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Meeting

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Friday, February 17, 1978

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CSEA CIVIL SERVICE COMMITTEE MEETS

The Civil Service Employees Association's civil service committee met in Albany recently to consider proposed legislation for Civil Service reform and general problems encountered with Civil Service procedure. New members of the committee are, standing, Salvatore Castro, Buffalo Sewer Authority; Joseph D'Amore, Department of Mental Hygiene, South Beach Psychiatric Center; Ginger Moronski, SUNY at Buffalo; Jean Gray, committee chairwoman, Thruway Authority, Albany. Seated are Bea Kee, Department of Health, Helen Hayes Hospital; John Haponski, Education Department, Rome School for the Deaf; Francis All, SUNY Oneonta, and Carlo Pugliese, Nassau County Health Department. Ms. Gray has requested that all employees with comments or problems of general interest contact a member of this committee.

35 Newspapers To Carry CSEA Ads On Dumping

ALBANY—Phase II of an advertising campaign was begun last week to bring public attention to the state's policy of "dumping" mentally ill and retarded persons into the communities.

The Civil Service Employees Association's public campaign started with Phase I last month as four different 60-second spots were aired across the state. This, in itself, generated a tremendous amount of discussion.

Phase II started Feb. 14 with the first of two quarter-page newspaper ads in 35 newspapers. The second ad will appear on or about Feb. 20.

In addition, the overall campaign has been expanded to include poster saturation of New York City subways and buses. This aspect will begin in March, with 5,000 posters for the sub-

ways and another 3,000 for the city buses. Both will be displayed for one month.

Hard on the heels of that, 100 billboards in key locations throughout the state will carry the CSEA's message for one month starting late in March.

The campaign is designed to alert the public to unfair practices of the state as evidenced by what the CSEA charges is the improper deinstitutionalization of thousands of mentally handicapped persons from state psychiatric and developmental centers into communities where there is often improper, inadequate or non-existent aftercare.

This \$75,000 campaign was authorized by the CSEA Board of Directors at the insistence of the union's rank-and-file members, who made their views known through various Local and regional meetings and at the statewide Delegates Convention last October.

The CSEA's members believe the dumping practice has threatened the well-being of patients as well as the job security of
(Continued on Page 3)

Burch: PST Meet 'Important Step'

ALBANY—"An important step, which helped clarify areas of shared concern," is the way the Feb. 4 meeting of the Most Populous Titles Committee of the Civil Service Employees Association's Professional, Scientific, and Technical Unit was described by Paul T. Burch. The meeting was held at the Thruway House here.

Mr. Burch, CSEA's veteran ne-

gotiator of PS&T contracts and staff coordinator for the committee, said the committee met for over five hours to discuss problems relating to specific professions within the PS&T Unit. After a welcome from CSEA president William L. McGowan, the committee met in its ten separate groupings by profession to discuss problems relating to those specific professions.

Following the meeting, Mr. Burch said that while the ten "sub-committees" identified areas of interest unique to their professions, certain interests common to all of the groups were recognized. These included: Civil Service Examination content, frequency of examinations, use of oral examinations, qualification for promotion and prevalence of provisional appointments.

Beyond the concerns which crossed over the disciplines, specific topics of discussion within the individual disciplines included travel and mileage reimbursements for field-type employees, certification of occupational and recreational therapists, professional engineering requirements and licensing of engineers and continuing education for nurses.

"The March 11 meeting," Mr. Burch said, "will allow the sub-committees and their staff co-

ordinators to go further into detail on problems relating to specific disciplines. Those discussions will aid the negotiation process by adding to negotiation demand input through specific professions. While we already know a great deal, there is a great deal more we can learn."

Suggestions which result from the committee meetings will be combined with the information from other sources to serve as a basis for making decisions about negotiations. The established sources for such information now include suggestions made through elected officers, regional offices, local offices, flyers which are widely distributed at PS&T locations, postcards and letters sent by rank and file members to CSEA headquarters, and a suggestion form published in the Civil Service Leader.

Mr. Burch said the Most Populous Titles Committee was not intended to replace these other information sources but rather to

broaden the input and emphasize suggestions from groups of professionals who have specific requirements to enhance career goals and professional objectives.

While the actual PS&T negotiations will not start for some time, Mr. Burch noted that to understand needs of 2,600 job titles takes considerable time and effort. PS&T has 2,600 separate job titles with about half the Unit's 45,000 members belonging to the major groupings of titles represented on the Most Populous Titles Committee.

Some of the titles represented on the committee include: nurses, nurse instructors, nurse administrators, employment interviewers, employment counselors, unemployment insurance claims examiners, engineering aides, engineering technicians, junior engineers, civil engineers, institutional teachers, psychiatric social worker assistant and psychiatric social workers, psychiat-
(Continued on Page 3)

Offer Meyer Hospital Plan By Midweek

By KENNETH SCHEPT

BUFFALO — Erie County Executive Edward V. Regan said that he hoped to make a recommendation to the County Legislature by the middle of this week on the proposal to divest county control of Meyer Hospital.

In a telephone interview with the Leader, Friday, Mr. Regan said that he probably would suggest that a private group take over the facility.

He described the hospital as a highly technological institution and said that it could be operated better, "under private management without having to do battle with the New York State Civil Service System every step of the way."

Robert Lattimer, Region VI president of the Civil Service Employees Association, accused
(Continued on Page 3)

ASSAULTS:
SPECIAL
REPORT p8

CSEA Wins Yonkers Fight

YONKERS — Despite a challenge by the Service Employees International Union to represent the non-instructional staff of the Yonkers public school system, the Civil Service Employees Association received 70.9 percent of the votes; SEIU received 24.7 percent. Fully 83 percent of the employees in the bargaining unit returned their mail ballots, which were counted Feb. 3 at Public Employment Relations Board headquarters, in Albany.

Kathleen McDonnell, president of the unit, and Michael Morvasky, vice-president, were both present at the vote count.

Ms. McDonnell expressed her delight with the results.

"We're very happy to have won the election by such a large margin," she said. "With this vote of confidence from the membership, we promise to double our efforts to work on their behalf in the future."

Contract negotiations for the

941-member unit, which includes cafeteria workers, janitors, secretaries and aides, have been held up because of the election. The Yonkers Board of Education had refused to negotiate until the election was over.
(Continued on Page 3)

Don't Repeat This!

Gov. Hopefuls To Tread Lightly In New York City

Gov. Hugh L. Carey's and New York City Mayor Edward I. Koch's agreement for a \$200 million increase in state aid for the city during the coming fiscal year may put Sen-
(Continued on Page 6)



Report From The Capitol The Kyer Wire

By PAUL KYER



Everything surges to a peak for the winter season during February in New York City. It's the time for the most cocktail parties and dinners in social, business, political and all other circles.

Last week was typical in the Big Apple. Those two gentlemanly contenders for the GOP gubernatorial nomination, Senate Majority Leader Warren Anderson and Assembly Minority Leader Perry Duryea, were very much in evidence at several functions. We spotted Mr. Duryea at the Roosevelt Hotel where he received the New York State Brotherhood Award; met Mr. Anderson at a reception given by the New York State Bankers Assn.; talked to both of the contenders at the banker's gathering (and they had some cordial conversation between themselves) and walked a bit with Mr. Anderson on the way to a dinner of the New York State Sheriffs' Jury Association, where he was making an appearance.

The Democrats were very much in evidence, too, with Senator Pat Moynihan and Gov. Hugh Carey seen just about everywhere.

The common goal: image, money and votes.

The columns of this newspaper have warned from the outset that landlords providing housing for mental patients being released to communities under the state's deinstitutionalization plan would soon be gouging the state for more money once their buildings are occupied.

Well, a recent news story reported that 10 adult homes in New York City that care for 1,800 elderly residents—most of them ex-mental patients unable to defend themselves—were going to close down unless the state boosted their reimbursement rates.

Attorney General Louis Lefkowitz got a court order to restrain the closings but you can bet that you haven't

heard the end of trying to put the screws on the state for more cash.

Most bills in the Legislature are still at the committee consideration stage but you can expect things to start moving onto the floor of both houses before too long. We have several requests to report on the chances of the various retirement measures in the Senate and the Assembly and hope to have some kind of news on any possible action soon.



Jack Moran, a senior from Rensselaer, left, with Republican Senator Joseph Bruno, of the 41st District, which is near Albany.

Say Snow Crews Excelled In Storm

(By Leader Staff)

HAUPPAUGE—Artie Blowers drives a snow plow. Last Monday he left the Melville yard of the Department of Transportation to clear a section of the Long Island Expressway, where a trailer had jackknifed in the snow, closing off two lanes during rush hour.

Cars—trying to pass the truck—skidded and stalled, closing the road completely. Within two hours cars were backed up three miles and scattered six and eight abreast in all directions, making them almost unrecognizable in the blowing powder.

Hundreds were trapped, including Mr. Blowers, who spent the next 17 hours in the cab of his truck, turning the motor on and off regularly to balance the need to save fuel with the need to keep warm.

He was in radio contact with dispatcher Tommy Tighe, who sent five trucks to rescue the worker. None of the men were able to get through. With other DOT workers, they joined in the rescue of stranded motorists.

Workers at the Melville yard, Department of Transportation Local 508 of the Civil Service Employees Association, and other DOT workers throughout the Long Island Region, the hardest hit area during last week's storm, worked 24 hours per day for four days, napping in their trucks while a partner was driving.

Mr. Tighe got home on Thursday after working since Monday with only occasional two-hour naps. He slept six hours Thursday and returned to work Thursday night.

"We don't have the manpower to establish shifts," during crisis situations, he said.

He said that the key to the problem was the stalled cars. About 10,000 vehicles per hour use the section of the LIE which was hit hardest by the storm.

Fifteen snow blowers and personnel from upstate arrived on Long Island Wednesday. Mr. Tighe said that the upstate workers were astounded by the number of abandoned cars clogging the highway. They were used to work on less-traveled roads, he said.

Washington County was one of

(Continued on Page 11)

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Youth Movement Helping CSEA's Legislative Effort

ALBANY—The Civil Service Employees Association has launched an internship program involving four college students to help its legislative action efforts during the 1978 year.

The four are junior and senior political science students at Siena College in Loudonville, just outside Albany. They will receive

three credits in their major field as a result of their part-time work for CSEA.

Bernard J. Ryan, the union's legislative and political action director, said the students will keep track of bills of importance to public employees; attend legislative committee meetings on behalf of the union, and, in conjunction with CSEA attorneys, develop memoranda in opposition to or in support of various pieces of proposed legislation. They will also work on political campaigns after CSEA endorsements are made.

Mr. Ryan is also developing several major long-range projects for the interns, including:—researching the election law regarding voter registration and helping set up an ongoing CSEA voter-registration drive;—compiling union membership

(Continued on Page 15)

Lottery

ALBANY—There is no weekly lottery for this issue. State lottery officials postponed the drawing because of last week's heavy snow storm. The Leader will carry the lottery numbers in upcoming editions, as usual.

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Train Over 1,500 CSEA Members In First Aid Methods

ALBANY—As a result of contract demands from several far-sighted individuals involved in the Civil Service Employees Association's negotiations with the State of New York in the administrative unit five years ago, today more than 1,500 state employees in that unit have been trained to administer first aid in emergency situations.

Each year since its inception in the 1973-1976 contract between the State and the CSEA, funds have been provided for Administrative Unit employees who are interested in receiving first aid instruction at no personal cost and with time off allotted during working hours to pursue the opportunity.

The basic first aid course, which is not designed to replace medical personnel but rather to assist in cases of emergency until qualified medical assistance is

available, includes instructional material, equipment, first-aid kits, bandages and other supplies. Classes which have already been offered throughout the state and in every agency are taught by Red Cross instructors or state nurses qualified in Red Cross instruction. All supplies and personnel are paid for by the CSEA out of the monies appropriated for the course pursuant to the terms of the CSEA agreement with the State.

Although each course is usually limited to 12 people, it has been offered numerous times over the years in large metropolitan areas and in populous work locations where the most benefit can be derived from the training. The course is now being reoffered to administrative employees in outlying areas and to those employees who are interested in being qualified to administer first aid but were not trained previously.

"The dramatic success of this program is an indication of what can be accomplished when labor and management cooperate to work toward a common goal," said John A. Conoby, CSEA collective bargaining specialist in charge of this educational training program. "Although this is a CSEA program designed especially for Administrative Unit employees, credit for its smooth operation must be given to Herb Kuhn and Ronald Marcisin, training supervisor with the State Department of Civil Service," Mr. Conoby said.

The first aid course is being reoffered on a "first come, first served" basis. Training announcements which include information on time and location of the course offering will be posted in agency buildings. Administrative employees interested in taking the course should notify the president of their CSEA local of their intent to join the training program.

Meyer Hospital Recommendation Due This Week

(Continued from Page 1)
Mr. Regan of "copping out."

"He and his people keep making statements that they can cut costs by going private. Nobody can get it through their heads that they'll still have a union to deal with. They think they can just go back to sweat-shop days," Mr. Lattimer said.

A CSEA sponsored audit of Meyer Hospital showed that the county had little to gain and, in fact, could lose by divesting itself of the facility.

CSEA statewide president William McGowan blamed "unusual and unacceptable accounting procedures" for the hospital's problems.

The union suggested the establishment of an authority, which Mr. Regan dismissed saying, "the experience of New York State with authorities has not been good."

Mr. Lattimer responded, "I think his mind was made up. We'll do everything we can to get the best possible deal for the membership and for the needs of the community, which we believe Regan is ignoring."

Ⓞ 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.

FEBRUARY

- 19—SUNY at Albany Local 691 Valentine party to honor retirees: 3 p.m. cocktails, 4:30 dinner, 5:30-9:30 dancing, Century House, Route 9, Latham.
- 21—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 21—Livingston County unit of Rochester Area Retirees Local 912 meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
- 23—Long Island Region I executive committee meeting: 7 p.m. Region office, 740 Broadway, No. Amityville, L.I.
- 24—Capital District Armories Local meeting and dinner: 10 a.m., Glens Falls Armory, Glens Falls.
- 25—Jefferson Local 823 grievance workshop and officers training seminar: 9:30 a.m., Holiday Inn, Watertown.
- 28—Buffalo Department of Labor Local 352 general membership meeting: 5:30 p.m., Holiday Inn, 620 Delaware Ave., Buffalo.

MARCH

- 3-4—Western Region VI delegates meeting: Charter House, Transit Rd., Route 78, Williamsville.



Barbara D. Pickell, president of the Civil Service Employees Association Broome County unit of Local 804, and Roger Kane, CSEA collective bargaining specialist, pause to discuss the program agenda prior to the recent membership meeting and ratification vote. The members voted overwhelmingly to approve the recommendation of the negotiating team to accept the contract proposal. The two-year pact will be retroactive to Jan. 1, 1978.

Broome Legislators Approve Contract

BINGHAMTON—Members of the Broome County unit of the Civil Service Employees Association are expected to sign their recently ratified contract with the county this week. The agreement was approved by the County Legislators in a vote of 16 to 1, last Tuesday, Feb. 7.

In a last-minute move, three legislators accused the union of not getting the best deal for all its members. The union saw this as an attempt to weaken the strong morale that resulted from its winning 13 percent over two years, plus certain benefits. The Binghamton Sun-Bulletin

called the legislator's actions, "Nonsense, of course."

Members of the Broome County unit negotiating team were: Kathryn Baran, Joan Brower, Mary Eggleston, John Fedorko, Jack Herrick, Ellen Hrustich, William McMann, Auseklis Kruminis, Walter Parmelee, Mary Ann Wilson and Barbara Pickell.

CSEA Wins Yonkers Fight

(Continued from Page 1)

Even though the group's contract expired June 30, 1976, they have continued to work under the contract's terms and conditions, in accordance with a continuation clause negotiated by CSEA.

The actual vote tally was CSEA — 586, SEIU — 194, no union — 13, void — 7.

"The careful groundwork laid over the years by members of the unit and their area field representative, Joseph O'Connor, has

paid off again," Thomas Luposello, regional field supervisor, pointed out.

Regional president James Lennon attributed much credit for the victory to the close cooperation between the Yonkers unit and Westchester County Local 860.

"Communications among the

Ad Campaign In Print

(Continued from Page 1)

thousands of state workers who have traditionally provided the care for these patients.

Contracting out for the care of patients is being attacked in the campaign as a frivolous waste of taxpayers' money, with the end result of putting patients' and employees' welfare in jeopardy.

The radio campaign was designed to alert the public to the problem. The newspaper advertising that began last week refines the CSEA position on the issue. It points out that the state can do the job right if it wants to and that it must follow through with the care of the mentally handicapped in order to live up to its public trust.

The first newspaper ad emphasizes the problem and points out that there are state-run community-based facilities that should be used as a model for solving the deinstitutionalization problem. It urges readers to write the Governor and their legislators to demand an end to dumping and to ask expansion of proper state-run services for the mentally handicapped.

The second ad is oriented positively and notes that state employees have unique qualifications to provide the needed care.

The overall focus of the campaign is to urge action on the parallel interests of the mentally handicapped and the state workers who are being victimized by the dumping plan. It points out that proper care and best service for the taxpayers' dollars could be better served through following the example of established state-run community-based programs.

Reports Of Ordered Snow Closings Probed By CSEA

NEW YORK—The Civil Service Employees Association says it is investigating reports that a few scattered state office work locations in the metropolitan New York City area were ordered closed during last week's snow storm and

that employees affected have been told to charge the time off to personal leave credits.

"The State did not officially close any state offices last week, but apparently some work locations were ordered closed by individual management personnel. It is our contention that if any such closing were made it was done without proper authority and those employees ordered home as a result should not be forced to charge personal leave credits to cover the time off," said John M. Carey, CSEA's director of member services.

He said the situation is unrelated to and different from a snow emergency situation on Jan. 20 in which all state offices

in the metropolitan area were ordered closed by Gov. Hugh L. Carey. In that instance, the CSEA has requested a meeting with Governor Carey to seek a waiver of civil service attendance rules for that day, but no meeting has yet been scheduled by the Governor's Office.

The union spokesman said last week's situation is being evaluated from the point of view that any individual management person who may have closed a work location and sent people home did not have authority to do so and violated the attendance rules provisions governing absences due to extraordinary circumstances.

Uphold Vets' Preference For Some Reservists

A Manhattan Supreme Court judge has refused to revoke veterans' preference credits awarded to policemen on a civil service exam for ser-

geant based upon their call to active duty with the National Guard during the nationwide postal strike nearly eight years ago.

The judge, Oliver Sutton, issued his ruling in response to a lawsuit by a policeman who was a member of the National Guard, but was not called to active duty during the four-day period in March 1970. The policeman, John Stendrini, is on the eligibility list for promotion to sergeant as based upon the results of a November 1973, exam.

The heart of his lawsuit, which was directed against the city Department of Personnel and the Civil Service Commission was that veterans' preference credit was not intended for active duty to assist in the delivery of mail. The policeman also maintained that the credit was designed for extended periods of active duty that might include some assign-

ments more "hazardous than delivering the mail."

Judge Sutton ruled that under state law there were no specifics as to the length of the call-up or the type of duty performed.

The National Guard had been "federalized" after a presidential proclamation had been issued declaring a state of national emergency making all reservists members of the "armed forces of the United States," the judge explained.

Consequently, Judge Sutton ruled, there was "no mandatory period of service under federalization before the National Guard shall be considered on 'active duty.' Nor is there any requirement on the statute that the duty be hazardous." Therefore, he said the policemen who were called up are entitled to veterans' preference credits for promotion to sergeant.

Workers Participate In CS Reform Survey

By DEBORAH CASSIDY

ALBANY—State employees participating in a one-year, state-sponsored public administration training program will be distributing a questionnaire to approximately 1,500 state workers throughout New York State seeking opinions on the current Civil Service reform issue.

In addition to obtaining the views of the average employee, the group will conduct taped interviews with management and personnel directors.

With Civil Service reform currently a "hot issue" in the news, J. Patrick Connolly, head of the project and first vice-president of the Department of State Local of (Continued on Page 11)

The Federal Employee

By PETER ALISON

Salary Catch-Up

The salary "Catch-Up" which has been running about 6 percent a year during the 1970s for federal and military personnel, required by law to counteract inflation, will be less this year and will probably continue dropping for years to come.

These October adjustments are being carefully scrutinized as part of the President's voluntary wage increase moderation program. Each 1 percent increase represents \$500 million in the budget. The law now requires adjustments making government salaries equal wages in private industry. The decision on how high government wages are to rise will be made by the President himself, it is believed. Usually, Bureau of Labor statistics issued in July is the criterion. The budget proposals suggest a maximum weekly pay raise of \$23 for the typical Washington-based civil servant, and \$18 a week for employees outside Washington. It envisions a 6 percent raise, but appropriates a total of \$3.3 billion to pay for it. Congress must also approve.

Bonuses for top government executives are being considered by the Carter staff. They would run from 3 percent to 20 percent. This would all be part of the reform package applicable in grades 16 through 18 with some executives converted to exempt status, with salaries determined by their agencies.

A similar reward system for 150,000 middle management employees is also under consideration but has a lower priority. President Carter has expressed interest in a greater incentive pay for top management in general.

Federal employees who want to appeal adverse disciplinary action may soon have to pay a filing fee equal to one week's salary. The proposal has been submitted by the President's Personnel Management Task Force on Civil Service Reform. The Task Force is seeking to cut back on appeals.

The Task Force is made up principally of Office of Management and Budget Personnel and Civil Service Commission officials.

The new measure is apparently part of a campaign to make it easier to discipline civil service employees. Civil Service Commission Chairman Alan Campbell claims a major roadblock to civil service reform is the inability to fire federal employees considered incompetent.

New proposed procedures would give employees slated for dismissal 90 days to improve. After 90 days they may be fired without the right of appeal on the merits. But they could appeal procedural defects.

Meanwhile, the Department of Health, Education and Welfare has stopped providing hearings before taking adverse action against workers in disciplinary cases.

"Since the Civil Service Commission extends to employees the right to post-decision hearing by appeal," there appears to be no need to allow a hearing before the decision is made, says HEW.

Pick New U.S. Equal Opp Head

Andrea Diane Graham has been named director of Federal Equal Employment Opportunity, Alan K. Campbell, U.S. Civil Service Commission Chairman, has announced.

Ms. Graham, associate director, program planning and policy of the Labor Department's office of federal contract compliance programs, is expected to assume her new duties on Feb. 21. She will be one of CSC's top executives responsible for implementing equal employment opportunity throughout the federal personnel system.

She has served with the Department of Labor's contract compliance office since 1974. Before that, she was with the U.S. Commission on Civil Rights and the National Aeronautics and Space Administration.

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Bank Features State U. Aide's Handweavings

BINGHAMTON—An exhibit of handweavings by SUNY-Binghamton staff member Karen L. Berlant, of Binghamton, will be on display during February at the Marine Midland Bank, 1 Marine Midland Plaza. It is the first time handweavings have been exhibited at the bank.

The exhibit, called "Patterns," features original works and colonial American traditional European designs executed on a four-harness floor loom.

Ms. Berlant, a self-taught weaver, is a member of the New York State Craftsmen's Association and the Handweaver's Guild of America. She is a senior stenographer in the Office of University Relations.

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Annual Awards Presented For Contributions To Brotherhood



Assembly Minority Leader Perry Duryea (R-Montauk), second from right, was honored with Benjamin Potoker Award given to elected or appointed official. Presentation was made by Samuel Emmett, right, chairman of the New York State Employees Brotherhood Committee, Inc., and a member of Civil Service Employees Association New York City Local 010. At left, CSEA Metropolitan Region II first vice-president William DeMartino and president Solomon Bendet are on hand to congratulate award recipient.



Eugene Vizzini, second from left, an unemployment referee, accepts the Brotherhood Award for a career service employee from New York Secretary of State Mario Cuomo. Award is made for deeds and actions that have exemplified brotherhood in all fields of endeavor. At left is Brotherhood Committee co-chairman Bert Harris, of the International Association of Personnel in Employment Services, and at far right is Brotherhood chairman Samuel Emmett.

CIVIL SERVICE LEADER, Friday, February 17, 1978



Among the many top-ranking officials of the state's largest public employees union, the Civil Service Employees Association, at the annual Brotherhood recognition observance last week in New York City were, seated from left, president William L. McGowan, secretary Irene Carr, Capital Region IV president Joseph McDermott and Central Region V president and Mental Hygiene Presidents Council president James Moore. Standing are Metropolitan Region II supervisor George Bispham, collective bargaining and field services director Joseph Dolan, Long Island Region I president Irving Flaumenbaum, Region I second vice-president and Nassau Local 830 president Nicholas Abbatiello and Southern Region III president James Lennon. The regional presidents are also statewide CSEA vice-presidents.

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)

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Principal Env. Anal.	\$21,545	24-629

FILING ENDS FEB. 27

Clerical Positions Outside NYC		
(Account, Audit, Statistics Clerk)	\$ 6,450	24-607
Assoc. & Princ. Budget Examiners	\$21,545 & \$26,516	
(General)	27-700, 27-704	
(Management)	27-701, 27-705	
(Public Finance)	27-702, 27-706	
(Employee Relations)	27-703, 27-707	
Asst. Manager, Contract Admin.	\$18,000	27-693
Manager, Contract Admin.	\$25,000	27-694

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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Anesthetist List

ALBANY—The state Civil Service Department established an eligible list for Nurse Anesthetist on Dec. 8, 1977 as the result of a December 1977 open competitive exam. The list contains 3 names.

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Reform CETA Or Face Disaster, Says Union

MINEOLA—The way the Comprehensive Employment Training Act is structured, with county government taking the bulk of employees, the potential for havoc exists if government funding for CETA is cut, Civil Service Employees Union leaders told Nassau County officials last week.

Nicholas Abbatiello, president of CSEA Local 830, and Irving Flaumenbaum, CSEA Region I president, told the County Board of Supervisors meeting that CETA should be modified so more CETA people are placed in private industry jobs.

"The county has become dependent on CETA workers to the extent that many of county services rely on funding from the federal government for their continued existence. It is also impacting the hiring and promoting of civil service employ-

ees," Mr. Abbatiello said. "We are also concerned about what happens after the 36-month training period is over. Will the federal government demand that local government take these people on?"

"Our members are being frustrated because they are being passed over for promotion," said Mr. Flaumenbaum.

Mr. Abbatiello and Mr. Flaumenbaum urged the county to place more CETA workers in the private sector where there is a prospect of permanent jobs. Of the 4,000 persons in Nassau's CETA program, only a small fraction are employed by private industry.

County Executive Francis Purcell agreed with the CSEA chiefs.

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FRIDAY, FEBRUARY 17, 1978

Wishful Thinking

WE have said again and again in these columns that the reliance on the borrowing of public employee funds to help bail out New York City from its unending financial crisis was a fiscal ploy whose time had come and gone. At the same time we have urged that new and imaginative resolutions be created instead of the deadly format of pension fund borrowing and continued heavy cuts in the city's work forces.

It was therefore encouraging to find that two major publications, the Wall Street Journal and the New York Times, have begun to strike the same theme and are urging Mayor Koch to comprehend that a further reduction in the work force is now at the point of being detrimental to the well-being of the city's residents; that pension-fund borrowing is no answer to proper financing, and that the city's problems are going to worsen rather than be alleviated if some new approaches aren't realized.

These warnings now also apply to the thinking of New York State and the Carey Administration. It was learned last week that interest rates for short-term notes needed by the state this spring will be higher because of the uncertain fiscal condition of both the city and the state. An immediate proposal from Governor Carey's people was that the rate could be kept somewhat lower if state pension funds could be borrowed.

Both the City and the State seem to ignore the fact that the most important figures dominating these funds—State Comptroller Arthur Levitt and the public employee unions representing the fund holders—are thoroughly hostile to such usage of what are, after all, trust holdings for which these parties feel an enormous responsibility.

Perhaps the Mayor and the Governor feel the bond market will react more favorably on interest rates by reading press releases that take for granted that pension funds will be readily available for the uses they propose. That's substituting wishful thinking for reality.

All of this leads us to pose the following question: When did public employee pension funds become a substitute for taxes in financing government?

Your Social Security

Q. I'm getting social security disability checks and have a chance to work part time. Would my benefits be cut off if I make this attempt at working?

A. Your social security disability benefits would stop if you recover or show you can do substantial work despite your impairment. If you are testing your ability to work and show no significant improvement in your condition, your benefits may continue during a trial period of up to 9 months. Then if it's decided you're able to do substan-

tial work, your benefits will be paid for an adjustment period of 3 more months.

Q. I get both social security and supplemental security income checks and recently rented out a room in my home for \$80 a month. How will this affect my benefits?

A. It will not affect your social security payments as only earnings from work can affect them. Rental income may affect your SSI, however. You should report it promptly to social security.

Don't Repeat This!

(Continued from Page 1)

ate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr., in a bind.

Both Anderson and Duryea are aspirants for the Republican gubernatorial nomination, and one of them will certainly face Carey in the campaign this November.

Avoid Being Unfriendly

Anderson and Duryea agree that a bankrupt New York City would be ruinous for the state. Each would also like to get as large a vote as possible in the city. Realistically, they know they can't expect to carry the city. To get a good vote in New York City, Republican aspirants must avoid any charge of being unfriendly to the city.

Neither would like a headline reminiscent to the one that hit former President Gerald Ford, "Drop dead New York City." Moreover, some increase in state aid to the city has been made a condition to any further federal aid by the Carter Administration.

The merits of the Carey-Koch plan and political expediency make it imperative that Republican legislative leaders support the proposal, at least in general. The problem Anderson and Duryea face is how to make the plan palatable to their Senate and Assembly colleagues.

Palatability under the circumstances will no doubt call for increased state aid to counties, towns, villages and school boards outside the city to assure legislators from those areas that they are receiving fair and equitable treatment for their constituencies. Such a demand will necessarily require a relatively substantial reshaping of the Governor's proposed budget.

The Governor is in the same bind as Anderson and Duryea. While he cannot realistically hope to carry upstate areas, he must garner as many votes as possible in traditionally Republican districts. This urgency is due to the Governor's need to avoid a situation that might suggest he is sacrificing the interests of the state to benefit the city.

Issues Are Critical

Carey has already come under some criticism, unfair in many respects, that he devoted too much time and energies to New York City problems, particularly in his role as chairman of the Emergency Financial Control Board for the City of New York. The Governor and the Legislature must also come up with a balanced budget that will satisfy the banking community, since the state will have to float about \$4 billion in bonds for temporary financing at the beginning of next year. The bankers' impression of the state budget will in large measure determine the interest rate the state must pay on those bonds.

The issues are critical from both a governmental and political point of view. It is inevitable, therefore, that the parties concerned come up with some compromise everyone can live with.



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.

Employer Rights

A special Article 78 proceeding was initiated by the petitioner, International Association of Firefighters of Newburgh, Local 589, challenging a Public Employment Relations Board (PERB) decision.

It held that the association committed an improper practice by demanding negotiation on "the minimum number of men that must be on duty at all times per piece of firefighting equipment." PERB held that the issue of rigging was not a mandatory subject of bargaining, but rather, one of management's prerogatives.

The Supreme Court, Appellate Division, Third Department, held that the issue related to the number of men "on duty, not to the safety of those men, and thus was not a mandatory subject of bargaining." The court reasoned that petitioner is seeking a voice in determining the number of employees Newburgh will hire for its fire department, and that determination is a basic policy decision to be made solely by the employer.

The court did not mean to indicate that effects upon the employees' working conditions arising from the city's original decision as to total manpower are necessarily non-negotiable. That is, any safety impact upon the firemen arising from a manpower decision would be a proper subject for bargaining between employer and union. For example; if it is determined that a certain number of employees is necessary for the safe operation of equipment, employees could properly insist upon negotiating a rule which states that the equipment be operated only when sufficient manpower is available. *International Association of Firefighters of the City of Newburgh v. Helsby*, 399 N.Y.S. 2d 334.

IN A DISCIPLINARY case recently, the City Manager of Elmira found a Fire Department officer guilty of misconduct, demoted him from captain to lieutenant and suspended him without pay for 30 days.

The hearing officer found that the former captain was insubordinate because he refused to carry out a reasonable order of his superior to undergo a physical examination and was, therefore, guilty of misconduct.

The Supreme Court, Appellate Division, held that there was substantial evidence of misconduct. The firefighter also contested the penalty as an abuse of discretion. The court held that "it cannot be said that the penalty here imposed is so disproportionate to the offense, in the light of all the circumstances, as to be shocking to one's sense of fairness." The court noted that in a previous case involving the same matter, a determination of misconduct was arrived at and the same penalty was imposed as in this hearing. *Peck v. Sartori*, 399 N.Y.S. 2d 291.

WHAT'S YOUR OPINION

By DEBORAH CASSIDY

THE PLACE: Rensselaer County Department of Social Services

QUESTION: The New York State Legislature has recently convened for the 1978 session. What bills or amendments would you like to see this year?



Carol Larpenteur, social welfare examiner, "Like many others in the Civil Service Employees Association, I think that the CSEA's top priority in the Legislature this year should be the amendment of the Taylor Law. Although I don't believe in going on strike unless it's absolutely necessary, I don't think that there should be such harsh penalties for it. The public employee should have the same rights as the private em-

employee when it comes to the laws. Amending the Taylor Law would give the union much more power at the bargaining table because the administration would have to take the threat of a strike more seriously, knowing that the employees would not be afraid of facing penalties if they felt that a strike was the only way to have their demands met."



Margaret Wigman, social welfare examiner: "The CSEA should concentrate on three major bills, amendments to the Taylor Law, Agency Shop and improved retirement benefits. When the workers feel that they must go on strike they should be able to do so without fear of unfair reprisals and it is up to the CSEA to see that the Legislature is at least made aware of the obstacles public employees face in this area. Next, I think that the Agency Shop bill should be made permanent and should be enforced in local governments as well as in the state. Finally, I think that retirees should receive a greater allowance. If the CSEA pushed these three bills they would be benefitting a wide ex-

pense of members."



Al Rickman, supervisor of food stamps: "The single most important issue for the CSEA to pursue this year should be the Last Offer Binding Arbitration bill. Now, at a time when few contracts are being negotiated, there should be some effort to change the negotiating process. With LOBA, the employees have a far better chance of getting a good contract from an impartial arbitrator rather than declaring impasse and leaving it up to another level of the government they work for. I am also somewhat concerned with bills for improving the retirement system. Local governments should offer as good a system as the state government does."



Ruth Wolfers, welfare investigator: "First of all I would like to see some bills in favor of retirees passed. Most important, I think that the retirement system offered by local governments lags far behind that offered by the state government and the two should be made equal. I think the CSEA has the power to push such bills and more or less owes it to the retirees to gain something for them after years of membership. I also think that the CSEA should concern itself with civil service reform. They should stay on top of whatever changes are being made and be sure that they can counteract with legislation of their own as needed."



Florence Sullivan, social welfare examiner: "I am concerned about two areas of legislation. One is the area of retiree bills and the other is the area of the Taylor Law. It's hard for some people to get along on a fixed income and the union should do all it can to help past members to attain more retirement benefits and to assure present members that when they retire they too will have decent benefits. I don't believe in going on strike for small matters, but when there is no other choice, I don't think that the employees should have to face harsh penalties for their actions, so the CSEA should push for changes, here, too."



Phyllis Whitman, social welfare examiner: "I read in a recent edition of the 'Civil Service Leader' that the CSEA has plans to push several bills on behalf of retirees. I couldn't agree more. I know a lot of public employees who are retired and will be retiring someday myself, so naturally I'm most concerned about such bills. The most important of those bills should be the provision of supplemental allowances and the extension of all temporary benefits. I also would like to see changes made in the Taylor Law—most important the reduction of penalties for going on strike."

RETIREMENT NEWS & FACTS

By A. L. PETERS

A Solution?

A retirement gimmick that may solve some of the city's problems has been suggested by an astute city worker.

Permit retirees to take some or all of their pension in New York City bonds, he suggests.

Obvious advantages: It would free the unions from the pressure of approving purchases of city bonds for the pension fund. It would also provide a new market for city bonds. It would also provide the pensioner with a tax-free income—almost as much as he would be getting in a pension; and it would not raise the outstanding city debt.

Although many pensions are not large enough to be funded this way, there are sufficient pensioners with large reserves to make a big dent in the city bond selling program. In a sense, it would allow the federal government to help solve some of the city's problems by a tax abatement.

As people begin to digest the new Social Security law, they see gimmicks in it not evident on first reading.

Some provisions were designed to relieve the Social Security system from an "intolerable strain on its resources."

One example is the gradual elimination of widows benefits for those who receive pensions from other government jurisdictions. Another, revealed last week in an actuarial study, indicates that benefits for 25-year olds who earn \$10,000 will be cut in half. There will be a reduction in benefits equal to 83 percent of the original five years' pay to 46.7 percent of the final five years' pay. There will also be a drop in pensions for other age groups and higher income brackets, but the change will not be quite so dramatic.

Most authorities believe the average employee needs about 75 percent of his pre-retirement earnings to live, without changing

his standard of living. The pre-1978 schedule was based on an 83 percent replacement rate. However, changes in the law will fall with different weight on various age and income groups, based on decoupling inflation adjustments for those still working. Both were figured under the old law.

What happens to your Social Security if there is a divorce? If the husband has been the earner, he and the children will continue to receive Social Security payments. But the divorcee's benefits stop the month divorce is final. However, if the marriage lasted at least 20 years, a divorced wife may receive benefits on the husband's record starting at age 62.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

- McClam, EugeneSyracuse
- McClellan, James DHempstead
- McCClinton, Lawrence EPoughkeepsie
- McCormick, Stanley W JrRiverhead
- McFarland, Carolyn PDelhi
- Benson, Walter CFalconer
- Bolton, DorisNewark, NJ
- Bonacci, Helen DGeneva
- Brown, Alfred JWestbury
- Cspike, Steve L JrNew York
- Gilkes, Calista TWestbury
- Guiles, Lou RApalachin
- Herman, Kenneth JrBuffalo
- Kuzana, Henry LWellsville
- Madej, Walter SBuffalo
- Maltz, AdrienneState Island
- Maryanopolis, JohnAmsterdam
- Melina, Olivia JMaspeth
- Munley, Elizabeth ANorwich
- Murphy, John AMacedon
- Simon, Carole LOceanside
- Wheeler, Audrey KRochester
- Zottola, Marietta RWhite Plains
- Jardine, Marjorie DRochester
- McGill, Nancy RHuntington
- McLean, Leslie DOakdale
- McLeod, Ross OPawling
- Melenez, Gil LNew York
- Mercado, VictorHaverstraw
- Minns, Elsie PStanley
- Moore, Theodore HGranville
- Moran, EllenFarmingdale
- Morrow, LindaOwego
- Mroz, Theodore SBrooklyn
- Muller, Marcia AMiddleburg
- Murphy, Eileen CSyracuse
- Murphy, MattieRochester
- Murry, Sheila ASt Albans
- Nadritch, CarolBrooklyn
- Nolan, WilliamShirley
- O'Connell, Elizabeth OWynantskill
- O'Donnell, James P JrSyracuse
- Orto, Robert D JrChurchville
- Ortolano, MaryRome
- Osburne, James EBayside
- Palmer, J HughScotsville
- Pandori, Robert CarmineSchenectady
- Pannullo, Mary GN. Babylon
- Pintavalle, Nicholas PSchenectady
- Polansky, Roger DDouglaston
- Porter, Alfred LDeer Park
- Pridgen, Jasper LNew York
- Pugh, John RRome
- Purdy, Dianne GWhite Plains
- Rehberg, Rita JRochester
- Reilly, Richard AWhitesboro
- Reynolds, Joyce ABuffalo
- Richards, Floyd HPoughkeepsie
- Riordan, GeorgeBuffalo
- Rivers, BarbaraAlbany
- Robinson, Lula IRochester
- Robles, JoseGarnerville
- Rohring, Keith HTonawanda
- Roma, Emilio L IIIFriendsville, Pa.
- Rosa, OrlandoPort Jefferson Sta.
- Roscoe, HowardSpring Valley
- Rose, Eugene LSaratoga Springs
- Rose, Robert JSaratoga Springs
- Ross, Paulette CelestineNewburgh
- Rottman, Patricia SWingdale
- Ruo, JosephSyracuse
- Russo, MargueriteBaldwin

(To Be Continued)

LETTERS TO THE EDITOR

The Neutral Sex

Editor, The Leader:

The women's liberation movement's push for sexually neutral job titles has made an impact on the civil service scene. Thus, instead of patrolman or policeman we have police officer. But the women's libbers haven't gone all the way with sexually neutral names to conceal a per-

son's sex (Ms. Bella Abzug or Mr. Bella Lugosi.) These so-called feminists don't want men to know their social status (single or married). But Mr. and Ms. are not sexually neutral when prefacing a man's or woman's name. Mr. tells us that the person is a man and Ms. tells us that the person is a woman. True, sexual neutrality in a person's name would be accomplished by

that person using the initial of his or her first name plus that person's full last name and dropping the Mr. or Ms. preface; i.e., B. Abzug or B. Lugosi.

E. LANDSBERG
New York City

Never Forget

Editor, The Leader:

Most of federal and state laws designate specific benefits for veterans. This is laudable; but are we missing a point?

The military is a combat organization basically. They are paid and trained to protect the country by destroying the enemy with whatever means necessary.

The man with a Silver Star, Bronze Star, etc., received for valor, has undoubtedly succeeded in his assigned objective. He wounded, killed or in one way or another incapacitated the enemy. This veteran should be number one in line for benefits

or at least not denied benefits because he succeeded in his mission.

If, upon discharge, he takes up his duties as a productive civilian, bypasses unemployment benefits, does not go to school under appropriate bills, then he has nothing to declare for some states tax exemption. If he dies, his widow's income is restricted to a poverty level before he is eligible for VA funds. He is given a lower rating for federal employment than a veteran that, for one reason or another, is disabled.

Let us never forget the disabled veteran. By the same token, let us not penalize this man who just plain did his duty and asked for nothing in return but equality.

DANIEL J. O'KEEFE
West Islip

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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. Extensive 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.

CLINICAL WAYS TO CONTROL ASSAULT

By Kenneth Schept

"Basically the patient can hit somebody and then say he's crazy; and then what do you do? The patients, in a sense, get away with it because they're not held accountable."

The remark was made by Peter Crain, a psychiatrist, in charge of the secure ward at Bronx Psychiatric Center. He consults throughout the hospital on issues involving assaultive patients.

Dr. Crain noted that if the reverse happens, if a staff member is accused of striking a patient, he may be brought up on charges, dismissed, and prosecuted.

What can be done so that patients do not "get away with it?" After an assault by a client against staff, the center's director considers how best to respond to the situation; whether seclusion, increased medication, restraint, or perhaps criminal charges are called for, in the best interests of the other patients, the staff, and the assaultive client.

An overriding consideration in making that decision should be how to best teach the assaultive client that such behavior will not be tolerated. That lesson is important for the smooth functioning of the center, for the rehabilitation of the assaultive client, and for the success of the state's plan to move patients and residents back to the community. A basic notion for clients to learn, if they are going to survive outside the institutions, is that assaultive behavior will lead to institutional confinement of a different sort.

"My attitude is that patients should be held accountable for their behavior like anybody else," Dr. Crain said. "But the way our system operates, right now, if someone says they hear voices, that means they're not responsible. . . The great majority know what they're doing when they commit an assault. They may say that a voice told them to do it . . . but I have found that when patients have something to lose, they do control themselves."

Russell Barton, director of Rochester Psychiatric Center, said "The mere fact of being in this hospital doesn't relieve them [the patients] of responsibility. . . They know what they're doing, and they know the consequences of their acts."

In cases where criminal charges were justified, he would propose them, although there are many reasons why such action might not result in anything more than a few months detour before the patient was remanded back to the same ward from which he came.

When criminal charges are brought against a patient, they must first be sustained by the district attorney. If that happens, the patient is given a psychiatric review which could result in his being sent back to the hospital or to Mid-Hudson, the state's facility for the criminally insane. According to Dr. Crain, once at Mid-Hudson, "if he's manageable, meaning two or three months of no incidents, no problems, he's sent back here again. And he goes back to the original ward again. So it means rerouting him maybe about three or four months."

In the view of William L. Werner, director of Creedmoor Psychiatric Center, a repeated assaulter might be sent to

The approaches in developmental and psychiatric centers are different.

Mid-Hudson, not as punishment, but because the client needs a more structured situation. "I don't think we ought to build a reward-punishment system into assaults," he said.

In developmental centers the question of consequences after a resident assaults a staff member is approached differently than in psychiatric centers because, in the case of severely retarded individuals, an assault is not usually premeditated.

Chuck Soper, deputy director of Syracuse Developmental Center, said that "the assault problem . . . has really built up because of the severity of our approach in the past. With the new freedoms, we have not yet added in a full program for using these freedoms beneficially."

After an assault against a staff member at Syracuse Developmental, the therapy team reviews the resident's case and determines, "whether freedoms need to be limited, whether medication needs to be increased, whether different program attempts need to be instituted, if a move from one unit to another is warranted." The assaulted staff member might be encouraged to file criminal charges.

Limiting freedom could mean restricting the client to the unit, preventing him from participating in trips to the community, for example. Syracuse director George Buchholtz elaborated that the plan would have to be tailored to the individual client.

Pressing charges, he said, would not be appropriate in the case of a severely retarded resident. "On the other hand, a moderately retarded resident, who might not know that he should file an income tax return, for example, but knows that it's wrong to hit or choke somebody else, if he does this, then I would favor the employee pressing charges."

"We've had a case where such a resident spent a few weeks down in the local jail. And I think that his stay there was beneficial for him. . . If our residents do something which they know is wrong, they shouldn't be excused because they happen to be mentally retarded or handicapped," he said.

Workers at Brooklyn Developmental Center complained about a resident who repeatedly injured members of the staff. Last August he punched therapy aide Pearl Blake in the eye. Her head struck a door knob as she fell, and she was knocked unconscious.

The same resident picked up a television and threatened to throw it at another aide. The antenna broke, which made the resident furious, and he attacked the aide, biting him in the leg.

Workers complained that the resident, a 15-year old boy, was not held accountable, but rather indulged to keep him quiet. Brooklyn Developmental director Thomas Shirtz, said that the facility was not really built to handle the acting-out retarded, who might belong in a psychiatric center.

Craig Developmental Center director, Nadine Hunter, thought "It is perhaps a valuable lesson for a resident to learn that he is subject to the same rules that everybody else is . . . If he's mildly retarded and knows right from wrong, I see no reason why he shouldn't be brought up on charges."

Dr. Hunter said that for many of the residents the immediacy of losing a privilege, like having cookies in the afternoon, would have more impact than facing a court of law, with all the usual delays. When and if sentenced, the resident may have forgotten the reason for which he is being punished.

Also, Dr. Crain, sees as a problem the court's practice of putting insanity and responsibility "into the same bag." He suggests an initial hearing to determine guilt or innocence, with the question of sanity following only after culpability has been established.

"It says to the patient, look, you may have a mental problem, but you still did what you did, and you are responsible."

In October, 1976, South Beach opened a secure unit

In some cases, criminal charges are justified.



"My attitude is that patients should be held accountable for their behavior like anybody else. But the way our system operates now, if someone says they hear voices, that means they're not responsible."

DR. PETER CRAIN, psychiatrist, Bronx Psychiatric Center

"If our residents do something which they know is wrong, they shouldn't be excused because they happen to be mentally retarded or handicapped."



DR. GEORGE J. BUCHHOLTZ, director, Syracuse Developmental Center

After it is suggested that a certain patient belongs in the secure ward, he is not accepted until Dr. Crain and his colleagues consult with staff from that patient's ward to determine if there are ways in which the client could be better managed there.

"Those people who definitely can't be managed, despite everything that's been tried," are accepted into the secure unit," Dr. Crain said.

"The majority of patients can be handled on their wards," he said. The secure unit is for the most risky cases.

Once assigned to the secure ward, the patient is evaluated and assigned to one of five treatment steps depending on the level of risk. The patient goes up from step to step as he improves; each step involves greater freedom, until, having succeeded in step 5, the patient is ready to return to his regular ward.

"Patients do get better and they reach the point where they're at the higher steps and they really are in control of themselves," Dr. Crain said.

"The great majority of patients we've done this with don't come back to us. They do fine on their ward and we don't see them again," he said.

For the minority who return to their wards unsuccessfully, there is another program in the secure ward designed for long-term therapy.

At Rochester Psychiatric Center, director Russell Barton, has set up a different system for preventing the secure ward there from deteriorating into a place for disposing of difficult patients.

The professional staff must visit each patient on the secure ward twice a week. The patient who has been transferred to the secure ward remains the responsibility of the unit chief of the ward from which he was sent. If more than five patients from a particular ward are transferred to the secure ward, that unit chief must also assign one of his staff to the secure ward.

That measure, which could result in less staff on the regular ward, is a moderating influence on the number of patients that populate the secure ward.

One problem with using a secure ward, or a quiet area is that such isolation, really privacy, may be misinterpreted by the client as reward rather than punishment.

Mr. Soper described a situation which existed when he worked at Wassaic Developmental Center. The area where a resident went after being assaultive was more richly staffed and more private than the regular units. Consequently, residents were acting out to go there.

"You could go into a room and be by yourself, nobody bothered you. You didn't have to go to a program. You didn't have to go to school, or a workshop . . .," he said.

"One thing that we found out was that during the wintertime it was very appropriate to act out, because when you lived in the dormitory-dayroom complex, you had to go outside the building, walk through the snow to the dining-room in order to eat; but if you acted out and went into a nightgown, somebody else had to go over to the dining room and get your food and you could stay and watch television. And that was your punishment for having hit an employee," Mr. Soper said.

At Wassaic, another unanticipated condition which resulted from the establishment of this special ward, was that women assigned there were able to test the devotion of their boy friends, by the boy's willingness to trod through snow to come over for a visit.

The lesson was one reiterated by many of the directors: There are many reasons for assaultive behavior; if a response is going to limit such behavior in the future, it must be appropriate to the individual client.

John McCoy, a therapy aide at Bronx Psychiatric was assaulted last August and required a five-hour operation to repair eye damage. A patient attacked a crippled client, and started a fire. The ward of 34 patients and one aide, was evacuated. As Mr. McCoy moved a deaf client to safety, the patient who started the fire hit him.

The patient acted out in order to be sent to the secure ward, Mr. McCoy said, because it is quiet and less crowded there.

Mr. McCoy filed charges and the patient was indicted for assault. A court date has not yet been set. Last Thursday, Feb. 9, Mr. McCoy returned to work at Bronx Psychiatric for the first time since being hurt, six months ago.

(Next Week: More Clinical Views)

The response to an assaultive client must be appropriate to that individual.

Secure wards have been effective in many facilities.

which accepts patients from one segment of the center's catchment area.

A second secure unit is being considered. It is expected to have a deterrent effect on assaults against staff and other patients. When the first secure unit was opened, the impact of the units from which clients were drawn was "major," according to deputy director Patricia Oulton. Part of the impact was because the secure unit took over admissions. New arrivals went there first, for observation and diagnosis.

"What it comes down to is it's worked in cutting down the violence and agitation on the other two units," Ms. Oulton said.

"The reward and punishment is a big issue, a realistic issue. Patients have said, 'I can hit staff member, they can't hit back; if I hit another patient he'll hit me.'"

Ms. Oulton called the secure unit, partially punishment, partially a way of reducing stimulation for the patient. The unit is not effective for all patients. The decision on whether to use it must be made on an individual patient basis.

Thomas Bucaro, CSEA South Beach president, said, "really what you're doing is setting limits. If you set a limit for a child, you're not really punishing, you're just pointing out what reality is. It's a reality-oriented treatment: listen, if you do lose control, you're going to have to go to a different kind of setting."

James Siniscalchi, four years a therapy aide at South Beach, said that the facility needed a locked ward.

"The problem of assaults against staff is constant," he said, noting that on the ward where he works were several homicidal patients, including a man who went after his father-in-law and wife with a meat cleaver, and claimed that the Virgin Mary ordered him to kill a postman.

Thomas Lee, also a therapy aide at South Beach, was hit in the eye by a patient, while standing at the nurses station writing a report. As a result he suffered a lacerated cornea and a chipped nose bone.

"You read the charts of some of the patients, and you get a little nervous," he said.

There is no secure ward, no admission ward, and restraints are not used at Hutchings Psychiatric Center, Syracuse, where James Prevost was director before becoming Mental Hygiene Commissioner. Like South Beach, Hutchings is a newer facility which looks more like a garden apartment complex than a hospital.

Jane Miller, a registered nurse at Hutchings, had her knee dislocated by an assaultive patient last July. Her husband, David, was a therapy aide there until 14 months ago when a patient shattered his knee cap with an aluminum pool cue.

Dr. Prevost assigned one of his administrators, Donna LeFlore, to discuss these matters. She said that an incident review committee had been established, that staff should be wary when working on wards, and that the charge by workers that some of the problems came down to understaffing was wrong. "Most of the workers are college graduates," she said. "They have no idea what short staffing means."

According to Ms. Miller, the atmosphere at Hutchings is such that, "People can tear the place apart." Mr. Miller called Hutchings Psychiatric, "Disneyland."

At Craig Developmental Center there are "time-out areas," unlocked secluded rooms, where clients may be sent when they are overactive or seem about to become so.

Sending a resident to these areas requires written consent from the next of kin and possibly the resident.

"We treat it in the same way we would a surgical procedure," Craig director, Hunter said. "The time-out room can only be used for specific behaviors that we're trying to extinguish. It can only be used for a certain number of minutes. It can only be used if an employee is standing right there beside the door . . . We have found that it works very well in helping to modify behavior."

Roger Heath, director of Utica and Marcy Psychiatric Centers, said that those facilities share a locked unit that is secure and well staffed, where there are only 12 patients and always a minimum of three employees.

"We don't really know how we could cope without it," he said.

The most often repeated problem with setting up a secure ward is that it has a tendency to become a dumping ground where uncontrollable patients are seen, and forgotten about.

Manhattan Psychiatric Center director, Gabriel Koz, said that this was a concern of his as he and his staff considered the reestablishment of a secure ward at Manhattan. The last time a secure ward operated there, it was disbanded after its patients rioted, Dr. Koz said.

The possibility of a secure ward being misused should not prevent its establishment. Controls have been developed at some centers to monitor the secure wards and prevent them from deteriorating into "dumping grounds."

For example, Dr. Crain, in charge of the secure unit at Bronx Psychiatric, said that the following system has been effective:

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Latest State And County Eligible Lists

EXAM 36052
SR EMPLOYMENT INTERVIEWER
OPTION B
 Test Held May 7, 1977
 List Est. Nov. 25, 1977
 (Continued from Last Week)

- 182 Debonis T A Hudson Falls74.4
- 183 Mullady Frank J Kings Park74.4
- 184 Heisler Aaron E Yonkers74.4
- 185 Leventhal Alan Suffern74.1
- 186 Schaeffer M M Brooklyn74.1
- 187 Craig Darlene A Wyoming74.1
- 188 Walker Rhea Jean Dansville74.1
- 189 Rosa Jesus Bronx74.1
- 190 Schreck Wayne J Adams Center74.0
- 191 Meade Ruth M Cohoes73.9
- 192 Strobe John P Peru73.7
- 193 Abramsky Mark R Briarwood73.7
- 194 Winokur Daniel Glen Oaks73.6
- 195 Wheelock Ernest Kirkwood73.5
- 196 McGregor P A Hurley73.4
- 197 Rector David A Schenectady73.4
- 198 Sullivan John P Forest Hills73.3
- 199 Davanzo Alan H Brooklyn73.2
- 200 Elser Gary M Elmira73.0
- 201 Bruce Virginia Ballston Lk72.8
- 202 Innes William L NYC72.5
- 203 Lorenzo Robert Brooklyn72.4
- 204 Lofrese Thomas Wantagh72.4
- 205 Hoffman Leslie Albany72.4
- 206 Nugent Daniel W Troy72.4
- 207 Suarez Ricardo Dix Hills72.0
- 208 Edwards F G West Islip71.8
- 209 McGuire John A Brooklyn71.8
- 210 Deleo Robert AA Canandaigua71.7
- 211 Naftelowitz G A Brooklyn71.7
- 212 Schumer Irene Brooklyn71.5
- 213 Levitas Sharon Mount Vernon71.4
- 214 Schmidt F W Jamaica71.3
- 215 Istria Martine Rensselaer71.3
- 216 Carroll Eleanor Islip71.3
- 217 Moynahan George Bay Shore71.0
- 218 Eteng Rideoan R NYC70.7
- 218A Posnick Robert Brooklyn70.7

- 219 Cruz Avelino Bronx70.5
- 220 Ciacio C A Brooklyn70.4
- 221 Goldfarb Gail R Yonkers70.4
- 222 Pecoroni M A Batavia70.4
- 223 Kuperszid I Flushing70.4
- 224 GBaucum Paulette Englewood70.3
- 225 KKrasko Robert J Dolgeville70.2
- 226 Nowinski Robert Buffalo70.1

EXAM 90-002
SENIOR THRUWAY MAINTENANCE
SPECIALIST
 Test Held Dec. 14, 1977
 List Est. Dec. 16, 1977

- 1 Foland John Batavia97.1
- 2 Mesick Peter J Catskill83.0
- 3 Wilbert Clinton W Mamaroneck81.2
- 4 Benton Richard C Newburgh80.3

EXAM 27667
CHIEF, BUREAU OF STATISTICAL
SERVICES
 Test Held Sept. 10, 1977
 List Est. Dec. 16, 1977

- 1 Durovic Jerry J Clifton Pk93.0
- 2 Brady James J Albany91.0
- 3 Wilson William Schenectady88.0
- 4 Cohen Louis A Troy84.0
- 5 Hughes Dennis J Scotia77.0
- 6 Alvir Howard P Albany76.0
- 7 Berger Kenneth Plainview70.0

EXAM 36033
CAREER OPP IN PKS REC III
 Test Held March 19, 1977
 List Est. Dec. 19, 1977

- 1 Hamilton Edward Stony Pt103.3
- 2 Hamm William F Jamesville101.5
- 3 Geiss Michael J Staatsburg101.4
- 4 Pihlblad Daniel Randolph101.0
- 5 Lescinski J F Wantagh100.7
- 6 Oliver Don F Trumansburg100.2
- 7 Terrell Robert Trumansburg99.6
- 8 Harder Fred M Ancram99.3

- 9 Dyer Stephen L Castile94.7
- 10 Gonet Robert F Ithaca94.1
- 11 Carr James N Randolph94.0
- 12 Molander D Uniondale93.7
- 13 Kiemle Ernest A Fair Haven91.5
- 14 Murray William Liverpool91.4
- 15 Evans James A Yorktown Hts91.3
- 16 Breslin Thomas Warsaw90.6
- 17 McCoy David P Poughkeepsie90.6
- 18 Fowler Orion I L Rhinebeck89.9
- 19 Higgins Patrick Troy89.7
- 20 Stoddard Thomas East Berne89.4
- 21 Berke Stuart Clifton Pk87.5
- 22 Satterlee James Ballston Spa83.9
- 23 Miller Jesse W Trumansburg83.0
- 24 Johnson Paul E Colonie81.9
- 25 Randall Leon B Hamlin81.5
- 26 McClure Jeffrey Trumansburg81.3
- 27 Barkevich John Gloversville79.8
- 28 Walbroel Goswin Stephentown79.2
- 29 Lindberg C A Randolph79.2
- 30 Peterson W B Fayetteville78.7
- 31 Balbirer Susan Petersburg77.3
- 32 Mitchell C T AAlexandra Bay77.0
- 33 Blevins F H Huntgrtn Sta76.7
- 34 Lyons Thomas B Latham75.9
- 35 Heslop William Watertown75.7
- 36 Fagnon William Alpine75.4
- 37 Bednarski D Niagara Falls75.2
- 38 Iglar George H Sayville74.6
- 39 Huffer Robert N Saratoga Spg74.0
- 40 Vrooman Jan B Castile73.5
- 41 Violanti Dario Grand Island73.1
- 42 Gladstone R R Trumansburg72.9
- 43 Murphy Michael Saratoga Spg72.0
- 44 Redding Neil A Dewitt71.9

EXAM 36070
SR CIVIL ENGR
 Test Held June 18, 1977
 List Est. Sept. 1, 1977

- 1 Wells Paul T Glenwood93.6
- 2 Edwards Ronald Ballston Spa93.2
- 3 Laskowski J G Snyder93.0
- 4 Springer R N Cheektowaga92.8
- 5 Schellhammer A W Babylon92.4
- 6 Poulton Donald H Rome91.8
- 7 Skelly James F Syracuse91.3
- 8 Witte Frederick Schenectady90.1
- 9 O'Sullivan John Schenectady89.5
- 10 Farry Kevin D Cheektowaga89.3
- 11 Gragg James S Beacon89.1
- 12 Christian G A Rensselaer88.9
- 13 Zimmer Fred E Poughkeepsie88.8
- 14 Christen W AA Alden88.8
- 15 Lange David N Palmyra88.8
- 16 Kosmerl Francis Cheektowaga88.4
- 17 Tynan James F N Syracuse88.4
- 18 Moores Stephen N Hornell88.4
- 19 Griemsmann R W Poughkeepsie88.4
- 20 Babyak R C Troy87.8
- 21 Simpson Michael Floral Pk87.8
- 22 Hansen Robert Clifton Pk87.8
- 23 Rothschild R R St James87.3
- 24 Taylor Alan E Williamsvil87.3
- 25 Hearn Daniel G Cheektowaga87.1
- 26 Fellows Arthur Canandaigua86.8
- 27 Ferguson W R Watertown86.8
- 28 Mannigan W H Calcium86.4
- 29 Herd Richard J Kingston86.3
- 30 Quinn Thomas D Cohoes86.2
- 31 Martin Ralph J Watertown86.0
- 32 Vansantvoord P Nassau85.9
- 33 Burdick William Mechanicvil85.9
- 34 Labarge John S Pittsford85.9
- 35 Wohlscheid T E Delmar85.8
- 36 Coombs Arthur F Sauquiti85.8
- 37 Parsons Royal E Schenectady85.7
- 38 Fox Douglas V Loudonville85.6
- 39 McCallum Finley Hornell85.6
- 40 Hennessy R T Clifton Pk85.6
- 41 Burch Chester J Albany85.6
- 42 Terplak Stephen Altamont85.6
- 43 Traub Peter H AAshley Falls85.5
- 44 Baldwin John P Latham85.4
- 45 Kost Darrel J Lindenhurst85.2
- 46 Henkin Herbert Albany85.0
- 47 Scarozza Ernest Hamburg84.9
- 48 None
- 49 Miklitsch Frank Niagara Fls84.6
- 50 Krail Jesse A Poughkeepsie84.5
- 51 Stoddard Thomas East Berne84.4
- 52 Clarke Michael Nedrow84.3
- 53 Ford Jerome F Johnson City84.2
- 54 Graichen R Q Coram84.1
- 55 Meyer Richard W Clarence83.9
- 56 Papa Joseph J Vestal83.9
- 57 Sanderson A G E Greenbush83.8

- 58 Twardokus R Holcomb83.8
- 59 Donges William Kinderhook83.8
- 60 Frederick R H Schenectady83.8
- 61 Warner Edwin G Clinton83.6
- 62 Slaski Francis Bayville83.6
- 63 Hamm William F Jamesville83.6
- 64 Szanto Steven J Schenectady83.6
- 65 Besmertnik Paul Greenlawn83.6
- 66 King Peter G Roslyn83.5
- 67 King John M W Lebanon83.4
- 68 Allison Joseph Latham83.2
- 69 McCullagh Frank Guilderland82.8
- 70 Comins Charles Camden82.8
- 71 Smith Paul D Albany82.8

- 72 Limarzi John J Mahopac82.5
 - 73 Kurens Ervins Poughkeepsie82.4
 - 74 Rybarczyk K T West Seneca82.4
 - 75 Hill Ronald N Hampton Bays82.4
 - 76 Palumbo Dominic Wappinger Fls82.2
 - 77 Hennessy Carol Clifton Pk81.9
 - 78 Meli Frederick Tonawanda81.8
 - 79 Paddick John Endwell81.6
 - 80 Delvecchio G J Rochester81.5
 - 81 Gensinger D F Babylon81.4
 - 82 Medeiros Paul E Poughkeepsie81.3
 - 83 Harwell Edward Ballston Spa81.3
 - 84 Erechete R J Mechanicvil81.1
- (To Be Continued)

SHORT TAKES

ADL OPPOSES CIVIL SERVICE CHANGES

Political patronage, coupled with race and sex discrimination, is making a comeback to destroy the concept of merit in federal civil service, the Anti-Defamation League of B'nai B'rith has charged. According to ADL, the Carter Administration is proposing five changes in the civil service system that will establish quotas based solely on race and sex, and revive abuses of political allegiances which subvert fair competition. One plan for preferential treatment is to take effect as early as June, says ADL.

NO MEANINGFUL SCHOOL TAX REFORM

Despite Gov. Hugh Carey's publicly declared commitment to increased school funding, preliminary reports of his actual state budget proposal promise "meaningless political handouts instead of meaningful school tax reform and funding proposals," says the 25,000-member New York Educators Association. "While the Carter Administration," said NYEA president Ed Robisch, "is proposing—in this non-election year—the largest increase in federal aid in the last eight years, Governor Carey, who is facing re-election, is proposing an increase that doesn't even come close to keeping up with inflation."

WORKERS HELP GOVT. SAVE MONEY

Federal employees' suggestions saved the government \$319.4 million during 1977—an amount equal to the average income taxes of 172,000 Americans—according to U.S. Civil Service Commission statistics. More than 56,000 employee suggestions were implemented and more than 150,000 employees received honorary or cash awards. Their achievements have meant increased productivity, advancements in science and medicine, and enhancement of the nation's security, and improved service to the public, say commission officials.

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Say Snow Crews Excelled

(Continued from Page 2)

the areas that sent crews to Long Island. Fred Wager, resident engineer there, said, "They did a great job here, then went on to Long Island. I think they deserve a pat on the back."

Another example of one area helping the other during the storm is Montgomery County, west of Albany, which sent 50 men and equipment to the neighboring City of Amsterdam.

Cleaning up after the storm involved problems upstate also. Mike Kalica, from the Albany area said, "This is the biggest snow storm I've seen in 16 years of working for the state." According to John Petrecki "Thirty to 40 mile winds made visibility poor. At times it was impossible to continue."

Once the upstate clean-up was well under way, the following counties were among those sending men and equipment to Long Island: Albany, Essex, Greene, Rensselaer, Saratoga, Schenectady, Warren. A total of 20 men and 27 pieces of equipment were assigned from the Albany area.

Henry Epstein, a DOT worker from the Katonah yard, said that everyone worked around the clock, "but nobody was complaining."

DOT Commissioner William Hennessy toured Long Island on Thursday and praised the job

the men had done. He compared the progress there to that in Massachusetts, which had suffered about equally in the storm, but, according to the Commissioner, had not done an equally effective digging out job.

One of the men working in Long Island's rescue and clean

up operation was Lennie Clemente, from the Central Islip DOT yard. He had been injured during the storm two weeks earlier, but worked for five days, including an emergency assignment to New York City, before going to a hospital to learn his foot had been fractured in two places.



DONATION

Mike Blasie, left, donates toys and check to Hope Town Home for Orphans supervisor John Arrowsmith, center. Mr. Blasie, past president of the East Hudson Parkway Authority Local 051 of the Civil Service Employees Association and currently the Local's delegate, runs annual golf tournament and donates proceeds to charity. Looking on is Parkway Authority executive director Ray Radzivila.

GO TO HEALTH

By WILLIAM R. WILLIFORD

Alcohol And Gasoline

If you have a teen-ager or two, I do not have to spend much time giving you examples of stressful situations.

Stress is junior taking his or your car to a "dynamite" party, assuring you that he will not drink and drive. Stress is having your phone ring that same evening at midnight while your son is still out.

You can't keep junior in his room until he is 21 or old enough to drink and drive responsibly. Besides, some of us are never old enough, as indicated by the fact that drunk drivers (those with a blood alcohol concentration of 10 percent or higher) cause 50 percent of fatal single-car accidents.

So what can parents and teen-agers do? The Alcoholism Council of South Bend, Ind., suggests that parents and teens enter into a drinking driver contract. They point out that many teens feel they have no alternative to driving home after they've been drinking if they want to avoid a hassle with their parents. Many parents feel the answer is laying down an absolute rule of no drinking, which most teen-agers do not obey.

An alternative is for parents and teens to work out together, in advance, a contract about drinking and driving. Both agree to take certain actions, for example:

Teen-ager: "I agree to call for transportation at any hour, from any place, if I am ever in a situation where I've had too much to drink or a friend or date who's driving me had too much to drink."

Parent: "I agree to come and get you at any hour, any place, no questions asked and no argument then or the next day. Or I will pay for a taxi to bring you home."

One arm, eye or life saved is what it is all about. I hope some families will give the contract a chance and I wish them well.



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Reform Survey

(Continued from Page 4)

the Civil Service Employees Association, commented that it seemed a most appropriate subject to pursue. "It will be a measure of how the people who are going to be most affected feel. As state employees and CSEA members (some of us) were concerned about the reforms and are anxious to play a part in it," he added.

The completed survey, offering a comparative study of the differing views among clerical, professional and institutional employees, will include a written report which will be submitted to the Civil Service Commission Council on Productivity where, according to Mr. Connolly, "it is hoped it will have some effect." The group expects to complete the survey by June.

Some of the questions to be asked concern the need for reform, the relevance of exams, the methods of promotion and feelings toward the various reform issues. In an effort to keep the report confidential no names of titles will be requested on the questionnaire.

Employees with good performance records are selected to participate in the annual training programs in which normal work duties are suspended to allow participants to work full time on various learning projects.

Other employees involved in the project are: E. Yvonne Harris, State University of New York at Brockport; Gladys Haugabook, Department of Labor in Jamaica; Ann Pociuk, Public Employment Relations Board in Albany; Carol E. Reff, Thousands Islands State Park Commission in Alexandria Bay; Truman Wallace, Department of Labor in Mineola, and Marion Wimbush, State University of New York at Albany Central Administration.

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Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area office. Requirements vary.

GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Title	*Salary Grade
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
Power Folder Operator \$8.31 per hour	
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Travel Clerk (Typing)	5

TRADES AND CRAFTS

No Written Test

Title	Title
Boiler Plant Operator	Refrigeration and A/C Equipment Operator
Chief Engineer (Ferryboat)	Ship Surveyor
Electrician	Welder
Master (Ferryboat)	
Ordinance Equipment Mechanic	

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 264-0422); 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)330-7671).

*The salary grades pay as follows: grade 2 pays \$7,035; grade 3 \$7,930; grade 4, \$8,902; grade 5, \$9,959; grade 6, \$11,101; grade 7, \$12,336; grade 8, 13,662; grade 9, \$15,090.

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INSTALLATION TIME

More Civil Service Employees Association locals are installing new officers. Above, CSEA's Suffolk County Local 852 president William Lewis swears in Corrections Officer Institute officers, from left, John Miklochik, Jean Conaty, Tom Gabriele, Susan Auer, Jerry Nightingale and Eric Nawin. Mr. Nawin is the unit president. At right, Mary Jane Slep and Sherman Graves, seated, and Hulbert and Joan Lynch pose with Tracy Barozzini, standing center, who installed them to their offices with the Wellsville CSEA unit. Mr. Graves is president.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period. By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone 488-4248; 10 a.m.-3 p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.



State Promotional Job Calendar

FILING ENDS FEB. 27

Asst. Dir. Environ. Consvtion., Law Enforc.	\$21,545
Dir. Land Resrcs. & Forest Mgm.	\$33,701

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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Southern Region Moves To Fill V-P Vacancy

Lennon Hails Professionalism In Rockland

By HERBERT GELLER

NEWBURGH — Steps to fill the vacancy among Civil Service Employees Association Southern Region III officers caused by the recent death of first vice-president John Clark were taken at a meeting of the Southern Region held at the Holiday Inn here Jan. 25.

Second vice-president Marie Romanelli, of New Paltz SUNY Local 610, was advanced by administrative action to the post of first vice-president and third vice-president Rose Marcinkowski, of Walkkill Correctional Facility Local 163, became second vice-president. The action, which was ratified by the Southern Region executive committee, leaves a vacancy for the post of third vice-president, which will be filled at a special election to be held in the spring.

The regional nominating committee, at the March 15 meeting, will announce candidates to run in the election.

In other action at the Jan. 25 meeting, Southern Region III president James J. Lennon commended the professional staff "for the excellent job they performed" in helping to win the 10-day Rockland County job action, which ended Jan. 7 with a three-year contract providing substantial salary increases.

Mr. Lennon noted that the strike was conducted in the coldest weather of the year, and pointed out that many women and old people had to walk the picket lines on freezing cold, rainy or snowy days. "This strike typifies the courage, fortitude and sheer determination of people of all ages that helped CSEA to win despite all of the obstacles against us," he said.

Praise for those who helped win the Rockland strike was also given by John Mauro, Rockland Local 844, president, who thanked everyone who helped in the successful effort.

President Lennon also announced the appointment of a new regional political action committee, with Donald Fullam, of Dutchess County Department of Transportation Local, as chairman. Other members are: James Winslow, Ulster County; Nellie Davis, retirees chapters; Earl Bivens, Sullivan County, Millicent De Rosa, Putnam County; Eva Katz, Rockland Psychiatric Center; Marshal Garner, Orange County; Eleanor McDonald, Carmine De Battista and Len Gerardi, Westchester County. Members are allotted on the basis of one PAC member for each three assemblymen in the county.

Discussions at the meeting also included the recent letter that was sent to Gov. Hugh Carey regarding pay for snow days, the threatened PST challenge against the CSEA by another union and the forthcoming delegates meeting planned in April.



CSEA vice-president James Lennon presides at regular meeting of Southern Region III, which he heads. Other officers in photo are treasurer Rose Mary K. Smith, left, and secretary Trisha Graf, both of Rockland Psychiatric Center Local 421. Southern Region occupies the seven-county Hudson Valley and Catskill Mountain area between metropolitan New York City and the Albany Capital District.



Southern Region first vice-president Marie Romanelli receives congratulations from Westchester Local 860's Carmine Lamagna, center, and Carmine DiBattista on her new position as Region's ranking vice-president.



Dutchess Local 814 secretary Helen McCullum takes notes to report back to Local members on action taken at regional meeting as Local 814 president Ellis Adams contributes to debate.



Region secretary Trisha Graf, right, takes time, during break in meeting, to huddle with Rockland Psychiatric Center Local 421's Eva Katz and Westchester Local 860's Janice Schaff.



Presidents of neighboring Rockland and Westchester County CSEA Locals exchange views of meeting. From left are Rockland Local 844's John Mauro and Westchester Local 860's Raymond Cassidy.



Hudson River Psychiatric Center Local 410's Peg Connors gestures emphatically to stress her point during discussion as Local president Madeline Mackey listens intently for delegate response.



East Hudson Parkway Authority Local 051 president Charles Zoffer listens with interest to opinions being expressed by Goshen Annex Training School Local 554 president Frank Mann as they chat prior to start of business session.



Rose Marcinkowski, newly elevated Region second vice-president, is attentive to Matteawan State Hospital Local 160 president Larry Natoli, right, and Green Haven Correctional Facility Local 158 president Ralph Schwartz.



Mid Hudson Local 009's Cy Katz speaks out during delegate debate as Local president Dan Greller looks pensive during regional executive council meeting last month at Holiday Inn in Newburgh.

(Leader photos by Ted Kaplan)

CSEA's Youth Movement

(Continued from Page 3)
 mailing lists by legislative district;

—developing questionnaires for polling the CSEA membership on important issues;

—assisting in the structuring of political-action and lobbying seminars;

—investigating the use of phone banks and telephone volunteers as a political campaign technique for the union;

—and compiling detailed information on the political make-up of each election district in the state and its incumbent and challengers, so that a clear picture may be drawn of the role CSEA members could play in each district.

Each intern has been assigned to several legislative committees whose meetings he will attend. In addition, each will check in periodically with other specific committees so that the union will be able to keep an eye on all important legislation this year.

The students and the committees to which Mr. Ryan has assigned them are: John D'Alessandro, a junior from Ronkonkoma—Senate and Assembly education. Mr. D'Alessandro worked on political campaigns in his home town, and hopes to go to law school.

—David Reilly, a junior from Levittown—Assembly mental hygiene and labor, and Senate civil service and pension. Mr. Reilly also hopes to attend law school.

—Steve Jerome, a senior from Cortland—Senate labor and Assembly ways and means and governmental employees. Mr. Jerome, another law school aspirant, is a veteran of several political

campaigns on the local, state and national levels.

—Jack Moran, a senior from Rensselaer—Senate finance and mental hygiene and Assembly and Senate health. Mr. Moran, who has worked on state and local political campaigns, hopes to become a legislator himself.

"These interns will be a great help to us," Mr. Ryan said. "This year will be the real test of the strength of our political action

program, with all the statewide legislative seats being contested. We want to have as great an effect as possible on those elections and on the passage or defeat of public-employee-related legislation, and the interns will help us move toward that goal."

Mr. Ryan noted that the four students were chosen in consultation with Michael Ruberti, chairman of the political science department at Siena College.



Assemblyman Lloyd Riford, Jr., Republican from the 125th District in the central part of the state, with Cortland senior Steve Jerome.



Republican Assemblyman George A. Murphy, from district 12, Nassau, with David Reilly, a junior from Levittown.



Senator Cesar Trunzo, left, a Republican from Suffolk's third district, with John D'Alessandro, a junior from Ronkonkoma.

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 Aid 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	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Variotype 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 Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

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

U.S. Wants Women, Minority Managers

The U.S. Civil Service Commission says it is trying to ensure that women and minority candidates are considered for 40 federal career managers jobs in the fourth Federal Executive Development Program (FEDP-IV).

A two-year, part-time program beginning Aug. 7, FEDP-IV will include formal training at the Federal Executive Institute in Charlottesville, Va., a series of developmental executive assignments, and special seminars or follow-up sessions. It is for career managers who have demonstrated high promise for assuming executive responsibilities, say officials.

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.

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.

Highway Reps

ALBANY—The state Civil Service Department established an eligible list for highway safety program rep on Oct. 24, 1977, as the result of a June 4, 1977, open competitive exam. The list contains 36 names.

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Tioga CSEA Local Signs 3-Year Pact

OWEGO—A spokesman for the Civil Service Employees Association has announced a 3-year contract is now in effect between Tioga County and the CSEA, which represents more than 180 Tioga County employees.

Both sides arrived at a tentative agreement Oct. 21, after six months of negotiations and three mediation sessions. CSEA members formerly ratified the contract Nov. 9. Representatives for Tioga County voted acceptance on Dec. 30.

James Corcoran, CSEA field representative, and George Sobiek, president of Tioga County Local 854, negotiated the 3-year pact that includes 0.45 percent increase on the first \$11,000 the first year. In addition, employees will have a salary schedule allowing for 12 pay grades rather than the present 8. Highway department employees will earn an additional 30 cents per hour. In return, employees, other than those in the Highway Department, will give up summer hours, and public health employees will not be required to wear uniforms.

The second contract year will include a percentage increase in salary and minimums and maximums on the salary schedule reflected by the National Consumer Price Index for the period between June 30, 1977, and June 30, 1978, on the first \$11,000 of salary. Highway Department employees shall receive a cost-of-living increase on hourly rates, plus an increase of 5 cents per hour. The mileage reimbursement rate will be 14 cents per mile. Another significant addition to the second contract year will be the introduction of a limited agency shop clause. The employer will make automatic deductions from the salaries of employees hired on or after Jan. 1, 1979, the amount to be equivalent to dues paid by CSEA members. Second-year terms also call for an 'on call' pay increase to \$12 per day.

In the third year, employees can expect a percentage CPI increase based on the period be-

tween June 30, 1978, and June 30, 1979, on the first \$11,000, with minimums and maximums on salary schedules raised accordingly. Highway Department employees will receive an actual cost-of-living adjustment on the hourly rate, plus an increase of 5 cents of the hourly rate. Mileage reimbursement rates will increase to 15 cents per mile and 'on call' pay will increase to \$13.50 per day. New dental benefits now include full coverage for

the individual employee, plus a 50 percent contribution by the employer for dependent coverage.

Commenting after the membership ratification vote, Mr. Corcoran said, "We (CSEA and the Tioga membership) are gratified the agreement has been reached. These new salary increases have narrowed—but not closed—the wide gap between Tioga County employees and public employees in similar counties. The increases were long overdue to just meet the high cost of living. After all, a loaf of bread in Owego is priced the same as the loaf in Ithaca or Binghamton, but there's a world of difference in the county salary structure.

We fought to raise the salary standard and, after six tough months of negotiating, our people won some well-deserved benefits," Mr. Corcoran concluded.

Map Communications For 'Scattered' Local

By DEBORAH CASSIDY

ALBANY—Carl Hienstra, recently elected president of the Capital Region IV Executive Local of the Civil Service Employees Association, and William Lochner, Region IV field representative, have undertaken the task of strengthening and forming a more cohesive Local through improved communications.

"Effective communications are important in any area of the CSEA," said Mr. Hienstra, "but are even more essential for this Local, which is comprised of 15 state bureaus and agencies scattered throughout the City of Albany."

According to Mr. Lochner, problems have resulted, in the past, because there is no massive concentration of employees in any one spot. "No single agency has enough members to be a Local in and of itself. So they must be pulled together as one so that we don't have any members at large. Such a setup is unique within the CSEA."

Measures are being taken to insure that each unit has at least one representative and an alternate to attend Local board of

directors meetings and to report back to the members. Other measures to keep members informed include the increased use of mailings and bulletin board announcements.

The bureaus and agencies making up the Executive Local are: Aging, Crime Victims Compensation, Energy, Cable Television, Military and Naval Affairs, Banking, State Board of Equalization and Assessment, Housing, Human Rights, Economic Development Board, State Consumer Protection Board, Veterans Affairs, Racing and Wagering, Elections, New York State Urban Development and Parks and Recreation for employees outside a 10-mile radius from the City of Albany.

The various units have reacted favorably to our efforts, and we hope to continue in the same manner," said Mr. Hienstra.

Win Reinstatements On Charge Layoffs Followed Unionizing

HOOSICK FALLS—As the result of an improper practice suit filed with the Public Employment Relations Board, two Village of Hoosick Falls workers, represented by the Civil Service Employees Association, have been reinstated to their positions after being laid off since early August.

In addition, William Lochner, Region IV field representative, said that the Village has been ordered to pay the employees for half the cost of medical insurance premiums that they paid themselves during the lay-off period.

In filing the suit, Mr. Lochner charged that Thomas Bass, president of the unit, and John Mahar, a union officer, were laid off for their involvement in the union, which had only been instituted in the Village since January 1977.

With layoffs being unprecedented in the Village employment history, according to Mr. Bass, the employees were suddenly let go for what the Village Board termed fiscal reasons.

Commenting on the CSEA victory, Mr. Lochner said, "This demonstrates perseverance on the part of the employees and the union. The CSEA was instrumental in the rehiring and compensating of the two employees."

He added that the CSEA ex-

pects a speedy settlement of current contract talks, which had been going on with the Village Board at the time of the layoffs.

Otsego Local Honors King

COOPERSTOWN — Civil Service Employees Association field representative Ronald King was honored by Otsego County Local 839 at a holiday gala recently.

Mr. King, whose mother, Dorothy King, is a member of the CSEA Board of Directors and second vice-president of Metropolitan Region II, includes Otsego within the CSEA Locals that he serves.

Local president Mabel Wannamaker praised Mr. King for "his untiring efforts on behalf of the members."

Included among the large turnout of members and their guests were Central Region V president James Moore and his wife, Kathy, who were guests of honor at the event.

Erie Local Wins Victory In Securing Job Titles

CHEEKTOWAGA — Erie Education Local 868 president Jack Schlenker said that a major victory had been won when the County agreed not to place recipients of federally-funded youth jobs into titles already in existence.

The County originally planned to fill regular job titles, Mr. Schlenker said. The union objected to that plan. About 100 federally-funded jobs for peo-

ple 16 to 21 are to be created.

The County agreed to the union's demands on Jan. 19, during a meeting between county officials and Mr. Schlenker, Local first vice-president Dolores Toncheff, Lackawanna unit president Bob Tasseff, and Western Region VI president Robert Latimer.

"Now we want input into the CETA program," Mr. Schlenker said.

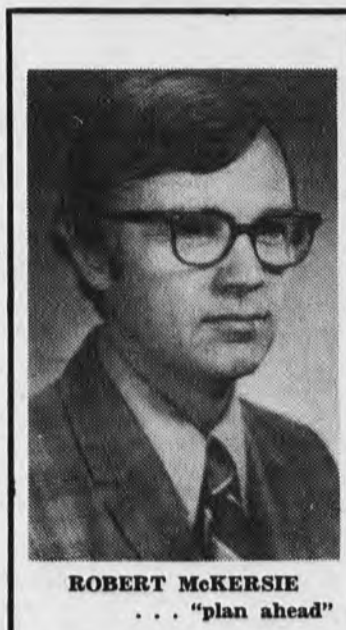
Continuity Of Employment Committee: Part III

ALBANY—The Civil Service Employees Association-New York State Continuity of Employment Committee has just released a study called, "The Warwick Experience," on the 1976 transfer of the Warwick Training School in Orange County from the state's Division of Youth to the Department of Correctional Services.

The number of eliminated positions and lost days is the subject of this study.

The Warwick experience began with the formation of a task force consisting of representatives of the Division of the Budget, the Civil Service Department, the Division for Youth, the Department of Correctional Services and the Governor's Office of Employee Relations, with a representative of the Governor's office as chairman. Yvonne M. Perret, who wrote the article, noted that the "membership of such high-ranking officials gave the task force a special 'clout.'"

CSEA received a six-month



ROBERT MCKERSIE
... "plan ahead"

notice of the impending transfer, as was mandated by a now defunct 1976 law. Also, well before the transfer, the Correctional Services Department established a Citizens Advisory Council con-

sisting of citizens organizations, local officials and citizens.

The task force divided the permanent staff at Warwick into three groups, each with different needs for the ensuing transfer. These groups were paraprofessionals, those workers easily transferable to the Correctional Services facility, and those workers not easily transferable to the new department.

For paraprofessionals who worked as Child Care Workers and Youth Division Aides, there were no comparable jobs in the Correction Department. The solution for these employees was to establish the title of Correction Program Aide, a solution that was only possible with the approval of the Division of the Budget. "As a result of this cooperative effort," Ms. Perret states, "19 paraprofessionals became aides at six Department of Correctional Services facilities within 33 miles of Warwick, thus avoiding the need for them to relocate."

Another effort in the experiment saw the Civil Service hold a special Correction Officer exam at Warwick one month before the facility closed. "A number of Warwick employees passed this test and became Correction Officers," according to Ms. Perret.

"One special aspect of the Warwick experience was the ability of the agencies involved to look beyond their own needs and the scope of their own programs. The usual agency parochialism was non-existent."

While many employees, mainly support staff and clerical and administrative workers could transfer to similar positions with the correctional facilities, the Correction Department could not afford to add these workers to their budget until the new year, beginning April 1. That left one payless month.

The solution was to employ the workers at the correctional facility beginning in March, to furlough them back to the Divi-

sion for Youth for a month without pay, and to have the Division for Youth pay them for that month.

The final tally looked like this:

"Of the 142 employees affected by the changeover, only one was not offered an option for placement. Eighty-nine workers (63 percent) were transitioned to the Department of Correctional Services; of these, 63 remained at the Warwick site. 26 individuals (18 percent) were absorbed by the Division for Youth facilities. Five persons chose to retire and four resigned. Only 15 workers (11 percent) were laid off or terminated because of the changeover, primarily as a result of their own choice not to travel."

Robert B. McKersie, chairman of the Continuity of Employment Committee, noted, "The extent to which we can get state employers to plan ahead will be a measure of our success." The Warwick experience was a good example of that.