As you begin your work as a delegate to CSEA's 67th annual meeting this week, Oct. 10-14, I urge each and every one of you to recognize your dynamic role here as the official spokesperson of the membership you represent.

At the start of my term as president three months ago,
CIVIL SERVICE LEADER Friday, October 14, 1977

Suffolk County legislative member Anthony Noto (R-C Babylon) and school crossing guard Carol Waddell share joke at ceremony honoring her for helping police apprehend a kidnap suspect. Lawmakers presented her with proclamation.

In Suffolk County

Crossing Guards Keep Jobs

HAUPPAUGE — The Suffolk County School Crossing Guards unit and Suffolk County Local 852, Civil Service Employees Assn., flexed their political muscles last week to bring about an overwhelming rejection of a proposal to replace the county-employed guards with a private security service.

The proposal to fire the 363 school crossing guards, handling over their duties to Wackenhut Corporation, was submitted to the Legislature by Suffolk County Executive John V. N. Klein. Mr. Klein claimed the county would save up to $3 million over the next three years of the county's four-year contract with the union.

CSEA officials and crossing guard leaders had argued during the past two weeks that Mr. Klein had negotiated the contract after crossing guards made significant concessions in collective bargaining. (Continued on Page 6)

SHORT TAKES

CIVIL SERVICE MAKING CHANGES

The U.S. Civil Service Commission has decided to stop asking government job applicants if they are Communist Party members and to stop barring job applicants who smoke marijuana during non-working hours.

UNION OPPOSES PRIVATE HOSPITAL CONCEPT

John P. Els, president of the Erie County Local 815, Civil Service Employees Assn., is urging county officials to continue the jurisdiction over Meyer Memorial Hospital and not turn it over to a private corporation. The county legislature is considering such a proposal and has scheduled public hearings on the matter. Mr. Els suggests a public corporation be set up to manage the hospital. His union represents 3,500 Erie County employees, 500 of them at Meyer.

TROY PBA OPPOSES USING CIVILIANS

The Troy Police Benevolent Assn. is on record as opposed to a plan to use five civilians in a proposed police neighborhood unit. City officials have been considering the neighborhood unit concept for two years, but disagreements between the police union and other groups have stalled the project. If approved, the unit, which would operate from a storefront, would combat vandalism, youthful drinking parties and burglaries in the Lansingburgh section of the city.

INVESTIGATORS BEING INVESTIGATED

The tables are being turned on the powerful State Investigation Commission. It is being investigated. The Assembly Transportation Committee is looking into charges that the SIC report on alleged "corruption, inefficiency and favoritism" in the State Department of Motor Vehicles contained errors and innuendos. In its report, SIC also called for the firing of Motor Vehicle Commissioner James Milton.

CAREY ASKS FED AID

One billion dollars in new sewer construction grants in Erie and Niagara counties would create 76,000 jobs, Governor Carey has recommended to the U.S. Environmental Protection Agency that it approve 237 projects targeted for the grant money.

Vets' Preference Ending?

Allan K. Campbell, chairman of the U.S. Civil Service Commission, has told Congress that the Civil Service Employee's Preference Legislation is being investigated and might be replaced by a new system to help veterans. The legislation, he said, contains requirements that would be very difficult to enforce.

CSEA officials and crossing guard leaders had argued during the past two weeks that Mr. Klein had not negotiated the contract after crossing guards made significant concessions in collective bargaining. (Continued on Page 6)

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SUFFOLK UNION LEADER, William Lewis of the Civil Service Employees Assn., pleads with lawmakers not to fire the county's school crossing guards. The Legislature voted 17-1 to keep them on the job.

CIVIL SERVICE LEADER

America's Leading Weekly

For Public Employees

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THE KEY

OCCUPATIONAL STRESS

related problems and DISABILITIES

Consultation for individuals and organizations

(516) 464-2412
President's View

By WILLIAM L. MCGOWAN
Statedwide CSEA President

(Continued from Page 1)

I expressed my optimism in maintaining open lines of communication between the leadership and the members of the CSEA at all times. I still believe this to be essential in order to improve our effectiveness to serve our

Association as a whole. Personal matters and issues have no place at this annual meeting.

During this week, programs and meetings will be held covering a wide range of matters affecting our membership through the state. An issue of particular interest, the deinstitutionalization of the Department of Mental Hygiene, will be discussed and plans presented for future legislation designed to protect our 55,000 CSEA-represented employees in Mental Hygiene facilities and give better care to the patients of these institutions.

I also urge the delegates of this annual meeting to make every effort to attend Commissioner John S. Dys- son's speech on Tuesday night concerning "The Future Economy of New York State and Its Impact on Public Employees." Have your questions ready, as I believe a good deal of insight regarding future negotiations will be gained from this program.

You have come to this convention prepared to give us the input of your rank-and-file members gained at Local meetings held before your arrival. The essence of their ideas combined with your hard work as a partici- pant in this annual meeting will be the basis for the CSEA's actions—and accomplishments—both now and in the future.

ASSAULTS

The Leader is developing a story about Mental Hygiene workers who have been assaulted by patients of the state's hospitals. Any information regarding incidents of this nature should be sent to the editor, Civil Service Leader, 233 Broadway, New York, N.Y. 10007.

File CSEA Grievance On Pay Hike Problem

ALBANY—The Civil Service Employees Assn. has filed a class action grievance at the fourth step with the state Board of Review, representing all state employees under terms of the contracts negotiated last April covering employees in the four major state bargaining units.

The grievance was filed at the fourth step by mutual agreement of both parties, meaning the dispute will go directly to arbitra- tion for resolution. An arbitrator is in the process of being agreed upon to set the time and date, and no selection has been made as to who will hear the case.

The CSEA claims that numerous employees were injured or assaulted by patients of the state's hospitals. Employees were prepared to give us the input of your rank-and-file members gained at Local meetings held before your arrival. The essence of their ideas combined with your hard work as a participi- pant in this annual meeting will be the basis for the CSEA's actions—and accomplishments—both now and in the future.

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OVERSEE CSEA PERS.5)NEL FUNCTIONS

Hiring and salary recommendations for Civil Service Employees Assn. staff are responsibility of the Association's Personnel Committee. A large part of this important committee is elected by their fellow directors at first meeting following installation of new Board. Transportation representative Timothy McGovern, at head of table, was chosen as chairman by committee members. From left are Region VI Mental Hygiene's James Bruenn, Executive's Mary Moore, Chaumont's Country's Donald Maloney, Mr. McGovern, Dutchess County's Ellis Adams, Executive's James Welch and Erie County's George Clark. Other committee members are Region I Mental Hygiene's Betty Duffy and Herkimer County's Mary Sullivan.

122 Workers Reimbursed As PERB Uses New Power

FARMINGDALE—In a decision by a State Public Employment Relations Board hearing officer, which represents the first time that PERB has applied newly gained regulatory powers retroactively, the Farmingdale Union Free School District has been directed to re- imburse all 122 members of the Civil Service Employees Assn. for wages not there for two days' wages effect that has been applied re- troactively.

Prior to this decision, PERB hearing officers had ruled that payments were not due, but no judicial review union's defeat had been sought subsequent to the date of the PERB decision was denied.

New legislation signed last July deletes a portion of Civil Service Law that limited PERB's power to enter an order other than one directing the offending party to negotiate in good faith. The law now allows PERB to order "such affirmative action as will effectuate the policies of this article (but not to assess exemplary damages), including, but not limited to the reinstatement of employees with or without back pay." The Farmingdale School District decision is the first since the law went into

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

The address is: Civil Service Leader, 233 Broadway, New York, N.Y. 10007.

ATTN: CSEA Calendar

OCTOBER

16—Delaware County Local 813 Chicken barbecues: 1 p.m., Amerys Restaurant, 313 Main Street, New York, N.Y. 10007.
18—New York Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, New York, N.Y. 10007.
19—Farmingdale Union Free School District 410 meeting: 8 a.m., Fairview Firehouse, 92 West Main Street, Farmingdale.
21—Western Region VI reception honoring CSEA president William L. McGowan: 7 p.m., Executive Hotel, 4243 Genesee Street, Cheektowaga.

COLLAGE

No Make-up Test For Injured Cop

The State Department of Civil Service has succeeded in having dismissed a lawsuit brought against it by a Nassau County police officer because of its refusal to provide him with a make-up examination for sergeant.

Nassau County Supreme Court Judge Bernard Tomson ruled the police officer had not proved that the hand and shoulder injuries he suffered were severe enough to prevent him from taking the examination last February. Judge Tomson said he could have had someone help do his writing.

The officer, Joseph F. Rogers, sought a make-up examination claiming that the injuries suffered on duty physically prevented him taking the exam. Judge Tomson noted that the Nassau Civil Service Commission had offered to provide him with an amanuensis, a person to write down the answers for him, but Ptl. Rogers declined the offer.

None of the circumstances requiring make-up exams were present in Officer Rogers’ case, said the judge. For example, he pointed out, under state law, make-up examinations for civil service promotions are required if candidates are physically unable to take them because of illness or injury, if the examination is scheduled on a religious holiday or if the candidate is on military duty.

But, Judge Tomson said, the state and county civil service (Continued on Page 13)

LISTEN TO THE HEART

John Gambling
Monday-Saturday, 5:10-10:00AM

Atlene Francis
Monday-Friday, 10:10-11:00AM

Patricia McCann
Monday-Friday, 11:10-12:00NOON

Jack O’Brian
Monday-Friday, 12:15-1:00PM

Pegeen Fitzgerald
Monday-Friday, 1:10-2:00PM

Sheryne Henry
Monday-Friday, 2:10-3:00PM

Vet Preference Keeping Women From U.S. Jobs

WASHINGTON—The General Accounting Office says hiring preference for veterans prevents women from getting federal civil service jobs.

“Veterans’ preference in federal employment, as a public policy, has been successful in rewarding veterans for sacrifices they have made for the nation,” the federal agency said in a report.

But the report added, “veterans’ benefits preference represents a dilemma since it is in conflict with the policy of providing equal employment opportunity to the women of the nation.”

“Veterans’ preference hampers federal agencies from accomplishing their affirmative action goals.”

The GAO said it did not recommend abolishing veterans’ preference, but it suggested the adverse impact on women could be reduced through Congressional action.

The most frequent recommendation by government agencies, the report said, was to limit application of the preference to the first time the veteran secured a government job and setting a time limit for use of preference after discharge or retirement from the service.

GAO cited the case of a woman seeking a job as a correctional officer in Atlanta. If all veterans’ preference had been exhausted, she would have been first. But with preference in effect she was listed 82nd.

Some agencies have used “questionable procedures” to recruit women who cannot be reached through the Civil Service Commission registers, the report said.

Among these are writing job descriptions to fit the qualifications of particular applicants; listing jobs as intermittent to discourage veterans; requesting and returning certificates unused until veterans no longer block the (Continued on Page 13)

Dual Pension Fee Program Case Pending

WASHINGTON—The U.S. Supreme Court will decide whether an employer may require women workers with a usually longer life span than men, to make larger pension fund contributions.

The justices will hear an appeal by the Los Angeles Department of Water and Power of a lower court ruling, declaring its retirement plan unlawful.

Lawyers for the city say banning such pension programs could have a “heavy financial impact on retirement plans across the country.” Similar cases are pending in New York, Michigan, Maine and North Carolina courts.

(Continued on Page 13)

NASSAU CSEA FUN TIME

Children of Nassau County Civil Service Employees Assn. members who are Nassau Off-Track Betting workers are handed orange T-shirts at second annual picnic sponsored by union recently at Salisbury Park, East Meadow. T-shirts were inscribed with OTB symbol. More than 600 people were on hand.
Suffolk Engineer, Park Jobs Opening

HAUPPAUGE — The Suffolk County public job market is souring again.

The county Civil Service Department has scheduled six qualifying exams to fill four jobs. There will be both an open competitive test and a promotional test for two titles, senior engineering aide and principal engineer. The tests will be held Dec. 10. Applications must be submitted by Nov. 2.

The other open competitive jobs are senior park maintenance foreman, which pays $12,000 a year; and assistant town park supervisor, $13,000.

Principal engineering aides ($129 bi-weekly) must be high school graduates with four years of sub-professional civil engineering experience or a combination of the training and experience qualifications.

Promotional principal engineering aide candidates must have been senior engineering aides with the county for at least two years.

Senior engineering ($138 bi-weekly) applicants must be high school graduates with at least two years of sub-professional civil engineering experience or a combination of experience and training.

The World’s Greatest Athlete is proud to have been Newspaper Carrier

Bruce Jenner is the only man ever to score over 8,600 points in the world record with 8,618 points. He also holds the Olympic and World Record for the greatest second-day score and the greatest 10-meet average score. In a city that produces so many questions, he believes in the Olympic and World Record and the greatness of people. He is the only man ever to score over 8,600 points in the world record with 8,618 points. He also holds the Olympic and World Record for the greatest second-day score and the greatest 10-meet average score. He has set aside his Olympic honor more precious than gold—the title of The World’s Greatest Athlete.

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It's NYCLU vs. PBA -- Round Two

The New York Civil Liberties Union says it will take whatever legal action necessary to counter defamation.

NYCLU executive director Ira Glasser said the Patrolmen's Benevolent Association's plan to file such defamation suits, announced last week, "was nothing more than a self-serving attempt to intimidate citizens from seeking redress of police abuse." Mr. Glasser said the NYCLU would be willing to represent every citizen who is sued for libel as the result of a complaint to the Civilian Complaint Review Board.

There is no legal basis for such defamation suits," said Mr. Glasser. "The law in New York is crystal clear. Complaints against lawyers filed with the Grievance Committee of the bar association, are absolutely privileged against libel suits. To force citizens to incur the expense of a lawyer to defend a charge of libel is a price few would be willing to pay. This result would be fewer complaints, which is precisely what the PBA intends."

**Suffolk County School Guards Staying On Job**

(Continued from Page 9)

What Klein was trying to do, after having negotiated with us, was to walk on his deal and then force the Legislature to vote the money for his negotiations. It was a cheap political trick and it didn't work," said William Lewis, Local 821 president.

Mr. Lewis went before the Legislature Oct. 4 and argued that the county had invested money in the guards to build up a professional force which should not be thrown away.

"You just don't desert such a group," Mr. Lewis said. He also argued the guards had more than 3,500 years of service among them, The legislators rejected the proposal 17-1. Senator Claude Baurer (D-Huntington), who cast the only anti-guard vote, is not running for re-election.

But it was outside pressure by the guards and the unions that legislators may determined the final vote. President of PBA, Floyd Linnan (D-Miller Place), said that the crossing guards dispute affected the "PTA and the school administrators, the police." The guards are determined to get the "PTA and the school board. The issue had a great deal of political clout.

Cresting guards, led by CSEA crossing guard unit president William Toner, assembled petitions in support of the jobs from the community. They collected 18,000 signatures in three days. Intensive lobbying by union officials also brought pressure on the lawmakers.

"We have to thank those legislators who were helpful to us in this struggle," Mr. Lewis said, "especially legislators Foley, Mrazek, Bassano, Nofo and Adams."

During a recent in the debate, the legislature, Tony Nofo (R-C-Babylon) praised crossing guard Carol Waddell, who was guest speaker on the initiative Proposals. While on duty in Babylon, she prevented a man from abducting a 10-year-old girl. The man was arrested and is undergoing psychiatric tests.

"Incredibly Crossing Guard Carol Waddell exemplified the finest conduct and tradition of the Suffolk County Police Crossing Guards in protecting the public and the small children they are assigned to observe," the proclamation reads.

Mr. Klein, however, said he was prepared for the defeat. He said he had included extra funds in next year's budget for guards' salaries.

The guards survived earlier battles last year when the Legislature rejected the same proposal and voted earlier this year 11-9 with 7 abstentions to express its intent to keep the guards through 1977.

**Hudson River Psych**

POUGHKEEPSIE — Hudson River Psychiatric Center Local 410 of the Civil Service Employees Union, will hold regular meetings the third Tuesday of each month, starting Oct. 18 at 7:30 p.m. Firehouse, Old Street, Poughkeepsie.
MINOLEA—Nov. 19 will be a big day in Nassau County. Hundreds of job applicants will be testing for jobs in 16 title areas, with 109 papers in Nassau County Civil Service Commission offices and several Nassau towns.

**Open Continuous State Job Calendar**

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Accounting, Careers In</td>
<td>$10,714</td>
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<tr>
<td>Actuary (Casualty), Associate</td>
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<td>Actuary (Life), Associate</td>
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<tr>
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<td>20-521</td>
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</tr>
<tr>
<td>Actuary (Life), Supervising</td>
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<td>Dentist-In Training</td>
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<tr>
<td>Dentist II</td>
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<tr>
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<tr>
<td>Engineer, Junior</td>
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<tr>
<td>Engineer, Senior</td>
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<tr>
<td>Food Service Worker</td>
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<tr>
<td>Medical Record Administrator</td>
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<tr>
<td>Hearing Aid Constructor</td>
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<td>Histologist</td>
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<td>Legal Careers</td>
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<tr>
<td>Medical Special II</td>
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<td>Nurse II (Rehabilitation)</td>
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<tr>
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<tr>
<td>Psychiatric II</td>
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<tr>
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<tr>
<td>Engineer (Therapy)</td>
<td>$8,546</td>
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<tr>
<td>Stationary Engineer, Assistant</td>
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<td>Stationary Engineer, Senior</td>
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<td>Yacht-type Operator</td>
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<td>20-301</td>
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<tr>
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</tr>
<tr>
<td>Vocational Rehabilitation Counselor Trainee</td>
<td>$11,983</td>
<td>20-140</td>
</tr>
</tbody>
</table>

You may contact the following offices of the New York State Department of Civil Service for application forms and other details concerning examinations for the positions listed above, as well as examination for stenographer and typist.

- State Office Building Campus, First Floor, Building 1, Albany, New York 2829 (518) 437-6116.
- 2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.
- Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 2202 (716) 852-3331.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

- Specialist in Education-NYS Education Department, State Education Building, Albany, New York 2234.

You can also contact your local Manpower Services Office for examination information.

**7 New Jobs In Rockland**

NEW CITY—Three promotions and four open competitive positions are open in Rockland County. There will be both promotion and open competitive tests for two titles.

Employees of three county agencies are eligible for the promotions. Accountant I, senior psychiatric social worker and supervising public health nurse. The open competitive jobs are accountant I and II, office services clerk and senior psychiatric social worker.

The filing for all accountant jobs, office services clerk and senior psychiatric social worker is Oct. 19. The tests will be held Nov. 19. For senior psychiatric social worker applications must be submitted by Nov. 19.

**Suffolk Park, Engineering Posts Open**

(Continued from Page 5) candidates must be high school graduates with three years' experience in engineering or a combination of training and experience.

The filing date for all accountant jobs is Oct. 19. The tests will be held Nov. 19. For senior psychiatric social worker, applications must be submitted by Nov. 19.

**Helping Women Return To Work**

WHITE PLAINS—The Westchester County Women's Center of White Plains is sponsoring a series of mini-workshops to help women return to the work force.

The free workshops, open to all Westchester and Putnam residents, will focus on balancing the demands of a family and a career.

**Retiring Soon?**

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You may send me a copy of "The Complete Guide to Retirement." I enclose $3.95 plus 32 cents Sales Tax—or total of $4.27. I understand mailing is free.

NAME

ADDRESS
McDermott Announces Committee Appointments

ALBANY—The Capital Region of the Civil Service Employees Assn. held its first meeting of the new term on Sept. 26 at the Thruway House in Albany.

Opening the meeting, Wayne Desingue introduced the following Capital region officers: Joseph McDermott, president; Jack Dougherty, first vice-president; Timothy McNemey, second vice-president; Stephen Salisbury, third vice-president; Carole Trifilleti, secretary, and Bill Braden, corresponding secretary.

Other CSEA officials at the meeting were: William McDow, state president; Thomas McDonough, executive vice-president; Thomas Tabak, assistant executive director; State Division; and Richard Burstein, comptroller.

Mr. McDermott presented gifts to Jean Cra, former first vice-president, and to a former secretary, in recognition of fine service while they were in office. He also announced his appointment of Mr. Braden as the corresponding secretary for the Region. He then presented a special plaque to John Valle, former second vice-president, "in appreciation of his dedication and untiring service in the Capital Region in promoting the aims of the CSEA."

Mr. McDermott announced the installation of the new regional officers and spoke on his plan for the Regional Committee. Emphasizing that he will work to the best of his ability for the whole membership, Mr. McDermott told his listeners, "I receive about 100 letters a week from members and I read and answer all letters from CSEA members."

He requested help and ideas from everyone, and stated that he plans to visit every region.

Mr. McDermott's Report

Presenting his first president's report for the new term, Mr. McDermott announced the appointment of William Plato, deputy field representative. The officers and members are: Betty Paige; activities, Mary Moore; membership, Joseph McDermott; Region IV, under the direction of William Lochner, field representative, has begun a series of orientation meetings in the Region IV State Agency Shop legislation has recently gone into effect.

The program is aimed at new employees and mid-career workers who have been in state service for a number of years, but who have not been made aware of the benefits and structure of the union.

The main thrust, according to Mr. McDermott, is to make all employees aware of the material benefits which the CSEA has to offer.

"Most people do not realize that the CSEA offers many other advantages in addition to service, collective bargaining, and the handling of grievances," he said. "Members will be informed that they may obtain life, homeowners, renters, car and accidental and health insurance, better buying service, travel service, eye care and expert legal assistance for other than job related matters."

In addition to these goals, the meetings will serve as a community service, allowing employees to express fears and displeasures, and to ask questions.

The contract also provides for the conversion of employees who have used less than seven days in 1978 to a $600 or 6 percent increase due to the County's insistence that no money was available for competitive and labor-class employees to make up the grievances.

In the Empire State Plaza and at the State Campus for uptown workers, the Region will deliver the message that members have a voice and a say in what happens. They are assured that the CSEA is on the spot and "just a phone call away."

A motion by Gerald Toomey, business agent, was adopted at the Capital Region meeting on July 13 for the benefit of the physically and mentally handicapped in the Albany area.

The many CSEA members who work in the mental health and retardation fields should be especially interested in the festival, said Mr. McDermott.

Committee Reports

In the third vice-president's report, Mr. Salamony discussed the recent Woman's Meeting held in the Empire State Plaza and announced that literature was available for anyone who is interested in what happened.

A motion by Gerald Toomey, president of SUNY Central Administrative Local 003, to elect members of the executive committee of the region resulted in the following winners from State and County Divisions: A. Keads.

(Continued on Page 19)

Agreement Reached

In Rensselaer Prior To County Elections

By DEBORAH CASSIDY

RENSSELAER—In Rensselaer County, Civil Service Employees Assn. members voted 466 to 7 in favor of a two-year contract offering them a $700 or 7 percent (whichever is greater) increase for January 1978 and a $600 or 6 percent increase effective January 1979.

Other benefits include agreements in which the County will pay back unused sick time from employees who have used less than four days during the year and will pay for uniforms for mechanics' helpers and a $50 allowance for mechanics' helpers' use of their own tools on the job.

This settlement comes after only one month of negotiations between committees headed by Bus Ernst, Rensselaer County unit president, and William Murphy, County Executive Secretary. The last two contracts dragged on for a year each and resulted in the County Executive reversing itself due to the County's insistence that no money was available for

Schedule Orientation About CSEA Benefits

ALBANY—The Civil Service Employees Assn. in Capital Region IV, under the direction of William Lochner, field representative, has begun a series of orientation meetings in the State Agency Shop legislation has recently gone into effect.

The program is aimed at new employees and mid-career workers who have been in state service for a number of years, but who have not been made aware of the benefits and structure of the union.

The main thrust, according to Mr. McDermott, is to make all employees aware of the material benefits which the CSEA has to offer.

"Most people do not realize that the CSEA offers many other advantages in addition to service, collective bargaining, and the handling of grievances," he said. "Members will be informed that they may obtain life, homeowners, renters, car and accidental and health insurance, better buying service, travel service, eye care and expert legal assistance for other than job related matters."

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After 1½ Years of Negotiations

ESSEX WORKERS Gain Contract

ELIZABETHTOWN—After more than a year and a half of negotiations, the Essex County members of the Civil Service Employees Assn. have accepted a 1977-1978 contract containing a two-year basic increase of 5.5 percent per year, and a 5.5 percent across-the-board increase, plus increments totaling 11 percent.

The contract also provides for a change in the employees' health plan, allowing them to choose Blue Cross/Blue Shield Plan C with Major Medical coverage, acute care program concerning hospitalization in matters of discipline and discharge and the right of the Local president or his designated agent to be present at any meeting of union members.

These benefits represent significant gains on the part of these CSEA members and reflect efforts to strengthen union organization in small counties.
Moore Tells Central Region V Goals: 'Good Relations And Accomplish More'

(From Leader Correspondent)
SYRACUSE Region V of the Civil Service Employees Assn. hosted many of the union leaders including William McGowan, statewide president, at its fall hosted many of the union's leaders. Meeting Sept. 30-Oct. 2 here. Members heard their newly elected Regional president, James Moore, state that it is "a goal of mine to see that staff of Region V and officers of Region V have good relations and accomplish more because of these inner relationships." McGowan Pledges Action

Friday was devoted to learning the CSEA president and McGowan, president of SUU of Oswego, attended a meeting at the Commercial Hotel this week. President McGowan reminded members that "we are going into a convention" and that most of all, "we are going there to represent what our members want, not what we as individuals want." He urged Region V delegates time and again to be clear on what the membership wants before stating any opinions at that convention. "Our biggest fault," he said, "is we only call on the rank and file when it's convenient for us. But, we need their input. Also, I am going to listen to staff. I'll give them the tools to do the job, but I intend to use staff, not abuse them. And I'm going to move staff wherever we need them whenever we need them."

"I am sick and tired," he said, "of this union putting out fires—of stopping challenges. It is high time we started making fires and challenging others. God, if we ever united and all started marching to the same drummer, nobody would ever believe what this union could achieve."

McGowan's goals:

1. Article 33 is mainly a problem in the area of mental hygiene, Mr. Conoby said. And the state is more and more disciplinary charges as time goes on. There were 2,000 such cases in 1974-75 and about that many in 1976-77. Mr. Conoby said. "Seventy percent of them were in mental hygiene and 85 to 90 percent of the cases are argued successfully by the people," he added.

2. Both Mr. Conoby and Mr. Smith stressed how important it is for the union to comply with deadlines in the grievance procedure so as not to lose a case. Mr. McGowan interrupted to inform members that "in Albany are in the process of drawing up a bill for CSEA members which you can carry in your purses or wallets. This announcement was met with applause."

3. OK Board Honorariums

At the closing general membership meeting, Fred Depew, Regional Supervisor; Francis Martello, Regional Director; John Esposito, John Esposito, Rita LaPoint, and Barbara Esposito, sold happening for regional political action are, from left, Fort Schuyler Local 014 of Utica president James Currier, regional public relations specialist Chuck McGarry, Jefferson unit secretary Elaine Duffany and Jefferson Local 611 president Richard Crocco.

SUNY at Syracuse (Upstate Medical Center) Local 615 served as host for the weekend event that attracted a presumed record of 250 participants from the 20-county Central Region V jurisdiction. Committee chairman Robert Vincenti, standing, checks with committee members and Local officers to make sure all details were accounted for in arranging smooth-going convention. Seated, from left, are William La Point, Local 615 president William O'Neill and Loretta Vincenti; standing are Ann O'Neill, Richard Esposito, Barbara Esposito and Rita LaPoint.

Looking over garment bags that were sold to raise funds for regional political action are, from left, Fort Schuyler Local 014 of Utica president James Currier, regional public relations specialist Chuck McGarry, Jefferson unit secretary Elaine Duffany and Jefferson Local 611 president Richard Crocco.

CENTRAL REGION 5
REGION OFFICERS
President: James Moore, Utica Psychiatric Center
Executive Vice-President: Patricia Crandall, SUU at Cortland
First Vice-President: Dorothy Mooney, Willard Psychiatric
Second Vice-President: Beverly McDonald, Willard Psychiatric
Third Vice-President: Ralph Young, Oneida County
Secretary: Helen Hannon, Transportation, Syracuse
Treasurer: Anna Mae Darby, Utica Psychiatric Center
Regional Supervisor: Francis Martello

REGION OFFICE
Room 118, Midtown Plaza
700 East Water Street
Syracuse, N.Y. 13201
Telephone: (315) 423-3319

SATELITE OFFICES
240 Chenango Street
Binghamton, N.Y. 13901
Telephone: (607) 727-1759

300 Bleecker Street
Utica, N.Y. 13501
Telephone: (315) 735-5972

13 Main Street
Canton, N.Y. 13617
Telephone: (315) 384-4211
Double Standard

Reports about how the Saratoga Springs bus driver strike was settled brought back some old memories, some of them bitter and some sweet.

We now have to agree that the dispute was settled smoothly. Union leaders came out of the negotiations with the feeling both sides received a fair deal.

The Saratoga bus drivers are Civil Service Employees Assn. members but they are no longer public employees. They work for Upstate Transit Consortium, of Rochester, because of a new gimmick more and more school districts and municipalities are utilizing to avoid their responsibilities to their employees. It's called contracting out to private companies and school officials feel this saves them considerable trouble by not having to deal with the powerful Employees Association.

Union leaders view the new movement with alarm. Many of them believe it is a dangerous weapon in the hands of management, designed to destroy unions and deny employees. The reason: There was no Taylor Law to con-
Delores Hunt, therapy aide: "What really needs that we should receive a clothing allowance. Patients often tear our clothes and we are not reimbursed for their replacement."

Vincent Payne, therapy aide: "There are many students whom we must observe and are always on the alert for any signs of mental illness. The patients sometimes need a little more than the medications we give them; they need a sense of security. For these reasons, we should receive a clothing allowance."

Dorothy Parham, head dining room attendant: "The food is very good, but the service is quite slow. I think we should have more staff to serve our guests."

Dorothy Parham, head dining room attendant: "I feel that the union should investigate and see how many employees are being paid for work that is not being done."

William Zennick, pharmacist: "I would like to see full coverage on a dental plan. I feel that we should have full coverage on an optical insurance plan. Other employees throughout the hospital also feel that their benefits are not adequate. It is important for us to receive the benefits that we are entitled to."

Dorothy Parham, head dining room attendant: "I think the union should investigate the hours of work. The employees are working quite sometime (approximately three years out of a four-year length). Meaning or intent of a letter is never changed.

The Letters Committee, New York State Employees' Retirement System, New York State Employees' Retirement System, will investigate and see how many employees are being paid for work that is not being done. The employees are working quite sometime (approximately three years out of a four-year length). Meaning or intent of a letter is never changed.

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REAL ESTATE VALUES

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All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation or discrimination based on race, color, religion, sex, national origin, or any other condition prohibited by law.

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I was talking to a fellow the other day who had a friend who died from noise.

That’s right, too much noise can make you sick and some scientists are convinced that it can kill you.

When somebody with a big mouth shouts, a sound wave is transmitted from your ears to your brain and then to your nerves, glands, and organs. A loud or unexpected sound immediately puts your body on alert, causing it to tense and irritate and may eventually lead to emotional and harmful effects. A continuous bombardment of noise can make you sick. That can make you sick. With each alert an energy producing hormone called adrenalin is released into the bloodstream. This causes the heart to beat faster, muscles to tense and blood pressure to rise.

So, as you lie in bed every night listening to your neighbor’s dog bark all night, you become tense and nervous—under stress. This constant insult to your ears and your body’s natural reaction to it can over a period of years, lead to heart disease, high blood pressure, chronic headaches and ulcers.

Even a steady noise, a little louder than you like, can have harmful effects. A continuous bombardment of noise can make you sick. That can make you sick. With each alert an energy producing hormone called adrenalin is released into the bloodstream. This causes the heart to beat faster, muscles to tense and blood pressure to rise.

The New York City noise control code places noise limits on horns, sirens, motor vehicles, air compressors, sound amplifying devices and nuisance noises. There are more irritating sounds that you don’t have to tolerate. You can find out what these are by writing to the Department of Air Resources, EPA, 106 West St., New York City 10007. And in New York City only. If you would like to register a formal noise complaint, write to the address and request the Noise Complaint Form.

If you do live in New York City and your neighbor’s noise is ruining your health, you can call the Noise Complaint Center at 966-7000.

Pension Case Pending

(Continued from Page 4)

Before 1976, the Los Angeles department required women employees to contribute 15 percent more to its compulsory retirement plan than men because, according to statistics, women live an average five years longer than men. Agency officials reasoned that women who receive the same monthly pension payments as men would end up getting a larger overall total.

The agency changed its system in 1976, after the state legislature outlawed the contested procedure.

A class action suit was filed by Marie Mahaffy, a former employee, and workers Carolyn May, Carolie Espinosa, Alan F. Miller and Ethel L. Levan and the International Brotherhood of Electrical Workers Local 18, charging illegal sex discrimination.

U.S. District Judge Harry Press
gen ruled in their favor June 30, 1975, and ordered the department to reduce its contributions made to women employees since April 5, 1972, plus 7 percent interest on overpayments.

A three-judge panel of the U.S. 9th Circuit Court of Appeals affirmed his ruling in December 1976.

Vet Preference Hurting Women

(Continued from Page 4)

"Veterans" preference could have an adverse impact on EEO (Equal Employment Opportunity) and merit principles for years to come," the report said.

"This would be especially true for a male who enlisted in the military in 1976 and subsequently retired after completing a 20-year term. He could still block a register in 1996."
Region VI: No Honorariums For Board

Conducting business at the general business meeting are, from left, regional supervisor Lee Frank, treasurer Barbara Fauser, third vice-president Ramona Gallagher, president Robert Lattimer, first vice-president Genevieve Clark, second vice-president Robert C. Smith and secretary Judith Burgess.

Field supervisor Lee Frank responds to a question during the County Division meeting about how management distinguishes its supervisory personnel. According to Mr. Frank, the definition is too broad.

The passage of the Agency Shop Bill in June signaled a substantial increase in the union's treasury. The question of accepting for union membership those private-sector employees resulting from the state or a county contracting out for services was addressed by regional president Robert Lattimer. He responded, during the county meeting, to a letter written by Metropolitan Region II president Solomon Bendet expressing his Region's opposition to having such workers become union members.

Mr. Lattimer's position was that the union should have the option of representing those employees; but that the union should not be required to represent them all. He cited Willowbrook Developmental Center, where the state has, in effect, contracted out patient care to United 'Cerebral Palsy as a situation where the union would not have to represent the private-sector employees.

"In defense of Bendet, they do have an issue with UCP; but that should not result in a mandate for the rest of the CSEA," Mr. Lattimer said.

Delegates to this week's statewide CSEA convention decided to caucus Monday, Oct. 10, the first day of meetings at the Concord Hotel, Elmira. The purpose was to discuss their concerns about the new law's impact on the union's members.

The State Division meeting began with Region VI president Robert Lattimer outlining several problems including the question of relief for work days lost because of last winter's blizzard.

Participating during the general business meeting are, in the front row, from left, Buffalo State University College officials, and from that Local, Norma Lawrence and George Webster. In the rear, from Buffalo State University College Local are, from left, second vice-president Bill McMillan and treasurer Diane Szegro.

Conducting business at the County Division meeting are, from left: secretary-treasurer Dorothy Huy, chairman George Clark, and vice-chairman Joanne Stiebel.

Trainiing

Training for all new Local officers of Region VI will be held Oct. 29, 9:45 a.m., at the Treadway Inn, Batavia.

The State Division meeting began with Region VI president Robert Lattimer outlining several problems including the question of relief for work days lost because of last winter's blizzard.

Conducting business at the County Division meeting are, from left: secretary-treasurer Dorothy Huy, chairman George Clark, vice-chairman Joanne Stiebel.

Erle Education Local treasurer Ruth Walker, left, financial secretary Charlotte Muche and president Jack Schlenker are attentive during general business meeting.

Next Meeting

The Jan. 13, 14 meeting of Region VI will be held at the Sheraton East, Buffalo, and will be co-hosted by Roswell Park and Health Research Locals.
Seek Reform Of Political Fund

(North Amityville, Long Island Region I delegation last week voted unanimously to fight for reform of a committee overseeing political action funds at the statewide Civil Service Employees Assn. delegates' convention, which opened Oct. 10. Delegates of the 19 chapters in the Long Island Region also unanimously supported proposals that would apportion Agency Shop fees by the state, and to assure sharing of political action money on one-third for statewide purposes and two-thirds for local purposes, and to assure sharing of Agency Shop fees by the statewide organization and chapters and units.

The delegates reached agreement in a special pre-convention caucus called by Region president Irving Flaumenbaum. The meeting was held Oct. 2 at Minicaro’s Restaurant, Melville.

It was the second year that the Region held such a caucus to discuss convention issues.

The meeting produced unanimous agreement on convention issues after hearing a call for unity from President Peter Higgenson, president of Long Island State Parks Local 160.

PETER HIGGENSON . . . urges unity

The delegates backed a proposal by Martin Langer, chairman of the statewide political action committee, to create a 24-member board of trustees, with equal representation from the six regions, to oversee a political action war chest that is expected to grow to about $700,000 a year. Mr. Langer’s recommendations also included the 1-2 split between local action and statewide action.

Sharing of Agency Shop fees was part of the report submitted by Kenneth Cuddees, chairman of the statewide constitution and by-laws committee.

LONG ISLAND
REGION 1

Regional Headquarters Office: 740 Broadway (Route 110) N. Amityville, L.I., N.Y. 11701

By IRVING FLAUMENBAUM
CSEA Vice-President/Region I President

Unity is the keynote of Region I in 1977-78 with the Civil Service Employees Assn., buoyed by a surge of dues, the availability of funds gives the union real teeth so that units throughout Long Island.

Political action tops the regional priority list this year. The availability of funds gives the union real teeth so that units throughout Long Island.

(notable) to make them fully felt, this new dimension gives us the capability to deliver.

In addition, we are attempting to organize—a on voluntary base—CSEA members who will work at campaign headquarters of candidates the union endorses. Often, campaign workers are left alone by a cash-starved campaign, for it is the human elements in campaigns that produce winning political magic. The ability to deliver this one-two punch will make the CSEA a powerful political force in the two Long Island counties over the next few years.

By having political unity as our prime focus, we can avoid the embarrassing but understandable spectacle of two CSEA units endorsing opposing candidates. This year, unit and chapter political action committees will work closely with the regional headquarters to assure a smooth and co-operative endorsement procedure. Where we are undecided, all factors will be weighed, and all sides will be able to present arguments for the candidates of their choice, before putting final endorsement to a vote. The regional committee will maintain liaison with the state and headquarters’ political action committees in making final determinations.

This year we have also urged the necessity of unity so if a strike or job action is called by one unit, it will be supported by members from other Region I units, with money, men and materials.

CHIEF AMONG THE OTHER issues confronting Region I this year is the deinstitutionalization of Mental Hygiene. More than 1,000 Mental Hygiene members are concentrated in the Long Island region. To combat the dumping of mental patients into communities and the resulting loss of jobs by members, a regional Mental Hygiene committee, chaired by Charles H. Donohue, Central Islip Union Local 404, has been lobbying at the state and local level for CSEA goals and is investigating and monitoring local conditions to assure a minimum impact on members’ jobs and local government legislation. We view the fight against fooful hardy decentralization as one of our most important goals, and if community facilities are to be built by the state, we insist they be manned by retrained civil servants on the state payroll.

Under the able leadership of president Walter Weeks, Suffolk Educational chapter, and Edward Perrott, Nassau Educational chapter, gains of 9 to 8 percent in salaries have been negotiated this year despite hard sledding against adverse economic conditions. The hard work of both educational chapters has greatly increased their membership. In the higher education department, Al Varacchi, SUNY at Stony Brook president, is doing a fine job as chairman of the newly formed University committee.

In our counties, CSEA members elected two new presidents: Bill Lewis in Suffolk and Nick Abbatissi in Nassau. Both men show vigorous leadership and have backgrounds as grievance chairmen and are emphasizing this basic labor area. The success of the Agency Shop has produced a tremendous increase in membership in both counties and new members are both vociferous and stimulating to the union.

Towns and villages remain the key areas on Long Island where the Agency Shop agreement has to be implemented. The Region is aiding its support and staff experts to local unions who do not have an Agency Shop clause in their 1977-78 contracts. All in all, it is a period of growth and strengthening for Region I and an exciting, vital time to be part of this labor movement.
Metropolitan Region II

Regional Headquarters Office: 11 Park Place (Room 1210) New York City, N.Y. 10007 Phone: (212) 962-3090

By SOLOMON BENDET
CSEA Vice-President/Region II President

Unity has always been the hallmark of the Civil Service Employees Assn., because, despite the variety of our career goals and our geographic locations throughout the state, we have united as union members in our ambition for a better way of living for our members in just compensation.

We in Metropolitan Region II, however, are in the midst of a battle to preserve the unity that has made our union so strong in the face of adversity through the years.

At Willowbrook Developmental Center on Staten Island, United Cerebral Palsy has taken control of certain work functions, despite objections by the union.

At the Delegates Convention this week, it is expected that a major topic of discussion for union policy decision will be whether private-sector workers may be granted CSEA membership if they are performing the work of public employees.

If the delegates were to adopt this policy, this would place our union in a precarious position at Willowbrook and be harmful to our valued unity. Should we accept United Cerebral Palsy employees as members, a conflict of interest would arise between them and our present employees at Willowbrook.

This action, if adopted, could be harmful to all CSEA members throughout the state.

We in Metropolitan Region II view this situation with alarm, and voted in our regional executive committee meeting last month that the CSEA position should be to "refuse to accept as members employees of private employers to whom state work has been contracted out."

We argue in favor of the traditional CSEA philosophy that the private sector belongs to private sector unions and that our present employees at Willowbrook could put into the position of having to choose between two groups of members competing for the same jobs.

We do not have the luxury of standing by for the sake of a few dollars for the union treasury. We in Metropolitan Region II are united in recognition of this threat to our unity, and are determined to oppose any change in our union's constitution that could prove potentially harmful to all CSEA members throughout the state.

There are other items that Metropolitan Region II discussed at its pre-convention meeting last month, and that we believe are of importance to all CSEA members.

Among the recommendations that were approved by our delegates are:

That the estimated reimbursement to the Association of the cost of handling the group life insurance plan be assumed by the State of New York and not be taken out of life insurance premiums paid by the employees since the State pays the cost of administering the management/confidential life insurance plan, it should do the same for our four Bargaining Units.

That the Travelers Insurance Company be requested to immediately restate the previously eliminated 10 percent life insurance dividend.

That no pensions or fringe benefits, whether private or public, be subject to taxation. There is a move on the floor of the legislature to change the state Constitution in such a manner that pensions will be taxable, and we want to go on record to prevent this from happening.

That the New York State Employees Retirement System make every effort to reduce the cost of options selected by retirees.

These are all items that require our immediate attention, and we must act now to support the well-being of our members. As individuals we are like leaves in the wind; although each of us may possess individual strengths. In our union, however, our unity provides us with a power that we are obligated to exercise for the betterment of our members.

The officers and delegates of Metropolitan Region II are determined to fight for what we believe to be the best interests of the Civil Service Employees Assn.'s members.

By KENNETH SCHEPT

BRONX—The director of the New York City regional office of the state Department of Mental Hygiene, Alvin Meniskoff, has indicated that the state should make provisions for the private sector to take over the work of mental health workers if the state is forced to reduce the number of employees in this or the disposition required by changes from custodial care to a more therapeutic, community-oriented approach.

Dr. Meniskoff made his remarks as part of the testimony he delivered Oct. 4, during a hearing held by the State Senate Mental Hygiene and Addiction Control Committee at Bronx Psychiatric Center.

He indicated, during a subsequent interview that workers should be "evaluated to determine in what area their skills lie." Job placements could be made on the basis of work which would be most appropriate to the person's skills.

Asked specifically where people could be placed, Dr. Meniskoff responded that the mental hygiene system is "large and includes many different fields requiring a variety of skills." Department of Mental Hygiene officials also said, he added, facilitate the placement of workers in a variety of positions.

The public hearing, called by State Senator Frank Padavan, was held to review the charges of patient abuse and ineffective administration at Bronx Psychiatric Center made in a report issued by the state's Commission of Investigation. The hearing was held in an attempt, according to Senator Padavan, to evaluate the report and determine if conditions were as serious as charged.

Hugh F. Butts, director of Bronx Psychiatric Center, was the first person to appear before the committee. He said, in part, "Little concern has been focused on the effect of charges of 'insensitivity' and 'indifference'..." Senator Padavan said, however, he was worried about the effect of the hearings on the hospital's ability to function.

Mr. Butts responded to questions regarding how reports of mental health professionals in the private sector were handled and what authority they were forwarded.

He indicated that the reports went to the state mental hygiene regional office but that, for the first time, the reports were not sent on to a central agency.

"We have been avoiding the problem, which some sources estimate to be about $119,000 in state property per year, Dr. Butts said. He cited the problem of overseeing an institution which stretches over more than 100,000 square feet. He said that for three years an allocation of $65,000 for a guard post had been dropped from the state's budget. Senator Padavan pointed out that a pre-subnurbed grand jury had been acquired by Creedmoor Psychiatric Center.

The administration of the psychiatric center, however, did not act to correct the long time until the grievances were filed. Weiss stated, in part, that the grievance unit was low key and with what methods that her group is involved.

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Caution Against Interference By Special Interests In CSEA Political Endorsements

By HERBERT GELLER

A strong plea to prevent elected party officials from serving on CSEA political action committees that endorse candidates for state or county offices was made by Southern Region III President James Lennon at a meeting Sept. 28 of Southern Region delegates to the Oct. 15 CSEA statewide convention.

Mr. Lennon proposed that new by-laws be enacted forbidding elected party officials—whether state or county—from serving on any CSEA political action committee.

"It is not fair to the CSEA and not fair to the candidates to allow public employees helping to maintain the well-being of all of our members.

We are working to see that the people who belong to Southern Region of the CSEA get a good day's pay for their work and receive all of the benefits to which they are entitled as public employees. But to be truly happy on their jobs, they must be in good physical and mental condition, and we are striving to make sure that they are provided with the maximum amount of health benefits. A recent example of our concern was in southern Westchester, Rockland and the Fishkill area where we were able to get a better dental plan for our employees.

An effort that goes even deeper into the personal lives of individuals is the Employees Assistance Program, which is a pioneering endeavor launched jointly by Southern Region of CSEA and the Department of Mental Hygiene's Mid-Hudson Region. This program, which began 14 months ago, is a pilot project undertaken for the 13,000 employees of the department's Mid-Hudson Region. The ultimate goal of the EAP is to extend it to include all 60,000 employees of the Mental Hygiene Department throughout the state and eventually all public employees in the State of New York.

The EAP is truly a new step in the history of labor and management and, to be successful, it requires the complete cooperation of both groups. Its purpose is to help save the jobs, and with it the physical and mental well-being of public employees afflicted with such problems as alcoholism, drug addiction, emotional problems, and mental illness or financial or family difficulties.

The key element in the EAP is the coordinator, who is a person with the confidence of both labor and management. The employee with problems goes to see the coordinator at his place of work and a fellow worker, who tries to find assistance that will enable him to solve his problems. Management has agreed that a request for assistance will not jeopardize an employee’s job security or promotional opportunities and that all record of these requests will be strictly confidential.

SOUTHERN REGION is also moving ahead on other fronts in its battles in behalf of its members. One program in the health field—which the Region is considering when funds are available—would be to purchase and operate a mobile unit to provide blood-pressure screening and many other health-related examinations.

On the financial front, Southern Region is talking with area banks on the possibility of trying to provide members with low-cost loans and checking accounts. This could help members in many ways.

We also haven’t forgotten our retirees and, to strengthen their point, I have recently appointed a three-member committee to meet with Nellie Davis, statewide retiree chairman, to draw up appropriate resolutions which could be introduced at our convention and board meetings.

To continue to do the quality job that the CSEA and particularly Southern Region is used to doing, we definitely need more field staff. With the institution of the Agency Shop law, more dues money will be coming into the CSEA and I feel it is only right that some of these funds be used for more field staff in this large and growing Region.

SOUTHERN REGION has continued its perfect batting average in the challenges brought by the Building Service Employees Union during last summer in the latest challenges in Rockland, Orange, Ulster and Sullivan counties. The BSEU has not been able to oust us in a single challenge election. It proves that the CSEA must be doing something right. Much credit goes to a great staff and outstanding Region and Local officers for their cooperation.

SOUTHERN REGION 3

REGION OFFICE

President: James Lennon, East Hudson Parkway Authority
First Vice-President: John Clark, Letchworth Village
Second Vice-President: Marie Romanelli, SUC at New Paltz
Third Vice-President: Rose Mareinskiewicz, Wallkill Correctional
Secretary: Trisha Graf, Rockland Psychiatric
Treasurer: Rose Mary K. Smith, Rockland Psychiatric
Regional Supervisor: Thomas Luposella

REGION OFFICE

Old Albany Post Road, North (RD 5)
Fishkill, N.Y. 12534
Telephone: (914) 896-8100

SATELLITE OFFICE

130 Maple Avenue
White Plains, N.Y. 10601
Telephone: (914) 335-5816

By JAMES LENNON
CSEA Vice-President/Region III President

Putting their heads together to discuss the regional program are:

Orange-Ulster-Sullivan Retirees Local 917 Secretary Clarence Lockey urges that priority be given to retirement drive.

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CSEA director James Welch (Executive), right, accompanied by Jerry Brewster, arrives at meeting to talk with members of State Police locals. Both men are affiliated with New York State Police Headquarters Local 937 in Albany, where Mr. Welch is Local president.
West Against Honorariums

(continued from Page 14)

"The matters are not all pleasant," he said.

- The Western Region presi-
dent said that CSEA headqua-
ters in Albany was waiting for
writing to be completed on the
last of the four separate bargain-
ing Unit contracts, which would
then be distributed.

- In response to a letter sent to
Gov. Hugh Carey regarding his
veto of a bill providing that
employees not be charged for
days lost as a result of last win-
ter's blizzard, Mr. Latimer re-
ceived a reply from Donald Wol-
lett, director of the Office of
Employee Relations. The expla-
nation provided by Wollett was
that he would have been granting
employees a benefit not without
harm to the financial, which, he indicated, could "encour-
gage employees to make end-
runs around the collective bargai-
ning process.

- The Public Employment
Relations Board was to have rule-
less wax on whether to permit a
challenge to the CSEA’s Pro-
fessional Relations Board to
sue the Supervisory Unit by the
Service Employees Interna-
onal Union.

- Mr. Latimer was critical of a
letter which he sent to Local presi-
dents on July 19 asking for the names
of people to staff a committee to
investigate how working condi-
tions could be improved for
P&T personnel. “Some Local
presidents did not take the time,
or have the ambition,” to answer
the letter, Mr. Latimer said.

- Following state committee re-
port, state attorney Steven
Wiley responded to several ques-
tions including one posed by
Stewert Rowdon, vice-president
of the State School for the Blind
Local 200, regarding the consti-
tutionality of the Taylor Law.
Mr. Wiley said the union’s in-
tention should not be the elim-
nation of the Taylor Law, but its
modifying, specifically to affect
effects in the penalties for striking.
Having the law however, according to Mr. Wiley, is
better than having no rights at all.

- Mr. Wiley also addressed the
change in the union contract re-
petition window.


Honor McGowan

CHEKTOWAGA — Western
Region VI of the Civil Service
Employees Assn. will hold a re-
ception Oct. 21, in honor of
Honor McGowan, at the Execu-
tive Hotel, 4140 Genesee Street,
Cheektowaga.

Tickets are $5.00 per person
and may be obtained through the
Regional office. (716) 628-3549.
Deadline for tickets is Oct. 14.

Capital Region Organizes For New Term

(continued from Page 8)

Jean Boos, Samuel Ciraulo, Ernst
Strobel, Richard Doucette, Ron-
ald Gallain, Gerald Toomey,
Betty Lennon and Earl Kilmar-
tin. In addition to these mem-
ber, the board includes all the
Region officers and the corre-
sponding secretary.

Mr. McDermott stated that at
the last CSEA Board of Direc-
tors’ meeting a motion was made
during the board committee re-
port to give each board member
an annual honorarium of $1,000, predicated on $100
for each meeting they attended.

After much discussion, the mo-
tion was referred back to the
statewide board committee.

Mr. McDermott advised members
to talk to their Board members
and express their opinion on hon-
orariums.

A tentative budget was pre-
sented by Norma Paige and was
accepted. She stated that a fi-
nalized budget with minor
changes would be made shortly.

Ninie Johnson announced plans
for the fall workshop to be held
Nov. 18-20. A motion

was made by Earl Kilmarzin to
hold it at the Queenston Hotel
in Glen Falls; the motion was
accepted.

Betty Lennon reported that the
education committee is making
plans for a stewards’ training program sponsored by
Cornell University and a pro-
gram on parliamentary proced-
ures to be presented at the work-
shop. She added that the commit-
tee is also planning four mini-
workshops on disciplinary prob-
lems to be held throughout the
Region.

Jean Myers reported that the
political action committee has
held a few meetings already and
urged members to get involved
with a list of members for their pol-
tical action committees. She
re-
minated them that the deadline
for submission of endorsements
and participations is Oct. 7.

She stated that the Board of
Directors recommended that $2,60,
$60 percent statewide and 66
percent regionally, be set aside for the political action fund.

After much discussion with the
statewide committee, it was de-
icted that a recommendation
would be made to the Board of
Directors changing this to 34
percent for the statewide and 35
percent for the region. This will
only be a one-year split, she said, and may be re-exam-
ined by the Board of Directors in
the future.

Mr. McGowan spoke about a
strategy to be held in honor of
Franko, a United States President
from New York, who introduced civil ser-
vice workers to the executive level when he was in office.

The CSEA, he said, has been hon-
ored with an invitation to par-
icipate in the ceremony.

Mike Pahuma, of the Depart-
ment of Retired Employees, pre-
mised some concern over the
guidelines for the new employees
benefit program in the state,
commenting that in his agency,
members are often harassed for
signing up to take courses. Mr.
McDermott promised to look into
the matter.

Paul St. John, of the Depart-
ment of Retired Employees, re-
ported that he was recently elected to
the Federal Credit Union Board.
and advised that every state
member can join. He added that
90 percent of the participants are
CSEA members and 10 percent are
management. The Board of Directors 90 percent
are management and 10
percent are CSEA. Their assets are over
$500 thousand and could go up
to $100 million, he said, urging
members to pick up the litera-
ture which he has made available.

The meeting was concluded with a recommendation to
Wyngard that delegates for the
convention get together before-
hand to discuss issues that will
come up and to prepare to have
more individuals stand up and
speak.

Good Relations In Central Region

(continued from Page 9)

bun was cited by Mr. Moore for all
his work in connection with the
approval of new Ogdenburg
parochial facilities. “It was the
CSEA that pulled everybody to-
gether and headed them in the
right direction,” Mr. McCarthy
said of the successful effort.

Mona Cremer of SUNY One-
onta took over from Jim Cur-
rrier, president of the Fort Schul-
yer Local, as president of the Re-

gional political action committee.

That committee approved re-
quests for funds from various
delegetes and approved endorse-
ments, which will be announced
by the Regional president.

Mr. Currier, in thanking com-
mitee members for their help in
his year as committee head, said
“we had a landmark year and
we got it one way—involvedment.”

The proof of our hard work is
the fact that we got as many as possible of the 85,000 retirees who are
not members to come into the organi-
sation. This should be a priority
item,” Mr. Lokey concluded.

Southern Region

(continued from Page 18)

officers asked the Southern Region to back the following proposals
for retirees:

1. To amend an act of the
Legislature to make retirement
permissible for those reaching 65
on April 1, 1978, and for subse-
quent years. Present legislation
only applies to those reaching 65
in 1977.

2. To provide for passage of a
$2,000 death benefit and a dental
health plan, the same as now available full-time employees.

3. To request revision of the
CSEA charter to include retirees in
the organization, and to amend rights to vote in regional elec-
tions. “We would like to be part of the process,” Mr. Lokey said.

“We also urge that our new
CSEA president, William Mc-
Gowan, have CSEA all-out to
get as many as possible of the
85,000 retirees who are not mem-
bers to come into the organiza-
tion. This should be a priority
item,” Mr. Lokey concluded.
TREASURER'S PERSPECTIVE

By JACK GALLAGHER
CSEA Treasurer

As we attend the fall convention of CSEA, Inc., I feel we may have come to a major point in the history of our great union. After two years of extremely difficult financial stress there is a ray of hope. The prior two years resulted in a combined loss of over $5 million dollars, but with everyone beginning to pay their share through the Agency Shop fee, our future financial picture will be much brighter. The income generated through the collection of the Agency Shop fee should approach three million dollars this fiscal year.

I hope that our fellow employees who formerly did not choose to belong to our union will be so inclined now. It is only with swelling membership rolls that we can bargain for the kind of contracts our membership deserves. We will be flexing some of our new financial strength with the formation of a political action fund, which will accumulate over half a million dollars in this fiscal year alone. Won't those politicians who view CSEA as a "paper tiger" be surprised!

There is much to do both at the Association Headquarters and in all Locals as we grow financially. At Headquarters I will pursue the collection of agency fee income wherever we have a clause that entitles us to it. In those areas where this provision is not part of the contract, we will attempt to have it installed, so that all who benefit from our negotiations pay their proportionate share of the costs. On the local level, a strong executive board must proceed in an orderly and responsible fashion in administering the budget of the Local. They must be accountable to the membership for their actions and must keep accurate records of all financial transactions. I plan to hold seminars in all the Regions to aid newly elected Local officials in the performance of their fiduciary responsibilities.

McGOWAN, CSEA HELP FUND-RAISING DRIVE

The Civil Service Employees Assn. is helping the fund-raising and publicity aspects of the "Very Special Arts Festival." New York State CSEA president William L. McGowan for a "Very Special" T-shirt. The group sponsors festivals throughout the state each spring and summer featuring the crafts and art work produced by handicapped children, and demonstrates how such children can be helped by arts programs. The CSEA represents more than 60,000 people working in institutions for the handicapped in the state. Fund-raising kickoff for the festivals will be Nov. 11-13.

SPECIAL STATEWIDE DELEGATES' MEETING
Tentative Program, October 10-14, 1977

MONDAY, OCTOBER 10
1:00 p.m.-4:00 p.m.
Registration and Certification of Delegates (Promenade Lobby).
Workshop—legal services for CSEA members (Roman Room).
Joseph Conway, chairman, statewide legal assistance committee, presiding. Thomas Linden, staff coordinator, Richard Bus Sewin, Asst. Counsel.
Dinner for all Delegates.
State Departmental Meetings:
Mental Hygiene (Doric Room)
Transportation (Ionic Room)
Health (Room A231)
Labor (Room A224)
Social Services (Room A214)
State Police (Board Room)
Education (Room A233)
Correctional Services (Athenian Room)
State University (Roman Room)
Environmental Conservation (Room A229)
Tax and Finance (Gregorian Room)
Division for Youth (Room 8)
Commission for Human Rights (Room A228)
Executive Dept. and Armories (Room A227)
Thruway Authority (Room A230)

TUESDAY, OCTOBER 11
8:00 a.m.-9:00 a.m.
Breakfast for all Delegates.
Registration and Certification of Delegates (Promenade Lobby).
State Bargaining Unit Meetings:
Administrative Unit (Doric Room)
Institutional Unit (Little Club)
Operational Unit (Roman Room)
PSST Unit (Ionic Room)
Authors (Room A223)
County Delegates Panel Discussions:
1. Statewide Probation (Room A234)
James Brady, chairman, Neil Caruso, coordinator
2. Statewide Social Services (Spartan Room)
Richard Tarmeiy, chairman, Phillip Miller, coordinator
3. Statewide Non-Teaching School District Employees (Gregorian Room)
Edward Perrott, chairman, Danny Jinks, coordinator
4. "CETA Revitalized" (Corinthian Room)
John Curtain, New York State Dept. of Labor, Joseph J. Dolan, asst. executive director, moderator; Joseph Lazard, chairman, County Executive Division, presiding.
Retreat Meeting (Athenian Room)
Thomas A. Gilmartin, staff coordinator
Lunch for all Delegates.
State Division Delegates Meeting (The Columns)
William Dec, chairman, State Executive Committee, presiding.
County Division Delegates Meeting (Corinthian Room)
Joseph Lazard, chairman, County Division, presiding.
Retreat Meeting (Athenian Room)
County Executive Division
Thomas A. Gilmartin, staff coordinator.
Dinner for all Delegates.
Education Programs:
"The Future Economy of New York State and Its Impact on Public Employees" (Corinthian Room) John S. Dyon, Commissioner, New York State Dept. of Commerce.
"Emotional, Social and Financial Factors Affecting Retiree" (The Columns) Celeste Rosenkranz, chairman, statewide education committee; Edward Brown, actuary, New York State Employees Retirement System.

WEDNESDAY, OCTOBER 12
8:00 a.m.-9:00 a.m.
Breakfast for all Delegates.
Seminar on Parliamentary Procedure (Athenian Room).
Registration and Certification of Delegates (Promenade Lobby).
Welcome—David Kauffman, chairman, Sullivan County Board of Supervisors.
Lunch for all Delegates.
Business Meeting for all Delegates (Imperial Room).
Speaker: Senate Majority Leader Warren Anderson
Cocktail Party (The Columns)
Compliments of Ter Bush & Powell and Travellers Insurance Company.
Dinner for all guests.

THURSDAY, OCTOBER 13
8:00 a.m.-9:30 a.m.
Breakfast for all Delegates.
Business Meeting for Delegates.
Lunch.
Business Meeting for all Delegates (Imperial Room).
Speaker: Assembly Speaker Stanley Steingut
Cocktail Party (The Columns)
Compliments of the Concord Hotel
Delegate Banquet

FRIDAY, OCTOBER 14
8:00 a.m.-9:00 a.m.
Breakfast.
Business Meeting for all Delegates (Imperial Room).