

# Civil Service LEADER

America's Largest Newspaper for Public Employees

*Joe Coulter*

## Alcohol Units

— See Page 5

Vol. XXXVII, No. 49

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### BRIEF SOUTHERN REGION ON PENDING COURTS SWITCHOVER

Court employees within Southern Region III of the Civil Service Employees Assn. query Ethel Ross, left, about how state takeover of court systems will affect them. Ms. Ross, the CSEA director representing Judicial employees, has been leading discussion groups throughout the state in order to keep court employees informed on the changes from county to state jurisdiction, slated to phase in on April 1. Here she answers questions from Herman Rosenfield, of the Supreme Court in White Plains; Martin Sharp, of the Supreme Court in White Plains, and Lynne Dore, of the Family Court in White Plains. (Other coverage on Page 16.)

## PERB Decision Keeps Rockland CSEA Whole

ALBANY—The full Public Employment Relations Board panel has determined that the Rockland County unit of the Civil Service Employees Assn. should not be fragmented.

PERB thus upheld the original decision issued in the matter last summer by PERB director Harvey Milowe.

In question was whether the nurses and probation investigators employed by Rockland County should have their own bargaining units. PERB ruled that these employees should remain with the Rockland County CSEA unit, which has represented county employees for more than eight years.

The board found that the CSEA bargaining unit, which represents about 1,800 workers, satisfies all the legal requirements for a bargaining unit as

set forth in state law. These include: a "community of interest" among the employees in the unit; compatibility with the responsibility to serve the public; and consistency with the administrative convenience of the public employer.

PERB found that "No good reason has been shown for not continuing the existing unit." Nurses and probation investigators number about 140 together.

An outside union, the Service Employees International Union, had wanted the unit to be split.

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- Charge Improper Practice At NY Psych Institute —See Page 15
- Conditions 'Deplorable' At Manhattan PC —See Page 15

## Nominating Group Selects Statewide Candidate Slate

ALBANY—Theodore C. Wenzl, statewide president of the Civil Service Employees Assn., and William McGowan, executive vice-president, have been named by the union's statewide nominating committee as candidates for president in the upcoming elections.

Dr. Wenzl, of the Albany suburb of Delmar, is completing an unprecedented fifth term as CSEA president, while Mr. McGowan, of Orchard Park, near Buffalo, is completing his first term as executive vice-president.

In a contest for the executive vice-president seat being vacated by Mr. McGowan, the committee nominated two long-time CSEA activists, Thomas McDonough, of Albany, and Joseph Lazarony, of Averill Park. Mr. McDonough is currently chairman of the CSEA's State Executive Committee and is a former statewide executive vice-president and acting statewide president. Mr. Lazarony, the Rensselaer County representative on the union's Board of Directors, is a former CSEA County Executive Committee chairman and county chapter president.

In the remaining contests for statewide offices, the nominating committee selected incumbent secretary Irene Carr, of Oneonta, and Judith Burgess, Ontario County representative on the Board of Directors and secretary of Western Region VI. For treasurer, the nominees are incumbent treasurer Jack Gallagher, of Mohawk, and John Hayden, of Howard Beach, of the State In-

(Continued on Page 9)

## Nominations By Petition In Order Now

ALBANY—Individuals not officially nominated for statewide offices or departmental representative positions in the upcoming Civil Service Employees Assn. elections

(Continued on Page 9)

### PETITIONERS?

Since The Leader is aware that a number of people intend to circulate petitions to be placed on the ballot for CSEA statewide elections this spring, we will offer a special service to aid union members in recognizing these candidates.

Any petitioner for statewide office, including the State Executive Committee, may supply us with a photo and very brief resume—no more than 75 words. We must receive such information by March 16 in order for it to appear in the March 25 edition of the paper.

## State High Court Upholds 2½-Year Thruway Accord

ALBANY—The legality of a two and one-half year contract between the Civil Service Employees Assn. and the New York State Thruway Authority was upheld last week by a State Supreme Court justice in Albany. Justice Harold Hughes approved a motion by CSEA attorneys to dismiss a suit that had been brought by a union local president seeking to have the contract nullified.

The suit seeking to overturn the contract was brought by Lewis Lingle, president of the New York Division CSEA Thru-

way local. That suit became a loyalty situation when it became known that Mr. Lingle utilized the services of a rival union's law firm to bring the suit against the CSEA.

The new two and one-half (Continued on Page 16)



DR. JAMES COHEN

... to study deinstitutionalization

## Mental Hygiene Consultant Hired

ALBANY—The Civil Service Employees Assn. has hired a consultant on policy issues pertaining to mental hygiene and retardation, especially the problems of deinstitutionalization.

The CSEA hired Dr. James Cohen, professor of psychiatry and community health at Albert Einstein College of Medicine in the Bronx. Dr. Cohen is also acting director of the Center for the Study of Social Policy, a federally funded research and training program for human service professionals.

He has published a number of articles on mental hygiene and social policy, and has conducted extensive research in this field.

(Continued on Page 9)

*Don't Repeat This!*

April 1: Day Of Reckoning

### Which Will Give? Budget Or Workers

THE WEEK'S DELAY in the filing of the fact-finders' report brings an aspect of the (Continued on Page 6)

# File Now For 17 State Promotional Exams

**ALBANY**—The State Civil Service Department has opened filing for 15 promotional titles until March 28 and two more until May 9.

The following jobs have March 28 deadlines and May 7 written tests:

**Senior medical records clerk** (exam no. 36-057) at the G-8 level is open to all New York State employees with at least three months' clerical experience. The written exam will cover medical terminology, supervisory practices and interpretation of written material, and arithmetic.

**Radio dispatcher** (36-049), which pays \$10,214, is open to Thruway employees with at least one year's clerical experience. The exam will cover radio operation, rules and regulations and clerical aptitude.

Public Service Department employees can file for several titles. Gas and petroleum in-

pector is open at the G-14 level (36-042), the G-17 level (36-043), the G-19 level (36-044), and the G-21 level (36-045). The positions are in New York City, Albany, Syracuse and Buffalo. Applicants need one year's experience in the field at one level below the level sought.

Also open to public service employees are **principal engineering technician (electric)** at the G-15 level (36-040), which requires one year's experience as electric inspector or senior electric inspector, and **chief electric complaint technician** at G-19 (36-041), which requires one year's experience as a principal engineering (electric) or a senior electric inspector.

Labor Department employees can apply for **senior unemploy-**

**ment insurance claims examiner** at G-18 (36-009) if they have six months' experience in a related title. They can also apply for **senior employment interviewer** at G-18 (36-052).

**Senior professional conduct investigator** at G-18 (36-036) and **supervising professional conduct investigator** at G-23 (36-037) are open to Education Department employees in related titles.

Department of State employees with one year's experience as **license investigators** can apply for higher levels. Level II at G-18 (36-046), level III at G-21 (36-047), and level IV at G-24 (39-179) are open. Level IV has an oral test.

There is a May 9 deadline and June 18 written test for **senior attorney** at G-24 (36-179), and

**associate attorney** at G-28 (36-180). All state employees with related experience may apply. Almost all vacancies are in Albany and New York City.

For further information contact your agency personnel office or the State Civil Service Department (see page 15 for addresses.)

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## No Jobs Lost By Transfers At Warwick

**WARWICK**—The efforts of chapter officers, rank-and-file members and staffers of the Civil Service Employees Assn. resulted in the orderly transfer to new jobs for every permanent employee of the Warwick Training Center when the center was transferred to the jurisdiction of the Department of Corrections Feb. 24.

Of the 133 employees of the Division for Youth facility at Warwick, not one permanent worker lost employment as a result of the transfer.

"Our primary concern was for the continued employment of the CSEA members there," said union collective bargaining specialist Jack Conoby. "But we had many factors to take into consideration as well, such as the continued welfare of the boys who were the residents at Warwick. I feel that, thanks to the efforts of Warwick chapter president Sol Williams and CSEA field representative Felice Amodio, we have achieved what could be a model for the transfer of any state agencies in the future."

Most of the Warwick employees will remain at that facility as employees of the Correction Department, Mr. Conoby said. Other workers took jobs at such nearby state facilities as Letchworth Developmental Center or the Goheen Annex.

The employees transferred to the Corrections Department will actually be carried on the payroll of the Division for Youth until March 31, Mr. Conoby said.

Mr. Conoby and Mr. Williams began holding meetings with officials of the state Office of Employee Relations last fall in

(Continued on Page 13)

In the official Environmental Protection Agency 1977 Gas Mileage Guide, the

# U.S. GOV'T. REPORTS:

The VW Rabbit has better fuel economy than:

EPA Estimated Fuel Economy (MPG)		
	City	Highway
American Motors - Gremlin	18	24
Hornet	18	23
Pacer	18	23
Buick - Skyhawk	19	26
Skyhawk	18	25
Cadillac - Seville	14	19
Chevrolet - Camaro	17	22
Monza	21	28
Nova	18	23
Vega	21	28
Ford - Maverick	18	24
Mustang II	21	29
Pinto	23	32
Thunderbird	15	19
Lincoln-Mercury - Bobcat	23	32
Comet	18	24
Mazda - Cosmo	18	26
RX4	18	26
808	23	30
Oldsmobile - Starfire	21	28
Pontiac - Firebird	17	25
Ventura	21	29
Toyota - Celica	22	29
Corona	22	29
<b>VOLKSWAGEN RABBIT</b>	<b>24</b>	<b>33</b>

No need to list all the cars that are bigger than compacts—the Rabbit beats them all in fuel economy.

EPA estimates with automatic transmission. Actual mileage may vary depending on how and where you drive, your car's condition and optional equipment.

The VW Rabbit has more trunk space than:

Interior Volume Index/Trunk (Cubic Feet)	
American Motors - Gremlin	9
Hornet	11
Pacer	11
Buick - Opel by Isuzu	9
Skyhawk	10
Skylark	14
Cadillac - Seville	13
Chevrolet - Camaro	6
Chevette	9
Monza	8
Nova	14
Vega	10
Datsun - B-210	12
F-10	14
Dodge - Colt	7
Ford - Maverick	12
Mustang II	8
Pinto	8
Thunderbird	14
Lincoln-Mercury - Bobcat	9
Comet	12
Mazda - Cosmo	10
RX-4	11
808	10
Oldsmobile - Starfire	10
Plymouth - Arrow	10
Pontiac - Astre	10
Firebird	7
Sunbird	7
Ventura	14
Subaru - Subaru	11
Toyota - Celica	8
Corolla	10
Corona	10
<b>VOLKSWAGEN RABBIT</b>	<b>15</b>

The VW Rabbit has more interior space than:

Interior Volume Index/Passenger (Cubic Feet)	
Buick - Opel by Isuzu	78
Skyhawk	79
Chevrolet - Chevette	76
Monza	79
Datsun - B-210	66
F-10	71
Dodge - Colt	74
Ford - Mustang II	72
Pinto	77
Lincoln-Mercury - Bobcat	77
Mazda - Cosmo	73
RX-4	72
808	67
Oldsmobile - Starfire	79
Plymouth - Arrow	73
Pontiac - Sunbird	79
Subaru - Subaru	72
Toyota - Celica	72
Corolla	76
<b>VOLKSWAGEN RABBIT</b>	<b>80</b>



Who are we to argue?

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# Hope To Save MH Jobs

ALBANY—The chairman of the Civil Service Employees Assn. political action committee, expressed optimism last week that many Mental Hygiene jobs on the Governor's budget chopping block will be saved by the Legislature.

Martin Langer, who also serves as president of the CSEA's Rockland Psychiatric Center chapter, said the Governor's proposed \$60 million cut in the Mental Hygiene budget would mean 1,500 layoffs.

He said, however, that he had explained the CSEA view to various legislators in individual meetings, and that they were responsive.

"After explaining our position, and coming up with true facts and figures, which were mysteriously missing or erroneously stated in Governor Carey's budget," he said, "both the Senate Finance and the Assembly Ways

and Means staffs agreed with us that this budget needs to be drastically revised.

"I would not be surprised if many of the jobs slated to be cut were put back into the budget before it is voted upon by this legislature," he said.

Mr. Langer made his remarks after attending a hearing on the proposed Mental Hygiene budget, conducted jointly by the Senate Finance Committee, the Assembly Ways and Means Committee and the Joint Senate and

Assembly Committee on Mental Hygiene.

Mr. Langer said he had received favorable responses from legislators from both sides of the political aisle. He cited, as examples, Republican Senator John Marchi, chairman of the Finance Committee, and Democrat Senator Linda Winkow, from his own home district.

Some 100 of the projected 1,500 layoffs are slated for Mr. Langer's own institution, Rockland Psychiatric Center, where he is director of education.

"These jobs are vitally needed at a time when our state institutions are in danger of losing their accreditation and, subsequently, their federal funding, because of understaffing.

### Governor's Credibility

"I think, as a result of our meetings with legislators," he continued, "the credibility of the Governor's budget was taken down a few pegs."

Mr. Langer also expressed satisfaction that Mental Hygiene Commissioner Lawrence Kolb had been intensely questioned by the legislative committees, and had agreed to review the proposed budget and come up with new projections on what the cuts would actually mean.

## McDermott Queries State Leaders At Health Forum

ALBANY—Separation of health care discussion from other bargaining discussions was recommended by Civil Service Employees Assn. vice-president Joseph McDermott at a recent forum on health care sponsored by the Group Health Insurance Inc.

"Is management concerned with health care only during negotiations?" he asked. "Health care discussions and improvements should be separated from the bargaining sessions in order that they may become an ongoing line of communication for improvements and cost savings."

Mr. McDermott, who heads the CSEA's Capital Region IV, was one of several prominent state and community leaders who participated in the forum concerning rising health costs.

Panel members addressed by Mr. McDermott were Lieut. Gov. Mary Anne Krupsak, Albany County Executive James Coyne, Albany Mayor Erastus Corning and Assembly Minority Leader Perry Duryea.

The CSEA officer noted that he spoke with the expertise of a state worker covered by a health plan that is fast becoming too costly for what it provides.

Mr. McDermott asserted, by use of a series of rhetorical questions, that all levels of government would benefit through the greater productivity of healthy employees, and that governments should, therefore, be more interested in health care instead of shrugging it off as a responsibility of unions.

"What happened to the patterned health care plans of two decades ago?" he continued, "and why haven't they kept pace with the change in technologies and cost factors as the patterned health care plans of the steel, electronic and automotive in-

## Duffy Charges State Violates Contract On Island MH Transfers

HUNTINGTON—"Personnel decisions are being made by the State Department of Mental Hygiene and we are not being informed," Betty Duffy, president of the Pilgrim Psychiatric Center chapter of the Civil Service Employees Assn., said at a recent Long Island Region meeting.

Ms. Duffy, a statewide CSEA Mental Hygiene representative, reported to the region after a Feb. 23 meeting with Dr. Lawrence Kolb, commissioner of Mental Hygiene. Ms. Duffy; Robert Guild, CSEA collective bargaining specialist; Joseph LaValle, Suffolk Developmental Center CSEA president, and Ben Kosiorowski, also a Mental Hygiene representative from Pilgrim Psychiatric Center, were informed at the meeting with Dr. Kolb that there would be major transfers of patients and personnel in Long Island mental institutions after they had been told earlier that no transfers were planned.

"I was holding on the phone to Albany while Bob Guild got John Laggert, the manpower director for the state, on the phone and asked him about the rumors we were hearing about transfers. Laggert told us then that there was nothing to it. That was a week before we were told by Dr. Kolb that the transfers

were not only planned but a fait accompli," said Ms. Duffy. "It's clear that the state is either lying to us or just doesn't give a damn about the employees or both. It's a clear-cut violation of the labor-management clause in our contract and an example of state arrogance," she added.

Following the meeting with the CSEA committee, the Mental Hygiene Department announced that a series of transfers of patients from one Long Island state mental hospital to another would happen this month. According to the plans many adolescent patients from Northeast Nassau Psychiatric Center, presently located on the grounds of King's Park Psychiatric Center, are being transferred to Pilgrim Psychiatric Center under the authority of Central Islip Psychiatric Hospital.

"It is an impossible mess to administer," commented Danny Donahue, Central Islip CSEA president.

The state claims that technically the move was not a transfer because Hock is now Northeast Nassau. "It's as if they were moved from one building to another on the same grounds," a state official said last week.

"What bothers us here on Long Island, where we have the lion's share of the state's Mental Hygiene employees, is that we're not being told what's happening until we read it in the papers. And we have never been informed by our own Albany headquarters either. Apparently the State is not talking to us. I'm instructing our attorneys to start proceeding with an unfair labor practices suit against the State for the violation of our contract agreement covering exchange and discussion of policy changes like these," Irving Flaumenbaum, Region I president, commented after hearing Ms. Duffy's report.

In the meantime, a March 7 meeting with David Reynolds, director of the Long Island Mental Hygiene region for the state, and his personnel and business staffs was arranged by the CSEA to discuss the transfers.

## Hornell Hosts Region VI Pre-Convention Meeting

CHEEKTOWAGA—Western Region VI of the Civil Service Employees Assn. representing over 40,000 workers in Western New York will hold a pre-convention conference at the Coachlight Inn, Hornell, March 11 and 12, according to Robert L. Lattimer, the union's Region VI president.

After a joint meeting and welcome by Annette Harding, president of host chapter 600, SUNY at Alfred, Friday evening there will be separate sessions for state and local government divisions Saturday morning, a general business session Saturday afternoon.

Saturday morning the state members will hear details of the fact-finder's report on the current State-CSEA impasse. This

meeting is open to all CSEA members.

Members who work for local governments will attend a seminar on "effective leadership," conducted by Jessie Mertel of the Rochester staff of the New York State School of Industrial and Labor Relations at Cornell.

The afternoon sessions are expected to consider positions on issues to be discussed at the Kiamasha Lake convention of the statewide union.



The frown on Senate Finance Committee Chairman John Marchi's face would seem to indicate that he shares CSEA political action committee chairman Martin Langer's alarm over Mental Hygiene budget cuts proposed by Governor. Mr. Marchi, left, chaired recent hearing at which DMH officials were questioned on the budget.

## 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, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

### MARCH

- 9—Southern Region III officers and local presidents, State Division special meeting: 7:30 p.m., Holiday Inn, Newburg.
- 11—Oswego County Sheriff's Department retirement dinner: 7 p.m., Sackett's Restaurant, Brewerton.
- 11-12—Western Region VI executive committee meeting: Coachlight Motel, Hornell.
- 12—Metropolitan New York Region II meeting: 12 noon, Fifth Avenue Hotel, 24 Fifth Ave., Manhattan.
- 15—New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 15—Southern Region III executive board and convention delegates meeting: 8 p.m., Holiday Inn, Newburgh.
- 16—Buffalo chapter general meeting: 6 p.m., Statler Hilton Hotel, Buffalo.
- 16—Nassau chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 20-23—CSEA convention, Concord Hotel, Kiamasha Lake.
- 24—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 25—Town of Oyster Bay unit second annual dinner-dance: Old Country Manor, Hicksville.
- 26—Westchester Local 860 annual dinner dance: 8:30 p.m. to 1:30 a.m., Riviera Beach Club, New Rochelle.
- 26—Brooklyn Developmental Center chapter 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn.
- 29—Syracuse Area Retirees chapter luncheon meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
- 30—Nassau County Retirees chapter meeting: American Savings Bank, 1960 Hempstead Turnpike, East Meadow.



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# State Move To Close Alcohol Units: .

## The Curse Of The Drinking Class

CIVIL SERVICE LEADER, Friday, March 11, 1977

By JANE B. BERNSTEIN

**T**HERE are 600,000 alcoholics in the New York Metropolitan area. And if alcoholism is viewed as a disease, as those involved in its treatment say it should be, the epidemic that already exists rivals anything federal officials ever dreamed up for the swine flu.

Millions upon millions were spent for the vaccination against the flu that never arrived. Yet, at this moment, a battle is raging to save five alcohol rehabilitation units at five state institutions in the Metropolitan area, which the state has planned to close at a savings of approximately \$1 million. These units, located at Creedmoor, Pilgrim, Kingsboro, Bronx and Rockland Psychiatric Centers, are involved in getting some of those 600,000 individuals afflicted with alcoholism back on their feet.

The rehabilitation treatment for the people who are admitted into a unit is free. While most of these alcoholics are not the sort one finds hanging around skid rows such as the Bowery in New York City, they often are not able to afford the cost of treatment in a private facility.

There are excellent rehabilitation hospitals of this nature, including Brunswick Hospital in Amityville, Long Island. But the costs usually run over \$100 a day. State and county employees are fortunate to be able to take advantage of this rehabilitation program, because they are covered under their insurance. But not everyone is.

"Alcoholism is a chronic illness that must be treated for life," says Dr. Jose Sarabia, director of the alcohol rehab unit at Creedmoor. "But who is going to take it seriously as an illness if the authorities won't—by closing down units and not providing alternatives for these people."

The Creedmoor unit is the only one of its kind in Queens, serving approximately 100,000 alcoholics. A client is usually sent there from either Elmhurst or Booth Memorial Hospitals, where detoxification units are located. The Creedmoor unit has a capacity for 26 residents at one time, with about 40 clients in its outpatient program.

**T**HE rehabilitation program lasts ten weeks, during which time the client is involved in counseling, group therapy, occupational therapy and living skills. The individual is psychologically evaluated, and is given career counseling to find out what kind of work he or she has the desire and the ability to do. Guidance is also given in how to get along in a family situation, aside from getting along in society.

The unit utilizes a network of community services. Volunteers come into the hospital and take the clients to community Alcoholics Anonymous meetings, so that when they leave the program they are already familiar with the organization and the

individual members in a particular AA group.

"It's not that easy to get involved with AA," Dr. Sarabia said. "There is a whole process of establishment and acceptance involved. We have people coming to us, some who maybe have lost an eye in a car accident as a result of alcohol, or whose husbands or wives have left them, who've lost their jobs because of their drinking problems, and they still will not admit that they are alcoholics."

The unit makes use of educational and group discussions to impart the AA philosophy, and holds AA meetings in a large room in the facility.

**T**HE facility itself at one time housed Creedmoor staff. Although the commission that recommended shutdown of the unit described it as filthy



The unit is equipped with many conveniences, including a game room where residents, like this young man, may come to relax.

and roach-ridden, this reporter found it in good repair, cheerful, without a roach or piece of peeling paint in sight.

Residents are responsible for their own laundry, and rooms for this purpose are available in the building, with washers, dryers and ironing boards set up. Classes for the men are held in cooking, ironing and sewing—and sewing rooms plus a full kitchen are also located in the facility.

There are game rooms and a TV lounge with modern and comfortable furniture. The residents' bedrooms are equipped with matching spreads and curtains. There are two people to a room, and the atmosphere is one of hope and recovery.

One of the reasons for this is that clients are screened, and anyone with severe or chronic psychosis is transferred out of the facility to another unit in the hospital. Dr. Sarabia says the presence of mentally ill individuals among those trying to come to terms with their alcoholism is psychologically disturbing.

Those in the rehabilitation unit are normally functioning people . . . when they're sober. And so, staying on the wagon means leading a normal life.

Preparation for this also comes in the way of part-time jobs for clients while they are in the unit. Some residents work on the grounds of the hospital, carrying mail from unit to unit, or working in the community store. For this they are paid the minimum wage, and gain experience in being responsible.

For job development after the 10-week period, staffers have been trying to write a grant with the Off-Track Betting Corporation to allow employment opportunities for clients after their release. This chance will go down the drain if the closing goes through.

The clients attest to the success and importance of the rehabilitation unit at Creedmoor. These are people who were on the merry-go-round of detoxification, then drinking again, then detoxification . . . just the thing workers fear for other clients if the unit is closed.



Dr. Jose Sarabia, director of the Creedmoor alcohol rehabilitation unit, says alcohol is a chronic illness, which must be treated for life.

began drinking again. He began to fall behind in his school work, spent most of his time in a drunken stupor and got into some minor trouble.

He went through detox again, and was finally referred to the rehabilitation unit.

"I have such peace of mind now. I feel better than I have in 10 or 15 years," Timmy said. "For the first time, I'm enjoying life and dealing with it has become much easier with a clear mind. The program is so important, it's been a life-saver."

Timmy wrote 12 or 13 letters to New York State legislators, including Senator Frank Padavan (R-Queens) and Assemblyman Saul Weprin (D-Queens), to convince them of the importance of the unit.

Indeed, many legislators have rallied in support of the rehab units at the five hospitals.

When Department of Mental Hygiene officials issued an order

Feb. 23 to all the units, to accept no more clients and prepare for closing by March 30, angry legislators, including Senators Joseph Pisani (R-Westchester) and Dale Volker (R-Erie) protested.

The quick denouncement may be what spurred Mental Hygiene officials two days later to rescind the order, at least for the time being.

During that two-day period, the Creedmoor unit was forced to turn away three people.

"We had to put one woman up in a psychiatric ward, even though she wasn't psychotic," said Judith Felsen, unit psychologist and chief of the after-care program. "When we found out we couldn't accept people, we had no choice."

Dr. Felsen said for the first time since Governor Carey announced the plan to close the units, alcohol rehab workers have some hope that they may not be closed.

"We've gotten word that there is some money in the budget for alcohol, but we'll see," she said. "What we're asking for is a minimum of one year in which to plan what we're going to do with alcoholics in this area."

She said a planning body must be appointed with representatives who have had experience dealing and working with patients, to come up with a plan for community care.

Governor Carey said the closings would allow more money to flow into local facilities and programs. But critics say there is no guarantee that \$1 million would be made available. Last year five rehabilitation units were closed upstate, and, as yet, not one local program has been set up to replace them. The state has begun to open sobering-up stations, but no facility has been opened to deal with the intermediate care of the hard-core alcoholic.



Dr. Helen Jaechel, unit psychiatrist, steps into the TV lounge in the facility to see how clients are doing. (Staff photos by Pamela Craig)

# Civil Service LEADER

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Jerry Finkelstein, Publisher  
Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes, City Editor  
Jane Bernstein, Features Editor

Kenneth Schept, Associate Editor  
Pamela Craig, Photo Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY—Joseph T. Bellow—303 So. Manning Blvd., (518) IV 2-5474  
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FRIDAY, MARCH 11, 1977

## Election Inconsistency

NOMINATIONS for statewide officials of the Civil Service Employees Assn. were made public last week, and, as could be expected, there has been considerable controversy over the announcement.

We are not concerned here with the names or qualifications of the official nominees. If the experience of past elections is any indication, there will be certain designated candidates who will withdraw and others who will circulate petitions and go on to win office.

The controversy this year seems to stem from the nominating committee's efforts to limit each office to only two contenders (or two times the number of positions in cases where the top two, three or four vote-getters would be elected for certain department representative seats). In short, they saw their duty to choose among the candidates.

Two years ago, however, the philosophy of the previous nominations committee was to determine whether candidates were eligible members of the union, and if they had the general qualifications to make them serious contenders for the particular office sought. Consequently, in many instances, there was a three-to-one ratio of candidates for certain offices.

We are neither defending nor criticizing either approach.

The 18 members of the nominations committee were all duly selected to represent their regions (three members from each of CSEA's six regions). Whether this year, or two years ago, we assume they did what they believed best.

The question is whether the nominations committee should be put into the position of making such a basic political decision affecting so emotional an issue as a general election.

Perhaps this is a matter that should be discussed more fully by the union's delegates as an item of clarification for the CSEA By-Laws. (M.O.B.)

## Another State Of Mind

WE hear tell that Minnesota Gov. Rudy Perpich has stopped automatic buying of state agency cars, plans to buy cars that get 18 miles per gallon of gas, and has pulled the phones from officials' vehicles, telling them to use pay phones. We've heard he even went so far as to serve cookies and punch to the public instead of holding an inaugural ball. He's also told the state highway department to stop picking up litter on roadsides for 90 days, to see if the public really appreciates this service provided by the state at a cost of \$1,081,421.84 a year.

D'ya know what we think of this no-frills, down-home-type governor? We think New York and other states ought to take a lesson from him. It might result in savings to the taxpayers, and a better delivery of services to the public.

Wouldn't that be better than telling the state's employees to cut back on their food budgets? (J.B.B.)

## Vets Set To Rally

MANHATTAN—The Veterans' Pension Committee is sponsoring a mass rally for all New York City and State civil servants who are veterans, on Monday, March 14, from noon to 2 p.m. at the south end of City Hall Park.

The demonstration is being

called to show support for the "Buy-Back" bill, which would allow veterans to buy certain pension benefits.

Committee co-chairman Herbert Buchman urges that civil servants bring signs, flags and banners for the march.

## Don't Repeat This!

(Continued from Page 1)  
Perils of Pauline to the collective bargaining negotiations between the State and the Civil Service Employees Assn., affecting the state's civil service employees.

The underlying problem is that the state's fiscal year begins on April 1, and the Legislature is mandated to approve by that date the budget for the forthcoming fiscal year. This leaves little time for the Legislature to resolve the countless sensitive political issues posed by the proposed budget submitted by Governor Carey. As it is, the Legislature made little progress in putting together the pieces to complete the jigsaw puzzle that is finally and euphemistically described as a budget.

### Competing Crises

That means that the negotiations between CSEA and the State are likely to come to the Legislature as an intrusive item, when other issues may well be in an advanced state of resolution. An additional uncertain factor is the fiscal crisis that once again confronts the City of New York, and what actions may be required of the Legislature to bring the City back from the brink of bankruptcy.

It appears clearly that there is no prospect of help from the federal government for the City, with its immediate problem of raising some one billion dollars to meet obligations of defaulted notes, as mandated by the Court of Appeals. Secretary of the Treasury Blumenthal has simply echoed the sentiments of his predecessor, Secretary Simon, and of President Ford in telling the City to drop dead. In his distinctive quiet way, President Carter promises municipal resurrection in five or six years.

The Legislature, beset with a variety of other problems, is likely to have the last word on the collective bargaining issues, in accordance with the provisions of the Taylor Act. This necessarily follows from the advance warnings by the state administration that it will pay no attention to the report of the fact-finding committee unless the fact-finders recommend only what the State has offered.

### Past Record

The history of past actions of the Legislature in exercising its special powers under the Taylor Act are not encouraging. Under the law, if either side rejects the recommendations of the fact-finders, the matter goes to an ad hoc legislative committee, which, after holding public hearings, unilaterally imposes such terms and conditions upon the CSEA and the civil service employees, as the committee determines. If history repeats itself, the legislative committee will go through the motions of a public hearing and then impose upon the employees those terms and conditions that have been advocated by the State Administration.

This Taylor Law procedure, as it has worked out, has totally frustrated the entire collective bargaining process. It is to avoid this frustration that CSEA has sponsored legislation for a final-offer evaluation as a more effective device for resolving an impasse in the collective bargaining process. Under this procedure, the CSEA and the State Administration would make a final offer.

(Continued on Page 7)



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

## Civil Service Law & You

By RICHARD GABA

### Fitness As Police Officer

In a recent case, the petitioner, a candidate for the position of police officer, sought to overturn a Civil Service Commission's determination that he was unfit to qualify as a police officer. The case arose when petitioner took a competitive examination for a position as a police officer in the Nassau County Police Department. He passed the examination and was placed on the eligible list. The Nassau County Civil Service Commission then conducted an investigation to determine petitioner's overall personal fitness for the position.

The investigation revealed that between November 1970 and November 1974, petitioner was guilty of eight traffic violations, was found guilty of speeding and had his driving license suspended for one month. It was also found that during the same four-year period petitioner was involved in seven automobile accidents, one of which was a collision with a youth on a bicycle. At that time, petitioner received a summons because his car was operated with defective brakes. He pled guilty to that charge. The investigation also revealed, through interviews with his neighbors, that petitioner constantly drove through the neighborhood at excessive speeds and worked on cars in his driveway in a noisy, disturbing manner.

AS A RESULT of the investigation, petitioner was disqualified from the eligible list by written notice on June 17, 1975, on the grounds of "disrespect for the requirements and processes of law and an unsatisfactory reputation." A hearing was held before the Nassau County Civil Service Commission where petitioner was represented by counsel and was afforded the opportunity to submit evidence in opposition to the Commission's determination. After the hearing, the Commission adhered to its decision.

The petitioner then commenced a special proceeding in the Supreme Court of Nassau County to overturn the Commission's determination. The court vacated the notice of disqualification and restored the petitioner to the certified list of qualified candidates. The court in reaching this decision found the neighbors' observations to have little value beyond that of gossip, and that petitioner's traffic violations and accidents did not constitute guilt "of a crime or of infamous or notoriously disgraceful conduct" which the Commission may use as a basis for disqualifying an applicant.

THE COMMISSION appealed the decision to the Appellate Division, Second Department, which reversed the lower court's decision and reinstated the notice of disqualification. The court held that the evidence concerning the petitioner's history of traffic violations and automobile accidents supported the determination that the petitioner did not demonstrate the requisite character to be eligible for the police position. The decision stated that such discretion is afforded to Civil Service Commissions in determining the fitness of candidates and that the exercise of that discretion

(Continued on Page 7)

## Your Social Security

Q. I am going to hire a woman to do general house-cleaning and take care of the children. How do I handle her social security taxes?

A. If you pay a household worker \$50 or more in cash wages in any 3-month calendar quarter, you must send a report of the wages, along with the social security contribution, to the Internal Revenue Service within one month after the end of the quarter. Wage reports and social security contributions for January, February, and March of 1977 are due by April 30. Call or write any IRS or social security office for more information.

Q. I understand that sometimes people can get health care at home and Medicare will help pay for it. How does this work?

A. Under certain conditions both Medicare hospital and medical insurance can help pay for covered home health services—up to 100 days under each program. Under the medical insurance part, you must need part-time skilled nursing care or physical or speech therapy, a doctor must prescribe home health care and set up a plan for it, you must be confined to your home, and the home health agency providing services must be participating in Medicare. Under Medicare hospital insurance you must also have been in a hospital for at least 3 days in a row and the home health care must be for further treatment of a medical condition which was treated during a covered stay in a hospital or skilled nursing facility.

# What's Your Opinion

By PAMELA CRAIG

## QUESTION

President Carter says he wants to hear from the people. As a civil servant, what would you tell him if you had the opportunity on his radio show?

## THE PLACE

Kingsboro Psychiatric Center, Brooklyn

## OPINIONS

William Cunningham, assistant, meat department: "Will you as President support the Merit System as opposed to the use of political patronage and the spoils system in recruiting and filling government jobs? Also, do you support the large salary increase that was voted and approved by members of Congress? If not, what pressures would you exert to have this raid on the people's treasury stopped? If you support these raises, would you also support the same scale of a salary for all federal and other governmental employees?"



Robert Sage, transfer agent: "Mr. President, would you support a measure whereby the federal government would supply the money needed for the cost-of-living wage the state has seen fit to deny us for the last three years? Right now, New York City needs money, and I feel that the federal government should step in and supply the state with a subsidy. I feel this should apply to all states whose civil servants face similar problems. State civil servants should have equal opportunity with the federal civil servants."



Charles Walcott, nurse II: "Mr. President, would Mrs. Carter, in her capacity as honorary chairman of the Mental Hygiene Program in the United States, visit the various mental institutions in all the states? Her position would give her an intimate knowledge and idea of what exists in all the states and maybe bring about the possibility of bettering the standards and procedures of mental care throughout the country."



Wynetta Morriss, nurse administrator I: "With the progress of science, we are living longer, yet we haven't received any increase in benefits to keep up with our longevity. There is a mandatory rule that a person, even though productive, must retire at the age of 70. I would like to know, since you are developing new programs, what you intend to do about increasing the work span for those who are productive past 70. What can you presently do to help those frozen into a retirement system to receive increased benefits?"



Percival Griffith, senior stores clerk: "Mr. President, I'd like to know if you could exert some pressure on controlling illegal aliens that seem to plague New York State. I have read that illegal aliens in New York take away jobs that would normally go to the citizens of this country. I wish you would take a keener look into this matter by funding the immigration department so it would have enough money to handle the situation."



Chick Miguez, occupational therapist: "Do you intend to take the advice of the people? Will you follow through with the promises of honesty and availability? How can you trim the federal budget, yet follow the laws of the civil service? Can you possibly cut the bureaucracy without using a meat cleaver? As a civil servant, I am troubled with the prospect of lay-offs."



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Medical Insurance Increase

Medicare beneficiaries will have to pay \$7.70 (50 cents more per month) for supplementary medical insurance (Part B) beginning July 1. This portion complements the basic hospital insurance with help in paying doctor bills and other medical expenses in and out of the hospital. The law limits the increase in Part B premiums to the same percentage as the social security monthly cash benefits. These increased 6.4 percent last June. HEW officials say the cost of Medicare Part B in 1977 will go up from approximately \$6 billion to \$7.4 billion. The federal government pays 72 percent of this amount. About 25.4 million persons are enrolled in this part of the program.

A survey by the International Labor Organization indicates that Social Security systems throughout the world are run-

ning into "astronomical debts" because of the global recession.

In the U.S. Social Security fund assets will cover less than half the costs of the program this year. In West Germany there is an anticipated deficit of \$4.5 billion for pensions alone, and there are other benefits. France has already announced a 1976 deficit of \$800 million.

This year U.S. maximum Social Security taxes have increased \$70.20 to \$965.25, but the anticipated \$2.3 billion in increased revenues will not do anything to help the deficit this year. Last year Social Security paid \$4.3 billion more than it took in.

Despite the fact that Social Security tax income has been increasing steadily from \$30 a year in 1936, the benefits have increased even more rapidly. When the law was originally passed, there were predictions that the system would go bankrupt within a few years.

Part of the problem now is the inclusion of Medicare payments in the plan. The health costs have skyrocketed to such an extent that the budget in the original conception is entirely out of kilter. In most countries these costs have more than doubled in the past decade. As a percentage of gross national production, the annual health care bill is 6.9 percent in Sweden, 6.5 percent in the U.S., 6.35 percent in France, 5.74 percent in West Germany and 3.8 percent in Britain.

## Civil Service Law & You

(Continued from Page 6)

tion is to be sustained unless clearly abused. The decision also noted that Section 58 of the Civil Service Law provides that no person shall be appointed as a police officer unless he is of "good moral character." Thus, the court concluded that the Nassau County Civil Service Commission did not act arbitrarily and unreasonably in determining that the petitioner did not demonstrate the requisite character to be eligible for the position of police officer. Metzger v. Nassau County Civil Service Commission, 386 N.Y.S. 2d 890.

## Don't Repeat This!

(Continued from Page 6)

which would then be submitted to fact-finding for recommendations. If either side rejects the fact-finding recommendations, an arbitrator would be appointed to study the final offer made by each side of the negotiating table.

The arbitrator would be empowered to select the final offer made by either side, and his determination would be binding upon both sides. The obvious advantage of this procedure is that it removes the issue from political considerations, and imposes the responsibility upon both sides of the bargaining table to offer a reasonable and realistic proposition, so that it can be realistically approved by the arbitrator.

A bill to accomplish this objective has been introduced this session—as it was last year—by Assemblyman Stephen R. Greco, chairman of the Assembly Governmental Employees Committee. The bill should be approved for its long-range benefits, irrespective of the ultimate result of the current bargaining.

# LETTERS TO THE EDITOR

## One-Sided Article?

Editor, The Leader:

As a CSEA member, I am embarrassed. As moderator of the meeting reported on ("Flaumenbaum Blasts Merit Reform: 'Boss Tweed Days,'" Feb. 11), I am angry at the article's distortion.

The meeting was sponsored by the Long Island chapter of the American Society for Public Administration; our subject, "Where Are Union/Government Negotiations Heading?" As program moderator, I selected a balanced panel of three knowledgeable people to discuss that question—a union representative, a management representative, and a labor-negotiations attorney. Therefore, I resent the implication of Mr. Flaumenbaum being portrayed as having to battle alone against "both management representatives."

P.S. Ed Logan, Nassau chapter fourth vice-president, and Ed Cleary, regional field supervisor, were both in the audience and vociferously defended the union point of view during the question-and-answer period.

ANN M. GOLD  
Mineola

## Hardship

Editor, The Leader:

According to official statistics, a family of four should be able to live on \$12,000 a year. We are a family of four living on almost half that amount.

My husband works for the State Department of Transportation and, while the price of everything has doubled, he has not had a raise for three years. There is such high unemployment now that a second job is an impossibility.

It is not fair that legislators increase salaries for themselves or for their aides. They talk about economizing and say they have sympathy for the state workers. But, a politician who votes himself a salary increase while ignoring our hardship, is not putting his money where his mouth is.

Mrs. FRED KRIER  
Monticello, N.Y.

## Appalling Conditions

Editor, The Leader:

I have just read the Feb. 18 issue of the Leader and I am appalled at the conditions

## 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.

at the Katonah and Annsville transportation facilities, as described in Herbert Geller's article.

It is not fair for employees at Katonah to have to do without any conveniences, when other state employees "reap the harvest with every convenience that comes along."

As a New York State employee I have seen much waste. I have seen offices remodeled over and over again, within one year or two, carpets installed where they were not needed, and fringe benefits given to the already high-paid bosses.

Governor Carey could do much for the taxpayers if he sent auditors around to do some in-

vestigation. Then, perhaps, employees such as those at Katonah could get the needed funds to improve their condition.

Come on state workers, get on the ball and get things rolling for these fellas who keep our roads clean! It's about time we stuck up for our fellow workers. That's the least we can do for them.

Name Withheld  
Cortland

## CORRECTIONS

"What's Your Opinion," Friday, February 25, 1977, was conducted at Creedmoor Psychiatric Center, Queens, not the New York Psychiatric Institute, Manhattan.

"What's Your Opinion," Friday, March 4, 1977, the photographs of Phil Piscatella and John Catania were accidentally reversed with the other person's opinion.

# CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE



## EXTENDED TO APRIL 1, 1977

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

### ONE (Member) WILL GET YOU FIVE (\$5)

For each new member you sign up between now and April 1, 1977, CSEA will award you \$5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof.

### CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to re-

cord all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with \$5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up. In approximately 8-12 weeks you will receive your cash payoff.

New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

### NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided... services which benefit you in many ways.

So help us share the load by signing up with us.

CSEA — the most powerful force in New York State working for public employees.



# Statewide Slate Of Candidates Nominated

CIVIL SERVICE LEADER, Friday, March 11, 1977

(Continued from Page 1)  
 surance Department.

Ballots for the union election are scheduled to be in the mail to members by May 19, and must be returned by 6 p.m. June 21 to be valid. Ballots will be counted on June 28 with results to be announced officially on June 29.

Following is the complete list of candidates for departmental representatives selected by the CSEA nominating committee. Where a single candidate is listed, that person is currently unopposed. Committee chairman Donohue urged members in those departments, in particular, to consider seeking the post via the petition route.

**Ag and Markets:** John Weidman.\*  
**Audit and Control:** Beatrice McCoy\* and Daniel Vesneske.  
**Authorities:** Jean C. Gray,\* Albert Sibilio and Charles Zoffer.  
**Banking:** Victor Pesel.\*  
**Civil Service:** Richard Barre\* and Constance M. Buckley.  
**Commerce:** Emil Spiak\* and Paul Kamrass.  
**Conservation:** Jimmy Gamble\* and Edward Gardephe.  
**Judicial:** Ethel Ross\* and Julia Drew.  
**Labor:** A. Victor Costa,\* William DeMartino,\* Robert Lattimer,\* Kathleen Yuschak, Elaine Todd, Jean Treacy, Gennaro

Fischetti.  
**Law:** Nonie K. Johnson.  
**Motor Vehicle:** Thomas McDonough,\* Jean Meyers, and Tanya Harter.  
**Mental Hygiene Region I:** Julia Duffy,\* Ben Kosiorowski,\* Joseph LaValle,\* Gregory Szurnicki, Lynn Judge, Allan Genovese and Sylvia Weinstock.  
**Mental Hygiene Region II:** Patrick Fraser,\* Ronnie Smith,\* Dorothy King,\* Charles Wade, Jimmy Gripper, George Boncoraglio, Barry Markham, Felton King and Joanne Polistena Morrello.  
**Mental Hygiene Region III:** John Clark,\* Nicholas Puzifferri,\* Richard Snyder,\* Robert

Thompson, Manny Ramirez Jr., Clayton Witham and Tina Abbott.  
**Mental Hygiene Region IV:** Patricia Miller and Kathy Dupree.  
**Mental Hygiene Region V:** William Deck,\* James Moore,\* Raymond Pritchard,\* Vito Rizzo, Audrey Snyder and Leon Wilmot.  
**Mental Hygiene Region VI:** James Bourkney\* and Charles Peritore,\* William McGowan,\* Patrick Timineri.  
**Public Service:** Bernard Dwyer.\*  
**Social Services:** Karen White\* and Albert Meyer.  
**Correctional Services:** Peter Blaauboer and Ronnie Marx.

**Education:** Ernest Dumond\* and Harry Tanser.  
**Executive:** Mary Moore,\* Gerald Purcell,\* James Welch,\* Peter J. Higginson, Cindy Egan, Francisco DeLemo and Mary Converse.  
**Health:** Ernst Stroebel,\* Robert Stelly and Pasqual Martenis.  
**Insurance:** John Driscoll.\*  
**State:** June Scott and Margaret Lanier.  
**Tax and Finance:** E. Jack Dougherty Jr.\*  
**Transportation:** Nicholas Cimino,\* Timothy McInerney,\* John Riley,\* Paul St. John,\* William Lawrence, John O'Hare, Jr. and Edward Malone.  
**Universities:** June Boyle,\* Patricia Crandall,\* Edward Dudek,\* Frank Gilder,\* Walter Robards, Jr., Albert Varacchi, Mary Lauzon, Arthur Hennessy, Sara Slevart, Daniel Grygas and Robert Keeler.  
**Public Corporations:** Richard Helmes\* and Joann Lowe.  
 (Asterisks\* indicates incumbents)

## CSEA Nominating Petitions Available By Request

(Continued from Page 1)  
 may still be placed on the ballot by filing petition forms containing specified numbers of valid signatures of members.

Petition forms are available, by written request, from all CSEA regional headquarters and satellite offices. Petitions containing the specified number of signatures must be submitted to

CSEA's executive director, Joseph D. Lochner, by April 14 to be considered.

For statewide offices (president, executive vice-president, secretary and treasurer), petitions must contain signatures of 2 percent of the statewide CSEA membership of 208,000, or a minimum of 4,200 signatures.

Petitions for regional offices

must contain signatures of 4 percent of the region's membership. Membership by regions are, Region I, 47,000; Region II, 23,400; Region III, 34,400; Region IV, 34,000; Region V, 35,000, and Region VI, 34,000.

Petitions for department representative on the Board of Directors must contain the valid signatures of 10 percent of the

department's membership, but not more than 450 signatures in any case. Department membership is as follows:

Agriculture & Markets, 614; Audit and Control, 1,209; Authorities, 2,425; Banking, 233; Civil Service, 279; Commerce, 215; Environmental Conversation, 1,278; Correction Services, 3,487; Education, 2,041; Health, 3,097; Insurance, 380; Judicial, 774; Law, 355; Mental Hygiene Region IV, 932; Motor Vehicles, 1,912; Public Service, 334; Social Services, 1,121; State, 294; Tax and Finance, 3,808; Public Corporations, 1,339.

The following departments need at least 450 signatures: Executive; Labor; Mental Hygiene Regions, I, II, III, IV and IV; Transportation, and Universities.

**HOT LINE**

To find out the status of a bill in the State Senate, a special toll-free number has been put into operation. The number is:

**800-342-9860**

By dialing this number, the public can learn whether a bill has been reported out of committee, passed or killed. (In some areas, it is necessary to dial the number "1" first.)

## Warren Local Wants Fact-Finding

LAKE GEORGE — The Warren County local of the Civil Service Employees Assn. has asked the Public Employment Relations Board to appoint a fact-finder to resolve the impasse which has been declared in negotiations between the union and Warren County for the second-year reopener clause of the current two-year agreement.

"The county's representatives have refused to make a wage offer or any other commitment to upgrade or add benefits that would provide the employees of Warren County with status equitable to employees of other local government jurisdictions in surrounding geographical areas," said Danny Jinks, CSEA collective bargaining specialist for the Warren County negotiations.

At issue are changes and improvements in wages, vacation leave, health insurance, and bereavement leave. The two-year contract expires Dec. 31, 1977.

## Dr. Cohen

(Continued from Page 1)  
 Dr. Cohen has worked for a variety of organizations, including the National Institute for Mental Health, the Illinois Department of Mental Hygiene, the New York City Department of Mental Hygiene and other public employee unions representing mental hygiene and retardation employees.

CSEA executive vice president William McGowan said, "We are especially glad to have the services and expertise of Dr. Cohen at this time, because of the urgent nature of the problems facing employees of the Department of Mental Hygiene. Deinstitutionalization—or the phasing out of state mental hygiene facilities in favor of community programs—in itself is an issue that will require all our resources and energy, and it's great to have someone of the caliber of Dr. Cohen working with us on such problems as these."

## Pending CSEA Legislation Outline

This weekly legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

A—Assembly; S—Senate; \*—bills initiated by the CSEA.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco*	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	A. Gov. Employees Com.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. Civil Service Com.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and resident of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. Gov. Employees Com	FAVOR
none none	This would lessen penalties on employees who engage in illegal strikes. It would eliminate the automatic probation and "Two-for-one" fines for such employees.	No Status	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. Gov. Employees Com., 1/26 reported, amended, 1/27 3rd rdg. A781A.	FAVOR
S.787, Rolison A.1058, Betros	Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.	S. Civil Service Com. A. Gov. Employees Com.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Comm. S. Education Comm.	FAVOR
S.1143, Schermerhorn* A.1420, Herbst	This bill would make the cost of providing transportation for field trips, which are primarily educational in nature, ordinary and contingent school district expenses.	A. Education Comm. S. Education Comm.	FAVOR
S.1840, Eckert, multi-sponsored	This amends the Retirement Law, modifying eligibility in the Retirement System, clarifying definitions and procedures and establishes a method of integrating Social Security into the Retirement System under CO-ESC Retirement Plan.	S. Civil Service Comm.	OPPOSE
None, Garcia, Cochrane*	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	No Status	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retire during or after 1966 to those who retired prior to 1966.	Introduced in Senate	FAVOR

# Latest State And County Eligible Lists

**EXAM 39-028**  
**CHF EXMR OF MUNIC AFFAIRS**  
 Test Held Jan., 1977  
 List Est. Feb. 15, 1977

- 1 Gruen Donald Pt Jefferson .....95.7
- 2 Vilardo Michael Jackson Hts .....87.5
- 3 Alger Raymond J Auburn .....84.7
- 4 Studnicka F W Kingston .....80.9
- 5 McLoughlin G A Utica .....79.0
- 6 Woodward R E Rexford .....78.4
- 7 Fisher Robert E Albany .....74.0

**EXAM 39-170**  
**SR CAREER OPP FIELD REP**  
 Test Held Jan., 1977  
 List Est. Feb. 14, 1977

- 1 Mitchell Albert Brooklyn .....101.4
- 2 Allende Lux B Bay Shore .....93.3
- 3 McDonald Yvonne Huntington .....84.9
- 4 Ray Donald J NYC .....78.9
- 5 Hawkins James B NYC .....76.7
- 6 Garcia Aiyoungh NYC .....76.7

**EXAM 35-968**  
**ASST IN EDUC TESTING**  
 Test Held Dec. 11, 1976  
 List Est. Feb. 19, 1977

- 1 Hunsberger E L Delmar .....84.7
- 2 Williams D J Schenectady .....81.3
- 3 Lochner Diane M Albany .....73.7
- 4 Delaney Richard Mechanicvil .....71.1

**EXAM 35-907**  
**SOC SRVS PRGRM SPEC**  
 Test Held Nov. 6, 1976  
 List Est. Feb. 14, 1977

- 1 Hoffman John C Honeyoe Fla...95.7
- 2 Dawes Sharon S Sand Lake .....92.5
- 3 White James P Albany .....92.2
- 4 Mahoney Mary C Guilderland.....91.8
- 5 McFadden Dennis Saratoga Spg...90.7
- 6 Fisher Barbara Troy .....90.6
- 7 Harkess Harold Albany .....90.4
- 8 Fisher Daniel C Clifton Spgs .....90.2
- 9 Levine Alan J Syracuse .....89.8
- 10 Lougen James J Westbury .....89.8
- 11 Carioto Francis Saratoga Spg .....89.2
- 12 Weiser Donald G Albany .....88.9
- 13 Goldstein H J Forest Hills .....88.8
- 14 McGuinness P J Bronx .....88.8
- 15 Wagner Jane A Albany .....88.7
- 16 Tomasiewicz T M Mt Vernon .....88.7
- 17 Hetzner Werner Albany .....88.6
- 18 Collins Helen M Bronx .....88.6
- 19 Walsh Kathleen Ravena .....88.5
- 20 Gabriel Susan E Bay Shore .....87.8
- 21 Jones Ross P Rochester .....87.8
- 22 Utley Andrew Williamson .....87.8
- 23 Smith Robin R Rensselaer .....87.7
- 24 Johnson Richard Brooklyn .....87.5
- 25 Smith James C Guilderland .....87.4
- 26 Cutcher Joanne Albany .....87.4
- 27 Ryan Michael Staten Is .....87.2
- 28 Malito Donald B Westbury .....86.8
- 29 Eisenstein R Jamaica .....86.7
- 30 Unson Christine Clifton Park .....86.7
- 31 Klump Jack W Churchville .....86.7
- 32 Larsen Robert E Brooklyn .....86.6
- 33 Hart Tamara K NYC .....86.5
- 34 Cieskowski G F Albany .....86.4
- 35 Schwarzeich R A Schenectady .....86.4
- 36 Goldstein Dale Levittowa .....85.8
- 37 Babcock Beth E Delmar .....85.8
- 38 Tierney William Slingerlands .....85.7
- 39 Burns Alice M Copiague .....85.6
- 40 Corrigan M T Albany .....85.6
- 41 Newman Glenn Brooklyn .....85.6
- 42 Hoffman John R Albany .....85.6
- 43 Connally Eugene Troy .....85.5
- 44 Anolik Abraham Albany .....85.5
- 45 Mitchell Mary L Albany .....85.4
- 46 Klaer Charles H Schenectady .....85.3
- 47 Brna Viera NYC .....85.2
- 48 Gilbar Faye I Slingerlands .....85.0
- 49 Follet John D Savannah .....84.8
- 50 Clearwater Ann Scarsdale .....84.6
- 51 Capo Joseph W Paramus .....84.5
- 52 Cohen Lewis M Teaneck .....84.5
- 53 Moylan C Albany .....84.5
- 54 Douglas A L Rensselaer .....84.5
- 55 Boyette Linda A Troy .....84.3
- 56 Skinner Ray M Avon .....84.3
- 57 Duda William L NYC .....83.8
- 58 Medak Sal S Farmingdale .....83.8
- 59 Parsons John W Rochester .....83.7
- 60 Gellman Paul Brooklyn .....83.6
- 61 Ushkow Sue A Flushing .....83.6
- 62 Kirschner Anita Woodbury .....83.5
- 63 Rickard Paul A Waterford .....83.5
- 64 Langam C E Dobbs Ferry .....83.4
- 65 McGrath Kevin P Fairport .....83.3
- 66 Terzian Harry C Latham .....83.1
- 67 Peters David R Schoharie .....83.0
- 68 Decamp Joan C Flushing .....82.9
- 69 Scipioni Marion Rochester .....82.9
- 70 Whitson Joyce F Buffalo .....82.8
- 71 Carrubba T Flushing .....82.8
- 72 Meizner H Brooklyn .....82.8
- 73 Evensen Donald Slingerlands .....82.7
- 74 Feigenbaum Gary Brooklyn .....82.7
- 75 Shapiro David J Long Beach .....82.6
- 76 Pedreschi C Brooklyn .....82.6
- 77 Gordon Gail M Rego Park .....82.6
- 78 Dinatale Susan Brooklyn .....82.6
- 79 Winston Susan E Elmhurst .....82.6
- 80 Garren William Brooklyn .....82.6
- 81 Campbell A D Albany .....82.5
- 82 Osborn Debra J Rego Park .....82.5
- 83 Jackson Stephen Albany .....82.4
- 84 Dinehart W L Albany .....82.4
- 85 Levie Roland F Albany .....82.1
- 86 Frank Jeffrey A Brooklyn .....81.7
- 87 Zebarelli M A Round Lake .....81.7
- 88 Bradley Edward Albany .....81.6
- 89 Taigue Richard NYC .....81.6
- 90 Patchen Jerome Delmar .....81.6
- 91 Ryan Michael J Mineola .....81.5
- 92 Solomon Ada C Bellerose .....81.5
- 93 O'Brien Thomas M Eastchester .....81.5
- 94 Reid Ellen D Niagara Falls .....81.5
- 95 Craine James Syracuse .....81.5
- 96 Olton Dirck C Albany .....81.5
- 97 Joseph Joanne C Rochester .....81.5
- 98 Lewis Diane S NYC .....81.4
- 99 Wagner Miriam NYC .....81.4
- 100 Rutter Benjamin I I City .....81.3
- 101 Keeler James M Chatham .....81.1
- 102 Brennan James J Auburn .....81.1
- 103 Loz Robert Troy .....80.8
- 104 Jackson Ronald Rochester .....80.8
- 105 Kennedy Donald Penfield .....80.8
- 106 Boland Joseph B Troy .....80.7
- 107 Brunelle John C Troy .....80.7
- 108 Benton Linda F Rochester .....80.7
- 109 Cochetti V S Schenectady .....80.6
- 110 Kunath T A Chester .....80.6
- 111 King Elizabeth Brooklyn .....80.6
- 112 Schaffer Mark L Slingerlands .....80.5
- 113 Dawes Robert A Sand Lake .....80.4
- 114 Schulkin Alan J NYC .....80.3
- 115 Walsh Brian J NYC .....80.0
- 116 Meketansky Jay Wyandanch .....79.7
- 117 Wallace Deanna Churchville .....79.7
- 118 Kresowaty David Park Slope .....79.6
- 119 Clarke Rose M Rockaway Bch...79.6
- 120 Gansel Patsy L NYC .....79.6
- 121 Drescher R W Bronx .....79.5
- 122 Reed James C NYC .....79.4
- 123 Battison Judith Brockport .....79.4
- 124 Axelrod Alan Brooklyn .....79.4
- 125 Pearlman C J Syracuse .....79.4
- 126 Fetcho Ronald E Albany .....79.1
- 127 Kuczynski Henry Cohoes .....79.0

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 —Clive Barnes, N.Y. Times

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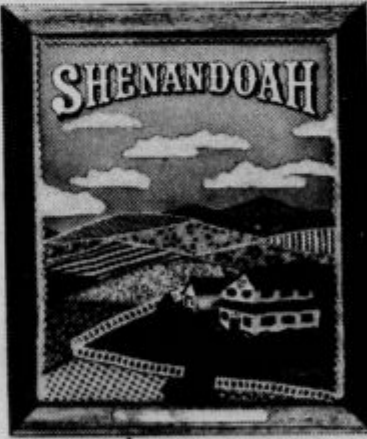
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(Continued Next Week)

# Question Of Age As Hiring Factor

WHITE PLAINS—If Anthony Bova gets appointed as a deputy sheriff in Westchester County, nobody will be able to say he didn't deserve the job. What the 46-year-old civil service applicant is out to prove is that you can fight — and beat—City Hall.

But standing between him and his appointment is a big "If." What it comes down to is whether there is a "reasonable basis" to a Westchester County law prohibiting the appointment of persons over the age of 45 as deputy sheriffs. If he wins, this could be ammunition for other civil service applicants barred from jobs because of age.

That was the decision of a Westchester Supreme Court judge last week in ruling on the lawsuit brought by Mr. Bova to order Sheriff Thomas Delaney to appoint him to the job. It will be up to the sheriff to prove to Judge Albert J. Cerrato that there is a valid reason against appointing deputy sheriffs over

the age of 45.

Mr. Bova got caught up in the controversy after successfully passing a civil service examination and getting placed on the eligibility list on Aug. 22, 1975. But two days later, Aug. 24, was his 45th birthday, legally making him ineligible. About six months later, in February 1976, Sheriff Delaney was about to appoint him to the force when he learned that Mr. Bova was above the age limit. He therefore declared him ineligible and took him off the certified list, touching off the lawsuit.

Mr. Bova's main claim is that there are presently a number of persons working satisfactorily as deputy sheriffs despite the fact

they are over 45 years old. Therefore, he told Judge Cerrato he should not be declared unqualified for the job merely because of his age since he successfully passed a physical examination.

The judge refused to accept the argument that the age limit was unconstitutional because it was a form of discrimination. Judge Cerrato pointed out that while Section 54 of the Civil Service Law prohibits job discrimination on the basis of age, it does allow "reasonable minimum or maximum age requirements for positions such as policeman, fireman, prison guard or other positions which require extraordinary physical effort."

Therefore, it is legal for the sheriff to set down a maximum age limit for appointment. But Judge Cerrato said, it is up to the sheriff to show "whether or not there is anything in the nature of the duties to be performed by a deputy sheriff which would warrant the age limitation imposed."

In other words, he ruled, "the county must explain why there are persons presently in the positions well in excess of 45 years of age apparently performing satisfactorily and whether or not such fact would warrant the court in striking down the county age requirement for deputy sheriff."

The civil service applicant had less success with his claims that because the Sheriff did an about-face—first sending him a letter that he was about to be appointed and then changing his mind after learning how old Mr. Bova was—it cost him a job in the construction industry. He told the judge that he turned down this construction job because he was about to become a deputy sheriff.

Judge Cerrato dismissed this argument, however. Nor would he accept Mr. Bova's contention that being placed upon an eligibility list "is tantamount to appointment." The court agreed with the sheriff that this argument was "absurd."

The only logical argument raised it was felt, was the age limit, so Judge Cerrato ruled that a special hearing be held at which the sheriff is to present proof why 45 is the maximum age for appointment. If he can't give reasons that the judge considers adequate, Mr. Bova may find himself a deputy sheriff and the winner of a good fight.

### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York; Dr. Gilbert E. Weinstein; Long Island Jewish-Hillside Medical Center; And to the distributees of Edith McMillan, also known as Edith McMillian, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the estate of Edith McMillian, also known as Edith McMillian, deceased, who at the time of her death was a resident of 1363 First Avenue, New York, N.Y. Send GREETING:

Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y.,

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 1st day of April, 1977, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed, February 2nd, 1977.

(L.S.) Hon. Samuel A. Spiegel, Surrogate, New York County David L. Sheehan, Jr. Chief Clerk.

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# New York Chapter Special Executive Meeting March 24

MANHATTAN—There will be a special executive board meeting of the New York City chapter of the Civil Service Employees Assn. on March 24, to discuss contingency plans regarding the fact-finding report on statewide negotiations scheduled for publication this week.

Chapter president Solomon Bendet designated the executive board as a contingency action committee and asked that board members poll the people of their units and report back the consensus feeling about what action should be taken next, after fact-finding.

A detailed by-law report prepared by Gennaro Fischetti and Giles R. Spoonhour is listed for discussion at the meeting. Members are currently studying copies of the report.

Nominating committee chairman Irving Goldberg is also scheduled to announce a slate of candidates for chapter offices.

The meeting will be at 5:15 p.m., at Francois Restaurant, 110 John St., Manhattan.

# Warwick

(Continued from Page 2)

order to ensure adequate notice for the workers and an orderly transfer of the facility, as well as to ensure that the workers would all be offered employment

with other state departments.

"Another goal was to see that the jobs our members would get would be jobs in their own area of expertise—jobs they'd be familiar with and comfortable in. We believe we have accomplished the goals we set for ourselves in this transfer," Mr. Conoby said.

# Syracuse Retirees Meeting March 29

SYRACUSE — The Syracuse Area Retirees chapter of the Civil Service Employees Assn.

will hold a luncheon meeting March 29, at 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.

A charge of \$1 will be made for members and guests. Reservations may be made by calling (315) 437-0297. The business meeting will begin at 2 p.m.

# Financial Analyst

ALBANY—A senior utility financial analyst eligible list, resulting from open competitive exam

27-619, was established Feb. 15 by the State Civil Service Department. The list has 3 names.

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# The McInerney Report: How Negotiations Got Bugged Down Prior To Fact-Finding

By now, many members of the Civil Service Employees Assn. may have read the state negotiations roundup prepared by Timothy McInerney, vice-chairman of the Professional-Scientific-Technical Bargaining Unit team.

Mr. McInerney, who is also a CSEA director representing Department of Transportation employees and the president of DOT Region 1 chapter, prepared the report several weeks ago.

Since then, it has been circulated by many chapter leaders and has appeared in various CSEA local publications.

This week, shortly after The Leader had been mailed to members of CSEA, the fact-finders' recommendations are expected to be announced. Thus, this issue of The Leader will be arriving at about the same time community newspapers will be carrying news of the fact-finders' report.

The Leader is, therefore, reprinting Mr. McInerney's report so that everyone can be filled in on the background up to date.

Mr. McInerney's report follows:

"Following is a synopsis of what has transpired between CSEA and New York State during negotiations for the upcoming fiscal year, April 1, 1977, to March 30, 1978.

"Early in October, your respective Unit Negotiating Teams spent considerable time reviewing comments from the membership to determine which two complete Articles their team should open. Each team was entitled to open on two contract Articles as was the State. Each team arrived at its decision to enter into coalition bargaining for salary.

"Late in October a ground rules meeting was held between CSEA and State Office of Employees Relations (OER). CSEA and OER agreed to bargain for salary on a coalition basis and that each unit would bargain for its own Article improvements.

"Each unit met with its state counterpart in early November and exchanged demands. They were:

<b>ADMINISTRATIVE</b>	<b>STATE</b>
Article 26—	Article 10—
Workday-Workweek	Attendance & Leave
Article 32—	Article 39—
Protection of Employees	Conclusion of Collective Negotiations
<b>OPERATIONAL</b>	
Article 13—	Article 10—
Posting & Bidding For Job Vacancies	Attendance & Leave
Article 28—	Article 28—
Workday-Workweek	Workday-Workweek
<b>PS&amp;T</b>	
Article 21—	Article 10—
Seniority	Attendance & Leave
Article 28—	Article 36—
Workday-Workweek	Protection of Employees
<b>INSTITUTIONAL</b>	
Article 28—	Article 10—
Seniority	Attendance & Leave
Article 25—	Article 4—
Protection of Employees	Employee Organization Rights

"Each Unit met at least twelve times with the State. At these meetings, each side clarified and justified its demands. Following is a brief review of each side's unit demands:

**CSEA**

"Article 28—Workday-Workweek (all Units except Institutional). This demand would provide employees with a defined workday (beginning and end of day fixed) workweek (Monday-Friday) and work year (12 months).

"Article 21—Seniority (Institutional and PS&T) would provide for the employee a system by which work assignments, transfers, vacation scheduling, reassignments, overtime, etc. would be determined by years of state service.



Timothy McInerney, vice-chairman of the Professional - Scientific-Technical Bargaining Unit negotiating team, prepared the recap of state employees' contract negotiations up to the time of impasse.

"Protection of Employees (Administrative and Institutional) would provide each employee with six months' prior notice if layoffs were contemplated and for training of employees and placement in positions that would not be affected by reductions.

"Posting and Bidding for Job Vacancies (Operational). This demand would provide employees with a system by which those who meet the qualifications for a vacant position would be appointed by seniority.

**STATE**

"Attendance and Leave (all units). The State proposes to diminish in all units: (A) Personal Leave (3 days). (B) Sick Leave (first day absence charged to other accruals). (C) Vacation credit accumulation (accumulation still maximum 40 days but when employee separates from state service compensation in cash only 10 days). (D) Workman's Compensation Leave (first 28 days of leave charged to accruals on job-related injuries. Further absence would be granted up to nine months' compensation leave. However, the employee on compensation leave would not be allowed to accumulate nor earn sick leave, vacation or personal leave). Several other proposals under attendance and leave are as follows: (A) 40-hour workweek (Operational, Institutional and Administrative) (B) Eliminate sick leave 1/2 pay (Administrative). (C) Eliminate maintenance of time record section 10.16 (PS&T). (D) To eliminate the workday-workweek Article (Operational). (E) Eliminate section A of the Protection of Employees Article (PS&T).

"Salary: Unit members meeting on Nov. 17, 1976, in coalition negotiation presented CSEA's demand for 22 percent or \$2,400 minimum salary increase. A 9-page memorandum was presented to support the demand. After both parties discussed said memorandum, the meeting was adjourned until Dec. 2, 1976, to allow both parties time to prepare material necessary to continue salary negotiations. Meetings were held on Dec. 2, 3, 8, 9, 16, 17 and 20, 1976. Following are the highlights of those sessions: The State first costed out CSEA's original demand and discussed the State's fiscal problem. The State suggested as a means of obtaining a salary raise CSEA look at compensation component trade-offs; as an example, take sick leave and put it on salary.

"The State explaining that it had a commitment to CSEA for a salary increase proposed an increase of 18.75 million and requested that CSEA tell the State how to distribute the money among the employees. CSEA responded that the demand was 22 percent—\$2,400. CSEA stated that for two years the employees were responsive to the state fiscal crisis and that it was now the employees' turn to be considered. The cost-of-living increase over the past two years alone justifies the demand.

"Citing the fiscal plight of north eastern states and New York in particular, the State continued to mention the tax burden on New York residents and tried to bring fringe benefits of employees in New York into salary negotiations. CSEA's

response was that fringes were not being negotiated at coalition, just salary.

"The State contended that the cost of living on real income has not had an impact on all employees. 45 percent of employees in four units received increments. 55 percent did not. The State suggested that CSEA think in terms of 18.75 million being applied to the 55 percent who did not receive increments. CSEA responded with regard to increments, that they were negotiated last year for last year and this, and CSEA has no intention of considering the reduction of existing benefits.

"On Dec. 16, in order to be responsive to the State's initial offer, reduced its demand to 20 percent or \$2,000 minimum. The State refused and said to come back with a realistic figure. CSEA responded that they could not and that it was time for the State to make a counter offer. After much negotiating CSEA, in order to accelerate and continue negotiations, again reduced its demand to 18 percent or \$1,800.

"In response to this further reduction the State offered the following salary increase:

Administrative .....	\$ 50
PS&T .....	125
Institutional .....	175
Operational .....	250

"Total cost of this package rounded out is \$19 million. CSEA called an impasse on Dec. 21, 1976.

"Mediation sessions, which follow an impasse, were scheduled for Dec. 27 and 28. Irwin Kelly from PERB conducted these sessions. On Dec. 28, 1976, the following offer was made to CSEA contingent upon resolution of Unit level negotiations.

Administrative .....	\$ 60
PS&T .....	60
Institutional .....	85
Operational .....	100

"As of April 1, 1977, employees earning less than \$10,700 would receive a \$250 bonus. Employees earning more than \$10,700 would receive a \$150 bonus."

If CSEA chose to go to fact-finding, as prescribed under section 209 of the Taylor Law, this latest offer would be withdrawn. CSEA rejected this offer and is now in the fact-finding stage as prescribed under Section 209 of the Taylor Law."

**ADDENDUM**

When Fort Schuyler Local 014 of Utica reproduced the McInerney report, in its chapter publication, Monitor, a further update was included.

The Fort Schuyler information includes the "final offers" made by CSEA and the State. It is reprinted next:

"The mediation process progressed beyond the status report you have just read. During the course of negotiations the State and CSEA arrived at a point whereby each side made a 'final offer' on the issues. CSEA reduced its salary demand to a 12 percent across-the-board increase with a minimum of \$1,200 and withdrew all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing their demands from the units, except for workmen's compensation discussions in the Operational Unit, contingent upon our acceptance of the following salary offer: \$350 added to all base salaries plus an additional 5 percent added Jan. 1, 1978, for the remainder of the contract. The 5 percent figure is not retroactive to the beginning of the contract, but covers only the period Jan. 1-March 31, 1978.

"Needless to say, CSEA rejected the State's salary offer as being ridiculously insufficient in light of the fact that our base salary structure has gone unchanged since 1974. We are currently in the process of fact-finding before a panel of arbitrators. The result of fact-finding can be rejected by either the State or CSEA, and we would then move on to a Legislative hearing. The Legislature has the ability to implement a contract binding on both parties."

# Improper Practice Charged Against Psychiatric Inst. Because Of Staff Lay-Offs

MANHATTAN—The Civil Service Employees Assn. has filed an improper practice charge against the Psychiatric Institute for taking unilateral action in "an attempt to manipulate the terms and conditions of employment without negotiating through the certified bargaining representative."

The CSEA action was taken on behalf of 100 research scientists at the institution, 34 of

whom are scheduled to be laid off on March 31 due to budget cuts. The governor's budget calls for a reduction in research personnel services of \$1.1 million and of this amount \$740,000 is scheduled to be cut from the Psychiatric Institute's budget.

On March 1, the research scientists were told verbally that by no later than 2 p.m., March 2, they were to elect a parenthetic or sub-parenthetic title appropriate to their work.

## Request Is Suspect

Addressing the research scientists at a meeting held at the Institute on March 2, Stanley Mallman, CSEA regional attorney, said, "To require you without appropriate written notification, guidelines or a reasonable time to provide sensible evaluations is highly irregular, and to require you to make such critical judgment without opportunity to develop information, provide analysis and obtain assistance under such a deadline is shocking."

Mr. Mallman said that the ad-

one dollar will be lost in federal grants.

Dr. Dillon said that thousands of lives and millions of dollars in treatment costs have been saved through the pioneer work and discoveries of New York State sponsored research scientists. A few of these include the use of Lithium as a therapeutic measure for manic-depressive psychosis; the early detection and treatment of epilepsy, the detection of deafness in children and the diagnosis of hyperkines-

The future of research is also threatened, Dr. Dillon stated, in that several ongoing programs dealing with mental retardation, learning disabilities, schizophrenia and the manic depressive will be especially vulnerable to the budget cuts.

CSEA field representative Bart Brier said that in addition to the unfair labor practice charge, the CSEA is formulating plans to stop the budget cuts. A number of research scientists are scheduled to go to Albany this week to buttonhole and speak to key assemblymen and senators on the problem.



DR. DONALD DILLON . . . warns of priorities

ministration's request was "inherently suspect" coming at the very time when layoffs have been announced and procedures are under way to implement the layoffs. He stated that the notice was "intentionally ambiguous" and questioned whether the requirement was being uniformly applied.

Calling the proposed budget cuts and layoffs "disastrous, short-sighted," Donald Dillon, chairman of the union's grievance committee, pointed out that for every dollar cut from the research budget, approximately



## LEGISLATOR HONORED

Joseph Margiotta receives a plaque from Irving Flaumenbaum, Region I president of the CSEA, at right, honoring the retiring legislator for his work on behalf of public employees in New York State. Considered to be one of the most powerful men in the Assembly, Mr. Margiotta will remain as head of the Nassau County Republican party.

## Golden Seeking Aid Against Arsonists

BROOKLYN—Borough President Howard Golden wants the Fire Department to give his borough an arson task force similar to the one in the South Bronx.

In a letter to Fire Commissioner John T. O'Hagan, Mr. Golden said "a large portion of Brooklyn is being burnt to the ground" through arson. He also asked for a task force of 12 to 15 fire marshalls to investigate arson cases.

"First it was the South Bronx and Brownsville," Mr. Golden

wrote. "Now it is Bushwick and Flatbush that may be reduced to ashes."

He said in a recent 90 day period 52 persons died in Brooklyn fires. Serious fires there increased 38 percent over last year, he said.

"In Bushwick," Mr. Golden added, "community leaders have made accurate predictions of what blocks—and when—would burn."

The Fire Department is considering the request.

## Call Conditions 'Deplorable' At Manhattan Psychiatric

MANHATTAN—Expressing frustration with the lack of response at the department level regarding deplorable and unacceptable work conditions at Manhattan Psychiatric Center, James Fields, president of the hospital's Local 413, Civil Service Employees Assn., has demanded that the Department of Mental Hygiene immediately take steps to relieve the situation.

Stressing that conditions at Manhattan PC worsen with each day the administration delays action, Mr. Fields warned that the danger point has been reached and that further "dragging of feet will definitely lead to chaos."

Union officials maintain that administration budget cuts and the on-going job freeze at the hospital have reduced staff levels to the point where essential services in behavior therapy, adolescent services and geriatric services cannot be delivered.

The closing of floors and consolidation of units at the institution, in addition to placing unwarranted strain on staff, has resulted in severe overcrowding of patients. It is reported that there are wards with as little as 10 square feet per person, violating a court decision requiring that each patient shall have 40

square feet.

Al Sundmark, the local's grievance committee chairman, said that understaffing in the security departments has led to numerous instances of rape, mugging, burglaries and assaults. He said that the health and well-being of the patients have been jeopardized, and the staff now works in an atmosphere of fear. Several staff members have been injured, he said.

Recently, Congressman Edward Koch, concerned about the reports he got regarding patient care and security at Manhattan PC, made an unannounced visit to the Center. In response to numerous questions asked by Mr. Koch, Dr. Alvin Mesnikoff, NYC regional commissioner, stated that since Jan. 1, 1975, there had been 42 instances of crime involving assaults and sexual crimes including rape and sodomy, and 91 other crimes involving burglary, robbery and arson.

Budget cuts eliminated a program for treating assaultive patients who, now released to the wards, "actually run wild" causing bodily injury to staff and bullying of other patients, Mr. Sundmark continued.

Emphasizing that the union's goal is meaningful patient care, Mr. Sundmark said that there were inadequate toilet facilities

and inadequate clothing for the patients. He pointed out that there were times when no night-clothes were available and that patients went to bed in street clothing that they had been wearing for a week without changing or cleaning.

"It is dehumanizing to the patient when basic supplies like soap, face cloths, blankets, socks, combs and underwear are in many cases non-existent," Mr. Sundmark said. There are no fixtures in the bathroom to accommodate geriatric patients, and there are no ramps to provide for a rapid exit in the event of fire.

Further aggravating an already bad situation is the heavy influx of patients transferred from Pilgrim Psychiatric Center, without a compensating increase in staff.

In addition to the unsafe and unsanitary conditions at the institution, the CSEA further charges the administration with waste of available funds, through the appointment of an excessive number of top-level personnel instead of necessary direct care staff.

Underscoring the waste from understaffing, at the direct care level, the union claims that \$320,000 in federal reimbursement was lost to the geriatric unit due to a shortage of workers.

## 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.-3p.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.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

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## Plan For Court Switch



Southern Region III of the Civil Service Employees Assn. recently held an informational meeting for court employees concerned with the impending switchover from county to state jurisdiction. Here James Lennon, CSEA vice-president who heads the region, discusses the changes with John Breen, public administrator from Westchester County.



Michael Morella, president of Westchester Local 860's county unit, directs question to panel for information to relay back to his unit members affected by the court realignment.



CSEA director Ethel Ross, Board member representing Judicial employees, explains efforts being made by CSEA to ease the transition. Seated, from left, are Southern Region supervisor Thomas Luposello, Southern Region president James Lennon, CSEA collective bargaining specialist Pat Monachino, Orange County chapter president Carol Dubovick and Westchester Family Court's Linda Soldo.

## CSEA Opposes Social Program Reductions

ALBANY — At a public hearing held last week before the Joint Assembly Committees on Health and Social Services, representatives of the Civil Service Employees Assn.'s statewide social services committee testified against proposed reductions in state social services programs.

In testimony, Phil Miller, CSEA co-ordinator of the group, cited

### Educational Tester

ALBANY—An assistant in education testing eligible list, resulting from open competitive exam 24-431, was established Feb. 14 by the State Civil Service Department. The list contains 16 names.

the CSEA's opposition to changes and reductions in Medicaid and assistance allowances.

"Underutilization of programs and staffing resources in some areas, combined with excessive workloads in other areas, mutually contribute to a system not achieving any degree of efficiency whatsoever," Mr. Miller said.

He also suggested that the state undertake a reorganization program in the various local departments of the Social Services Department throughout the state.

This hearing marked the third year that the group has been invited to testify before members and chairmen of both Assembly committees.

# Settle Workweek Dispute For Wassaic DC Teachers

AMENIA—The Civil Service Employees Assn. has obtained an agreement from Wassaic Developmental Center guaranteeing that all employees hired, beginning in the fall of this year, will be willing to work on Saturdays and Sundays as part of their regular workweek.

The institution is scheduled to hire 100 employees in 1977. These new employees would eventually relieve those currently forced to work weekends despite a contract that establishes a Monday-through-Friday week.

CSEA executive vice-president William McGowan obtained the agreement from Wassaic director Richard Merges at a meeting last week. The union official also demanded that a memo be prominently displayed at all work locations throughout the institution asking for volunteers to work weekends until the new employees begin arriving. If more weekend workers are needed even after all the volunteers have come forward, Mr. McGowan explained, the least senior employee in each department—such as recreation, occupational therapy, etc.—will be the one chosen for the weekend work.

The employees involved are members of the Professional, Scientific and Technical Bargaining unit of the CSEA.

"The administration here evidently doesn't realize that the people who are ultimately being hurt by this unilateral change in your workweek are the patients themselves," Mr. McGowan said, referring to the recent practice of assigning teachers to weekend work. Ordinarily, classes are not held on weekends, and teachers have Saturday and Sunday off. Assigning teachers to week-

end work allows them to take off two other days during the week. The result of this change is that classes are not only shut down on weekends, but also on the weekdays the teachers have off.

The work being performed by PS&T members on weekends is custodial in nature, the teachers report. They complained to Mr. McGowan that they are told simply to "be available" on weekends, in the case the patients' parents want to come and dis-

cuss something with them.

Mr. McGowan advised that a barrage of grievances against the institution be filed in every case where a unilateral change in workdays or workweeks was made.

Backing up Mr. McGowan in his remarks to the CSEA members at Wassaic was CSEA Southern Region president James J. Lennon, who pledged the support of the region in the workers' cause.

## Thruway Accord Upheld

(Continued from Page 1)

year contract was signed in early January by CSEA president Theodore C. Wenzl after the 2,200 toll collectors, maintenance and clerical employees represented by the CSEA had narrowly rejected a strike against the Thruway Authority over the contract negotiations dispute then in progress.

The CSEA obtained a last-minute major concession from the Authority rolling a \$200 bonus up to early January instead of six months later as earlier offered, and the contract was signed "as in the best interest and protection of the employees," preventing the dispute from going on to a legislative hearing process where it was felt a much lower settlement would have been mandated by management. At about the same time, the union president dismissed the entire CSEA negotiat-

ing team, including Mr. Lingle.

The contract calls for the \$200 bonus, which has been paid, a 5 percent raise payable on July 1, 1977, and a wage reopener to negotiate a salary increase that will become effective July 1, 1978. The contract will remain in effect until June 30, 1979.

Mr. Lingle sought to overturn the contract, and utilized the New York City law firm of Israelson, Manning & Raab. That is the law firm of the Service Employees International Union, a major rival of the CSEA. The CSEA issued flyers along the Thruway to employees, openly questioning the loyalty of the New York Division local president, resulting in a series of counter-flyers being issued to employees in Mr. Lingle's name. With the State Supreme Court upholding the CSEA on the issue, the legality of the contract is upheld.



Among those interested in details of the pending court changeover were, from left, CSEA field representative Thomas Brann, Southern Region III first vice-president and Rockland chapter 844 president John Mauro and Westchester Local 860 president Raymond Cassidy.



Leonard Gregorio, head clerk for the Surrogate Court in Westchester County, asks for more information on state court takeover, as other interested workers listen.

(Leader photos by Ted Kaplan)