

## CSEA backs Nestles boycott

ALBANY — The Civil Service Employees Assn. has joined in support of the boycott of Nestle Company products and will be among a cadre of organizations and individuals forming an Albany-area group supporting the boycott.

CSEA President William L. McGowan called upon "all our members to support the boycott," and said, "This boycott will help end the unscrupulous promotion of infant formula in the Third World, which many believe has led to malnutrition and deaths among children in those countries."

President McGowan invited all CSEA members in the area to attend a meeting to announce formation of the boycott group at 1 p.m. in Room 306 of the State Capitol on Monday, April 23.

Among the speakers at the meeting will be Bishop Howard J. Hubbard of the Albany Catholic Diocese; Rabbi Bernard Bloom, president of the northeastern region of the Central Conference of American Rabbis; James Tallon, chairman of the Assembly Committee on Health; and James Roti-Roti of the United Auto Workers.

# Public SECTOR

Vol. 1, No. 29

25¢ (ISSN 0164 9949)

Wednesday, April 18, 1979

## Election on 'hold'

ALBANY — The CSEA's Board of Directors Committee has voted overwhelmingly to "stop the clock" for union elections which could be affected by the outcome of a CSEA Special Delegates Meeting set for April 21 in Albany.

The action by the Committee, more commonly known as the "mini-Board," postpones certification of petitions and drawing for positions on the ballot for statewide elections and the State Executive Committee until after the next Board of Directors meeting on April 26.

The action exempts all Locals from the election mandates of the Model Local Constitution and suspends all Local election procedures until the Board of Director's meeting with the exception of County Division Locals which do not have retirees who are candidates for office.

On April 4, CSEA Delegates overwhelmingly voted for an amendment to the union's Constitution and By-Laws which established new criteria for regular membership, thus effecting the eligibility of individuals to run for elected office in the union. If that same amendment is passed at the April 21 Special Delegates meeting it would take effect and the union's elections would have to be altered.

The min-Board's action freezes only the elections that could be effected by the Delegate's action until after the April 21 meeting when appropriate action would be taken by the full Board.

## Lennon charges Middletown PC chemical dump

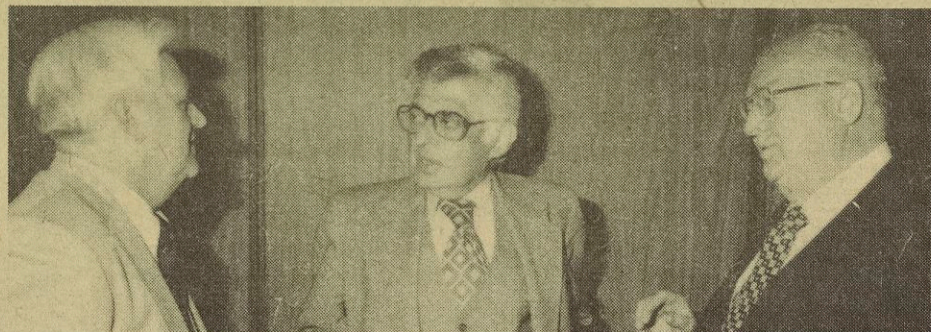
MIDDLETOWN — A top Civil Service Employees Assn. officials has charged that "a quantity of highly combustible and toxic chemicals were dumped and buried on the grounds of Middletown Psychiatric Center" and has called for an immediate investigation of the situation.

James J. Lennon, President of CSEA Region III, notified Dr. James Prevost, Commissioner of the Department of Mental Hygiene of his allegations and demand for an investigation by mailgram. The full text of Mr. Lennon's mailgram is as follows:

"It has come to my attention that a quantity of highly combustible and toxic chemicals were dumped and buried on the grounds of Middletown Psychiatric Center. In view of the concern by all for ecological safeguards, this indiscriminate dumping of chemicals is an outrage. I respectfully request an immediate investigation into this callous disregard for the welfare of the employees, patients, and public in these critical times when pollution is on everyones minds. Furthermore I am outraged that employees were assigned this grave and dangerous task without adequate protection. Within the immediate area are many private homes with drilled wells, not to mention within five miles or less is a reservoir that supplies water to the City of Middletown. Your urgent action is requested."



MINI-BOARD MEETS — CSEA's Board of Directors Committee met on April 11 to consider changes in the union's timetable of internal elections. From left are Statewide Secretary Irene Carr, CSEA President William L. McGowan, and CSEA Atty. James Featherstonhaugh.



AFSCME INTERNATIONAL PRESIDENT JERRY WURF, center, is flanked by CSEA President William L. McGowan, left, and CSEA Region I President Irving Flaumenbaum during a leadership seminar conducted for CSEA members at Newburgh. CSEA Local 1000 is the largest Local within AFSCME, which in turn is the largest union in the entire AFL-CIO. Both Mr. McGowan and Mr. Flaumenbaum are also AFSCME International vice presidents. For more on the seminar, turn to pages 6 & 7.

SEALED WITH A HANDSHAKE — Dutchess County Executive Lucille P. Pattison, left, and Ann Boehm, President of the Dutchess County CSEA Unit, shake hands after signing a 3-year contract giving county employees a 25% to 27% salary hike. For more details, turn to page 5.



**A REMINDER** —Contract ratifications ballots which have been sent to all CSEA members in the Administrative Services, Institutional Services and Operational Services bargaining units must be returned by 8 a.m. Friday, April 27, to be valid.

Members are voting on tentative 3-year contracts covering 107,000 State workers in the three units. CSEA members in the three units who have not received a ballot should contact Kathy Barnes, CSEA headquarters, Albany, (518) 434-0191.

# LOCAL GOVERNMENT REPORT

"Local Government Report" will appear regularly in "The Public Sector." The column is prepared and edited by Joseph Lazarony, chairman of the Civil Service Employees Assn. County Division, and contains information of interest for all CSEA members in general and employees of local government jurisdictions in particular. Comments and questions pertaining to this column may be addressed to Mr. Lazarony c/o "The Public Sector."

## We need an OSHA Law

There are many areas of important concern for public employees these days. Not the least of these are our concerns regarding legislative activity which often has double impact on public employees.

One bill of great merit is now being debated. It is the "OSHA" bill which would create safety standards for public employees equal to those of private employees.

The very presence of "debate" on such a bill certainly helps to accent the oft heard statement of "second class citizenship" for public employees.

How in the world legislators at any level could ever accept lesser, let alone no, safety standards for public employees is truly impossible to understand! Are the lives of public employees less valuable? Is the health of public employees less important? Are fire traps alright for us but not for private sector

employees? If the answer is yes, then we truly are second-class! If the answer is no, then why the debate?

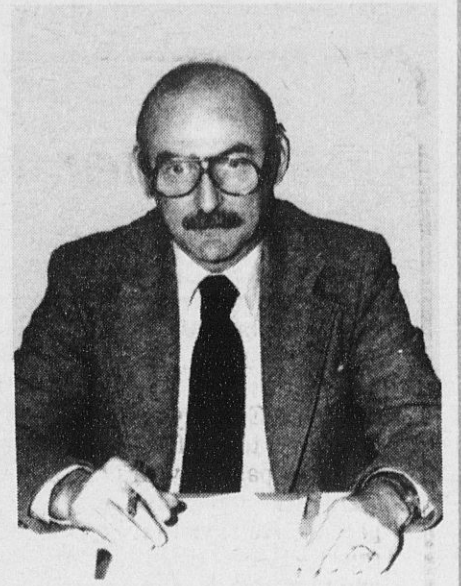
Here is an even grimmer thought. I am told that OSHA is possible this year for "state" employees, but probably not for "Local Government." Only God and the legislators could ever explain such an attitude. Local government employees must now drop to third class!! The entire concept of debating the matter and only partially protecting us is a nightmare of political hackism!! Local government employees drive uninspected vehicles, dig unsupported trenches, work in fire-trap offices and in poorly ventilated areas. We can (and are) fired for refusing to drive unsafe vehicles. Complaints about blocked fire escapes mark you as a griper.

To save tax dollars (the "God" of

our era) peoples lives are endangered while our political leaders debate the issue! They avoid confrontation with the political "big" back home by excluding local governments! They show a high level of disconcern for all public employees and downright contempt for local government employees.

Each of you reading this column can help us in this fight which should never have to be a fight. Let your legislator know that dangerous working conditions exist, that your life may be on the line, your family made to suffer, and you will NOT stand for it.

OSHA is a bill for all of us. Every one has a right to legal protection from penny-pinching politicians who seem to prefer a tax cut to your safety. Read the bill number in "Public Sector" and contact your representatives now!



Joseph Lazarony  
County Division Chairman

## LETTERS to the Editor

Editor, The Public Sector;

The Public Sector, 3/28/79 article "Suffolk Facing Proposition 13" reports that CSEA Local 852 Tax Committee will study the impact of Initiative and Referendum on the Union. This is commendable. It is hoped all taxpayers will be made aware of the study.

Whether union or not, public employee or not, all taxpayers are victims of excessive taxes. Why is 43.5¢ of every dollar earned taken for taxes? Why are there 151 taxes on a loaf of bread; 87 taxes on a dozen eggs; 116 taxes on a new suit; 600 taxes on a house? Last year the "average" American family paid out \$9,607 in direct and hidden taxes.

Not long ago the American Standard of living was envied world-wide. Some countries may not have wanted yankees, but all nations took yankee dollars. Now even the yankee dollar is less desirable. In fact America is being bought up with foreign dollars. Or is it with yankee dollars we gave them?

For 150 years Americans lived without income taxes. With the exception of 1894 when Congress passed a law taxing incomes. In 1895, believe it or not, the U.S. Supreme Court declared income taxes unconstitutional. It wasn't until 1913 with the adoption of the 16th amendment that voters gave Congress the power to tax incomes. At that time the politicians promised only the top 5% incomes would ever be taxed. Today the top 5% incomes are exempt and the other 95% wages are taxed.

1913 was the significant turning point for America. It was the year the private profit making corporation called the Federal Reserve was incorporated. The Federal Reserve incidentally is the only Private Corporation that can print money and issue credit and profit from it. The Federal Reserve is solely responsible for the volume of money and credit in circulation at any given time. 1913 also was the year the tax exempt Foundations which have shaped most of America's philosophies and ideologies were legalized.

On April 29, 1913, U.S. Congressman Charles A. Lindbergh Sr. submitted House Resolution 80 with this unusual excerpt from the pre-civil war Hazard Circular of 1862: "Slavery is likely to be abolished by the war power and all chattel slavery abolished. Slavery is but the owning of labor and carried with it the care of the laborers while the European plan is that capital shall control labor by controlling wages".

The most important possession we have as laborers of a free country is our money and power. The more money we give in taxes the less prosperity we enjoy. The more power we give to legislators the less freedom we have.

In the final analysis the bottom line

is take home pay. Even the best union contract can be wiped out by inflation. For example a 10% wage increase taxed by a 15% inflation "adds up" to a 5% reduction in wages.

This nation was founded by a tax revolt under the slogan "United we stand divided we fall". If taxpayers are going to fight other taxpayers and everyone ends up with less take home pay, then we all will have to admit we have been used and abused because we allowed it. The remaining question is: Will it happen by accident or by plan?

Sincerely,

Arthur Chadwick, Chairman  
Statehood for Long Island, Inc.  
Wheatley Heights, L.I.

**BACK ON THE 21st** — Among the CSEA delegates who attended a special delegates meeting in Albany on April 4, and who will be back for another special delegates meeting April 21, are Hugh Crapser, left, and John Famelette, both from Dutchess County Educational CSEA Local 867. Delegates will be voting a second time on CSEA Constitution and By-Laws changes approved at the April 4 meeting but requiring passage twice to be effective.



## Calendar of EVENTS

### APRIL

- 17 — Syracuse Area Retirees CSEA Local 913; luncheon meeting, 1 p.m., Fireside Inn, Baldwinsville. Election of officers will be held.
- 18 — Buffalo Local 003 monthly delegates meeting, 5:30 p.m., M&T Plaza Suite, Buffalo.
- 21 — Non-instructional employee training session, 10 a.m. to 12 noon, Poughkeepsie High School, Poughkeepsie.
- 21 — Special Delegates Meeting, Chancellor's Hall, Albany.
- 25 — Statewide Probation Committee meeting, 10 a.m. Thruway House, Albany.
- 28 — South Beach Psychiatric Center "Spring Affair" dinner dance, 9 p.m.-2 a.m., Micali Terrace, 521 86th Street, Brooklyn.

### MAY

- 4 — Local 860, White Plains Schools annual dinner-dance honoring recent retirees. 7:30 p.m. to 12:30 a.m., Purchase Country Club, Anderson Hill Road, Purchase.
- 19 — Saratoga and Rensselaer County Education Locals meeting, 9 a.m.-4 p.m., Holiday Inn, Saratoga Springs.
- 24-26 — CSEA Armory Committee meeting and elections, Long Island.

# Union negotiating Erie County staffing problem

By Dawn LePore

BUFFALO — Help may soon be on the way for overworked and understaffed employees in the Erie County Social Services Department, if all goes as planned in the current negotiations between the Civil Ser-

vice Employees Assn. and the county.

Welfare examiners in the county's Financial Assistance Division have been complaining for weeks about heavy caseloads and an abnormally high number of job vacancies, but until CSEA Local 815 began meeting

with county officials, they weren't getting much satisfaction.

"The average caseload here is 150 per worker — one of the highest throughout the state," said John Eiss, President of Local 815. "From what we've found so far, the highest

caseload anywhere else is only 120.

"When the people in assistance were given extra duties in the food stamps program, it became impossible to get the work out. They just kept getting farther and farther behind," he said.

"There are currently 27 vacant positions in the Social Services Department and it is my understanding that quite a few of them are in the welfare examiner's office," Eiss said.

Under cumbersome personnel procedures, it takes an unusually long time to fill the vacancies.

"After someone leaves, the position can't be filled until that person's vacation time expires. Then it's sent to budget or audit to clear the job before it's sent back to personnel," he said. "Only then does that office begin to canvass the lists for a replacement. It's done that way to save a few dollars, but in the long run, it's costing the county money.

"It's a tough job. There's always been a high turnover there. But I think the vacancies have something to do with it," he said.

Recent meetings between union representatives and Erie County Executive Edward Rutkowski, Social Services Commissioner Fred Buscaglia and Labor Relations Director Edward Piwowarczyk have resulted in some agreements to work out the problems.

"To alleviate the short-term emergency, the commissioner is in the process of completing an initial workload survey," Eiss said. "He has said he will give his recommendations to Rutkowski by the third week of April. Rutkowski will then look it over, make any changes and present it to the Erie County Legislature the following week."

Eiss said he hopes that between 15 and 25 positions could then be filled. The county has also agreed to streamline the lengthy hiring procedures.

According to Eiss, the long-term solution will involve a professionally accomplished workload study to be undertaken by the county in July. The information from that will be used to implement the 1980 budget.

## Member nearing 16 gallons of blood

By Deborah Cassidy

ALBANY — George Cundiff, 52, an administrative assistant with the New York State Department of Taxation and Finance and a member of that Local of the Civil Service Employees Assn., has donated a total of 126 pints of blood over the past 35 years; an amount which is two pints short of 16 gallons. He says that he will reach this total by the end of the year, and then will keep giving as long as his doctor says it is alright.

Mr. Cundiff starting giving blood as a young man in the navy, and since has given 86 pints out of the total at bloodmobiles which make periodic visits to the Department. If he misses a bloodmobile visit, he usually runs down to the Red Cross Center to donate, because as he puts it, "that might be the one pint someone needs."

Donating blood, he says, gives him "real satisfaction." "I have always believed in giving freely to help my fellowman and my blood is the most precious thing I can give."

Over the years he has never had a reaction to donating, but he reports that his doctor has now told him not to give as often as he has in

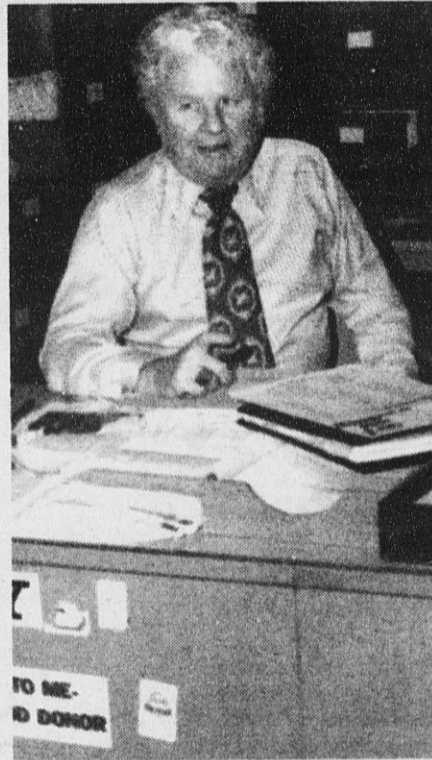
the past. So he will cut down from four or five times a year to two or three.

According to Red Cross records and to Joseph O'Sullivan, director of the New York State Employee Blood program, Mr. Cundiff is one of the largest donors in this area. "He is an example to other employees. His generosity and good experience with donating has encouraged other employees to give without fear."

Some of the people who have received blood which Mr. Cundiff donated have sent him thank you notes and he has been awarded several pins and medals by the Red Cross, as he reached various totals.

Donating blood is a family thing for the Cundiff's, it seems. His mother often gave blood, and he followed her example, and, in turn, his son and daughter have followed his example, each having recently given their first pint.

"I just hope that if I ever need blood there will be some for me," he concludes. "I wouldn't want them to open the refrigerator and find it empty." The Red Cross, however, has assured him that this would never happen so long as there are donors like Mr. Cundiff.



A TREMENDOUS BLOOD DONOR — George Cundiff, shown at work in the Audit Division of the State Department of Taxation and Finance, has donated 126 pints of blood, just two pints short of 16 gallons! And he says he'll reach that incredible plateau this year.

## Two Troy firings lead to contract grievance

TROY — The City of Troy unit of the Civil Service Employees Assn. has filed a grievance against the City Manager for firing two employees without sufficient notice and with disregard for provisions in the employees' contract and the Civil Service law.

According to CSEA Unit President

Edward LaPlante, Michael Malec, a senior planning technician under the Comprehensive Employees Training Act, was told by the City Manager on a Monday that he was terminated as of the previous Friday due to a lack of funds. Mr. LaPlante noted that four other employees, who were hired after Malec, remain working in the

same position. "This goes against the contract," said Mr. LaPlante. "According to its provisions the employee with the least seniority should go first. We cannot understand why he was pulled out of a category."

Kevin Carlisle, a senior planner in his position on a provisional appointment for one year and seven months, was told on a Tuesday not to come in the following day. Under Civil Service law, an employee who has been provisionally appointed must be dismissed or confirmed as permanent within 60 days of his appointment. Since Mr. Carlisle was not discharged within that time, the union is maintaining that he should be considered permanent and therefore is protected under the discipline and discharge provision of the law, which states that an employee can only be fired for reasons of misconduct or incompetency. Neither of these charges were made against the employee by the City, said Mr. LaPlante.

The grievance which is in the primary stages, calls for the employees to be reinstated immediately.

Some members of the unit are considering taking a job action in protest of the firings, said Mr. LaPlante, but a membership meeting was held and that move was ruled out pending administrative remedy attempts.



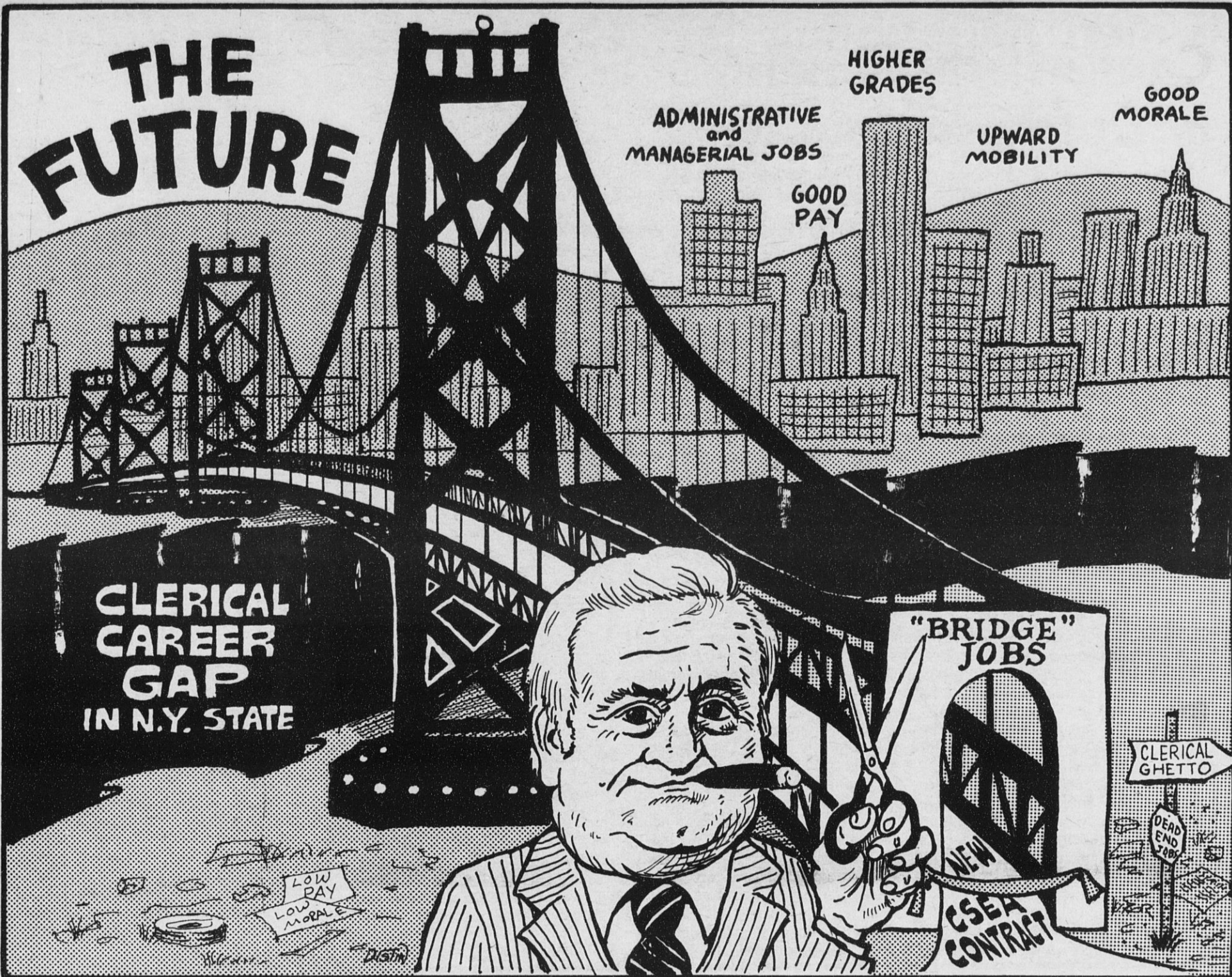
CSEA LOCAL 834 AIDS GOLDEN GLOVES. Robert Obrist, left, President of Onondaga County CSEA Local 834, presents a \$200 check to Tom Coulter, Syracuse area Golden Gloves director, to help send local tournament winners to the national finals in Indianapolis. The CSEA Local has been actively involved in the Syracuse Golden gloves events for the past few years.

## Strike appeal

BUFFALO — Employees in the Erie County Welfare Examiner's Office accused last month of participating in an illegal job action are in the process of filing appeals on those charges, according to John Eiss, president of CSEA Local 815, which represents the workers.

"We had a meeting with attorneys and the 98 employees involved to show them how to prepare the forms necessary for appeal," Eiss said.

Under the Taylor Law's two-for-one provision, county officials, who charged the employees staged an alleged sick-in on March 19, docked one day's pay from the workers' checks recently. Eiss said he understood the second day would be docked in the next paycheck.



## Representation election underway

Court employees of Westchester, Rockland Counties as well as the City of White Plains are voting in a representation election between CSEA and another organization known as the Ninth Judicial District Court Employees Assn.

Ballots were mailed out April 9, and are due to be counted at 11 a.m. April 27 at PERB Headquarters in Albany. Eligible employees who did not receive a ballot should call PERB collect at (518) 457-6410 for a replacement ballot.

## Job openings in Cortland Co.

CORTLAND — Cortland County has announced engineering positions are available with the county. Openings are for Assistant Public Health Engineer in the Cortland County Health Department, and Junior Engineer in the Cortland County Highway Department.

Minimum qualification is graduation from a recognized school

of engineering with a baccalaureate degree. Experience in public health, Civil Sanitary Engineers desirable. Salary commensurate with experience. Please send resumes to:

James V. Feuss, P.E.  
Director of Public Health  
Cortland County Health Dept.  
Court House  
Cortland, New York 13045

## Directory of Regional Offices

### REGION 1 — Long Island Region (516) 691-1170

Irving Flaumenbaum, President  
Ed Cleary, Regional Director

### REGION 2 — Metro Region (212) 962-3090

Solomon Bendet, President  
George Bispham, Regional Director

### REGION 3 — Southern Region (914) 896-8180

James Lennon, President  
Thomas Luposello, Regional Director

### REGION 4 — Capital Region (518) 489-5424

Joseph McDermott, President  
John Corcoran, Regional Director

### REGION 5 — Central Region (315) 422-2319

James Moore, President  
Frank Martello, Regional Director

### REGION 6 — Western Region (716) 634-3540

Robert Lattimer, President  
Lee Frank, Regional Director

## The Public Sector

Official publication of  
The Civil Service  
Employees Association  
33 Elk Street,  
Albany, New York 12224



Published every Wednesday by Clarity Publishing, Inc.  
Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591

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The Public Sector (445010) is published every Wednesday except January 3, July 4, August 8 and November 28, 1979, for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York, 12224.

Second Class Postage paid at Post Office, Albany, New York.

Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York, 12204. Single copy Price 25¢.

# CSEA/AFSCME

the union that works for you



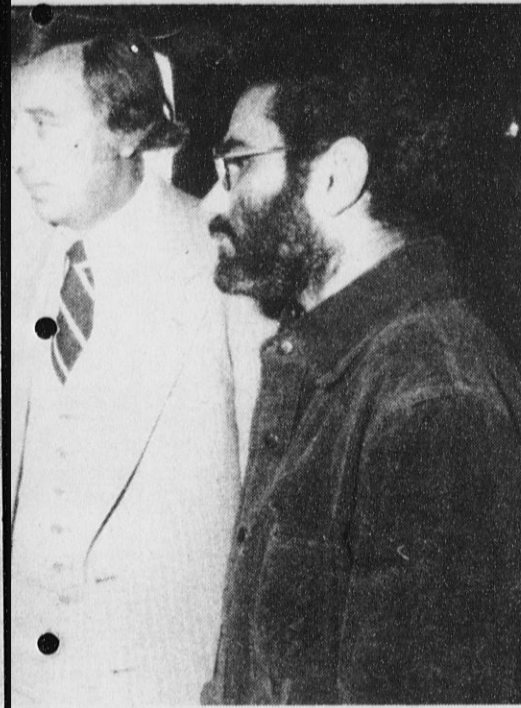
AFSCME PRESIDENT JERRY WURF, left, greets CSEA Region III President James Lennon, who hosted the Leadership Seminar participants.



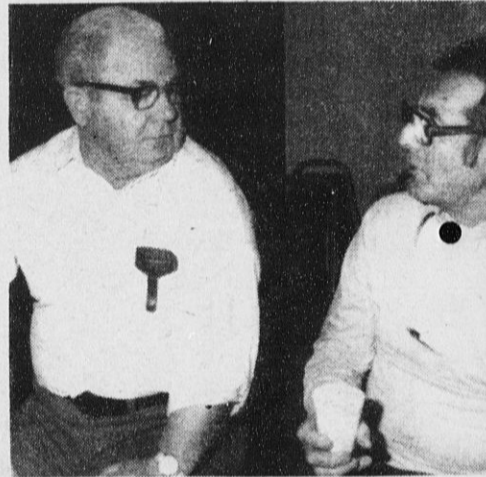
LEADERSHIP SEMINAR PARTICIPANTS discuss mutual items during break. From left are Janice Schaff of Yonkers School District, Gary Conley of White Plains School District, and Doris Mikus of Byram Hills School District.



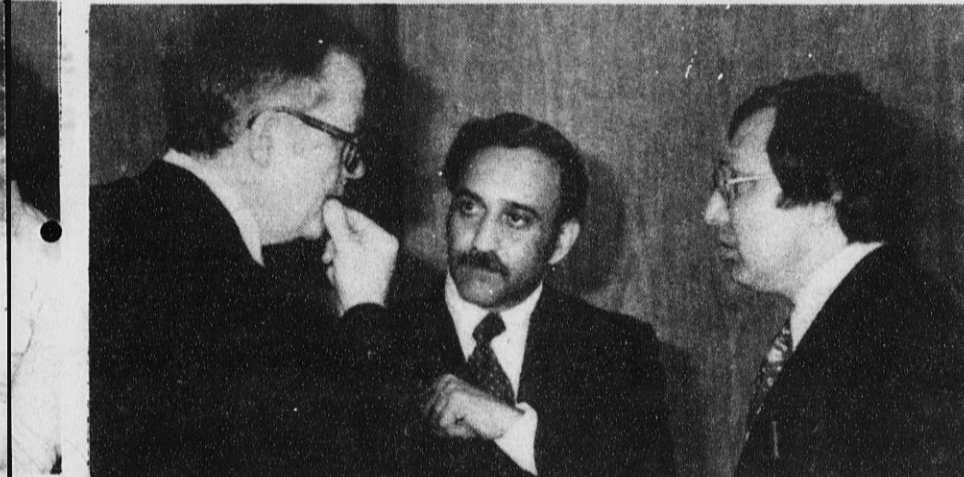
EDUCATION LEADERS — Celeste Rosenkranz, chairman of CSEA's Education Committee, discusses union education programs with Dave Williams, AFSCME Director of Training and Education; and Paul Rosenstein of AFSCME.



BELOW, DEEP IN DISCUSSION OF MUTUAL INTERESTS are, from left, Robert McEnroe, AFSCME's Director of Education for New York State; CSEA Region III Director Thomas Luposello; and Steve Ragenseiff, AFSCME Assistant Area Director.



RIGHT, AMONG CSEA MEMBERS participating were Thomas Reynolds and Jim English.



LEFT, DISCUSSING THE PROGRAM are, from left, Bea Kee and Angel Stubbins of CSEA's Helen Hayes unit and CSEA Atty. Pauline Rogers.



BELOW, CSEA PRESIDENT WILLIAM L. MCGOWAN congratulates Celeste Rosenkranz, chairman of CSEA's Education Committee, for successful efforts in helping arrange the seminar.



AFSCME TRAINING AND EDUCATION OFFICIALS Dave Williams, left, and John Dowling conducted much of the seminar program for CSEA leaders.



PARTICIPANTS FROM REGION III included Eleanor McDonald of Greenburgh and Stan Boguski, Region III Third Vice President.



EXCHANGING POINTS OF VIEW are, from left, Letchworth Village Developmental Center CSEA Local President Bob Watkins and CSEA Region III Director Thomas Luposello.



PUTNAM COUNTY CSEA LOCAL representatives participating were, from left, Local President Millicent DeRosa and Doris Tompkins.



## President's Message



William L. McGowan

### CSEA President

ALBANY — It has been several weeks since the CSEA and the Governor's Office of Employee Relations reached tentative agreement on a new three year contract for the Administrative, Institutional and Operational bargaining units. Ratification is at hand and it is time to set the record straight about a few things.

First, let me point out that the 54 members of the three rank and file negotiating teams have overwhelmingly endorsed this tentative agreement as the best contract package obtainable. I agree with them. I shared their many long days and nights at the bargaining table over a period of several months. This is by far the richest agreement we have ever negotiated.

There isn't space enough in this column to outline all of the many pluses contained in these contracts, but we have made every effort humanly possible to get you as much information about this agreement as we could in the short time since the agreement was reached.

For example, all voting CSEA members in the three bargaining units have been sent actual contract language for the first time prior to ratification! I'm not talking about excerpts, I'm talking about complete contract language!

I know of no other union that provides actual contract language to its membership prior to ratification. In the past our members have not received contract language for several months after ratification. This time they will know exactly what they are accepting or rejecting prior to casting their ballots. A fact sheet highlighting the agreement has been included with each ratification ballot as well. If there is anything more that could be done to give members all the information they need to make this important decision, I can't imagine what it might be.

There are those, as always, who are unsatisfied. Some have even gone to the trouble of preparing printed material attacking this agreement and, again as always, some of the printed material is flatly inaccurate. One document, for example, claims the contract provides for a \$400 deductible on health insurance. As those who receive the contract language will plainly see, the contract provides a deductible of \$75! The \$400 figure refers to the maximum annual liability to an employee for health costs! In no event will an employee have to bear more than \$400 in health costs in any year. Major medical will pick up the remaining costs up to \$25,000 per year and \$250,000 per lifetime!

In another example of misinformation, some have criticized this agreement for giving up increments. Nothing could be further from the truth! New employees will continue to receive increments as they move

from the salary minimum through the salary maximum. What has been changed is the time in which they will move. Based on performance evaluations to be jointly drawn by CSEA and the State, they can go from the minimum to the maximum in as little as 18 months but in no event will it take longer than four years. The former contract provided a minimum of five years!

It's one thing to be aggressive in furthering your own views but it is quite another thing to wrecklessly mislead people who are facing a decision that will have a major impact on their lives for several years. The copies of contract language will plainly show just how wrong most of the critics of this agreement have been.

Just as in any democratic process, it is incumbent on the voter to be as informed as possible on the issues. We have conducted contract information meetings in every Region to get the correct information about this contract across. We have carried stories in the official union newspaper explaining major provisions of the agreement in detail. We have held a training session for field staff to fully inform them of the details of the pact and we have sent fact sheets and copies of actual contract language to each and every member in the units affected.

Now it is up to the rank and file to decide and that is how it should be. By the time you have read this article many of you in the units will have already voted but others will not have decided yet. I urge you all to weigh the issues carefully, read the agreement and cast your vote. In the final analysis this agreement will have a major impact on your life for the next several years. You owe it to yourselves to participate.

*William L. McGowan*

WILLIAM L. MCGOWAN  
President

# Civil Service trying new exam-excuse policy

ALBANY — Problems associated with persons scheduled to take written Civil Service examinations only to be unable to take the exam on the scheduled day due to a variety of circumstances is practically legend. However, in the past the only acceptable reason for rescheduling an examination was for a candidate who had a member of the immediate family die within the week preceding the scheduled examination.

That could change, depending upon

the outcome of an experimental policy in effect for a 3-month trial period. The experimental policy differs greatly by expanding reasons for rescheduling examinations. It began with the first test this month and will end with the last test date in June. The results will be evaluated over the summer to determine what, if any, changes will be made from the current permanent policy.

Following is the "Revised Policy"

as it pertains to rescheduling of written examinations during the April-June trial period:

"As a general rule, a written examination shall be held only on the announced examination date. Exceptions to this may be made with the approval of the three member review panel for the following reasons:

1. A death in the immediate family or household within the week preceding the examination. For the

purpose of this section, immediate family would include Spouse, Mother, Father, Grandparent, Brother, Sister, Daughter and Son as well as other relatives currently living with the family.

2. Military commitment.

3. Being a member of a wedding party or a member of the immediate family or household of the Bride or Groom.

4. Having a conflicting Federal or educational examination. Educational examination would include SAT, College Boards, Graduate Records and school examinations if conflicts couldn't be resolved.

5. Vacations for which non-refundable down payments have been made before the examination announcement has been issued.

6. Required Court appearances.

7. Medical emergencies or accidents involving members of the immediate family or household. For the purpose of this section accident would include traffic accident.

8. Emergency weather conditions that lead to the closing of specific roads, highways or independent transportation services which prevents a candidate from reaching the test center.

Candidates whose situation falls in categories 1-6 should notify the Office of the Director of Examinations and Staffing Services as soon as possible before the date of the examination.

Candidates who are unable to take the scheduled examination due to a medical emergency, accident or emergency weather condition must notify the Director of Examinations and Staffing Services no later than the Tuesday following the regularly scheduled examination date.

All requests for admission to an examination on an alternative test date must be accompanied by appropriate document verifying the situation. The Department of Civil Service will establish a three member review panel consisting of the Director of Examinations and Staffing Services and the Assistant Director of Testing Services and the Assistant Director of Staffing Services. This review panel will be responsible for determining whether or not a candidate meets the requirements for being afforded the opportunity to take an examination on an alternative test date. Candidates will normally be examined on the following Saturday in Albany, New York City or Buffalo.

Candidates approved to take an examination on an alternative test date will be required to affirm that they have not discussed the examination content with any individual. Alleged violations of examination security will be investigated and if verified will result in disqualification.

CSEA CONSTITUTIONAL CHANGES will be considered for a second time, as required, at a special delegates meeting at 11 a.m. Saturday, April 21 in Albany. Considering the proposals earlier this month, when they passed at the first reading, were Tom Gargiulo, John Aloisio Jr., and Nick Dellisanti, all of Nassau County CSEA Local 860.



AMONG THE DELEGATES to be attending a special session on April 21 to vote on proposed Constitution changes are, from left, Tony Cimino, Charles Whitney, Albert Patterson, and Nick Cimino, all from Department of Transportation CSEA Local 505.

## More local level political action

ALBANY — CSEA President William L. McGowan has called upon the union's Political Action Committee to strengthen its efforts on behalf of CSEA members in local government.

Noting that the statewide general elections are now behind the state's largest public employee union, the union leader said, "It is time that we direct the same amount of energy we devoted to the statewide offices and to the Legislature to the hundreds of counties, towns, villages and school

districts where our people are being victimized by local politicians."

The union's legislative and political action program scored major gains this year with the state legislature through its incredible winning record in endorsement of candidates for the Senate and Assembly. That political strength will be put to work on behalf of CSEA members in this legislative year in efforts to reform the state's unfair Taylor Law, improve the retirement system, control Civil Service reform, extend the Agency Shop

Law, and extend the protections of the Occupational Safety and Health Act to all public employees in the state.

"We expect to have our best year ever in Albany," President McGowan explained in his directive to Political Action Committee Chairman Martin Langer, "but we cannot divert our attention from the tens of thousands of our members who are directly affected by the legislative bodies in the political subdivisions. We must redouble our efforts on behalf of members in these areas."

## Probation committee to meet on Monroe Co. problems

ALBANY — The Civil Service Employees Association's Statewide Probation Committee will meet with the State Director of Probation at 10 a.m. on Wednesday, April 25 at the Thruway House in Albany, to iron out some communication problems that have been plaguing the Monroe County Probation Dept. employees.

Both the union and management have met with the county workers recently. But neither side knew of the other's meeting, and apparently conflicting views were given at each meeting regarding employee problems and morale.

Joseph Reedy, staff adviser to the CSEA committee, said, "Committee chairman Jim Brady asked

me to talk with State Probation Director Thomas Callanan this week. Only then did we find out about each other's meetings in Monroe County, and evidently he's been getting a different story from the one I've been getting. For example, Mr. Callanan has been told the employees agree with his negative 1978 report on the Monroe department, while I have been told

they disagree with it. And in general, management has been getting a rosier picture of employee morale than the union has been getting.

"We hope to straighten all these things out when the whole statewide committee comes to Albany to talk with Mr. Callanan," Mr. Reedy said.

# Bills opposed by CSEA

## STATUS REPORT

Week of April 9, 1979

All bills on this status report are opposed by CSEA

### Bill Numbers

A-20; 73; 74; 215; 800; 1025; 1026; 1217;  
1232; 1687; 1964; 2239; 2940; 3025; 3479  
S-875; 1046; 2059; 2239; 2325

### Initiative & Referendum

### Committees

A-Election Law, Judiciary, Local Government  
S-Judiciary, Local Government

Sponsors:	Barbaro Behan Bianci Cochrane Dunne Engel Flack	Flanagan Gorski Hanna Harenberg Henderson Hinchev Hirsch	Hoblock Kremer Lentol Levy Lipschutz MacNeil Murphy	Orazio Perone Pesce Proud Ross Schimminger Stafford	Verella Virgilio Walsh Warder Wemple Wilson Winner	Yevoli Zagame
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CSEA opposes all Initiative and Referendum (I&R) legislation. There are at least 20 I&R bills which have been introduced in either the State Assembly or Senate.

I&R, the first step to the Proposition 13/meat-ax approach

to government, allows public referendum to bypass the legislative process.

The proposed laws take many forms, including:

- Giving all counties the power to enact laws and/or charter amendments by I&R.

- Giving the Nassau County and Monroe County legislatures the authority to give I&R to county residents.

- Requiring varying percentages (3% to 40%) of the electorate (eligible voters or actual voters in last gubernatorial election) to

mandate a referendum be held.

- Allowing for various degrees of preciseness in the language of the referendums.

- Allowing amendments to the State Constitution by referendum.

- Allowing for recall elections of elected officials.

### Bill Numbers

A — 3257; 4154; 4155; 4156; 4157; 4160;  
4161; 4162; 4163; 4164; 5908  
S — 2535

### Civil Service reform

### Committees

A-Governmental Employees  
S-Civil Service and Pensions

Sponsors: Eckert, Grannis, Greco, McCabe, Nagle, Passannante

CSEA opposes all so-called Civil Service reforms of the type proposed publicly by New York City Mayor Edward Koch.

The anti-union, Koch-type reforms have been introduced as legislation in the State Legislature by allies of Koch and by other

legislators independent of the New York City Mayor's efforts.

The so-called Civil Service reforms include:

- Allowing management employees to receive temporary appointments for up to 36 months, and allowing up to 10 percent of the

managerial positions to be temporary.

- Expanding significantly the number of positions which could be placed in the exempt, non-competitive class.

- Replacing the one-out-of-three rule on Civil Service tests with a one-out-of-ten rule.

- Allowing public employers to consolidate established bargaining units.

- Expanding management prerogatives by reducing the scope of union-management negotiations.

- Designating a number of positions as management which are not now so designated.

### Other opposed bills

#### Bill numbers, Sponsors

A-2848 Murphy  
S-2137 Floss

#### Summary of Provisions

Involves the amount of revenue a school district can request if a previous request had been turned down by voters.

#### Committees

Education  
Education

#### Bill numbers, sponsors

A-1905 Rattaliata  
S-1428 Johnson

#### Summary of Provisions

Permits only one re-vote on a rejected school district budget, and prevents expenditures for any purpose not to exceed the previous year's expenditures if a new budget is not voted.

#### Committees

Education  
Education

A-844 Ross

Change requirements for school bus drivers.

Education

A-1744  
S-1276

Exclude non-professional school district employees from Unemployment Insurance benefits if given "reasonable assurance" of returning to work in the next academic year.

Labor  
Labor

A-897 Lewis

Repeals section 15-b of the Correction Law relating to the Director of Education.

Codes

A-2258 Connelly

Requires State employees to live in the state.

Governmental Employees

A-2025 Hawley  
S-1480 Floss  
S-1640 Eckert

Permits only one re-vote on a rejected school district budget.

Education  
Education  
Civil Service

A-1452 Hannon

Involves voting for school taxes.

Education

A-2266 Behan, Fosse, Larkin, Perone

Creates the New York State Management Advisory Board.

Ways and Means

A-3041 Proud

Involves changes in disability leaves.

Governmental Employees

Creates a State Mental Retardation and Developmental and Disabilities Council.

Mental Health

A-3194 Stavisky

Limits increases in expenditures in school districts operating on contingency budgets.

Education

S-1674 Padavan, Berman, Bruno, Donovan, Mendez, Volker  
A-2847 Murphy  
S-2136 Floss

Involves the amount of money a school district can raise by taxation without a vote by the electorate.

Education  
Education

S-2965 Eckert, Auer, Floss, Smith

Exempts CETA employees from Agency Shop fees.

Civil Service

A — Assembly S — Senate

# COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
<b>FILING ENDS APRIL 23, 1979</b>		
Dentist III	\$29,340	No. 39-354
Dentist IV	\$32,608	No. 39-355
Tree Pruner Supervisor	\$ 8,950	No. 36-722
Senior Pesticide Control Supervisor	\$12,583	No. 36-730
Assistant Architectural Specification Writer	\$14,850	No. 36-725
Assistant Mechanical Specifications Writer	\$14,850	No. 36-728
Junior Architectural Specifications Writer	\$11,904	No. 36-724
Junior Mechanical Specifications Writer	\$11,904	No. 36-727
Senior Architectural Specifications Writer	\$18,301	No. 36-726
Senior Mechanical Specifications Writer	\$18,301	No. 36-729
Associate Occupational Analyst	\$20,366	No. 36-735
Occupational Analyst	\$16,469	No. 36-733
Principal Occupational Analyst	\$22,623	No. 22-623
Senior Occupational Analyst	\$18,301	No. 36-734
Assistant Worker's Compensation Examiner	\$ 8,454	No. 36-732
Assistant Worker's Compensation Examiner (Spanish Speaking)	\$ 8,454	No. 36-732
<b>FILING ENDS MAY 14, 1979</b>		
Institution Retail Stores Manager I	\$ 9,481	No. 36-455
Institution Retail Stores Manager II	\$11,250	No. 36-456
Computer Programmer Trainee	\$10,624	No. 36-752
Associate Computer Programmer	\$18,301	No. 36-754
Assoc. Computer Programmer/Analyst	\$18,301	No. 36-755
Assoc. Computer Systems Analyst	\$18,301	No. 36-756
Computer Programmer/Analyst Trainee	\$ 9,481	No. 36-766
Principal Editorial Clerk	\$ 9,481	No. 36-745
Head Salary Determination Analyst	\$14,075	No. 36-750
Chief Salary Determination Analyst	\$18,301	No. 36-751
Principal Salary Determination Analyst	\$11,250	No. 36-767
Substance Abuse Accounts Auditor III	\$18,301	No. 36-759
Senior Editorial Clerk	\$ 7,565	No. 36-740
Senior Editorial Clerk (Commerce)	\$ 7,565	No. 36-741
Principal Printing Clerk	\$ 9,481	No. 36-747
Bridge Repair Supervisor II	\$12,583	No. 36-761
Senior Editorial Clerk (Education)	\$ 7,565	No. 36-742
Principal Editorial Clerk	\$ 9,481	No. 36-746
Principal Printing Clerk	\$ 9,481	No. 36-748
Senior Field Representative, Division of Human Rights	\$19,420	No. 36-731
Senior Manpower Programs Coordinator	\$14,075	No. 36-768
Associate Manpower Programs Coordinator	\$18,301	No. 36-769
Associate Manpower Programs Specialist	\$18,301	No. 36-770
Chief of Manpower Programs Grant Control and Fiscal Audit	\$22,623	No. 36-771
Senior Editorial Clerk (Mental Health)	\$ 7,565	No. 36-743
Senior Resources and Reimbursement Agent	\$16,469	No. 36-758
Senior Resource and Reimbursement Agent (Mental Retardation/Dev. Disabilities)	\$16,469	No. 36-762
Senior Editorial Clerk (State)	\$ 7,565	No. 36-744
Computer Composer Technician I	\$ 9,481	No. 36-753
Principal Printing Clerk (Taxation and Finance)	\$ 9,481	No. 36-749
Bridge Maintenance Supervisor II	\$14,242	No. 36-760

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

# STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
<b>FILING ENDS APRIL 30, 1979</b>		
Architectural Specifications Writer, Junior	\$11,904	No. 24-982
Pesticide Control Inspector	\$10,624	No. 24-986
Pesticide Control Inspector, Senior	\$12,583	No. 24-987
Tree Pruner Supervisor	\$ 8,950	No. 24-988
Worker's Compensation Examiner Assistant	\$ 8,454	No. 24-988
Worker's Compensation Examiner, Assistant (Spanish Speaking)	\$ 8,454	No. 24-988
Dentist III	\$29,340	No. 27-896
Dentist IV	\$32,608	No. 27-897
Traffic Signal Equipment Specialist	\$14,850	No. 27-907
Traffic Signal Equipment Specialist Assistant	\$11,904	No. 27-906
Traffic Signal Equipment Specialist, Senior	\$18,301	No. 27-908
Building Mechanical Engineer, Associate	\$25,919	No. 27-905
Building Mechanical Engineer, Senior	\$21,129	No. 27-904

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

# OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer (Bachelor's Degree)	\$12,890	20-109
Junior Engineer (Master's Degree)	\$13,876	20-109
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse (salary varies with location)	\$11,250-\$12,025	20-226
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist (salary varies with location)	\$8,454-\$10,369	20-334
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.  
 State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.  
 2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.  
 Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.



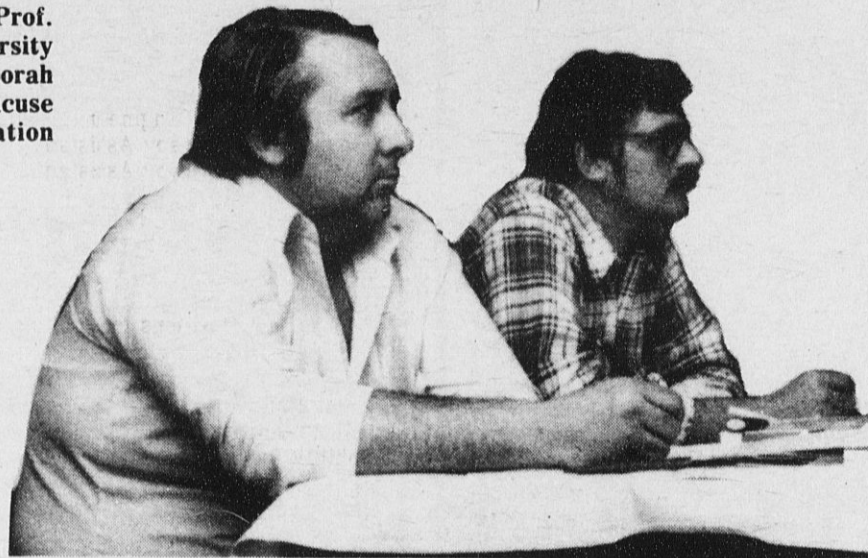
## Union attends Buffalo panel

**BUFFALO** — A number of representatives attended an all-day Seminar on the Duty of Fair Representation on April 3 in Buffalo. The seminar was co-sponsored by the American Arbitration Association and the New York State School of Industrial and Labor Relations — Cornell University.

The following is reprinted from the seminar announcement bulletin: "Both management and unions share a common interest in the theme of this conference. The duty of fair representation owed to individual employees is a doctrine of the courts which has led to the increasing intervention of the courts in internal union and union-management relations, extending from the processing of grievances to arbitration. Individuals who believe that they have not been afforded fair representation in the handling of their grievances may sue both their union and their employer for redress and for monetary damages. This conference is designed to assist unions and employers to understand the doctrine and to develop procedures for assuring fair consideration of employee grievances."



**ADDRESSING THE SEMINAR** is Prof. Robert J. Rabin of Syracuse University College of Law. Seated at left is Deborah Brown, regional director of the Syracuse office of the American Arbitration Association.



**AMONG CSEA MEMBERS PARTICIPATING** were Michael Flaherty and Martin DiSanto, both of Newark Developmental Center CSEA Local 417.

## Ms. King blasts new Creedmoor PC director

**NEW YORK CITY** — The president of the Creedmoor Psychiatric Center CSEA Local 406, who late last month said she would take a "wait and see" attitude toward Creedmoor's new director, Dr. Yoosuf A. Haveliwala, now says she didn't have to wait very long to see what the new director's plans are.

And, says CSEA Local 406 President Dorothy King, she doesn't like what she sees.

Soon after assuming the Creedmoor directorship Haveliwala proposed the withdrawal of more than 50 state workers from 16 proprietary homes in the Rockaways section of Queens. The workers, as well as the proprietary home residents they cared for, are from Creedmoor and Ms. King says withdrawing the workers with the intention of having them replaced by workers from the private sector "not only would mean hardship for the Creedmoor personnel

but for the proprietary home residents as well." King says "the state employees did all the ground work for the residents and built up a good relationship not only with them but with the surrounding communities as well."

King also pointed out that most workers who would be pulled out of the homes are senior MHTAS "who bring many years of experience and understanding to the job." However, she says that under CSEA pressure

Haveliwala is now giving indications of softening his attitude. King says she detects a "backing down" of his hard stand against CSEA.

In any case, there is now a hold on the withdrawal from any state personnel from those private homes, and King is asking for a meeting with Dr. Haveliwala and State Office of Mental Health Regional Director Dr. Alvin Mesnikoff.

King says she doesn't want "another Harlem Valley at Creedmoor." King has charged that when Haveliwala was director at Harlem Valley he was responsible for the indiscriminate discharge of residents into the community, resulting in the loss of many state jobs.

## State workers medical help

**ALBANY** — No matter where you work as a state employee throughout the vast state office complexes in Albany, a single 3-digit telephone number will bring medical assistance in the event of medical emergency.

Since the start of the year, the procedure for reporting medical emergencies in the Albany state office complexes is to dial the Capital Police emergency phone number — 111, according to Virginia Horan, Director of Health Service Nursing of the Department of Civil Service.

When phoning for medical help, she said, the following information should be given to the Dispatcher:

- the name of the person who needs assistance,
- the exact location,
- a brief description of the problem, and
- your name and phone number.

**THESE DELEGATES** from West Seneca Developmental Center CSEA Local 427 are Amelia Clay, Elaine Mootry, and B. J. Ololino. They are shown at April 4 special delegates meeting, and are expected to be among several hundred delegates returning to Albany on April 21.



**INTENSITY OF CONSIDERATION** of proposed Constitution and By-Laws changes is reflected in faces of, from left, Sid Grossman and Bob Maletta, CSEA delegates from Suffolk County CSEA Local 852 during meeting April 4 in Albany. Delegates will return on April 21 to consider the changes for a second time, as required before they would become effective.

By Tony Rossi, Jr.

**Special to The Public Sector**  
**BINGHAMTON** — With the increasing number of Binghamton Psychiatric Center patients being discharged into services outside the institution, the Community Services Committee, a recently-formed group of CSEA members at the hospital, is working to combat inappropriate discharges by the state, and to make the transition from Psychiatric Center mental health care to community based services as smooth as possible for residents, as well as employees.

The committee, sparkplugged by Charles Gregory, President of CSEA Local 441, has been formed to insure that people are appropriately discharged to appropriate services during New York State's five-year Mental Health Plan, as outlined in the "Robert Morgado Memorandum," Gregory said.

According to Gregory, the goal of the Community Services Committee is to make sure patients will be properly taken care of, and that employees will not lose jobs because patients are discharged from the Center without follow-up care. "We don't want patients to be dumped into the community," Gregory said, pointing out that the committee is working to insure discharged patients will be provided residences, shelter-workshop programs, mental health programs, transportation and recreational programs, and out-patient clinics.

The committee's aim is to work with the five county CORE Agencies covered by the Binghamton Psychiatric Center, whose responsibility it is to coordinate and insure the development of community services in each county. "What we're saying is we want to work with CORE Agencies to see that the 50 percent state share of CSS (Community Support

## At Binghamton Psychiatric Center:

'We want to be sure that residents aren't simply discharged . . . without any concern for what happens to them'

System) funds are expended appropriately to the benefit of the people who are discharged," Gregory said.

In Broome County, Associated Catholic Charities, the local CORE Agency, has already been involved in establishing two four-bed residences from funds extending from the Department of Mental Health. These residences are set up to give people discharged from the Psychiatric Center appropriate places to live.

According to Ron Patch, an employee of the Center and member of the Community Services Committee, the approach of the committee is to oversee the residences, and other such possible facilities in the future, to insure they are delivering a quality program. Each county and its CORE agency in the area covered by the Binghamton Psychiatric Center

will be developing various kinds of facilities, such as residences and programs. The committee will, in turn, keep in touch with these facilities and their respective programs.

The committee has asked the administration of the Binghamton Psychiatric Center to provide them with all information and planning of the various meetings which address themselves to the development of such community services.

"We asked that the facility establish a facility-wide planning committee, which had never been in existence before," Patch said, "to get input from all divisions in the facility." The planning committee came about as a request by CSEA. A major accomplishment of the Community Services Committee according to Patch, is that the majority of employees at the Psychiatric Center have become interested in learning about Community Services and doing something about the services.

"Nobody ever talked about it before," Patch said of attitudes toward Community Services, "But now everybody is talking about it." The employees at the Binghamton Psychiatric Center have taken interest in Community Services and in receiv-

ing appropriate training so they can perform such functions at the ultimate level.

So that CSEA can have input and make recommendations about services that should be developed, what new services might be needed, and what deficiencies there are in existing plans, the Community Service Committee is seeking information from the Binghamton Psychiatric Center Administration concerning any planning in the area of Community Services.

Dr. James Cohen and Paula Lambert, CSEA Program Consultants, have been working with the Community Services Committee to establish, in accordance to the Morgado Memorandum, how the transition from Center care to Community Service care will take place, given guidance and support from CSEA, employees, and the Center administration, according to Gregory.

The Community Services Committee, along with the help of CSEA, aims to make sure the state, as it filters down from the executive branch of government, is living up to the agreements outlined in the Morgado Memorandum, thereby providing quality patient care and job security for state employees.

"We want to be sure that residents aren't simply discharged in order to run down the in-patient population, without any concern for what happens to them," Patch said of the committee's efforts toward making the transition as smooth as possible for the benefit of patients and employees.

**GOING OVER INFORMATION** regarding care of residents discharged from the Binghamton Psychiatric Center are Ron Patch, left, member of the CSEA Community Services Committee, and CSEA Local 441 President Charles Gregory, founder of the committee.

