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Retiree News

— See Page 14

Board Names Goals

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- Input into contract negotiations regarding promotional opportunities to elevate women from the "clerical ghetto."
- Help women in employment, training, counseling and help in problems of education.
- Examine the possibility of a questionnaire issued through the Leader directed toward establishing the desires of women for opportunities to be promoted within the civil service system.
- Attend meetings with other women's labor groups to share problems, accomplishments, etc.

(Continued on Page 3)



CHANCELLOR AND PRESIDENT

Clifton R. Wharton, left, and Civil Service Employees Association president William L. McGowan met recently, after Dr. Wharton became SUNY Chancellor.

CSEA Cautious, But Hopeful On Carey's Flextime Option

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Flextime is a system that allows employees to alter their work hours somewhat to better suit their individual needs, while increasing productivity and expanding service to the public.

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John M. Carey, director of CSEA's Office of Member Services, told the Leader that Flextime means many things to many people and what it actually holds in store for state workers is far from certain.

"The first concern that struck me had to do with the way the media handled the release of the Executive Order," Mr. Carey said, "particularly in mentioning 'four-day workweeks' and 'days off in the middle of the week' which are not mentioned in the Executive Order at all.

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forms and exists now in the state's Department of Motor Vehicles. But flextime can mean different things to different peo-

(Continued on Page 3)

that the law was unfairly advantageous to public employers and was not the model of fairness that the state has pretended it was.

But despite the admission by the state's highest labor relations executive, Carey told newsmen the following day that he had no plans at the present time to offer any sweeping reforms of the law.

In a release from its Albany office, United Press International said that Carey hinted that there might be changes forthcoming in this legislative session, but until the contract negotiations in New York City were cleared up he had no intention of proposing changes. UPI said Carey is still considering a legislative proposal to greatly reduce the authority of judges to issue injunctions against public employee strikes unless a clear and present danger to the public from such a strike is established in advance.

(Continued on Page 3)

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And, Mr. McGowan announced, it is anticipated that thousands of state workers promoted on or after April 1 of last year will share in about \$17 million in retroactive makeup pay that should

(Continued on Page 3)

Don't Repeat This!

Last Vote Results Lift Republicans Fall Expectations

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(Continued on Page 6)

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The acting commissioner pointed by Gov. Hugh L. Carey ordered that immediate steps be taken in a pilot project in the Long Beach, Long Island, area to return improperly deinstitutionalized patients to state hospitals. Dr. Prevost ordered that a parallel program of "contracting-out" for services. The state has engaged in the practice of deinstitutionalizing

(Continued on Page 3)



Report From The Capitol The Kyer Wire

By PAUL KYER



Sometimes, it doesn't pay to have a sense of humor. This can be an exceptionally dangerous handicap in politics, as was shown in the Legislature last week.

Assemblyman Seymour Posner, who carries the unofficial designation of Clown Prince in the Capitol, has produced gales of laughter in and out of the halls of the Legislature with his self-deprecating sense of humor and his gift for parody. Not everyone in the two houses, however, is appreciative of his comic capers and the non-laughers almost did Mr. Posner out of his membership on the state Workmen's Compensation Board.

Normally, the Senate gives approval to such nominations without much ado. But, last week, some Republican Senators who have been very nettled by Mr. Posner's verbal capers decided to show their displeasure was very real and launched a last-minute drive to deny him the position. They very nearly succeeded and Mr. Posner got in by only a one-vote margin.

The normal supposition is that the new board member will be chastened and conduct himself in a much more serious matter in the future.

Don't bet on it!

Elsewhere, in what might be called "The Case of the Masked Commissioner," John Dyson, who

heads the state Commerce Department, got even worse notices than did Mr. Posner.

State Senator John Marchi, who heads the Senate Finance Committee, has been a very severe critic of an advertising series put out by Mr. Dyson's department. The ads have drawn considerable comment both good and bad. They seem to have appeared to Mr. Marchi to be a depiction of Mr. Dyson and his boss, Governor Carey, as the sole persons leading the state out of any number of dilemmas, sort of like Moses leading everybody out of bondage from Egypt.

The Senator was not in a very cordial mood, therefore, when Mr. Dyson appeared before Mr. Marchi's committee for approval of his appointment as chairman of the state Urban Development Corporation wearing a mask which was said to have been part of a Lone Ranger outfit (the significance of which was never very clearly explained). The masked man was received by stone faces and a quick rejection of his nomination. Later, the Democrat-dominated Assembly vetoed any funds for ads that would carry Mr. Dyson's picture.

• • •

A short time ago we reported here that an informed source declared Governor Carey would support some substantive changes in the harsher aspects of the

Taylor Law. This seemed to have been confirmed early last week when a spokesman from the Governor's office announced Mr. Carey would support such changes as reduced penalties for strikes, etc. A short time later, the Gov. himself, rebutted his spokesman and said that he was not committed to any substantive Taylor Law changes at this point.

Does this mean that there won't be any? Not necessarily. You see, we all know that in politics what you hear isn't necessarily what you're going to get because the pols like to know they are on firm ground when they make a controversial proposal. So, it's not unusual for the first man to send up a balloon, followed by the next man shooting it down and then letting everybody act and react for a bit. If Mr. Carey finds the proposed Taylor Law changes don't really disturb anyone too much then he can move back to position one without any harm. If the flack is too heavy then he stays with position number two.

So get your pen and paper out, folks, and let the Governor know how strongly you want position number one. It's needed.

Greco, McInerney Named To Key Assembly Posts

ALBANY—Two key shifts in Assembly committee chairmanships of concern to public employees were announced last week by Assembly Speaker Stanley Steingut.

Stephen Greco (D-Buffalo) was named to head the Labor Committee, and Thomas McInerney (D-Yonkers) was appointed to succeed him as chairman of the Governmental Employees Committee.

Mr. Greco, first elected to the Assembly in 1958, has earned the regard of public employees for his sponsorship of important labor programs such as the Agency Shop Bill and legislation increasing the amount retirees may earn.

Mr. McInerney, a former member of the Westchester Board of Supervisors, served in the Assembly from 1965-72 and was re-elected in 1976 after serving the four interim years as chairman of a temporary state commission

to study problems of the deaf.

As Labor Committee chairman, Mr. Greco succeeds Seymour Posner, who was confirmed by the Senate last week as a member of the state Workmen's Compensation Board.

Mr. Posner, a Bronx Democrat who served in the Assembly for 13 years, is also highly regarded by public employees.

"Mr. Posner has been a good friend to public employees in his years in the Assembly, and while we will miss his presence in the Legislature, I know he will bring his characteristic qualities of integrity and dedication to his new post on the Compensation Board," said Bernard J. ...

... Employees of legislation. ... appointment. ... (Mainville) ... of the ... committee. That ... when Thomas ... Westchester Democrat, took over as Gov. Hugh L. Carey's director of state operations in early January.

The Labor Committee chairmanship carries a \$8,000 leadership stipend, popularly known as a "Lulu," on top of the \$22,000 salary all Assemblymen receive. The other two chairmanships each carry a \$5,000 extra stipend.

Correction: St. Lawrence Highway Court Decision On Freedom Of Speech

The Leader apologizes to St. Lawrence County Highway Superintendent John Cook for statements in last week's edition, Feb. 24, in this same location.

It has been brought to our attention by Richard Reno, president of Civil Service Employees Association Local 845 in that county, that our story was subject to misinterpretation.

"Mr. Cook has been very good to the membership here," Mr. Reno said, "and we would like to see an apology made to him. Our members even circulated a petition supporting Mr. Cook during the two years of charges and countercharges about the Highway Department here."

The Leader acknowledges that, through a series of small and unrelated printing errors, a wrong impression may have been given.

The news story was concerned with a state appeals court decision affirming the freedom of speech of a deputy who had been dismissed by Mr. Cook. In the course of the story, it may have appeared that Mr. Cook himself had been found guilty of fiscal misconduct. This is not so. In fact, Mr. Cook himself requested an audit by the state Audit and Control Department during the controversy, which had become the focus of political accusations in the St. Lawrence area.

The deputy superintendent, Thomas R. Grow, was reinstated to his job as a result of the court decision, but resigned the position soon after.

Since Mr. Grow was awarded back pay, it may have appeared in the Leader story that Mr. Cook had to reimburse the department for improper expenses. This has been denied.

In summation: Mr. Grow's freedom of speech was protected, Mr. Cook continues as the Highway superintendent and the Leader is sorry for any other implications that may have been misconstrued.

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\$17 Million From Suit Plus 5% Raise Due

(Continued from Page 1)

be reflected in paychecks issued March 29 and April 5 for the Administrative and Institutional payroll, respectively. He said it is expected that the State Legislature will enact legislation to provide the funds during the week of March 6. He cautioned that passage could be delayed slightly and that would delay the expected issuance of the retroactive makeup checks accordingly, possibly two weeks to the following pay period.

"These substantial increases in salary that will be reflected in paychecks issued in the next month or so should be another reminder to state employees of the effectiveness and expertise of CSEA. The 14 percent or \$1,400 minimum increase gained since just last April is visible proof of CSEA's negotiating power, and the \$17 million gained for state workers under our tremendously successful class action grievances on promotional pay clearly proves our overall effectiveness in representing their best interests to the utmost," Mr. McGowan stated.

In noting the 5 percent or \$500 increase to be effective April 1, the CSEA president reminded that increments for those eligible will be added to the individual's salary first and then the 5 percent computed on that larger total, the same procedure as in the past.

The increases to be reflected in paychecks issued next month total in excess of \$100 million overall, according to Mr. Mc-

Gowan. He said the 5 percent or \$500 minimum increase to be effective April 1 is worth more than \$68 million in new money to state workers, and that increments payable as of April 1 to those eligible for them will total about \$20 million more. The \$17 million in retroactive promotion pay pushes the increase in the total state payroll to well over \$100 million.

"We said that when we ham-

mered out the present contract that the settlement was one of the outstanding labor negotiation achievements in the history of public employee collective bargaining in New York, and the newest increase in salary under that contract only serves to emphasize that," Mr. McGowan stated. "And I'm especially pleased over the successful grievances, won without interference of third-party interveners, that

guarantees full promotional and incremental increases to everyone eligible, just exactly as CSEA said was the case all along. It shows that not only is CSEA the most professional and accomplished labor union in negotiations matters, but just as importantly that CSEA has the knowledge, the expertise and the capabilities of defending contract provisions and protecting employee rights at all times."

Prevost Concedes Dumping Truth

(Continued from Page 1)

patients from state run facilities and placing them in community settings where private agencies, operating under lucrative state contracts, supposedly pick up the care of the patients. In its media campaign, CSEA pointed out dramatically that all too often that isn't happening. The union emphasized that instead of supplying adequate services for the mentally handicapped with their tax dollars, taxpayers were being "ripped off" by private profiteers.

The state does directly run some community based programs that properly and efficiently deal with the mentally handicapped and CSEA feels these programs should serve as a model for the proper way to handle deinstitutionalization. CSEA urged that the Governor and Legislature follow that example and expand these state-run community based facilities to provide adequate aftercare to deinstitutionalized patients.

The union recognized that deinstitutionalization and the related practice of "contracting-out" for services not only jeopardized the care of the patients and wasted the money of taxpayers, but also posed a serious threat to the job security of present state employees.

CSEA endorses the concept of deinstitutionalization but insists that this practice be conducted in a proper manner, through state run programs, to insure that there is a continuity of service provided to the deinstitutionalized patients and that the taxpayers' money is not squandered to line the pockets of private profiteers.

James Cohen, CSEA's consultant on Mental Hygiene, has repeatedly stressed that there is a clear solution to the deinstitutionalization and dumping prob-

lems. Dr. Cohen, in CSEA's own "white paper" on the issue, called "To Nowhere and Back Again," proposed that state-run programs be used with staffing provided through retraining of institutional employees transferred from present state facilities as the process progresses.

Dr. Cohen and CSEA were gratified to see that the state has finally admitted that the problem exists, and seems to be interested in resolving it.

Phase III of the CSEA media campaign against dumping and

contracting out, a problem which extends to practically all state agencies as well as Mental Hygiene, will get under way in mid-March and run into mid-April. The focus of the campaign will be an extensive poster "blitz" in the New York City transit system and placement of approximately 100 billboards in key locations throughout the state.

While the union is pleased that the dumping issue seems to have been won, the CSEA war on "contracting-out" will undoubtedly continue.

Board Meets

(Continued from Page 1)

—Access to the reports of the legislative and political action committee on issues concerning women's interests in employment.

In reporting on this year's state elections, legislative and political action chairman Martin Langer explained that regional committees will again be given the task of interviewing candidates, suggesting endorsements and further suggesting how campaign contributions will be made. He noted that the union "must remain neutral" in the Governor's race during the current legislative session so as not to jeopardize the union's legislative program.

The Board acted favorably on a motion submitted by budget committee chairman Howard Cropsey (Albany County) to clarify that: "When any other committee, duly appointed by the president of the Association or the Board of Directors of the Association, reports the need for funds to the Board, it is understood that the committee making the request shall have done all the necessary investigative work, thereby relieving the budget committee of any responsibility other than reporting the availability of funds requested." Legal assistance fees for 14 cases were approved by the Board, acting on a report presented by standing legal committee chairman Joseph Conway.

A new Local charter was approved for Division of Probation employees, formerly affiliated with Capital Region IV's Executive Local 859.

Constitution and By-Laws revision committee chairman Kenneth Cadieux announced that amendments requiring second readings will be brought up at the April 4-5 Delegates Convention in Albany. (These will be printed by the Leader prior to the convention.)

Patricia Miller (Region IV Mental Hygiene) and A. Victor Costa (Labor) were elected to fill vacancies on the Directors Committee, which is the union's smallest policy-making body, meeting only on an emergency basis in place of the full Board.

Hopeful On Flextime Option

(Continued from Page 1)

ple. That's the reason for our meeting with OER. In every labor-management meeting we have had with the state over the years, we have strongly urged flextime as an intelligent way to improve employee conditions while increasing productivity and expanding service to the public.

"By and large, management has been reluctant to talk about it, because they're concerned about controlling it. Now they have to talk about it and we want to be sure that when flextime starts to be implemented in the other departments and agencies, it won't be at the expense of public employees."

Mr. Carey said that whatever is done with flextime must conform to the specifications existing in the contract. Provisions already exist for modification of the starting and quitting times

so an employee under flextime could go to work early and leave early or go later and leave later. But the implementation mechanisms for the system must be established.

"In some departments and agencies, work requirements might not lend themselves to one variation of flextime, the four-day workweek. Under that variation, the worker extends each workday so that his weekly hours are performed in four days rather than five. Obviously that can create problems and the employer isn't just going to open it up to everyone. There are a lot of questions yet to be answered, and that's why we set up the session with the OER," Mr. Carey said.

The Executive Order directs

each department and agency to consult with the OER before implementing any flextime options and for the agency, with OER, to confer with the "duly designated representatives of the state employees who will be affected by the work schedule." Mr. Carey said the CSEA will insist on being consulted prior to implementation of flextime by agencies or departments in its bargaining units.

"We want to see flextime become a reality," he said. "That's why we have been pushing for it right along. But we must make sure that it is established in a fair and proper system that does not violate any contractual agreements or in any way endanger the employment opportunities of incumbent employees."

State: Taylor Law Unfair

(Continued from Page 1)

Mr. Wollett had proposed sweeping revisions of the Taylor Law that came close to the reforms sought by CSEA's legislative and political action program.

The proposed reforms would have eliminated the Taylor Law provision that automatically places any public employee involved in a strike on probationary status for one year. Additionally the proposed OER legislation would have repealed the striking employee probationary penalty and the dues check-off penalty powers of the Public Employment Relations Board; required a jury trial before a union or striker could be convicted of violating a no-strike injunction, and limited imposition of no strike injunctions to situations where there is a threat of "substantial and irreparable injury to public health, safety and welfare."

Also reportedly being considered by Mr. Wollett was a waiver provision of the Taylor Law's "two-for-one" strike penalty if the employer had engaged in an

improper practice or had attempted to prolong a strike.

Mr. Wollett, who represents the state in negotiations with CSEA on contracts, told UPI that he personally favored repeal of the two-for-one penalty and would give most public workers the right to strike.

With the Governor's own labor relations expert publicly admitting that the Taylor Law needs reform and given the fact that this is an election year, it appears some reform of the controversial Taylor Law will take place this year, a CSEA spokesman said.

CSEA is spearheading the Public Employee Conference, a statewide organization composed of 22 public employee unions that banded together to exert their collective legislative and political strength to force reforms of the Taylor Law.

While the PEC-sponsored legislation is nearly identical to that advocated by Mr. Wollett, it additionally provides for an improper practice provision for employers who refuse to extend the terms of a contract beyond its expiration in the absence of a successor agreement.

CORRECTION

In the Feb. 17 issue of the Leader, there was a misprint in the article, "Tloga CSEA Local Signs 3-Year Pact." The raise for the first year of the contract is 9.45 percent, not 0.45 percent. The Leader regrets the error.

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.

MARCH

- 1—New York City Local 010 executive committee special meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 1—Orange County Local executive board meeting: 7:30 p.m., Local office, 255 Greenwich Avenue, Goshen.
- 2—General Services Local 660 executive committee meeting: 5:30 p.m., Horan's Restaurant, 848 Livingston Ave., Albany.
- 2—Environmental Conservation Local 655 "Fabulous 50's Nite Dance."
- 3—Wilton Developmental Center Local 416 business and social meeting: 7:30 p.m., Knights of Columbus, Saratoga Springs.
- 3-4—Western Region VI delegates meeting: Charter House, Transit Rd., Route 78, Williamsville.
- 3-4—Central Region V delegates meeting: Treadway Inn, Binghamton.
- 4—Binghamton School unit dinner-dance: 6 p.m., St. Mary's Orthodox Church, Baxter St., Binghamton.
- 6-7—Health Department labor-management meeting (tentative): Quality Inn, Albany.
- 8—Statewide State Executive Committee meeting. Statewide County Executive Committee meeting.
- 9—Statewide Board of Directors meeting.



HUGH L. CAREY
... cutting back

Assail Psych Center Reassignments

WARD'S ISLAND — Civil Service Employees Assn. officials of Local 413 are unhappy over a move by Manhattan Psychiatric Center administration to reassign ward personnel pass days.

Local president Larry Colson said the reassignments are an at-

tempt by officials to overcome staff shortages.

"It won't work," Mr. Colson said, "It will only further lower workers' morale, which is already at the breaking point. The employees are overworked and tired due to understaffing, and now they are being asked to give up their weekends."

Approximately 700 workers are affected, some with 20 to 25 years of service. Weekend time off is granted through seniority.

"Why should the workers always be the fall guys for administration mismanagement?" Mr. Colson asked.

Manhattan Psychiatric director Gabriel Koz said that the change was an attempt to have the facility reasonably staffed every day. He said that the plan would not bring the center up to adequate staff levels, but would redistribute the staff in an effective manner.

Mr. Colson charged that the hospital gave up 108 vacant items to curry favor with Governor Carey in his budget cutback. He said out-patient clinics have been stripped of workers who have

been transferred back to the Ward's Island hospital. This led to inadequate treatment for patients who must be rehospitalized, he said.

Dr. Koz denied that charge.

Associate director Preston Grier said that although the Harlem out-patient unit was staffed with a psychiatric social worker, and the in-patient unit was not, there

(Continued on Page 15)

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Federal Job Calendar

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GENERAL SCHEDULE POSITIONS

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Title	*Salary Grade
Accounting Technician	5
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Draftsman	7
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Fiscal and Accounting Support Positions	4
Medical Aid (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Park Aide	2,3
Physical Therapy Asst.	5
Power Folder Operator \$8.31 per hour	5
Reporting Stenographer	3
Sales Store Checker	3
Shorthand Reporter	7,9
Travel Clerk (Typing)	5

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Rockland Seeks Shop Foremen, Lunch Directors

NEW CITY—Candidates for lunch school director II and shop foreman (health and hospitals) with Rockland County agencies have until March 8 to apply.

Candidates for the correction officer exam must file by March 10. Qualifying exams for all three posts are scheduled for April 8.

For details, contact the Rockland County Personnel Office, County Office Building, New City 10956.



CHARLES D. BREITEL
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Arbitration Edict Stays Despite City's Demur

ALBANY — The state's highest court told city officials throughout the state last week that once they enter into collective bargaining contracts calling for arbitrators to determine punishments for employees guilty of misconduct, they have to live by those agreements and cannot impose their own penalties.

The notice came when the state Court of Appeals, by a narrow 4-3 vote, upheld an arbitrator's decision to suspend for six months a Binghamton building and maintenance superintendent who had admitted accepting bribes. The Mayor of Binghamton had previously fired the superintendent, Richard Cornwell.

The ruling represented a victory for the Binghamton Civil Service Forum, the local bargaining agent for Binghamton city employees. The union filed a grievance and demanded arbitration as provided in its contract immediately after the Mayor discharged Mr. Cornwell.

The four-judge majority, in reversing a lower appeals court that had backed the Mayor, said that once Binghamton officials agreed to arbitration, they could not appeal the ruling just because they didn't like the result.

"The collective bargaining agreement between the parties

here expressly provided that resolution of whether there was just cause for the discharge or other discipline of an employee was to be resolved in a four-step grievance procedure, culminating in arbitration," Judge Lawrence H. Cooke wrote for the majority. "Indeed, the parties here also stipulated orally on the record to submit this very issue of just cause to the arbitrator."

The only legal ground on which the City could challenge the arbitrator's decision to suspend the employee was whether it violated "public policy," that is, whether it went contrary to what a proper penalty should have been for accepting bribes.

But the court pointed out since there is no automatic provision that "a bribe-receiving public employee must be discharged," therefore "there is nothing in the award which would render it irrational as a matter of law or violative of public policy."

The majority opinion concluded that once Binghamton "bargained to arbitrate whether there was just cause for the discipline or discharge of a municipal employee, and having submitted that very issue to the arbitrator, the city is bound by the determination of the tribunal to which the dispute was submitted . . . The bargain, having been struck, must now be honored."

DA Aides To Stay In Civil Service

By MARTIN FOX
ALBANY—Criminal investigators in district attorneys' offices are not entitled to automatic exemption from civil service classification because of the confidential nature of their work, the state's highest court has ruled.

Orange County District Attorney. The Court of Appeals said that except for chief criminal investigators or certain non-competitive specialists, most investigatory positions must be filled according to exam if the local civil service commission wants it so.

Chief Judge Charles D. Breitel wrote the opinion that all seven judges found no legal reason to tamper with the Nassau Civil Service Commission's decision to appoint investigators based upon exam results and (Continued on Page 15)

The ruling last month by the Court of Appeals rejected a claim by Nassau District Attorney Denis Dillon that all such investigators in his office should be exempt from civil service examination. The DA claimed that not only was the work confidential, but the job of investigator required "qualities of character not easily tested by examination."

The court unanimously affirmed decisions by both the Brooklyn Appellate Division and the Nassau Civil Service Commission that refused to reclassify investigators as exempt. It also applied to a lawsuit involving the

State Promotional Job Calendar

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Motor Equipment Maintenance Field Supervisor	\$11,337
Motor Equipment Maintenance Supervisor III	\$14,142

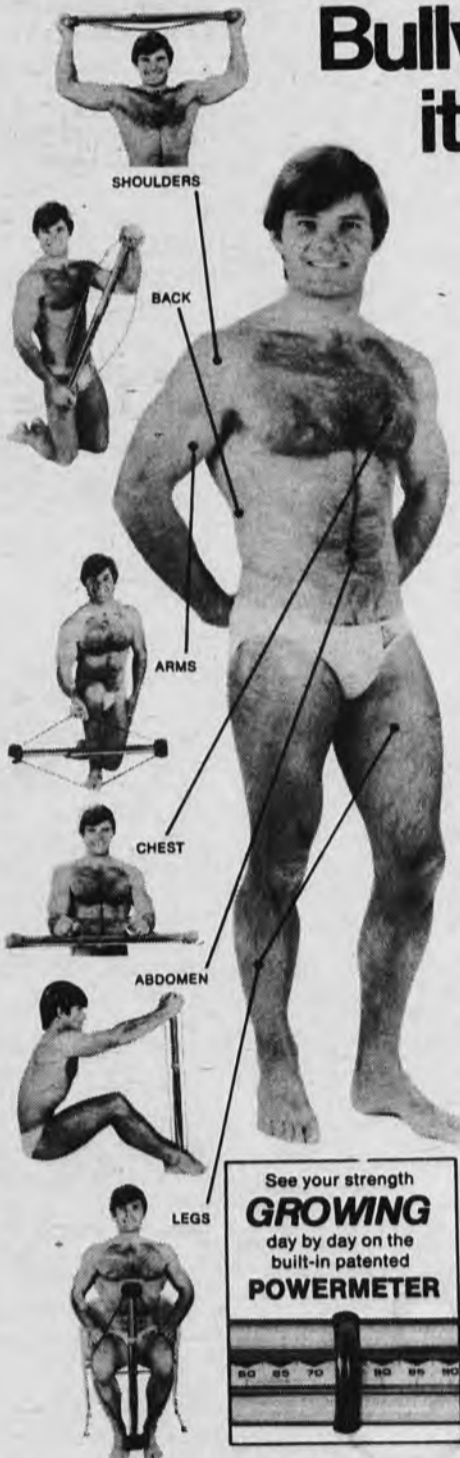
FILING ENDS MARCH 13

Supervisor of Office Building Maintenance Services	\$19,868
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For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

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FRIDAY, MARCH 3, 1978

Misplaced Anger

WHATEVER ambitions former New York City Mayor John Lindsay may have had were buried in the snow of 1969 in Queens. Despite being one of the earliest and most eloquent spokesmen on controversial issues that have mostly been resolved in accord with Mr. Lindsay's views, his subsequent 1972 presidential bid was frozen by the unforgiveness of his own New York City electorate.

Now another siege of winter blizzards has roused the fury of New Yorkers from the tip of Long Island to the upstate North Country to the Buffalo-Niagara Frontier.

Letter-writers to this newspaper have expressed their outrage at the fact that the State, as well as New York City, has demanded that civil servants charge the time they were shut out of work during these emergencies against their own personal leave time—whether it be sick leave, vacation time or personal days.

In Buffalo last winter, people were even told by that city's mayor that they would be subject to \$50 fines if they attempted to drive their cars in city streets. It was declared a national emergency there, at Governor Carey's request.

This winter, with its successive storms, nearly the entire state has been immobilized at one time or the other.

Imagine the anger of workers who struggled in to work—knowing that the Governor had vetoed the Legislature's snow bill last year—only to be told by their supervisors to go home anyhow.

Once again, public employees were told to charge the lost time against their own time.

What concerns us here is that the Civil Service Employees Association is being challenged for representation rights for the state's Professional-Scientific-Technical Bargaining Unit members.

The CSEA has represented these people since separate bargaining units were formed in 1969, yet the frustration and anger of public employees is reaching such a fury over these governmental decisions that we worry that the real issues may be overlooked by many people who want to strike out in revenge against the first available object—for members of the PST Unit, this could be their union.

Take for example this excerpt of a letter from a Jericho, L.I., woman: "Through no fault of my own, heeding the advice of sincere public officials, I have lost hard-earned vacation time. Offices in my district were closed as tightly as the roads were impassable—and you let the Governor get away with it. His acts were unconscionable!"

In her frustration, she asks "How much worse could another union be?"

Unfortunately, she fails to realize that every other public-employee union in the state, including the AFL-CIO-affiliated unions in New York City, are faced with the same predicament.

The CSEA worked hard last year to get legislation through the State Senate and the Assembly to reimburse Buffalo-area public employees for the lost time, but the bill was vetoed by the Governor.

We would suggest that this woman's anger and that of anyone else so angered be directed where it belongs. All it takes is a postal card to Gov. Hugh L. Carey, The Executive Chamber, Capitol, Albany, N.Y. 12224.

He faces an election this year, too.

(M.O.B.)

Don't Repeat This!

(Continued from Page 1)

icans William Green over former Rep. Bella Abzug in the recent Manhattan East Side congressional race.

They also find satisfaction in the victory of former State Senator Robert Garcia on the Republican and Liberal party lines in the Bronx. He was elected to the congressional seat vacated by Deputy Mayor Herman Badillo.

The search of politicians for hopeful signs is underscored by their elation over Garcia, even though he has announced that he will serve in the House as a Democrat. The fact that so many Democrats in the South Bronx did not regard it as treason to pull the Republican lever is considered by them to be a clear triumph.

No Surprise

Actually New York's special election did not produce any surprising results, except the Green-Abzug race. The only change in the State Legislature make-up occurred in the Assembly, where Republican Audre T. Cooke captured the seat vacated by Assemblyman Thomas Frey in Rochester. However, that came as no surprise to Democrats. (Frey had been appointed director of operations for Governor Carey.)

Democrats always regarded Frey's district as marginal and understood his victories there were a tribute to his personality and personal strength among voters. Democratic Assembly majority went from 90 to 89, no real difference in Democratic control in that chamber.

Republicans, however, see election results here as a growing disenchantment with the Carter Administration. In special congressional elections held since Carter became President, Republicans won five out of six special elections, including Garcia's. Two Republican victories are clearly regarded as significant: One is the election of Green and the other, a Republican victory in a Democratic stronghold in Louisiana.

Apart from the smattering of election returns, Republicans find many reasons for their belief that the Carter Administration is not doing well. They point to the embarrassment over Budget Director Bert Lance's resignation. They believe much more will emerge to discredit Democrats because of the way David Marsten, U.S. attorney in Philadelphia, was fired.

From an economic point of view, Republicans cite the worsening condition of the stock market. They believe Carter has mishandled the coal miners' strike and feel the public shares their view. They also point to farmers' growing dissatisfaction and militance. They anticipate that much more dirt will fly because of the activities of Pennsylvania Congressmen Joshua Eilberg and Daniel L. Flood.

Another Watergate

Republicans see another Watergate looming on the horizon with the Democrats as victims this time.

Many things may happen between now and November, but Republicans expect to do very well in congressional and state elections this year.



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

Dismissed Illegally

The appellant was hired as a provisional Sept. 25, 1972, as a traffic engineer for the City of Buffalo. He was notified Sept. 18, 1974, that he had passed a competitive civil service examination and was first on the list. Therefore, he was continued in his job as traffic engineer.

In the Spring of 1975, after he passed the examination, the City attempted to have his position classified as exempt. However, on June 6, 1975, the state Department of Civil Service notified the City that it had denied the reclassification and that the department believed that the appellant had acquired permanent competitive class status. On July 2, 1975, the respondent, city Civil Service Commission, stated that the appellant gained permanent status as of June 21, 1975, (60 days after the State Commission denied the request to place the position in the exempt class) and the City treated appellant's statutory three-month probationary period as beginning on that date.

The City notified the appellant Sept. 5, 1975, that his probationary period was being extended another three months, at which time the City terminated his employment. No charges, hearing or other dismissal procedure was provided.

Subsequently, the appellant sought review of his dismissal by instituting an Article 78 proceeding. The Supreme Court, Erie County, dismissed the petition, holding that the dismissal was legal because the appellant was a probationary employee. The court also held that the statute of limitations had run out on appellant's challenge of the determination of the date on which his probationary status began, and that the collective bargaining agreement provided the appellant with an administrative remedy that precluded Article 78 relief.

The Supreme Court, Appellate Division, reversed. It noted that Section 64(4) of the Civil Service Law provides that when a provisional employee takes an examination and becomes eligible for permanent appointment, continuation of the employee in his position affords him permanent status. Therefore, since the appellant passed the examination, he obtained permanent status on Sept. 18, 1974, the day he was notified that his name was placed on the list, and his probationary period, required by Section 63 of the Civil Service Law, began to run on that date. The minimum probationary period provided in the City's Rule 18 is three months, which expired Dec. 18, 1974. The Appellate Division held that since the probationary period was not extended before that date, appellant became permanent on Dec. 18, 1974. Therefore, he was entitled to the protections afforded under Section 75 of the Civil Service Law, and he could not be dismissed without benefit of a hearing based on written charges.

THE COURT found no merit to the City's contention that the collective bargaining agreement provides a remedy for appellant's grievance and, therefore, appellant may not

(Continued on Page 7)

WHAT'S YOUR OPINION

By DEBORAH CASSIDY

THE PLACE: State Department of Labor, Albany

QUESTION: What effect, if any, have the recent winter storms had on your travel to and from work?

Joseph Crudo, clerk: "In the last storm I had to leave my home one hour early in order to be to work in time. I had to leave at 6:30 a.m. to be here by 7:30 a.m. Once I got out on the roads, I found them to be like an obstacle course because of stranded and disabled vehicles. It was also before the plows had a chance to get out. Once I got to work I found that I was one of the few who made it. I decided that it was kind of foolish to have gone through all that, so I told anyone who called to stay home where it was safe. The State didn't care about the loss, so it wasn't worth the fight."

John Clark, senior tab operator: "I made it to work each time, but my biggest problem was getting away from the curb and into tracks made by other cars. The side roads weren't plowed very well, so the hardest part was getting out. I will say that they did a good job on the main roads. Sometimes I didn't get here on time, even when I left earlier than usual. One thing I didn't like was being told to leave the building early and to charge it to my own time. I think the State should have just let everyone go without charging it, or let them stay the 15 minutes."

Betty Goodrich, clerk: "Well, I made it to work in the first two storms, but I learned my lesson and didn't try to make it in the most recent one. They let us go home early in the second storm, so I didn't think it was worth it to come in for the last one, which was even worse. The radio kept warning people to stay in because of the threat of blowing and drifting snow later in the day, so that kind of scared me too. I didn't feel bad, because the next day I learned that I was one of several who chose not to come in."

Victoria Lannert, clerk: "I made it in some of the time during the recent storms, but found it to be slow and difficult due to snarled traffic. There were abandoned cars all over the place, especially in the last storm. I missed more time than I do under normal conditions. When I did come in I had to leave much earlier to get here on time. I didn't like the idea of being told, by the State, to go home early in one of the storms. They made an announcement that sounded like a warning and caused a lot of unnecessary panic. They made it sound worse than it really was."

Theodore Shippey, clerk: "I was able to get to work each time, but not on time. Even when I got up and out early I still had to shovel and fight traffic to get in. Other than that nothing unusual happened. The State ordered us to go home early one of the times and to charge it to our time. I don't think this is fair. We only left 15 minutes early and I don't think that made much difference. A lot of people thought it was much worse out than it really was, and a lot of them got scared, making the driving even worse. For me, I guess, it just all added up to a big nuisance."

Charles Reed, clerk: "I live 42 miles from work, so every storm, sometimes even a minor one, causes a problem for me. But I think the greatest inconvenience was caused by the State's order for everyone to leave 15 minutes early during the Jan. 20 storm. Since it was a State order, the employees should not have been made to charge it to their own time. Not everyone is scared to drive in bad weather, so they should have left it up to the individual to leave or to stay. I would have preferred to stay."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Complaints, Complaints

Mike Causey of the Washington Post surveyed some grievances from civil servants during 1977 and comes up with a summary that includes a man who came to work dressed in a skirt, an employee who shot coyotes from a government-owned helicopter, an IRS worker whose flower pot carried a sign "Oh what a beautiful day. Now watch some bastard louse it up," (Coworkers objected to the language), and some employees were permitted to watch Bicentennial celebrations from office windows and park cars in government lots.

Former New York City Police Commissioner Michael Codd was denied a disability pension in New York, but Washington, D.C., Police Chief Maurice J. Cullinane received a \$33,250-a-year tax-free medical disability pension because of a "life-threatening circulatory condition." The 45-year-old Cullinane, a Washington police officer for 22 years, was hit in the knee during an anti-war demonstration in 1969.

Federal retirees living in Washington, D.C., will receive a 2 percent cost-of-living raise beginning next April. The average retiring federal civil service employee earns \$630 a month and a surviving spouse, \$230. The raise will bring the average up to about \$700 for Washington retirees. The Washington average is higher than the national average because there are more high-paying jobs in the area.

Automatic increases for retirees

inside and outside Washington are based on cost-of-living increases from June through December 1977. A 4.3 percent increase became effective last September and was applied to October checks.

Social security benefits are considerably lower but are not taxable. Civil service pensions are taxable.

"Hanging In There," a new book by Peter Schwed, offers reassurance to those about to retire and feel it is the beginning of the end. It is designed to help retirees change attitudes and overcome despair, and offer inspiration and practical advice. It is full of stories about people who began again, including one who enrolled as a college freshman at age 63.

As social security payroll deductions hit higher brackets, the insurance companies see it as a major threat. Every increase of the wage base on which taxes are paid means an increase in future maximum benefits for the workers. As social security benefits increase, employers and employees feel less and less pressure to find protection independently through savings or insurance.

As savings dry up, a problem of sources for liquid capital becomes apparent. Insurance companies and savings accounts have financed most of the long-term expansion in business and housing.

Private pension plans will also suffer as social security taxes increase, a recent survey indicates. Many plans are tied to the Social Security payments with regard to both contributions and benefits. The more the federal plan pays retired workers, the less employers must pay them. Many plans are designed to supplement social security and cover the difference between the maximum taxed payroll and the actual payroll.

Civil Service Law & You

(Continued from Page 6) proceed under Article 78 until this remedy has been exhausted. Article XVI, Section 3(f) of the contract provides: "Any person believing himself aggrieved by . . . dismissal . . . may appeal from such determination either by an application to the Buffalo Municipal Civil Service Commission or by an application to the Supreme Court, in accordance with the provisions of Article 78." The court held that this language gives the aggrieved party the choice of method of review he wishes to pursue. [emphasis added].

The Court concluded by stating that the proceeding was timely. It was instituted within four months of the appellant being informed that his probationary period was being extended, which was in violation of the law. *Smith v. Hoyt*, 399 N.Y.S. 2d 818 (4th Dept.)

LETTERS TO THE EDITOR

Inhuman

Editor, The Leader:

I have been working for about six years with mental health patients, and I think it is very inhuman that Governor Carey dumps these people on the street. They cannot find any place to go to.

The Middletown Psychiatric Center has about 425 patients in homes throughout Orange, Sullivan and Delaware Counties. When there is a snow storm, these patients are completely isolated and they can't make it to their doctors. Nor can their doctors reach them. They also turn up in neighborhoods where people don't want them. On top of all this the State charges them \$218.17 per month for rent, but it takes at least five weeks before they get a check. How can the people who board these patients make any money? And if these patients were put in a nursing home, it would cost \$1,000 a month.

I want people to think for a moment that they might be some day out in the street, isolated and on the welfare roll. I also suggest that those who board these outpatients should receive \$400 per patient.

I am, however, afraid that New York State Mental Hygiene is going to charge this expense to the county that cannot afford it.

JOHN M. VANDUZER
Middletown

Pros And Cons

Editor, The Leader:

A union for all? No! There is one facet of employee that CSEA has nothing but contempt for, and the persons hurt are the workers. I refer to the

CETA (Comprehensive Education Training Act) workers. We were damned from the start by CSEA. We had no choice but to accept jobs with the State, or any other agency that we were assigned to. Our program amounted to legalized slavery. So when CSEA started negotiations for raises, what happened? The probational employees, the temporary employees and the seasonal employees got the raise. But did the CETA employees, who bailed out the state when employees got axed? No! We got nothing; but when we were assigned to permanent jobs, through excellent performance, what happened? We are ordered to pay union dues for a union that is greatly discriminating in its dealings. A union should put aside its pros and cons when negotiating new contracts and enjoy all in profits and losses.

STAN S. KAFTAN
New Paltz

For Minorities

Editor, The Leader:

Your Feb. 3, 1978, "ADL Assails U.S. Job Quota Plan," is very clear on where the Leader stands with respect to the exclusive allocation of jobs to minorities and

women: shoulder to shoulder with B'nai B'rith's Anti-Defamation League.

I want you to know that I, for one, approve of and support the "Sugarman Plan," and I am not at all worried about the dangers to white liberties. What about the rights of minorities?

Show some consideration for them, for a change!

CHARLES V. PERII
Bronxville

Please Tell Us

Editor, The Leader:

I can't understand how Commerce Commissioner John Dyson can be so general in saying that the Carey Administration has "red tape agencies and bureaus" which he intends to cut into. Why doesn't he tell us taxpayers, who paid for his \$20,000 ads in the Wall Street Journal and New York Times, what departments he's talking about and precisely what the red tape is?

He should tell, too, what is expected in accomplishment from the taxpayer-paid quarter page portraits of himself in those costly ads.

CARRIE DIAMOND
Mechanicville

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

WORKER RIGHTS TO SELF-PROTECTION

By Kenneth Schept

During the early evening, last June 16, Nancy Carr took several children to an outdoor concert at Willowbrook Developmental Center, where she is a therapy aide.

A resident, in his late twenties, stood cursing, near where Ms. Carr and the children were sitting.

"The children were running back and forth having a race, and I was watching and laughing," Ms. Carr said. "I think that he thought I was laughing at him."

"He kicked me. I asked him not to kick me anymore. He told me he was going to rape me; said he wasn't afraid to die."

"I went with another woman back to the building to get sweaters for the kids. He followed me. I paid him no attention and didn't expect him to do anything."

"He grabbed me as I came down the steps outside; tore my clothes a little. I was scratched, fell to the ground. Another woman tried to pull him off."

Ms. Carr said that she returned to the show, where she was responsible for a group of young residents. A supervisor was not present; consequently, the incident went unreported. The police arrived, and teeth marks were discovered over the eye of the resident who had attacked her.

"I was charged with child abuse and failure to report the incident," Ms. Carr said. She was suspended from work for three months.

What rights does a worker have in defending himself? How far can he go in defending himself from an assaultive client? Must he worry about saving his job when he is trying to save his life?

The feelings of those workers who have been assaulted are perhaps best expressed by therapy aide Charmaine McNally, who was attacked last March at West Seneca Developmental Center and was out of work for 11 weeks. "We feel this way to the point of losing our jobs: We're not going to be hurt like this again!" she said.

William Werner, director of Creedmoor Psychiatric Center, said, "We're in a difficult time, when the rights of patients are being defined, and for good reasons. But on the other hand, I think the rights of employees have to be defined as well, and that hasn't happened as much."

"The right of the employee to protect himself is very necessary and a little more specificity on how the employee can and should protect himself is needed," he said.

Dr. Werner said that he knew of an incident at Creedmoor where a worker struck back after being kicked in the groin and was not brought up on charges.

"I didn't think the employee could have restrained himself. It was an instantaneous reaction to a very sudden assault."

"He kicked me. I asked him not to kick me anymore. He told me he was going to rape me; said he wasn't afraid to die."

sault," Dr. Werner said. "Consequently we did not bring charges against the worker."

According to regulation, a worker must use only the minimum force necessary to restrain a patient. The problem that results from such a vague guideline is that workers see themselves caught in a catch-22 situation: in danger of losing their jobs if they are excessive in defending themselves; in danger of being physically hurt if they act too moderately.

Instances of employees defending themselves and then being brought up on charges are not unusual. Eva Coleman, a therapy aide at Creedmoor, told of a situation, described in an earlier installment of this series, where a patient wanted to kiss a worker and threw a chair at her when she refused him. Ms. Coleman was then attacked by the same

patient. According to Ms. Coleman, she pushed him away and was then brought up on charges. Her hearing begins this week.

There are also cases where workers have been hurt because of exercising too much self-restraint when confronted by a violent client.

Dennis Wertman is a young, physically fit therapy aide at Hutchings Psychiatric Center; he is trained in karate. Last summer he was injured while attempting to restrain an assaultive patient.

"If I had been aggressive I could have gotten this guy down," he said.

Instead, Mr. Wertman was knocked to the floor. His head hit the edge of a table as he fell, and his ear was almost severed.

He considered himself lucky because doctors were able to suture the flapping lobe back to his scalp. But he wonders if he should have done more to protect himself, or if that would have meant his job. No one has told him, or any other state Mental Hygiene worker, exactly what actions are considered legitimate responses of self-defense, and which are considered excessive.

The problem is, according to Dr. Werner, that, "If they say what types of restraining are to be used, it's very hard to quantify how much power you can exert behind the restraint; if you can put a person in a hammer lock, how much can you twist?"

He also recognized that keeping the guidelines vague puts the employee in the position where he is saying to himself, "I'm damned if I do and damned if I don't."

That employee is not going to intervene when two patients are fighting in a ward. Many workers have admitted as much. Some have decided that they will only become involved if a fellow worker is threatened. Others, usually after having been severely injured, say that even cries of help from a fellow worker being attacked will not be enough to deter them from their determination not to be hurt again.

Such an attitude undermines morale and is contrary to the involvement required for the Mental Hygiene centers to operate in the best possible therapeutic atmosphere. People who are scared and those who do not care have no place working in these institutions. Yet the state, by not being explicit about the rights of workers to protect themselves, has forced some employees into these self-protective attitudes.

Some workers have come to the aid of their fellow employees. This series began with a description of how Alma Hayes, a therapy aide at Manhattan Psychiatric, was pummeled in the face by a patient wearing a chain of soda can tabs over his fist:

"I couldn't see him. The blood was rushing into my eyes. I sank down lower and lower into the chair with my hands up. I thought I was going to die. Mr. Sprague saved my life."

Elliot Sprague said that he heard a sound, "like an animal ready to attack. When I saw what was happening, her eye was already swollen. I grabbed him off of her."

Ms. Hayes, who was hurt June 10, is still out of work, recovering from an eye operation that took place in January. The patient, according to several sources, is now back in Manhattan Psychiatric. He had apparently been discharged for a while.

"Quite a bit has been done to tip the scale in favor of the client's rights and prerogatives, and conversely I don't see much that's been done, in an organized manner, to counterbalance this from the employee's point of view," said Roger Heath, acting director of Utica and Marcy Psychiatric Centers.

However, former Mental Hygiene Commissioner Lawrence Kolb was opposed to making the rights of an employee to defend himself more explicit. He said, "Situations of assault are so immediate and so different, I think it's impossible to write a lexicon of rules and regulations defining

what one would do on each occasion. I think it's a judgment."

In the meantime, regulations being vague, and judgment being subjected to review and possible charges, what are workers to do?

Many directors mentioned that a state-sponsored course called "the gentle art of self-defense" was offered at their institutions.

The course does not seem adequate. Learning a technique of self-defense is like acquiring a new reflex. A few mild sessions do not provide enough exposure for that kind of learning to happen.

As many workers have said, when confronted by a violent patient, there is not enough time to say, "Let's see, I put my right foot forward, shift my weight to the left side," etc. Such fumbling might be O.K. on the dance floor, where the only consequence of clumsiness would be embarrassment, not hospitalization.

Most directors said that at one time or another they too had been attacked. They recommended various techniques for defending oneself without hurting the client.

"If a patient starts swinging an ashtray, for example, and I'm in the room with him," Dr. Werner said, "I'm going to probably get a mattress off the bed, if I can find one, and approach the patient that way. Try to talk him down. Try to get employees or patients to help me, and hope that I have witnesses present as well, so that if I do get accused of abusing the patient, I'll have witnesses to show that what I did was completely justified."

Of course, there are too many "ifs" in Dr. Werner's description: if there is a mattress; if there are patients or workers willing to assist; if there are witnesses.

Too many times the situation is more like what happened to therapy aide Vernell Foxx, last April, at Willowbrook Developmental Center.

"I was coming out of the shower room when a female resident slammed me over the head with a chair, when I wasn't looking. I was in the hospital for 18 days, and following my release, had several seizures."

Gabriel Koz, director of Manhattan Psychiatric Center, said, "The times that I'm hit, I'll step back and see if I'm going to get attacked more. Now in some instances, if no more hits are coming, I'll try to sit down, because sitting down is a very good technique: not for a robber or a thief, but with patients."

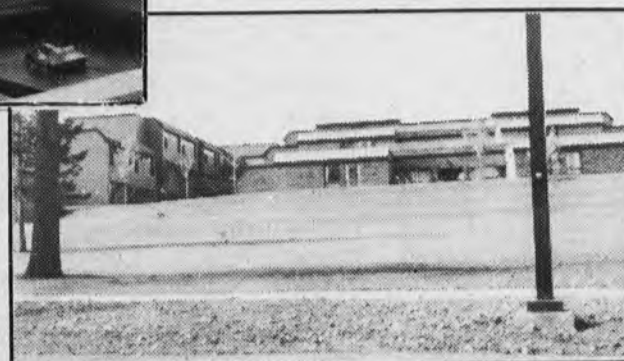
"If they're standing up glaring angrily, you sit down. It has a very calming effect. Then they'll come and sit down

Vagueness of guidelines has resulted in injury to workers.

What rights does a worker have in defending himself?



This installment marks the end of the series on assaults against staff in the Mental Hygiene institutions—but not the end of the problem, certainly, or of this paper's concern. Further incident reports, insights and comments may be sent to Kenneth Schept, Civil Service Leader, 233 Broadway, New York, N.Y. 10007.



ictured are several of the 15 facilities visited for this report. Clockwise, from the bottom, are Syracuse Developmental Center, Brooklyn Developmental Center and Creedmoor Psychiatric Center.

"I couldn't see him. The blood was rushing into my eyes. I sank lower and lower into the chair with my hands up. I thought I was going to die."

and it will be a verbal exchange."

If that does not work, Dr. Koz said, then get help, get the patient down, use hand restraints and medication, if necessary.

As with Ms. Foxx, many of the attacks are so sudden, no defense is really possible.

Margaret Cottone is a registered nurse with 22 years of state service. The following occurred in February 1977 at Craig Developmental Center.

"I noticed that a resident, in his early 20's, was upset and requested emergency medication, which was denied."

"The resident was becoming a problem, so I asked him to stay with me and gave him a job, helping me in the dining room, where I could watch to see that everything was O.K."

"He was three rows of tables away from me, the last I saw. Then I heard a crunch on the side of my face and woke up in another building on my back, with what was diagnosed as a broken nose and a cracked cheek bone."

X-rays taken by a neurologist later revealed a healed fracture of the neck. Ms. Cottone returned to work Dec. 15, 10½ months after the assault. She attends a compensation hearing this week to determine if injury is permanent.

The only real protection against these kinds of attacks can not be provided by self-defense courses. The general level of violence in the institution might be reduced with greater staffing, and more realistic policies of medication, restraint and isolation. Even then, however, there would still be a residual number of assaults, just because of the nature of the work.

When it comes to assaults where the worker sees it coming and may have a chance to defend himself, Dr. Koz's notion of sitting down may be on the right track, although for most people confronted with the possibility of being hurt, sitting down is not usually the instinctive reaction.

Dr. Koz is, of course, not suggesting sitting down to relax. He is talking about outwitting the patient, overpowering him, not with force, but with cunning.

Brain power and experience seem to be the best defenses against assaultive clients. Most directors agree that many workers who have been around for a while learn how to handle themselves on a ward without suffering even a scratch, and without hurting the clients.

"The subtle art of defusing a situation is what the old hands tend to have," Russell Barton, Rochester Psychiatric Center director, said.

"Then there's the fact that many mentally ill people are distractable. There are little tricks you teach staff."

For example, if engaged in an angry exchange with a patient who it seems might become physically violent, the worker might make an irrelevant remark, like, "What did I do with my keys?"

The patient might be sucked in by such a tactic and respond, "It's probably your girl friend's key, all you aides have girl friends."

The conversation could continue like that, until the explosiveness had been drained.

"The person who has worked in the hospital as an aide for more than four or five years gets very street-wise and learns how to handle patients probably better than most of the professionals. He knows how to wheel and deal with them . . . knows how to handle their moments of peculiar behavior much better than we do," Dr. Werner said. He gave the following example of an incident that occurred several years ago when a doctor was being assaulted.

"There were about four burly male attendants standing there and this small lady attendant. The men did not know what to do. So the lady walked over to the patient and pulled down his pants and he stopped hitting the doctor."

"You really don't have to be big and strong to handle an assaultive patient. If you're skilled and shrewd and have worked here long enough you learn how to handle patient assaults very well."

Roger Heath spent many years working on wards before becoming acting director of Utica and Marcy Psychiatric Centers. His experience was gained at a time when there were fewer employees, "when you really couldn't cut it, unless you were a pretty well put together person."

"Your only alternative was to establish relationships with patients who were leaders within the group on the ward and they, in fact, assisted you in dealing with the disturbed behavior of a small number of people."

"Sometimes the people who were disturbed changed. Maybe tonight you could count on John and Bill and Paul.

(Continued on Page 14)

Experience seems to be the best defense against assaultive clients.

Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Friday, March 3, 1978

- EXAM 39182
PSYCHIATRIC SOCIAL WORKER II**
Test Held June 6, 1977
List Est. Oct. 24, 1977
- 1 Diamond Olga NYC87.1
 - 2 Reese Carol A NYC85.1
 - 3 Bloch Naomi F Albany83.8
 - 4 Gompers Robert Brentwood83.6
 - 5 Fenby Barbara L Cobleskill83.4
 - 6 Skrine Mary E Cambria Hts83.4
 - 7 Spring Jacklyn Stony Point83.3
 - 8 Ackerman Thomas W Sayville82.9
 - 9 Pincus Harvey NYC82.2
 - 10 Rohde Jean C NYC81.6
 - 11 Harris M L Riverdale81.4
 - 12 Nelson Marion E Elmira81.4
 - 13 Citroia Miriam G Syracuse81.2
 - 14 Buschi Brendan Selden80.9
 - 15 Abrams William Brooklyn80.8
 - 16 Dantonio V A Brooklyn80.7
 - 17 Rosenberg Linda Bardonia80.6
 - 18 Hoffman Gary V Sonysa80.5
 - 19 Quinn John Staten Island80.3
 - 20 Barth Martin Bronx80.1
 - 21 Druar Patricia Buffalo80.0
 - 22 Gluck Marlies M Spring Val79.8
 - 23 Goldson Flavia Jamaica79.8
 - 24 Austin F M NYC79.7
 - 25 Falzone Gaspar Shirley79.6
 - 26 Fassler Naomi R Fort Lee NJ79.5

- 27 Grossman Bruce West Babylon 79.5
- 28 Brey Mary E South Salem79.4
- 29 Gwaliney Dealia Arverne79.4
- 30 Oppenheim Jay A Middletown79.3
- 31 Engel Gizella NYC79.2
- 32 O'Hare Anne B Rockvill Ctr79.1
- 33 Green Steven R Nyack79.1
- 34 Ronsen Sheila M NYC79.1
- 35 Colligan Mary G Sayville78.9
- 36 Fields Mary N Southbury 678.7
- 37 Fishman Sylvia Hicksville78.5
- 38 Holton Rosalind Ossining78.4
- 39 Kochis Sandra A Poughkeepsie78.3
- 40 Widrick Gary C Albany78.3
- 41 Bissell Robert Madrid78.1
- 42 Richardson A E Huntington Sta 78.1
- 43 Gaisford John W Syracuse78.0
- 44 Scott Joseph V Stony Point78.0
- 45 Iwler Barbara Brooklyn77.9
- 46 Delpizzo Philip Middletown77.6
- 47 Seese Patricia NYC77.6
- 48 Bentine Alice N NYC77.4
- 49 Faga Florence Bethpage77.4
- 50 Krampner Elise Middletown77.3
- 51 Freeman Delores Bronx77.2
- 52 Arata Laurele H Ithaca77.1
- 53 Cesana Paul West Seneca77.1
- 54 Sutliff Doris F Syracuse77.1
- 55 Holley Michael Gansevoort77.1
- 56 Williams B J Brooklyn77.1
- 57 Schwartz M Flushing77.0
- 58 Clement Denise NYC76.9
- 59 Shames Sybil Nyack76.9
- 60 Silver Allan E Hauppauge76.8
- 61 Sloves Betty A Lido Beach76.6
- 62 Fargeon Judith Manhasset76.6
- 63 Fogelman Gila Brooklyn76.6
- 64 Kirman Wendy E NYC76.6
- 65 Careri John A Pt Jeffersn Sta76.4
- 66 Estrine E M NYC76.4
- 67 Chernaik Andrea Rhinebeck76.4
- 68 Eskow Janice L Walton76.3
- 69 Boswell Helen R Utica76.1
- 70 Jandreauheil R Albany76.1

- 71 Consenstein T Huntington Sta76.1
- 72 Koplewicz R New Hyde Park76.1
- 73 Weiss Claudine Cazenovia76.1
- 74 Mason Daniel W Hempstead76.1
- 75 Thaler Pamela NYC76.1
- 76 Phillips L R N Syracuse76.0
- 77 Desiervo F L Newburgh75.9
- 78 Salvit Yvonne Forest Hills75.9
- 79 Litman Wendy Lake Grove75.9
- 80 Villano Dianne Syracuse75.6
- 81 Needham Russell NYC75.6
- 82 Provost G Wappingers Fls75.6
- 83 Foy Elena Z Centereach75.6
- 84 Seltzer C M NYC75.6
- 85 Rudes Bryan F Ogdensburg75.6
- 86 Siegel Gale R Brooklyn75.6
- 87 Delara Carol H Camillus75.6
- 88 Arnaiz Isabel NYC75.6
- 89 Greenbaum E Larchmont75.4
- 90 Cash Jane I Stony Brook75.4
- 91 Conciatori M E NYC75.4
- 92 Swenson Reggie NYC75.3
- 93 Matza Ellice L City Island75.2
- 94 Melby Jane E Castleton75.1
- 95 Socha Adela Upper Grandview 75.1
- 96 Witherspoon E J Brooklyn75.1
- 97 James Mohan Brooklyn75.1
- 98 Buel Shirley D Albany75.1
- 99 Curtin John C Waterloo75.1
- 100 Perone Frank A NYC75.1
- 101 Hilliard Judith NYC75.1
- 102 Rosenberg Marc Bayside75.1
- 103 Little Helen G Bay Shore75.1
- 104 Levin Judith E Scarsdale75.1
- 105 Kaiser Rick Sayville75.1
- 106 Korn Gail NYC75.1

- 107 Johnston R P Brooklyn74.9
- 108 Diorio Arsenio Congers74.9
- 109 Baltrip Cheryl Flushing74.9
- 110 Mayo Anne Staten Island74.9
- 111 Starr Gertrude Whitestone74.6
- 112 Roberts Glen Brooklyn74.6
- 113 Johnson Nancy S Liverpool74.6
- 114 Johnson Betty J Brooklyn74.6
- 115 Mlawer Lea R N Bellmore74.6
- 116 Angel Hal M Brooklyn74.6
- 117 Schnabolk Jay M Hempstead74.6
- 118 Raval Poorna M Melville74.4
- 119 Topperman P M NYC74.4
- 120 Speier Sandy E NYC74.4
- 121 Heller Bonita S Albany74.2
- 122 Shapiro J Glenmont74.1
- 123 Streeseman R Massapequa74.1
- 124 Curley John F New Rochelle74.1
- 125 Furey Marianne Coram74.1
- 126 Miringoff Nancy Poughkeepsie 74.1
- 127 Belardi Gregory Pearl River74.1
- 128 Gilbert Sheryl Floral Park74.1
- 129 Davis Helen B Spring Valley74.1
- 130 Vanexel Deborah Brooklyn74.1
- 131 Isaacs Larry Brooklyn74.1
- 132 Glander Jeri H New Suffolk74.1

- 133 Kantor Owen L NYC74.1
- 134 Kleiman Ira M Brooklyn74.1
- 135 Bond Garry K Brooklyn74.1
- 136 Krebs Kathleen NYC74.1
- 137 Hoffman Annette Brooklyn74.1
- 138 Parker Deborah Jefferson Sta.74.1
- 139 Belton Olive Bronx73.9
- 140 Munroe Thalia O NYC73.6
- 141 Dohn Helen M Niverville73.6
- 142 Plimpton C Newfield73.6
- 143 Wakesberg Ellen Albany73.6
- 144 Walker Herman C NYC73.6
- 145 Edelman Jill R NYC73.6
- 146 Reefer Lillian Brooklyn73.6
- 147 Mazie Randy M Bellerose73.6
- 148 Spiler Zvi S Bronx73.6
- 149 Brindisichill R Albany73.6
- 150 Bias Barbara R Fort Lee73.2
- 151 Grace Thomas M Williamsville 73.1
- 152 Kohn Wendy D Forest Hills73.1
- 153 Robbins Mark E Buffalo73.1
- 154 Lafter Patricia Trumansburg73.1
- 155 Quintilian L J Highland73.1
- 156 Schutzer S NYC73.1
- 157 Roberts Ina N Flushing73.1

(To Be Continued)

Criminal Justice

ALBANY—The state Civil Service Department established an eligible list for professional careers criminal justice on Jan. 31, as the result of a June 1977 open competitive exam. The list contains 36 names.

Health, Auto, Other Posts Open On L.I.

MINEOLA—Four new jobs, ranging in salary from \$9,152 to \$14,022, are open with Nassau County agencies.

Applicants have until March 8 to file applications for the qualifying exams for social health investigator, electroencephalograph technician I, automotive shop supervisor I and correction officer-female. The exams are scheduled for April 8.

Social health investigators, who earn \$14,022 a year, must hold a master's degree in a health field and have at least a year's public health or public investigative experience; or a bachelor's degree and two years' experience.

Candidates for electroencephalograph technician I, a \$9,152-a-year post, need a high school diploma plus training in electroencephalograph equipment operation.

To qualify for automotive shop supervisor I, applicants must have completed a vocational school training program in automotive maintenance with five years' auto mechanic experience, at least one year of it repairing and maintaining highway construction and maintenance equipment; or at least seven years' experi-

(Continued on Page 13)

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Say Union Was First To Oppose 'Dumping'

AMITYVILLE — "If the CSEA hadn't got involved over a year ago and made an issue out of dumping, this would have never happened," Irving Flaumenbaum, said after hearing about the state's plans to return some former patients

to hospitals from Long Beach. Mr. Flaumenbaum, president of Region I, recalled how the Long Island Region was one of the first in the state to feel the effects of the state's policy to release large numbers of patients from Long Island's mental institutions to local communities. "Although we had been fighting the state internally for years over dumping, it wasn't until the public at large began to feel the results of the state's self-serving policy that we started to organize public opinion," the CSEA leader said.

A Long Island Region Mental Hygiene Task Force was created with Danny Donohue, CSEA Central Islip chief, as its chairman. The task force forged alliances with various civic groups in Long Island communities receiving an influx of release patients and started public protests of the state's actions.

The climax of the campaign came when Mr. Flaumenbaum visibly angered Gov. Hugh Carey at a "community meeting" on Long Island last December with pointed questions about mental

patient "dumping." The next day, Assembly Minority Leader Perry Duryea followed the CSEA's lead and charged the state with dumping, thus making it a campaign issue in this year's gubernatorial race.

"The Long Beach project is a band-aid and does not represent a significant attempt to solve the problem. We will only be satis-

fied when the state stops applying cosmetics and makes a commitment to the care of our mental patients," Mr. Flaumenbaum said.

There are an estimated 300 to 700 ex-patients in Long Beach. Other Long Island communities with large populations of ex-patients are Bayshore, Sayville and Patchogue.

State Open Competitive Job Calendar

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

(5 percent salary increase anticipated April 1, 1978)

FILING ENDS MARCH 6

Tax Technician Trainee I (Reg. & Sp. Spking.)	\$ 8,723	24-635
Drafting Technician (Architectural), Sr.	\$ 9,299	24-632
Drafting Technician (Architectural), Principal	\$11,537	24-633
Unemployment Insurance Investigator Trainee	\$10,118	24-638
Unemployment Insurance Investigator	\$11,337	24-639
Public Health Representative I	\$10,118	24-636
Public Health Representative II	\$11,938	24-637
Chief, Gas & Petroleum Safety	\$26,516	

FILING ENDS MARCH 13

Hearing Reporter	\$11,557	27-692
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FILING ENDS APRIL 3

Adirondack Park Project Review Specialist	\$10,714	
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SHE'S A VICTIM OF CONTRACTING OUT... AND SO ARE YOU!

When the State dumps tens of thousands of mentally disabled people out of State institutions into unwary communities, or private agencies, as it is doing, it's really part of a much bigger problem — CONTRACTING OUT FOR GOODS AND SERVICES!

When the State Department of Mental Hygiene hands out tens of millions of dollars in contracts to private firms annually, as it does; when the State Office of General Services awards more than 90 contracts in excess of \$100,000 EACH to OUT-OF-STATE FIRMS in a six-month period, as it did this fiscal year; when virtually every major State department awards MILLIONS OF TAX DOLLARS annually to private firms, many from out of state, IT'S ALL PART OF THE SAME, DISGRACEFUL PROBLEM.

VICTIMIZED BY GOVERNMENT AT EVERY LEVEL

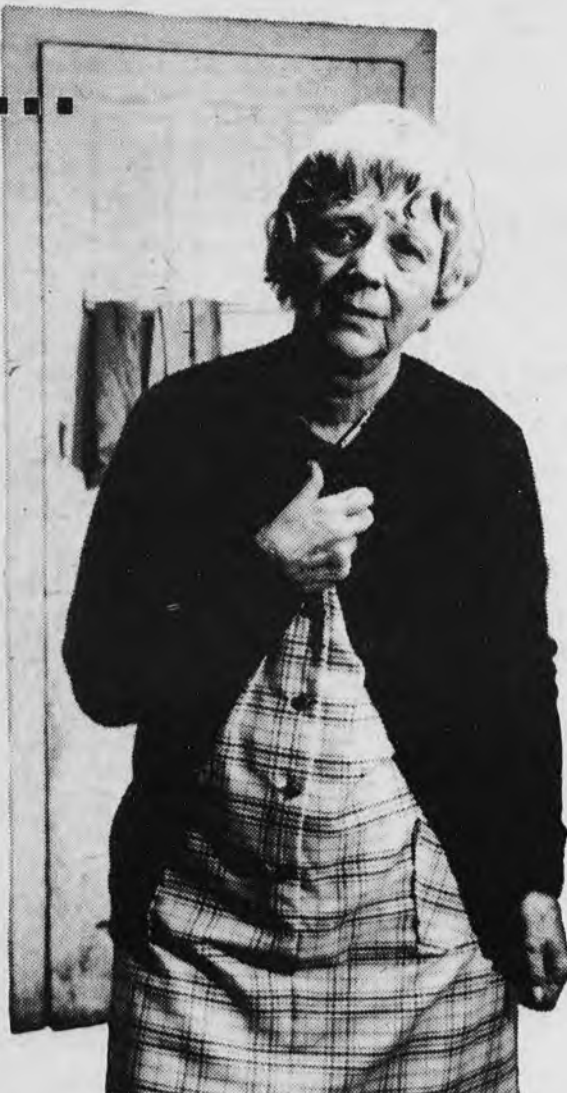
But it isn't just big, bureaucratic State agencies that fleece taxpayers through unnecessary awarding of multi-million dollar contracts every year. Taxpayers all over the state are also paying additional millions for contracts handed out by counties, cities, towns, villages, and school districts.

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Carey and your legislators in Albany. Demand that governments at every level be accountable for how they spend — and waste — your tax dollars. Up until now, they haven't been.

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The Civil Service Employees Association, Inc.
33 Elk Street
Albany, New York 12207
William L. McGowan, President

SHORT TAKES

SAY TROOPERS HIRED ILLEGALLY

The Appellate Division of State Supreme Court has affirmed a lower court ruling that state police illegally passed over white males to recruit females and minorities. However, the ruling came as the troopers early in the week, acting under a federal court order, swore in several women, blacks and Hispanics. A suit was initiated by a number of white males who contended they had been discriminated against.

PAY HIKE FOR ALBANY WORKERS

A PERB fact-finder has recommended a 33-cents-an-hour pay increase for 240 Albany County highway workers represented by the Civil Service Employees Association. The union had been seeking a 40-cent an hour increase. The county offered only 25 cents.

Thruway Supv. Test Scheduled

ALBANY—State Thruway Authority senior administrative analysts, internal auditors and personnel administrators on the job at least a year are eligible to take the oral exam for supervisor of office and building maintenance services, a \$19,868-a-year post.

The exam is scheduled for some time this month. The exact date has not yet been made public. Applicants have until March 13 to file.

State Civil Service Department officials also announced that the filing deadline for motor equipment maintenance supervisor II, field supervisor and maintenance supervisor III have been extended to March 6. Supervisor II and field supervisor pay \$11,337 a year, supervisor III, \$14,142.

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Hempstead Workers Win Snow-Day Credit

MINEOLA—Nassau Local 830 of the Civil Service Employees Association has settled with the Town of Hempstead giving snow-day credit to employees for the Jan. 20 and Feb. 7 storms.

The deal was worked out in a meeting between Nick Abbatiello, the Nassau Local president, and Hempstead Town Supervisor Al D'Amato along with CSEA Hempstead unit president Gus Nielsen and heads of the town highway and sanitation department CSEA units.

Mr. Abbatiello announced that Mr. D'Amato agreed to pay all employees for the days and to grant additional time-and-a-half credit for those who worked those days.

The bonus may be taken as compensatory time within 90 days or added to accumulated vacation credits. If an employee requests time within 90 days and it cannot be granted because of departmental scheduling requirements, the employee has the option of taking pay or applying the time to vacation credits.

Mr. Abbatiello was arranging similar meetings with Joseph Colby, Oyster Bay supervisor, and Michael Tully, Jr., the North Hempstead supervisor. The two other towns in Nassau had also refused to pay employees who were unable to go to work and proposed to allow snow crews only straight-time pay.

Nassau County had declared a

snow day and paid the premium to those who worked, unlike the state's practice of denying pay or premiums.

"Those who worked went above and beyond the call of duty," said Mr. Abbatiello, "and Mr. D'Amato recognized this. His response

is a great contribution to employee morale, and, it must be said, a good example for Governor Carey to follow."

The Federal Employee

By PETER ALISON

Less Job Security

Whatever changes President Carter expects to make in Civil Service, it will come gradually for the 750,000 federal clerical, technical, and administrative workers.

White House directives outlining the Civil Service reform package were sent to federal agency chiefs for comment.

President Carter has made Civil Service reform one of the key elements of this program. A bill should be ready for Congress by early in March. Until the bill is actually proposed, changes will undoubtedly be made.

The bill would change the way civil service employees are hired, promoted, disciplined, and fired. Reform, in this context, means taking away some of the security offered by civil service and a dilution of veterans' preference benefits.

One change will establish a senior executive service for management personnel. This service will provide quick advancement, bonuses, mobility—and less tenure security. Another proposal not already given widespread circulation, calls for probationary promotions to supervisory jobs.

Civil service continues under attack on several fronts as ineffective in selecting federal personnel.

Latest is a statement by Alan K. Campbell, chairman of the Civil Service Commission, in an address before the American Society for Public Administration. He claims the present system satisfies neither management nor employee or public interests. He has been making recommendations for change since June.

Apparently the President has given him a go-ahead to develop specific legislative and reorganizational proposals.

Mr. Campbell quotes the President as saying that he feels that the lack of attention to management has, over a period of time, resulted in a decline in the ability of the personnel system to respond to flexibility in removing obstacles. Additional legislation will be sought to solve problems associated with the "merit abuses of

the previous administration," Campbell says.

One area which appears to be under most severe attack is the employee appeal process. Some say it is biased toward the employee. The "very low regard by fellow citizens outside the government" for the federal employee is taken as one basis for the changes, Mr. Campbell adds.

GO TO HEALTH

By WILLIAM R. WILLIFORD

Preventing A Coronary

Like most everything, there are limits as to what one should do to prevent a disease.

I'll let the men who read this judge for themselves as to whether or not they want to incorporate all of the following suggestions into their present lifestyle.

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Who has been taking nicotinic acid, Pyridoxine, and long-term anti-coagulant Therapy—
Ever since his prophylactic castration.

Author unknown

L.I. Health, Auto Jobs Set

(Continued from Page 10)
44. They must also pass a physical examination.
Job applications and job details are available at the Nassau County Civil Service Commission offices, 140 County Rd., Mineola 11501.

Female correction officers must be high school graduates, at least 20 years old and no older than

FILE STATEWIDE SNOW DAY GRIEVANCE

ALBANY—A CSEA grievance against the State of New York's mishandling of the recent snow emergencies in New York City has been expanded to include any New York State employees affected by the emergencies.

In the original grievance filed with the state's Office of Employee Relations, the union demanded that any employees locked out of their offices during the snow storms of Jan. 20 and Feb. 7 be given excused absences without charge to leave credits. It further demanded that employees who did report to work on those dates be granted compensatory time or be reimbursed on an overtime basis.

In expanding this grievance to include all employees of the state regardless of their work site, CSEA demanded an end to any further "lock-outs" by the state.

State Opens 5 O.C. Jobs

The State Civil Service Department will accept applications March 3 to April 17 for chief housekeeper, senior store clerk (New York City only), senior clerk (transportation maintenance) and senior planner. The job exams are to be held May 20. More new exams are expected to be announced by next week.

Senior store clerk pays \$8,251 and requires three years' experience in a storeroom or warehouse.

Chief housekeeper, which pays \$10,914 at level I and \$12,183 at level II, requires four years' experience in a housekeeping department, including two years in an administrative or supervisor capacity over a work force of 50 or more. Also qualifying is two years' experience, including one in administration, plus an executive housekeeping certificate.

Senior clerk (transportation maintenance) pays \$7,204 and requires one year's office experience or high school plus business school training.

Senior planner pays \$13,404

and requires a bachelor's degree plus two years' planning experience. It is open only in Albany.

For further information, contact the state Civil Service Department at 55th floor, Two World Trade Center in Manhattan.

For additional listings, follow the Leader.

Steno Positions With State Units Open In Albany

ALBANY—The state Civil Service Department is looking for stenographers for state agencies in the Albany area. Starting salary is \$124 a week.

Applicants should be able to take shorthand at 80 words a minute.

Stenographer examinations are being conducted frequently. Anyone wishing to qualify should phone (518) 457-2992.

MAIL BALLOTS OUT FOR BANKING DEPARTMENT BOARD REPRESENTATIVE

ALBANY—Ballots are to be mailed Monday, March 6, to members of the Civil Service Employees Association employed in the state Banking Department, for the election of a Banking Department representative to the CSEA State Executive Committee and the union's statewide Board of Directors.

This special election is being conducted because of a vacancy caused by the promotion of the incumbent Banking representative, Victor Pesci, to a management/confidential position in the department.

Candidates seeking election to the post of Banking Department representative are William R. Montero and Peter J. Galante, both bank examiners working at the World Trade Center in New York City.

Deadline for return of completed ballots will be 6 p.m., Monday, March 27. Votes will be counted at CSEA headquarters at 10 a.m. on Tuesday, March 28, by the CSEA statewide special election procedure committee, chaired by Bernard Schmahl.

Eligible members who do not receive a ballot by March 13, should contact Kathy Barnes at CSEA Headquarters, 33 Elk St., Albany, N.Y. 12224, (518) 434-0191, ext. 503, for a replacement ballot.

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Hold Retiree Party For DOT Local 505

UTICA—A retirement party was held recently by Civil Service Employees Association Department of Transportation Local 505, at Harts Hill Inn.

Local president Nicholas Cimino presented wallets to the following retirees whose years of service total 508: Charles Alexander, Horace Beers, Ferris Betrus, Harold Biederman, Robert Chapman, George Coulombe, Arthur Davies, Charles Demma, Albert DeVito, Theodore Frank, Barney Glod, Steve Gorczyński, Clarence Kibler, Evelyn Lembke, Jack Lewis, Mary Rose Lyons, Joseph Mazur, Tom Origlio, Anthony Sciortino, James Steere, Milton Thayer, Rozell W. Whitney and Thaddeus Zawada.

Twenty-five year pins were presented by Richard Simberg, regional DOT director, to the following workers: John J. Casamento, Robert C. Eichstadt, Stanley A. Furmanski, Carson R. Horner, James McDonald, Howard M. McKeraghan, Robert A. Nes-

sel, Nicholas M. Papagno, Henry J. Paul, Marco Piccolino, John J. Pinto, John B. Potter, Vincent Spada, Jack J. Tinelli, Joseph

Newburgh Schools Honor 13 Retirees

NEWBURGH—Thirteen retiring members were recently honored at the Newburgh City School District Civil Service Employees Association unit at its annual dinner-dance, held Jan. 21 at Belle's Restaurant.

More than 160 members and administrators were present to show their appreciation and pay tribute to the new retirees, each of whom was presented with gifts

and certificates of merit. Upright, James Ward and Charles Whitney.

Honored guests included CSEA executive vice-president Thomas McDonough, statewide treasurer Jack Gallagher, Central Region V president James Moore, Region V supervisor Frank Martello and DOT regional director Richard Simberg.

Michael Betrus was banquet chairman of a committee that included Lauren Scholl, Bea Spears, Barbara Bougourd, Dolores Dabrowski and Trudy McSally.

and certificates of merit.

Harold R. McGuigan, president of the Newburgh unit, made the presentations, wishing each person good health and a happy retirement.

Among the guests attending the dinner-dance was the superintendent of the Newburgh schools, Charles Disare. He praised the retirees for their loyalty and fine performance of their jobs while working for the Newburgh School System. He said they will be greatly missed.

Other members of the Newburgh administration who attended the dinner-dance were Charles Frier, superintendent of instructional services; Anthony J. Knipp, personnel officer, and Everett Gordon, superintendent of buildings and grounds.

The retiring members were Fayola Wack, Mabel Quicksell, Ruth Gutcheum, Rose Parant, Edith Middleton, Florence Chumas, Margaret Spino, Mary Doderer, John Titanic, Howard Pedrick, Thomas Sayles, Robert Hunter and Anthony Pavlik.

Albany Retirees Meet March 13

ALBANY—The Capital District Retirees Local of the Civil Service Employees Association will hold a general meeting at 1 p.m., March 13, in meeting room 1, South Mall, Albany.

Senator John E. Flynn, Republican of Yonkers, will speak on the 1978 legislative program for retirees.

Metropolitan Retirees Plan March 21 Meeting

MANHATTAN—The New York Metropolitan Retirees Local of the Civil Service Employees Association will hold a meeting at 1 p.m., March 21, at 2 World Trade Center, room 5890, Manhattan.

Pass your copy of
The Leader
on to a non-member.

Catskill Retiree Local

MIDDLETOWN—Beginning on March 8, the Orange, Ulster, and Sullivan Counties Civil Service Employees Association retirees will hold their meetings at the Town Hall, Town of Wallkill, on Route 211, 1½ miles from Middletown, close to the Route 17 Quickway. Those retirees coming from Sullivan County can take the Quickway to the Route 211 exit.

Retiree Grapevine

By THOMAS GILMARTIN JR.
CSEA Coordinator of Retiree Affairs

This month's Grapevine is addressed to our CSEA members who are not yet retired. Let's fantasize for a few moments. You are in your fifties or sixties, have put in quite a few years of service, and as a practical man or woman, occasionally picture yourself as a retired public employee. How will it be, you wonder. Or don't you ever give it a thought? You should. The decision to retire ranks with other major decisions in life, such as choosing a career or a mate.

You will be eligible to retire when you reach your 55th birthday, with as little service credit as only five years. Of course, you can work until your 70th birthday, at which time retirement is mandatory. No matter when you make the move to retire, do not do so with rose-colored glasses, especially when viewing the financial aspects of your retirement.

Back to your fantasy. You are 65 years old and have 15 years credited to your service. Put 15 over 60; this gives you ¼. Multiply your final average salary (the average of your three highest consecutive years), which we shall say is \$12,000, by ¼, which will give you a \$3,000 yearly retirement allowance, maximum.

If you have 20 or more years of service credit, let's say 25 years, put that over 50, which is 25/50 or ½. One half your final average salary—let's say that it is \$12,000—will give you an annual retirement allowance of \$6,000, maximum.

These rules of thumb give you only an approximation. What you will actually receive depends on which of the five options of payment you select and whether or not you have built up an annuity portion of your retirement allowance by your own voluntary contributions, no longer required.

When you entered retirement age, you should request the Retirement System to give you an estimate of how much you would receive under each of the five options. You will need this information in making your decision.

The Retirement System will also give you, on request, some reading material to explain the advantages and disadvantages of each option. But, when you indicate your choice, that is final and you must live with that decision for the rest of your life.

You will have what is popularly known as a "fixed income," which eventually becomes a problem with inflation expected to rise about 6 percent for each year ahead of you in retirement. Ten years from now your \$6,000, used here as an example, will have its purchasing power reduced to about \$2,400. Scarey, isn't it?

Your "pension" can be increased to offset inflation only by the passing of legislation to supplement your fixed allowance, which is very difficult because you no longer have the CSEA to negotiate raises for you. The Taylor Law prohibits negotiating for retirees. It does not prohibit the union from introducing and lobbying for legislation to provide a cost-of-living increase for retired public employees. At that point, the best thing you can do is join the CSEA's retiree organization. This continues your membership in the CSEA at only 10 percent of the regular dues. The CSEA's retiree branch is an integral part of the Association and wages a vigorous campaign every year to get legislation passed to provide an increase for the retirees.

In 1977 the increase CSEA won ranged from 14 percent to 25 percent for those who retired before April 1, 1969, and had been born before June 1, 1910. It was a tremendous victory, but unfortunately those who retired since then still have not received a penny of increase. We at CSEA are working on it, but we need your support now. Ask your delegates who will attend the April convention to support CSEA's retiree members, all the way.

We are back from your fantasy and still a part of the workaday world, with years to go before you actually retire. That is good. However much you may hate your boss, find your work boring, or daydream about beautiful Hawaii—before you eventually retire, be sure you are ready for it. It is a big decision.

from Ulster County can come by way of Interstate Route 84 to the first Middletown exit to the Route 17 Quickway. Take the first exit off the Quickway onto Route 211 and continue to the Town Hall.

Meeting at this more central location should enable more retirees to attend. The meetings are open and anyone interested in Senior Citizens will be heard.

Assaults: Worker Rights

(Continued from Page 9)

The next night Paul is way out in left field, so you've got to get Joe to take Paul's place because Paul's one of the people who needs looking after instead of one of the helpers."

The adage that there is no substitute for experience has unfortunate applicability here, because in the absence of such experience people are being hurt. Can such experience be taught?

Maybe. Intensive training in stressful situations, under close supervision, should be mandatory. Guidelines establishing what a worker may do to protect himself should be made more explicit. Increased staffing is necessary.

When these conditions are filled, along with needed clinical changes in the use of medication, restraint and seclusion, incidents like those described throughout this series might not occur, at least not as frequently.

Dr. Werner said that it is a minority of patients who are assaultive and hurtful to employees or anyone else.

Certainly workers and clients in the Mental Hygiene centers are more allies than foes. Most people do not want to hear about what goes on in the institutions. To most people they are staffed and populated by those who could not do any better for themselves; and the less said about them, the better.

It has taken seven weeks of long, detailed articles to say what has not been said before: that the workers, as well as the patients in the state's psychiatric and developmental centers, have been victims.

In the past, workers have been portrayed as the abusers, with clients as their targets. The point of this series has not been to suggest that the opposite is true, but to demonstrate that it is not simply the good guys against the bad guys in the state Mental Hygiene institutions.

In New York City, particularly, drab wards are filled with acute patients who resent being there, and are staffed by low-paid, poorly educated people who hear little encouragement and see small hope of redemption.

This series has detailed changes that could be made in the New York civil service system so that there would be more staff, a greater number of males on the wards, fewer incompetent workers and opportunities for those who excel to move ahead to greater responsibility and income.

Clinical methods for isolating, restraining, medicating and rehabilitating assaultive clients have been explained, evaluated, compared in their execution from one institution to another, and commented on by directors and administrators throughout the state.

The series has attempted to demonstrate possible solutions to the problem, and to say to the workers that if their union and the management will agree to confront this issue, there is reason for hope. Change will benefit client as well as worker.

One last word to the people who staff the institutions—to those who have been hurt, to those who daily enter the wards in fear and dread, frustrated, but dedicated: Both the state and the union now know, if they did not before, that the problem of assaults against staff exists; the responsibility and the power is yours, to see that it is no longer ignored.

DA Aides To Stay In Civil Service

(Continued from Page 5)
merit selection. "Classifications made by a civil service commission are subject only to limited judicial remedy," he wrote.
Only if the classifications are

"arbitrary" and "unreasonable" can a court interfere with a civil service commission determination, the chief judge explained.
In the Nassau case, the "absolutist position" that all criminal

investigators must be exempt is "unpersuasive," he said, particularly since three of the positions—chief investigator and two deputy chief investigators—already are classified as non-competitive.

The court refused to accept the Nassau DA's argument that because in some counties all investigators are outside civil service and exempt, the same classification should prevail in his office. The court ruled that each county civil service commission must have "flexibility" and take into account a "likely variation in local circumstances." It would be inappropriate to have a blanket policy statewide to make all investigator positions either exempt or subject to competitive examination, said the judges.

Reassignments Assailed

(Continued from Page 4)
was no plan for the social worker to be reassigned, for example.

Mr. Colson said only two pharmacists now dispense medicine to over 5,000 out-patients.

Mr. Grier responded, saying, there have always been three pharmacists. He said four pharmacists were to be hired for inpatient work last week, and they may absorb some of the out-patient load.

Union officials say recent reports of the Department of Health, Education and Welfare and of the Joint Committee on Hospital Accreditation are critical of staff shortages at the

facility.

The Local's grievance committee chairman, Clarence Fitchett, said the shortage even extends to doctors and nurses. He said many times there are no doctors on duty in the emergency room—a situation possibly making the hospital criminally responsible for an employee's death Jan. 18.

Mr. Fitchett said a custodial employee, Fred Weber, passed out in the Dunlap lobby that day. No doctor was on hand in the emergency room, he said. Mr. Weber died before medical assistance came, said Mr. Fitchett.

SAVE A WATT

Open Continuous State Job Calendar

Title	Salary	Exam No.
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Medical Record Administrator	\$11,337	20-348
Mental Hygiene Therapy Aide Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Radiologic Technologist, Therapy	—	—
Stationary Engineer	\$10,714	20-100
Stationary Engineer, Assistant	\$ 9,546	20-303
Stationary Engineer, Senior	\$14,142	20-101
Variety Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, 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 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

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

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanic—NYS Department of Transportation, State Office Building, Albany, New York 12232.

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



STORM RESULTS

Peter Levante, foreground, is one of many highway department workers across the state, still kept busy because of effects of this winter's snow storms. Scene is Route 133, Chappaqua. Mr. Levante works for the State Department of Transportation.

LEGAL NOTICE

CARLYE BUSINESS ARCHIVES, 57-61 West 38th St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office Dec. 28, 1977. Business: Own and operate real property. General Partners: Stanley Fuchs, 97 Bayberry La., New Rochelle, NY; David Sokol, 14 Allison Dr., Englewood Cliffs, NJ. Limited Partners: Robin M. Fuchs, 97 Bayberry La., New Rochelle, NY; Steven J. Fuchs, 97 Bayberry La., New Rochelle, NY; Stanley Fuchs as custodian f/b/o Charles S. Fuchs, 97 Bayberry La., New Rochelle, NY; Donna J. Conrad, 17-85 215th St., Bayside, NY; Lynn S. Sokol, 14 Allison Dr., Englewood Cliffs, NJ. Partnership to continue until death of both general partners unless sooner terminated. Each limited partner has contributed a 4% undivided interest in premises 57-61 West 38 St., NYC having an agreed value of \$6,000 representing a 4% interest in the partnership. No additional contributions to be made. Contributions to be returned upon consent of general partners or upon termination. Limited partners shall not assign their interest without consent of general partners. Additional limited partners may be admitted. No priority among limited partners as to contributions or as to compensation by way of income. Limited partners shall not demand property other than cash in return for their contribution.

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Tel 962-2390

LEGAL NOTICE

ANCHOR REALTY COMPANY, 663 Fifth Ave., N.Y.C. Substance of Limited Partnership. Certificate filed in New York County Clerk's Office November 15, 1977. Business: own and operate real property. General Partner: Michael J. Robinson, 200 East 50 Street, N.Y.C. Limited Partner and cash contribution: Janice C. Griffith, 30 East 95 Street, N.Y.C., \$15,000. Partnership to continue until Dec. 31, 1978 and shall continue thereafter from year to year until terminated as provided. No additional contributions to be made. Limited partner shall share in net profit as provided in agreement. Contribution of limited partner to be returned upon termination or dissolution. Limited partner may assign her interest subject to restrictions in agreement. No additional limited partners except on consent of original limited and general partner. If termination or dissolution limited partner may receive property other than cash in return for her contribution at the value at which such property is then held as shown on the partnership books.

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BUY U.S. BONDS!

Research Miracles At Downstate Medical

By RON KARTEN

Nearly 4,000 researchers have projects working at Downstate Medical Center in Brooklyn. Basic research involving the use of test tubes, chemicals and all the paraphernalia associated with the laboratory is conducted, as well as clinical research which deals with human beings.

Downstate is a very, very large medical center," said Barrie Jacobs, director of public affairs for the hospital. "Our College of Medicine is the largest in the state. It's the seventh largest of 116 medical schools in the country. And that's only one of four colleges and the State University Hospital here."



RNs Laurie Chapa, left, and Lorraine Chotyniecki.

... a heart probe in the cardiac-catheterization lab

Pamela Craig photo

The entire institution, one of four such units in the State University system, employs 3,500 staff members, mostly represented by the Civil Service Employees Association Downstate Local 646. There are also some 1,500 voluntary faculty members.

MUSCULAR DYSTROPHY, VIRUSES

Alfred Stracher, chairman of the Department of Biochemistry, heads a team of three researchers who are seeking a way to stop the degeneration of dystrophic muscle cells. Dr. Stracher's team was the first to show that the progressive degeneration of muscle that is characteristic of the group diseases called muscular dystrophy, can be slowed by the use of an outside agent.

The team grew the cells of the embryos of dystrophic chickens in cultures to test three of these slowing agents. (The agents were obtained from Japanese researchers who were using them to combat ulcers!)

Questions still face the Stracher team. How long will the inhibitors keep tissue cultures normal before degeneration sets in? Can the inhibitors reverse the degeneration? (This is an important question because the muscular dystrophies are generally not discovered until degeneration begins.)

If the inhibitors lead to effective treatment in humans, they would play a role similar to that of insulin in the treatment of diabetes. The cure for these tragic diseases is not yet in sight.

"If you don't measure up competitively at the annual meetings that assess your work, then you feel inner despair."

Sonny Scribani, a junior scientist and treasurer of CSEA's Downstate Local, is working on a virus project under Rostom Bablanian. He said, "We're analyzing proteins that are made in cells to see what effect different compounds have on the cell itself. We want to find out why cells react with viruses the way they do. Why some cells get sick and die and others don't. This is a never-ending project because it's very hard. Very hard," he emphasized.

ARTIFICIAL HEART

Philip N. Sawyer, professor of surgery at Downstate Medical Center, has worked on creating an artificial heart. The process he used began by obtaining hearts from people who had died of causes unrelated to heart disease. A rubber-like casting material was injected into the interior of the hearts to produce molds which were then used to make electroplated metal castings. Elastic replicas were made from these castings.

Artificial muscles, to keep the heart pumping, were made out of an unusual alloy called nitinol, which contains nickel and titanium and has a property which can absorb a lot of stress.

The nitinol caused clotting, however, and so was coated with polymer. Contraction of the nitinol strips was produced by an electric current.

In addition to the major problem with the model, which is blood clotting, the nitinol strips were only able to contract 15 or 20 times a minute, where normal heart muscles contract an average of 70 times a minute.

Dr. Sawyer has also developed a new process for modifying calf tissues for use in human patients. The calf tissues have, in fact, been grafted into patients whose own veins had closed up endangering the survival of a limb or a vital organ. In the 16-month period following the first grafts, 70 percent were successful.

CANCER DETECTION

Raymond Damadian, associate professor in the College of Medicine, has been working since 1971 on a cancer detector. His project, nuclear magnetic resonance, works by sending radio signals into the atoms of tissues, both normal and cancerous. The signal deflects differently from the cancerous tissue.

The radio signals are hooked up to a television screen in such a way that a picture of the cancerous tumor can be projected from the signal deflection.

So far, cancerous tumors have only been studied with this method in test tubes. A picture of normal tissue in humans has been recorded, and "very soon," Dr. Damadian said, "we'll have a picture of cancerous tissues in humans.

"I've had monstrous difficulties," Dr. Damadian added, "They're too painful to recall." The high point of his career, he said, was getting that first picture of a cancerous tumor.

Dr. Stanley Goldstein, associate professor in pediatrics, has written grant proposals to study arterial sclerotic heart disease using Dr. Damadian's nuclear magnetic resonance technique.

KIDNEY DISEASE

"My principal responsibility," said Eli Friedman, head of the renal (kidney) program at Downstate and one of the top 20 renal specialists in the world, "is to see that patient care in kidney disease and that training of medical students and research fellows in kidney disease goes on at an acceptable level. In addition, I am involved in personal research in two lines.

"The first is concerned with developing a compact portable artificial kidney which patients can take with them and use in hotel rooms, on ships, and in airplanes so that they are not dependent on institutions."

In fact, Dr. Friedman has designed such a device which, he said, "works and is now in use all over the world. It's a Halburton attache case.

"The standard kidney machine can be conceptually visualized easily," he noted. "If you had a Nathan's hot dog casing, and that was the first material used, and if you put blood in the casing, and then you put the blood in the casing in a beaker of salt water, the high waste level concentration in the blood, like urea which contains nitrogen, would come out through microscopic holes in the membrane into the salt solution and they would be dialized out.

"The wastes would get out but bacteria wouldn't get in the blood because the holes are too small, and red blood cells and important protein molecules wouldn't get out of the blood for the same reason.

"The second is to try to find a simplified remedy for one of the complications of kidney failure which is high blood fats. As a consequence of the high blood fats" (which the doctor noted was not necessarily found in fat people), "patients die of heart attacks, coronary artery disease, and strokes."

Stressing that he was oversimplifying the problem, Dr. Friedman said that high blood fats were the result of an enzyme deficiency in the patient. Enzymes take the fat out of the blood.

"We found, as an oddball observation, that if you eat charcoal in very small amounts, the fats fall.

"(Eating charcoal) is super-successful in rats, it's highly successful in experimental patients and we're working with a large food processor to make the charcoal palatable and we're making 'charcoalate' chip cookies, and we're making 'blackies' instead of brownies."

Downstate was the first chronic artificial kidney center in the northeastern United States," Dr. Friedman said. "It has one of the most innovative programs in kidney disease. We do 110 transplants a year.

"If you talk of our transplant success rate in terms of two years after the operation, if the kidney comes

from a perfectly matched brother or sister, 96 percent of the kidneys are functioning, 100 percent of the patients are alive.

"If you're talking about a medium match, then 78 percent of the kidneys are functioning and about 90 percent of the patients are alive. If you go to a cadaveric grant—from a dead person—then 44 percent of the kidneys are functioning and only 65 percent of the patients are alive.

"The life of the researcher is great," Dr. Friedman said. "It's one of the very few places I know where you get paid to do what you like to do. I can make my own hours. (I probably work much harder and longer than other people, but I have to.)



Jim Parisi

... good maintenance keeps things cool

Pamela Craig photo

"The bad points are the constant race to produce. If you don't measure up competitively at the annual meetings that assess your work, then you feel inner despair that you haven't done what you're supposed to do. It's one of the few professions that I know of, like being a pilot, where you constantly have to measure up.

"I don't know if there's any single biggest despair. It comes up repeatedly when the brilliant ideas I get in the morning shaving fall three months later in the laboratory.

"My greatest success was participating in the Harvard team that did the first kidney transplant between other than identical twins and watching the patient through hours of high fever, through the multiple infections, through the time when we didn't know whether the kidney would work. Being in that team was exhilarating and still stays with me when things are going bad."

Registered Nurses Laurie Chapa and Lorraine Chotyniecki work in the pediatric cardiac-catheterization lab.

"It's one of the few places I know where you get paid to do what you like to do."

"We get babies who are in a critical status when they come down here," said Ms. Chapa. "It's pretty much touch and go sometimes. The doctor may tap a catheter into the heart and from the catheter we can inject dye and take blood samples."

"We also measure the different pressures in the different chambers of the heart," added Ms. Chotyniecki. "Cardiac arrests down here are very, very common."

Diversity and yet interdependence among all the parts and people in this institution mark its greatness.

The 230,530 volume library is the seventh largest medical library in the country. Kenneth E. Moody, director of libraries, said, "We are not part of patient care, that's the hospital, but we are very much part of, in fact, the heart and the center of medical education."

The maintenance facilities at the center, among the most complex in the state, also play a vital role. "One of the main problems," said Robert Renck, assistant vice-president for Facilities and Planning, "is that we're on 24 hours a day, 365 days a year.

"During the electrical outage in July of 1977, we lost a great deal of valuable research efforts that had taken place over the past twenty-some-odd years in the Basic Sciences Building's continuing research programs."

"I work for five doctors," said Linda Barra, member of the Downstate Local's executive committee and senior stenographer at the institution. "I perform administrative duties. I type pediatric cardiac-catheterization reports, schedule appointments. I supervise technicians. I schedule catheterizations.

"The problem with doctors is they all think they're the most important. Each one is an individual but they don't realize they only have one secretary.

"The secretary is the backbone of the boss and when they start to realize they have to depend on you, your life gets a little easier."

Said Dr. Goldstein, who is one of Ms. Barra's bosses, "She's terrific. She keeps the whole place running."



Sonny Scribani ... never-ending project

Pamela Craig photo