

# Civil Service LEADER

America's Largest Newspaper for Public Employees

## New Column

More substantial than gossip, but less concrete than yesterday's factual accounts, THE KYER WIRE begins this week on page 2 as a new Leader column. Leader associate publisher Paul Kyer will be prowling the Capitol corridors in Albany, and reporting on the events as well as the scuttlebutt leading up to tomorrow's news.

Vol. XXXVIII, No. 42 Friday, January 20, 1978 Price 20 Cents



Members of the Rockland unit of the Civil Service Employees Association voted unanimously, on Jan. 7, to end their 10-day strike. At right, the unit's negotiating team



meets before entering the final bargaining session Jan. 5. Agreement was reached at noon the next day. From left are: Mike Frenchak, unit president Patsy Spicci, CSEA

collective bargaining specialist Nels Carlson, Doris Peshner, Frank Howard, Merle Mammato, Lucille Massochi, Ray Zerbarini, Harold Berlin, and Jacquie Whitney.

# Rockland Yes Vote Unanimous

By RON KARTEN

NEW CITY—Members of the Rockland unit of the Civil Service Employees Association were back at work last week, after their 10-day strike culminated on Jan. 7, with the unanimous ratification of an agreement which collective bargaining specialist Nels Carlson called "a good contract, with which we won back our dignity."

He elaborated the benefits workers won in the three-year contract, which is retroactive to Jan. 1, 1977.

- Employees will receive, immediately, those increments and longevity payments earned from the beginning of last year, along with 5 percent of a 6 percent salary increase (payable as a bonus). The remaining 1 percent of the first year's salary increase will be added to the scheduled 8 percent pay-hike for this year, plus increments and longevity beginning Jan. 1, 1978. The third year of the contract gives Rockland employees an additional 6 percent plus increments and longevity.

Increments are paid at the rate of 5 percent of the base salary per year for the first five years of employment. Longevity is paid at the rate of 5 percent

of the base salary at the tenth, fifteenth, and twentieth years of employment.)

- Employees with seniority won a layoff, bumping and recall clause. This insures that they will be the last laid off. Should an employee with seniority be laid off, however, the clause states he can bump an employee below him, provided he is able to do that job. The last part of the clause guarantees that laid off employees with seniority are the first recalled.

- Employees won the right to select favored shifts on a seniority basis.

- Licensed practical nurses and registered nurses won upgrading by a minimum of two grades. Nurses who work a 35 hour week had been two grades levels below nurses who work a 40 hour week. Under the new terms, 35 hour a week nurses are upgraded four grades, and the 40 hour a week nurses are up two.

- The nurses also won a practice and patient care committee.

- Any hospital staff member whose job requires that he eat with a patient will not have to pay for his meal.

- Field, food and security personnel won uniforms.

- Employees won the right to review and contest entries made in their files.

- Rockland employees with use of a county car won an additional penny per mile, from 15 cents to 16 cents for official automobile trips.

- The union won a no repr-

sal clause, preventing legal actions other than basic Taylor Law must provisions, for all involved in the strike.

- All other terms of employment continue.

Speaking for the county, Isaac Goodfriend, chairman of the Rockland budget and finance committee, voiced two im-

(Continued on Page 16)



Caucusing during a break in negotiations are, from left, CSEA collective bargaining specialists John Naughter and Jason McGraw, and field men Gregory Davis and Thomas Brand.

# Start Statewide Campaign Against Contracting Out

ALBANY—Almost 1,000 radio commercials drawing public attention to the problems which result from the state's dumping of mental patients into neighborhoods, and from the general government practice of contracting out to private concerns for goods and services, will be broadcast during the next two weeks over 26 of the most-listened-to-radio stations in New York State.

The commercials mark the start of a Civil Service Employees Association statewide advertising campaign which will incorporate a variety of media during the first quarter of this year.

Beginning on Tuesday, one-minute radio commercials prepared and sponsored by the CSEA were to be broadcast several times daily on 26 of the most listened-to radio stations in the state. The radio spots, in nearly all instances, will continue daily through Jan. 30. To maximize coverage in the Capital District and Rochester, where the message will be carried by more than one station, the commercials will be staggered so that they run each week, but not on all sta-

tions, through the beginning of February.

**Don't Repeat This!**

## Koch And Carey: Onlookers Expect Short Honeymoon

Politicians are either cynics, as the public perceives them, or realists, as they see themselves.

Whatever the viewpoint, politicians are expecting the pres-

(Continued on Page 7)

"Radio is phase one of our overall advertising blitz, and by the time we're done in late March or so, I don't think a single resident of New York State will not have been reached with the CSEA message," said union president William L. McGowan.

"Contracting out in general by governments, state and local, cost the taxpayers millions of dollars annually. And dumping of patients out of the facilities of the Department of Mental Hygiene and into communities not prepared to receive or accept them, and without proper planning by the State to continue treatment of the patients themselves, is a truly terrible prob-

(Continued on Page 3)

## Broome Local Prepares For Strike Option

BINGHAMTON—A spokesman for Broome County Local 804 of the Civil Service Employees Association has announced the opening of an action center in Binghamton in preparation for a possible job action against the County of Broome to take place later this month.

Roger Kane, CSEA collective bargaining specialist, and chief

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# The Kyer Wire

## Report From The Capitol

By PAUL KYER



A sure shot for the gubernatorial race this fall and two possibilities—Gov. Hugh Carey on the Democratic side and Senate Majority Leader Warren Anderson and Assembly Minority Leader Perry Duryea on the Republican side—are eyeing the Civil Service Employees Association with a new and respectful attitude this year. The reason? The CSEA is definitely abandoning its decades-long tradition of not endorsing candidates for the governor's office and will announce its support for one of the two final candidates, probably in the fall. At stake for whomsoever gets the CSEA nod is a campaign contribution of about a third of a million dollars and the votes of 300,000 CSEA families. Senators and Assemblymen are already aware of the organization's money and vote value because the group's political action committee has been active on

the local area for several years.

P.S. The Employees Association will not be getting involved should there be any primary contest between Mr. Anderson and Mr. Duryea.

Assemblyman Richard J. Keane (D-Buffalo) doesn't believe "Acts of God" are negotiable. Mr. Keane introduced a bill last year to forbid charging against state employees leave time because they couldn't make it to work during last year's grueling blizzard in the Buffalo area. Although it was passed by the Legislature, Governor Carey vetoed the bill, saying that the problem should be negotiated with the affected bargaining units, not treated by legislation. Mr. Keane doesn't believe you have to negotiate about the results of an act of God every time there's a disaster, so he is reintroducing his bill, possibly with a

clause that would affect all future similar situations.

Rival public employee unions in the state often don't have too much in common, but there is one issue in which they are as one, and that is in changing the Taylor Law. There is tacit understanding that attempting to remove the no-strike clause from the law would be imprudent and a waste of time this year. But they do intend a joint effort to get some of the strike action penalties stricken. Two goals are removal of the two-days' pay for every day of strike action and elimination of the probationary period upon returning to work.

Fourteen city and state labor unions, including the Civil Service Employees Association, are giving strong support to the appointment of Assemblyman Angelo F. Orazio (D-Nassau) as chairman of the Assembly's Labor Committee to succeed Seymour Posner (D-Bronx), who is moving over to head the Workmen's Compensation Committee.

Mr. Orazio is presently chairman of the Joint Legislative Committee on Energy.

Footnote: The Civil Service Employees Association, by the way, is suffering from an embarrassment of riches this year. So many legislators want to sponsor CSEA legislation, particularly during this election year. "Our problem," says Bernard Ryan, CSEA's legislative man, "is avoiding hurting a legislator's feelings because we don't have a bill for him to handle."

# Yonkers Firefighters Lose Salary Battle

BROOKLYN—Yonkers firemen lost their appeal last week to upset the wage freeze imposed in November 1975 as a result of that city's fiscal crisis.

A unanimous Brooklyn Appellate Division upheld a Westchester Supreme Court decision that the suspension of salary increases did not violate the firemen's collective bargaining or constitutional rights.

The wage freeze, applied to virtually all Yonkers employees,

was ordered by the State Legislature through special legislation—the Yonkers Financial Emergency Act—designed to hold down costs and avoid municipal bankruptcy.

The firemen, through their unions, the Mutual Aid Association and Local 828 of the International Association of Firefighters, sought payment of both across-the-board increases and step-up raises based upon seniority and working conditions. They claimed that the language of a section of the emergency legislation permitted payment of raises agreed to under a collective bargaining agreement in effect in November 1975.

The appeals court ruled that the law clearly prohibited any wage increases whatsoever in line "with the intent of the Legislature to avert a default on Yonkers' municipal obligations and to maintain essential governmental services."

# Upstate School Head Mechanic Job Is Opening

TROY—The \$13,437-to-\$15,704 head building maintenance mechanic job with the East Greenbush Central School District is open.

Filing for the job ends Feb. 15. A written qualifying exam is scheduled for March 18.

Candidates must have two years mechanical experience in a skilled trade, or five years general contracting experience, or an equivalent combination of both.

Exam-takers will be tested on knowledge of building maintenance and repair, building trades, heating systems, ventilating and air-conditioning systems, plans and specifications and supervision.

Job hopefuls should contact the Rensselaer County Civil Service Commission, Court House, Troy.

# Lottery

ALBANY — Winning numbers drawn Jan. 6 for New York's weekly lottery:

The six-digit number in the \$10,000 column or in the "millionaire numbers" box:

**872872**

The five-digit \$1,000 number: 18953.

The four-digit \$100 number: 5781.

In the three-digit \$20 number: 141.

# State Promotional Job Calendar

FILING ENDS FEB. 6

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

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## Alan Campbell Says:

# End Civil Service Red Tape

TOPEKA, Kans. — "We must break the bureaucratic bonds that tie public employees," said U.S. Civil Service Commission Chairman Alan K. Campbell in a speech to Kansas legislators.

"I believe we're on the verge of implementing some positive improvements in the way we do business," Mr. Campbell continued. "We're not out to destroy the Merit System but rather to improve it. We can

have a system that responds and moves quickly—and we can have it without watering down merit. To be sure, the new flexibility may provide opportunity for abuse now—abuse which grows out of a cumbersome maze of

(Continued on Page 10)

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# Start Ad Campaign Against Contracting Out

(Continued from Page 1)  
 lem for all concerned, including the thousands of displaced patients as well as residents of the communities chosen by the

State as dumping grounds for the mentally ill and incapacitated. The State seems hell-bent on mass dumping, and all forms of government seem reluctant to

stop the costly practice of contracting out for goods and services. We're taking the bull by the horns and raising these key issues with the public at large,"

Mr. McGowan stated.

Phase two of the campaign will be launched in early February when large newspaper advertisements about the same issues will appear in approximately 35 major newspapers across the state. Ads will run once each week for two weeks.

This effort will lead into phase three which involves advertising, for at least a month, on about 100 billboards in selected areas of New York State, possibly supplemented by subway and bus card advertising in the New York City metropolitan area. Additionally, plans are now being discussed to further expand the overall campaign by incorporating bumper stickers for distribution to public employees and their friends all throughout the state.

"Dumping of mental patients, which the State calls deinstitutionalization, is a morally rotten situation for everyone the way the State is going about it," Mr. McGowan stated. "CSEA is not opposed to deinstitutionalization, but we are violently opposed to the way the State and the Department of Mental Hygiene are trying to do it. And there is sim-

ply no question but what the practice of contracting out in general is a tremendous waste of taxpayer money and public employee talent. The time has come for CSEA to jar the general public into rebelling against such actions, and that's the purpose of this campaign," Mr. McGowan said.

The radio commercials are being aired at various time slots each day on the following radio stations: WBLS, WINS, and WABC, all New York City; WBEN, Buffalo, WAAL, Binghamton; WBLI, Patchogue; WDOS, Oneonta; WEZO and WHAM, both Rochester, WGHQ, Kingston; WGNV, Newburgh, and WGY, Schenectady.

Also, WHEN, Syracuse; WIRY, Plattsburgh; WIQT, Horseheads; WKIP, Poughkeepsie; WMSA, Massena; WROW AM and WROW FM, both Albany; WRUN and WKGW, both Utica; WFTM, Fresh Meadows; WTKO, Ithaca; WVOS, Monticello; WVOX, New Rochelle; WWNV, Watertown.

The newspaper campaign schedule will be announced shortly.

## See Implication For Blizzard, Blackout Pay In New Ruling

TROY—Members of the Hudson Valley Community College unit of the Civil Service Employees Association will have their leave time and salaries restored. They were lost when the college closed for one week last February, allegedly to save heating costs.

A union spokesman said that the decision by arbitrator Alice B. Grant, that the college broke its agreement with the CSEA, and that a public employer does not have the right to have permanent employees work "at will," could have statewide implications.

He said that the ruling might have an affect on the state's decision not to pay Buffalo workers for time lost during last winter's blizzard, and to restrict those paid during the New York City blackout last summer to workers who actually reported to their jobs but were told to return home. Many stayed home because of broadcast warnings that the city was closed.

CSEA contended that the Hudson Valley Community College administration had broken its contract with the CSEA members by unilaterally implementing a shutdown of the campus which forced Hudson Valley employees to either lose one week's salary or use contract benefits of sick leave, vacation or personal leave for the benefit of the employer, not the employees.

Dick Evans, president of the HVCC-CSEA unit, stated that "this whole issue could have been avoided by the Hudson Valley administration if it had bothered to consult with CSEA concerning the alleged energy conservation problem. We believe this decision may cause the College Administration to realize and finally recognize the rights of its employees as represented by their own union.

The arbitration case was presented by Michael J. Smith of the CSEA law firm Roemer and Featherstonhaugh, with assistance by CSEA field representative Joseph Bakerian, Jr.

BUY  
U. S.  
BONDS!

## Award \$5,000, Reinstatement For Mistreated Worker

ALBANY—A unanimous decision by the Appellate Division of the Third Department has restored the position of chief sewage plant operator to William R. Jaycox, a Civil Service Employees Association unit president, and severely criticized the Town of Niskayuna for what it termed "shockingly unfair" treatment of an employee.

The court also ordered the town board to pay Mr. Jaycox full reimbursement of salary and benefits to the date of his reinstatement, plus a back-pay award worth over \$5,000 because of his suspension and demotion, which was the penalty imposed by the town for an unauthorized absence of an hour and a half.

Mr. Jaycox, president of the Town of Niskayuna Sewer Department unit of the CSEA, had been employed at the town's River Road sewage plant since 1965 and had been chief operator since 1977.

Misconduct charges against him were filed some 10 months after he allegedly was absent from his job without permission between the hours of 8:45 a.m. and 10:15 a.m. on October 10, 1975.

According to Richard L. Burstein, an attorney with CSEA's law firm, Roemer and Featherstonhaugh, the charge of absence without permission was based upon the report of an environmental conservation representative who went to the plant on that day and did not see Mr. Jaycox.

Mr. Burstein said no complaint

was filed during the several following weeks, when Mr. Jaycox remained on the job prior to an auto accident, after which he went on sick leave. He had just returned in August, 1976, said Mr. Burstein, when three charges of misconduct were preferred against him. Two minor charges were dropped after a hearing before the Town Board, but he was found guilty of the absence.

In punishment, the board suspended him without pay for 35 days and demoted him to the position of sewage plant operator II. The reduction in grade reduced Mr. Jaycox's annual salary from \$13,758.00 to \$10,492.00, a yearly reduction of \$3,266.00.

The Appellate Division declared the town board's penalty for Mr. Jaycox's absence was "so disproportionate to the offense proven as to be shockingly unfair."

The court said that it could find no indication that Mr. Jaycox's prior service had been unsatisfactory or that his brief absenteeism had posed a risk to the public or the plant.

The Appellate Division further stated that the town had abused its discretion in penalizing the man beyond a suspension without pay.

## Members Appointed To CSEA Political Action Committee

ALBANY—Civil Service Employees Association president William L. McGowan has announced the appointment of the new CSEA statewide legislative and political action committee.

Each of CSEA's six geographical regions is represented on the committee. The two-year appointments went to: Nicholas Abbatiello, Ruth Braverman, Ralph Natale and Bill Lewis, of Region I; Canute Bernard, George Caloumeno and Victor Pesci of Region II; Donald Fulam and Carmine DiBattista of Region III; Jean Myers and Stanley Polanski of Region IV; Moira Greiner, Richard Grieco and Barbara Pickell of Region V, and Ramona Gallagher and Martin Koenig of Region VI.

Chairman of the committee is Martin Langer of Region III.

The group's first meeting will be Jan. 19 at the Quality Inn in Albany at 5:30 p.m. Members have already received their res-

ervation notices for the dinner meeting from Mr. Langer.

Bernard J. Ryan, CSEA's director of legislation and political action, said that this year is a crucial one to test the strength of the union's lobbying efforts.

"With all 210 seats of the Legislature up for grabs, as well as the Governor, Lieutenant-Governor, Attorney General and Comptroller positions, we face the monumental task of selecting and backing to the fullest those candidates who will do the most for public employees in this state," he said.

At the Jan. 19 meeting, the committee was expected to review the union's proposed legislative program for the 1978 session.

### ◎ CSEA calendar ◎

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

#### JANUARY

- 23—Binghamton Area Retirees Local 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 24—Franklin County Local 817 officers training session and grievance seminar: 7 p.m., Williams Mansion Nursing Home, Malone.
- 26—Long Island Region I executive board meeting: 7 p.m., Region office, 740 Broadway, No. Amityville, L.I.

#### FEBRUARY

- 10—Long Island State Parks Local 102 Valentine Dance: Narragansett Inn.
- 21—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 21—Livingston County unit of Rochester Area Retirees Local 912 meeting: 2 p.m., Youth Center, Main St., Mt. Morris.

#### MARCH

- 4—Binghamton School unit dinner-dance: 6 p.m., St. Mary's Orthodox Church, Baxter St., Binghamton.



#### SIGN NEW HYDE PARK PACT

Signing the new contract between the Civil Service Employees Association and New Hyde Park are, seated from left, Nassau Local president Nicholas Abbatiello and New Hyde Park mayor William Gill. Standing from left are CSEA field representative Mike Aello, New Hyde Park unit grievance officer John Chulinski, unit vice-president John Gorski, and unit president Butch Fignatelli.



**BABYLON ACCORD**

Babylon Civil Service Employees Association officers cluster around Babylon Town Supervisor Raymond Allemdinger for signing of two-year pact between town and CSEA. Town workers received a 7½-percent wage boost. Ceremony ended months of negotiations. The CSEA leaders are, from left, Estelle Yesowitch, unit secretary; Cathy Green, unit president; Jean Howard, unit treasurer; and Marjorie Engler, unit second vice-president.

# 2,000 Summer Camp Counselor Posts Available

MANHATTAN—The State Employment Service has approximately 2,000 summer camp counselor or related jobs open for college students, Industrial Commissioner Philip Ross has announced.

"To qualify, you must be at least 18 years old, have a year of college by this June, and have some prior private or organizational camp experience," Commissioner Ross said. "Membership on a college varsity athletic team will substitute for actual prior camp experience in some cases."

Qualified applicants should report for an interview at the camp unit of the State Job Service, 247 West 54th St., Manhattan.

Applicants may also call the Camp Unit at (212) 757-7000. Interviews are held from 8:30 a.m. to Noon and from 1 to 4 p.m., Monday through Friday.

Summer camp jobs are available in general counseling, arts and crafts, dancing, dramatics, music, nature, pioneering, sports and waterfront activities.

Waterfront counselors must possess senior life saving and water safety instruction certificates from college or the American Red Cross. Most of the jobs are in New York and Pennsylvania. Most camps will have completed their personnel recruitment by April, said the commissioner.

## Many Clerk, Adm. Summer Posts Ready

The U.S. Civil Service Commission is distributing applications for 1978 summer clerical and administrative jobs, including hundreds of vacancies in New York City, until Jan. 27.

The positions include clerical work as well as park service, forest service and census bureau jobs.

Openings also exist for administrative aides and office machine operators. There are also jobs in the fields of psychology, nursing, urban planning, personnel administration, law, veterinary medicine, finance, and library science.

There are laborer jobs which require no experience. The candidate may work in a printing plant or a laboratory, or as an animal caretaker. Trade and labor workers are paid according to local prevailing rates, which vary with location.

Also available are summer jobs for educationally and economically disadvantaged youths, age 16-21. The rate of pay for these jobs is the federal minimum wage.

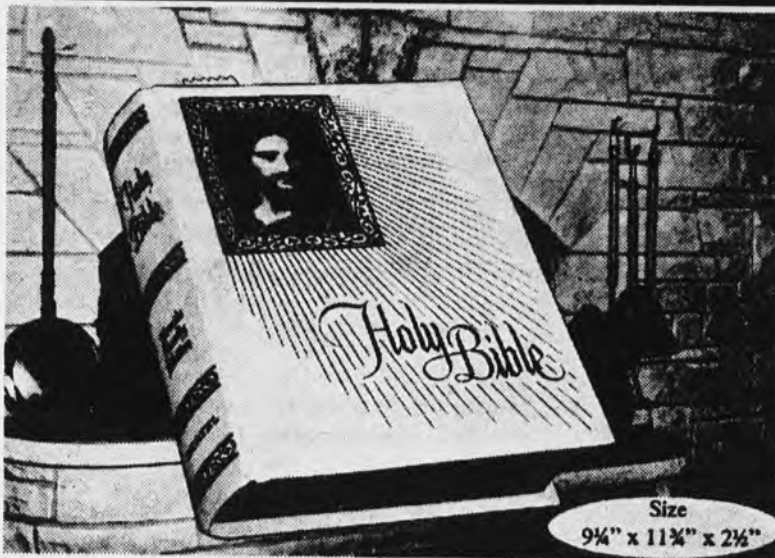
The National Park Service has positions for architectural and historical candidates. The U.S. Forest Service has openings in business management and the social/biological and physical sciences. The Bureau of the Census offers positions requiring knowledge of or experience in statistics, geography, sociology, operations research, mathematics and computer science.

A February written test, which lasts about one hour and measures verbal and clerical abilities, is required only for clerical positions in grades GS-1 through GS-4. Applicants must receive a rating of at least 70 to be eligible for a summer position.

After administering the written test, the commission will grade it and notify each applicant directly of his results. Every applicant who passes must file a photocopy of their 1978 notice of results and a copy of their application for summer employment.

(Continued on Page 5)

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# Many U.S. Clerk, Administrative Jobs Open

CIVIL SERVICE LEADER, Friday, January 20, 1978

(Continued from Page 4)  
ment between March 15 and May 1, directly with each agency where the applicant wishes to be considered for summer employment. Selections will be made after May 1.

In past years, the commission

made up one list which each agency requested as openings developed. Because the applications are now filed directly with agencies, the commission no longer maintains that roster for referral.

Last year's summer eligible lists

have been terminated. Applicants who had eligibility on these lists may not renew their eligibility, but the agencies will be able to re-employ applicants previously hired from 1976 and 1977 summer rosters. This year, each agency accepting applications for

summer jobs will establish lists of applicants and make selections directly from these lists.

Clerical and administrative jobs can be found in agencies as diverse as the Environmental Protection Agency, the General Services Administration, the Department of Housing and Urban Development, the Securities and Exchange Commission and the Veterans Administration.

In addition to the clerical positions at the GS-1 to GS-4 levels, the Civil Service Commission is offering positions for engineering technicians, computer aides, nursing assistants, biological aides, and environmental education specialists.

The salary range for these jobs is \$119.60 to \$171.19 weekly, and the requirements are as follows: GS-1, no experience is necessary but citizenship is required, (as it is for all civil service positions); GS-2 requires a high school diploma or six months of related job experience; GS-3 requires one year of college or one year's experience; and GS-4 requires two years of college or two years experience.

Additional requirements for typists and stenographers include, at GS-1 level, typing ability of 30 words per minute, and at GS-2, GS-3 and GS-4 levels, typing ability at 40 words per minute. Stenographer applicants must take dictation at the rate of 80 words per minute and be able to accurately transcribe their notes.

Applicants must be 18 at the time of appointment to a summer job. However, applicants who are high school graduates

are eligible to apply if they will be 16 at the time of their appointment.

At the GS-5 level and above, the commission lists positions in business administration, marketing, research, cartography law, and many other areas. Requirements for these jobs range from four years of college required for GS-5 positions to doctoral degrees required for GS-12 positions.

Anyone with questions or problems should contact one of the following Federal Job Information Centers:

Federal Building, 26 Federal Plaza, New York City 10007, 90-04 161st St., Jamaica 11432, Tel: (212) 526-6192. 590 Grand Concourse, Bronx 10451, Tel: (212) 292-4666. U.S. Post Office Bldg., 271 Cadman Plaza East, Brooklyn 11201, Tel: (212) 330-7671.

## RE Appraisers

ALBANY—The State Civil Service Department established an eligible list for Real Estate Appraiser on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 53 names.

## Soc. Workers

ALBANY—The State Civil Service Department established an eligible list of Psychiatric Social Worker on Sept. 28, 1977 as the result of a June 4 open competitive exam. The list contains 459 names.



### PLUGGING CSEA

Part of crowd of 400 on hand for meeting with Civil Service Employees Association representatives and Yonkers schools non-teaching employees at Polish-American Center in Yonkers. Union officials outlined reasons why they consider CSEA better equipped to represent the workers. CSEA is facing a challenge from the Service Employees International Union. CSEA has current bargaining contract. Ballots will be counted Feb. 3.

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desired code name \_\_\_\_\_

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FRIDAY, JANUARY 20, 1978

## Human Rights At Issue

WE remembers the Bible admonition that he who is without sin shall cast the first stone. There must be many more useful things for New York City municipal union leaders and city officials to do than get into a squabble over gay rights.

That seems to be the collision course both sides are traveling after Mayor Edward I. Koch's recent announcement that he will ban job discrimination against homosexuals in city hiring.

The Mayor's remarks were immediately challenged by Sam DeMilia, president of the Patrolmen's Benevolent Association, and Richard Vizzini, head of the Uniformed Firefighters Association. Mr. DeMilia said he will instruct his union's attorneys to look into the legality of the Mayor's plan. Police union lawyers are reportedly receiving similar instructions.

There is some speculation that the issue will become a referendum item for the November ballot.

We hope not. It would be a rather shoddy campaign issue, one that does no credit to the unions, city officials or the voters.

This newspaper will not oppose any regulations, law or official edict that bans discrimination. Discrimination is wrong whether it is against blacks, whites or polka dots; whether it is based on religion, national origin or sex; or whether it is imposed because of a person's sexual preference. There have been too many disgraceful instances in the world where all this has happened.

That is why we must speak out against the positions taken by some old friends. We have been in accord with Mr. Vizzini and Mr. DeMilia on many past issues and expect to be aligned with them again. We have supported many of the ideals and goals of their union.

But we cannot support any stand that calls for discrimination. Mr. Koch says he will ban discrimination against homosexuals. This is a simple enough statement that we feel cannot be challenged. If homosexuals can be denied equal rights, so can women, blacks, Jews and others.

The prospect of having gays among their ranks has long caused concern among police and fire union leaders and members, and among other municipal unions. Our society has not yet reached the point where it can fully accept people who are considered different.

The arguments against gays are not new. There is fear some unscrupulous people will use the fact that they are homosexuals against them to force them into bribery situations. Some say it will cause unrest among other workers and that some gays simply cannot function adequately. We are certain this is true for some gays. It is also true for some so-called straight people and no one has ever blamed it on their heterosexuality.

Anti-gays also insist letting homosexuals in the ranks will bring about all kinds of promiscuity in station houses. Hardly. And if it did happen, there are already laws on the books governing this sort of situation.

We feel people should be more concerned about making sure our policemen and firefighters are able, well-enough trained and sufficiently paid. The fire victim, we are certain, won't give a hoot about the sleeping companion of the firefighter who rescues him. Our union leaders would do well to take note of this. New York City doesn't need an **Antia Bryant dressed in blue.**

(H.A.T.)

## Don't Repeat This!

(Continued from Page 1)

ent honeymoon between Governor Hugh L. Carey and Mayor Edward I. Koch to be short-lived.

Koch last week made his first hat-in-hand trip to Albany and came back home empty-handed. Despite the mutual admiration and affection that they expressed for each other at a joint press conference, the fact remains that Koch is in urgent need of additional state aid, and Carey may find it impossible to offer anything meaningful.

### Rockefeller And Lindsay

There is a historical basis for such confrontations. Politicians, who regard themselves as realists, recall the bitterness that existed between Gov. Nelson A. Rockefeller and Mayor John V. Lindsay. They point to conflicts between Mayor Abraham D. Beame and Carey, which reached the point where Carey opposed Beame's re-election.

As politicians see it, when the Governor and the Mayor are members of the same political party, each suffers from the high-expectations syndrome. The Mayor expects more state aid and the Governor expects the Mayor to understand his special problems with the rest of the state, not just New York City. When the Governor and the Mayor are of a different political faith, each naturally expects relatively little assistance or consideration from the other. In that situation, frustrations are less bitter and wounds less searing.

Obviously, Koch is under a tight deadline imposed by federal officials to come up with a balanced budget before receiving additional federal aid. By the same token, the Governor, who is under intense pressure from both the Mayor and federal officials to provide more aid for the city, knows that he cannot do so without arousing similar demands from other counties, towns and school boards with pressing financial problems.

What is particularly galling to both Carey and Koch is the resistance of U.S. Senators William Proxmire, of Wisconsin, and Edward Brooke, of Massachusetts, to an extension of the seasonal loan arrangements with the city. The current arrangement is due to expire June 30. The simple fact is that under that arrangement, the city may borrow up to \$2.3 billion a year from the federal treasury, but is required to pay the treasury 1 percent interest higher than the going federal borrowing rate.

### Shabby Treatment

Under that procedure, in three years of seasonal loan agreements, the federal treasury will have earned an approximate \$60 million profit from its loans to the city. Moreover, there is no possibility of default by the city on any of those loans, since under the governing law, the federal government may withhold from the city all federal aid funds due the city under all federal programs. Foreign nations who receive treasury loans under one program or another are not treated so shabbily.

Koch will have to come up with a program next week that will satisfy federal officials. The only alternative available to Koch is to make sharp cuts in city services, which, in turn, will mean more layoffs of civil service employees.

(Continued on Page 2)



And now... for my next TRICK...



## Civil Service Law & You

By RICHARD GABA

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

### Reinstatement Denied

In 1962, the petitioner was appointed to a non-competitive civil service position (seamstress) at Hutchings Psychiatric Center, Syracuse.

This position was abolished and petitioner's services terminated Feb. 25, 1976. Petitioner was then promoted to ward aide, a permanent non-competitive post. She was discharged without a hearing from this position on May 21, 1976, within the 12-week probationary period for promotions.

Petitioner sued under Article 78 of the CPLR to annul her discharge. The Supreme Court, Onondaga County, denied reinstatement, but held that she was entitled to be placed on a preferred eligibility list for a position similar to seamstress pursuant to Section 81 of the Civil Service Law. She appealed the decision.

The Supreme Court, Appellate Division, Fourth Department, affirmed the lower court decision. The court noted that under civil service rules, unless otherwise specified, a promotion is subject to a probationary term of 12 weeks. Therefore, in the absence of a showing of bad faith, respondent's termination of petitioner's appointment as ward aide within the probationary period was proper and petitioner has no right to reinstatement.

Section 75 of the Civil Service Law is not applicable to the present case because it prohibits the removal of an employee holding a non-competitive position who has completed at least five years continuous non-competitive service and who has completed the probationary term.

The court concluded that if a probationary employee is terminated prior to the expiration of the probationary period, the probationer is entitled to return to her former position. Here, however, the previous position of seamstress was abolished and a tenured employee cannot be reinstated to an abolished position. Accordingly, petitioner was properly denied reinstatement to her former position but is entitled to be placed on a preferred eligibility list for positions similar to seamstress in accordance with Civil Service Law, Section 80-a, 81(1). *Hiatt v. Bahou*, 398 N.Y.S.2d 304.

IN MAY 1977, an examination was given for senior motor vehicle referee. The petitioner, who for the last two years was a provisional senior motor vehicle referee, took this exam given orally by separate groups of examiners at different times.

The petitioner, in an Article 78 proceeding, challenged his grade and the test. He contended that the examiners were unqualified to administer and grade the test, the test was unrelated to the position, and that there were no objective standards or uniformity of oral questions to assure a truly competitive examination. The petitioner sought an order declaring the examination null and void and to block the appointment of persons on the list. The respondents cross-moved to dismiss for failure to state a cause of action and failure to exhaust administrative remedies.

The Supreme Court, Special Term, Kings County, held

(Continued on Page 2)

# WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: New York City Housing Authority, 250 Broadway, Manhattan.

**QUESTION:** Do you think it is a good idea for New York City Mayor Koch to conduct surprise visits to city agencies?

**Richard Zatorski**, chief of tenant organization division: "I feel elected officials such as Mayor Koch should be able to visit the areas where civil service workers are employed. They will be educated to the job being fulfilled and see the problems being faced by the civil servants. I would welcome him to come not only to the offices but to the field to see how the workers are performing. These on-the-spot visits should give him new insight as to the problems many workers face and tackle daily. There are caretakers, porters, maintenance men, and managers handle many concerns daily and it would be nice for the Mayor to see just what can be done."



**Richard Armstrong**, chief of tenant programs: "I would have no problem with the mayor making a surprise visit. I realize that a person has a certain amount of work to complete in a day. If one is comfortable knowing that he has done what he has to do, then I see no reason why one should be surprised if the mayor were to drop in and ask 'What are you doing' and you were unable to answer because you were not, I can understand those who would be surprised. There are times when work is light and I would assume that the mayor would take that into consideration when he makes his surprise visits. I think it is important for the mayor to see the people who make the top executives look good."



**Shirley Mallory**, administrative assistant: "I think it is a good idea for the mayor to visit agencies unexpectedly. I believe he might get a picture of the type of work the employees do. He might get a picture that the workers do indeed work. Civil servants have taken a personality beating for many years. Maybe this might change if he were to take a tour and see how hard the people work. It's better to see firsthand, than to rely on figures or titles, when relating to the work force. I think those who may shirk their responsibilities may work a little harder and those who do a full day's work will continue to do a full day's work."



**John Myers**, housing activity coordinator: "I think it is a very good idea for Mayor Koch to make surprise visits, not only to the office but out in the field to actually view the type of work being done. It would be important for him to meet with the tenants and hear their problems. We deal with an enormous quantity of problems and a visit might give him a chance to see what the workers actually do. We are a liaison with the tenants and management. We deal with safety, management and all related concerns to a person living in public housing as well as in the community. We are also a liaison between the tenants and the community."



**Irma Rabinowitz**, supervising teller: "I have no objections to Mayor Koch conducting surprise visits to my city agency. I think of the place I work as my home. Anybody can come into my home at any hour of the day, my beds are made and my house is clean and I feel the same about my work. My work is up to date and the housing authority is the same. People are always working and the work is up to date. I think the mayor should see what is being done in the Housing Authority. He's learning now and spot checks are an excellent way to personalize and get to know your employees. He can learn more about us and we can learn more about him."



**Richard Krainman**, staff analyst: "I think Mayor Koch's visits may be beneficial provided they are not escorted visits. He should walk in unannounced to areas where his presence is desired. He might get a picture of those civil servants who work very hard as well as those who don't work hard. I think he should realize that there are dedicated civil servants who care for the work they do and he should find those who are there for a pay-check and a pension. His visits can only do good for those who have nothing to hide. For those who do, then again, the visits serve a purpose also."



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## A Threat

One aspect of the new Social Security Law that received practically no mention in the press is the closing of a loophole that many retirees looked forward to using.

Under the old law there was a monthly yardstick on earnings. If, in any month, you earned over \$291, you would lose your social security benefit for that month, but it would not affect social security payments during the other months.

This privilege is now available only during the first year of retirement. After that, all earnings for the year will be applied against the benefits. You will lose \$1 in social security benefit for each \$2 you earn above the maximum.

The maximum has been raised to \$4,000 for 1978; \$4,500 for 1979; \$5,000 for 1980; \$5,500 for 1981, and \$6,000 for 1982.

What is the outlook for Social Security benefits for, in spite of funding problems, future benefits will not be reduced? However, under present law, benefits are increased essentially twice—once through the automatic cost of living increase, and secondly, through the increasing wage base on which retirement benefits are figured. If this were to continue, future retirement benefits would skyrocket beyond the point where the system could support them without a drastic tax increase. In all likelihood that error will be legislatively corrected, but future benefits will continue to reasonably increase to keep pace with the cost of living.

There is already talk of modifying the high taxes assessed against employees and employers under the escalating provisions of the new law. As soon as they really begin to hurt, you will hear of measures introduced to

mitigate them. As of now, they will be \$3,045.90 against a salary of \$42,600 in 1987—when presumably everybody will be making big money because of inflation.

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

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

(Continued from last week)

Simonsen, Arthur G	.....Larchmont
Sizemore, Arce	.....Syracuse
Smith, Alfred V	.....Farmingdale
Smith, Johnny L	.....Rochester
Smith, Martha	.....Rochester
Soucy, Agnes B	.....Hicksville
Spencer, Martha L	.....Newark, NJ
Spergel, Gabriel	.....Brooklyn
Stevenson, Timothy	.....East Islip
Sylvia, Frederick G	.....Elmont
Tantisira, Somphong	.....Buffalo
Teitler, Susan	.....New York
Tiernan, Harold F	.....Garden City
Tingen, Algie T	.....Centereach
Toman, Edward J	.....Bronx
Torpy, Joseph	.....Scarsdale
Tym, Ted	.....Newburgh
Underwood, Howard H	.....Clarkson
Vazquez, Carlos J	.....Rochester
Voorhis, Elaine L	.....Chenango Forks
Vilardi, Pasquale J	.....Inwood
Wagman, Richard J	.....Brooklyn
Walker, Richard C	.....Buffalo
Washington, Ida L	.....White Plains
Webb, Theron A	.....Hempstead
Wells, Tust	.....W. Breenwood
Widman, Anne M	.....Binghamton
Williams, Clarice	.....Springfield Gdns
Williams, James A	.....So Ozone Park
Williams, Novella G	.....Yorktown Hts
Winston, Richard	.....New City
Wisner, William	.....Bloomington
Wood, Antoinette	.....Watkins Glen
Zender, John	.....Haverstraw
Zirbel, Claude	.....Genoa
Zweben, Paul F	.....Wingdale
Carter, Mary N	.....Newark, NJ
Carucci, Geraldine S	.....Seattle, Wash
Caturano, Dominick	.....New York City
Cerrone, Jean H	.....Schenectady
Cetin, Isabelle G	.....Fort Salonga
Ciniglio, Vincent A	.....Jersey City, NJ
Clark, Howard	.....Buffalo
Clineman, John B	.....Stony Point
Coage, Gladys	.....St. Albans
Coble, Kenneth	.....Monticello
Coggins, Richard G	.....Holbrook
Coleman, Ida L	.....Rochester
Coleman, Joseph O Jr	.....Oceanside
Collar, Carol A	.....Schenectady
Collardo, Toribo A	.....Haverstraw
Cory, June S	.....South Salem
Costauza, Rose M	.....Rochester
Courtwright, William E	.....Ithaca
Craven, Raymond R	.....Central Islip
Crede, Marjorie	.....Newark, NJ
Crowe, Joseph	.....Poughkeepsie
Cummings, Claudine	.....East Orange, NJ
Curtin, Daniel J	.....Jackson Hts
Dales, Vito	.....Brooklyn
Daly, Lenore	.....Albany
Daniel, Elizabeth	.....Rochester
Darling, Bradley R	.....Akron

(To Be Continued)

# LETTERS TO THE EDITOR

## Equal Treatment

Editor, The Leader:

Mayor Koch announced that he would issue an executive order prohibiting discrimination against homosexuals by the city government, guaranteeing, among other things, their right to be hired as policemen and firemen (or women). This mayoral directive is a sure bet to stir up a hornet's nest with the PBA and the UFA.

Before Mayor Koch moved to

his new home at Gracie Mansion he maintained bachelor quarters in a Greenwich Village apartment. Greenwich Village has long been a hangout for "gays" who have come out of the "closet" and have become increasingly militant in their demands for "equal treatment" in employment and housing, etc. Anita Bryant is their enemy. "Gay and proud" is their theme. They don't regard themselves as emotionally disturbed individuals and they shun psychiatric treatment. They have

no guilt hangups about their "gay" life style and their feelings about themselves have been bolstered by the American Psychiatric Association which voted not to consider homosexuality as a mental illness or personality disorder. It was these "gays" who helped to get Koch elected Mayor.

Before Koch was elected he served as a member of Congress. In this role, I never heard him oppose the ban against homosexuals for "sensitive" jobs with the federal government, such as with the FBI or CIA, who deal with foreign espionage. Perhaps Koch regarded such a position as politically unpopular since "gays" would be regarded by the feds as "security risks" who could be caught in a compromising situation by the enemy.

And if Koch was truly interested in "equality" for all regardless of sex, sexual orientation, race, religion or national origin, which he now preaches as Mayor, as a congressman he should have fought for forced military con-

scription of women to face front line combat, just like their male counterparts. I'm sure that Koch supporter Bess "Miss America" Meyerson would have just loved that idea.

It was Koch, who, as a member of Congress, voted for himself a fat pay raise. It is Koch, who as Mayor, threatens to get tough with city workers and their unions when it comes time for collective bargaining. In other words, "gays" will receive the same shabby but "equal" treatment as "straights" on the city payroll thanks to Mayor Koch's announced executive order banning discrimination against homosexuals by the city government.

ELIOT LANDSBERG  
New York City

## Don't Repeat This!

(Continued from Page 6)

Politicians expect this problem to ignite the fuse that will cause an explosion between Carey and Koch.

## 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.

## Civil Service Law & You

(Continued from Page 6) that where a candidate for appointment raises questions concerning the validity of the test in its entirety or the method of administering the test, no administrative review is available and judicial review may be sought. The court also stated that since the petition set forth a prima facie case to set aside the exam, it is sufficient to warrant the injunctive relief sought relative to the making of appointments from the list under review. Mark V. Department of Civil Service, 398 N.Y.S. 2d 327.

# ASSAULTS AGAINST STAFF IN MENTAL HYGIENE CENTERS

By  
Kenneth Schept

"We were sitting in the office and all of a sudden this patient came in and attacked me. He must have had brass knuckles on his hand as he made my eye six times its size . . . and opened a deep gash on my forehead which took 24 stitches to close."

It was 1:30 a.m., last June 10, when Alma Hayes, a mental hygiene therapy aide at Manhattan Psychiatric Center was struck repeatedly in the face, by a patient wearing a chain of soda can tabs over his fists. She has not yet returned to work. Two weeks ago Ms. Hayes underwent extensive surgery to have an artificial implant inserted under her eye and to repair damage to her nose. She is no longer on compensation, which lasts only six months.

There are no statistics. There has been no coverage on the six o'clock news. If we were to judge by these most-often-relied-upon indexes of reality, there is no problem: assaults by patients and residents against staff in the state's Mental Hygiene facilities do not occur.

Ms. Hayes and many others have reason to disagree, however. Workers in 14 out of 15 Mental Hygiene facilities visited throughout New York State during the last six months felt that the problem of assaults against staff was significant at their institutions. Administrators at these hospitals conceded that a problem, in varying degrees, does exist.

"These things are going to happen at any large mental institution—you want to keep them down to a minimum," said Gabriel Koz, director of Manhattan Psychiatric Center, where Ms. Hayes was hurt.

Lawrence C. Kolb, former New York State Commissioner of Mental Hygiene, said, "I have been personally assaulted and I have known many other people who have been assaulted. . . . There is a major lack of appreciation of the kinds of patients and understanding of the abuses that the Mental Hygiene aides and nurses, who are with the patients more of the day than others, must face."

From a therapy aide at Pilgrim Psychiatric Center on Long Island: "I was standing with another aide when a patient appeared at the office door and said to him, 'That's right; keep your back to me. It will make it easier for me to cut your throat.' The patient jumped at the aide swinging his fists and saying, 'I'm going to cut you!'"

"The patient stepped back and put a hand behind his back. I grabbed him around the waist. I saw that he held a piece of glass in his hand. During the struggle I felt two sharp pains in my back.

"The other aide and I were able to restrain the patient and take the glass away from him. The glass was about six inches long, taped at one end to form a handle. The aide had been cut on both hands and right ear. I had two stab wounds in my back which required six sutures."

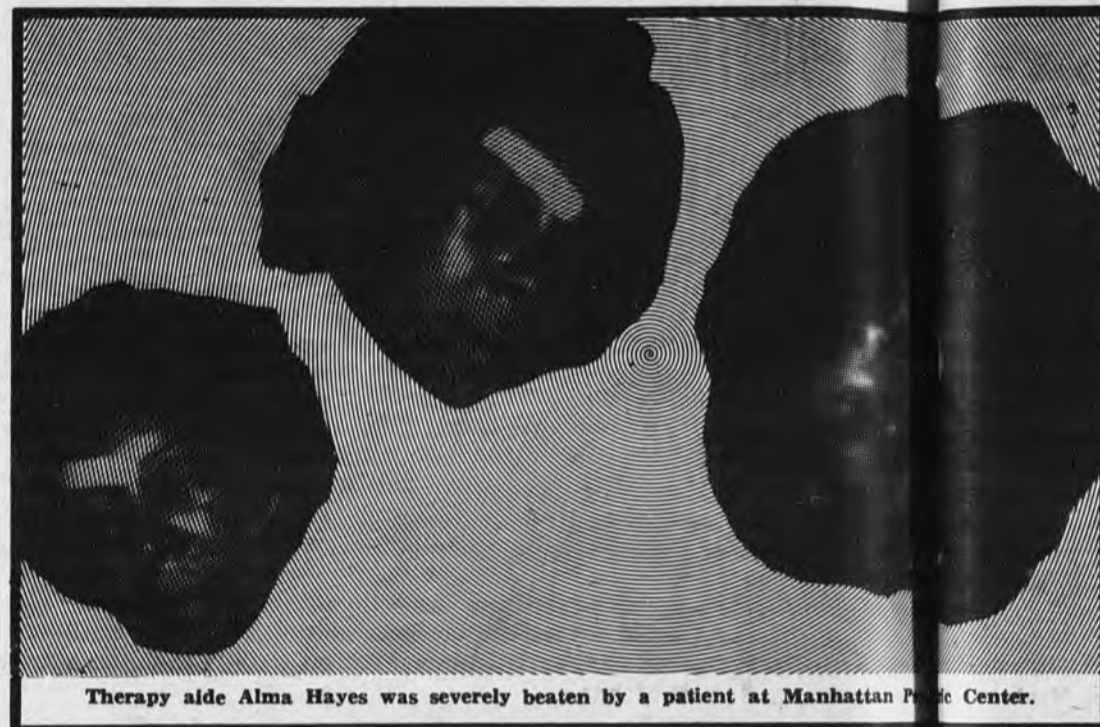
Some of the violence by patients against staff is psychological. Laura Tucker has worked as a diningroom attendant at Bronx Psychiatric Center since 1963. During January, two years ago, she was jumped by a patient when she entered a ward to use the elevator, since the main elevator was being repaired.

"He took me downstairs and a co-worker saw him take me out of the building. He held me as a hostage and took me to a panel truck parked nearby. It wouldn't start.

"He took me to another truck. It wouldn't start. Then to another truck; the door wouldn't open. Standing in the cold I realized that he was in his pajamas and slippers.

"I said, 'why do you mistreat me like this? Do I mistreat you in the diningroom?' I asked, 'Aren't your feet cold?' He said Yes.

"A safety officer approached and asked, 'What are you doing with this lady?'"



Therapy aide Alma Hayes was severely beaten by a patient at Manhattan Psychiatric Center.

"He let me go and cried out: 'Don't make me go back in there.'"

Also at Bronx Psychiatric Center, where Agatha Davis has been a therapy aide for seven years: "A patient received a telephone call and got cut off by the operator and began to cry. She grabbed me while I was sitting and hit me several times. I was out of work for 12 days."

Peter Crain, a Bronx Psychiatric Center psychiatrist who consults throughout that hospital about issues of assaultive or suicidal behavior, said, "Basically the patient can hit somebody and then say he's crazy; and then what do you do?" Dr. Crain's view and those of other clinicians, about what should then be done is the subject of future installments of this series.

The following letter was written by a therapy aide at Hudson River Psychiatric Center, in Poughkeepsie. He has worked for the Department of Mental Hygiene 19 years. This incident occurred just over a year ago:

"I was struck in the left eye, breaking three bones, requiring plastic surgery, eight days in the hospital and six weeks out of work. I am disfigured for life. A month after I returned to work, a fellow worker was attacked, sustained a broken rib, several cuts and bruises and was out of work five weeks."

Charmaine McNally has been a therapy aide for 12 years at West Seneca Developmental Center, near Buffalo.

Last March, "A resident, a woman in her early thirties, jumped me. She had started tearing the place apart. When I tried to stop her, she sidestepped and beat the hell out of me. Another aide couldn't pry her off of me. I missed 11 weeks of work."

Thomas Quinn, an aide at West Seneca for seven years, was hit over the head with a chair and knocked unconscious. He was out of work for two weeks. Bob Jentz, also an aide at that institution, was punched in the face and required an artificial implant to surgically restore his eye.

"When you work in an institution for the mentally ill or retarded there are certain risks involved," West Seneca Developmental Center director Louis G. Huzella said. Dr. Huzella said that the hospital offered the state-sponsored "gentle art of self-defense course," which was prepared to teach staff members how to defend themselves when assaulted, without injuring the client.

George J. Buchholtz, director of Syracuse Developmental Center, said assaults by residents at that institution are considered a problem—the extent of which would be difficult to estimate because daily incident reports include instances of torn shirts or broken watch bands, even minor personal injuries that result not from attack, but from routine contact with a resident.

"As far as resulting in severe injury or severe threat of injury this is infrequent. If you're talking about somebody just elbowing somebody or where there's no serious injury, but still an act of aggression, this I would say is more frequent," Dr. Buchholtz said.

"Here sooner or later everyone gets assaulted," is the way William L. Werner described the situation at Creedmoor Psychiatric Center in Queens, where he is director. As at other institutions, although it seems as if therapy aides are most often the targets of abuse, no staff member is immune.

The following happened last June to Eva Coleman, a nursing administrator who has worked at Creedmoor since 1960.

"A 19-year-old male patient returned from school disturbed. In the day room he wanted to kiss one of the women employees; she said forget it. He picked up a chair and threw it at her.

"I went to see what was happening. By this time he'd knocked down another woman employee. The patient's father was there, and the patient was angry because he'd been instructed to wait before he could see his father.

"He attacked me and I pushed him away. I am now on charges. The woman who was pushed to the ground was out of work for several months with a broken hand and back injuries."

It should be apparent that staff members have been assaulted by clients with equal ferocity throughout New York State, although with greater frequency, perhaps, in New York City. Many questions are raised.

Ms. Coleman, who has 17 years' experience working for the Department of Mental Hygiene, said "Patients who never did anything before will slap you in the face now and laugh." Throughout the state the most-often-repeated charge made by staff members who have been assaulted by patients is that clients know their rights are protected, and are arrogant about announcing that they can hurt an employee without fear of retaliation.

Has the emphasis on patient rights precipitated an increase in assaults against staff?

When the 19-year-old Creedmoor patient asked to kiss the woman employee, he was expressing normal feelings in an inappropriate way. Did the employee respond appropriately: was she graceful; was her answer measured by a knowledge of the boy's state of mind?

Answers to those questions are not available. But similar questions may be asked about all attacks against staff.

Are assaults arbitrary, or are they provoked, in some way, by the inept actions of staff members who are either ill-trained or emotionally unfit to be working in the wards? Does the fear of being brought up on charges enter into a worker's conduct on the wards; does it affect morale, and is this a consideration in the assault problem?

What rights does a worker have in defending himself? What about consequences to the patient who has committed an assault? Locked wards, medication, and restraints; such tools could surely reduce the number of assaults, but at what point would they also stifle the possibility of effective therapy?

What should be the response to the patient who has assaulted a worker? Are criminal charges appropriate? Differences in the character of the institutions and the quality of staff upstate as compared with New York

City have been pointed out by administrators of the Mental Hygiene system, as well as by workers, both in New York City and upstate, and by the staff of the Civil Service Employees Association. Do the generally lower educational levels of New York City workers contribute to the greater incidence of assaults in Metropolitan-area state hospitals? Would training be an answer; or would transfer or discharge be the only solution?

Ramifications of these questions extend to the civil service system and the intricacies of hiring, firing and promoting; to staff and managerial competence; to basic clinical judgments about what type of atmosphere should be fostered in the institutions, and when and how such tools as medication, insulation and restraint should be applied.

The matter of assaults by patients against staff even involves the physical structure of the hospitals. For example, at Hutchings Psychiatric Center in Syracuse, where wards are located in separate, small buildings clustered like garden apartments, staff members complain that getting from one building to another to support a fellow worker in trouble takes excessive time.

In the prison-like, granite monolith in the East River known as Manhattan State, with its narrow corridors and large open wards, patients and staff must cope in a building that director Koz said must have been the creation of architects who were instructed, "to make a place that will dehumanize and make people feel disgusting. See what you can do for us."

As Russel Barton, director of Rochester Psychiatric Center, explained, the state's Mental Hygiene system has its foundation in a similarly dehumanizing tradition.

Rochester Psychiatric "was founded in 1863, when the poor house, which was for the vagrants and the indigents, was split in two: a work house for those who weren't mentally ill and an insane asylum for those who were. This division presupposed that there were some people who were socially inept or incapable because of their wickedness and their lack of industry, and another sect who were excusably incompetent socially, because of their mental illness. The good old Victorians had no problem dividing people into such groups."

Changes have occurred in the care of the mentally ill. Roger Heath, director of Utica-Marcy Psychiatric Centers, has seen some improvement over the 30 years since he joined the state as a ward aide.

"When I first started in this business you had to be healthy and able to wade in, in order to subdue a disturbed individual who had barricaded himself in a bedroom. We don't have that anymore. The major tranquilizers have helped considerably."

Care of the retarded has also improved. Many developmental centers, although populated with lower-functioning individuals, because of the pressure to discharge as many residents as possible, are furnished in a homelike way and resemble dormitories more than hospital wards. At Syracuse Developmental Center, for example, the units have fish bowls, a glass china cabinet, pictures on the wall—things that Dr. Buchholtz said 15 years ago "You would say you couldn't have on the same unit with clients because they would break them in nothing flat. Now we have them. We don't expect them to be destroyed, and in most cases they're not."

"... There is a major lack of appreciation of the kinds of patients and understanding of the abuse that the Mental Hygiene aides and nurses, who are with the patients more of the day than others, must face."

DR. LAWRENCE C. KOLB  
Former Commissioner of Mental Hygiene



In the psychiatric centers, the problem of providing therapy and attempting to heal a disturbed patient is much more demanding than dismissing him as "excusably incompetent."

The demands made on staff of the developmental centers to clothe, feed and humanly interact with clients are extraordinary, more involving and exhausting than when the program was simply custodial.

The Mental Hygiene system has made progress. As a result ward service jobs have become more difficult, more interesting and, perhaps, more dangerous.

**Next Week: Why Assaults Occur**

Testimony by administrators and victims establishes the magnitude of the assault problem.

The assault problem raises many questions, which will be dealt with in future parts of this report.

This Leader Report was researched during the last six months. It will appear in several parts and will consider such questions as: the reason for the assault; civil-service-related solutions; clinical answers, and the right to self-defense of an employee's.

Answers involve both civil service and clinical matters.

The historical context is bleak.



# Latest State And County Eligible Lists

EXAM 36052 SR EMPLOYMENT INTERVIEWER Option A Test Held May 7, 1977 List Est. Nov. 25, 1977 (Continued from Last Week) 262 Gaunt William R Jamaica .....80.4	263 Groob Marsha M NYC .....80.4 264 Dominique Paul Jamaica .....80.3 265 Young Edythe NYC .....80.3 266 Brunn Hilda B NYC .....80.3 267 Dennis Wallace Malone .....80.3 268 Parsons Karen Niagara Fls .....80.3 269 Fischer R Bronxville .....80.3	270 Lombardo Ina T Fairport .....80.3 271 Santo Francis N NYC .....80.2 272 Ruderman Sylvia Roslyn Hts .....80.2 273 Lamendola C M Corning .....80.1 274 Brown Brenda M Brooklyn .....80.1 275 Mervio I L NYC .....80.1 276 Dweck Albert S Brooklyn .....80.1	277 Olenik Linda M Bemus Pt .....80.1 278 Hamilton B A NYC .....80.1 279 Hall Donald F Dansville .....80.0 280 Franklin C Queens Vill .....80.0 281 Curtin William Babylon .....80.0 282 Schrage Anne C NYC .....80.0 283 Segenreich Rose NYC .....80.0 284 Eisenberg Joel Brooklyn .....79.9 285 Daniels Helen Westbury .....79.9 286 Moser Gertrude Syracuse .....79.9 287 Malinak Michael New Windsor .....79.9 288 Roth William A Bronx .....79.8 289 Martin Margaret Rochester .....79.8 290 Konstorum S I Forest Hills .....79.7 290A Compton Jack R NYC .....79.7 291 Pierce Maryann Brooklyn .....79.7 292 Burgess Gregory Bay Shore .....79.7 293 Weiner Burton Brooklyn .....79.7 294 Watson Kenneth Brooklyn .....79.7 295 Levine Bernice Brooklyn .....79.7 296 Schallmo W M Rochester .....79.7 297 Mentzer Richard Albany .....79.6 298 Miller Stephen Coram .....79.6 299 Close Catherine Poughkeepsie .....79.6 300 Tupper Randal D Brooklyn .....79.6 301 Martin Barbara Bronx .....79.6 302 Anderson Joanna Massena .....79.5 303 Prentice Marlin Byron .....79.5 304 Byrnes William Binghamton .....79.5 305 Brockhouse F W Binghamton .....79.5 306 Kolodziej R J Amsterdam .....79.4 307 Botter Betty J Larchmont .....79.4 308 Nicloy Brian W Leroy .....79.3 309 Strasser Laura Bronx .....79.3 310 Soled Gerard A Bayside .....79.2 311 Sullivan B T Pt Jffrn St .....79.2 312 Snider Yvonne Brooklyn .....79.2 313 Sheely Paul M NYC .....79.2 314 Karmin Andrew H Brooklyn .....79.1 315 McKenzie C I Newark .....79.1 316 Ribyat Robert J Syracuse .....79.1 317 Mathewson J E Yorktown Hts .....79.1 318 Brown Stephen Brooklyn .....79.1 319 Johnson Judith Cairo .....79.1	320 Auerbach Ronald Bronx .....79.1 321 Rosser Beatrice NYC .....79.0 322 Anderson C H Voorheesvil .....79.0 323 Brodsky Larry Brooklyn .....79.0 324 Waskow Sylvia Great Neck .....79.0 325 Lane Stephen H Brooklyn .....79.0 326 Brett Barry J Farmingdale .....79.0 326A Scipioni M D Rochester .....79.0 327 Nicoletta Frank Ozone Park .....78.9 328 Orlick Gail F Wantagh .....78.9 329 Zinsser George Stony Brook .....78.9 330 Milley Lois J Amherst .....78.8 331 Hord Beverly B Grand Island .....78.8 332 Lee Francis G Utica .....78.8 333 Moser Frank L Syracuse .....78.7 334 Trudeau David W Ogdensburg .....78.7 335 Hellmann Myron Coram .....78.7 336 Gilmore William Ithaca .....78.6 337 Owens Helen Mount Vernon .....78.5 338 Yarnetsky J Buffalo .....78.5 339 Bodoff Russell Staten Is .....78.4 340 Fonseca F NYC .....78.4 341 Caire Donald M Flushing .....78.4 342 Detmer Robert W NYC .....78.3 343 Bond Florence H Howells .....78.3 344 Blud Penny S Gloversville .....78.3 345 Fried Herman L Williamsvil .....78.2 346 Maursky Gary L Ridge .....78.2 347 Feigin Muriel M Bayside .....78.2 348 Ballard Barbara Brooklyn .....78.1 349 Katz Helen NYC .....78.1 350 Franz John M Liverpool .....78.1 351 Dunne Thomas M Jamaica .....78.0 352 Dingle Harrie Black River .....78.0 353 Florsheim Carol Fort Lee .....78.0 354 Marcus Jeffrey Bayside .....77.9 355 Hotaling Mary E Rochester .....77.9 356 Thomas G G Roosevelt .....77.8 357 Grosvenor David Sodas Point .....77.8 358 Greenspan D Briarwood .....77.8 359 Kraus Esther Jackson Hts .....77.8 360 Maynard Anna Pittsfield .....77.8 361 Voss Vikki Brooklyn .....77.7
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## End Civil Service Red Tape

(Continued from Page 2)  
procedures that only the most persistent can deal with and only the knowledgeable can manage to use. It may be that what was once public enemy number one—spoils—has been replaced by bureaucratic bottlenecks.

"When work on the Federal Personnel Management Project began six months ago, we had to address three basic problems."

He said management flexibility is needed. Bureaucratic obstacles to effective management must be removed.

Past merit abuses must end, he said. "We must design a system to prevent those kinds of abuses, or at least make them more difficult or more visible

than before."  
Management believes employee appeal procedures are biased toward employees, and the employees say it is management-dominated, he said.

"These three problem areas are very challenging in that they are almost contradictory in the kind of reforms and changes they suggest—greater flexibility and, at the same time, more control to prevent abuses and protect employee rights," he said. "The system is currently so encrusted with rules and regulations that too many managers feel it is almost impossible to take personnel actions."

There has always been skepticism about government and such

skepticism is healthy, he said. There are problems with the system that need correcting, he said.

"The problem here is not unlike the one faced by Congress, where over 80 percent of the people indicate they lack a trust and faith in Congress generally, while just as many also believe their individual congressman is doing fine. It is this contrast between the institutions themselves and the people in them that causes the paradox. So, I'm not blaming the employees; rather, the system and those who manage it," said Mr. Campbell. "Public personnel management is changing," Mr. Campbell concluded, "perhaps more than any of us realize. For decades, public personnel administration was largely restrictive; that is, the major focus was to prevent abuses and keep records. But that's changed. Today, a third of the Gross National Product is comprised of public services, and taxes take a quarter to a third of the typical paycheck. We've come a long way since the total federal budget was derived from customs duties. Today, we must increase productivity, improve public service, train better supervisors and managers, make the best use of talent, and work toward the goals established by Congress and the state legislature."

## PERB Urges School Clerk Wage Hikes

A State-appointed fact finder has recommended a \$600 a year salary increase for three years for Oyster Bay-East Norwich Central School District clerical employees.

The fact finder, Owen B. Walsh, was designated by the state Public Employment Relations Board to settle a contract dispute between the district and the Civil Service Employees Association, representing the clerical staff.

Mr. Walsh recommended a three-year agreement retroactive to July 1, 1977 until June 30, 1980. He also recommended that 17 holidays be given annually.

## State Open Competitive Job Calendar

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

### FILING ENDS JAN. 23

Title	Salary	Exam No.
Bank Examiner	\$14,688	24-621
Drafting Technician (Electrical), Senior	\$ 9,029	24-618
Drafting Technician (Mechanical), Senior	\$ 9,029	24-619
State Accounts Auditor Trainee I/ Examiner of Municipal Affairs Trainee I	Varies	24-617
Pension Systems Analyst	\$17,429	27-686
Security Hospital Treatment Chief	\$18,369	27-689
Chief, Bureau of Postsecondary Planning	\$25,161	27-515

### FILING ENDS FEB. 14

Public Health Dentist (Research) II	\$27,942	27-695
Tax Compliance Agent (Reg. & Sp. Spking)	\$ 9,746	20-931

## Federal Job Calendar

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

### GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Title	*Salary Grade
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Fiscal and Accounting Support Positions	4
Medical Aid (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Physical Therapy Assistant	4
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Travel Clerk (Typing)	5

### TRADES AND CRAFTS

No Written Test

Title	Title
Chief Engineer (Ferryboat)	Refrigeration and A/C Equipment Operator
Master (Ferryboat)	Ship Surveyor
Ordinance Equipment Mechanic	Welder
Quality Inspection Specialist	

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

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



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# SHORT TAKES

## CONFAB ON OFFICE EQUIPMENT SET

The second annual federal office equipment expo will be held March 14 and 15, at the Sheraton Park Hotel, Washington, D.C. The exposition is the only records management conference emphasizing the federal, state, local and municipal government markets. It is open to all professionals who use office equipment to send out information.

## MARTIN LUTHER KING DAY A HOLIDAY?

Over fifty state legislators will co-sponsor a bill introduced by New York Assemblymen Seymour Posner (D-Bronx), Al Vann (D-Brooklyn), and Estelle Diggs (D-Bronx) which would make Martin Luther King Jr.'s birthday a state holiday, Assemblyman Posner announced. Senator Vander Beatty (D-Brooklyn) will be the main sponsor in the State Senate. The bill is endorsed by Dr. King's widow, Coretta King. Several unions have negotiated contracts making Jan. 15 a holiday for their members.

## MANAGEMENT SEMINARS START MAY 17

A three-day seminar, "Government Project Management," around the country: beginning May 17. The cities are Dallas, Washington, D.C., Cleveland, San Francisco, New York, and Chicago. Management Center in six cities on the application of new management techniques by federal, state and local governments, will be presented by New York Man-

## SHERIFF'S EMPLOYEES WIN ALLOWANCES

State Supreme Court Judge Thomas F. McGowan has ordered Erie County Comptroller Alfreda W. Slominski to issue \$100,000 in year-old clothing allowance funds to the county's 500 sheriff's department workers or face contempt of court charges. The ruling may end a dispute over the delay between county officials and the American Federation of State, County and Municipal Employees. Assistant County Attorney William J. Diggins said the delay was caused by incorrect payroll information that was sent to Ms. Slominski's office. The \$200-a-year payments to each sheriff deputy was received in 1977 but the 1976 allowances were put off until 1977 as part of an agreement the union made with the county during the county's budget crunch to save the jobs of 60 deputies.

## WASHINGTON, D.C. GETS FIRST BLACK POLICE CHIEF

Burtell M. Jefferson, 52-year-old number-two man of the Washington, D.C. police department, has been appointed chief of the city's 4,100-member force. Chief Jefferson, who will replace Maurice J. Cullinane Jan. 31, is the first black to hold the post. Chief Cullinane is leaving the department for medical reasons. Mayor Walter Washington announced the appointment.

## HIGHER PENSION COSTS

An unpublished U.S. Civil Service Commission report says the federal government has been underestimating by several billion dollars a year the long-range cost of civil service pensions, says the Associated Press.

## PD TRIALS COMMISSIONER RECLASSIFICATION

The New York City personnel director has ordered a public hearing to be held Jan. 31 on a proposal to classify assistant deputy commissioner for trials in the non-competitive class, under the heading, Police Department. The hearing will be at 10:30 a.m. in Room 401 of 220 Church Street.



## TO UNITED NATIONS

The 32nd United Nations General Assembly recently confirmed appointment of U.S. Civil Service Commissioner Ersa H. Poston to the International Civil Service Commission. The ICSC advises the General Assembly on the civil service system for the United Nations and other international agencies.

## WHERE TO APPLY FOR PUBLIC JOBS

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

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For information on titles, call 566-8700.

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

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

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

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

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

**FEDERAL** — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-6422.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 100 South Clinton St., Syracuse 13202. Toll-free calls may be made to (800) 962-1470. Federal titles have no deadline unless otherwise indicated.

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By PETER ALISON

## Ups And Downs

Almost every new administration is frustrated over the inability to get an instant response from the civil service sector.

Invariably, the solution is to contract out. Some officials think this will cut federal payrolls. But often, when a task is contracted out, the same people pop up for the same task at higher salaries.

A new set of government contracting-out guidelines is in the works. It involves a new formula for estimating in-house costs, but it makes the federal payroll appear larger after considering pension benefits.

Under the formula, where the contractors' personnel costs are 10 percent less than in-house work, costs contracted out will be justified for activities in progress. The guideline for new contracts will require that government personnel costs be 10 percent less and other costs 25 percent less. The emphasis will be to get private business to do the

job wherever possible. Each agency may decide when the "national interest" requires in-house work. In all probability, only this provision will hold back a flood of new contracts.

Restructuring the federal civil service system will not result in more jobs.

Although federal civilian employment increased 21 percent between 1960 and 1970, it has decreased by 2 percent since 1970.

Federal civilian employees have dropped from 4 to 3 percent. The total work force will probably not increase during the next few years.

Competition for federal jobs will increase during the years ahead.

Three hundred thirty-eight of the 2,388 employees of the Agency For International Development in Washington face loss of jobs next year. Officials say it will all be done by attrition, assuming 15 percent leave voluntarily.



NICK ABBATIELLO  
"... I am shocked"

## CSEA Suing Nassau Co. For Holidays

MINEOLA—The Nassau Chapter of the Civil Service Employees Association has ordered legal action against Nassau County as a result of the county's refusal to grant holiday pay for Martin Luther King Jr. day, Jan 15, and Flag Day, June 11.

Chapter President Nick Abbatiello had demanded the two new holidays as a result of state legislation adding both to the official list of state holidays.

The Nassau CSEA contract provides all the holidays officially declared by the state legislature with a minimum of 11. The two newly-designated holidays would make 13.

However, the legislation fixed both holidays on Sundays—the third Sunday of January and second Sunday of June—and specifically excluded the practice of observing holidays that fall on Sundays on the following day.

County officials, in a reply Jan. 10 to Mr. Abbatiello's demand for observance of the new holidays, said that King Day and Flag Day were merely "observances," not legal holidays.

### LEGAL NOTICE

LIMITED PARTNERSHIP  
139 WEST 19TH ST. CO., 115 East 9th St, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 19, 1977. Business: Own and operate real property. General Partners: Lawrence Devine, 72 Fifth Ave., NYC; Susan Abbott, 37 W 72 St, NYC. Limited Partners: Louise Lane, 303 E 57 St, NYC; Irving Bergman, 1501 Franklin Ave, Mineola, NY; Florine Snider, 1 W 89 St, NYC. Term: April 15, 1977 to April 15, 1987 unless sooner terminated. Cash Contributions: Susan Abbott \$75,000; Louise Lane \$10,000; Irving Bergman \$10,000; Florine Snider \$5,000. Partners shall share in the net profits as provided in agreement. No additional contributions agreed to be made. Upon death or incapacity of a general partner, the remaining general partner has the right to continue the business. Limited partners may assign interest with consent of general partners. Additional limited partners may be admitted.

By WILLIAM R. WILLIFORD

## The Best Time

Did you know that the life-span of certain laboratory animals can be appreciably shortened (with early aging) if the day-to-night cycle is shifted frequently and erratically . . . and, that more than 46 percent of human workers cannot adjust to seven-day rotation cycles?

Humans who shift their day and night schedules, night workers and travellers, take anywhere from three to five weeks before various cycles are coordinated again: sleep, temperature, plasma, etc.

A dose of amphetamine that will kill only 6 percent of the rats ingested during a portion of their daily activity cycle will kill 77 percent at differs enormously, according to their occurrence to medication, drugs, allergies, bacterial infection differs enormously, according to their occurrence in our circadian (24 hour) rhythm.

And if you want to increase your chance of winning, bet with someone that he was born at night. It appears that more than 60 percent of births occur at night, with 3 a.m. being the peak time.

All of the above statements are true and are based on the results of experiments in what is one of the newest of the sciences, the study of biological rhythms.

The body is a very sensitive machine that works best when the 24-hour cycle is not interrupted. You might say biologically that there is a "best time" to do most things. For instance, people who want to lose weight are advised to eat their heaviest meal in the morning, because of variations in the rhythm of the amino acids—tryptophan, tryosine and others.

One would also expect that there is a best time to stop smoking, start a diet, exercise, take medication, and ask the boss for a raise. Our body works best as most of us do on a regular schedule. If you would like to investigate this subject further, I refer you to a book *Biological Rhythms In Human and Animal Physiology*, by Gal Gaer Luce.



13  
CIVIL SERVICE LEADER, Friday, January 20, 1978

## Suggestions Mean Cash For Six State Employees

Six State employees received a total of \$400 in cash awards in December and certificates of merit for money-saving ideas submitted to the State Employee Suggestion Program, administered by the state Department of Civil Service. Estimated first-year savings from these suggestions total more than \$4,200.

### Award Recipients:

\$100—John Barnes, New Paltz, State University of New York at New Paltz; Edward Begler, Saratoga Springs, Office of General Services, Albany, and Joseph Di-Stefano, Centereach, State University of New York at Stony Brook.

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## Nassau Lists First-Aid, Aud-Visual, Other Jobs

MINEOLA — Legal secretaries, food inspectors, first-aid instructors, audio visual technicians and a director of environmental engineering are being sought by Nassau County and county towns and school boards for jobs ranging from \$31,262 to \$9,200.

Legal secretary II hopefuls must move fast. The filing dead-

line for the \$11,115-a-year job was scheduled to close Jan. 18. Candidates must be high school graduates with typing and stenography courses and four years steno-typist experience in a law firm. The written qualifying exam for the job is scheduled for Feb. 4.

The filing deadline for food inspector I, first-aid instructor (Continued on Page 15)

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# CSEA Board of Directors Elects Committees

ALBANY — Names of committee members for the Civil Service Employees Association were announced last week by CSEA president William L. McGowan.

The directors committees are elected by members of the statewide Board of Directors. Other committees are named with the advice of the regional presidents from names submitted by the Locals.

## DIRECTORS COMMITTEES

### CSEA OFFICERS DIRECTORS COMMITTEE

William McGowan, chairman, Thomas McDonough, vice-chairman, and Solomon Bendet, James Lennon, Joseph McDermott, James Moore, Robert Lattimer, Irene Carr, Jack Gallagher, William Deck, Joseph Lazarony, Bernard Dwyer, William DeMartino, Cindy Egan, Vic Pesci, Maureen Malone, Allen Greenfield, Judy Burgess and Dominic Spacone.

### STATE EXECUTIVE COMMITTEE

William Deck, chairman, and Pat Crandall, vice-chairwoman.

### COUNTY EXECUTIVE COMMITTEE

Joseph Lazarony, chairman, and Mary Sullivan, vice-chairwoman.

### DIRECTORS BUDGET COMMITTEE

Howard Cropsey, chairman, John Weidman, vice-chairman, and Raymond Cassidy, Raymond Pritchard and G. Geraldine Dickson.

### DIRECTORS CHARTER COMMITTEE

Francis Miller, chairman, and Ralph Natale, Charles Luch, Gerald Roseman, Jimmy Gamble, Nicholas Cimino, June Boyle, Dorothy King and Richard Snyder.

### DIRECTORS COMMITTEE TO STUDY THE COST OF GROUP LIFE INSURANCE

Nicholas Puzziferri, Jean Gray, John Riley, Pat Crandall, James Gripper, Sid Grossman, Mary Battista, Hank Gallagher and Steve Ragan.

### DIRECTORS PERSONNEL COMMITTEE

Tim McInerney, chairman, Ellis Adams, vice-chairman, and James Bourkney, George Clark, Julia Duffy, Donald Maloney, Mary Moore, Mary Sullivan and James Welch.

### STANDING COMMITTEES

#### CIVIL SERVICE COMMITTEE

Jean Gray, chairman, and Carlos Pugliese, Barry Markman, Bea Kee, John Haponki, Fran All, Ginger Moronski and Sal Castro.

#### CONSTITUTION AND BY-LAWS COMMITTEE

Ken Cadieux, chairman, and William DeMartino, Earl Mayfield, Jon Schermerhorn, Nicholas Cimino and Mary Ann Bentham.

#### CONVENTION COMMITTEE

Richard Tarmey, chairman, and Sal Russo, Sharon Katz, Millicent DeRosa, Nonie Johnson, Mary Hart, Lenora Polera, Bruce Nolan and Robert Smith.

#### EDUCATION COMMITTEE

Celeste Rosenkranz, chairman, and Sylvia Weinstock, Stella Williams, Pat Robins, Robert Watkins, Richard Fila, Mary Lauzon and Geraldine Frieday.

#### GRIEVANCE COMMITTEE

Al Varacchi, chairman, and Abraham Libow, Eva Katz, Gerald Purcell, George McCarthy and Elaine Mootry.

#### LEGAL COMMITTEE

Joseph Conway, chairman, and Sid Grossman, Ethel Ross, Michael Morella, Robert Green, Judy Burgess, Sara Sievert and Ernst Stroebel.

#### LEGISLATIVE AND POLITICAL ACTION COMMITTEE

Martin Langer, chairman, and Nicholas Abbatiello, Ralph Natale, Ruth Braverman, Canute Bernard, George Caloumeno, Vic Pesci, Donald Fullam, Carman Di Battista, Jean Myers, Stanley Polanski, Moira Griener, Richard Grieco, Barbara Pickell, Ramona Gallagher, Martin Koenig and Bill Lewis.

#### PENSION COMMITTEE

Dorothy Goetz, chairman, and Benjamin Lipkin, Robert Comeau, Robert Rhubin, James Currier and Vic Marr.

#### RETIRES COMMITTEE

Nellie Davis, chairman, and William Mensel, Ed Holland, Al Robinson, Martha Owens, George Celantano, John Kennedy, Dolores Fussell, John Tanzi, Mary McCarthy and Melba Binn.

#### METHODS & PROCEDURES COMMITTEE

Al Mead, chairman, and Nick Delisanti, Irving Goldberg, Ralph Schwartz, Jackie Chambrone and Linda Kingsley.

#### AD HOC COMMITTEES

##### AD HOC CETA COMMITTEE

David Mance, chairman, and Robert Malletta, Paul Kamrass, Al Rubin, Robert Gallor and Annette Harding.

##### AD HOC CONTINGENCY ACTION COMMITTEE

Marie Romanelli, chairman, and Luke Whelan, Robert Sage, Ronald Galinski, Audrey Snyder and Robert Stelley.

##### AD HOC MENTAL HYGIENE TASK FORCE COMMITTEE

James Bourkney, chairman, and Dan Donohue, Ronald Smith, Robert Thompson, Patricia Miller and William Krivyanik.

##### AD HOC COMMITTEE TO STUDY COMPUTER OPERATIONS

George McDonough, chairman, and Emil Spiak, Karen White, Kenneth Glastette and J. Michael Murray.

#### SPECIAL COMMITTEES

##### AUDITING COMMITTEE

Gerald Toomey, chairman, and Sam Piscitelli, John Eversley, Josephine Reilly, Anna Mae Dar-

#### CONVENTION MOTIONS COMMITTEE

Stephen Zarod, chairman, and Betty Duffy, James Barge, John Fanellette, Carole Trifiletti and Robert Dobstaff.

#### SPECIAL ELECTION

PROCEDURES COMMITTEE  
Bernard Schmah, chairman, and Gregory Szurnicki, Hal Goldberg, Sy Katz, James DeZolt, Ralph Young and Genevieve Clark.

#### HUMAN RIGHTS COMMITTEE

Lawrence Leddy, chairman, and Crawford McPhatter, David Aureliano, Beth Ann Suggs, William Rowe and Delores Hudson.

#### JOINT STATE/CSEA LAYOFF COMMITTEE

Beverly McDonald, chairman, and Robert Pols, Donald Dillon, Patricia Comerford, Jimmy Gamble and Barbara Chapman.

#### MEMBERSHIP COMMITTEE

Sam Emmett, chairman, and Robert Campbell, Mary Ann Mikulsky, Cindy Sciarrino, Mabel Wannamaker, Dorothy Penner and Chalrotte Woodfin.

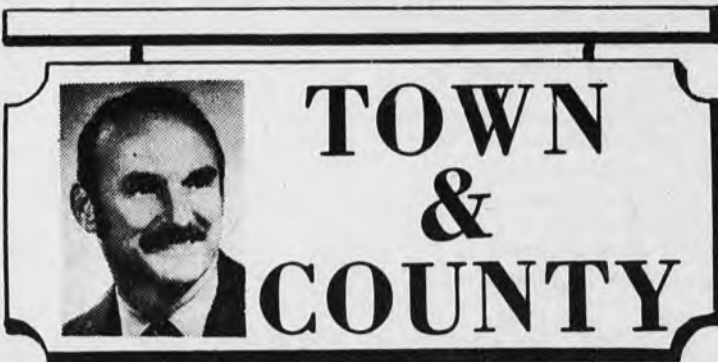
#### MEMORIAL PLAQUE COMMITTEE

Irving Flaumenbaum, chairman, and Sol Bendet, James Lennon, Joseph McDermott, James Moore and Robert Lattimer.

#### NON-TEACHING COMMITTEE

Hugh Crasper, chairman, and Carol Craig, Frank Fasano, Priscella Rayman, Dolores Ciannamea, Dolores Herring, Betty Walker and June Ferner.

(Continued next week)



## By JOSEPH LAZARONY Chairman, CSEA County Division Federal Legislation

I cannot remember when federal legislation governing public employees was not a source of discussion among CSEAs. Rumors fly, then fall, then begin again.

The subject always seems to be that the feds will write a "Wagner Act" for public employees that will be fair and supersede the Taylor Law.

Much of what follows is extracted from a memorandum by James D. Featherstonhaugh, of legal counsel, to the Board of Directors, dated May 12, 1977.

Two bills are current in the House of Representatives. Bill No. 77 proposes to extend the jurisdiction of the National Labor Relations Act and Board to local government and state employees. Bill No. 1987 would create a new Public Employee Relations Act.

Significant features of both bills are:

—Right to strike within certain limitations.

—Governing boards would be considerably more powerful than the PERB is, and would obviously be more independent than the PERB.

—Statute of Limitations for filing would be six months.

Mr. Featherstonhaugh goes on to state that there are advantages to this bill. It certainly is a step forward in equalizing the roles of management and labor. The history, case law, and reputation of the NLRB is such that much court litigation would be avoided.

Unfavorable factors are also pointed out:

—NLRB is already overburdened and could not be expected to rapidly process an increased caseload.

—A new board (Bill No. 1987) may be able to process caseload, but would not have the case-law and reputation of the NLRB, and would open the way for unknown case-law to develop. A "pig in a poke" so to speak.

—Bill 1987 has a procedure for exemption of a state with a substantially similar law, and New York might file for such exemption.

—Finally, there is little indication of strong support in either house for either bill.

My thanks to Jim Featherstonhaugh for the above material. Your state rep has the printed memorandum.

There is an increasing amount of valuable information emanating from various headquarter groups. Most of this material is part of mailings to Local presidents and statewide Board reps. It underlines my continuing concern that every Local be represented at every Board of Directors meeting, and to report at every membership meeting back home.

## JOB FREEZE: GRABBING THE BULL BY THE "VACANCY CONTROL MECHANISM"

The statewide civil service job freeze is not a job freeze, according to Sharon Bright Holub, special assistant to the budget director. "It is really a 'vacancy control mechanism.'"

Agencies have been given employee "target numbers" for the fiscal year, but are allowed some flexibility when critical needs arise. Critical needs, she said, include cases of safety and direct patient care.

This policy was initiated under former Budget Director Peter Goldmark. It was tightened up under his successor, Philip Tola, and it will be continued, Ms. Bright Holub stressed, under the current director, Dr. Howard Miller.

"There will be no layoffs, however," she said.

## KEEP CSEA INFORMED ON MAILING ADDRESS

Below is the Change of Address form used by the Civil Service Employees Assn. in maintaining its mailing list for The Civil Service Leader, statewide elections, contract ratifications and other general mailings. This form is postcard size, and may be clipped, glued and mailed to: The Civil Service Employees Association, Inc., P.O. Drawer 125,

Capital Station, Albany, N.Y. 12224. The form is also available from chapter presidents, but is reproduced here as a convenience. It is to be used only by those CSEA members who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

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# Latest State And County Eligible Lists

(Continued from Page 11)

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- 364 Rudich Susan J NYC .....77.5
- 365 Schneider A L Short Hills .....77.5
- 366 Mannino Julian Staten Is .....77.5
- 367 Kantrowitz R Brooklyn .....77.5
- 368 Sibiga Michael Hamburg .....77.4
- 369 Heifferon Gary Rochester .....77.3
- 370 Marnell Norman Flushing .....77.3
- 371 Blaufox Jill NYC .....77.3
- 372 Gonzalez Mario NYC .....77.3
- 373 Edwards Betty NYC .....77.3
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- 376 Harrick Judith Binghamton .....77.2
- 377 Lawson James F Averill Park .....77.2
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- 380 Pavlacka Peter Liverpool .....77.1
- 381 Spence Eileen F Pittsford .....77.1
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- 429 Pesce Louisa A NYC .....76.2
- 430 Mackey Gordon V Mt Morris .....76.2

- 431 Kulich Lenore L Westbury .....76.2
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- 434 Robinson David L I City .....76.1
- 435 Zapf Michael Watertown .....76.1

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  - 437 Sternberg Sonya Wantagh .....76.0
  - 438 Carmody Helen L Hudson Falls 75.9
  - 439 Spriggs Bette M Mt Vernon .....75.9
- (To Be Continued)

## Open Continuous State Job Calendar

Title	Salary	Exam No.
Accounting, Careers In	\$10,714	20-200
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Audiologist, Assistant	\$11,337	20-885
Audiologist	\$12,670	20-882
Chief Accountant	\$26,516	90-008
Dental Hygienist	\$ 8,523	20-107
Dentist-In-Training	\$20,428	27-679
Dentist I	\$22,694	27-629
Dentist II	\$25,161	27-680
Dietitian Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155 and up	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Occupational Therapist (Reg. & Spanish Speaking)	\$11,337	20-895
Occupational Therapist, (Reg. & Spanish Speaking)	\$12,670	20-894
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Social Services Management Trainee/Specialist (Reg. and Spanish Speaking)	\$10,118-\$10,714	20-878/20-879
Technologist (Therapy)	\$8,051-\$10,274	20-334
Speech Pathologist, Assistant	\$11,337	20-884
Speech Pathologist	\$12,670	20-883
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.

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

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

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

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

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

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

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

## Nassau Lists First-Aid, Aud-Visual, Other Jobs

(Continued from Page 13) and audio-visual technician is Jan. 25.

Food inspector applicants need a bachelor's degree in biology and two years' experience purchasing or inspecting food for a large organization. The job pays \$12,936. For first-aid instructor, candidates must be high school graduates with five years first-aid administration experience, a Red Cross instructors certificate in standard first-aid and personal safety, advanced first-aid and emergency care and cardiopulmonary resuscitation; and training in advanced medical technology and emergency medical techniques. First-aid instructors earn \$9,200 a year.

Audio-visual technicians, who are paid from \$6,298 to \$9,557 a

year, must be high school graduates with a year's experience repairing radios, television sets and projection equipment. The exam for food examiner and first-aid instructor is scheduled for Jan. 25. The audio-visual technician exam is set for Feb. 25.

Filling ends Jan. 27 for director of environmental engineering, a \$31,262-a-year post. Candidates need a master's degree in sanitary engineering, 10 years sanitary or environmental engineering experience, five years of it as a supervisor; and a state professional engineering license. The written test is scheduled for March 18.

Job hopefuls should contact the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola, for details.

### LEGAL NOTICE

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

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Ziola Harris, a Rockland resident, but not a county employee, set up daily a hibachi and cauldrons of hot soup at various strike locations in a sympathetic effort to keep the picketers' morale rising as the temperatures dropped.

# Settle Rockland Strike With Unanimous Yes Vote

(Continued from Page 1)  
 diate thoughts. "I hope we won't have any more strikes for the next ten years," he said. "And I firmly believe we won't have any for five years or more."

While Mr. Goodfriend conceded that the settlement was "basically fair," he said that the three year, \$6,159,902 deal "took every penny we had."

Year by year, the contract will cost Rockland \$1,143,750 in 1977, \$2,247,468 in 1978, and \$3,149,934 in the final year.

Based on these increased expenditures Mr. Goodfriend said he was "not optimistic" that the county could still come in with a no-tax budget.

In other developments, Rockland County attorney Marc L. Parris said he intends to prosecute the strikers under the Taylor Law provisions, fining employees at the rate of two days pay for every day they were off the job. In addition, the Taylor Law mandates that convicted strikers must serve a year's probation from the date of conviction. Contempt action against the union will be taken as well, and conviction here leads to

a fine. Feb. 3 is scheduled for motions in the case and Feb. 23 and 24 are the scheduled trial



CSEA Southern Region field supervisor Thomas Luposello addresses the ratification meeting on Jan. 7.

dates. Mr. Parris said he hoped the cases would be routine, adding that the majority would be "black and white." The grey areas, he said, will involve situations where an employee did not report for work during the strike but claims that he was absent because of sickness, travel or other, non-strike related reasons.

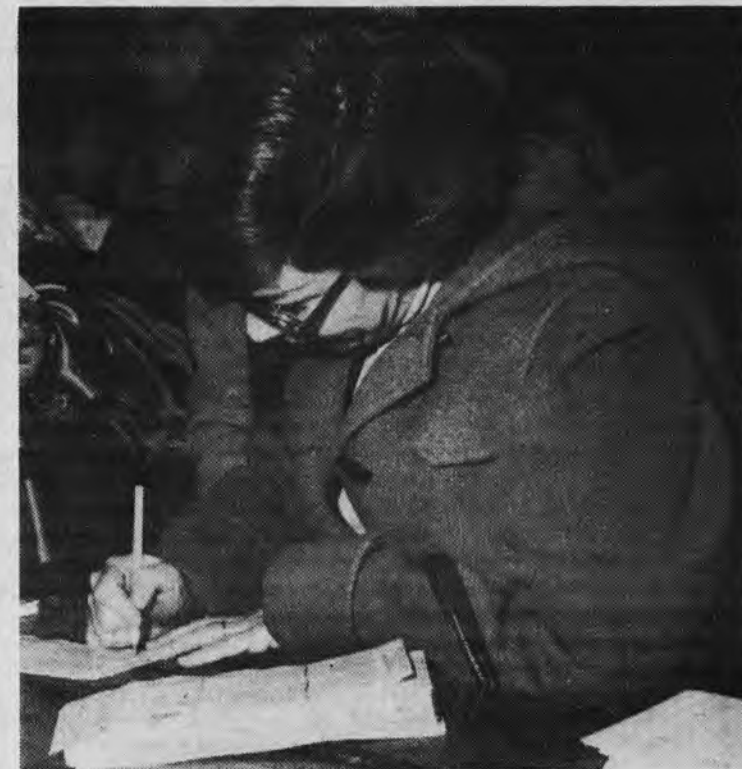
A spokeswoman for the unit, however, said that a great many employees will appeal if convicted.

The strike was called after a negotiating session, which began Dec. 21 at 7:30 p.m. and ended at 10 the following morning with no settlement. On Dec. 7 members of the Rockland unit had approved a resolution giving the group's negotiating committee authority to take whatever action necessary to reach a fair agreement.

Negotiations between the CSEA and Rockland County began after a year's delay, last October when the Service Employee International Union was declared the loser in a representation challenge which it had filed in October 1976.



Celebrating at a victory party are, from left, strike coordinator Peg Mass, CSEA collective bargaining specialist Nels Carlson, and Rockland unit president Patsy Spicci.



When the strike ended, Carole Shenkman, a Rockland County employee who had walked the picket lines, signed up as a new CSEA member.

## Part I Continuity Of Employment Committee

The CSEA-New York State Continuity of Employment Committee, the first statewide labor-management committee ever, was formed in April, 1976 to help state workers who have been laid off, and to recommend legislative changes that will prevent further layoffs.

The Committee is chaired by Robert B. McKersie, New York State School of Industrial and Labor Relations at Cornell University. The members are Solomon Bendet, president of CSEA's Region II; John B. Cross, Department of Civil Service; Thomas Gibbs, Office of Employee Relations; Robert Lattimer, president of CSEA's Region VI; James J. Lennon, president of CSEA's Region III; Joseph McDermott, president of CSEA's Region IV; John McKenna, Department of Social Services, and Jeremy Schrauf, Division of the Budget.

The committee's most recent effort is a research paper delivered last month at the annual meeting of the Industrial Relations Research Association in New York City.

The study, "Coping with Job Loss: An Integration of Research, Application and Policy Development," presented by Cornell University research specialist, Todd D. Jick, answers criticisms of study groups by former Secretary of Labor John Dunlop who said at a 1976 International Labor Organization meeting that recent research efforts have been "almost totally irrelevant to decision makers."

The study traces the origin of the Committee, noting that it was born out of crisis, in a collective bargaining session between CSEA and the state. It also outlines the format of the Committee, citing three main thrusts. First, it talks about the kind of research the Committee is stressing. Second, it links this research with concrete methods of action. And third, the study documents how to develop policy recommendations.

At present, the Committee is evaluating recommendations made in the study.

(Continued Next Week)

## Broome Local Prepares For Strike Option

(Continued from Page 1)  
 negotiator for the more than 1,100 county employees, said, "We are geared up for action. After numerous sessions with the county negotiators, they continue to turn deaf ears to what we consider to be reasonable demands to be included in a fair and equitable contract. Now, our only recourse is possibly a job action by the entire CSEA membership in Broome County. We are ready for it and all that remains is the final vote decision of the entire county membership at a meeting to be held Jan. 19," Mr. Kane concluded.