>
<td>Williams</td>
<td>Binghamton</td>
<td>Broome</td>
<td>90.0</td>
</tr>
<tr>
<td>Lee</td>
<td>Montgomery</td>
<td>Montgomery</td>
<td>90.0</td>
</tr>
<tr>
<td>Morse</td>
<td>Oneida</td>
<td>Oneida</td>
<td>90.0</td>
</tr>
<tr>
<td>Smith</td>
<td>Schenectady</td>
<td>Schenectady</td>
<td>90.0</td>
</tr>
</tbody>
</table>
WHENZL Pinches AP Press

ALBANY—While the tentative agreement reached between the state and the Civil Service Employees Assn. generally ended the strike at the union, it also triggered a battle of wits between the press and union leadership.

The press initially resisted favorably the tentative agreement. However, some subsequent confusion over terms of the pact obtained on Wednesday from the AP reports in Albany's newspapers. A writer for the Associated Press expanded the contract dispute by writing that it was time for a new Civil Service exam in New York State.

Full Employment is The Key
To Prosperity, Buy U.S. Made Products

Who says a foreign vacation has to be expensive?

Montreal $79

Viva French. In fact, our beaten French-speaking city in the New World had a chance to become the next Paris. And it can.

Toronto $99

Toronto has it all. Outstanding museums and restaurants, chic boutiques and swinging disco. It's Canada's capital city, after all. 1-800-561-1711.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.

The International Caravan.
CANONSBURG GENERAL HOSPITAL

Cannonsburg, Pa. 15317

(412) 744-1000

E.O.E.

DERBYFIELD - York County
NOVA SCOTIA
Informal Vacation Hideaway
11 Miles From Yarmouth

1-800-225-7611

FOR REST AND RELAXATION

In an unspoiled rural setting on beautiful
Lake Ellenwood

Clean, clear, country air • Comfortable with both
MAIN LODGE • LAKE AND WOODLANDS • COTTAGES

Each facilities include: comfortable, carpets, water sitting,
terraces, short distance, cozy dining room, covered looked room, coffee shop, Pool room, lounge, and dining and dancing
to recorded music. Putting Green, Smoking Tool, We teach art
to our children. Winter: Pinecone Park. Spring $89.00, Double Oct.
$12.00. Three in high $100.00. No charge for children under 12 - Occ.
Same Room.

Than reserving mention Civil Service Leader for rates.

Buffalo State

The urban college with 8,127 in mind.

— The largest of the SUNY tour year colleges.
— Offers the largest undergraduate art education program in the country.

Let us shape your future. Write our Admissions Office.

State University College at Buffalo
1300 Elmwood Avenue
Buffalo, New York 14222

PHYSICIANS PENNSYLVANIA

Immediate and permanent positions now available with JCAH accredited hospital located close to all summer, winter and cultural attractions. Good streets, pleasant community.

• Orthopedic Surgeon (Salary open)
• Registered Nurses • immediate need In critical care unit, operating room and medical-surgical units.

60 bed, plus expansion programs in the near future.

Registered Nurses — immediate need in Critical care unit, operating room and medical-surgical units.

40 hour week. Retirement and hospitalization programs are just a few of the excellent benefits we extend to you.

If interested please forward your resume to the following address:

Mr. M. Kricktibcker admg (ret. MSC) or director of nursing services.

CANONSBURG GENERAL HOSPITAL

Cannonsburg, Penna. 15317

(412) 744-1000

E.O.E.

DERBYFIELD - Yarmouth County
NOVA SCOTIA
Informal Vacation Hideaway
11 Miles From Yarmouth

1-800-225-7611

FOR REST AND RELAXATION

In an unspoiled rural setting on beautiful
Lake Ellenwood

Clean, clear, country air • Comfortable with both
MAIN LODGE • LAKE AND WOODLANDS • COTTAGES

Each facilities include: comfortable, carpets, water sitting,
terraces, short distance, cozy dining room, covered looked room, coffee shop, Pool room, lounge, and dining and dancing
to recorded music. Putting Green, Smoking Tool, We teach art
to our children. Winter: Pinecone Park. Spring $89.00, Double Oct.
$12.00. Three in high $100.00. No charge for children under 12 - Occ.
Same Room.

Than reserving mention Civil Service Leader for rates.
STATE EXECUTIVE COMMITTEE

Agriculture & Markets

ABRAHAIM L. LIEBOW

I am a delegate, recording secretary and grievance chairman of a CSEA Local and a member of the statewide grievance committee. The CSEA needs change, new faces, new ideas and the rank and file must be recognized as the structure-making and policy-making body of the CSEA.

Material not submitted

JOHN WEIDMAN

(Material not submitted)

(Vote for One)

Authorities

JEAN C. GRAY

Jean C. Gray has represented Authorities for the last four years. She has been President and delegate and has held many other offices in the CSEA. She is a graduate of the Cornell University School of Industrial and Labor Relations. Her interest is in employees' rights and watching the use of various contracts to protect the employees she represents.

Material not submitted

Charles S. Zoffer

Started state service in 1968. Presently employed as a principal engineering technician with East Hudson Parkway Authority. Active member of CSEA, beginning as Local Shop Steward, assumed responsibility of delegate, vice-president, chairman of Region III education committee. Outside activities member Elks Club, Transportation Engineers Assn., Civic Association.

Corrections Services

RONNIE MARX

Since 1974 I have been president of Local 154, Clinton Correctional Facility. I take pride in the quality and success rate of our grievance committee here. The Merit System, equal rights, the sanctity of our contract and an upward two-pay-grade reallocation for correction civilians is what I am committed to.

Banking

EMIL J. SPIAK

(Material not submitted)

Conservation

VICTOR V. PESCI

Mr. Pesci has served as chairman of the State Executive Committee, vice-chairman of the Professional, Scientific and Technical Unit Negotiating Team, member of the statewide legislative and political action committee, member of the Directors' budget committee, and is completing his fourth term as Banking Department Representative.

Civil Service

DOLORES R. FARRELL

(Material not submitted)

CONNIE BUCKLEY

Presently Civil Service Local treasurer, I have been an active CSEA member for 11 years. I have represented the Civil Service Local as a voting delegate to the regional meetings and statewide conventions and have attended workshops presented by the New York State School of Industrial Labor Relations at Cornell University.

Education

PAUL G. KAMRASS

(Material not submitted)

Commerce

PAUL G. KAMRASS

My graduate work in Labor Relations and over 10 years experience in personnel and labor relations have proven themselves in my work as delegate to the New York City Local and to the Commerce labor-management committee.

PAUL Q. KAMRASS

Mr. Kamrass entered state service in 1953 as a laborer and is currently a wildlife biologist. A CSEA member for over 20 years, he has been president of Local 113 and a member of the Region IV political action committee. He is an army veteran, married with two children.

EDWARD E. GARDEPHE

(Material not submitted)

Finance

PAUL Q. KAMRASS

(Material not submitted)

(Please see next page)

Finance

Material not submitted

EDWIN J. SPIAK

(Material not submitted)

Conservation

VICTOR V. PESCI

Mr. Pesci has served as chairman of the State Executive Committee, vice-chairman of the Professional, Scientific and Technical Unit Negotiating Team, member of the statewide legislative and political action committee, member of the Directors' budget committee, and is completing his fourth term as Banking Department Representative.

Civil Service

DOLORES R. FARRELL

(Material not submitted)

CONNIE BUCKLEY

Presently Civil Service Local treasurer, I have been an active CSEA member for 11 years. I have represented the Civil Service Local as a voting delegate to the regional meetings and statewide conventions and have attended workshops presented by the New York State School of Industrial Labor Relations at Cornell University.

Education

PAUL G. KAMRASS

(Material not submitted)

Commerce

PAUL G. KAMRASS

My graduate work in Labor Relations and over 10 years experience in personnel and labor relations have proven themselves in my work as delegate to the New York City Local and to the Commerce labor-management committee.

PAUL Q. KAMRASS

Mr. Kamrass entered state service in 1953 as a laborer and is currently a wildlife biologist. A CSEA member for over 20 years, he has been president of Local 113 and a member of the Region IV political action committee. He is an army veteran, married with two children.

EDWARD E. GARDEPHE

(Material not submitted)

Finance

PAUL Q. KAMRASS

(Material not submitted)

(Please see next page)
ALBANY—The State Civil Service Department has opened filing until May 23 for a preliminary test to be held June 18. The preliminary test, open competitive exam 20-907, is open only at the State University of New York at Albany.

Candidates must have three years' experience in the operation of offset printing machines.

**Assoc. Accountant**

ALBANY—An associate accountant social services eligible list, resulting from open competitive exam 24-447, was established April 27 by the State Civil Service Department. The list contains 60 names.

**New Americana Garage Available**

NEW APPLIANCES GARAGE AVAILABLE

• Lobby Intercom System
• Air Conditioning Sleeves
• 24-Hr Security Guards
• Shopping Center with plenty of parking space in front.

**New York State Real Estate**

WASHINGTON CO. 1865 subject estate, one-family, 1 BR, 3 rooms, $1,300 per month. Over 15 acres, large house, large barn, 500,000. Cats but will finance part. June 14, June 21, 22, 23. West Hempstead, N.Y. (516) 328-2199.

**Lawrence County**

UPSTATE N.Y. Lawrence County. 240 acres farm, very good condition. Over 100 acres timber, home built. Large barn, $97,000. Cats but will finance part. JUNE 18, 19. Wethersfield, N.Y. (516) 328-2199.

**New City—The Rockland**

Northern New York Public Service Commission has issued a competitive examination number 20-907, open only at the State University of New York at Albany.

EXAMINATION ANNOUNCEMENT

Position: Probation Officer Trainee (24-447)

Eligible title: Probation Officer Trainee

Examination date: June 18

Salary: $24,000

The preliminary exam is to be held June 18. The open competitive titles are computer operator (exam no. 68-445), probation officer (66-396) and probation officer trainee (68-396).

The promotional titles are motor vehicle clerk at level I (74-022) and level II (74-022).

For more information contact the office at County Office Building, New Cuy, N.Y. 10956.

**WHERE TO APPLY FOR PUBLIC JOBS**

NEW YORK CITY—Persons seeking employment with the City should file at the Department of Personnel, 48 Thomas St., New York 10013. Applications between 9 a.m. and 4 p.m. Special hours for Thursdays are 8 a.m. to 4 p.m.

For those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department of Personnel at least five days before the deadline. Applications are available only during the filing period. By subway, applicants can reach the filing office via the IND Second Avenue and the Third Avenue.

**Rockland Floor Closes May 18**

A.M. FOR 5 P.M. or call 264-0560.

EMPIRE—The Rockland County Personnel Office has opened filing for two competitive and two promotional exams until May 18. Yest will be given June 18.

For further information contact the office at County Office Building, New Cuy, N.Y. 10956.
I have been employed by New York State since June 1973, and currently hold the position of Court Asst. I, with the NYS Court of Claims, I was elected as Court of Claims president in 1975. I am a member of the statewide Judicial negotiating team and a member of the Region IV downtown committee.

(Vote for Two)

Labor

WILLIAM DEMARTINO

Has served as Labor Department CSEA representative for the last two years; also president of Local 340 and Region II first vice-president. Believes board members should be active participants in decision-making process, providing specific input via proposals and programs. CSEA must develop participatory membership and develop common cause with other labor organizations.

A. VICTOR COSTA

A. Victor Costa has been a member of the CSEA Board of Directors for 17 years. He was a former second vice-president of CSEA; has served on 33 various committees, held a Local president and four-term regional president. He was the chairman of the restructuring committee and was instrumental in having the weighted voting for the Board, thus increasing representation.

GENNARO FISCHETTI

Mr. Fischetti has been a referee for the Workman’s Compensation Board for 15 years, a lawyer for 26 years. He has served as delegate to the New York City Local executive committee, chairman of the law committee, constitution and by-law committee. He has served as delegate to statewide conventions.

JEAN TREACY

Employment Interviewer in Labor Department for 13 years. Member of PST Negotiating Team for past two years and shop steward. Former reporter and editor for 13 years. President of U.S., N.Y. L.A.P.E.S. chapter and president of Whitestown Republican Club.
STATE EXECUTIVE COMMITTEE

KATHLEEN YUSCHAK

Ten years as a section representative—delegate from the Capital Region IV, social chairman of the local, seven years as treasurer of the local and served on the following committees: Department of Labor, Labor/Management Committee; statewide Labor negotiating committee; ex- examination committee, statewide—co-chairman, statewide grievance committees.

ROBERT LATTIMER

She has served on six Local and six regional committees and as a regional officer. Nonie has also received her regional's President Award.

(Vote for Four)

Mental Hygiene—Region II

DOROTHY KING

Mrs. King is seeking re-election as Mental Hygiene Representative Region II to the statewide Board of Directors. She has

GREGORY SZURNICKI

Mr. Szurnicki is president of the Kings Park Local 411, a member of the Institutional Unit Negotiating Team, co-chairman of Region I state affairs committee, and a member of Region I political action committee. He has served as Mental Hygiene Representative from Region I and as vice-chairman of the Mental Hygiene Council.

(Vote for Three)

Mental Hygiene—Region I

JOSEPH LAVALLE

Julia Duffy

My experience in CSEA includes being secretary of the human rights committee, secretary of the Administrative Unit Negotiating Team, chairman of Region I membership committee, member of board of directors and delegate from Pilkerton Local. I would like the opportunity to serve CSEA statewide.

Sylvia Weinstock

The threshold of a "New Era" and I feel that every member should be heard. My goal is to give all employees proper representation for better living wages, conditions, fringes and retirement benefits. We must attempt to activate the apathetic and stimulate them to work for a bigger and better CSEA.

JIMMY GRIPPER

Mr. Gripper is president of Brooklyn Developmental Local 447 and has served as a member of the statewide ad hoc CSEA committee and the regional constitution and by-laws committee. He is a member of the local's human rights committee, co-chairman of the United Fund campaign and Operational Services Unit negotiating team member.

PATRICK FRASER

Presently a vice-president of Willowbrook Local. Also chairman of the grievance committee.

FELTON KING

Have been an active member of CSEA since April of 1973; delegate to the convention Autumn 1974; March 1977; union representative on human rights committee since 1974; served on labor management committees, 1973; serve as community store committee union representative.

(Continued on Page 18)
DOROTHY KING

(Continued from Page 17)

Am involved with our grievance committee and newsletter committee. Continue as department representative.

(Vote for Three)

Mental Hygiene -
Region III

CLAYTON WITHAM

I am 51 years old, with an Associate Degree in Mental Health, and 18 years with the Mental Hygiene Department at Hudson River Psychiatric Center. I have been regional sergeant-at-arms, and held various committee chairmanships. I am keenly interested in present and future working arrangements with the state, and continued representation by CSEA.

JOHN CLARK

CSEA member for 20 years, during which have served as president of Leitchworth Village Local, third vice-president of Southern Conference, first vice-president of Southern Region, vice-chairman of Operational Unit Bargaining Team, member of Mental Hygiene negotiating committee, and am incumbent Mental Hygiene representative.

NICHOLAS PUZZIFERRI

(Material not submitted)

RICHARD SNYDER

(Material not submitted)

NICHOLAS PUZZIFERRI

(Material not submitted)
STATE EXECUTIVE COMMITTEE

(Mental Hygiene - Region VI)

WILLIAM McGOWAN

He has also been president and board member of the West Seneca Developmental Center Local - several terms.

BERNARD DWYER

Mr. Dwyer has been employed in the Albany Office of Public Budgets for 30 years. He is completing his second term as department representative to the State Executive Committee.

Motor Vehicle

ALBERT MEYER

Having worked for, studied and taught government, I believe only a fighting union controlled by its members can defend government workers in this period of assaults against their standard of living. For a living wage, better working conditions, the 20-hour work week; against racism, sexism and the Taylor Law.

Social Service

ED SHERRY

(Without exception, employees will receive significant salary increases on promotion despite the fact the salary schedule will not be adjusted.)

Vote On State Contract

(Continued from Page 1)

Permanent SG-11

2-31-77 salary $8,775

plus increment $500

base for year-one $9,275

Increases

3 percents or $400 $500

promotion to SG-11 (increment) $9,775

10-1-77 increase 4 percent or $400 $500

3-31-77 salary $10,433

plus partial increment $10,450

for year-two $10,613

maximum increase $11,144

"Without exception, employees will receive significant salary increases on promotion despite the fact the salary schedule will not be adjusted.

"In the example without promotion, after one year the employee's basic annual salary will have increased almost 24 percent. In the example with promotion, after one year the employee's basic annual salary will have increased almost 27 percent.

"Finally, a question was raised concerning the average salary increase over the life of the agreement. We calculate such average increase to be approximately $1,635. The minimum increase over the life of the agreement is $1,535.

William McGowan

(Continued from Page 20)

Edward J. Johnson

"I pledge that if I am elected, I will devote my most strenuous efforts— at the negotiating table and at every other appropriate occasion— to achieve these goals. I will certainly appreciate the support of every member of the CSEA who believes in these goals."

Name Interim Head Of Jefferson Local As Percy Resigns

WATERTOWN — Peter C. Griceo has been designated interim president of the Jefferson Local of the Civil Service Employees Union, succeeding Eleanor S. Percy, whose resignation resulted from her transfer to a state employee status as a result of the state's takeover of Watertown's city court where she is a clerk.

Mr. Griceo will serve until election of officers this month. He had been the Local's first vice-president. He was also named the Local's representative to statewide CSEA Board of Directors meetings in Albany. Ms. Percy had been Jefferson Local president for nine years. As a state employee, she is not eligible for membership in the county Local, but has transferred to the newly organized Region V Local and is serving as its temporary president.

Ruth A. Van Exen, Angie N. Druick and Malcolm H. Blytech have been named to the nominating committee to pick a slate of officers for presentation to the Jefferson Local membership.

A dinner for Ms. Percy will also be held in May, with the arrangement in the charge of Betty N. Rosvokara Richard J. Hendrickson, Marsha C. Coppola and Ross K. Blytech.

"I hope these explanations are helpful.

Sincerely,

Donald H. Wollett"

E. JACK DOUGHERTY, JR.

(Material not submitted)

Tax & Finance

CURT GRASS

(Material not submitted)

Under the terms of the new agreement, the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.

Vote On State Contract

(Continued from Page 1)

Permanent SG-11 Employee

Promoted to SG-11

2-31-77 salary $8,775

plus increment $500

base for year-one $9,275

Increases

3 percents or $400 $500

promotion to SG-11 (increment) $9,775

10-1-77 increase 4 percent or $400 $500

3-31-77 salary $10,433

plus partial increment $10,450

for year-two $10,613

maximum increase $11,144

400; the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.

"I hope these explanations are helpful.

Sincerely,

Donald H. Wollett"

E. JACK DOUGHERTY, JR.

(Material not submitted)

Tax & Finance

CURT GRASS

(Material not submitted)

Under the terms of the new agreement, the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.

Vote On State Contract

(Continued from Page 1)

Permanent SG-11 Employee

Promoted to SG-11

2-31-77 salary $8,775

plus increment $500

base for year-one $9,275

Increases

3 percents or $400 $500

promotion to SG-11 (increment) $9,775

10-1-77 increase 4 percent or $400 $500

3-31-77 salary $10,433

plus partial increment $10,450

for year-two $10,613

maximum increase $11,144

400; the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.

William McGowan

"I hope these explanations are helpful.

Sincerely,

Donald H. Wollett"

E. JACK DOUGHERTY, JR.

(Material not submitted)

Tax & Finance

CURT GRASS

(Material not submitted)

Under the terms of the new agreement, the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.

Vote On State Contract

(Continued from Page 1)

Permanent SG-11 Employee

Promoted to SG-11

2-31-77 salary $8,775

plus increment $500

base for year-one $9,275

Increases

3 percents or $400 $500

promotion to SG-11 (increment) $9,775

10-1-77 increase 4 percent or $400 $500

3-31-77 salary $10,433

plus partial increment $10,450

for year-two $10,613

maximum increase $11,144

400; the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.

William McGowan

"I hope these explanations are helpful.

Sincerely,

Donald H. Wollett"

E. JACK DOUGHERTY, JR.

(Material not submitted)

Tax & Finance

CURT GRASS

(Material not submitted)

Under the terms of the new agreement, the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.

Vote On State Contract

(Continued from Page 1)

Permanent SG-11 Employee

Promoted to SG-11

2-31-77 salary $8,775

plus increment $500

base for year-one $9,275

Increases

3 percents or $400 $500

promotion to SG-11 (increment) $9,775

10-1-77 increase 4 percent or $400 $500

3-31-77 salary $10,433

plus partial increment $10,450

for year-two $10,613

maximum increase $11,144

400; the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.

William McGowan

"I hope these explanations are helpful.

Sincerely,

Donald H. Wollett"

E. JACK DOUGHERTY, JR.

(Material not submitted)

Tax & Finance

CURT GRASS

(Material not submitted)

Under the terms of the new agreement, the maximum increase is $8,200. An additional cash payment averaging $455 over two years will occur if employees elect the vacation buy-back option. That option is worth an average of $217 in the first year of the agreement and $238 in the second year.
Kenneth Cadieux

Mr. Cadieux, whose name occupies the first position on the ballot, has been a civil service employee for 26 years.

For four years he has served as a member of the statewide Board of Directors in his position as chairman of the statewide constitution and by-laws committee. He has been president of the largest unit of the Civil Service Employees’ Assn., with 5,000 members, for ten years, and has consistently negotiated for contracts averaging 11 percent salary increases during his presidency.

Other positions Mr. Cadieux has held in the CSEA include being a board member for the Nassau Local for 13 years and a delegate to state conventions for 10 years. He has also served on numerous state, regional, and local committees.

Mr. Cadieux is very knowledgeable on state and county problems, has lectured on collective bargaining and productivity at various colleges, and is a member of the American Society for Public Administration.

William McGowan

"Bill McGowan doesn’t always say the popular thing, but he never fails to say what he believes is the truthful thing."

So said a supporter two years ago when William L. McGowan was the successful candidate for executive vice-president of the CSEA.

The description remains completely appropriate today as the 52-year-old straight-talking electronics mechanic, on paid leave from the State Mental Hygiene Department’s West Seneca Developmental Center in Erie County, campaigns for president of our statewide organization.

"When I was elected executive vice-president, I had no intention to use it as a stepping stone to the presidency," Mr. McGowan said recently in a letter to members of the Statewide Board of Directors. "On the contrary, I had hoped that in the number 2 position, I might help correct many of the problems of the CSEA which I had had the opportunity to observe while serving in various official capacities earlier in my career.

"Instead, I have experienced such complete and utter frustration that I conceive it to be my duty and responsibility to seek the presidency in order to restore leadership and direction to our union."

McGowan knows something about duty and responsibility in the CSEA, having occupied increasingly important positions in the organization during the past 16 years. He has been president of Western Region VI, fourth vice-president of statewide CSEA and a member of the Board of Directors representing the Mental Hygiene Department.

He has also served as Local president and Board of Director Representative of West Seneca Developmental Center Local 427, chairman of the Local’s grievance committee and chairman of the Mental Hygiene Presidents’ Assn. He was chairman for five years of Mental Hygiene’s negotiating team and has also been chairman of Mental Hygiene’s labor-management committee.

Mr. McGowan views the re-establishment of leadership as a primary plank in the platform on which he is standing for election.

"But I say, as I’ve said many times before, that we need to open—and keep open—the lines of communication among all the membership so that everybody can be informed of our problems and can help in arriving at their solution.

"I view job security and improved promotional opportunities at every level of state and county government as inherent goals that we must always try to settle on. I am for full agency shop and the right to strike. There should be lesser penalties on the workers, and penalties on the employer should be spelled out so that they are equivalent in hardship to those imposed on the employees."

Among other things, I will make every effort to speed-up the establishment of meaningful career ladders, to get real affirmative action, to stop the breaking down and contracting out of Mental Hygiene Department services, to stop the curtailing of the Drug Abuse Program, to center the OSHA Program back in the state, and to guard against the CETA program eroding the Merit System provisions for present employees.

Finally, I have always been and will continue to lead this union in having meaningful rank-and-file involvement in all of its affairs."