

Civil Service LEADER

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Convention Coverage

See Pages 8 & 9

Vol. XXXVII, No. 36

Friday, December 10, 1976

Price 20 Cents



ROSWELL CHRISTMAS FETE

Shown displaying a poster advertising their chapter's coming Christmas party are, from left, Roswell Park Memorial Institute Civil Service Employees Assn. chapter social chairman Mitchell Falenski, co-chairman Elizabeth Watts, and chapter president Robert W. Stelley Jr. Roswell Memorial CSEAs will join many of their co-unions in holiday fetes in the coming days. The Roswell party will be held at West Seneca's Pellamwood House Saturday evening, Dec. 11.

Did Thruway Vote Authorize Strike?

CSEA Leaders Meet This Week To Decide What's Next

ALBANY—Exactly one-half of the eligible Thruway Authority voters represented by the Civil Service Employees Assn. rejected a proposed three-year contract last week.

As a result, top leadership of the union was meeting at Leader presstime in an effort to interpret the significance of the vote outcome.

Part of the dilemma faced by the leadership is the strike approval that was linked to rejection of the tentative agreement.

In addition to the summary sheets on the contract proposals, Thruway Authority

voters were informed that a "No vote means you are willing to participate in a strike against the Thruway Authority."

So while 738 employees rejected the proposed contract and expressed their willingness to strike, the other 50 percent of the 1,476 eligible voters are presumed to be against such drastic job action or are an unknown factor.

The union itself had recommended approval of the agreement as "the best possible under the circumstances," even though there were certain aspects that were not satisfactory.

CSEA To Carey: Dyson Idea Won't Work

ALBANY — Civil Service Employees Assn. president Theodore C. Wenzl posted a letter to Gov. Hugh L. Carey rejecting Commerce Commissioner John Dyson's recent suggestion that state workers on the middle-management level have their civil service status revoked.

Mr. Dyson proposed in a speech in New York City recently that all middle managers on the state payroll be stripped of their civil service status, so that they could be fired if they failed to perform to standards set by commissioners.

The CSEA does not represent any management - confidential employees but Dr. Wenzl pointed out that the proposal, if adopted, could erode the entire civil service system.

The text of the letter follows: Dear Governor Carey:

Recent public statements by one of your cabinet members urging that middle management personnel of our state government be removed from the civil service structure have aroused

sharp concern among the thousands of public employees in my organization, a concern deeply shared by myself, of course. On the premise that you, too, recognize the continuing need to respect the integrity of the Civil Service Merit System, I would like officially to convey to you our feelings in the matter.

I am referring to proposals included in a well publicized speech by John S. Dyson, Commissioner of the State Department of Commerce. News articles on the contents of this speech appeared

within the past few weeks in major New York City and Albany newspapers.

Generally, Mr. Dyson was attempting to point up the need for greater efficiency in government with a view to cutting costs. According to Mr. Dyson, this would have the effect of easing the tax burden and, here in New York State, make the economic climate more attractive to business and industry. To achieve this greater efficiency, the major single solution advanced in his speech was a demand that the

entire middle management group of state government be removed from the framework of the civil service structure.

As a result, Mr. Dyson contended, politically appointed top-level administrators would be able to juggle their middle managers around at will for maximum effectiveness. They could hire and promote without observance of standardized qualifications or testing procedures and, likewise, fire and demote without restrictions, he theorized.

(Continued on Page 14)



Carter—Congress Honeymoon May Be Short-Lived

PRESIDENT-ELECT Jimmy Carter is at the moment enjoying a honeymoon period with Congress. However, (Continued on Page 6)

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Fact-Finder Recommends Silver Creek Salary Hike

ALBANY—A Public Employment Relations Board fact-finder has recommended payment of increments and the addition of \$5,567.65 for salary improvement for non-instructional employees of the Silver Creek Central School District in (Chautauqua County).

Eric W. Lawson Jr., of Buffalo, is the fact-finder named by the PERB in a dispute between the school district and the Silver Creek, unit, Civil Service Employees Assn.

Mr. Lawson said the cost of the salary improvement is 7.5 percent and represents an equitable salary adjustment. He also recommended that the parties not disturb the existing provisions for time-and-a-half for work in excess of eight hours a day and 40 hours a week.

He proposed a replacement section in the Leaves of Absence section, as follows: "Personal leave is available to employees for the purpose of conducting business of a pressing personal nature which cannot be provided for during non-work hours. Said leave is not available for casual

purposes such as shopping nor for the pursuit of pleasurable activities. Employees acknowledge in requesting that they be given personal leave that it is for the purposes outlined and shall not otherwise be required to provide a specific reason for said leave."

He did not recommend any further improvement in the retirement benefits.

Albany Conclave Set For January

TROY—There will be a meeting of the members of Albany Region IV, Civil Service Employees Assn., Monday evening, Jan. 17. The meeting, according to region president Joseph McDermott, will be held at Mario's Restaurant, Troy, and will come to order at 5:30 p.m.

Court Battle Is Predicted If Monroe Starts Layoffs

ROCHESTER—Court action is promised if Monroe County Manager Lucien A. Morin or the County Legislature carry out the proposed layoff of about 500 county employees.

Martin Koenig, president of the Monroe County Local of the Civil Service Employees Assn., said the union "will fight it with all the resources we have."

The fight won't begin, however, until formal action is taken and "we know what we have to fight."

Mr. Morin said last week the layoffs will begin in mid-January. He called them "very drastic" but said the Republican majority in the legislature was firm

in its decision on the layoffs.

The Republican proposals also may include a 10 percent salary reduction for employees earning more than \$20,000, including Mr. Morin, who now makes \$50,960 a year.

The layoffs and salary reduc-

tions are part of a Republican plan to reduce Mr. Morin's \$13.72 average tax increase by more than \$5.

A legislature ways and means committee also will recommend that the county withdraw from (Continued on Page 3)

Judge Calls For 'Time Out' In Suffolk Residency Case

HAUPPAUGE—The latest battleground in the continuing controversy over the right of a municipality to establish residency requirements for its employees is now in Supreme Court in Suffolk County.

At issue is a resolution adopted by the Town of Riverhead requiring town residency and giving those non-residents on the municipal payroll about seven months, until next July 20, to move into the community. Failure to become residents means dismissal.

A challenge to the resolution was brought by Thomas Dorfer, a Riverhead police officer and president of Riverhead Police-men's Benevolent Assn., but the suit became so bogged down in legal semantics that Justice Gordon M. Lipetz, in effect, called for a time out.

Town officials complained that while they'd like to answer the suit, the court papers filed by Mr. Dorfer and the Riverhead PBA made this impossible. They told the judge that, to begin with, they're not sure what the complaint is and who is seeking the relief: Mr. Dorfer or the PBA.

The basic elements of the dispute, like others attacking residency as a requirement for a municipal job, are that the resolution is in violation of the PBA contract with the town, which presumably prohibits residency as

a condition for employment, the standard allegations of constitutional violations, and the authority of Riverhead to establish such employment requirements.

In an effort to simplify matters, the attorney for Mr. Dorfer and the PBA said he would sue

only on behalf of Mr. Dorfer as an individual police officer. But Judge Lipetz said things were already getting out of hand.

"Confusion and delay" will be the end result if Mr. Dorfer is allowed to press his "inartistically drawn" suit, said the judge.

14 City Teachers Helping Vietnamese

The Department of Health, Education and Welfare has given a \$100,000 Title I grant to the City Board of Education to train Indo-Chinese refugees for full-time employment.

The program entitled "Concentrated Vocational Training and Supportive Services for Adult Indo-Chinese Refugees" will end June 30, 1977.

The program will fund 14 part-time instructional and staff personnel from an ongoing Vietnamese training program run by the board.

Program coordinators say a

head instructor, six instructors, a field placement counselor, a senior clerk and five school aides will be needed.

Funds will also be for educational materials and equipment

N.Y. Offices Are Closing For The Coming Holidays

ALBANY—All offices of the State of New York will be closed Friday, Dec. 24, and Friday, Dec. 31, in observance of the Christmas and New Year's Eve holidays.

The State Civil Service Employees Assn. contract stipulates that when a holiday falls on a Saturday, as with the two coming holidays, employees will be entitled to a compensatory day off. It is the option of the state to allow the employees to select a day off, or to simply dictate that all offices will be closed on a particular date. In this instance, the state opted to close its offices on the 24th and

the 31st. In February 1977, a similar situation will arise, with Lincoln's Birthday falling on a Saturday. Tentative plans call for the state to offer a "floating holiday" to be taken at the employee's option as compensatory time for Lincoln's Birthday.

automotive mechanic and maintenance training. Two centers have been set up in Manhattan and one in Brooklyn to serve the Indo-Chinese community.

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repair. Manpower Development Training Program will provide supervision. They will also be responsible for personnel screening and recruitment.

Approximately 90 refugees, living in the metropolitan New York City area, will receive basic education and occupational skills.

Courses will include training for business and clerical skills,

CETA Funds Are Applied To Private Job Training

MANHATTAN—The private business sector of New York City will be the beneficiary of a new State Training and Manpower Program (STAMP) to be administered by the New York State Department of Commerce, Commissioner John S. Dyson announced.

The program, which will reimburse employers at the rate of 50 percent of their employees' salaries during their training period, is funded by the U.S. Comprehensive Employment and Training Act (CETA) through the New York City Human Resources Administration, Department of Employment.

The STAMP program was conceived and developed by Raymond R. Norat, Deputy Commissioner of the State Commerce Department's Ombudsmen and Small Business Services Division, with the assistance of Commissioner Lucille Rose, New York City Department of Employment.

"Every employer who needs help in finding and training competent, qualified people to fill new job slots will find the STAMP program financially rewarding," Commissioner Dyson declared. "This new program is another example of the determination of the City and our State government, by judicious use of federal funds, to attack the City's number one problem—putting people back to work."

The State Commerce Department will work closely with Chambers of Commerce, community manpower centers, and other business development organizations to develop a pool of job seekers, who will then be pre-screened by the department's professional on-the-job training specialists to meet specific employer needs.

"A special advantage to every employer participating in this training program," Deputy Commissioner Norat said, "is that he will be reimbursed each month

for half of the trainees' salaries, thus assuring a steady cash flow for his enterprise."

Private sector employers in New York City interested in the STAMP program may contact Henry Kadish, Director, STAMP, New York State Department of Commerce, 230 Park Avenue, New York, N.Y. 10017. The telephone number is (212) 949-9330.

Urban-Rural Project Gets Added Funds

The Board of Education has authorized \$27,452 for Fordham University to renew its Urban-Rural School Development Program in School District 12.

For five years Fordham has given "staff development" courses to teachers, school aides, para-professionals and parents.

This year's program is being conducted in at two Bronx Schools, C.S. 134 and JHS 136.

CIVIL SERVICE LEADER
America's Leading Weekly
For Public Employees
Published Each Friday


Publishing Office:
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 3, 1959, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

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Albany Area School District CSEA Head Seeking Disclosures

RAVENA — The union representing non-teaching employees of the Ravena-Coeymans-Selkirk Central School District called upon the district's Board of Education to release details concerning a proposed new steel building at the district's garage well in advance of a public referendum Dec. 18.

H. Eugene Tryon, president of the Ravena - Coeymans - Selkirk unit, Civil Service Employees Assn., said the board has been evasive as to the purpose of the new building.

"Surely the board can at least give the taxpayers the reason for this building if they expect them to vote on spending public money to build it," said Tryon.

Mr. Tryon, whose union represents some 80 maintenance, transportation and clerical employees of the school district, said the employees are in complete agreement on the need for the structure, "if it will be used to house school district vehicles that presently must be left out in the open." Rumors persist, however, that the purpose may be actually to provide shelter for private buses owned by Brennan Transportation, of Cohoes, which holds a contract with the district to provide certain transportation services.

"We want to clear the air, to put these rumors to rest if they

are nothing more than rumors, or to be told the truth if they are facts. Only the board knows for sure, and so far they aren't saying anything. Why?," asked Mr. Tryon.

The CSEA unit, which is at impasse in a contract dispute with the district, also released an open letter calling on the board to tell the public whether or not taxpayer funds were used to install a two-way radio in one of Brennan's buses serving the school district.

"If so, it was an unnecessary expense, and I think the taxpayers have a right to know," the CSEA unit president said. He said it may be more than coincidental that that radio installation closely followed board approval of a yet-to-be installed two-way radio for the district's transportation supervisor.

"All we're asking is for the board to be more open to the taxpayers on how they are spending our money. Maybe then there wouldn't be so many rumors flying around," he said.

Mr. Tryon also challenged another aspect of the district's transportation contract with Brennan. He claimed there was no need to contract out the late sports runs to Brennan because the district's own bus drivers are available to make those runs.

"But we're not making those runs, and the buses the taxpayers paid for are sitting idle and depreciating while the taxpayers pay for private vehicles. That just doesn't make any sense, but again, the school board remains silent as to how that scheme is supposed to save money," he stated.

"It is indeed ironic that the taxpayers are being called out to vote on a steel building, but there was no vote on how their children are to be transported to school. For now, at least, we respectfully ask the board for an answer on the reason for the steel building, and we ask that it be given publicly immediately."



PROFESSIONAL-SCIENTIFIC-TECHNICAL TEAMS BEGINS NEGOTATING

The Civil Service Employees Assn.'s Professional-Scientific-Technical Unit negotiating team, composed of two members from each of the union's six regions, met last month to prepare its position in bargaining with the state. At the first meeting with the state, the CSEA team reopened on Article 21, Seniority, and Article 28, Work Week-Work Day, while the State reopened on Article 10, Attendance and Leave, and Article 36, Protection of Employees. The current CSEA-State contract provides for a reopener on salary as well as two additional articles, with terms of the new agreement to become effective April 1, 1977. Professional-Scientific-Technical Unit chairman Robert Lattimer, standing second from right, of Buffalo District Labor chapter 352, is shown here with other members of the team. Seated, from left, are E. Jack Dougherty, Taxation and Finance chapter 690; Patricia Comerford, Health Department, Helen Hayes Hospital chapter 302; Betty Duffy, Mental Hygiene Pilgrim Psychiatric Center chapter 418, and Arthur Allen, Transportation District 10 chapter 508. Standing are Vito Rizzo, Mental Hygiene, Fort Stanwix chapter 422 at Rome Developmental Center; Canute Bernard, Workmen's Compensation Board, New York City chapter 010; Timothy McInerney, Transportation District 1 chapter 676; Jack Weisz, Correction Department, NY Parole District chapter 259, William Pitsing, Taconic State Park chapter 108; Mr. Lattimer, and Jean Treacy, Labor Department, Fort Schuyler chapter 014 of Utica. Missing from photo is Robert J. Bush, Mental Hygiene, Craig Developmental Center chapter 405. The bargaining process was also got under way by the other three negotiating teams: Institutional, Operational and Administrative.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

DECEMBER

- 10—Capital District Retiree chapter Christmas Party: Ramada Inn, Albany.
- 10—West Seneca Developmental Center chapter 427 annual Christmas Party.
- 10—Fort Schuyler local 14 Christmas Party: 7 p.m., Harts Hill Inn, Utica.
- 10—Farmingdale SUNY local Christmas party: 8 p.m., Huntington Town House, Huntington.
- 11—Sunmount Developmental Center 431 Christmas party: Canalis Restaurant, Tupper Lake.
- 11—Roswell Park Memorial Institute chapter Christmas party: 6:30 p.m., Pellamwood House, West Seneca.
- 15—Nassau County chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow.
- 16—Southern Region III meeting: Holiday Inn, New York State Thruway Exit 17, Newburgh.
- 16—Suffolk County Police Department unit Christmas luncheon 1 p.m., Heritage Inn, Smithtown By-pass, Hauppauge.
- 16—New York City Region II executive board meeting: 5:15 p.m., regional office, 11 Park Place, Manhattan.
- 16—Long Island Region I Christmas party: Huntington Town House, Huntington.
- 17—Oneida County chapter Christmas party: 6:30 p.m., Twin Ponds Golf and Country Club, Utica.
- 18—Buffalo chapter Christmas party: 7 p.m., John's Flaming Hearth, Lackawanna.
- 18—Broome County chapter Christmas party: 6 p.m., St. Mary's Church, Baxter Street, Binghamton.
- 21—Buffalo-Niagara Frontier Retiree chapter meeting and Christmas party: 1:30 p.m., Hotel Lennox, 140 North St., Buffalo.
- 23—Long Island Region I meeting: 7:30 p.m., region office, 740 Broadway, Amityville.
- 29—Nassau County Retiree chapter 919 Christmas party: 11:30 a.m., Community Room, American Savings Bank, Modell Shopping Center, Hempstead Turnpike, East Meadow.

JANUARY

- 6—Syracuse Area Army Employees chapter meeting: 1 p.m., New York National Guard Armory, 174 South St., Auburn.
- 17—Albany Region IV meeting: 5:30 p.m., Mario's Restaurant, Troy.

Oswego Unit Is Suspended

OSWEGO—The charter of the Oswego City Civil Service Employees Assn. unit has been suspended by the chapter executive committee.

CSEA members were notified that a study will be made by the Oswego County chapter to determine the causes of the "great loss in membership, detri-

mental newspaper publicity, lack of unity in membership and city administration and excessive grievances at the local level."

Unit activities were placed under the direction of the county chapter. A steward was to be named in each department of the unit by chapter president Francis Miller.

Ft. Schuyler Yule Party

UTICA—The Fort Schuyler local 14, Civil Service Employees Assn., will hold its annual Christmas party Friday evening, Dec. 10.

The event, set to begin at 7 p.m., will be held at Harts Hill

Inn. Tickets are \$8 each for members and \$14 each for non-members, although each member will be allowed one guest at a member price. Tickets may be obtained from James Currier, Philip Caruso, Marguerite Curcio and Ronald Majcak.

Predict Monroe Court Battle

(Continued from Page 1) the federal social security system for county employees. That move would require full legislature approval.

Although no one has said where the layoffs will be, Mr. Morin said the only areas to be exempted will be the sheriff's road patrol, the jail staff and county court.

He said the layoffs will hit most county departments harder than the layoff proposals he made last spring. The legislature rejected that plan.

Mr. Koenig said neither Mr. Morin nor any representative from the legislature has discussed the layoffs with the CSEA yet.

"They're supposed to do that before anything is made public,"

he said. "After that, 30 days' notice must be given."

The full legislature may act on the proposal at its next meeting. About 4,200 of the 4,500 county employees are members of the CSEA.

"We're taxpayers too," Mr. Koenig said. "I don't think that for \$1.80 the taxpayers want to see 500 people laid off. It will only increase the welfare rolls."

Republicans estimate the layoffs will reduce the property tax increase by \$1.80 per \$1,000 assessment.

"The county manager got in a box by giving election-year tax decrease during the past three years," Mr. Koenig said. "So, once again, county employees are supposed to pay for them."

He said the CSEA will take le-

gal action if the legislature attempts across-the-board salary cuts or if it refuses to permit the county administration to negotiate pay raises with the CSEA.

The layoff and other proposals come during CSEA-county negotiations, which began in early October.

"We've met several times," Mr. Koenig said. "We've exchanged proposals, which, for a change, kept us out of the position of being on the defensive."

"But we're still quite far apart. No impasse has been declared, but we expect negotiations to be long and difficult."

He said the CSEA is asking for a pay raise and improvement in benefits. "But they're taking an opposite position. Their position is rather inflexible and rigid. We're about five miles apart."

Jacobs Back On The Job State Schedules 11 Exams

MANHATTAN — Randolph V. Jacobs, public information specialist for New York City Region II, Civil Service Employees Assn., has returned to work following corrective eye surgery at Manhattan Eye and Ear Hospital.

Mr. Jacobs said the surgery was successful and an additional operation, which had been a possibility, is now considered unnecessary.

Mr. Jacobs, former president of the CSEA's Metropolitan Conference, predecessor of the New

NAME TRUSTEE

ALBANY — Frederick R. Clark, of Albany, has been named by Gov. Hugh L. Carey as a member of the Board of Trustees of the College of Environmental Science and Forestry at Syracuse University.

The post is unsalaried. Mr. Clark's name will be sent to the Senate for confirmation when that body reconvenes in January.

York City Region, expressed thanks to "the many good friends who were kind enough to send cards and letters to me when I was recuperating."

L.I. Region Meeting

AMITYVILLE — Members of Long Island Region I, Civil Service Employees Assn., will meet Thursday evening, Dec. 23, at region headquarters, 740 Broadway, Amityville. Region president Irving Flaumenbaum said the meeting will begin at 7:30 p.m.

Southern Meeting

NEWBURGH — There will be a meeting of members of Southern Region III, Civil Service Employees Assn., on Thursday, Dec. 16. Region chief James Lennon said that the meeting will be held at the Holiday Inn near New York State Thruway Exit 17, Newburgh.

ALBANY — There is still time to file for 11 state open competitive titles that will close this month, including employment service assistant I, which offers a four-year training program leading to an employment interviewer post.

The other titles are cartographer and senior cartographer, computer programmer trainee, health care fiscal analyst, senior health care fiscal analyst, security hospital treatment assistant, security hospital senior treatment assistant and assistant traffic supervisor. All these have Dec. 13 filing deadlines and Jan. 15 written tests.

There are Dec. 20 deadlines and no written tests, but evaluations of training and experience, for associate social service manpower development specialist, director of the bureau of manpower planning and development and the employment service assistant I title (exam no. 27-616).

Most openings for employment service assistant I are in New York City, in various Work Incentive Program (WIN) offices of the State Department of Labor. The job pays \$8,723 to start in the New York City area and \$200 less upstate, where there are also some openings. Employment interviewer pays \$10,714 a year in the New York City area.

The four-year training program includes on-the-job training and free college training, leading to associate degrees.

Applicants must have two years' experience in a governmental or non-profit agency. This experience must have included outreach activities in the manpower fields or development of employment opportunities, job placement, or job preparation orientation.

The on-the-job training involves job placement and development, test administration and scoring, and orienting WIN

registrants. There are four one-year training levels. Appointees are required to sign an employment contract and must satisfactorily complete all on-the-job training requirements before advancing to the next higher level.

By the end of the second year, appointees must have completed 30 college credits, 45 by the end of the third year and must possess an associate degree by the end of the fourth year.

Candidates who possess an associate degree or 60 credits and who are appointed directly to Level III will not be required to complete the additional college credits, but rather will be given a full two years' on-the-job training.

Computer programmer trainee jobs are open throughout the state, with a \$10,318 salary in the New York City area and \$200 less elsewhere. After a one year traineeship, appointees become computer programmers at \$10,914 in the city area. Only a bachelors' degree is required (Exam 24-409).

Security hospital treatment assistant (Exam 24-482) requires either one year's specialized experience in treating mental patients, or patients with social behavior problems, where there is emphasis on the security of patients or residents, or two years direct experience in treating emotionally disturbed or mentally retarded patients.

The positions are with the Department of Mental Hygiene. Security hospital senior treatment assistant (Exam 24-483) requires either three years specialized experience or four years general experience. It pays \$13,404. Good physical condition is necessary.

Health care fiscal analyst (Exam 24-452) starts at \$10,714 a year. It requires a bachelor's degree, including 15 hours in accounting and three years health care fiscal experience.

Senior health care fiscal analyst (Exam 24-453) pays \$13,404 and requires an extra year of experience.

Cartographer (Exam 24-434) pays \$10,714. It requires 15 credit hours of classroom training, including nine hours in cartography and six hours in any combination of related courses.

Also necessary is either a bachelor's degree or four years' experience in cartography or a combination of both. Senior cartographer (Exam 24-435) requires an additional two years' experience. Graduate study can be substituted for up to one year's experience.

Assistant traffic supervisor (Exam 24-196) starts at \$11,463 a year. Applicants must have three years' experience involving vehicular traffic safety control or motor vehicle accident investigation, and the preparation of motor vehicle accident reports.

Associate social services manpower development specialist (Exam 27-624) pays \$17,429. A degree and four years' employment training and redevelopment programs experience is required. Higher degrees and study can be substituted for experience.

Director of the bureau of manpower planning and development (Exam 27-625) pays \$26,516. A master's degree and seven year experience is required.



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? MENTAL HEALTH ?

The questions surrounding Mental Hygiene de-institutionalization are as plentiful as the number of patients and employees the policy will affect. Features editor Jane Bernstein has investigated the practice of transferring patients from large institutions into smaller community facilities. And she has attempted to find out what that means for thousands of workers and patients. This is the second of a series.

By JANE B. BERNSTEIN

TRANSFERRING mentally disabled individuals out of large institutions and into the community does not always guarantee an improvement in care. As a matter of fact, if strict plans are not implemented, de-institutionalization can become a disaster.

And it did become a disaster in the state of California, from which New York State officials should take heed, for that potential exists here.

Small establishments where quality care is given to mentally retarded children were examined in the first part of this series. But these facilities may be looked upon as the exceptions rather than the rules of community mental health care at this time.

When large institutions are shut down, proper controls for follow-up patient care are vital, whatever form that future care may take, including small developmental centers, halfway houses, sheltered workshops, or hostels. In the case of California, the controls were virtually non-existent. The failures of the community care system were researched and collated into a paper entitled "Where Have All The Patients Gone?" by members of the California State Employees Association.

And that study gives those individuals opposed to de-institutionalization an awful lot of fuel for their respective fires.

The policy came into being in California through part of the provisions of the Lanterman-Petris-Short Act, which went into effect in 1969. The provisions called for a fuller utilization of community-based mental health care services, and the eventual cutback of the population in large institutions.

The problem was, researchers found, that the community was not equipped to deal with a large influx of mental patients.

Individuals looking for money-making enterprises began opening and running board-and-care facilities for the mentally ill, for all that was required by the state to run a six-bed home was a \$10 business license.

Persons in need of medical attention and psychiatric services were left to their own devices in these dwellings, many of which were not up to safety and fire standards. As a result, there were early deaths among these patients, and an increase in crime statistics among the mentally ill.

The California study shows suicide after suicide of persons

released from such state hospitals as Atascadero, Stockton and Camarillo, which were reduced in size as part of the de-institutionalization plan.

And state hospital officials met with difficulties trying to get guardians of patients to sign release forms for them. Many of these people who were due to be released were in desperate need of constant care, being unable to feed or dress themselves. One 30-year-old retarded woman with the mentality of a 3-year-old was induced to put an 'X' at the bottom of her release form after her legal guardian refused to sign it.

After years of moving toward cutting back the state's institution population, California is now returning to a more centralized mental health system because of outraged workers, politicians and public.

Here in New York, indications have pointed toward a potential for the same type of situation that arose in California.

By now, New York residents are familiar with what was known as the "Nursing Home Scandal." Assemblyman Andrew Stein released the report in February of this year that opened many eyes to the tragedy of poor care given in adult care homes.

In March, Sen. Frank Moss followed up with his own investigation. His findings were almost identical to those of Assemblyman Stein.

Senator Moss said:

"I have visited the psychiatric ghettos of Long Beach and Far Rockaway. I have toured several of the old hotels and boarding homes where thousands of former mental patients live. I have seen their world of cockroaches and peeling wallpaper, of flaking paint and falling plaster . . . I saw medicine cupboards that were wide open. Almost anyone could walk off with large quantities of amphetamines and barbiturates. I met no licensed nurses; most drugs were administered by unlicensed personnel, who most likely could not detect possible adverse reactions and side effects that occur when patients take large amounts of psychoactive drugs."

The potential for harm to former mental patients living in these places was almost limitless. Many cases were reported of patients wandering off and freezing to death or being hit by cars.

A more extreme case which is still under investigation is the death of William Maltzman, a resident of Hi-Tor Manor care home, who allegedly died from malnutrition in 1975.

The Board of Social Welfare is responsible for licensing proprietary homes in New York State.

"The Board didn't recognize the problems that were developing in the early 1970's," said Alvin Mesnikoff, New York City Regional Commissioner of the Department of Mental Hygiene. "That's when homes for adults began taking care of psychiatric

Into The Community: Out On The Streets?

patients."

Now that the problems have come to light, now that they are recognizable, what is the Board of Social Welfare doing?

"They're doing the best they can to control the licensing procedures," says Robert McKinley, Deputy Commissioner of Mental Hygiene for the state. "But the board is understaffed. We must be accountable when a patient is discharged from a state institution to make sure that he or she is properly placed," Dr. McKinley added.

Dr. McKinley said he has seen patients in proprietary homes who asked to be sent back to the institution from which they were released, because the living situations were so dismal.

"The fact is, community facilities haven't developed quickly enough to keep up with the rate of de-institutionalization," he said.

According to estimates, the anticipated decrease in state facilities is 8 percent each year.

As long as communities are not equipped to handle the mentally ill, profiteers and their adult care homes will continue to exist. And despite the fact that certain homes were exposed, many more are thriving which have not yet been brought to the public eye.

For example, Ms. H. has a 26-year-old son who's been in and out of various mental health facilities for many years. We'll call him John.

At present, John resides at the Northeast Nassau facility at Kings Park County Hospital, and is shipped 30 miles by bus each day to a hospital in Glen Cove, Long Island, for activities. Ms. H. said he is able to work in a very structured atmosphere, and has done so in a sheltered workshop. John is schizophrenic, violent at times, and is unable to live at home because of this.



ANDREW STEIN
... opened public's eyes

At one point, when he was thoroughly unhappy at Northeast Nassau, he went to a boarding house, where he lived while trying to attend welding school. There was no structure or supervision of any kind at the house.

John could not stand living there and ran away.

Shortly after his disappearance, Ms. H. got a call from the police telling her that John had run a car off an embankment in Goshen, N.Y. and had been put in Hudson River Psychiatric Center.

"It's been like a merry-go-round," Ms. H. said. "It got to the point where we did not know where to put him. He was happy at Hudson River, but they reduced the facility and released him."

John then wound up at an adult care home in Levittown,



Mental Hygiene Deputy Commissioner Robert McKinley sees need for state accountability in follow-up care of mental patients.

which, according to Ms. H., was run by South Americans.

"That house was like a rathole—it was dirty, crowded, and the patients were left on their own," she said.

John was finally removed from there after he was found in the middle of the street conducting traffic, with a towel rapped around his head.

Again he was returned to Northeast Nassau, where he was given thiorazine and sent to a Salvation Army home in Hempstead. His family found him there after receiving a phone call from home officials. He had gone into convulsions because he had not been given a drug to counter any possible thiorazine reaction.

"We've got to have some kind of community facility where the care is up to standards," Ms. H. said. "Here in Nassau County, there is no such facility—the communities do not want mentally ill people living among them. All we have are these rip-off care homes."

Mr. T. has two sons who are affected by mental illness. One of them was placed in what Mr. T. terms a "skid-row operation."

The house he referred to is in Hicksville, and is run, according to Mr. T., by a daughter and her father. Patients are thrown into small rooms, with sometimes as many as four people to a room. For this the charge is \$120 a month without food. Meals may be purchased, with prices as high as one dollar for a cup of soup.

Since all of the patients dwelling in this house are no longer in state care, they receive supplemental security income (SSI), which provides \$386.70 each month.

"I couldn't understand it," Mr. T. said. "My son would come to me every day and ask me for a couple of bucks. I didn't know

where his payment was going.

"Then one day I got a phone call from the SSI people who told me they'd sent my son three checks for one month instead of one, and could I please send back the money." Mr. T. continued. "Well, the checks were gone and my son had not seen a penny of the money—the owner of the house got it all."

Mr. T. maintains the housing care system must be organized, with follow-up care watched closely by state mental hygiene officials.

"When a patient comes out of a large institution and looks terrible, he's dirty and his clothes are ragged, the only kind of private place that wants to take him is a place like the one in Hicksville," Mr. T. said.

Both parents of mentally retarded and mentally ill individuals and officials agree that in order for success, the process of reducing the populations of large institutions must be well organized and well planned. That applies not only for patients, but for institutional workers as well.

Employee thoughts on the matter of de-institutionalization will be examined in the next part of this series.

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations
Published every Friday by
LEADER PUBLICATIONS, INC.
Publishing Office: 11 Warren Street, New York, N.Y. 10007
212-BEekman 3-6010
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher
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N. H. Mager, Business Manager
Advertising Representatives:

ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350
20c per copy. Subscription Price: \$5.30 to members of the Civil Service Employees Association. \$9.00 to non-members.

FRIDAY, DECEMBER 10, 1976

They Aren't Gifts

AN editorial that appeared in a recent issue of the CSEA Monitor, a newsletter published by the Fort Schuyler local 14, Civil Service Employees Assn., caught our eye and we thought we would share it.

The editorial read this way:

"Under the title of 'Things That Irritate,' let's talk about those bulletins that find a way from the State Campus in Albany to your desk and are designed to keep you informed about changes in various systems.

"Ever notice how they attribute those changes to Civil Service, Employee Relations, the Governor, etc? These improvements are attributed to everyone and anyone except the CSEA and nine times out of 10, the change was brought about through negotiations between the CSEA and the state—so why in hell can't they say so?

"For instance, this past week Bill O'Toole, executive deputy industrial commissioner in the Department of Labor, issued a bulletin outlining several significant improvements in the employee health insurance program. O'Toole makes no mention of the fact that every one of those improvements were gained for the employees by the union. They were not gifts from the gods; they were fought for hard and long.

"We get a little sick when our employer tries, no matter how subtly, to make you think that your paycheck, your leave, sick time, health insurance, work schedule and so on came to you right out of the blue sky. They would like you to think that one morning, God the Father (the Governor) woke up and told God the Son (Employee Relations) to instruct the Holy Ghost (Civil Service) to provide all those things.

"Well, we are here to tell you that the State of New York has never 'given' you one solitary thing. Your employer, who expects your unending loyalty, would be happy as hell to cut your pay, deny you leave, increase your hours and eliminate your fringes if it thought it could get away with it. Anybody who thinks differently has (a) never tried to negotiate with the state or (b) lives in a dream world.

"The only thing between you and a sweatshop is your union."

Police Dilemma

NEW YORK CITY has created a new dilemma for laid-off policemen already dizzy from being buffeted by the city's financial turmoil.

By offering to hire 57 of them as correction officers, but threatening to drop those who decline from the police preferred rehiring list, the city is guilty of unpardonable insensitivity.

These men were already cheated when the Transit Authority skipped over them in hiring bus drivers because the TA feared they would be rehired soon. The laid-off workers that were hired by the TA did not even have to give up their places on preferred lists.

Another blow hit laid-off police officers when the city offered to rehire 400 of them Nov. 1, but only if the Patrolmen's Benevolent Association funded the rehiring by deferring employee benefits. That matter is still the subject of contract negotiations.

If personnel director Thomas Roche were to give his assurances that he will restore all names to the preferred list, then the Corrections Department could go down the preferred list until it finds men who want the jobs, rather than those who feel they must take them or nothing. **H.B.**

Don't Repeat This!

(Continued from Page 1)

whether it will be an enduring one or of short duration is a question which won't be resolved until after Carter is inaugurated on Jan. 20.

So far Carter has succeeded in making the Congressional leaders happy with a gesture of no greater significance than giving them his private, unlisted telephone number, suggesting that unlisted numbers are a congressman's best friend. However, once the inauguration has taken place, and Carter assumes the burdens and prerogatives of the Presidency, he is likely to find that Congress cannot be so easily placated or appeased.

Changeover Of Members

The fact is that Congress is a much more different body than it was a dozen years ago. During the past two Congressional elections, there has been a dramatic change in the personnel of both the Senate and the House of Representatives, due to death, retirement or defeat of incumbents. As a result, a majority of both the Senate and the House Democrats have never served under a Democratic President. That means that they have not learned how to subordinate their own prerogatives to the party leadership that emanates from the White House and the executive branch of government.

Starting with the Johnson Administration, because of the divisiveness created by the Vietnam War, and during the Nixon years, particularly as a result of the Watergate scandals, Congress has become a more independent body and individual Congressmen have become more aggressive.

Gone are the days when Speaker Sam Rayburn and Senate Majority Leader Lyndon B. Johnson used to rule their respective chambers with cajolery and arm-twisting. The kind of leadership offered in more recent years by Speaker Carl Albert and Senate Majority Leader Mike Mansfield, where they served mostly as moderators between contending Congressional forces, seems more attuned to the new mood of Congress.

"Tip" A Question Mark

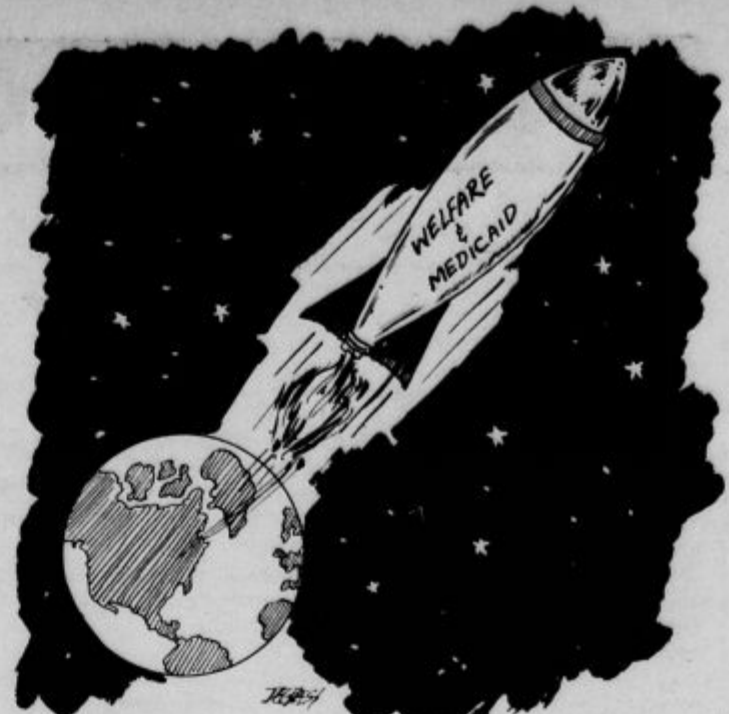
No one quite knows how Congressman Tip O'Neill, who is slated to be the new Speaker, will conduct his office. He is likely to be a more forceful leader than his predecessor, but by no stretch of imagination is he likely to take the reins of leadership in the image of Speaker Rayburn.

In the Senate, the post of Majority Leader seems to be shaking down to a contest between Senator Hubert Humphrey and the present majority whip, Senator Robert Byrd of West Virginia. Between the two, Humphrey is likely to be a more powerful leader because of the sheer force of his personality. Byrd is largely a technician, whose major strength among the Senate delegation is that he has never tried to exert any leadership.

Of course, Senator Byrd functioned in the shadow of Senate Majority Leader Mike Mansfield, and it may well be that should he succeed Mansfield, Byrd would emerge from his shell and attempt to exert greater qualities of leadership than were characteristic of Mansfield.

Somehow, Congress will pre-

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Examination Suit

A state employee commenced an Article 78 proceeding on his own behalf and on behalf of those similarly situated in which he asked the court for an order directing the State Civil Service Commission to allow the petitioner and others to take certain examinations and enjoining the Commission from promulgating an eligible list as a result of an examination already given until such time as a new examination had been ordered.

PETITIONER WAS employed by the Department of Transportation as senior training technician. In August 1975, the Commission announced interdepartmental promotion examinations for positions of associate administrative analyst and associate budgeting analyst. The announcement set forth which qualifying titles would be eligible to take the examinations. The petitioner made application but was denied promotion on the ground that his current title was not one of those listed. Petitioner appealed to the Commission unsuccessfully. Petitioner argued that a Civil Service Department memorandum issued in 1974 declared his title of senior training technician to be among the collateral administrative titles specified in Section 52.1 of the civil service law, therefore making him eligible to participate in the subject promotion examination. Furthermore, petitioner argued, on prior occasions other employees with his title were allowed to participate in the subject examinations. In addition, he contended that the Commission's determination was based strictly on its own administrative convenience and was arbitrary, capricious and an abuse of discretion.

THE COMMISSION argued that petitioner's title was not in a lower grade in the direct line of promotion either to associate administrative analyst or associate budget analyst, and that only where the Civil Service Commission determines that there may not be enough candidates in the direct line of promotion do they open up collateral lines under Section 52.6 of the civil service law. Section 52.6 provides as follows: "Promotion Examinations. Promotion and transfer to administrative positions in the state service: (a) For the purpose of this subdivision, the term 'administrative positions' shall include competitive class positions in the state service in law, personnel, budgeting, methods and procedures, management, records analysis, and administrative research, as determined by the state civil service department. (b) Except as provided in section fifty-one, vacancies in administrative positions shall be filled, so far as practicable, by promotion as prescribed in subdivision one of this section, which may be made from among persons holding administrative positions in lower grades without regard to the specialties of their lower grade positions."

THE SUPREME COURT of Albany County at Special Term granted the relief petitioner requested. The court pointed out that it is loathe to interfere with the Commis-

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

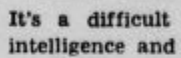
If you were to retire from your job in civil service today, what would you do?

THE PLACE

Manhattan

OPINIONS

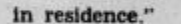
John Dimagio, physical education teacher: "The first thing I would do is to take a course in standardbred racing. I have always wanted to be a professional standardbred harness driver. The sport is the training, driving and racing of pacers and trotters. I've been a follower of harness racing for many years. The money is good, it's adventurous, and there is an eliteness about the sport that makes it special to me. It's a difficult sport which requires a special intelligence and skill."



Louis A. Pagnucco, retired family court judge: "I would devote my life to working for needy causes. Since I recently retired, I have worked full-time helping to organize relief efforts for the tragic earthquake victims in Northern Italy. I am teaching Spanish to my grandchildren, a language they should know. My life has been abundantly fulfilling. Now I feel the need to work only for the public good. I have abilities that I must use to help other people."



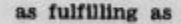
Iris Rosofsky, English teacher: "Teaching is not my first love in life, since I'm a writer and a playwright. I recently had my second play produced in New York at Playwright's Horizons with an Equity cast. I also write short stories and I've taught English using the book they are printed in. My plays have been read over the radio. I would try to work with a theatre group where I could be the playwright in residence."



Art Portnow, publications, John Jay College: "I would move to San Francisco and buy a 40-foot ketch. My first desire is to be near the sea. I could make a living selling fish, taking passengers to fish or on boat trips. I am very disappointed with the status of New York City and I would like to get as far away as possible. Careerwise, my chances are better on a fishing boat in the Pacific than on the island of Manhattan."



Ray Stenger, retired policeman: "I would play music and entertain, since I play the piano and sing. When I retired in 1959, I started to play music full-time to supplement the city pension I was receiving. If I had lost my job or quit, I would have joined the local musicians union and worked in a club. I'm very fortunate to have another career that gives me satisfaction. My life today, thanks to music, is as fulfilling as my life before retirement."



Daniel Mack, math teacher: "I would open my own private school, if I had the funds. I would make the educational policy as well as teach. Teaching is my first love in life, yet I disagree with the way the new math is presented. It's the same math but all the vocabulary has been changed. I would take the best of the new math and the best of the old math and make math simple to learn."



RETIREMENT NEWS & FACTS

By A. L. PETERS

NYC's Retirements

The New York retirement calendar for December includes a total of 435 applications for retirement. Of these 100 applied under Option 1; 25 under Option 2; 73 under Option 3; 59 under Option 4; 11 under Option 4-2; 23 under Option 4-3, and 144 retired without options.

Refunds for 227 members under \$5,000 were approved, and loans to 2,962 members amounting to \$3,732,750 were approved. In addition, 139 members withdrew excess contributions amounting to \$139,910. Fifteen applications were denied; five for ordinary disability, and 10 for accidental disability.

The much talked-about new pension plan law known as ERISA has not yet been fully enforced. Enforcement of several parts has been delayed, and delayed again. One problem that makes the administration of the new law particularly difficult is that two departments of the government have jurisdiction—the Department of Labor and the Treasury Department's Internal Revenue Service.

This has created paper work burdens for filing with the two agencies, plus filing with the Pension Benefit Guaranty Corp. which also requires reports. Hope is that the new Carter administration will set up an independent agency to administer ERISA and avoid the triplication of reports.

The involvement of the two agencies grows out of the fact that two tax committees and two labor committees wrote the bill

together—two from the House, and two from the Senate. Organized labor wanted to keep ERISA in the Department of Labor. Business wanted it in the IRS. Result: Confusion and so much paper work that many employers are cutting out their pension plans altogether.

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)

Sherman Edward E.	Schenectady
Shin, Kju H.	Ithaca
Siegel, Esther B.	Patchogue
Signore, Grace	Rotterdam
Small, Florence E.	Red Hook
Smith, James B.	Port Jefferson
Smith, Robert F.	Schenectady
Sokolowski, Mary A.	Poughkeepsie
Soter, Ruth E.	New York
Springs, Raymond	Hempstead
Stapleton, Jessye C.	Long Island
Stevens, William	W Hempstead
Stoker, William G.	Binghamton
Sturgeon, Phyllis L.	Alfred
Summons, Robert W.	Poughkeepsie
Swirzcky, Jeanne M.	Albany
Tillery, Carmen	Roosevelt
Tillery, Walter L.	Roosevelt
Torra, Michael F.	Islip
Torres, Ramon R.	Rio Piedras, P.R.
Torres-Nadal, Hector J.	New York
Tove, Jeffrey E.	Stony Brook
Tower, Ann M.	Moirs
Traynham, Myrtle	Albany
Ukasinski, Martha A.	Rome
Van Derwerker, Lila	Waterford

(to be continued)

Don't Repeat This!

(Continued from Page 6)

sumably learn how to react with restraint with a Democrat in the White House. During the Ford years, Congress passed a wide variety of bills challenging President Ford to exercise his veto power. In this way the Democrats in Congress built a party record which they exploited during the presidential and congressional election campaigns.

However, with a Democrat in the White House, Congress is likely to be much more circumspect about passing bills that they know will be vetoed. No doubt many Republican members of Congress will seek to embarrass the Democratic majority by calling on them to send to the White House bills they passed during the past two years and were vetoed by President Ford.

In addition, the Democrats will be faced with a problem of what to do about the Humphrey-Hawkins full employment bill. In many respects, from a Congressional point of view, this bill became the Democratic slogan for putting an end to high levels of employment and for coping with the sluggish economy.

During the course of the campaign, Carter's support for that bill ranged from warm to luke warm to its total disregard to-

wards the end of the campaign. This is an area in which a confrontation with the White House and Congress seems to be highly likely. Moreover, in view of the fact that all the economic indicators point to a worsening of the economy, it is likely to become the first battle line between Carter and Congress.

What seems clear is that if the honeymoon between Carter and Congress turns out to be a short-lived one, it will flounder on questions of how to deal with economic matters.

?and Answers

Q. I know that my social security retirement benefits may be reduced if my income for the year is over \$2,520. But do I have to count all income I have in figuring the total amount for the year?

A. You must count earnings from work of any kind—whether or not the work is covered by social security—except tips amounting to less than \$20 in a month from one employer. Total wages, not just take-home pay, and all net self-employment earnings must be added together.

Buy American!

LETTERS TO THE EDITOR

On CETA: Does NYC Violate Seniority Law?

Editor, The Leader:

On Nov. 22, Supreme Court Justice Edward Greenfield dismissed an Article 78 proceeding brought by five laid-off New York City firemen against the City for its rehiring procedure using Comprehensive Employment and Training Act funds.

The petitioners fully realized they could not be rehired as firemen under the federally funded CETA program due to their being non-residents of the City of New York. However, it cannot be ignored that rejection for re-employment to the exact job one held prior to lay-off regardless of the title, (Fireman CETA) is arbitrary, unreasonable and in clear violation of Section 81 of the Civil Service Law (rehiring by seniority) and Section 3, Subdivision 9 of the Public Officers Law. (Firemen are permitted to reside in contiguous counties).

The CETA program is a voluntary one which must be subsidized by the City. While CETA pays a maximum of \$10,000 per man, the City must use tax levy funds to supplement that amount up to the rate of compensation for a regular fireman. Petitioners recognize they have no legal right to be continued in their positions in the absence of funds

appropriated to pay their compensation, but the fact that the City used tax levy funds to maintain the CETA program indicates they could have rehired (in this case approximately 85 men) laid-off firemen in their proper order of seniority as mandated by state law.

The CETA program offends the civil service system. Besides usurping an individual's seniority, it obviously interferes with the job opportunities of those awaiting regular permanent employment. All individuals on the preferred civil service lists are residents of the State of New York and are entitled to the protection of its Constitution and Laws. Neither Judge Greenfield nor the City of New York have the right to circumvent those laws or the merit system.

Judge Greenfield points out in his decision that "temporary" CETA jobs "must be in addition to those that the locality could fund on its own." Where was Judge Greenfield in July and August 1976 when the City rehired, with tax levy funds, 400 "temporary firemen" while still maintaining the CETA program? Surely the City has proved to be in violation of federal law at this point and should have been

forced to forego federal funds and re-appoint members.

It is hoped the Court of Appeals will see the matter differently from that of Judge Greenfield.

Ronald Carritue
East Northport

Civil Service Law & You

(Continued from Page 6)

sion's action if any fair argument can be made to sustain it even though the court may be of a different opinion. However, the court decided that once the Commission determines "it is impracticable or against public interest to limit eligibility for promotion to persons holding lower grade positions in direct line of promotion, the Commission must extend eligibility for promotion to persons holding competitive class positions in lower grades which the Commission determines to be in related or collateral lines of promotion, and which cannot arbitrarily leave out any persons in such categories.

Constitution And By-Laws Committee Report

The following is the report of the Committee on Revision of Constitution and By-Laws submitted at the CSEA annual convention this fall, and acted on by the delegates. Chairman is Kenneth Cadieux, of Nassau County chapter, and committee members are William Roberts, Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Karen White and Earl Mayfield, Sr. New material is in boldface type, and words to be deleted are within brackets.

CONSTITUTION

THE FOLLOWING PROPOSALS ARE NOW PART OF THE CSEA CONSTITUTION, HAVING BEEN PRESENTED TO THE DELEGATES FOR A SECOND READING AND PASSED.

• Article IV, Section 4:

"Section 4. No member of the Board of Directors who is physically present at a Board Meeting and who is entitled to vote in more than one capacity, shall have the right to a proxy; provided, however, that he may cast one vote for each office or capacity he represents."

This language is to be placed in the By-Laws, Article II, Section 8, PROXIES.

• Article IV, Section [5] to be renumbered to Section 4.

• Article IV Section [6] to be renumbered to Section 5.

• Article VI, Section 1:

"Section 1. **STATE EXECUTIVE COMMITTEE.** The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, [the Legislature,] the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations, Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in his department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors shall have qualified [except that for the election to be held in 1973, the term shall be for one year and 9 months, ending June 30, 1975, or until their successors have qualified]. Vacancies in the office of the State Department representatives may be filled for the remainder of the term by the members of the Association employed in such department at a special election to be called by the Board of Directors



Kenneth Cadieux presided over portion of meeting that dealt with proposed changes in the union's constitution and by-laws. Several changes became official after passage by the delegates. (The items that are now law appear on this page; pending items will appear in a future edition of the paper.)

within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board."

Note: It is the Committee's recommendation to delete "the Legislature" since the Board representative resigned and the number of individuals represented number approximately fifteen. The second deletion is made merely to eliminate obsolete wording.

• Article VI, Section 2:

"Section 2. **NOMINATIONS.** The State Division members of the Nominating Committee selected in accordance with Article IV, Section [6] 5 of this Constitution shall constitute the Nominating Committee for the State Executive Committee."

Rest of section remains same.

• Article VII, Section 2(b):

"(b) The members employed in each political subdivision in a chapter shall be entitled, if they have 200 members or 50 percent of the employees within the division as members, whichever is smaller, with minimum of 75 members, to the formation of a unit. [Such unit shall receive a portion of the refund of the dues which shall be determined within the discretion of the parent county chapter.] Other units may be organized as the Board of Directors or Executive Council of the chapter may determine is in the best interests of the members involved. Each unit shall be entitled to elect its own unit officers and to establish its own progress."

This language is included in the By-Laws, Article IV, Section 3(b).

• Article VIII:

"[Meeting of] Delegates"
"[Section 1, DELEGATES.]"

Rest of article remains same.

BY-LAWS

THE FOLLOWING PROPOSALS ARE NOW PART OF THE CSEA BY-LAWS, HAVING BEEN PRESENTED TO THE DELEGATES AND PASSED. (CHANGES IN BY-LAWS REQUIRE ONLY ONE READING.)

• The Committee received the following amendment to Article II, Section 2 of the By-Laws as follows:

"Section 2. **BOARD OF DIRECTORS.** Meetings of the Board of Directors shall be held upon call of the President. Upon written request of [five] ten or more members of the Board of Directors, the President shall call a special meeting of the Board."

The Committee recommends adoption of this amendment on the basis that ten represents a reasonable requirement for calling a special meeting in view of the costs involved.

• The Committee received the following amendment to Article II, Section 4 of the By-Laws as follows:

"Section 4: **STATE EXECUTIVE COMMITTEE.** Meetings of the State Executive Committee shall be held upon call of the President. Upon the written request of [five] ten or more members of the State Executive Committee, the President shall call a special meeting of the Committee."

The Committee recommends adoption of this amendment on the basis that ten represents a reasonable requirement for calling a special meeting in view of the costs involved.

• The Committee received the following amendment to Article II, Section 5 of the By-Laws as follows:

"Section 5: **COUNTY EXECUTIVE COMMITTEE.** Meetings of the County Executive Committee shall be held upon call of the President. Upon the written request of [five] ten or more members of the County Executive Committee, the President shall call a special meeting of the Committee."

The Committee recommends adoption of this amendment on the basis that ten represents a reasonable requirement for calling a special meeting in view of the costs involved.

• The Committee received a proposed amendment to Article VI, Section 3 of the By-Laws entitled "Negotiating Committees." The recommendation was to create wording with regard to all division bargaining entities. After much discussion, the Committee voted that such an amendment would be too burdensome as there are approximately 600 different negotiating units. As an alternative, the Committee recommends the following amendment:

"Section 3: **STATE NEGOTIATING COMMITTEES.** There shall exist the following negotiating committees: 1. Operational; 2. Administrative; 3. Institutional; 4. Professional, Scientific and Technical, in addition to any other duly certified state bargaining unit or units which CSEA may be elected to represent. All appointments to the Negotiating Committees shall be made by the President upon the advice and consent of the appropriate Regional Executive Board."

• The Committee received the following amendment to Article VI of the By-Laws entitled "Committees" which would add a new section to read:

"Section 5. **COMMITTEES.** No member of the Association may serve on more than two committees of the Association except that a committee of the Board of Directors shall not be deemed a committee of the Association, effective with the 1977 election."

The Committee recommends defeat of this amendment on the basis that it is an unworkable amendment and too difficult to control.

• Article VII of the By-Laws:
[ARTICLE VII]
[BOARD OF DIRECTORS]

"[Section 1. No chapter, Region, committee or group of members shall strike, picket, demonstrate or engage in any concerted stoppage of work or slow-down unless such action is specifically authorized by the Board of Directors of the Association.]"

"[Section 2. Whenever a strike, picketing, demonstration, any concerted stoppage of work or slow-down or any other job action is authorized by the Board of Directors or the Delegates, one of the terms of the settlement of such strike, picketing, demonstration, concerted stoppage of work or slow-down or any other job action, must be that no retaliatory measure or measures shall be taken by the State or other employer against any member or members of this Association. This provision shall apply to all County Chapters as well as State Chapters.]"

In view of recent Taylor Law penalties imposed against the Association and upon recommendation of Counsel, the committee recommends deletion of this Article of the By-Laws which can only serve to implicate the parent union in any job actions in which units or chapters may be forced to participate. The Committee unanimously recommends adoption of this amendment.

• Article [VIII] to be renumbered to Article VII.



Neil Gruppo, left, president of the Niagara chapter school unit, and Dominic Spacone, Jr., president of the newly chartered Niagara Educational Employees chapter, share a table—as well as many of the same problems—during business session.



CSEA director Jean C. Gray (Authorities), left, gets some advice from Marge Karowe, attorney with the union's legal counsel, as they prepare for debate on union policy.



Pat Martinez, left, of James E. Christian Memorial Health chapter 664, makes his views known to CSEA lobbyist James Featherstonhaugh, center, and the union's state programs administrator Bernard Ryan.



Rockland chapter 844's Clarkstown unit president W. Arthur Huggins, left, seems pleased at news he is receiving from Southern Region III supervisor Thomas Luposello.

Report On Comptroller's Advisory Council For Retirement Systems

The following is the report submitted by James Currier, of Fort Schuyler chapter of Utica, at the CSEA annual convention this fall. The report is on the Comptroller's Advisory Council for the Retirement System.

By way of background, the Comptroller's Advisory Council for the Retirement Systems was originally established by Comptroller Arthur Levitt in 1959 to advise him and make recommendations concerning the formulation of policies in relation to the administration and management of the Employees Retirement System. The Council reaches no conclusions in its deliberations; rather, many ideas and suggestions are discussed for the benefit of the Comptroller to enable him to consider as many points of view as possible in his decision-making process.

I was appointed to the Council in June, 1976 by Comptroller Levitt for a term to coincide with the balance of the Comptroller's term of office. Other public employee unions are represented on the Council, as are representatives of the Legislature, private industry, retired public employees, municipal representatives and State Agency representatives. A list of the names of other Council members and the group or organization they represent is attached to this report.

Since my appointment, the Council has met on two occasions. The first meeting was called in June to discuss the Pension Reform Bill pending in the Legislature. This particular meeting soon became anticlimactic since just a few days after hearing Comptroller Levitt denounce the Eckert Bill as being unworkable, expensive, and difficult to administer, the Bill was passed and signed into law. It might be significant to note that the Eckert Bill and its compromise version sailed through the Legislature so quickly that the Retirement System top staff worked virtually around the clock to study the Bill, analyze it, and offer chapter amendments to make it workable.

Our second meeting, held September 13, 1976, was called by the Comptroller to bring the Council up-to-date on certain difficulties with the "Coordinated-Esculator (CO-ESC) Retirement Plan." We were advised that the Governor had appointed a Task Force to study the new pension plan, outline its technical problems, point out discrepancies in its workings and to formulate proposals to deal with correcting its deficiencies. As an aside, please note that the Governor has asked the Task Force to work up an accurate set of figures dealing with the cost estimate of CO-ESC because the figures accompanying the Bill through the Legislature are not accurate. It will be interesting to see what the experts come up with for costs as compared to those touted by the "Kinzel-Eckert Team of Pension Deform."

We face very serious problems with CO-ESC. The Bill was drawn so poorly and passed in such haste that the law is, in many respects, virtually unworkable in its present form. By way of illustration, let me point out some probable cases.

1) Under CO-ESC, it is possible for a low income employee to receive no pension benefit at retirement. For the sake of discussion, let us take a Grade 3 part-time employee and assume that at the time of retirement this person is entitled to a \$1,000 a year State pension and a \$2,000 Social Security benefit. This person's State pension must be reduced by 50 percent of the Social Security benefit; therefore, all of the State pension benefit is eliminated. The employee has contributed to a pension which he will not receive and even the amount contributed by the employee is not refundable.

2) Assume that a person enters the CO-ESC plan today and works for 30 years during which time the person contributes 3 percent of salary to the plan, and over the years this contribution amounts to \$15,000 or \$20,000. Let us further assume that this person has never married and has no dependent living parent. When the member dies the maximum death benefit will be \$3,000 paid to the member's estate, irregardless of the fact that the contributions to the plan far exceed that

amount. The difference between the amount contributed and the amount paid is apparently lost to the system.

3) The Social Security offset provision of the law poses several disasters if, as is becoming more and more probable, the employer withdraws from the Social Security System. At the present time 15 municipal sub-divisions of New York State have notified the Federal Government of their intention to withdraw and nearly 100 municipal employers have inquired of the Comptroller's Office for withdrawal information; so potentially we have a very serious situation here. Under CO-ESC the retiree's State pension benefit must be reduced by an amount computed to be the member's Social Security entitlement without regard to whether or not the member is actually getting a Social Security benefit payment. Additionally, for other than a job related disablement, a member of CO-ESC must be receiving Social Security disability payments to be eligible to receive a disability pension from the Employee's Retirement System.

4) CO-ESC will be costly to the employer with frequent turnover of employees. Under CO-ESC every employee must be enrolled as members, even if that person works one day, they must be enrolled. This provision will result in significant administrative costs to both the employer and to the Employee's

Retirement System since the ERS must process the enrollment and, a short time later, will have to handle the employee's request for a refund of contribution since obviously a short-term employee will not care to remain in the system.

I have identified some of the many difficulties of CO-ESC for your information. There are many areas of concern regarding pensions with which we will continue to be involved, make our voice heard, and work towards those goals which will be most beneficial to our membership. A copy of my report has been delivered to those officers and staff within CSEA responsible for directing our response to pension problems and I feel certain that our reaction will be positive.

This report is submitted for informational purposes.

(Comptroller's Advisory Council: Victor Bahou, President, Civil Service Commission; Donald Brossman, Executive Director, NYS School Boards Association; Herbert Brown, President, Retired Public Employees Association; James H. Currier, Civil Service Employees Association; William Clay, Council 82, AFS-CME; Raymond Cothran, Executive Director, Council of Mayors; William J. Courlis, Police Conference; Stephen R. Greco, Assembly Committee on Governmental Employees; Edward Jones, Director of Administrative Services, Thruway Authority; Robert Peters, Mgr. Corporate Compensation & Benefits, Mobil Oil Corp.; Terese F. Pick, Director, Employee Benefits, AT&T; John P. Przekop, Professional Fire Fighters Association; William Sanford, Executive Secretary, Association of Towns; Richard E. Schermerhon, Senate Civil Service Committee, and Herbert Smith, Executive Director, Association of Counties.



Nassau Educational Employees chapter 865 delegation at Concord meeting included, from left, Robert Torel, Ben Gumin and chapter president Edward Ferroti, who also heads union's statewide non-teaching school employees committee.

(Leader photos by Ted Kaplan)




Leader editor Marvin Baxley is attentive as Hudson River Psychiatric Center chapter 410's Lorraine Scott, left, and Margaret Connors reflect on progress being made by delegates in resolving some of the problems besetting public employees throughout the state.

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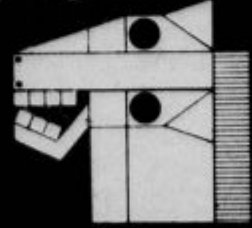
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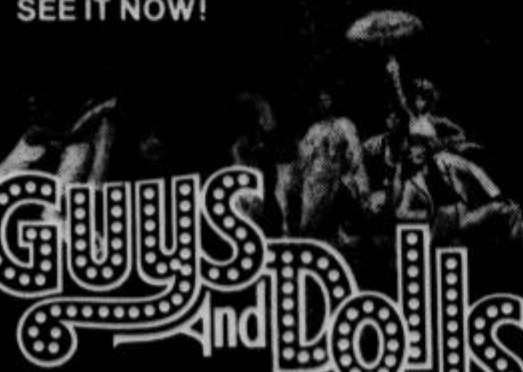


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W' Chester Sex Discrimination Settlement Is Won By Teacher

ALBANY—The New York State Division of Human Rights has obtained a settlement of more than \$2,500 on behalf of a teacher who had charged a Westchester school district with sex discrimination.

In the Fall of 1975, when the birth of her baby was imminent, the teacher, Terry Jackrel asked the Pleasantville Union Free School District for sick leave. Her request was denied. Pleasantville's superintendent of schools informed Ms. Jackrel that "we do not consider the blessings of maternity to be tantamount to illness."

Instead, Ms. Jackrel was placed on maternity leave, which did not provide her with pay, insurance benefits, or credit toward seniority.

Ms. Jackrel then filed a complaint with the State Division of Human Rights, alleging that the denial of sick leave violated the New York State Human Rights Law, which prohibits sex discrimination in employment.

The Division investigated and found probable cause to believe Ms. Jackrel's allegations of discrimination. After referring the case to public hearing, the Division secured a settlement from the Board of Education of the Pleasantville Union Free School District.

The terms of the settlement are embodied in an order after stipulation issued by State Human Rights Commissioner Werner H. Kramarsky. Under the settlement, the Board of Education of the Pleasantville Union Free School District will pay Ms. Jackrel \$2,502 in sick pay, plus another \$75 as reimbursement of insurance premiums.

The order after stipulation embodies a wide range of basic principles concerning maternity rights which the Division has established in its previous rulings.

In accordance with those rulings, the Board of Education of the Pleasantville Union Free School District will treat disabilities related to pregnancy, miscarriage, abortion, and childbirth as temporary, non-occupational disabilities. Specifically, the Pleasantville Board of Education will:

- Eliminate arbitrary dates for the beginning of maternity leaves.
- Permit pregnant employees to keep working as long as they are physically able to do their jobs.

- Stop requiring more stringent medical evidence from pregnant employees than from employees who are temporarily disabled for other reasons.
- Pay group health-insurance premiums for pregnant employees, and their eligible dependents, to the same extent as for employees who are temporarily disabled for other reasons.

abled for other reasons.
 • Eliminate sexually-discriminatory variations in group-insurance benefits.

• Permit pregnant employees to use accrued sick leave, vacation time, and personal leave to the same extent that other temporarily disabled employees are permitted to use such time.

• Eliminate arbitrary dates for to work after pregnancy when the end of maternity leaves.

• Permit employees to return whenever they are physically able to do their jobs.

The order also requires the Board of Education to post a memorandum notifying all employees of the maternity rights contained in the Order.

Attorney Sandy Hom represented the State Division of Human Rights in obtaining the settlement for Ms. Jackrel. Norman Mednick served as the Division's hearing examiner.

NYC Region II Executive Meet

MANHATTAN — The executive committee of New York City Region II, Civil Service Employees Assn., will meet Tuesday evening, Dec. 16.

Region president Solomon Bendet said the meeting, which will come to order at 5:15 p.m., will be held at region headquarters, 11 Park Place, Manhattan.

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U.S. Summer Job Deadline Near

MANHATTAN — Applicants for federal summer jobs must file by Dec. 9 for January examinations.

The full range of jobs includes many typist and stenographer vacancies, other clerical work, sub-professional jobs in engineering and the physical or biological sciences, park and forest service jobs, data collector positions, health career work and many more.

Also there are summer internships, jobs for underprivileged youths and Veterans Administration Hospital positions in psychology, dietetics, etc.

Requirements range from little or no experience for trades and labor jobs to doctoral degrees for certain professional and administrative work.

In the New York City area, typist and stenographer jobs are in greatest supply. Applicants can establish their proficiency by presenting a certificate of proficiency or by certifying their capability to meet or exceed commission standards. At the GS-1 level, typists trainees must be able to type at least 30 words per minute. At GS-2, 3 and 4—40 words per minute is necessary. Stenographer positions at all grade levels require taking dictation at 80 words per minute.

For "Group I" jobs in general, which include 10,000 office and sub-professional engineering and science jobs nationwide and draw about 100,000 eligibles, no experience or education is required for the GS-1 level, which pays \$111.73 a week. A high school diploma or six months' experience is necessary at GS-2, which pays \$124.46 weekly. One year's college or experience is required at GS-3, which has a \$142.46 weekly salary; and two years' college or experience is required

at GS-4, which pays \$159.92 a week.

For lifeguard positions, applicants need a current senior life saver's certificate or water safety instructor's certificate for the GS-3 level and one season's experience for the GS-4 level.

Applicants who wish to renew previous eligibility for any Group I titles do not need to take a written test but must apply by Jan. 13, to the commission area office in the region they wish to work.

Applicants filing after Dec. 9 and by Jan. 13 will be tested in February. Jan. 13 is the final deadline.

Group II and III jobs require college study or experience in specific occupational fields and are with specific agencies. Filing periods vary according to agency.

For trades and labor jobs, Group IV, applicants should go directly to the agency where they wish work. The jobs include work as printing plant worker, carpenter's helper, and animal caretaker.

In Group V there are college student trainee programs leading to professional positions upon graduation. Also there is summer employment for needy youth, 16 through 21. Approximately 500 outstanding undergraduate and graduate students nominated by their colleges will also be selected by federal agencies for summer intern positions.

For further information, contact federal job information centers.

Federal job information centers are at 26 Federal Plaza, New York, N.Y. 10007, and 175 Cadman Plaza East, Brooklyn.

Locally, It's Stony Brook

STONY BROOK — "We were number one" was the cry of members of the Civil Service Employees Assn. at the State University at Stony Brook following a Leader report of the adoption of the appellation "local" by the CSEA at the SUNY at Albany campus.

Al Varacchi, president of the CSEA at Stony Brook, said his unit had used the term "local" since 1971, adding he believes Stony Brook was the first in the state to do so. The new appellation for the former chapters of the CSEA was adopted at the last delegates' convention.

FOOD MANAGERS

ALBANY — A correctional facility assistant manager eligible list, resulting from open competitive exam 24-421, was established Nov. 16, by the State Civil Service Department. The list contains 15 names.

In addition to SUNY at Albany, the Westchester and Metropolitan Division of Employment units have used the term "local" for some time.

NAME GINSBERG

ALBANY — Mitchell I. Ginsberg, dean of the Graduate School of Social Work, Columbia University, has been named to the newly formed statewide advisory council on social services.

Dean Ginsberg was appointed to the group by Social Service Department Commissioner Philip L. Toia. The council will serve as an advisory body to the department and the commissioner on matters pertaining to public assistance, medical aid and services.

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Maintainer Helper Group D	5.00
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**ANTHONY M. PAPA
Papa Reelected
ASLEA Leader**

MANHATTAN — Anthony M. Papa has been reelected president of the Assn. of State Liquor Enforcement agents.

Mr. Papa is also a State Liquor Authority delegate for the Civil Service Employees Assn. The ASLEA is an organization of Authority investigators. Joseph N. Penn was also reelected ASLEA vice-president.

Mr. Papa said he was proud of the ASLEA record in not merely advocating improvements but in acting positively to obtain them as well. He cited the Association's Albany lobbying effort to help obtain enactment of the recent SLA program giving it crack-down jurisdiction over unlicensed "speakeasies."

LAB DESIGNERS

ALBANY—A laboratory equipment designer (electronics) eligible list, resulting from open competitive exam 27-604, was established Oct. 16 by the State Civil Service Department. The list contains 39 names.

Eligibles

- EXAM 35-965
ASSOC ACCT ST SYSTEMS
Test Held Oct. 16, 1976
List Est. Nov. 15, 1976
- 1 Hebert William Ballston Spa84.8
 - 2 Bolster Ronald Saratoga Spg81.7
 - 3 Tuczynski A P Castleton80.4
 - 4 Hunter Douglas Schenectady79.7
 - 5 Wilkes Paul W Newtonville77.2
 - 6 Solomon Alvin H Elmsere75.8
 - 7 Wallace Brent C Latham75.2

- EXAM 35-960
CORR FAC FOOD MNGR
Test Held Sept. 18, 1976
List Est. Nov. 16, 1976
- 1 Patnode Francis Dannemora77.2
 - 2 Harrison R I Clifton Park74.0

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SHORT TAKES

RETIRES ON WELFARE

State and local government employees are retiring in such numbers, writes Arvis Chalmers in the Albany Knickerbocker News, that their pension checks cannot be processed fast enough, forcing some to go on welfare. Mr. Chalmers also notes that the State Retirement System, because of the hiring freeze ordered by Gov. Hugh L. Carey, has its employees working overtime and is understaffed by more than 100 workers. Pension check delays of four months or more have occurred, Mr. Chalmers said. Under ordinary conditions, payment is made in about six weeks. During the first 10 months of this year, 13,370 state and local government workers filed for retirement. In the same period last year, 11,025 retired, which was at the time a record.

GOLDEN STATE BIAS?

More than 5,000 California state clerical and service employees have filed discrimination complaints with the California Personnel Board in Sacramento, with the suits alleging that women in state service are paid less than men with similar skills. The complaints were filed earlier this month by the Office and Allied Council of the California State Employees Assn. and other groups. The workers are cooks, laundry and maintenance staffers.

UPGRADING ASSEMBLY'S IMAGE

Verno Associates, a Rochester public relations firm, has been paid more than \$43,000 to improve the State Assembly's public relations operations. The firm has done considerable campaign work for Democratic legislative candidates and was retained last year by the Assembly's Democratic majority to do a study of the "member services" office that produces newsletters, questionnaires, broadcast materials and other public relations efforts. David W. Keiper, the Assembly's director of administration and operations, defended the contract, noting that Verno suggestions have saved taxpayers an estimated \$100,000 in personnel costs alone. He added, however, he does not know what the member services budget is or the number of people the office employs. He said this is so because of Assembly budgeting methods which do not give line-item expenditures in a given program area. Mr. Keiper said none of the work was of a partisan nature.

DMH PREJUDICE ALLEGED

A group of physicians and dentists employed by the State Department of Mental Hygiene has charged the administrative head of the State Board of Public Disclosure with "racial and ethnic prejudice" against foreign-born and/or trained doctors. The organization, the Assn. of New York State Mental Hygiene Physicians and Dentists, then called for the resignation of William D. Cabin, the official. A letter from a leader of the organization to Mr. Cabin contained the statement: "In your opinion, American physicians are more competent and therefore of greater value than 'foreigners.'" Mr. Cabin termed the letter "hysterical and absurd," and said the letter was "strewn with factual inaccuracies." What apparently triggered the ire of NYSMPHD was a confidential report prepared by Mr. Cabin which was used to justify his agency's recent adoption of guidelines intended to sharply restrict "moonlighting" by DMH professionals. The report noted that attempts to recruit "American-degree" health professionals was a failure, apparently because the DMH could not match pay available elsewhere. The report goes on to say: "Foreign-degree professionals do and apparently will dominate DMH facilities for some time and appropriate reductions in their pay, fringe benefits and ability to engage in outside employment should be made to reflect their value in the professional mental health field . . . and the need to concentrate full time on their DMH jobs and not two or three other jobs." Mr. Cabin also noted: "It was not our assertion that American-degree trained doctors are better . . . Mental Hygiene officials told us that."

SUGGEST PRISON REVAMP

State Correction Commission member Dorothy Wadsworth, speaking to the Albany chapter of the National Council of Jewish Women, said that the Corrections Department, instead of maintaining large prisons, should enlarge county lockups and send prisoners serving felony sentences of five years or less to them. Ms. Wadsworth said that the inmates could then keep up family ties and could more easily reenter the community. Under present law, inmates serving a year or less are detained in the county jails. The state prison population is now 18,000 and is projected to reach 24,000 by 1980. This will cause serious overcrowding problems, she said.

LANGUAGE COMPENSATION

Canadian government employees required to use both English and French in carrying out their duties will now receive financial compensation. The Public Service Alliance of Canada said that employees will be compensated on a formula recognizing four factors: reading, writing, speaking and listening.

CHALLENGE RETIREE LAW

The Nevada Employees Assn. is challenging laws which prevent state employees from retiring after 30 years' service unless they have reached 55 years of age. The suit claims that laws which require individuals in such a situation to continue contributing to the state's retirement system are discriminatory. "Basically, we are saying that employees should be able to retire after 30 years of service at any age," commented Robert Gagnier, the union's executive director.

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or an intention to make any such preference, limitation, or discrimination." This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

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Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Institution Pharmacist	\$12,670	20-129
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic) (Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (Statewide except Albany)	\$ 9,546	varies
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
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Physical Therapist	\$12,760	20-138
Stationary Engineer	\$ 9,546	20-100
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Stenographer-Typist	varies	varies
Variety Operator	\$ 5,811	20-307
Pharmacist	\$12,670	20-194
Specialists in Education	(\$16,358-\$22,694)	20-312
Senior Stationary Engineer	\$10,714	20-101
Assistant Stationary Engineer	\$ 7,616	20-303

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. New York 14202.

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo,

Nassau Opens Four Jobs

MINEOLA — The Nassau County Civil Service Commission has opened filing until Dec. 15 for four open competitive titles.

Electric meter repairer (Exam No. 65-097) has a Jan. 15, 1977 written test and pays about \$13,175. It requires elementary school and two years' experience.

The other three jobs do not have written tests, but have an evaluation of training and experience.

Occupational therapist I (64-893) pays \$10,606 and requires graduation from an occupational therapy school or registration as an occupational therapist.

Pharmacist I (65-063) pays \$11,459 and requires a pharmacy license. **Director of alcohol addiction services** (65-046) pays

\$24,664 and requires a B.A. and seven years' experience in the field.

For further information contact the commission at 140 Old Country Road Mineola, N.Y.

Nassau Will Meet

EAST MEADOW — The board of directors of the Nassau County chapter 830, Civil Service Employees Assn., will meet Wednesday evening, Dec. 15.

Irving Flaumenbaum, chapter president, said the meeting, set to come to order at 5:30 p.m., will be held at the Salisbury Club, Eisenhower Park, East Meadow.

Someone Needs YOU!
Make a friend you'll never meet. Donate blood soon.

Suffolk Has Planner OC, Promo Exams

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing for four open competitive titles and two promotional titles until Dec. 15. Written tests will be held Jan. 15, 1977.

The open competitive jobs are **planning aide** (Exam No. 17-117), which pays \$9,840, **planner** (17-118), which pays \$11,954, **senior planner** (17-120), which pays \$13,807, and **town planning director** (17-122), which pays \$24,000.

The promotional jobs are **planner** (17-119) and **senior planner** (17-121).

For further information contact the department at H. Lee Dennison Executive Office Building Veterans Memorial Highway, Hauppauge, N. Y.

Feds Open 6 Job Positions

The U.S. Civil Service Commission has opened filing for several positions with limited vacancies.

Engineering technicians require at least two years' specialized experience or graduate education.

Orthotist-prosthetist has been opened in New York City at grades GS-4 (\$8,316) and GS-5 (\$9,303).

Two years of college training and/or experience are required for GS-4. GS-5 requires four years' technical experience or a combination of three years' training and experience.

Applications are being accepted for **utility systems repairer-operator** at WG-10 in New York City, grade WG-7 **asphalt worker** at West Point, WG-10 **boat operator** and **air safety investigator (field)** at GS-11 (\$17,056) in New York City.

The air safety job requires three years' general experience and three years' specialized experience plus a commercial pilot certificate. Boat operator requires a Coast Guard license.

For further information contact a federal job information center.

N. Y. State Setting Variety Of Promos

ALBANY — The State Civil Service Department has announced filing for 18 promotional titles, 14 of them with Feb. 5 written tests and Dec. 27 filing deadlines and three with Feb. 26 written tests and Jan. 17 deadlines.

The titles with Feb. 5 tests are **janitor** at three levels, **cartographic technician** at three levels, **parks and recreation jobs** at three levels, **accountant jobs** at three levels and **social services management specialist** at two levels.

Chief examiner of municipal affairs has a Dec. 20 deadline and January oral test.

Assistant retirement benefits examiner and **fish and wildlife technician** at two levels have Feb. 26 written tests and Jan. 17 deadlines.

For further information contact your agency personnel office.



HONORING SERVICE

North Hempstead Town Supervisor Michael J. Tully Jr., left, presents retiring town park's department foreman Michael J. Lagnese, of Westbury, with an award for outstanding service during his nine years of service to the town.

Ag And Markets Worker Takes Top Suggestion \$

ALBANY — Ten state employees won a total of \$790 in cash awards in November for money-saving ideas submitted to the New York State Employee Suggestion Program.

The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total \$6,928.

Awards, winners, and their residences are:

\$275—Joseph Jackson, Binghamton, Department of Agriculture and Markets.

\$230—Louis J. Conte, Hudson, Department of Taxation and Finance.

\$100—Ralph A. Wever, Schenectady, Department of Environmental Conservation.

\$85—Robert J. Mahar, Albany, Education Department.

\$25—Larry D. Dailey, Potsdam, Department of Mental Hygiene; Karen Fino, Huntington, Depart-

ment of Motor Vehicles; Gerald D. Seyyura, Schenectady, Agriculture and Markets, and a joint award shared by Elaine Garrison, Schenectady; Carmella Keon, Albany, and Holly Pollard, Altamont, all of Motor Vehicles.

Cash award winners also receive certificates of merit. Certificates of merit were also won by Victoria A. Gary, Schenectady, Tax and Finance; Doris Relkin, Jamaica, Workmen's Compensation Board; Richard W. Carberry, Ransomville, Department of Labor, and Rose P. Zegel, Patchogue, Labor.

Appellate Court Upholds L.I. Cop Moonlighting Ban

BROOKLYN — Can a part-time village policeman in Nassau County hold a second "moonlighting" job?

Not if the Police Department has a rule against it. That was the conclusion last week by the Appellate

Division in Brooklyn in rejecting an appeal by a patrolman of the Centre Island Village Police Department against the department's rule prohibiting outside employment. It was the second setback suffered by the officer, having earlier lost his case in Nassau Supreme Court.

The Appellate Division said it was quite legal for a police department to prohibit moonlighting, so that a policeman "shall devote his entire time and attention to the service of the police department."

Set Chanukah Fete

MANHATTAN — The Department of Commerce Excelsior Lodge 1910 Chapter 936 of B'nai B'rith will host a Chanukah party Wednesday, Dec. 8, at 4:30 p.m. in the 43rd floor restaurant of Two World Trade Center, Manhattan.

The appeal may be the last that the officer will take, since the New York Court of Appeals, the state's highest court, previously upheld a similar ban against part-time jobs by policemen in another case.

APPOINT CRAWFORD

ALBANY — Vincent H. Crawford, of Delmar, chairman and chief executive officer of the Albany Savings Bank, has been named by Gov. Hugh L. Carey as a member of the State Banking Board.

The post is unsalaried. Mr. Crawford's name will be sent to the Senate for confirmation when that body reconvenes in January.

Full Employment Is The Key To Prosperity. Buy U.S. Made Products

Westchester Local 860 Leaders Participate In Stewards Seminar

WHITE PLAINS—Among recent trends toward improving the services provided by the Civil Service Employees Assn. to its members has been the shop stewards seminar.

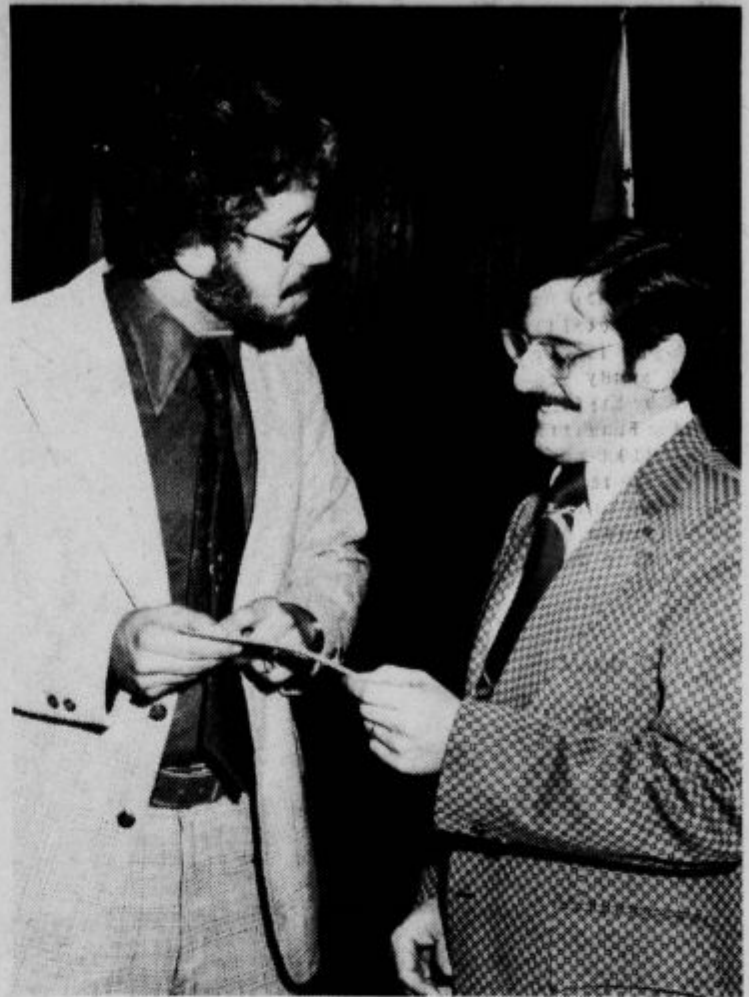
In addition to the usual amount of written communication transmitted through various media to the union leadership, it has been felt that the training programs

offer an opportunity for firsthand question-and-answer sessions that enable the leaders to better understand the rapid changes taking place in today's troubled public-employee labor sector.

Among the most recent of these stewards seminars was one held last month by Westchester Local 860's county unit. A few of the participants are pictured on this page.



Among various Local 860 leaders on hand for the Westchester stewards seminar were, from left, Leonard Martoni, of Booth Taylor Home; Carmine LaMagna, of Playland; Sal Trabakino, of Greenburgh, and Michael Quinn, of Purchase and Supply. Westchester Local 860 is the second largest chapter in the entire CSEA statewide structure (second only to neighboring Nassau chapter).



CSEA director Carmine DiBattista, right, gets some personal pointers from Joel Douglas, of the Cornell University School of Industrial and Labor Relations. Mr. DiBattista is one of two Westchester representatives on statewide union Board of Directors.



Union vice-president James Lennon, left, head of its Southern Region III, gets warm greeting from Michael Morella, president of Westchester Local 860's county unit. Perhaps Mr. Lennon, a Westchester resident, has just complimented Mr. Morella on the services county employees provide for the public.



On hand at the seminar was Stanley Boguski, right, Local 860 second vice-president, seen here in animated conversation with CSEA field representative Joe O'Connor. Mr. Boguski, the local's political action chairman, is undoubtedly elated over CSEA success in recent autumn elections.

Pilgrim Critic Is Described As Dictator

(Continued from Page 16)
month before accreditation hearings for Pilgrim are to begin, "we have no alternative but to think that... Mr. Levine is even willing to destroy accreditation to get his way."

Complaints by parents' groups led to a hospital survey last year by the Joint Commission on Accreditation of Hospitals. That resulted in the loss of Pilgrim's accreditation in April 1975. The hospital was reaccredited last January and the state pledged an additional \$13 million to hire more staff and improve conditions in the hospital.

Warning the board that "you have a power-hungry man in your midst," Ms. Duffy pointed out that Mr. Levine was asking the Governor to fill three vacancies on the board with hand-picked candidates.

"He might wield considerable influence. Those of you who have differing opinions from Mr. Levine may be silenced," she said. "Worse, irreparable harm would be done to the patients and staff of this hospital. Only you can stop that destruction."

After the meeting Mr. Levine told a reporter from the Leader, "I hope you print the truth. The CSEA will not stop me from fighting for the rights of patients. Personal threats have been made to me by the union."

"Mr. Levine is set—not on reform—but on becoming a dictator of, first Pilgrim, then the state mental health system, and, who knows, perhaps the world's mental health programs," said Ms. Duffy.

Enough concrete went into the twin towers of New York's World Trade Center to pave a four-lane highway to the moon.

CSEA To Carey: Dyson's Idea Won't Work

(Continued from Page 1)
While we are not questioning Mr. Dyson's motives, we do question, in the first place, the practical merit of this proposal as an effective answer to the stated problem. But most of all, we strongly question and completely reject the proposal in the respect that it opens the door to the same abuses which created the original need for the civil service merit system. Under Mr. Dyson's arrangement, the entire middle management group would, in no time at all, become simply another ample layer of patronage jobs. The trend could only proliferate, presenting a real threat to the rest of the civil service structure.

The Civil Service Employees Association is not the champion of middle managers. But it is the avowed watchdog of the total

civil service system, as well as, under the Taylor Law, a rightful defender of all public em-

19-Year-Olds Will Require Own Blue Cross Contract

MANHATTAN—Blue Cross and Blue Shield of Greater New York is currently alerting parents with community-rated family coverage that their unmarried children who became 19 during 1976 will need their own individual contracts. Mentally retarded or physically handicapped unmarried children who became incapacitated before age 19 and are incapable of supporting themselves continue to be covered on their parents' family contracts regardless of age.

Information on obtaining transfers to individual member-

employee past practices. We feel very strongly that Mr. Dyson's proposal, like any other

measure which would tend to erode the strength of our civil service, must be strongly resisted. As I mentioned earlier, we assume that you share our respect for the merit system, and would not see fit to implement any such policy which might be adverse to its preservation.

New York State boasts the largest titanium mine in the U.S. near Tahawus in the Adirondack Mountains.

Syracuse Armory Employees To Meet

AUBURN—The Syracuse Area Armory Employees chapter, Civil Service Employees Assn., will hold a meeting Thursday afternoon, Jan. 6.

Chapter president Thomas Burke said the meeting, which will come to order at 1 p.m., will be held at the New York National Guard Armory, 174 South St., Auburn.

Nassau Fact-Finder Report Due Soon

MINEOLA—A report is expected this week from a fact-finder in the contract impasse between Nassau County and the Civil Service Employees Assn.

Fast action had been promised by Joseph French, a New York Telephone Co. executive, who had been picked to recommend a settlement for the more than 14,000 county employees represented by the CSEA.

Irving Flaumenbaum, president of the 22,000-member local, said that if the recommendations are acceptable to both sides, a proposed contract settlement will be submitted to the membership by mail ballot.

Mr. French conducted intensive and fast-paced hearings Nov. 24 and 26, then promised an early report.

Mr. Flaumenbaum, a union vice-president and also chief of the CSEA's Long Island Region I, said the hearings were concluded promptly, "largely because the CSEA had fewer demands—we focused on the money." CSEA had demanded general increases of 15 percent in the first year

and 7 percent in the second year of the proposed pact, plus fringe benefits.

County employees were hit with a wage freeze this year and, according to the CSEA evidence presented to Mr. French, have lagged far behind the rise in the cost of living since 1973.

Medical Record Techs Sought

WASHINGTON, D.C.—The Center for Disease Control is seeking 12 temporary medical record technicians in the New York City area, the U.S. Civil Service Commission announced.

At the GS-4 level, which pays

\$8,316, two years' experience or two years' post-high school education is required. Education or experience must have included at least six months of medical terminology and medical record procedures and techniques.

Additional education and experience is required for GS-5 through GS-7 jobs.

Further information can be obtained at the New York Region office of U.S. Civil Service Commission, 26 Federal Plaza, New York, N.Y.

Send application form SF 171 directly to the Center for Disease Control, Atlanta, Ga. 30333.

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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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Pilgrim's Duffy Rips Critic As Would-Be 'Dictator'

BRENTWOOD—Betty Duffy, president of the Civil Service Employees Assn. local at Pilgrim Psychiatric Center, told the hospital's board of visitors last week that "abuses have been committed in the name of improving conditions that can not, and should not be tolerated."

Ms. Duffy then called for an investigation of "incidents of appalling severity" which allegedly were committed by members of patient rights advocacy groups.

At the end of the meeting, the

treat patients, and in general cause great disturbances and apprehension among the patients."

Ms. Duffy listed three specific incidents that reportedly occurred in front of staff and employee witnesses. Reports were filed with the management of Pilgrim, "but nothing has been done by management to discipline the parents who allegedly committed the acts or to set up procedures and safeguards to avoid a reoccurrence of the incidents," she told the board.

In addition, Ms. Duffy warned the board that Samuel Levine, a member of the board of visitors and a patient's rights advocate, was trying to "usurp the powers of the board by writing a report to the Governor in which he unfairly and consistently berates medical, managerial and staff competence in the most derogatory manner."

The report, which was released to the press, complained that the care of patients at Pilgrim was of a "poor level and quality." It was assailed by Gerald Ryan, Roman Catholic monsignor and chairman of the board of visitors, who said he would not agree with many of the points raised by Mr. Levine, and by Elizabeth Guanill, the incoming president, who said she was "very much put out" by Mr. Levine's report.

Ms. Guanill, who is also chairman of the Suffolk County Human Rights Commission, said that Mr. Levine "continuously runs down the institution." Calling Ms. Duffy's speech "brave and courageous," Ms. Guanill said that the employees and staff put in "good hard work" to take care of the present patient population of 4,600. Three other board members supported Ms.

Guanill's remarks.

In the Levine report, which was sent to Governor Hugh L. Carey and State Mental Hygiene Commissioner Lawrence Kolb, it was alleged that most of the patients at Pilgrim "are not receiving any real medical or psychiatric treatment. They only receive minimal custodial care and sick call treatment." Mr. Levine claims that psychiatrists at Pilgrim "spend half their time on paperwork" and "many" psychiatrists "have foreign language or other impediments to their effectiveness."

Ms. Duffy pointed out that by releasing the report to the press in late November, less than a

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BETTY DUFFY
Assails Critic

seven-member board of visitors, which is appointed by the Governor to oversee operations at the state mental hospital, voted to hold hearings in executive session to determine if a formal investigation of Ms. Duffy's charges will be made.

In her 15-minute address to the board, Ms. Duffy pointed out that the CSEA historically supported better conditions for patients and applauds the efforts of parent groups trying to reform practices in Pilgrim.

"However," she said, "the CSEA here at Pilgrim has been swamped with complaints about certain members of the advocacy groups who disrupt routine, mis-



BARR HONORED

Douglas A. Barr Sr., right, an employee with the State Office of General Services in Albany, accepts plaque from Civil Service Employees Assn. OGS chapter president Earl Kilmartin. The award was presented at a recent chapter meeting in appreciation of Mr. Barr's 23 years of service to the CSEA, as committeeman, local vice-president, president and a member of the statewide Board of Directors. He has been in state service since 1950 and became active in the CSEA in 1953 while employed at Wassaic State School. He moved to Albany to work for the State Teacher's College in 1956 and has worked since 1961 for OGS.

Binghamton PCer Wins Injury Case After A Five-Year Delay

BINGHAMTON—After more than five years, aided by the Civil Service Employees Assn., a former employee of the Binghamton Psychiatric Center who was injured on the job has won compensation due her.

In her suit, the employee, Dorothy Schreher, was assisted by James Corcoran, a field representative of Syracuse Region V.

A recent communication from the Department of Mental Hygiene stated that the facility management has supported Ms. Schreher's claim and, pursuant to Article 10.15 of the New York State Institutional Services Contract, has agreed to pay the balance of workmen's compensation leave with pay after adjustment for payment received.

In reviewing the case's background, Mr. Corcoran cited letters, directives, medical reports, step procedures and other per-

sonal papers dating back to March 1971.

Between the dates of her injury and the letter upholding the grievance, Ms. Schreher received advice and treatment from three physicians and, on a number of occasions, took leave from work. Her case was further complicated by conflicting reports by the physicians and the contention of management that insufficient medical documentation of the injury was submitted to prove inability to perform regular duties.

May of this year brought a ruling from the Workmen's Compensation Board that her injury was job-related. At this point the state terminated her because she was absent for more than one year and medical information indicated the injury was permanent. The termination was made under Sections 71 and 73 of Civil Service Law.

The following month, the CSEA submitted further medical documentation to Ms. Schreher's employer indicating her incapacitation was due to her injury incurred in March 1971. The documentation did not show incapacitation was permanent. At this point, Ms. Schreher began grievance proceedings.

Step one was mutually waived by both parties. Step two was filed and later denied, with management claiming it had no record of her having filed for benefits outlined in Article 10.15 and because injury was permanent. Step three was filed and the hearing held in August.

"Things Turned Around"

The recent letter upholding Ms. Schreher's suit from the Department of Mental Hygiene read, in part, "As a remedy, the management of Binghamton Psychiatric Center must grant you the balance of the Workmen's Compensation Leave with pay that you are eligible for pursuant to Article 10.15, for the injury you incurred on March 20, 1971, adjusted for any direct payments you have received from the Workmen's Compensation Board."

In a comment after reading the decision, Ms. Schreher said, "I must admit, there were times when things seemed somewhat hopeless with hardly a sign of progress. But, thanks to the CSEA and Jim Corcoran, our field representative, things slowly and surely began to turn around. I know I couldn't have handled it alone."

11% Hike For Jefferson Unit Ratified By Members

WATERTOWN — Across-the-board pay increases of 5 percent in 1977 and 6 percent in 1978 are contained in a new contract for the Jefferson county unit, Civil Service Employees Assn. It affects 424 non-management employees. The pact has been approved by the Jefferson County Board of Supervisors.

The package, ratified by the CSEA unit membership, also eliminates automatic salary increments for new employees, those hired after Jan. 1, adds 2½ hours per work week during July and August, and provides reimbursement of tuition for Jefferson Community College courses undertaken and successfully completed by county employees.

Peter G. Grieco is president of the CSEA county unit.

In negotiations involving the Watertown Clerical unit of CSEA, representing 30 city school district employees, fact-finder Garnar V. Walsh has presented his report recommending a 3 percent across-the-board increase for all plus increments for 20 eligible workers; implementation of a dental plan at a 10 percent cost to employees; a

change in the formula for health insurance cost wherein employees will be obligated to pay 10 percent instead of nothing; a Board of Education request for tightening administrative control

over leaves for family illnesses, bereavement leave and sick leave.

The fact-finder's report will be reviewed by both parties and if rejected by either, the negotiators will go back to the confer-

ence table. The Education Board, in negotiations leading to impasse, proposed a 5 percent cut in pay for unit members, of whom many are employed on a ten-month basis.



State Senator H. Douglas Barclay, center, holds a plaque presented by Syracuse Region V, Civil Service Employees Assn., in recognition of his service to the 45th Senatorial District. From left are Eleanor S. Percy, president of the CSEA Jefferson chapter; Richard J. Grieco, Region third vice-president, co-chairman of the regionwide political action committee and president of the Watertown unit of the CSEA which made the presentation; Assemblyman-elect H. Robert Nortz, 114th Assembly District, and State Senator Joseph R. Pisani, New Rochelle.