

# Willowbrook Local Plans Next Move

## Strike Vote Possible



Five busloads of members of the Willowbrook Local of the Civil Service Employees Assn. drove to Albany last week where they prepared signs for displaying at barricades in front of the Governor's Mansion and the State Capitol where Local leaders addressed the problem of preventing further layoffs at the Staten Island institution.

ALBANY—The executive board of the Willowbrook Developmental Center Local of the Civil Service Employees Assn. voted Friday night to call meetings of the full membership on Tuesday to decide whether to strike or take other action in the attempt to prevent further job layoffs at the Staten Island institution.

The membership meetings will be held at the Plaza Casino, Castleton Ave., Staten Island, at three times—3:30 p.m., 8:30 p.m. and 11:30 p.m.—to accommodate workers on all shifts.

### Sickout

Last Thursday a sickout, called "extremely successful" by Local president Felton King, was organized at Willowbrook. That action followed the day after five busloads of Civil Service Employees Assn. members from Willowbrook picketed at the State Capitol, the Governor's Mansion and the headquarters of the Department of Mental Hygiene.

Hundreds of the Willowbrook employees heard Mr. King outline the causes of their problem: DMH budget cutbacks combined with a state contract with United Cerebral Palsy. The union believes this will result in at least 500 layoffs of trained, experienced CSEA members and their replacement by private UCP employees.

At the east steps of the Capitol, the demonstrators also heard CSEA collective bargaining specialist Bob Guild explain that it would cost at least three times more for UCP to care for the patients at Willowbrook than for CSEA members to do the same job.

### Triple Costs

"What the State doesn't tell you," Mr. Guild said, "is that the CSEA members at Willowbrook are dedicated career civil servants who are the best qualified people in the world to care for our patients. All we ask is that we be given a decent budget so we can do the job properly. But rather than pour the money into adequate staffing of the institution, the state would rather

triple its costs by contracting with an outside, unprepared firm that is totally an unknown quantity."

The workers were also addressed by CSEA statewide executive vice-president Thomas McDonough and by CSEA Metropolitan Region supervisor George Bispham, both of whom spoke in forceful, if sometimes blunt, terms about the need for unity on the part of the workers at Willowbrook and in the Mental Hygiene institutions throughout the state.

"The eyes of the state are upon us," Mr. McDonough said, "because if they get away with this at Willowbrook, they'll be trying it everywhere else." He pledged the full support of the statewide organization in fighting the layoffs at Willowbrook.

### Court Proceedings

Mr. Bispham noted that UCP has already assumed responsibility for some 700 patients in seven buildings at the developmental center. "They say the employees in the New York City area are the most militant in the state," he said, "and we're here to tell them they're right. The Governor had better realize that he's got a fight on his hands, if he's going to try to lay off our members at Willowbrook."

Among the actions the union has already taken are two separate court proceedings by CSEA attorney Pauline Rogers, of the firm of Roemer and Featherstonhaugh in Albany. In state court, the union is awaiting a judge's decision on Ms. Roger's request to be allowed to inspect certain documents that she feels would shed light on the case. In federal court, the union is representing its Willowbrook members on a serpentine legal path that Ms.

(Continued on Page 3)

# Blast Mental Hygiene Discipline Hearings

ALBANY—The Civil Service Employees Assn. has blasted the State Department of Mental Hygiene for the manner in which the department interprets and conducts disciplinary hearings under the disciplinary procedure article of the CSEA-State contracts.

CSEA's asst. executive director for State Division affairs, John M. Carey, said the department "is violating the intent of the

contract language on disciplinary procedure by arbitrarily scheduling mass hearings on short notice at centralized locations, in effect herding employees through hearings like so much cattle and without regard for real justice." Mr. Carey said the intent of the disciplinary procedure is to provide a system of full justice for employees brought up on disciplinary charges, but that the Department of Mental Hy-

giene's interpretation of the proceedings "makes it virtually impossible in most cases to insure that justice is served and all rights of the employees are preserved." He said that on occasion the union experiences some problems with other departments and agencies, but that "the Department of Mental Hygiene is by far the worst offender in circumventing the intent of the disciplinary procedure."

The union spokesman said the department "often schedules disciplinary hearings on short notice without giving us an opportunity to agree upon the dates and too little time to prepare our cases adequately. And," he continued, "they often schedule multiple hearings for the same date, up to seven, eight or nine a day, and pick central hearing locations, sometimes other than the work locations of those

being charged."

Mr. Carey said hearings scheduled recently in Rochester are typical of the manner in which the Department of Mental Hygiene conducts disciplinary hearings. With little more than a week's notice, and with no mutual opportunity for CSEA to change the date, the department scheduled five disciplinary hearings for between 10:30 a.m. and

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# Suffolk County Employee Honored For Citizenship

HAUPPAUGE—Patricia Cruz, president of the Civil Service Employees Assn. civilian unit in the Suffolk County Police Department, received the public service award recently for helping to apprehend a bank robber last year.

Ms. Cruz, who is a secretary in the juvenile service section of the police department, was the only county employee to be honored with a public service award out of the 33 people who received them at legislative ceremonies recently, attended by chief deputy Suffolk County executive Arthur Bergmann, Floyd Linton, presiding officer of the legislature, and police commissioner Donald Dilworth.

On Jan. 5, 1976, Ms. Cruz was waiting at the drive-in window of the Chemical Bank in Smithtown when she observed a man circling the bank's parking lot in his car. According to Ms. Cruz, after he parked his car, the man emerged in a bizarre disguise including a woman's red wig, sunglasses, orange lipstick, a black leather jacket and carrying a shoulder bag. Ms. Cruz thoughtfully jotted down the car's license plate number.

Once inside the bank, according to police, the robber demanded \$40,000 and pulled a gun on the teller. He made off with \$600 in cash. Ms. Cruz notified the police and bank officials of the suspect's license plate. Police apprehended the suspect in a nearby apartment and charged him with bank robbery.

The public service award given to Ms. Cruz reads in part, "In recognition of the outstanding contribution and valuable public service rendered by Patricia

See editorial, page 6

Cruz, the Police Department hereby extends this testimonial of appreciation."

In addition to the award, Ms. Cruz received letters of commendation from David J. Buckley, chief of detectives, former police commissioner Eugene R. Kelley and from the Chemical Bank's director of security.

Ms. Cruz is a recent graduate of the New York School of Labor and Industrial Relations of Cornell University.

## PERB Head In New Post

Robert D. Helsby has resigned as chairman of the State Public Employment Relations Board (PERB) to undertake development and direction of a national program assisting state and local public employment relations boards and commissions.

Dr. Helsby has been PERB chairman since the Taylor Law went into effect Sept. 1, 1967.

## Industrial Arts

ALBANY—The State Civil Service Department established an eligible list for Teacher-Industrial Arts on June 30 as the result of a Feb. 26 open competitive exam. The list contains 52 names.



Patricia Cruz, right, is congratulated by chief deputy Suffolk County executive Arthur Bergmann, left, as Floyd Linton, presiding officer of the Suffolk County legislature, and police commissioner Donald Dilworth look on. Ms. Cruz, president of the CSEA civilian unit of the police force, was given a public service award for helping apprehend a bank robber suspect.

# Publication Helping U.S. Workers

WASHINGTON, D.C. — Public managers may be able to strengthen their equal employment opportunity record, increase productivity and improve working conditions by adopting alternative work schedules in their offices.

This is the gist of a new U.S. Civil Service Commission publication, *Alternative Work Schedules*, part of the series,

"Information on Equal Employment Opportunity for State and Local Governments," published by the commission as part of its technical assistance program under the Intergovernmental Personnel Act (IPA).

Norman Beckman, director of the Commission's Bureau of Intergovernmental Personnel Programs, remarked, "Altered schedules could be a boon to so many different people who for various reasons cannot work a standard work schedule—students, working mothers, the handicapped, and older persons making the transition into retirement. If more flexible schedules attract such people into the labor market, employers have a larger group of qualified applicants from which to hire. Furthermore, by giving employees more options for their hours of employment, altered schedules can improve worker morale and increase productivity."

The new various forms of alternative work patterns are:

- Flextime, which is composed of two distinct kinds of time—core time, when all employees must be present, and flexible time, when employees may choose their time of arrival and departure within the limits established by the organization.
- Part-time employment, a pre-scheduled tour of duty shorter than that of full-time employees.
- Job sharing, two people, each with a permanent, part-time job, share responsibility for one full-time position.
- Compressed workweek, the daily hours of work are expanded but the weekly days of

work are reduced to less than five.

The publication also lists many persuasive reasons for changing work schedules: raising employee morale and productivity; assisting in affirmative action hiring; permitting overlapping shifts during the busiest hours of the day and extending the hours of service to the public; relieving traffic congestion in urban areas; and reducing overtime costs, tardiness, employee turnover, and absenteeism.

## New Manpower Chief Named

ALBANY—Robert Payne is the new \$36,146-a-year director of the Labor Department's Manpower Services Division, which administers the State Employment Service. His appointment will be effective in mid-September.

Mr. Payne, with 23 years of state service, succeeds Nelson F. Hopper, who retires this month after more than 30 years in state service.

"It always gives me great satisfaction to promote a career employee," said Industrial Commissioner Philip Ross. "It is in keeping with the department's continuing policy to name qualified men and women to positions of responsibility and authority in the Department."

Mr. Payne holds the 1975 National Alliance of Businessmen Award for exemplary service, business leadership and social consciousness. In 1974 he received the International Association of Personnel in Employment Security Outstanding Performance Award and, in 1970, he won the State Brotherhood Committee Award for community service rendered in New York City.

He was superintendent of the Binghamton District, an associate manager with the Work Incentive (WIN) Program in New York City, and associate manager in the Hotel and Restaurant industry.

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## Labor Seminar

MANHATTAN—New York University's School of Continuing Education will conduct a two-day seminar, "Negotiating the Labor Contract," providing a comprehensive view of the tactics and organizational strategies for negotiation preparation, and effective techniques and guidelines once the labor bargaining process has begun.



# Tompkins Local Wins PERB Decision Against County

(From Leader Correspondent)

ITHACA—The Tompkins County Local of the Civil Service Employees Assn. recently won a complicated labor relations issue when the Public Employment Relations Board ruled that the County had violated the Taylor Law in unilaterally altering employment conditions.

In the PERB ruling, supported on appeal by the courts, the County was told it did not negotiate in good faith with the CSEA; that moving expenses for new higher salaried employees constituted compensation for employment and are subject to negotiation, and that because an issue had gone previously unchallenged, it did not constitute a permanent waiver of the right to challenge.

Louis Nayman, CSEA Tompkins County unit president, said the union was not necessarily opposed to the compensation, but was opposed to the manner of negotiation. Mr. Nayman said the CSEA is willing to negotiate these matters, but that the County has gone ahead without union input.

"Actually, we write up contracts for the county personnel we negotiate against," Mr. Nayman said.

He indicated that the CSEA has tried to negotiate a separation of the higher salaried employees from the rank and file during negotiations, but the county has resisted these efforts

despite the fact that county negotiators were among those being represented by the CSEA.

The county Board of Representatives, through its negotiators, claimed that since the CSEA had not challenged the moving compensation since it went into effect in 1969, the union had waived its right of negotiation.

The PERB rejected that argument and also the argument that the moving expenses were not a condition of employment.

The PERB ruled: "The resolution of the Board of Supervisors conditions the right of the successful job applicant to reimbursement for moving expenses upon his continuing in the employment of Tompkins County for one year; thus, it is compensation not only for taking the job, but also for performing satisfactorily in it for one year.

"Compensation for satisfactory performance in a job is a term and condition of employment. It makes no difference that such compensation was agreed upon before the successful job applicant was hired, or that it was

reimbursement for expenses incurred in the taking of the job."

The PERB ruling stated that the added requirement of reimbursement, even upon involuntary separation, made the expenses a term of employment.

"Accordingly, we affirm the determination of hearing officer that Tompkins County violated its duty to negotiate in good faith by unilaterally altering terms and conditions of employment in violation of the Taylor Law, and we order it to negotiate in good faith."

## Blast Mental Health Hearings

(Continued from Page 1)

1 p.m. at the Rochester Psychiatric Center. "Only three of the five were employees at the Rochester facility, the other two being located at Newark Developmental Center some 45 or 50 miles away. So, with too little preparatory time to begin with, the union was forced to make arrangements to defend all five in a brief span of time and bring union representatives and perhaps nine or 10 witnesses from Newark to Rochester. The department had a single hearing officer present, so it certainly would have been easier and more convenient to all concerned to have scheduled two hearings, one at Rochester and one at Newark," Mr. Carey noted.

"Additionally," he said, "all five cases involved situations where the employees faced either suspension without pay or outright termination, and yet the department allotted only two and one-half hours to hear all five cases. Each of these cases involved potentially serious sen-



### HOLD ONEIDA COUNTY FIELD DAY

Oneida County Local 833 of the Civil Service Employees Assn. held its annual field day and clambake last month at the Helmuth-Ingalls American Legion Post, Franklin Springs. Choosing up sides for softball are, from left, Roger Solimando, member of the CSEA Board of Directors, Ralph Young, Region V third vice-president, Oneida County recording secretary Dorothy Pinner, and delegate Louis Eddy.

## Willowbrook Plans Next Move

(Continued from Page 1)

Rogers suspects may lead to the U.S. Court of Appeals.

The Willowbrook employees marched for a couple of hours in the Indian Summer sunshine last week before Mr. King led them on a two-mile walk from the Capitol past the Governor's Mansion to the DMH headquarters on Albany's Holland Avenue.

Strains of the civil rights song, "We Shall Overcome," echoed through Albany streets as the marchers set out on the long walk. Periodically, groups of union members broke into chants of, "Hell, No! We won't go!" and, as the procession

reached Gov. Hugh Carey's mansion a few blocks from the Capitol, workers waved signs proclaiming "State Jobs are Not for Sale," "UCP Out of Willowbrook" and "We Ain't Gonna Let Gov. Carey Kick Us Out."

At DMH headquarters, Mr. King again vowed to lead his fellow employees in continued actions against the threatened layoffs at Willowbrook. A demonstration on the Willowbrook grounds several weeks ago was step one in the plan to eliminate layoffs, according to Mr. King. That action was followed by picketing UCP headquarters in Manhattan.

tences and deserved as much time as needed individually to conduct a proper hearing under the circumstances, but DMH chose instead to try and herd the employees through like so much cattle."

In calling upon the department to be "less callous in their attitude toward the rights of

charged employees and more humane in dispensing their brand of justice," Mr. Carey said many penalties handed out by the department in disciplinary hearings move on to arbitration simply because the employees are denied, in CSEA's opinion, due process of the law.

## Political Action Planned By Columbia County Local

HUDSON—The Columbia County Local of the Civil Service Employees Assn. is preparing to become actively involved in political action in the upcoming county supervisor race, according to Tom Haigh, CSEA Local president, who released the following statement concerning this new area of endeavor:

"Public employees work for the public by working on a day-to-day basis with the local politicians in a given area. Because of this relationship, public employees often know which politician is campaigning in office and which one is working for the public while in office. Therefore, as involved citizens, as taxpayers and as public employees, we will now begin to get involved in political action in this county.

The Local's executive board, in special sessions, voted to become politically active on a county

basis as county Local of CSEA. Individual units within the Local also voted to take action in upcoming primaries as individual employee groups. Their endorsements may not forecast the final election endorsements of the larger county-wide organization, but will provide individual town, village, city school district employees a chance to express their opinions of a specific situation.

Our political action campaign will provide information to all public employees in Columbia County, including the State Division CSEA members who reside in the county but work elsewhere," Mr. Haigh said.

## 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.

### SEPTEMBER

- 15—Ulster County Local meet-the-candidates night: 7:30 p.m., The Office Restaurant, corner of Broadway and Field Court, Kingston.
- 17—SUNY at Cortland Local 605/DOT Local 520/Cortland County Local 812 combined clambake: 1 p.m., Homer Water Works, Homer.
- 17—Suffolk Local 852 annual Olde Fashioned Picnic: 11:30 a.m.—dusk, Southaven County Park, Yaphank.
- 20—New York Metropolitan Retirees Local 910 membership meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.
- 20—Buffalo Niagara Frontier Retiree Local 903 meeting: 1:30 p.m., Hotel Lenox.
- 20—Hudson River Psychiatric Center Local 410 meeting: 8 p.m., Cheney Conference Room, Poughkeepsie.
- 23—Marcy Psychiatric Center Local 414 meeting: 7:30 p.m., Royal Oaks, Marcy.
- 24—Kings Park Local 411 Licensed Practical Nurse Workshop: 9 a.m.—5 p.m., Kings Park Psychiatric Center, Kings Park.
- 26—Binghamton area retirees Local 902 meeting: 2 p.m., Garden Village West, 500 Front St., Binghamton.
- 28—Jewish State Employees Assn. first meeting of season: 5:30 p.m., World Trade Center Building 2, room 5890, Manhattan.
- 30—King's Park Psychiatric Center Local 411 reception night: time and place to be announced.

## Buffalo Niagara Retirees To Meet

BUFFALO — The first meeting of the season for the Buffalo Niagara Frontier Civil Service Employees Assn. Retiree Local 903 will be held on Tuesday, Sept. 20, at the Hotel Lenox. The business meeting will be at 1:30 p.m. immediately following luncheon. The budget for the year will be presented by Walter E. Bell, budget chairman, and a report will be given by Joseph Dunn, auditing chairman. The newly elected officers for the coming two years are: president, Mary Gormley; first vice-president, Charles W. Ernst, treasurer, Louis J. Braun, recording secretary, Gertrude Grass.

The new officers have already met and are making plans for the coming year. A member of the Erie County Sheriff's Dept. will speak to the group and show a film on "General Crime Resistance." Charles J. Gormley, a member of the statewide retiree committee, will attend a meeting on Sept. 6 in Albany, and will give his report to the group concerning further legislative plans.

## Ulster Local Sponsors Meet Candidates Night

KINGSTON—The Ulster County Local of the Civil Service Employees Assn. is sponsoring a meet-the-candidates night Sept. 15 at 7:30 p.m. at The Office Restaurant, corner of Broadway and Field Court in Kingston.

Candidates for both countywide and citywide offices will be present to tell CSEA members where they stand on issues affecting public employees, according to Local president Thomas Phillips.

Mr. Phillips' Local has invited all CSEA members within the county, from both the State and County Divisions, to attend the meeting. Each candidate will get a four-minute period to make a speech, and then all candidates for each office will undergo a 10-minute questioning session by the union members. At the end of the evening, all CSEA members present will be given secret ballots to mark their choice for

each office, and, using the results, the Ulster County Local will make its endorsements.

"These will not just be paper endorsements," Mr. Phillips said. "We intend to help the candidates of our choice in every way possible, from manpower to such things as producing bumperstickers for them. The CSEA has been a big factor in elections in the past, and we intend to continue to be one." But in order to be effective, you must have a highly informed membership, and that's what we are trying to accomplish with our meet-the-candidates night."



# Ex-Policeman Wins A Race With The Clock

By MARTIN FOX

MANHATTAN — Stanley Glazer had himself a race against the clock last February — and lost. Or at least that's the way it appeared after the former policeman was denied an accidental disability pension, because his retirement application did not formally come before the Pension Board until he had been fired for accepting bribes and illegal eavesdropping.

Mr. Glazer, however, maintained his application was filed in time. It got to the pension board late, he claimed, because a board stenographer was sick for three weeks and the results of his medical examination were

not transcribed and typed in time.

Persistence paid off for the ex-cop earlier this month, when a State Supreme Court judge ruled in his favor and ordered the board to vote on his pension application retroactive to Feb. 23, five days before he was sentenced. Since the medical board had found him disabled because of an on-duty accident, the chances are good that Mr. Glazer will get his pension.

Judge Hilda Schwartz, before Mr. Glazer's lawsuit came in Manhattan Supreme Court, said the Feb. 23 date was important because that was when the pension board—formally known as the Board of Trustees of the

Police Pension Fund—was scheduled to hold a regular meeting and vote on the retirement application.

But because the stenographer's notes were not ready by Feb. 23, the board did not consider the pension request. Instead, it considered the application at its next meeting on March 7. But by that time Mr. Glazer, a 14-year veteran, was no longer a cop because he was automatically discharged following sentencing Feb. 28 on the conviction. The board said he was no longer entitled to a pension because, under the law, applicants must be policemen at the time pensions are approved.

A sense of urgency was evident

in the efforts by Mr. Glazer and his attorney between Feb. 2, the date of his medical examination,

and Feb. 23. The court decision spoke of efforts to get the board (Continued on Page 13)

## Name Manpower Chieftain

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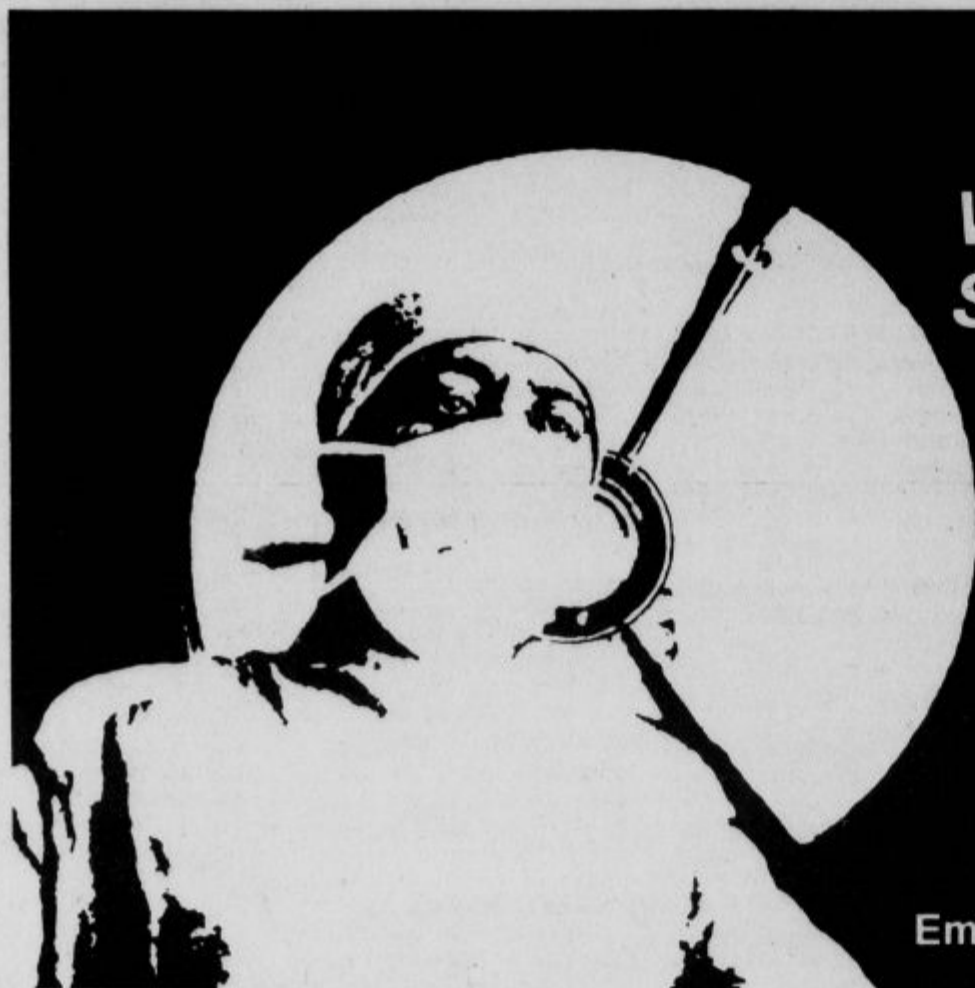
ant Placement office in Manhattan.

Mr. Payne was also senior manager and director of the Manhattan Youth Opportunity Center and was an interviewer (counselor), senior interviewer and manager with the Employment Service's High School Program in the city. He began his service with the department in 1954 as an employment interviewer in the Manhattan Ap-

parel Industries office.

Mr. Payne was with the Anti-Aircraft Artillery and Airborne Glider Troops in the U.S. Army from 1942 to 1946 and served three years overseas in North Africa, Italy, France, Belgium and Germany.

He was awarded a bachelor's degree in history from New York University in June 1949. He received a master's degree in vocational and educational guidance in 1950.



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# Name Bernard To Medical Board

KEW GARDENS—Queens Borough President Donald Manes has named Canute C. Bernard, a former Civil Service Employees Assn. (CSEA) Board of Directors member, to the Queens Medical School board of trustees.

Dr. Bernard, now third vice-president of the CSEA's New York City Local 010, is also a surgeon at Jamaica, Harlem and Columbia Presbyterian Hospitals.

The appointment came a week after Mr. Manes was criticized by black leaders in the borough for not appointing enough blacks to the medical board. Dr. Bernard becomes the second black on the eight-member board, recently

expanded to make room for Dr. Bernard. David H. Snipe, a Fresh Meadows attorney, is the other black board member.

Mr. Manes made no mention of the controversy in announcing the appointment.

"Dr. Bernard has been very active in solving community medical and health problems in southern Queens and has demonstrated a deep commitment and involvement in improving medical services in this borough," the Borough President said.

The 53-year-old Costa Rican native is a delegate for CSEA's New York City Workmen's Compensation Board, a statewide convention delegate, a Depart-

mental Negotiating Team member (Professional Unit) and a member of the Joint State-CSEA Study Committee on Disability Benefits.

Dr. Bernard has a medical degree from the Geneva School of Medicine, Switzerland, and a Ph. D. degree from the Kingston Public Health Center, Jamaica,



CANUTE C. BERNARD  
... joins seven others

## SHORT TAKES

### MILITARY'S PER DIEM RAISES DELAYED

Per diem increases for military people traveling on official business in 17 major U.S. cities slated to start in September will not go into effect until October or later. The General Services Administration (GSA) is behind schedule in submitting cost studies to justify the increases to Congress.

### INFLATION EXCEEDS SALARIES

A Public Employees Relations Board news bulletin reports that a survey of 320 private industry establishments in the state revealed inflation far exceeded salary increases for a four-year period from March 1972 to March 1976. The study shows a 5.9 percent salary increase as compared to a 6.2 percent consumer price increase in the northeastern region of the state, and a 6 percent salary increase as compared to a 6.4 percent consumer price increase in New York City and surrounding counties.

### BILL BANS UNIONS FOR CIVILIAN TECHNICIANS

A Senate bill prohibiting military personnel from joining unions includes a proposal to stop all union activity by 66,000 (about 90 percent) National Guard and Reserve civilian technicians, according to the Army Times. The civilian technicians are civil

service employees. An American Federation of Government Employees (AFGE), spokesman, one of six unions representing the technicians, called the union restriction "a tragedy and a step back into the Dark Ages."

### SEX ABUSE AND CETA AGENCIES ESTABLISHED

The finance committee of the Albany County legislature approved proposals to establish a sexual offense unit in the district attorney's office and a separate county agency for job training under the Comprehensive Employment and Training Act (CETA).

### MENTAL HYGIENE POSTS PAY GENEROUSLY

Each of the three newly created agencies of the State Mental Hygiene Department will have a separate commissioner. It is reported that each official will receive a salary of more than \$50,000 a year.

### CHANCE TO WIN CASH FOR SUGGESTIONS

State employees may win from \$25 to \$12,000 (highest award ever) for suggestions saving the state money. Ideas may be submitted to Ethel Noiseux, coordinator of the Employee Suggestion Program. Ms. Noiseux reviews the suggestions and sends them to the appropriate agency's suggestion committee which determines their practicality. The

Civil Service Commission has final approval. The employee receives the award when the suggestion proves to be money-saving.

## Fed Commission Expands

Paul W. Newton, former personnel officer, congressional fellow and staff member on the House Post Office and Civil Service Committee, has been named to the newly created director of congressional relations post of the U.S. Civil Service Commission.

Mr. Newton will assist the commissioners in planning, guiding and coordinating the commission's legislative activities.

His office will take over staff and legislative duties of the Bureau of Policies and Standards and the executive assistant to the commissioners. He will

also supervise the commission's Congressional Liaison Office staff.

The Burlington, Vt., native taught school in Ohio for two years and entered federal employment as a civilian personnel officer with the Navy Department in July 1965. He was assigned to Washington, Honolulu and Vietnam.

He holds a bachelor's degree from West Virginia Wesleyan College and has done graduate work at Ohio State University and George Washington University law school.

## Pick Carroll CSEA Head Of Insurance

ALBANY — Michael Carroll, formerly regional research analyst for the Capital Region of the Civil Service Employees Assn., has been named director of insurance for the statewide organization.

Barbara Falzano moved from account clerk into Mr. Carroll's vacated position.

Mr. Carroll has worked for CSEA 3½ years, first as a field representative and then in research. He obtained his BA in economics and business administration from John Carroll University in Ohio and is working on his master's thesis at SUNY at Albany. Prior to his association with CSEA, Mr. Carroll was an insurance investigator for Arter and Hadden, an Ohio law firm.

Ms. Falzano obtained her BS in math from the University of Plattsburgh and has worked for CSEA for three years.



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**Jerry Finkelstein, Publisher**  
**Paul Kyer, Associate Publisher**

**Marvin Baxley, Editor**  
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**N. H. Mager, Business Manager**  
Advertising Representatives:  
ALBANY—Joseph T. Bellaw—303 So. Manning Blvd., (518) IV 2-5474  
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FRIDAY, SEPTEMBER 16, 1977

## Praise Deserved

CIVIL servants and civil service union leaders normally receive few opportunities to bask in glory.

Low-echelon public servants' lives are usually filled with hard work, low pay, much abuse and little praise. Their union leaders must perform the often-thankless task of helping their co-workers . . . efforts that sometimes bring the contempt of both their co-workers and management.

We are pleased to note two recent exceptions to this rule.

One involves James Lennon, the Civil Service Employees Assn.'s Southern Region III president. Mr. Lennon is the winner of the E. Mario Gribari Volunteer Service Award, given to him for years of effort expended in the recreation field for Westchester County senior citizens, teen-agers and young children. New Rochelle Mayor Vincent Rippa presented the award to Mr. Lennon, a New Rochelle resident and former New Rochelle recreation official.

The other award went to Patricia Cruz, president of the CSEA's civilian unit of the Suffolk County Police Department. Ms. Cruz's action perhaps defies the old "I don't want to get involved" adage often associated with New Yorkers these days.

Not every citizen would have bothered to jot down the license number of a car driven by a man acting suspiciously near a bank as Ms. Cruz did. The information led to the man's arrest on charges he robbed the bank. For this, Ms. Cruz was one of 33 Suffolk County residents—and the only county employee—to receive public service awards recently.

Both Ms. Cruz and Mr. Lennon have every right to feel proud for their awards just as we are proud of them for their civic-mindedness.

Too easily it is forgotten that public employees can be valued members of their communities for reasons other than the services they perform by means of their jobs.

(H.A.T.)

## Your Social Security

**Q. My husband and I and our three small children have been getting social security since 1972, when he became disabled. We are thinking about getting a divorce and I'm wondering how this would affect our benefits?**

**A. Your husband and children would continue getting social security payments. Your benefits would stop with the month the divorce is final. If your marriage lasted at least 20 years, however, you may get benefits as a divorced wife on his record, starting when you reach 62.**

**Q. My social security claim was turned down and I'd like to appeal the decision. Do I need a lawyer for this?**

**A. You have a right to be represented by a lawyer or other**

**person, but the people at any social security office will be glad to help you at no charge. You should contact social security within 60 days from the date you received your denial notice.**

**Q. My 9-year-old mentally retarded son needs special help, but I can't afford to meet all his needs. Can social security help him?**

**A. If family income and resources are limited, your son may be able to qualify for supplemental security income (SSI) payments. You can get information about applying for SSI payments by calling or writing any social security office. The people there can also refer you to other agencies that offer help to handicapped children.**

## Don't Repeat This!

### Death Penalty Fight May Bolster GOP, Divide Democrats

Political issues, even if totally irrelevant to the campaign, sometimes arise from the mass of voters, without regard to the wishes of the candidates for public office.

Thus, restoration of the death penalty became a critical issue in the New York City mayoral primary, even though there is nothing that the mayor could do about it.

Where the tide is strong, politicians tend to swim with it rather than to fight it. And the death-penalty tide at the moment seems to be overwhelming. According to a number of polls, approximately 80 percent of the voters in New York City, presumably the most liberal sector of the state, support death penalty legislation.

#### Public Attitude Irrelevant

Philosophical discussions about the effectiveness of the death penalty as a deterrent, or as a necessary device to obtain social vengeance, have really nothing to do with the public attitude. What has happened is that "death penalty" has become a catch phrase reflecting public disenchantment with many things.

Heading the list of issues that concern the public is the apparent breakdown of the criminal justice system. This has been highlighted by the Son of Sam tragedy, in which the alleged perpetrator may never be brought to justice on the grounds of insanity. The inability of the city to cope with looting and arson during the blackout in the middle of July is another factor.

Yet overriding these immediate events is the public feeling that the criminal justice system does not work. The feeling is that an arrested criminal defendant is back out on the street before the cop who arrested him can get back to his beat.

Somewhat more subtly, the death penalty issue is also a reflection of public disenchantment with high taxes, schools that don't teach children how to read, pot holes in the streets that never get repaired and the vast variety of other public services that fail to meet public expectations.

The issue may turn out to be a critical one for Governor Carey. The Legislature, at its last session, passed a death penalty bill, but it was vetoed by the Governor. The issue is likely to come to the fore in October, when the Legislature is scheduled to return from recess.

By then the Legislature will have the opportunity to vote on an override of the Governor's veto. Clearly, the Republicans are prepared to put the Governor on the spot, and there are enough Democrats who favor the death penalty to bring the issue to a floor fight. It is uncertain whether a two-third majority can be brought to override the veto.

#### Issue Still Open

The matter, however, will not rest there. The issue is certain to arise again when the Legislature reconvenes in January for its session in the gubernatorial and legislative election year. With each member of the Legis-

(Continued on Page 7)



## 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.

### Dismissal Upheld

This Article 78 proceeding was brought to review a determination by a town board dismissing petitioner from employment as a town police officer.

The case came to the Appellate Division, Third Department, after transfer by order from the Supreme Court, Albany County, and after remand from a prior appeal. Petitioner sought to review a determination by the Guilderland Town Board.

The matter was previously before this court and, at that time, the Appellate Division withheld its decision and remitted the matter to the town board for a statement of findings of fact. On remittal, the town board found petitioner guilty based on the finding that "he did take and remove from Guilderland Town Hall a quantity of motor oil belonging to the town with the intent of appropriating it to his own personal use."

Although three witnesses at the hearing testified that they had seen petitioner removing motor oil from the police offices, one of these witnesses stated specifically that she had seen petitioner place two cans of motor oil in his personal car. Petitioner has challenged the credibility of these witnesses. However, it is not the function of the appeals court to weigh the factual evidence where, as here, substantial evidence is exhibited to support the town board's determination. Therefore, the board's finding of petitioner's guilt cannot be disturbed.

Petitioner also contended that the penalty of dismissal imposed upon him was an abuse of discretion in that it was grossly excessive. The court stated, "Even though the amount of motor oil allegedly removed by petitioner is small, we cannot say, considering the nature of the offense, that the penalty imposed is so disproportionate to the misconduct as to be shocking to one's sense of fairness." Thus, a modification with respect to the penalty imposed is not warranted. *Pachucki v. Walters*, 394 N.Y.S.2d 495 (A.D. 3d Dept., 1977).

A PROCEEDING was commenced pursuant to Article 78 to direct the Board of Higher Education of the City of New York to accept as being timely filed petitioner's grievance based on her non-reappointment as a lecturer in the City College history department. The teacher also sought to have the college comply with grievance procedures as set forth in the collective bargaining agreement between the Board of Higher Education and the Professional Staff Congress of the City University of New York. The Supreme Court, New York County, granted the petition. The Appellate Division, First Department, unanimously reversed.

The Appellate Court said that following the rejection of petitioner's grievance as untimely at the first and second steps of the contractual grievance procedure, she should have requested arbitration as provided in the third step of the grievance procedure. The third step, providing for arbitration, was not followed and, instead, this Article 78 pro-

(Continued on Page 7)



# WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: Fallsview Lodge, Ellenville

**QUESTION: What do you think is the most important issue facing the Civil Service Employees Assn. today?**

**Henry Sarno**, maintenance operations, Creedmoor Psychiatric Center: "I feel that the younger generation must become more involved within the union, because what is happening now is their future. They should actually apprentice by working on the various committees. This would educate them to the rules of civil service and the CSEA. The union must reach out and involve them and prepare them for the hard work before them. All the benefits we have today must be continued to be fought for. Those who continue the fight must be the young members. They must be prepared to bear the load."



**Joe Quitoni**, work control center, Creedmoor Psychiatric Center: "The new members coming into the CSEA should become more involved in bringing up the organization to its fullest strength. They should participate when they wish for increased benefits and better working conditions. They can achieve their goals by being active in the meetings we have. It's important to recruit young members because they will have to continue what we have achieved in the past. We need to bring up the membership to its highest participating level."



**Delores Edge**, therapy aide, Manhattan Psychiatric Center: "The phasing out of the Mental Hygiene Department is the most crucial issue facing the CSEA today. I do not see where the employees are going to benefit from it. So in the future, I foresee many Mental Hygiene employees losing their jobs. I can see these jobs going to employees in the private sector. Possibly, the state plans to pay these employees less money than we are paid. I would find that hard to be a reality, since we are paid so little in the first place."

**Muhammed Hussain**, therapy aide, Manhattan Psychiatric Center: "The de-institutionalization or the Dr. Mesnikoff plan is the most crucial issue facing the CSEA today. This would end up in shortstaffing all the Mental Hygiene facilities. It would also set a precedent for the state to replace civil service workers with private sector workers. For example, auditors could be replaced in the banking department by CPA's; maintenance workers in hospitals could be replaced by private cleaning companies, and right down the line. It should be stopped here and now."



**Anne Borakove**, typist, Tax and Finance: "The hottest issue facing the CSEA today involves the Willowbrook Developmental staff cutback of 800 employees at the Staten Island institution. A good portion of the facilities is being turned over to a private agency that will hire private-sector employees to replace state employees. The Willowbrook action will affect all the other institutions due to the seniority status of those excessed employees—quite a house of dominoes. This type of private-sector intervention could affect every state agency."



**Mary Edwards**, Manhattan Psychiatric Center: "The most important issue facing the CSEA is job security. With no job security, nothing else is important. There are many long-time employees who deliver tremendous patient care. Where could these employees go with their experience and age? The present administration is looking for employees with college experience. Who is to say a college education is better than 20 years of on-the-job experience?"



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Pension Fluke

The July calendar of the New York City Retirement Board included 744 applications—all of which were approved.

These included 320 without options, 113 under Option 1, 56 under Option 2, 120 under Option 3, 80 under Option 4, eight under Option 4/2, and 47 under Option 4/3. Two hundred thirty-eight refunds under \$5,000 and loans to 2,347 members amounting to \$2,795,600 were approved. One hundred sixty-one members withdrew excess contributions amounting to \$492,980. Ordinary disability retirement was denied to 12 members and accidental disability retirement was denied to 42 members. Forty-three of the disability retirements and 19 accidental disability retirements were approved.

A fluke in the new pension law that was to apply beginning last July 1 has newly hired police officers and firefighters on the old pension plan. Experts have discovered that coverage of these groups under the new plan would cost localities a good deal more than they were paying before. Thus the police and firefighters hired in these localities after January 1, 1977 won't contribute the 3 percent of their salaries towards their pension. This will not apply to secretaries, sanitation workers and other employees. The problem arose because the new pension bill contained a provision that localities could not adopt a new plan as it would cost more than their previous ones. It actually figured that the new cost for police and firemen would be 27 cents under the "reform" vs. 23 cents under the

old plan on each dollar. This resulted from the cost-of-living escalation provision which provided policemen and firemen who retired after 25 years of service with their pensions adjusted for the cost-of-living increase running for the rest of their lives.

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)

Lewis, Jeanette	.....Newark, NJ
Lofaro, Thomas	.....Brooklyn
Loveland, Roy L	.....Hilton
Loivenguth, George A Sr	.....Rochester
Lowenstein, Bertrand E	.....Uniondale
Lubbe, David W	.....Cochectoa
Lynch, John B	.....Rochester
MacPherson, Marianne	.....Middleburgh
Magoss, Margita S	.....Williamsville
Maki, Karl E	.....Newfield
Mangin, Leon F	.....Bronx
Manns, Alice	.....New York
Mantell, Carmen M	.....Brooklyn
Marcelle, Eugenia A	.....Albany
Marciano, Joseph T	.....Rochester
Martin, Carroll T	.....Rochester
Marshall, Robert A	.....Schenectady
McCabe, Joanne E	.....Ridgewood
McCarthy, Inez S	.....Albany
McCoy, Luella M	.....Hempstead
McLarney, Douglas F	.....Bayshore
McLaughlin, Mary K	.....Nesconset
McNair, Helene J	.....Buffalo
Melero, Robinson	.....Bronx
Merkel, Walter B	.....Oneida
Miceli, Joanna A	.....East Northport
Middleton, Doris L	.....Warrensburg
Militti, Constance	.....Syracuse
Mills, James	.....Buffalo
Morton, Bruce R	.....Valley Stream
Mullgrau, Claude D	.....St Albans
Murphy, Dennis	.....Bronx
Murphy, Maureen B	.....Central Islip
Meyers, John	.....Haverstraw
Neff, Barbara J	.....Hempstead
Nelson, Philip	.....Uniondale
Nestor, Joseph	.....Syracuse
Newhart, Almond C	.....Johnson City
Newton, Alice S	.....Norwich

(To Be Continued)

## LETTERS TO THE EDITOR

### Charges Dropped

Editor, The Leader:

CSEA Local No. 654 of the New York State Department of Commerce is relieved that the charges of union "misconduct" served against its president, George W. Olson, by Region IV president Joseph E. McDermott have been dropped. We feel this failure on Mr. McDermott's part to proceed to trial as mandated in our union's constitution is a complete vindication of our well-founded belief that our president was innocent of all charges.

The charges stem from the contract negotiation events of this past spring. Mr. McDermott charged, among other things, that our president violated the "mandates" of the Delegate Convention in March and expressed "personal viewpoints" contrary to official positions. The concrete substance of these charges—a bill of particulars—was never offered by Mr. McDermott, even though our constitution clearly requires this procedure. This is not surprising, however, since the charges had no basis in reality. As members of our Executive Committee, we can testify that

Mr. Olson carried out the "mandates" of the delegates, not to mention the mandates of our own local membership. As to expressing personal viewpoints, we would like to know why it is a violation to practice the democratic right of free speech and dissent within CSEA!

We also feel that these charges could have posed a serious threat to the democratic rights of all CSEA members. They were aimed at our right to free expression

and dissent in the union and at our right to vote for and be represented by persons of our own choosing.

It is unfortunate, in this regard, that the Board of Directors on May 12 passed a recommendation from the Charter Committee changing the constitutional procedure bringing charges against officers of Locals. Previously such charges could be preferred only by the Locals concerned. The resolution passed changed this to also allow the regional and statewide presidents the same powers.

We believe that the introduction of this recommendation last March, before the alleged "misconduct" occurred, and the subsequent charges are not at all coincidental. We call upon all delegates to the fall convention to rescind this resolution and return to the members their democratic rights.

Finally, we have been forced to spend substantial funds in defense of our president. For a small local such as ours, this has considerably drained our resources and thus violated our membership's rights to effective representation. Since these charges were beyond our control,

we believe our union has an obligation to us for full reimbursement. We feel that all these needed corrections are in the interest of each and every member of CSEA. Our democratic rights and our effect as a union fighting for rather than against the needs of all of us is at stake!

Executive Committee  
CSEA Local 654 Albany

**ED's NOTE: Charges against all eight local presidents in the CSEA's Capital Region IV have been dropped. Their names were not made public by the regional office, although Mr. Olson responded publicly to the charge. Mr. McDermott notified the eight presidents by letter dated Aug. 8, 1977, that: "The CSEA Local Model Constitution mandating procedures for Regional Trial Board requires that these Boards be appointed within 30 days of receipt of any appeal on charges preferred on May 11, 1977. Therefore, as a matter of equity, and in compliance with the Model Constitution, these charges dated May 11, 1977, preferred against you are hereby withdrawn."**

### LETTERS POLICY

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

### Civil Service Law & You

(Continued from Page 6)

ceeding was improperly brought. In addition, the court stated that it is for the arbitrator to determine whether the grievance was timely and, if untimely, whether the delay was excusable. *Margaret Cullinan v. The Board of Higher Education of the City of New York*, 395 N.Y.S.2d 187.

### Don't Repeat This!

(Continued from Page 6)

lature facing an election, there seems to be no doubt that another death penalty bill will be enacted.

Again, Governor Carey will be faced with the difficult political problem whether to veto such a bill a second time. The Republicans look upon the situation as one in which they hold a winning hand, no matter what happens.





Metropolitan Region II officers pose for group photo after their installation last week by CSEA treasurer Jack Gallagher. From left are president Solomon Bendet, of New York City Local 010; first vice-president William DeMartino, of Metropolitan Labor

Local 350; second vice-president Dorothy King, of Creedmoor Psychiatric Center Local 406; third vice-president William Cunningham, of Kingsboro Psychiatric Center Local 402, treas-

urer John Eversley, of NY Parole District Local 259, and secretary Peggy Clark, of Basic Research Local 438.



Intent expressions reveal interest taken by these delegates from various work locations in New York City's Richmond Borough. Identifiable, from left, are Lois Barth, of Motor Vehicle traffic control, Staten Island adjudication; Joel Schwartz and Susan Feinberg, both delegates from South Beach Psychiatric Center Local 446.



Creedmoor Psychiatric Center Local 406 delegation members are shown during one of the workshops. From left are Local treasurer Shirley Kreisberg, board member Jean Greenlaw, board member and immediate past president Terry Dawson, board member Frank Pandillo and delegate Henry Sarno.



Richard Hyter, first vice-president of Willowbrook DC Local 429, holds microphone to pick up discussion that followed Local leaders' appeal for help in resolving dispute over Cerebral Palsy takeover of seven buildings at Staten Island facility.



Willowbrook Developmental Center Local 429 president Felton King, left, holds up report to indicate how his Local has documented the events leading up to confrontation at the Mental Hygiene institution. Left from Mr. King are participants in Contract Workshop: Region president Solomon Bendet, moderator Ann Wadas, of Basic Research Local 438, CSEA assistant executive director Jack Carey and counsel James Featherstonhaugh.

# Metropolitan NYC Region II

## Willowbrook Conflict Fires Delegates Against Private-Sector Members

By MARVIN BAXLEY

ELLENVILLE—Delegates representing the 21 locals of the Civil Service Employees Assn.'s Metropolitan Region II went on record last week against extending union membership to employees in the private sector.

The regional position was taken following a lengthy discussion of the pending takeover by United Cerebral Palsy of seven buildings at the Willowbrook Developmental Center complex on Staten Island.

"When private sector membership was approved by statewide delegates earlier this year, the intentions were innocent," said Region II president Solomon Bendet. "At that time we were concerned for those school district employees who were being affected by the contracting out of services provided by bus drivers and cafeteria workers.

"I've made up my mind, however, listening to this discussion on Willowbrook, that it is bad for the CSEA to accept into membership workers from the private sector. It would put us into a position of seeking members from among United Cerebral Palsy employees, while we are fighting to retain state workers' jobs earned through the Merit System," he explained.

The delegates voted, "That CSEA not accept for membership employees of private organizations to which state work has been contracted out."

Mr. Bendet said he would forward the motion to the statewide constitution and by-laws committee for consideration at the statewide Delegates Meeting next month.

Willowbrook DC Local 429 president Felton King said, "I took the chapter presidency for two years, and I am committing myself to help the employees there. But I warn you that Willowbrook is being used as a pilot program, and what affects us today will hit your institutions tomorrow.

Much of the concern generated over the Willowbrook situation is the fear that as many as 1,300 employees may eventually be displaced. At present, this has not

happened.

A motion, presented by Basic Research Local 438 president William Bear, was, nevertheless, approved. Mr. Bear's motion is: "That the CSEA take out ads in all newspaper media informing the public that United Cerebral Palsy means reducing services to the public, and that CSEA compile a list of names and addresses of all parents whose children are not getting adequate services and begin a class action on behalf of those people."

Another subject of interest to state employees in the Metropolitan Region was discussed by Jack Carey, the union's assistant executive director—State.

Responding to an inquiry by Region II first vice-president William DeMartino, of Metropolitan Department of Labor Local 350, Mr. Carey noted that a request for arbitration was filed last week on the dispute over personal-leave charge time during the blackout July 13 and 14.

Herbert Haber has been named as the arbitrator, Mr. Carey said, for hearings scheduled to be held in the latter part of October.

Other motions passed by delegates at the meeting were:

- That Travelers Insurance Company immediately reinstate the 10 percent dividend that was taken away two years ago.

- That the \$370,000 in administrative costs paid to CSEA by the insurance company be paid by the state for administrative costs, and the \$370,000 that is being collected as part of the premium payments be used for enlarged benefits or reduced costs.

- That no pensions or fringe benefits—whether in the public or the private sector—be taxed.

- That the New York State Retirement System study the option plans and reduce the cost of options.



Pension Workshop moderator Samuel Emmett, left, of New York City Local 010, responds to question from audience, as guest expert Kenneth Altman ponders. Mr. Altman is administrative director of the New York State Employees Retirement System.





Cross-section of delegates at Tuesday business session included, from left, Creedmoor Psychiatric Center Local 406's Terry Dawson and Frank Pandillo, Downstate Medical Center Local 646's James Wood and Pauline Brandt and Bronx Psychiatric Center Local 401 president James Barge.

(Staff photos by Pamela Craig)



Regional attorney Stanley Mallman, left, of Mallman and Fuller, led Wednesday Grievance Workshop. Here he talks with New York City Local 010 delegates Harold Goldberg, of Mineola Motor Vehicle office, and Elayne Brown, of Queens Motor Vehicle office.



Basic Research Local 438 president William Bear and Region II secretary Peggy Clark, of the same Local, record minutes of the proceedings for report to their members.



Housing and Community Renewal Local 258 president Thomas DiNatale, left, and Region II treasurer John Eversley, of NY Parole District 259, are attentive.



Creedmoor Psychiatric Center Local 406 third vice-president Charles Bell and delegate Barbara Smith are alert for information to report back to their members as they attend Contract Workshop on Tuesday afternoon.



Large, enthusiastic delegation from Manhattan Psychiatric Center Local 413 caucuses as Local president Larry Colson, lower right, checks over agenda. In first row, from left, are: Dunlap representative Estella Jenkins, treasurer Delores Edge and third vice-president Carol Wilson; second row: OPC representative Rosalind Edwards, delegate Mohamed Hussain, building representative Fred Daniels and building representative Al Sundmark; third row: recording secretary Judy Harris, first vice-president Floyd Payne and second vice-president Ishmael Lopez.



Committee members who arranged three-day workshop for Metropolitan Region II delegates are, from left, Carl Laurino, of Metropolitan Labor Local 350; Ann Wadas, of Basic Research Local 438, and Samuel Emmett, of New York City Local 010.



Frances DuBose, of Downstate Medical Center Local 646, gestures to emphasize her point as she accuses state of union-busting tactics.



New York City Local 010 third vice-president Canute Bernard participates in discussion as CSEA director Ronnie Smith (Mental Hygiene, Region II) listens.



Creedmoor Psychiatric Center Local 406 delegates Joe Healy, left, and Dan Schultz are attentive during workshop on Contract procedures.



# Latest State And County Eligible Lists

EXAM 36057  
SR MEDICAL RECORDS CLERK  
Test Held May 7, 1977  
Est. Aug. 8, 1977

- (Continued from Last Week)
- 222 Roberts A M Utica .....79.1
  - 223 Dickson M A Buffalo .....79.1
  - 224 Demau Dorothy Spring Val .....79.1
  - 225 Sillemann C M N Collins .....79.1
  - 226 Ribley Lois A Loudonville .....79.0
  - 227 Vanhynning Ruth Ogdensburg .....79.0
  - 228 Oehler Shirley Gabriels .....79.0
  - 229 Barylski Betty Elmira .....79.0
  - 230 Halavin Agnes L Napanoch .....79.0
  - 231 Lubinski Wanda Troy .....78.9
  - 232 Gallagher M A Marcy .....78.9
  - 233 Battista B A Coram .....78.9
  - 234 Scropo Diane C Buffalo .....78.9
  - 235 Bravata P Stony Brook .....78.8
  - 236 Corcoran Eileen Ronkonkoma .....78.8
  - 237 Krusen Kaye L Wellsburg .....78.7
  - 238 McMahon Eileen W Babylon .....78.7
  - 239 Zebrowski Nancy Albany .....78.7
  - 240 Eckhardt R G Albany .....78.6
  - 241 Soutar Carol A Staten Is .....78.6
  - 242 Gorman Joyce C Conklin .....78.6
  - 243 Dinova C A Albany .....78.6
  - 244 Holbrook Craig Petersburg .....78.5
  - 245 Tanzer Robert N Brooklyn .....78.5
  - 246 Reinholdt Nancy Dansville .....78.5
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  - 248 Colavecchio E M Brooklyn .....78.3

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LARGE 4 Bdrm Colonial, 2 Car Garage,  
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Conditioned, Many Extras, \$45,990.  
Call (516) 567-3831.

## GO TO HEALTH

By WILLIAM R. WILLIFORD

Are you overweight, frustrated and discouraged with your inability to lose weight and maintain the weight loss?

Don't feel alone for there are probably 30-40 million other Americans fighting the same battle of the bulge. Poor nutrition in the form of obesity is a major health problem in this country.



Medical research scientists call the hazards of too much fat "The Five D's: Disfigurement, Discomfort, Disability, Disease, and Death." A good way to develop a negative attitude about fat is to think of it as a parasite that is draining you of energy and also placing additional strain on your heart and health.

And remember, if you are overweight it is probably because of a glandular problem or malfunction. Better than 98 percent of overweight people are plump because they eat too much of the wrong food and exercise too little.

A person serious about losing and maintaining his weight loss should not look upon diet as a temporary hardship, but rather as a new way of eating for a new way of life.

Stay away from crash diets, formula diets and all the other guaranteed gimmicks that promise you that you can eat all you want and become a new person in days. If you have ever tried to converse with a rabbit . . . you know what a steady diet of only lettuce can do to one's personality.

If you are overweight then there is a good chance you are a compulsive eater. You go on eating binges where you eat half a gallon of ice cream or a box of candy and, even though you are full and uncomfortable, you keep on eating. If you are this type of eater, there is a program available that is helping many people lose weight sensibly. It is a program of recovery for compulsive eaters called Overeaters Anonymous (OA). A desire to stop eating compulsively is all that is required for membership. There are no gimmicks, dues or fees for OA members. The program is based on the same 12-step recovery program that is used for Alcoholics Anonymous.

The OA program has been so successful with assisting Navy personnel that the Navy has spread the program to its bases the world over.

For information about Overeaters Anonymous write: Overeaters Anonymous, World Service Office, 2190 190th St., Torrance, Calif. 90504.

## Justice Dept. Suit May Halt State Cop Hiring

WASHINGTON, D.C.—A suit by the U.S. Justice Department charging hiring discrimination against minority and women state trooper candidates has halted all federal aid to the state police and may block the appointment of a 150-member state trooper training class.

Federal officials last week filed briefs in U.S. District Court, Albany, asking for a temporary injunction against appointing the new troopers who were scheduled to go on duty Sept. 19. Justice Department officials say the suit automatically suspends financial aid, which is provided under the 1964 Civil Rights Act, the 1972 Revenue Sharing Act, and the 1973 Crime Control Act, all of which prohibit payments to agencies that discriminate.

The suit charges the state police and State Police Superintendent, William G. Connelle, have

refused to hire and promote blacks and Hispanics on an equal basis and have denied women the chance to become troopers. Only 13 blacks, 9 Hispanics and 6 women are members of the 2,712-member force, Justice officials charge.

The suit also noted only two blacks, four Hispanics and no women are in the current recruit class.

Justice officials are demanding that blacks, Hispanics and women be hired for trooper posts on an equal basis with white males, establishment of hiring goals to accomplish this and compensation for those illegally denied jobs. The state should be barred from hiring new troopers until the suit is settled or unless the recruit class makeup is changed to include 40 percent blacks and Hispanics and 20 percent women, court papers

(Continued on Page 13)

## WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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with fervor and jumps for joy . . . irresistible . . . captivating!  
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in a dance explosion . . . a joyful noise, a bacchanalia, a swinging, stomping dance orgy . . . a luminous show!  
—T.E. Kalem, Time

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**...GO SEE IT!**  
—Clive Barnes, N.Y. Times  
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**There's a reason for that!**  
**ROYALE THEATRE 45TH STREET W of BROADWAY**  
(SEE ABC ADS FOR DETAILS)



**INCREDIBLE PLAN FOR AUTOMATIC WEIGHT-LOSS!**

# Now! Lifetime Freedom From Fat

**WITH DOCTOR'S AMAZING "COFFEE-OFF" PROGRAM FOR CUP-TO-CUP WEIGHT-LOSS!**

**T**hink of it! You actually sip your appetite to sleep for hours at a time — sip yourself slimmer cupful to cupful — take your FINAL STEP TO LIFETIME SLIMNESS with the new "Coffee-Off" way to a brand new body!

So effective, you LOSE up to 6 pounds the very first weekend — LOSE up to 12 pounds of both fluid and fat in just 14 days — LOSE as much as 20 — 30 — 40 POUNDS OR EVEN MORE . . . (and never gain it back for the rest of your life), as medical science shows you how to turn ordinary coffee or tea into the most "DYNAMITE" FAT-MELTING aid you've ever seen in your life.

**LIKE TURNING UP AN INNER FURNACE THAT SHRINKS YOUR BODY'S FAT CELLS — STARTING THE VERY FIRST DAY!**

Just 60 seconds from now you are going to discover how to take your morning cup of coffee . . . drop in what appears to be an ordinary sugar-cube . . . and launch yourself on the most incredible FAT-BURNING SPREE you've ever heard of. Yes, a journey to 'lifetime slimness' so fantastic, that just a few short weeks after using this doctor's amazing "Coffee-off" weight-loss program you'll suddenly find yourself 5 — 10 — 15 pounds lighter . . . your belt size 1 — 2 — 3 notches tighter! Because for the first time in your life you are going to win INSTANT CONTROL over your appetite . . . become its master instead of its slave . . . actually SWITCH OFF that maddening urge for food for hours at a time . . . as you watch your waistline shrink itself down by as much as a full size in just a single week!

**24 HOURS — up to 2 POUNDS GONE!  
48 HOURS — up to 6 POUNDS GONE!  
AND THAT'S JUST THE BEGINNING!**

Just think of it! Ordinary coffee or tea suddenly transformed into a fantastic body-slimming aid that not only helps you melt away as much as 12 pounds the first 2 weeks — but even more amazing, helps you:

- LOSE up to 4 to 6 inches off your waistline
- LOSE up to 2 to 5 inches off your hips
- LOSE up to 3 inches off your thighs
- LOSE up to 4 inches off your buttocks
- LOSE up to 4 inches off your stomach

all without a moment of torturous diet — without a moment of brutal, punishing exercise — without battling your willpower or fighting off gnawing hunger!



**LIKE 4 HOURS OF WILL-POWER IN ONE TINY, TASTELESS CUBE**  
AMAZING "WILLPOWER-IN-A-CUBE" makes you master of your appetite instead of its slave . . . gives you INSTANT CONTROL OF HUNGER — LIFETIME VICTORY OVER FAT!

Most significant of all, as long as you follow this medically proven "Coffee-Off" lifetime slimness program, you actually become **totally immune to fat build-up for the rest of your life** — even if you've been hopelessly overweight for all your adult life.

**NOW A LIFETIME OF SLIMNESS WITHOUT A MOMENT OF GNAWING HUNGER!**

How can medical science make this lifetime dream come true? It's simple. Because one of America's leading weight-loss specialists has finally found a way to take ordinary coffee or tea . . . and convert it into a wondrous new kind of fat-fighting aid that SHUTS OFF EVEN A RUNAWAY APPETITE ON COMMAND! Yes, medical science has finally found a way to take ordinary coffee or tea and actually force hunger to STOP on the spot . . . make excess pounds and inches disappear from sight so fast . . . that in just 10 days time you will simply refuse to believe your bathroom scale — and in just a matter of weeks you may actually need a brand new wardrobe!

**VITAL NOTICE:**

Before starting this program, consult with your physician to be sure you are in normal health and your only problem is obesity. Individuals with high blood pressure, heart disease, diabetes, or thyroid disease should use only as directed by a physician. As a matter of fact, we urge you to show this entire program to your own family physician and see if he doesn't agree that this Lifetime Road To Slimness including the few minutes of nightly toneup the doctor highly recommends is by far one of the most medically sound, fully sensible approaches to the problem of obesity.

\*ALSO NOTE: People who dislike coffee or tea may use "FULL-STOP" slim-cubes in clear bouillon for the same LIFETIME SLIMNESS results.

**BEST OF ALL — NO CRAVING, NO SLIDE-BACK — YOU STAY SLIM FOR GOOD ON THIS LIFETIME SLIMNESS PROGRAM!**

The secret is a medically-proven formula, (that to the eye looks just like an ordinary sugar-cube) . . . BUT, when activated in coffee or tea . . . enters your system and automatically SHUTS OFF YOUR APPETITE — SHUTS OFF THAT DRIVING URGE FOR FOOD — SHUTS OFF GNAWING HUNGER for hours at a time! Actually kills your desire, your craving, your appetite for food from meal to meal! So much so in fact, you aren't lured or tempted by even the most mouth-watering food. Not by ice-cream . . . not by cake . . . not even by the most luscious steak. In a nutshell . . .

**YOU'RE SIMPLY TURNED OFF FOOD FOR HOURS AT A TIME**

The name of this doctor's wondrous "Coffee-Off" way to Life-



**URNS A CUPFUL OF COFFEE (or tea) INTO HOURS OF "LIQUID WILLPOWER"**  
(completely flavorless — affects only your appetite — not your taste.)

time Slimness is "FULL-STOP", because that's just what this medically-proven slim-cube formula does — brings gnawing, run-away appetite to a dead FULL STOP right in its tracks! Yes, according to medical experts just one "FULL-STOP" slim-cube in a cup of coffee or tea turns off your appetite INSTANTLY as if it suddenly went to sleep. You simply have no desire to eat for hours on end . . . even if all your life you've been cursed with a non-stop appetite. In fact, so effective is this "willpower-in-a-cube" you may actually have to consciously remind yourself to eat — which the doctor insists on — in order to prevent TOO MUCH WEIGHT-LOSS, TOO FAST!

Now, just think what this great new development means, if all your life you've had to battle your appetite and struggle with your willpower!

**Doctor's "LIQUID-WILLPOWER" DEVELOPMENT Ends Torturous Diet!**

It means that instead of battling those mealtime pangs of hunger . . . fighting that maddening urge for food . . . you simply reach for a "FULL STOP" slim-cube instead of fattening food and "sip your appetite to sleep" with this doctor's amazing 3-cups-a-day "Coffee-Off" way to AUTOMATIC WEIGHT-LOSS. Because just like water turns off thirst, incredible "FULL-STOP" slim-cubes switch off hunger AUTOMATICALLY all day long! Down goes your appetite — down go the calories — and down goes your weight . . . with a rush!

**LIFETIME CONTROL OF YOUR APPETITE FINALLY YOURS — MEANING YOU ARE NOW JUST DAYS AWAY FROM YOUR FIRST STEP TO LIFETIME SLIMNESS!**

So if you want to SIP YOURSELF SLIM with this doctor's amazing coffee development . . . if you want to melt away pounds and inches STARTING THE VERY FIRST DAY . . . if you want to try this exciting medically-proven concept that combines both a doctor's scientific development and his full-satisfaction eating program that makes lifetime immunity to fat not a hope but a living reality . . . then take advantage of the no-risk offer described below! Yes, act now on guarantee of full satisfaction or money refunded in full (except postage & handling). Simply return within 10 days.

Remember — this is the last ad for a reducing product you will ever need to read in your life. If you drink coffee . . . or if you drink tea . . . then there is simply not a reason in the world to ever again be embarrassed by a single pound of overweight fat. So why not take the FINAL STEP and get rid of all those excess pounds and inches FOR THE REST OF YOUR LIFE. Act now!



**JUST 3 CUPS A DAY HELPS MELT FAT AWAY as you sip yourself thin cupful to cupful with Doctor's LIFETIME SLIMNESS program for AUTOMATIC WEIGHT-LOSS!**

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**MAIL NO-RISK COUPON TODAY**  
Mead-Wilson Pharmacal, Dept. JCU 112  
Caroline Road, Philadelphia, PA 19176

Yes, I want to lose weight fast and permanently with this doctor's amazing program featuring "FULL-STOP" Slim-Cubes. Please rush the offer I have checked below. If not delighted, I may return it in 10 days and you will refund the full purchase price (except postage & handling).

- (#019) Full 21-day Supply only \$6.95 plus 35¢ postage & handling.
- (#027) Full 42-day Supply only \$11.95 (Save \$2.00) plus 50¢ postage & handling.
- (#035) Full 63-day Supply only \$14.95 (Save \$4.00) plus 65¢ postage & handling.

Total amount enclosed \$\_\_\_\_\_ PA residents add 6% sales tax. Check or money order, no CODs please.

**CHARGE IT:** (check one Exp. Date \_\_\_\_\_)

- BankAmericard/Visa
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3 bdrms, 1 1/2 baths, central air conditioning,  
Landscaped 40x100.  
Property fenced. 15 ft. aluminum pool.  
Walk to Young Israel, St. Rita's and P.S. 54. Relocating. Must sell.  
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Lakfront contemp home, all elec heat, 4 BR, 2 bth, wrap-around deck, panoramic view. \$70,000. 914-855-5165.

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**CAMBRIDGE (WASH. CO.)**  
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9 rm Colonial + beau fin pn'd bsmt, 3 1/2 baths, 5 BRs, on 1 prof'ly ldsdpcd acre. Many extras, 25x50 in-grnd heated pool, C/A/C thruout, Gas & Hot Water, bsbrd heat, Cntl antennas sys. Cntl vac sys, auto spkr, burglar & fire alarm w/w crptg thruout, auto gar., all appls. + more. Must see inside to believe a real buy. Price dropped \$40,000 to \$165,000. Princ. Only. 516-423-3266.

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1 1/2 hrs NYC, 4 BR, raised ranch, 1/2 acre, LR, DR, eat in kit, 1 1/2 baths, laundry rm, grg, screened prch, fenced yrd, gas, hot water, baseboard heat, plenty of closets, ideal for large family \$45,900. Owner. After 5 PM, 914-297-8525

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24 ACRES, GOOD LAND, 300' ROAD FRTGE, 2 bdrm trailer, \$24,000' \$2,500 Down, \$130 Month. ALSO 5 ACRES GOOD LAND for Vegetable Garden, \$4,000' \$600 Down, \$100 Month. All Land Near Hamilton, NY. Call Owner Colligan, 914-343-3549, Middletown, N.Y.

**Orange County**

**GREENWD LAKE-NEW EXEC**  
Country Home, 1/2 acre lakefront, 9 rms, Cath cell, cut stone fplc, cptg, cedar siding, fully ldsdpcd, many xtras in this custom home, 45 min to G W Bridge. All this & asking \$68,900. Low taxes. Gd schls 914-986-2659 or 914-986-4141.

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Brick, Mediterranean on 3.2 landscpd acres, 5 BR, formal DR, LR vntalian marble fplc, col rm w/full wall fpl, 3 full bth, wine cellar, greenhouse, free-lined pillared dr, 8 hr GW BR, all com-puter svcs, \$75,000. Call for photo & directions 914-692-6342.

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**ROCKLAND COUNTY**

So. Spring Valley, 52 foot 3-year old high ranch, 3/4 acre, 4 bdrms, 2 1/2 baths, living room, dining room, Eat-in Kitchen, fam. room, 20 x 10 deck, 2 car garage. All appliances. Excel NYC commute, nr schools, shopping. Low 60's. Owner, Tel. 914-356-0611.

**VALLEY COTTAGE.** By owner \$79,000. Walk schls, parks, shops, library. Owner-built 1964. 72' contemp U-ranch on approx. 1 wooded ac, 4 BRs, study, lge eat-in kit, playrm w/fpl, formal DR, LR w/cath cell & fpl, 2 1/2 bth, centr A/C, all appls, 2 car heated gar, many extras. Call 9-5 PM, 212-764-3344 or after 7 PM 914-268-6279.

**HILCREST WOODED 1/2 ACRE**  
60x32, 10 rms, 2 1/2 baths, 5 BR, prof decor, contemp hi ranch. Multi-level 63x30 redwd deck w/gas grill, drinkg fountain, xtras, centr air, strms/scrns, wshr/dryr, refrig, d/w, wtr softnr, elec gar dr openers, many xtras, immac cond, prin only, 9-5, 212-488-7611; after 7 PM, 914-354-5464.

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# U.S. Hopes To Ease Worker Hardships Caused By Changes

President Carter has reaffirmed his commitment to reorganize the federal government "with a minimum of hardship to employees" and

has given the Civil Service Commission new authority to assist affected employees.

In an Aug. 12 memorandum to federal department heads, the President directed that every thing possible be done to avoid displacing employees from their jobs during reorganization, and gave the commission broad authority "to set up additional mechanisms for providing continued employment for those who may face displacement."

Commission Chairman Alan K. Campbell has said the commission's basic approach will be to "tailor the outplacement assistance to the locality and needs of affected employees."

Possible commission action could include:

- Authorizing early retirement to create vacancies in which displaced employees may be placed.
- Providing special counseling for displaced employees.
- Registering displaced employees in the commission's Displaced Employee Program to ensure that they are considered for positions before applicants on civil service registers.
- Temporarily freezing hiring for all agencies in the appropriate geographical area.
- Providing priority placement of affected employees in other agencies.
- Providing opportunities for retraining.

## Ex-Cop Wins Pension Fight

(Continued from Page 4) to act on the application, since both were well aware that once Mr. Glazer was sentenced and dismissed from the force he lost all rights to a pension, even though it was for a service-connected injury.

Judge Schwartz, in ruling for the ex-policeman, said that if the board had voted at its regular scheduled meeting, the pension probably would have been approved, since the board normally goes along with findings of medical reports. In this case, doctors said Mr. Glazer was entitled to disability benefits because of the serious neck injury he suffered when a 60-pound carton fell on him in July 1976.

The judge refused to accept the board's explanation that even if it met on Feb. 23, it might not have approved the pension. Mr. Glazer, she said, was entitled to "prompt consideration" of his application as long as it was filed in time. By not acting on it, even though the delay was not deliberate, the board violated his rights to due process, the judge ruled.

She ordered the board to reconsider the pension application as of Feb. 23, when Mr. Glazer was still a police officer and eligible for disability benefits.

## Justice Suit

(Continued from Page 10) demand.

Similar suits have been filed against state police forces in Maryland, Michigan, New Jersey, North Carolina, South Carolina and Virginia.



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### OFFICERS OF CSEA'S LARGEST STATE LOCAL

New York City Local 010 of the Civil Service Employees Assn. recently completed elections to choose officers for the next two years. Solomon Bendet, at top center, was re-elected as the Local president. Other officers, from left, are third vice-president Bernard Canute, second vice-president Ben Lipkin, financial secretary Anthony Vericella, corresponding secretary Alice DeSimone, recording secretary Marie Robinson and first vice-president Gennaro Fischetti. The treasurer's position is vacant: Seymour Shapiro, who was re-elected to the post, has since become ineligible to hold office, as a result of his promotion to management/confidential.

## Corr. Capt Demoted, Retired

Civil service employment is a "property right" carrying constitutional protection and it cannot be withdrawn unless the employee is given full opportunity

to safeguard his job interests. This was the substance of a Manhattan Supreme Court ruling which reopened the case of a former captain in the city's Cor-

rection Department who was reduced to a correction officer and then forced to retire—but was not given any notice of the disciplinary proceedings.

## L.I. Accident Victim Wins Job, Back Pay

MANHASSET—Due to the efforts of her Civil Service Employees Assn. unit, Dolores Saldok will have a job to come back to in the Town of North Hempstead when she recuperates from an auto accident. In addition, she will have some hard-earned back pay to tide her over.

Ms. Saldok, a clerk typist, was injured in a traffic accident on April 30, 1976. On May 3 of that year she was put on sick leave but was later informed on July 2, that she was terminated. The town claimed that the accident had nothing to do with her job and her inability to report to work was not the result of work-related conditions.

torney, filed a show cause order and in subsequent court action had Ms. Saldok reinstated to her position in a leave of absence without pay status.

Mr. Ochenkoski then filed a grievance, with the assistance of CSEA fieldman Mike Aiello, based on a provision in the Town-CSEA contract that entitles disabled employees to half-pay. A three-member panel, appointed by Town Supervisor Michael Tully, ruled in favor of the CSEA and Ms. Saldok.

Judge Martin B. Stecher, acting in response to a lawsuit by James B. Gorman, turned the case over to a special referee with instructions that he make recommendations and report back to him.

Mr. Gorman claimed that the department tried him in absentia—never notifying him that a disciplinary hearing was scheduled to consider his reduction in rank and subsequent retirement. The former captain also told the court that he had never received notice that charges were pending against him for some undisclosed violations.

The Correction Department defended itself by maintaining that it had not prepared charges against Mr. Gorman until it had received his retirement application, which was to become effective in 30 days. If it had not acted within that period, the department's lawyers told Judge Stecher, it would have lost all jurisdiction.

As to efforts at notification, the judge was told that because Mr. Gorman had left on vacation and couldn't be reached, "some sort of substituted service of notice" was attempted.

Judge Stecher said there appeared to be a violation of the Civil Service Law requiring civil servants to receive at least an eight-day notice of any disciplinary action planned against them.

"Due process requires that the notice must be reasonably calculated to inform parties of administrative proceedings which directly and adversely affect their legally protected interests," he said.

In the case of Mr. Gorman, Judge Stecher said, the special referee will hear both sides "as to whether or not the (department's) attempts to notify (Mr. Gorman) satisfy the requirements of due process."

If the notice turns out to be directive, retirement with the benefits of a captain, instead of a correction officer, could be the result.

Eddie Ochenkoski, president of the CSEA unit, along with an at-

# October 1 Federal Schedule Pay Raise

President Jimmy Carter is expected to announce a pay raise for 3 million federal workers any week now.

The size of the raise, which would become effective Oct. 1, had not been settled as the Leader went to press, but is expected to be 7.05 percent. President Carter has already pledged to adjust federal wages so they are comparable to private sector earnings.

The Federal Employees Pay Council, a panel of unions, is pleased with the offer, but argues, nevertheless, that because of

the time lag since the offer was made, the figure should be raised to 8.8 percent.

The Advisory Committee on Federal Pay, consisting of private sector and labor relations members, had not made its suggestion by the end of last week, but was expected to do so soon. The independent group was asked to make a recommendation by the Employees Pay Council.

This chart is based on the 7.05 percent figure.

	1st Yr.	2	3	4	5	6	7	8	9	10
GS-1	\$6,219	\$6,426	\$6,633	\$6,840	\$7,047	\$7,254	\$7,461	\$7,668	\$7,875	\$8,082
2	7,035	7,270	7,505	7,740	7,975	8,210	8,445	8,680	8,915	9,150
3	7,930	8,194	8,458	8,722	8,986	9,250	9,514	9,778	10,042	10,306
4	8,902	9,199	9,496	9,793	10,090	10,387	10,684	10,981	11,278	11,575
5	9,959	10,291	10,623	10,955	11,287	11,619	11,951	12,283	12,615	12,947
6	11,101	11,471	11,841	12,211	12,581	12,951	13,321	13,691	14,061	14,431
7	12,336	12,747	13,158	13,569	13,980	14,391	14,802	15,213	15,624	16,035
8	14,662	14,117	14,572	15,027	15,482	15,937	16,392	16,847	17,302	17,757
9	15,090	15,593	16,096	16,599	17,102	17,605	18,108	18,611	19,114	19,617
10	16,618	17,172	17,726	18,280	18,834	19,388	19,942	20,496	21,050	21,604
11	18,258	18,867	19,476	20,085	20,694	21,303	21,912	22,521	23,130	23,739
12	21,883	22,612	23,341	24,070	24,799	25,528	26,257	26,986	27,715	28,444
13	26,022	26,889	27,756	28,623	29,490	30,357	31,224	32,091	32,958	33,825
14	30,750	31,775	32,800	33,825	34,850	35,875	36,900	37,925	38,950	39,975
15	36,171	37,377	38,583	39,789	40,995	42,201	43,407	44,613	45,819	47,025
16	42,423	43,837	45,251	46,665	48,079*	49,493*	50,907*	52,321*	53,735*	
17	49,696*	51,353*	53,010*	54,667*	56,324*					
18	58,245*									

\*Rate for this level limited to \$47,500 (Executive Schedule Level V).



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If every eligible person working for New York State belonged to CSEA, who knows where the State units could go. But as long as a certain percentage of employees do not belong, management (the State of New York) will try to pit non-members against members.

CSEA is only as strong as it is united. Make no mistake about it . . . in most areas of both local and state government CSEA is strong. But anything less than 100% membership participation still leaves something to be desired.

In all our 67 plus years of battling for public employees, we've yet to see a non-member turn down a newly-won benefit or raise. The dues are only \$58.50 a year. \$1.13 a week. And God knows where public employees within New York State would be today if it weren't for CSEA. Government is not known for its philanthropic attitude toward its employees.

Over the years CSEA has won protection for its members so that even a change of political administrations cannot touch them. CSEA has won raise after raise, benefit after benefit. Yet, there are some

people who still don't join. Certainly, \$1.13 dues a week isn't the answer. The price of job security has got to be worth more than that.

There are thousands of dedicated public employees who give freely of their own time and effort to keep CSEA strong—to ward off bureaucratic employee controls from every level of government. When CSEA members get together they discuss this situation in hard-nosed terms. They don't call a non-member a non-member. They call him a FREE-LOADER. If you're a non-member, think of this: Your tax dollars are supporting those officials who would work *against your new benefits*. Why not give a little support for those who are *working for you*? CSEA.

Look up your CSEA representative this week and ask him for a sign-up card. Sure, we're on a membership drive. But not for any other reason than to build a better future for all of us. Remember—every penny of CSEA's dues goes toward representing you. We're not supporting some high monkey-monks in Washington, or bailing somebody out of jail. We're working to maintain our position of being *The Most Powerful Force in New York State working for Public Employees*. We need your moral and financial support.

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# Kolb Is Stepping Down

ALBANY—Dr. Lawrence Kolb, the state's controversial Mental Hygiene Commissioner, has resigned the post he held since 1975 to enter private psychiatric practice.

The resignation comes just before the 66-year-old commissioner was about to face new Senate confirmation hearings for

the top job of the new Office of Mental Health. The hearings are scheduled to begin April 1 when the Mental Hygiene Department is to be split into three parts.

Dr. Kolb, a Democrat, was expected to undergo tough questioning from a hostile Republican-controlled Senate.

Dr. Kolb has been with the Mental Hygiene Department for 23 years. He was head of the department's New York Psychiatric Institute when appointed commissioner.

He was confirmed for his current post after a bitter Senate fight and has been a source of controversy ever since. Opponents

to his appointment said they preferred someone from outside the department to head the agency.

Dr. Kolb was also with the National Institute of Mental Health and the Mayo Clinic, and was chairman of the Psychiatric department at Columbia University College of Physicians and Surgeons.

## Homemakers

ALBANY—The State Civil Service Department established an eligible list for Teacher-Homemaker on June 30 as the result of a Feb. 26 open competitive exam. The list contains 59 names.

## Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
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
Medical Record Administrator	\$11,337	20-348
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
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
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
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 Technologist (Therapy)	\$8,051-\$10,274	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Vartype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

State Office Building Campus, First Floor, Building 1, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4261.

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.

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**CHARGE EMPLOYEE FIRED FOR FILING SUIT**

The Civil Service Employees Assn. is filing for recognition before the National Labor Relations Board, which governs private sector labor, in order to become the collective bargaining agent for the former Saratoga City School District Transportation Department employees, now working for a private contractor, the Upstate Transportation Consortium. CSEA Capital Region IV supervisor Jack Corcoran recently conducted a press conference revealing that the Consortium had fired Al Skellie, a driver, when he refused to drop his participation in a civil suit against the school district for contracting out the transportation program illegally. From left are Mr. Corcoran, Capital Region public relations associate Dan Campbell, Mr. Skellie and Saratoga Educational Local president Charles Luch.

**CSEA Files Improper Practice Suits Against Hoosick Falls**

**HOOSICK FALLS**—The newly organized Village of Hoosick Falls unit of the Civil Service Employees Assn. has filed two improper practice suits against the village for actions which it considers to be discriminatory toward the union.

The first suit is being filed on behalf of Thomas Bass, president of the unit, and John Mahar, a union officer, who were suddenly laid off by the village board allegedly for fiscal reasons. Mr. Bass noted that these layoffs are unprecedented in the village employment history. According to William Lochner, Regional field representative, the second suit charges the village board with making verbal threats to abolish a number of personnel positions and to contract out the work. This action comes in the middle of contract negotiations being handled for the first time by the new bargaining unit.

Explaining that the CSEA has only been constituted in the village since January 1977, Mr. Lochner commented, "The Village of Hoosick Falls has exhibited the most parochial and provocative attitude toward public employees that I have ever encountered."

**Win First Steps On 4 Snow Days O.T. Grievances**

**GRAND ISLAND**—Four members of the Niagara Frontier Local of the Civil Service Employees Assn. received favorable second step decisions on grievances which they filed in protest of non-payment of overtime during last winter's blizzard.

David L. Alcorn, Agop J. Ispahanyan, Francis J. Lysaght, and Albert C. Ungaro, of the Department of Parks and Recreation, Niagara Frontier State Parks Commission, were the grievants.

According to Dario A. Violanti, Niagara Frontier Local president, the members were pleased with the decisions and anticipate pursuing the matter further.

The village attorney is willing to negotiate a settlement, says Mr. Lochner, but the board is not and has refused several requests for meetings with the CSEA.

In a statement to the Leader, Mr. Bass said, "I would just like to see the village negotiate or go to PERB (Public Employment Relations Board) and get it over

with. Let PERB decide who is right and who is wrong."

Though he is optimistic that PERB will rule in favor of the CSEA, Mr. Lochner stated that such discrimination is a very difficult thing to prove. "You know it is there, but unless the management comes right out and denounces the union you can provide no solid proof."

**Court Worker Reorganizing Under Way In Region IV**

**ALBANY** — Julia Drew, president of the Civil Service Employees Assn. Capital Region Court of Claims Local and field representative William Lochner have submitted an amendment to the CSEA charter committee which would reorganize all court workers who were state employees prior to April 1 into a single Judicial Local.

Ms. Drew said, "All will benefit from being one."

A number of orientation meetings and mailings have been planned to inform members of the changes.

Meanwhile, regional field representative Gregory Davis is

working to organize those court workers who joined the state's workforce after April 1, when they were transferred from county payrolls.

Organizing efforts so far include informational meetings and mailings in which employees have been informed that the terms and conditions of their employment will remain the same as agreed to under present contracts. The CSEA is assuring members that there will be no decreases in salaries or leave time.

The CSEA has also informed these employees that late in 1977 or early 1978 the Office of Court Administration for the state will review job titles and duties in order to standardize positions. The CSEA has obtained the right to see this report and will follow up with grievances if, and where, necessary.

With a great number of new members being recruited through reorganization, Capital Region IV president Joseph McDermott commented, "This is part of our overall plan to increase membership throughout the Region; our efforts are ever ongoing."

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

**Take Action To Prevent Syracuse Health Center Layoffs Planned Friday**

**SYRACUSE**—An improper practice charge will be filed with the state labor board this week on behalf of the employees of the Syracuse Neighborhood Health Center, all of whom are scheduled to be laid off Friday, when the center is expected to close because of financial problems.

Terry Moxley, Civil Service Employees Assn. field representative, said that the federally-funded health center, with about 100 employees, has been the victim of its own mismanagement, despite warnings from the union and others for several years.

Mr. Moxley said the center receives half of its funds from the Department of Health, Education and Welfare, a quarter from private sources and a quarter from insurance groups such as Medicaid, Medicare and private insurers.

The lack of collections from the insurers has been the cause of the center's "chronic economic problems," Mr. Moxley said. He added that, historically, the center, administered through the Upstate Medical Center for the Research Foundation of the State University, has turned to layoffs and terminations as an answer to its mismanagement — "never touching the \$50,000 a year people."

"It's always the grades six, seven, eight and nine that are affected. There were no raises in 1976 or '77 and they're going to terminate the whole operation unless they get a three-month contract extension with us," Mr. Moxley said.

He indicated that the CSEA is willing to grant the extension if the center will tell them how much money it is requesting from HEW; if it will guarantee no layoffs during the extension, and if there will be no reduction in benefits during the extension. The center, according to Mr. Moxley, has refused this arrangement.

A not-for-profit group that is taking over the center has been grossly misinformed by Upstate and the center administrators, Mr. Moxley charged. "SUNY told them it can't afford the salaries, pensions, etc. But if they looked at the new contract they would have seen it's all predicated upon the funding."

The center's goal, Mr. Moxley said, has been to eliminate the present staff so that cheaper untrained help could be obtained. He said this runs contrary to the original intent of the program which was to go into the com-

munity and train the people from the community to treat others from the community.

"The salaries are not excessive. As a matter of fact, they barely meet the standards established by the federal government. There is no way they are going to attract competent people at these wages," Mr. Moxley said.

Richard Strauss, assistant to the director of the Health Center, said that the reason for the closing was not financial, but rather the result of new federal regulations. The financial difficulties, he said, go back to 1969 when the health center was founded under the Office of Economic Opportunity which did not place a priority on collections.

The research foundation, which administers the center, began to plan a year ago for the transition period between administrations, Mr. Strauss said. The problem, he explained, is that currently neither the old nor the future administration is in a position to prevent the pending layoffs.

Mr. Moxley's view is that this explanation is a shield behind which the administration is hiding.

**Saratoga, Warren Training Program Briefs Officers**

**SARATOGA**—As part of an overall plan to improve the organization of all Locals in the Capital Region of the Civil Service Employees Assn., an officer training program is being conducted in Saratoga and Warren Counties, where several new officers have been elected.

The purpose of the program is to brief officers on the structure of the CSEA, duties and responsibilities of officers, grievance procedure and field service.

Barbara Falzano, Regional research assistant, addressed the group on the organization of the CSEA, while Gregory Davis, Regional field representative, spoke on general grievance procedures and negotiations. Mr. Davis stressed that each unit will receive somewhat different instructions on these topics, since each follows a different method.

Jack Corcoran, Regional field supervisor, gave a talk on the duties and responsibilities of officers.

"In the past we have had rather loose organization in these areas. Now, with the election of new officers come new ideas, making these counties an ideal place to start the reorganization," he said.

Commenting on the Saratoga County workshop, Jack Miller, CSEA organizer, stated, "I was elated over the response by members of the executive board to the program; the content was excellent."

According to Mr. Davis, the staff is currently working on plans for similar workshops in the other counties, particularly those with little or no organization.

**Region VI Meeting Sept. 30 - Oct. 1**

**CHEEKTOWAGA** — Western Region VI of the Civil Service Employees Assn. will hold a meeting Sept. 30 through Oct. 1 at the Trenholm East Inn, Thruway exit 44, Victor.

The first official function will be at 7:30 p.m., Friday, a "get-acquainted hour." County and state meetings will follow at 9:30 Saturday morning, with a general business meeting at 2 p.m. that afternoon.

Reservations may be made directly with the Trenholm East Inn at (716) 924-2131.

**Veterans Administration Information Service Call (202) 389-2741 Washington, D. C. 20420**