Vote Now CSEA Members Told: Deadline Near

ALBANY—With the deadline for returning ballots in the biennial election of statewide officers and State Executive Committee members only a few days away, the Civil Service Employees Assn. reports that the numbers of ballots returned daily are dropping off significantly.

A CSEA spokesman said, "There are obviously a great many members who have not yet voted, and those non-voters are reminded that they should get their ballots in the mail right away and not take any chances on mail delays causing late arrivals." Ballots must be received by 6 p.m. Tuesday, June 21 in order to be considered valid. Ballots are scheduled to be removed from outer envelopes in preparation for counting on June 29, with the actual ballot counting taking place on June 28. The formal announcement of the results is set for June 29.

This is the opportunity for the membership to elect all the top leadership of their union, and it only comes once every two years, the spokesman noted. "With the varied and sometimes controversial interests, this union has one would expect virtually every member has an opinion on how (Continued on Page 31).

Charges Filed Against CSEA Local Leaders

ALBANY—Joseph McDermott, president of Capital Region IV of the Civil Service Employees Assn., has charged eight local presidents in that region with "conduct not in the best interest of the Association," during the effort to organize a strike in March and April, prior to the last-minute settlement with the state.

Mr. McDermott stated that he would not release the names of those charged to protect their cases from prejudice. However, three names were released by the Times Record in Troy: George Olson, president of Commerce Department Local; Anson Wyrick, president of the Executive Department Local; and Norbert Kahn, president of the Department of Law Local.

The eight have been charged (Continued on Page 3).

Letter Campaign Opposes Mental Hygiene Bills

By JANE BERKSTEIN

ALBANY — According to Civil Service Employees Assn. mental hygiene consultant Jim Cohen, a massive letter-writing campaign has been launched to register opposition to the series of bills now in the state legislature which would authorize the state's withdrawal from mental hygiene, and would relinquish control to the counties.

"At present, the status of those bills is unclear," Dr. Cohen said. "The Governor is doing his best to see that they pass, and CSEA is doing its best to see that they don't."

Dr. Cohen has given a structure to the letter-writing campaign to insure its success. The union is seeking a minimum of 15,000 letters, and the members say as many as 20,000 could reach Gov. Hugh Carey and members of the legislature this week.

One CSEA region has a committee that deals with mental hygiene deinstitutionalization matters. This committee has two chairmen, one who tends to matters concerning mental retardation, and the other who looks after mental health areas. These two people in each region have been responsible for monitoring the campaign within each local, and for designating an individual who also monitors on the local level.

"We want at least one fifth of the membership from each chapter to write against these bills—there has to be a massive effort," Dr. Cohen said.

Mental hygiene workers fear that local municipalities will not have the same priorities in terms of comprehensive care for the mentally ill and mentally retarded. There is also the very real fear of the loss of hundreds of jobs, because county officials may have ideas other than to hire state workers for local positions.

"The CSEA does not support any of this legislation," said Dr. Cohen. "Whether the legislature passes it or not, the Governor will not get the state out of the mental hygiene business—we've got to be able to pick up the ball and run with it—we've got to be able to fight offensively instead of defensively."

Dr. Cohen said that in New York City alone, 260 mental hygiene employees covered by the contract had voted overwhelming ratification of the agreements. 40,075 in favor of joint 10,173 opposed, but the handful of dissenting workers obtained a temporary injunction in State Supreme Court, charging voting irregularities in the balloting. Acting Supreme Court Justice Lawrence Kahn had ordered the matter transferred to the June term of Supreme Court for a full hearing, but James W. Roemer, Jr. of the CSEA's legal firm at Roemer, Wobester, and Doherty, asked for and got a special session of the Appellate Division judges to hear a union appeal to Judge Kahn's decision. The Appellate Division agreed unanimously to hear the appeal, and the case was without merit and overturned the earlier court decision, paving the way for the contract signings.

Under terms of the 2-year contract, state employees in the Administrative Services Unit, Operational Services Unit, Institutional Services Unit, and the Professional, Scientific and Technical Services Unit will receive state workers for local positions. (Continued on Page 6).

Sign CSEA Contract After Court Decides Suit Without Merit

ALBANY—Contracts providing pay increases of 5 percent retroactive to April 1 for 140,000 State employees, and two future increases totaling an additional 9 percent, were signed last Friday by Theodore C. Wenzel, president of the Civil Service Employees Assn., and Donald Wollset, State CSEA director, in ceremonies at the State Capitol.

The contracts covering employees in four major bargaining units for the period April 1, 1977 through March 31, 1979 were signed just one day after the Appellate Division of State Supreme Court threw out a law suit brought by a small group of state employees seeking to prevent the contracts from being implemented. The Appellate Division judges ruled unanimously, 5-0, that the suit was without merit and that the contracts could be signed.

Employees covered by the contracts had voted overwhelming ratification of the agreements. 40,075 in favor of joint 10,173 opposed, but the handful of dissenting workers obtained a temporary injunction in State Supreme Court, charging voting irregularities in the balloting. Acting Supreme Court Justice Lawrence Kahn had ordered the matter transferred to the June term of Supreme Court for a full hearing, but James W. Roemer, Jr. of the CSEA's legal firm at Roemer, Wobester, and Doherty, asked for and got a special session of the Appellate Division judges to hear a union appeal to Judge Kahn's decision. The Appellate Division agreed unanimously to hear the appeal, and the case was without merit and overturned the earlier court decision, paving the way for the contract signings.

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High Court Ruling On Agency Shops Should Clear Air

Hopefully, as the Legislature races towards its adjournment date, it will not overlook the importance of (Continued on Page 6).
**Suffolk CSEA Ballots In Mail; 31 Candidates**

HAUPPAUGE — Ballots were to go into the mail this week to members of the Suffolk chapter of Civil Service Employees Assn., with the names of 31 persons seeking chapter offices.

Two-term president James Corbin heads a ticket which is opposed by two other, dental and two independent candidates.

Mr. Corbin is being opposed for the presidency by Bill Lewis and Don Gallerani. According to Lee Moorhead, chairman of the elections committee, the mailing and counting of ballots was being supervised by an outside agency with the eise cooperation of Tony Channett, a member of the statewide elections committee.

The ballot lists:

For president: James Corbin, Bill Lewis and Don Gallerani.

For first vice-president: Edward J. Valder and John K. Demond.

For second vice-president: Frank Giordano, Al Stein and Jim Tierney.

For third vice-president: Frank Randall and Nicholas Marrano.

For fourth vice-president: Ruth Kempf, Lillian Tully and Al Tasso.

For fifth vice-president: Sal Pentassulo, Kathy Beyerly and Thomas Lombino.

For recording secretary: Mildred Hamer, Dorothy Victoris and Marj Eberman.

For treasurer: Dorothy Coote, Isabelle Jones and Richard Knaur.

For corresponding secretary: Eileen Raynor, Barbara Rubino and Mikhail Batson.


The first names listed are the Corbin team, the second names are the Lewis ticket and the third names are the Gallerani slate where they have an entry and the independent candidates, Tasso and Worman. The elections committee has not divided the order in which the names will appear on the ballot.

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For Public Employees

Published Each Friday

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**GOVT REORGANIZATION**

U.S. Civil Service Commission Chairman Alan K. Campbell and Budget Director Bert Lance today announced the leadership group and a plan of action for a Presidentially-mandated top to bottom study leading to reorganization of Federal personnel management.

**HIGHER SOC. SECURITY TAXES**

Haeworth Robertson, chief staff aide to the Social Security Administration, predicted Americans will shortly be paying higher social security taxes and the federal government will meet an increasing share of the individual’s total “economic security needs.” Robertson made his predictions at a Washington Legislative Update conference sponsored by the International Foundation of Employee Benefit Plans.
Mental Hygiene Letters Campaign

(Continued from Page 1)

Sign CSEA-State Contract

(Continued from Page 1)

Local Presidents Charged

(Continued from Page 1)

Probation Head States Views

CSEA's statewide probation committee has voted to support the bill, which would allow the state to take over the responsibility of delivering probation services. We also give it our support.

Voting Deadline

TYPICAL BALLOT (FOR LONG ISLAND REGION I ONLY)

Install Officers Of Manpower Local

CSEA Affiliation Goal In Wyoming

DR. JIM COHEN

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

JUNE

NEW YORK CITY — Officers of the Civil Service Employees Assn.'s Metropolitan Manpower Services Local 350 will be in- stalled June 3 at Miller's Restau-

3rd Vice President

RUTH BEVARDEN

ROBERT CONDON

MEN KUIN

4th Vice President

PETER MCGOWAN

ALEX KOTSIA

DOUGLAS KINLEY

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Guidelines have been issued by the U.S. Civil Service Commission for utilizing federal facilities to provide work experience for disabled veterans and for their employment after the training.

"Unemployment among veterans is high, and among disabled veterans it is acute," said CSC Chairman Alan K. Campbell. "I strongly urge federal managers to use these procedures as a means to help disabled veterans to become qualified for gainful employment."

The Veterans' Education and Employment Assistance Act of 1976, removes a restriction in the Fair Labor Standards Act which prohibited unpaid work in federal agencies, and permits unpaid training and work experience available to disabled veterans should contact a counseling psychologist at the counseling and rehabilitation section of their local VA office for assistance in establishing a host-eligible program. * When a disabled veteran is enrolled for training on an unpaid basis, an agreement form, furnished by the VA, is signed.

Disabled Vets To Train For Fed Positions

Victory in Rockland

Unity is demonstrated by Civil Service Employees Assn. leaders as they celebrate CSEA victory in vote to continue the union as bargaining representative for Rockland County employees. From left are County until president Frank Spilich, Rockland Local 884 president and Southern Region III first vice-president John Mauer. CSEA president Theodore C. Wendel and County audit vice-president Ray Zbabulas. The CSEA won over the Service Employees International Union was the tenth one in the past three years in the CSEA's Southern Region, which encompasses the seven-county area that includes the mid-Hudson and Catskill districts.

Federal
Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 500 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>Food Inspector</td>
<td>GS-5</td>
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Engineering and Scientific

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<tr>
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<td>Mid-Level Positions</td>
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<td>Senior-Level Positions</td>
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<tr>
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<td>GS-4, 5</td>
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| Secretaries, Options I, II, III                       | GS-5, 6      | NY-5-04    |

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<td>NY-5-09</td>
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<td>Medical Machine Technician</td>
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<td>Medical Radiology Technician</td>
<td>GS-5, 6</td>
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<td>Medical Technician</td>
<td>GS-5, 6</td>
<td>NY-0-31</td>
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<td>Medical Technologist</td>
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<td>Nurses</td>
<td>GS-5 to 12</td>
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<tr>
<td>Veterinarian Trainee</td>
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Military

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<th>Air Reserve Technician (Administrative)</th>
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<td>Clerical/Technical</td>
<td>GS-5 to 12</td>
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Social and Education

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<tr>
<td>Professional Careers for Librarians</td>
<td>GS-7 to 12</td>
<td>426</td>
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CSEA Fights For Bay Shore Workers Fined In Protest

HAUPPAUGE — The Civil Service Employees Assn. vowed last week to fight "to the Supreme Court of the United States if necessary" to force the state to reimburse employees from the Bay Shore employment office who were fined two days for refusing to work last February in a state building that lacked a certificate of occupancy.

The two days' pay was deducted from the paychecks of 45 employees because the State Office of Employee Relations decided that the employees engaged in an illegal strike under the Taylor Law.

CSEA leaders, however, vigorously disputed the state's claim. "The strike was labor dishonorable. A strike never happened. This is not anything more than a punishment without trial," said CSEA President Francis J. Deletta. "The CSEA will take this to the Supreme Court if necessary," he added.

"The people did not strike. . . They just did not want to work under adverse conditions, which threatened their health. They went to work and were writing in the building if the state would produce the certificate of occupancy they promised," said S. Fin. Comm.

Employees have filed affidavits disputing the claim and are thus entitled to a hearing on the matter, and a spokesman for the Office of Employee Relations. If the hearing is decided in their favor, "employees will be reimbursed. Under state law, however, deductions must be made within 90 days after a ruling is made, even if a hearing has not been held. The ruling will be signed by the supervisor for the Long Island Region.

"It is disrupting this type of behavior from a state agency. How can they be penalizing people into a fire trap, a building that local government refuses to certify as safe for human occupancy?" Mr. Flamenbaum asked.

Feb. 7, employees refused to enter an office at 18 N. Main St. because it lacked a certificate of occupancy from the town of Huntington, and adequate facilities, and had only two entrances; the approximately 12,000 people who used the building each day. Instead, employees reported to work next door at the labor department headquarters and worked on claims and paper work.

However, employees, all temporary or part-timers, were fired after 3 p.m. that day by Frank Seger, the office setting manager, who was following the orders of the Labor Department executives in Albany and New York City. The next day, the state fired back the employees any way they can win. How do you reordering people into a fire trap, a building that local government refuses to certify as safe for human occupancy? Mr. Flamenbaum asked.

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And be sure they include the proper identification on the outside of the envelope to show that the vote is being received the ballot, there is still time to notify the election state officers.  State executive committee members and agency, receive the replacement ballot and cast it in time

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So for those persons who wonder why the election takes so long: The answer is simple. The union, in its efforts to make sure that each qualified voter has the opportunity to vote, has provided for the replacement ballot. If, within a reasonable time, a member realizes that he or she has not received the ballot, there is still time to notify the election agency, receive the replacement ballot and cast it in time to be counted.

So far, despite intense campaigning by the candidates, the return has been disappointing low in the balloting for statewide officers, State Executive Committee members and regional officers.

At the same time, most of the union’s hundreds of chapters are also engaged in the election of their local leaders. Results from many of these are already known, and the “upsets” thus far promise some of the shakeups that whatever voters may think of individual statewide and regional candidates, is not over yet, even though it may seem so to some people to get their ballots returned to the Latham Post Office in time to be counted.

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(M.O.B.)
What's Your Opinion

BY PAMELA CRAIG

QUESTION

Do you think that non-union workers should be required to pay union dues?

THE PLACE

Division of Housing and Community Renewal, Manhattan

Opinions

Walter Geneesa, architectural specifications writer: "Yes, I strongly feel that non-union members should be required to pay union dues. I feel it is unfair for the non-members to receive the same benefits as the dues-paying member. The dues-paying member pays for the negotiated benefits and salary increases obtained from the state. All Union members are worked and paid for and it's unfair for the non-involved to reap the benefits. I do not feel, however, that non-members should be required to contribute to any political action on the part of the union."

Mike Harmsel, accountant: "No, I do not. I feel that the union has not justified itself when the body of state workers. I feel at this time no obligation to support the bargaining agent, that is, the CSBA. On the basis of past bargaining with the state, the contract recently negotiated illustrates my definite concern for the state civil servant. The negotiation is a bitter experience to the writer, to say 'don't rest my harvest plans' apply here. Those who choose not to reap, choose not to sow."

Hugo Ford, librarian: "Definitely. I don't believe a non-union member should negotiate, therefore, negotiate, therefore, negotiate the employee, an exception should be made. All new state employees are hired at the 1974 pay scale."

Debbie Miller, senior staff: "Yes, I feel that non-union workers should be required to pay union dues. The union members put their bodies in a noose every year when they negotiate for salary increases and shoulder the entire burden. It is not fair for non-members to reap these benefits attained through the sweat and toil of others. The Agency Shop bill must be passed and the burden should be shared by all who care to reap the rewards of a labor union."

LETTERS TO THE EDITOR

Housing management representative: "No, I do not feel that non-union workers should be required to pay union dues. When the writer, for instance, is paid with those benefits of those who choose not to join the union, the benefits are not really the element of coercion, when there is no choice, whether to pay or not. Basically, the union should do a better job of selling the union, but I have never really been interested in the experiment."

Leona Payne, housing management representative: "Yes, there would be voluntary enlistment and no need for an Agency Shop bill."

"The New York Times" Society: "Who is it then that the group of Jewish sanitation men call themselves the "Hebrew Spiritual Society"?"

I suggest the Jewish sanitation men adopt a Hebrew name for their society, so have their friends in the police and fire departments call them by that name. When in developing hiring standards, he was aware that his appointment could not be permanent until upon retirement. When the employee first applied to take the examination, his application was rejected because of his failure to meet certain vision requirements. He was able to take the written examination, however, because the eligible list was exhausted and the position remained open.

Everybody is sympathetic to the financial and psychological problems of workers in the basic problem is, of course, retirement income."

In its first year of availability, 1976-1977, about 1.3 million IRA accounts were opened. The average contribution was $1,102. However, 37 IRA's were set up by those who reported adjusted gross income over $40,000, and 174 were set up by persons who reported over $400,000.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of retirement systems, including the New York State Employees Retirement System and the State Police Retirement System. The Leader or the New York State Employees' Retirement System is in compliance with that act in order to obtain the information requested.

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"Shake hands and come out fighting," says former Central Conference president Floyd Peashey, center, of SUC at Oswego Local 611, as he stands between challenger James Moore, left, of Utica Psychiatric Center Local 423, and incumbent president Richard Cleary, of Syracuse Local 013. In addition to the regional presidency, the winner also serves as one of the CSEA's six vice-presidents. Both Mr. Moore and Mr. Cleary have served as local presidents and as members of the statewide Board of Directors. Among other positions held, Mr. Moore is vice-chairman of the Mental Hygiene Presidents Council, vice-chairman of the State Executive Committee and former chairman of the Central Region State Workshop, while Mr. Cleary is a former chairman of the Special Transportation committee.

Incumbent regional first vice-president Dorothy Moses, left, of Willard PC Local 428, confers with her challengers in this year's election: Dale Dunham, of SUC at Oswego Local 611, and Mary Batista, of Broome County Local 804.

Seeking the office of regional secretary are Helen Hanlon, left, of Syracuse Local 013, and Anne Maywalt, of Broome County Educational Employees Local 866.

The treasurer's position will be decided in the election between Lois Tocena, left, of Upstate Medical Center Local 615, and Anna Mae Darby, of Utica PC Local 423.

Third vice-president is being contested by, from left, Sally Green, left, of Onondaga County Local 624, Ralph Young, of Onondaga County Local 832, and Bonnie Barber, of Tompkins County Local 835.

Central Region V executive vice-president is the office being sought by incumbent third vice-president Richard Grivece, of Jefferson Local 823, and by incumbent second vice-president Patricia Crandall, of SUC at Cortland Local 505. At right is statewide and regional secretary Irene Carr, of SUC at Ononida Local 624, who is seeking re-election to the statewide post only.

Central Region V Meets Candidates

(From Leader Correspondent)

ITHACA—Discussion of contract negotiations with the state and a "meet the candidates" forum highlighted Central Region V's annual spring conference April 22-23 at Ithaca.

The Tompkins County and the Willard Psychiatric Center locals hosted the meeting.

A contingent of Civil Service Employees Assoc. staff from Albany, including Theodore Wensel, statewide CSEA president; William McGowan, executive vice-president; Thomas McDonough, CSEA State Executive Committee chairman, and various Unit negotiating committee answered members' questions much of Friday night and at sessions Saturday.

At a County Workshop Saturday, presided over by Fran Miller, Jean Gray emphasized the importance of the CSEA educating its members to pass job exams.

She said that CSEA is now in (Continued on Page 14)
Presidents of host locals extend welcome to Central Region V delegates at Ithaca meeting. At microphone is Bob Lee, of Willard Psychiatric Center Local 428, while Claude Colleyacme, of Tompkins County Local 855, awaits his turn.

Regional second vice-president candidate Beverly McDonald, of Willard PC Local 428, and Claire McGrath, of Syracuse Local 013, are attentive during business session. Ms. McDonald is running against Thomas Elhage, of Oswego Local 838.

On campaign trail, CSEA executive vice-president candidate Joseph Lazarony shares light moment with, from left, Central Region County Workshop treasurer Marsha Coppola, of Jefferson Local 823; regional treasurer Helene Callahan, of Syracuse Local 013, and Jody Percy, also of Jefferson.

Regional second vice-president candidate Beverly McDonald, of Willard PC Local 428, and Claire McGrath, of Syracuse Local 013, are attentive during business session. Ms. McDonald is running against Thomas Elhage, of Oswego Local 838.

CSEA executive vice-president and presidential contender in current election, William McGowan, makes his views known during "Meet the Candidates" session. Central Region State Workshop secretary Jackie Burgess, of Binghamton Local 002, records minutes.

CSEA presidential contender Kenneth Cadieux, second from left, is joined by his wife, Geri, and CSEA vice-president Irving Flumenbaum, right, as they look over campaign material with Onondaga Local 834's Gary Mandigo prior to "Meet the Candidates" program that started off the weekend Central Region V meeting Friday evening.
**Women To Hail Accomplishments**

ALBANY—A New York Statewide Women's Conference will be held at the Empire State Plaza in the state capital July 8-10 to commemorate the achievements of American women during the past 200 years.

It is billed as a "major state-wide meeting for all women, from all walks of life in New York State, to recognize their accomplishments, talents and importance in today's society."

Jean C. Gray, chairman of the Civil Service Employees Association's affirmative action committee, urged CEBA's women members to turn out in number to insure that working women will have input into the meeting.

Ms. Gray has furnished The Leader with an evaluation of the program's purpose and aims.

The explanation follows:

"This meeting is expected to attract thousands of women of all ages and backgrounds from all areas of the state. Workshops, exhibits, and general meetings are planned to enable women to express their viewpoints on problems common to all women, and to share problems faced by these women. It is hoped that this meeting will help women assess their role today and their prospects for the future. This culminating of this 3-day event will be the election of 88 delegates to represent New York State at the national convention to be held in Houston, Texas, in November of this year. Mary Burke Nisholos, Office of the Governor, chairs the New York Conference."

"The imporatance and significance of this conference cannot be overemphasized. Its goal is not just to recognize the outstanding women past and present, but also to develop better communication and appreciation between all women of diverse ethnic, economic, educational, cultural and political backgrounds, belief and life styles. A major aim of this meeting is to share problems faced by these women, exchange ideas for problem solving and to identify those problems common to all women, striving for solutions to those that prevent full participation in today's society. It is hoped through this confrontation in forums, workshops, exhibits, and general meetings, that recommendations will be developed and enter to help decision-makers in areas that do exist for women in society today.

You are interested in attending this historical event, contact your regional outreach director or your district, or write to the Albany Headquarters: 111 Washington Ave., 7th Floor, Albany, New York 12210, or phone (518) 412-1032.

**REGIONAL OUTREACH DIRECTORS**

**REGION 1:** Bronx, Kings, New York, Richmond.

Angela Cabrera
33 Pleasant Street
Potsdam, N.Y. 13676

Tel: (315) 265-7177

**REGION 2:** Queens, Nassau, Suffolk.

Elke Horowitz
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Tel: (516) 369-0713

**REGION 3:** Rockland, Orange, Ulster, Sullivan.

Jane Redmond
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**REGION 4:** Schenectady, Saratoga, Warren, Washington.

Eleanor Watrous
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(518) 395-9192 (h)

**REGION 5:** Erie, Clinton, Oneida, Madison, Delaware.

Cheryl Boyer
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Tel: (315) 943-5778

**REGION 6:** Dutchess, Greene, Albany, Rensselaer.

Ruth Strong
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Tel: (518) 395-0725 (o)
(518) 395-9192 (h)

**REGION 7:** Monticello, Delaware, Schenectady, Cohoes.

Gary Allen
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Potsdam, N.Y. 13676

Tel: (315) 265-7177

**REGION 8:** New York City.

Lynne Smith
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Albany, N.Y.

Tel: (518) 395-0725 (o)
(518) 395-9192 (h)

**REGION 9:** Otsego, Schoharie, Montgomery.

William Chaney
85 Fourth Street
Syracuse, N.Y. 13209

Tel: (315) 474-3232

**REGION 10:** Lewis, Jefferson, St. Lawrence, Franklin.

Sally Field
215 Trenor Place
De Witt, N.Y. 13218

Tel: (315) 572-3292

**REGION 11:** Monroe, Yates, Genesee.

Marilyn Allen
33 Pleasant Street
Potsdam, N.Y. 13676

Tel: (315) 265-7177

(Continued on Page 11)
State Aide's Son Wins Scholarship

ALBANY — The first annual Chancellor Joseph W. McGovern scholarship has been presented by the State Board of Regents to the son of a State Education Department employee.

This year's winner is a senior at Martin Van Buren High School, Queens Village. He has a three-year cumulative grade point average of 94.96 percent and ranks 15th in a class of 1,026.

Be A Blood Donor
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State and County Eligible Lists

(Continued from Page 10)

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State and County Eligible Lists

(Continued from Page 10)

More State Employees Win Suggestion Prizes

ALBANY — Sixteen state employees have won $775 in cash awards in May for money-saving ideas submitted to the New York State Employee Suggestion Program.

The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than $4,200.

Award winners:

$200 — Shared jointly by Bruce B. Hecht, New York City, and Harry W. Herrick, Jamesville, both disability examiners for the State Department of Social Services in New York City. They devised a simplified procedure for preparing medical information, which is saving, at least, $2,000 a year in staff time.

$100 — Thomas J. Doyle, Troy, Department of Labor, and John J. Brown, Jr., Albany, Department of Labor.

$50 — Carol D. Newhart, Troy, Department of Civil Service.

$250 — Dorothy Linnette, Staten Island, Department of Mental Hygiene; Warda J. Loesch, Alcoa, and Harold Wolmark. Whitney Point, both of the Department of Agriculture Markets; Trooper William J. Ennis of Troy and Investigator Lawrence J. Tompkins, Liberty, both of state police; Gladys H. Smith, Albany, Department of Motor Vehicles; Do, Bredenkamp and Do, Schenectady; Jean A. Robinson, Albany; Violet Baker, Brooklyn; Barbara J. Dugan, Albany, and Roy Rowland, Long Island City, all of the Department of State.

Certificates of merit were won by Trooper Donald J. Carraher, Albany, and Dennis T. Lockwood, Cohoes, both of Motor Vehicles; Thermistor Corporation, Ogdensburg, for general services; Detrion Piche, Clifton Park, Department of State, and Thomas E. Schenectady, Department of Environmental Conservation.

State Aid's Son Wins Scholarship

ALBANY — — The first annual Chancellor Joseph W. McGovern scholarship has been presented by the State Board of Regents to the son of a State Education Department employee.

The winner is Steven M. Wilson, son of Barbara Wilson, of Plattsburgh. His mother is a rehabilitation counselor in the Queens office of Vocational Rehabilitation.

The $250 scholarship was established by former chancellor McGovern in 1976 to honor the son or daughter of a state employee who is "by character, achievement, and financial need a worthy recipient.

This year's winner is a senior at Martin Van Buren High School, Queens Village. He has a three-year cumulative grade point average of 94.96 percent and ranks 15th in a class of 1,026.

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State and County Eligible Lists

(Continued from Page 10)

Hail Women

NORTH AMITYVILLE — The rollback of "outrageous" automobile-insurance rate increases was halted recently by the consumers affairs committee of the Long Island Region of the Consumer's Unit.

The committee, comprised of 25 members, announced last week that all the unilateral increases had been withdrawn by the insurants.

However, almost all the communications received were from permanent employees. The rollback" shows what combined efforts can do."

But they called for renewed pressure on the Governor, State Insurance Department and the Legislature to assure that "the increases are not reimposed."

The Long Island Region was the first major organization in the state to protest when the insurance companies imposed their increases.

"The Legislature has been silent. Mr. Abbiello charged that the Legislature's dereliction in the matter indicated that "none of these measures" had been passed.

They noted that the increases would have cost New York State consumers $1 million.

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FIVE BUCKS SAYS YOU CAN'T GET ONE PERSON TO JOIN CSEA!

AND WE'LL PUT OUR MONEY WHERE OUR MOUTH IS!

The CSEA new membership drive is in full swing and now's the time for you to get off your duff and sign up non-members. With each new member you bring into the CSEA fold, you get five bucks cash! And there's no limit to how many new members (at five bucks each!) you can sign up.

But you've got even more than five bucks riding on the CSEA membership drive. The blunt truth is that the more public employees who belong to CSEA the stronger we all become. The opposition doesn't want to see us united because they know that our strength is in unity. With all of us on the same side we all will get the fair shake we deserve.

It's up to each one of us in CSEA to strongly impress every non-member that our fight is also the fight of every public employee in New York. And that if we don't work together—as equal and participating members—our future goals will be harder to reach.

So, if you're a member in good standing, get going and sign up your fellow workers who are non-members in CSEA. See your Chapter or Unit president for special sign-up cards which have all the necessary information. The five-dollar cash award is yours with each new member you sign up but more importantly, with every new member in CSEA, you are helping to insure the future. For all of us.

CSEA
STRENGTH IN UNITY
Negotiating Ideas

(Continued from Page 16)

amount to as much as an additional third of a public employee's pay. In the last ten years public employees have sometimes been willing to grant substantial increases in fringe benefits as an alternative to wages, evidently because the costs were not immediate and could be deferred over a long time. Now, some public employers say they have pension costs impossible to support or health plan premiums that have spiralled beyond what could have been imagined in the 1960's. As a result, they are now much more conscious of the long term expenditures involved in fringe benefits they agree to in today and they are more inclined to cost them out on an actuarial basis.

Here there is a possible common interest between the employer and employee. When both do some mutual fact-finding, that is at down and agree on dollar figures for the various benefits under discussion, it is often possible to have a more flexible give-and-take between straight money issues and benefit issues. The possibilities for compromises are greater because the range of options is expanded. There are also advantages for the employees representative in helping to determine what the membership wants in the new agreement; if the various benefits costs are known, and the possible trade offs with direct wages, the union is in a better position to choose among the alternatives. It might prefer a major medical plan to a new dental plan, for example. Knowing what costs are involved in dollars can make it easier to set priorities.

FACT-FINDING FACTORS

Let us assume that a union has been bargaining with a public employer and that impasse had been reached. The general practice nowadays is for PERS to appoint a fact-finder with authority to mediate. If mediation is not reaching an agreement, and a fact-finding hearing is held, it is important to understand how the fact-finder will view the demands that are being put on the table, for this too has been conditioned by the current fiscal situation.

Generally the goal of a fact-finder is not to achieve scientific objectivity but to try to map out a common ground where settlement may be possible. But fact-finders do take into account certain objective criteria in reaching their conclusions.

An important criterion is comparability between the municipalities involved and surrounding communities. Each side normally will try to persuade the fact-finder that the wages and benefit package fits the pattern of other communities. In most cases, each side can present good evidence for its position since the surrounding communities themselves vary. It is up to the fact-finder to decide which communities make the relevant comparisons. The highest paying? The lowest paying? Should one compare all communities in the same geographical area? All communities of the same size in the state? Moreover, it is sometimes unclear which occupational categories in the other communities are equivalent.

Another important criterion is the municipalities ability to pay. Here the questions are even more complicated. How does one decide what a reasonable tax burden is or what share of tax revenues should be devoted to labor costs and surrounding communities take into account whether the city is declining in population or losing industry? How does one evaluate the employer's estimate of revenue? How does the fact-finder determine if the municipality is really unable to pay or merely unwilling to pay?

None of these questions is easy, but the union as well as the public employer should be prepared to address them if they wish to take their dispute to fact-finding. Perhaps by pointing out the difficulty of the questions — and these are but a few of them — I can convince you that it is far better in the long run to do your own bargaining and to reach agreements wherever possible without the help of a neutral.

In other words, I would be glad to see some of you again in negotiating sessions but please — only as a last resort.

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Central Region V Meeting

(Continued from Page 8)

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Central Region V executive vice-president Leslie Sonderrith, of Oneota Local 633, at left, and Local 633 president Mike Moore, at right, who was re-elected, are shown in re-election, as he can relax as he talks with candidates; Audrey Snyder, of Utica Psychiatric Central Local 435; Jean Treacy, Fort Schuyler Local 814 of Utica, and CSEA treasurer Jack Galagher, of Syracuse Division, Authorities, Local 653.

CSEA vice-president Irving Flaum haben urges increased local government participation in statewide CSEA affairs as he addresses Central Region County Workshop. Seated, from left, are Workshop officers: secretary Lewie Apley, of Oneota Local 633; chairman Francis Miller, of Oswego Local 634, and vice-chairman Peter Gricco, of Jefferson Local 633.

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Judicial representative to the CSEA Board, is present to answer questions and remind members that reclassification of job titles is ahead. After the results of the statewide survey are tabulated, union representatives will be able to react to them and they will be modified and approved only after hearing, she said.

"I don't think we'll face a membership problem," she said, "because we've had substantial legal successes in the past."

The Region's executive committee, headed by Mr. Dusharm, is planning an August seminar on communications and grievance procedures. It is the committee's intent to bring back communications specialist Agnes Doody, Mr. Dusharm said, because she was successful in a seminar last year.

The retirees committee urged members to give me input. So give me some examples of these job barriers and we'll investigate," she added.

"You all have the opportunity to give me input. So give me some examples of these job barriers and we'll investigate," she added. She also reminded members that tuition assistance is available to members through the Education Committee.

At the State Workshop meeting, Dale DuSharm, of SUNY at Oswego Local 611, took over as chairman from James Moore, of Utica Psychiatric Central Local 435. Mr. Moore was thanked for his efforts in making the State Workshop a valuable and educational forum.

Eleanor Percy, temporary president of CSEA's first judicial committee, convened a meeting of court employees. Ethel Rosso.

The next regional meeting will be in June 10-12 in Cortland, according to Pat Cranfield, program committee chairman. A $300 honorarium was approved for Diogene Callahan, regional treasurer, for her labors. She is seeking re-election after serving five terms as the Region's top financial officer.

Before adjourning, delegates at the general meeting also cited Les Sonderrith, regional executive vice-president for work in CSEA over the years. Mr. Sonderrith is not seeking re-election.
CSEA HELPS SPONSOR CAREER DAY IN NASSAU

The Civil Service Employees Association was one of several sponsors of Nassau County Career Day. Several students had an opportunity to observe work of Sheriff's Department. From left are: Peter Croce, Boslyn High School senior; Career Day Coordinator; Irving Flasmanbaum, president of Long Island region of the CSEA; Nina Smoller, assistant superintendent, North High School; Career Day sponsor; Sheriff Al Rose, president, Nassau County Medical Center unit of CSEA; Ronald Wilcox, Massapequa High School senior, Career Day sheriff; Nicholas Abbatiello, second vice-president, CSEA Region 1; Kenneth Cadieu, board member, Nassau Local of the CSEA; Deputy Sheriff Stephen Zweiling, and Sheriff Michael F. Sennes.

Soc. Services Dept.

Management Posts Open

ALBANY—Senior and associate social services management specialist job hopefuls who hold bachelor’s degrees have until July 5 to file for the $13,404 to $23,131 a year openings in the New York City, Albany and Rochester offices of the state Social Services Department.

The State Civil Service Department says there will be no written exam for the jobs. Candidates will be rated on training and experience.

Senior specialists hopefuls must have three years’ management analysis experience and associate specialist candidates, four years’ experience, one year as a supervisor. Candidates who earn high ratings in the training and experience test must also take an oral test in Albany. The oral test is designed to evaluate a candidate’s ability to make sound judgments, present clear ideas and establish satisfactory relationships.

Applications are available at the Civil Service Department, 2 World Trade Center, New York City, from 9 a.m. to 9:30 p.m. weekdays or at state Employment Service local offices. Mail requests should go to the department’s Albany offices. Mail requests must contain a stamped self-addressed envelope, say Civil Service Department officials.

The salary range for senior specialists is from $13,404 to $18,971. Associate specialists will earn from $17,429 to $20,121. Those appointed to posts in New York City and the Rochester area will be paid an additional $300 a year because of higher costs of living in those areas.

Rehire 13 Rangers In Suffolk County

RIVERHEAD—Suffolk County last week rehired 13 park rangers laid off last March.

The rehiring came after public complaints of increased rowdiness in Suffolk parks since the spring layoffs. A grievance filed by the Civil Service Employees Association, followed, with behind-the-scenes contacts between CSEA leaders and Suffolk County politicians.

At its May 24 meeting at Riverhead, the Suffolk County Legislature approved a resolution appointing 10 new deputy sheriffs and three park rangers from the park rangers that had been let go. The action came after Suffolk County Executive John V. V. Keda signed a certificate of necessity for the rehire process.

“We are pleased that the Legislature acted to restore some of the rangers,” said James Corbin, Local 533 president, “now we hope the county will live up to its agreement on bona fide job offers for the other men who were laid off.”

In March, as part of a budget-cutout program, the Legislature cut funding for many county programs including park rangers which were reduced from 65 to 25. But as part of the Suffolk County—CSEA contract, all laid-off employees were to receive a “bona fide” job offer for employment at a comparable wage within county government. The CSEA claimed that many employees did not receive job offers for employment that were equal to their previous jobs and filed a grievance with the county that is in arbitration.

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The following remarks on bargaining trends in the public sector were delivered by Thomas Luposello, left, Civil Service Employees Assn. Southern Region field supervisor, and John Stauro, regional first vice-president, Stansfield Schaeffer Denenberg, an arbitrator, after her remarks about bargaining trends in the public sector, delivered at the recent regional county workshop. Further coverage of that event will appear in a future issue of the "Leader."