

Padavan Questions At Prevost Hearing Earn CSEA Praise

(Special to The Leader)

ALBANY—James Padavan cleared a major obstacle in his bid to become the state's next head of the Office of Mental Health last week, when he answered questions before the Senate Mental Hygiene Committee to the satisfaction of the union that represents 60,000 workers in state Mental Hygiene facilities.

The Civil Service Employees Association praised the efforts of Senator Frank Padavan (R-11.) in questioning Dr. Prevost "to see how he stands on the major issues affecting the care of the mentally disabled in New York State," according to Bernard J. Ryan, CSEA's director of legislation and political action.

Senator Padavan chairs the Senate Committee on Mental Hygiene and Addiction Control, before which Dr. Prevost appeared at his confirmation hearing. The psychiatrist, formerly director of Hutchings Psychiatric Center in Syracuse, has been informally nominated by Gov. Hugh Carey to head the new state Office of Mental Health. Dr. Prevost has been acting Commissioner of the Department of Mental Hygiene since the res-

ignation of Lawrence Kolb.

The department's reorganization into the Offices of Mental Health, Mental Retardation and Alcoholism and Substance Abuse is scheduled to take effect April (Continued on Page 16)



SENATOR PADAVAN
... Efforts Praised

Insurance Bonus, Women's Committee Approved At January Meeting Of Board

By MARVIN BAXLEY

ALBANY—An increase in death benefits was approved by the CSEA Board of Directors at its January meeting here at the Quality Inn.

Responding to a recommendation presented by James Corbin, chair of the standing insurance committee, the Board agreed to an additional \$1,000 death benefit this year to the designated beneficiaries of workers with coverage equal to or in excess of \$7,500 and an additional \$500 to those with coverage less than \$7,500.

The additional benefits are a bonus, and must be renewed annually as a non-permanent addition to the Basic Group Life Plan. They are made possible this year by a \$900,000 surplus in the insurance fund.

The bonus becomes effective on April 1, 1978, to those policy-

holders insured prior to April 1, 1977 (excluding premium waiver).

Mr. Corbin also noted that the committee will make recommendations within the next few months about extending term coverage beyond age 70. This possibility is currently being studied by the committee.

Women's rights also took a big step forward when the Board approved of an ad hoc committee

Broome Unit Votes Negotiators Power To Call Job Action

By KENNETH SCHEPT

BINGHAMTON—Nearly 700 members of the Broome unit of the Civil Service Employees Association voted overwhelmingly last Thursday night to give their negotiating team the authority to "do whatever it deems necessary up to and including a job action," in an effort to resolve the contract dispute between the union and the county.

The meeting was originally expected to be for ratification of a contract, but the negotiating climate changed after Jan. 12,

when a two-year offer made by the union was rejected by the county, which countered with a one-year, take-it-or-leave-it substitute. A fact-finder had recommended \$525 across-the-board for the first year, with 5½ percent, plus an escalator clause, for the second.

A hearing was scheduled for this Tuesday, at 7 p.m., by the finance committee of the Broome County Legislature, which will hear presentations by both county and union negotiators before making a contract recommendation to the full legislative body on Jan. 27.

The CSEA and the County are divided mainly over non-money issues. The County wants to change hours when county offices would be open—from 9 a.m. until 5 p.m., to 8 a.m. until 6 p.m. It wants workers to accept shift changes required by the (Continued on Page 3)

New Political Action Forces Set Priorities

By RON KARTEN

ALBANY — The Civil Service Employees Association legislative and political action committee met last Thursday night, setting Taylor Law reform, a Veterans' buy-back bill and retiree legislation as priorities for this session of the Legislature.

Specific changes in the Taylor Law that the committee will promote include removing the two-for-one penalty days charged to striking workers, mandating hearings before injunctions, making disciplinary procedures negotiable (Assembly Bill 9214, representing the committee view, passed on Jan. 16), and overturning a recent court decision which denied a presumption of arbitrability for grievances.)

The committee will also support a veterans buy-back bill that will enable veterans of World War II and Korea to purchase extra pension credit for years served in the armed forces. (Continued on Page 14)



One of the most prestigious committees of the Civil Service Employees Association is the budget committee, which is composed of members of the statewide Board of Directors. Budget committee members, elected by their fellow directors, are responsible for examining proposed budgets and making recommendations for adoption or modification by the full Board. It is one of only two CSEA committees that have their own sections in the union By-Laws (Article VI, Section 2 (a)). This term's committee members are, from left, chair Howard Cropsey, of Albany County; Raymond Cassidy, of Westchester County; G. Geraldine Dickson, of Education, and vice-chair John Weidman, of Agriculture and Markets. The fifth committee member, Raymond Pritchard, of Central Region V Mental Hygiene, had to testify at a hearing at the time the photo was taken.

to act on behalf of women.

Encouraged by the enthusiasm of CSEA secretary Irene Carr and director Francis Bessette (Clinton County), both recently returned from the Women's Convention in Houston, and by the long-time advocacy of director Jean C. Gray (Authorities), the Board empowered CSEA president William L. McGowan to set up the committee to work with (Continued on Page 16)

Erie County Unit Votes Yes On Pact

BUFFALO — Members of the Erie County unit of the Civil Service Employees Association voted last Friday, by a margin of 41 votes, 789-748, to approve a contract with the county which calls for pay raises of 4 percent in 1979, 6 percent in 1980, with no pay raise in the current year. An agency shop provision is also included.

Two weeks ago, the same proposed pact was turned down, 668-652. That vote was overturned because of irregularities. By accepting the contract the unit avoids the prospect of fact-finding and a legislative hearing.

Proponents said the contract was needed by the 1,700 workers at county-run Meyer Memorial hospital because the county is interested in contracting-out its responsibility there.

CSEA president William L. McGowan said under a privately run corporation taxpayers "would be still be required to pay huge amounts of money to the cor- (Continued on Page 16)



The Kyer Wire

Report From The Capitol

By PAUL KYER



Democratic legislators from New York City are finding themselves in the usual election-year bind. Committed by the politics of party survival on a statewide basis, they are going to have to give enthusiastic and vocal support to Governor Carey's tax-slashing 1978 budget, which outdoes current Republican proposals by about 50 percent.

Reductions in personal and business taxes will make a good many of the State's citizens happy. But the City's labor unions have already started a squawk over cutting into tax revenues at the expense of more money for the City, money that will be needed to meet wage demands.

All this is not to say that the Governor's proposals will pass intact. Powerful Senate Majority Leader Warren Anderson has his ideas on the subject (as well as on the office of Governor). Whatever happens, City politicians seeking reelection will have

to take into consideration the hefty campaign purses public employee unions are willing to provide to approved candidates.

The State's major rumor factory at this time of year is the halls of the State Capitol Building, so try this major bit of gossip on for size.

Governor Carey will not seek re-election!

The fragile basis for this rumor is as follows:

- Mr. Carey would gladly exchange the constantly pressured office of Governor for the more leisurely pace of the U. S. Senate.

- Senator Jacob Javits would welcome the chance to phase out his long career in politics as ambassador to the United Nations.

- Andrew Young would be happy to swap the UN post for a federal judgeship.

- Mr. Carey appoints himself to the Senate to fill the Javits vacancy.

No need to point out here

the chaos that would erupt in both the Democratic and Republican camps should the above occur. It's not likely, but if it does happen, remember that you read it here first.

A majority of Senators and Assemblymen have favorite watering holes where you can sometimes accomplish more at the bar than in an office meeting.

Latest hot spot in New York City for possibly finding your local representative at the end of the day is the newly revived Cotton Club on 125th Street in Harlem. The handsome, Art Deco night spot is drawing them in with a mixture of nostalgic and up-to-date show biz revues. The politicoes feel it's good for Harlem as well as for themselves to be seen there.

State's Employees To Face New Work Evaluation Pilot

ALBANY—The state Department of Civil Service has announced plans to conduct, on a pilot basis, a type of employee evaluation and development program increasingly used in private industry, called "the Assessment Center."

An Assessment Center is a comprehensive selection and staff development procedure for evaluating the knowledge, skills and abilities of individuals to perform certain jobs.

Assessment Centers are widely recognized as comprehensive and job-related selection devices, say state officials. They were first used in private industry and in recent years a number of governmental jurisdictions have also used them. Two officials claim they are well accepted by both participants and management.

The process involves a variety of job-related exercises. Persons being assessed may be asked to solve written problems, respond to oral questions, work with groups and take part in acting out realistic work-related problem situations. Each center lasts two weeks.

Procedures for selecting assessors and those to be assessed will be developed by the Department of Civil Service and the State Personnel Council. The Council is made up of representatives from approximately 60 state departments and agencies.

The first assessment center is scheduled for June, a second in September. They will be conducted at Topridge, a State-owned facility in Franklin County.

Twenty-four state employees from entry professional level positions will be the first participants. They will be assessed by 12 middle-management state administrators. Thirty-six more trainees will be evaluated by 18 assessors in the September session.

Session's first week will be devoted to training those who will perform the assessing. During the second week, the participants will be observed and precise analyses of their strengths and weaknesses will be prepared, say officials.

Detailed results of assessments will be available to the trainees and their agencies, say officials. They will provide an indication of the individual's ability to cope with work-related problems and of how performance and productivity can be improved through additional training, they added. Training recommendations, they say, will be tailored to the individual and will include courses administered by the Civil Service Department's training section.

The department will evaluate its experience with this pilot program in hopes of applying the Assessment Center concept to other positions, particularly those at higher management levels, say officials.

Fifty Eligibles

ALBANY — The state Civil Service Department established an eligible list for assoc. real property info. specialist on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 50 names.

State Promotional Job Calendar

FILING ENDS FEB. 6

Head Data Entry Machine Operator	\$11,337
Principal Data Entry Machine Operator	\$ 9,029
Senior Data Entry Machine Operator	\$ 7,204

FILING ENDS FEB. 21

Principal Accountant	\$21,545
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FILING ENDS FEB. 27

Asst. Dir. Environ. Consvtion., Law Enforc.	\$21,545
Dir. Land Resrcs. & Forest Mgm.	\$33,701

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

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WASHINGTON, D.C.—Congress, it is expected, will be presented next month with

Lottery

ALBANY — Winning numbers drawn Jan. 20 for New York's weekly lottery:

The six-digit number in the \$10,000 column or in the "millionaire numbers" box:
701882

The five-digit \$1,000 number: **08644.**

The four-digit \$100 number: **5939.**

In the three-digit \$20 number: **419.**

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Broome Unit Votes Negotiators Strike Power

(Continued from Page 1)
new hours, with two-weeks' notice. The union rejected the idea of making new shifts compulsory on two-weeks' notice, but it did agree to make changes on an experimental basis.
The county wants to eliminate binding arbitration for the dis-

ciplinary procedure. The union opposes this change.
There are grievance procedure modifications that were recommended by a fact-finder and supported by the county, but that the union rejects. Barbara Pickell, Broome unit president, said that the group did not object to

some modifications in grievance procedure, but that major changes would be opposed.
Other matters in negotiation are:
• Parking: Although the union requested free parking for all county employees, it agreed to go along with the fact-finder's rec-

ommendation of free parking for some and an increase in the reimbursement rate for all who use cars for county business.
• Uniform allowance — The union requested that nurses and others be supplied with uniforms. The fact-finder rejected uniforms for nurses, but suggested that a uniform policy, such as the one for food service workers, be applied to certain other job categories. The union was open to this possibility. The County rejected it.
• Mileage — The County opposed any mileage increase, although the fact-finder suggested increasing the rate from 15¢ per mile to 18¢ in 1979, with no raise this year. That was acceptable to the union.
• Overtime — The County refused a fact-finder's recommendation, supported by the union,

that workers be given the option of being paid in cash or compensatory time off for overtime work.
• Promotion — The fact-finder suggested a raise of from 5½ to 7 percent. The county said that the union must then agree to the elimination of severance pay.
• Increments — The fact-finder agreed with the County in rejecting a union request that, after working two years, no worker earn less than 5 percent above the entry salary for his job.
• A dental and retirement plan were also rejected by the fact-finder. Improvements in vacations were ruled against, as was an agency shop provision.
Fifty percent of the members of the Broome County CSEA unit earn less than \$7,000 per year.

Duryea Says: 'Public Servants Invaluable'

MANHATTAN — Perry B. Duryea, Minority Leader of the New York State Assembly, presiding over the installation last week of new officers for the Civil Service Employees Association's New York City Local 010, said that state public

servants were "invaluable" and "should not take the brunt of the problems of New York State and New York City."
He also charged that Mental Hygiene institutions were "dumping" residents into communities without sufficient pre-

paration.
In other action Local representatives gave a vote of confidence to Solomon Bendet, president of the region, reaffirming the Local's opposition to the recent statewide agreement on the salary schedule.



Assembly Minority Leader Perry Duryea swears in officers of the Civil Service Employees Association New York City Local. From left, corresponding secretary Alice DeSimone, recording secretary Marie Robinson, financial secretary Anthony Vericella, second vice-president Ben Lipkin, Mr. Duryea, president Solomon Bendet, first vice-president Gennaro Fischetti, third vice-president Canute Bernard, and treasurer Marvin Braham.

Monroe Local Says County's Delay Prevents Strike Fine

(From Leader Correspondent)

ROCHESTER—The Monroe County Local of the Civil Service Employees Association has a tactic that it thinks can prevent 1,300 members from paying an estimated \$200,000 in penalties because of the county strike last August.

Under the state's Taylor Law, CSEA members who struck the county Aug. 22-24 can be penalized two days' pay for every day of the strike.

County labor negotiator Bernard Winterman said employees who didn't show up for work those days automatically were not paid. He said the county has complied with state law and notified strikers they will be docked for an additional three days. But so far that money hasn't been taken from their paychecks.

Martin Koenig, CSEA Local president, said he will ask in State Supreme Court that the county's notification be voided

because of unnecessary delays.
Mr. Koenig said that under state law the county must notify union members "forthwith" that their pay is being docked. He said some members still haven't received notification, and it has been almost 4½ months since the strike.
"It's against the law for County Manager (Lucien A.) Morin to wait that long," Mr. Koenig said.

Other Local sources believe one reason for the delay was po-

litical. They said Mr. Morin held back notification until after the November election so as not to antagonize employees, many of whom are Republicans. Mr. Morin was appointed by Republican legislators.

"Department heads were given the notifications to give to employees who struck and then were told to wait until after the election," a Local source said.

Mr. Winterman said he expects the issue of unnecessary delay to end up in court along with another union contention that the County had agreed that Aug. 24 would not be counted as a strike day.

Mr. Koenig maintains that there was an agreement that Aug. 24 would not be counted as a strike day because pickets were taken off the lines by mid-morning when the tentative agreement had been reached on a new three-year contract.

"Winterman said there was no undue delay," in notifying county employees about pay being withheld from their paychecks.

"We had to go through all the files and reports of all county departments, and they're pretty widespread throughout the county," he said.

CSEA's Board Acts On Bonus, Woman's Group

(Continued from Page 1)
other organizations in improving the station of women.

Mr. McGowan also announced that he had accepted an invitation to serve as a member of the Committee for Women in Government. He noted that at a later time he will choose five women to serve on subcommittees of the organization.

Acting on a motion by director Jimmy Gripper (Mental Hygiene, Region II), the Board also approved an ad hoc committee on minorities.

Mr. McGowan, despite opposition led by several of the statewide vice-presidents, gained approval from the Board for allocation of \$50,000 to mount representation challenges against rival unions.

The money would be used to hire part-time workers for such tasks as circulating petitions, Mr. McGowan explained. The vice-presidents had argued in favor of permanent additions to the field staff.

Mr. McGowan's winning argument included the statement that he is "sick and tired of being on the defensive with the rival union's effort to raid CSEA members and, with this \$50,000 allocation, they will realize that CSEA is prepared to take the offensive."

The expenditure, although approved in principle by the Board, must still be referred to the budget committee for recommendation before final action may be taken on it.

It was also announced that the publicity campaign against contracting out was scheduled to get under way on Jan. 16, and that

(Continued on Page 16)



THOMAS J. CALLANAN
... Director, Division of Probation

McGowan Praises Callanan Choice For Probation

ALBANY—Thomas J. Callanan's appointment as director of the State Division of Probation has been praised by Civil Service Employees Association president William L. McGowan.

In a letter to Gov. Hugh L. Carey, Mr. McGowan noted that Mr. Callanan was unanimously endorsed for the position by the CSEA statewide probation committee, which is made up of 10 probation officers from throughout the state representing the vast majority of line probation officers.

Mr. Callanan had been serving as acting director. He has served in the past as the division director of training at the Correctional Services Training Academy; as an adjunct assistant professor of correctional administration at the John Jay College of Criminal Justice of the City University of New York and as president of the New York State Probation and Parole Officers Association.

"It is important to note," Mr. McGowan wrote the Governor, "that Mr. Callanan has risen through the ranks of the Probation Department and, therefore, has the advantage of knowing the problems of the rank-and-file employees. We look forward to working closely with Mr. Callanan in his new position for the betterment of probation throughout the state."

Ⓢ CSEA calendar Ⓢ

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

FEBRUARY

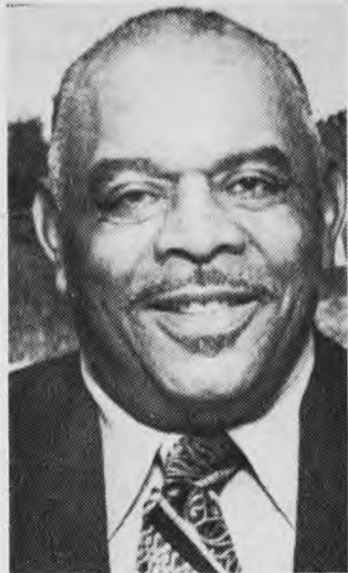
- 10—Long Island State Parks Local 102 Valentine Dance: Narragansett Inn.
- 21—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 21—Livingston County unit of Rochester Area Retirees Local 912 meeting: 2 p.m., Youth Center, Main St., Mt. Morris.

MARCH

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

As part of his effort to strengthen communication with the members of the Civil Service Employees Association, union president William L. McGowan has granted approval for the Civil Service Leader to report on CSEA Board of Directors meetings. In the past, these meetings were closed to all representatives of the press, including The Leader. We are grateful for this special privilege.

U.S. Psych, Other Positions Open



RETIRES

North Hempstead Highway Department employee Arthur R. Smith was awarded a certificate for his 20 years' service to the town, just prior to his retirement last month.

WASHINGTON, D.C. — A new series of federal jobs are open this week, the result of a promise of new hirings by officials of the Carter Administration.

All the jobs are for areas outside New York, however. Most are in Washington, D.C. Several

are in California. Several U.S. Departments are recruiting candidates for the posts.

The Uniformed Services University of the Health Sciences is seeking a research psychologist for its facility at Bethesda, Md. The post pays \$15,000 a year. Filing ends Jan. 27.

The Coast Guard is recruiting an attorney-advisor for legislation for its Washington, D.C. headquarters and a naval architect. Salary range for naval architect is from \$9,959 to \$21,883 and for attorney-advisor, \$21,883 to \$30,750. Filing for these jobs also ends Jan. 27.

The Treasury Department has a personnel officer opening in San Francisco, Calif. Personnel officers earn \$21,883 a year. The filing deadline is Feb. 21.

The Treasury Department also

has two clerk-dictating machine transcribing openings in the agency's Office of the Chief Counsel, Washington, D.C. These jobs pay \$9,959 and \$11,101. There is no announced filing deadline on either job.

The Federal Railroad Administration has openings for two program analysts, an operations research analyst, a transporta-

tion policy analyst, a secretary, a clerk-typist, a budget analyst-trainee, a railroad truck safety inspector and a railroad motive power and equipment safety inspector. These jobs are in Washington, D.C.; Sacramento, Calif.; Roanoke, Va.; Boston; Milwaukee and Pueblo, Colo.

For details, write each department in Washington.

Info. Specialists

ALBANY — The state Civil Service Department established an eligible list for senior real property information specialist on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 52 names.

**BUY
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BONDS!**

SHORT TAKES

FIRM TO SCREEN JOBLESS BENEFIT CLAIMS

The Buffalo Board of Education will spend \$10,150 to hire an outside firm to weed out improper unemployment claims. The firm, Gates, McDonald & Co., is expected to save the school system considerable money. The federal government had been paying public employee claims until Jan. 1. School districts and municipal governments became responsible for the payments after that date.

WASHINGTON, D.C. PENSIONS 'TOO GENEROUS'

The General Accounting Office is recommending that 1,500 federal employees be pulled out of the Washington, D.C., police and firefighter retirement system because the system is too generous and too costly. GAO says the district's retirement system requires smaller employee contributions than the federal civil service system does but offers more generous retirement and death benefits and permits retired workers to collect higher pension benefits while holding down other jobs.

5,000 TEACHERS ATTACKED EACH MONTH

More than 5,000 teachers in the nation are attacked in school each month and 1,000 of them are badly injured, enough to require medical attention, says a study conducted by the National Institute of Education. However, the rate of school vandalism, the report continues, has remained the same. The study says strong and dedicated principals who institute "firm, fair consistent" discipline systems are needed to effectively combat school crime.

BUFFALO CITY HALL IN UPHEAVAL OVER FIRINGS

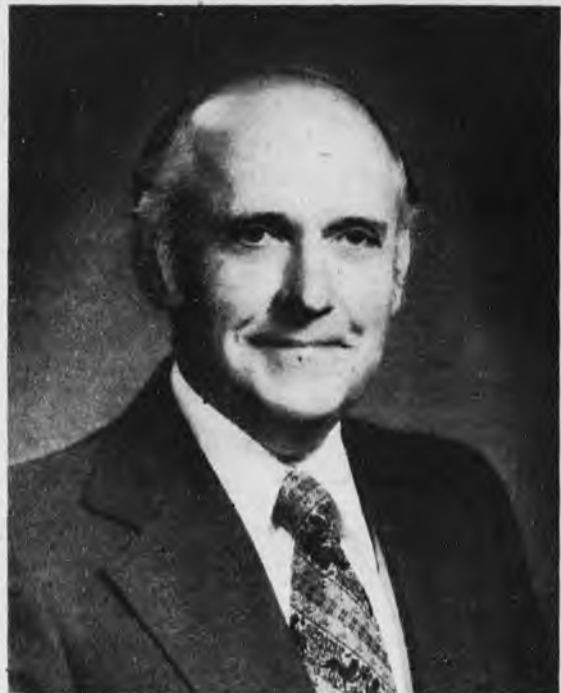
Buffalo City Hall is in turmoil over recent changes made by the new administration of Mayor James D. Griffin. Mayor Griffin has dismissed many of the officials left over from the Makowski Administration. In the latest shakeup, newly appointed Human Resources Commissioner David L. Echols dismissed all six Human Resources division heads. One of them, Joseph P. Gallagher, former youth director, said he will go to court to fight his ouster.

100,000 MORE PUBLIC SERVICE JOBS

WASHINGTON—Labor Secretary Ray Marshall has announced that nearly 627,000 Americans are employed in public service jobs. This is 100,000 less than the administration's goal. Mr. Marshall predicted by March, all of the 725,000 public service jobs authorized by Congress last year will be filled.

WOMEN FIREFIGHTERS HAVING HAIR PROBLEMS

A woman recruit for a firefighter job with the Milwaukee Fire Department has resigned from the department's training program, because Fire Department officials insisted she cut her long hair. Christy Ihlenfeld, 25, was one of three women admitted to the program. The other two got haircuts, fire officials say, but were told to get their hair cut even shorter.



Alvin J. Snyder, Ter Bush & Powell representative in New York State.

**AL SNYDER—
A MAN
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Alvin J. Snyder is an interesting man — a man you'd like to have for a neighbor. He can spin stories about his years in the South Pacific as a Marine in World War II. He can tell you about 20 years of service to the Boy Scout movement. If you're interested, you can hear about his activities as an amateur gem cutter and mineral collector. Or perhaps you'd like to know about the time he's criss-crossed America in a trailer, or about his adventures as a cross-country skier.

Al Snyder does one other thing you ought to know about: he helps people like you protect your way of life now and in the future through the CSEA insurance plans. For almost 30 years — 15 of them with Ter Bush & Powell — he has helped people create insurance programs to protect the good life for themselves and their families.

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Our Physical Medicine & Rehabilitation Hospital is fully-staffed for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skillfully treated by professional specialists: a treating physician creates your specialized treatment plan - followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychologists and social service counselors round out your requirements.

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Alcoholism Rehabilitation

Our Brunswick House Alcoholism Hospital has been created for the full treating of alcoholism victims. Each resident is assigned a *special treatment* plan to meet his or her *special needs* and carried forth by a full staff of alcoholism specialists: medical, nursing, psychological, social service, counseling and family therapists.

The newest of our five hospitals, Brunswick House rehabilitates alcoholics and returns them to full activity - recovered and able to meet life's problems. Call us at 516: 264-5000 / Ext. 361



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Our Psychiatric Hospital - with its bright, cheerful atmosphere - maintains the most modern facilities for the mentally and emotionally ill, the drug-addicted and those requiring custodial assistance. Its specialized staff of mental-health professionals treat all residents in effective teamwork - to gain greater recovery. These dedicated specialists: the doctors, nurses, psychiatrists, psychologists, social workers, occupational and recreational therapists - all give of their expertise to overcome psychiatric disorders and return the resident to a better life. For more about this, call 516: 264-5000 / Ext.268

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Keeping City Balance

SLEIGHT-OF-HAND is a political skill that must be mastered by any politician who expects to be around to run another day.

New York City Mayor Edward I. Koch exhibited that skill last week when he offered his plan to reduce the city workforce by attrition while continuing to hire new employees.

He was also adroit enough to except from his plan the uniformed services of Police, Fire and Sanitation. Score one for the new Mayor: It is not politick to gouge the most visible civil servants, who have already proved their ability to raise howls of protest from the public.

So, instead, the Mayor has turned to the mass of the city's workers in less glamorous, but still vital jobs: people who man the desks, who work with the outcasts, who handle the humdrum tasks that keep the city functioning. Score two for the new Mayor: Zero in on the people who occupy the lowest paying jobs.

Mr. Koch announced that the city's workforce will be reduced by 10 percent during the next four years. This would be less than the number of workers laid off in a couple of deftly swung ax blows by former Mayor Abraham Beame in one year alone. Score three for the new Mayor: Soften the blow in advance, so workers can get used to the idea, instead of waiting for a miracle and then having to resort to layoffs.

In terms of numbers, it means that there will be 20,000 fewer New York City workers by 1982, but the rate of attrition becomes less during each of the years leading up to it. During fiscal 1979 the attrition rate will be 4 percent, followed by 3 percent in 1980, 2 percent in 1981 and 1 percent, in 1982. Score three for the new Mayor: Make it sound as though things are getting better instead of compounding.

Then, to top it off, Mayor Koch offers a formula that for every two people dropped from the city payroll through attrition, one new employee will be hired. Score four for the Mayor: It all seems to work out well in the end.

We are sympathetic to the new Mayor, who has, as everyone knows, inherited one of the biggest fiscal messes in the country. The public wants more services. The workers want more pay. The banks want more interest. The City wants more loans. The federal government, which was the salvation of last resort during the beleaguered Beame days, wants less of everything in less time. And the unions, whose pension funds were used to save the City until federal help arrived, will surely want something for future favors.

It all amounts to a chicken-or-the-egg-first puzzle. Perhaps, in time, evolution will reduce the question to a polemic exercise, but meanwhile, down at City Hall the Mayor and his staff continue to hatch solutions to buy a little more time (since the City can afford to buy little of anything else).

We are not so callous that we do not appreciate the city's fiscal discomfort. We feel, however, that city officials should look elsewhere for methods to close the budget gap.

As one example: Why not scrap the City Council? It seems to be common knowledge that this is one of the most useless, powerless organizations ever created. If this is so, why is the taxpayer saddled with this showpiece luxury. We're probably conservative in saying that it would be a million-dollar savings right there.

What is needed are some exhilarating innovations—not more belt-tightening on civil servants as usual.

Don't Repeat This!

State Taylor Law Revision Should Hold High Priority

It's in the nature of the legislative process for every session of the Legislature to begin with a backlog of bills that should have been acted on in the past session, or for that matter, many sessions ago.

The legislative session just convened in Albany is faced with such a backlog, particularly with respect to civil service legislation.

Admittedly, a great deal of progress has been made since the Condon-Wadlin Act was adopted during the years of the Thomas E. Dewey Administration. That law was clearly punitive and the Legislature was obliged to adopt special amendments to avoid its application to public employee strikers in New York City and in Buffalo.

An Improvement

The Taylor Law, adopted during the Rockefeller years, was certainly an improvement over the unworkable Condon-Wadlin Law, but it nonetheless retained some of the punitive provisions of its predecessor, even though in modified form.

Years of experience with the Taylor Law have clearly demonstrated that it is one-sided and tips the collective bargaining scale in favor of the employer. Thus, there are no penal provisions that the law imposes upon the public employer to bargain in good faith. And if bad faith bargaining provokes a public employee strike, all of the forces of government, including injunctions and other penalties, are invoked against the public employee, while the public employer accumulates the benefits of a two-day penalty on striking employees for each day they stay off the job.

Bills are pending in the Legislature, as a carryover from the last session, that would modernize the Taylor Law and equalize the position of employer and employee representatives at the bargaining table. The Legislature should move promptly to approve those proposed measures.

One of these bills, sponsored by Senator Franz Leichter and Assemblyman Frank Barbaro, would eliminate penalties against public employees accused of striking. These penalties include loss of tenure and the double loss of salary. Similar legislation has been introduced by Assemblyman Stephen Greco, of Buffalo.

Legislation is also needed to prohibit the public employer from changing the terms and conditions of an expired contract during the period of negotiation for a new agreement. Obviously, nothing is more likely to precipitate a strike than the unilateral change of working conditions while the parties are negotiating the terms of a new one.

Employers Market

Unfortunately, it is a matter of record that a number of public employers have taken advantage of their position during a period after a contract has expired to revoke certain benefits that the employees had enjoyed under the pre-existing agreement.

Legislation is also needed
(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Tenure Remains

The petitioner, a tenured teacher, received notice on May 28, 1975 from the Three Village Central School District Board of Education charging him with incompetence, insubordination, neglect of duty and other unsatisfactory conduct.

On the second day of the hearing, Oct. 5, 1975, petitioner and the board reached a settlement in which it was agreed that the charges would be dismissed if the teacher would take a year's leave of absence without pay. It was also agreed that after that period the petitioner would be allowed to resume his teaching duties from September 1976 to December 1976, and that during this period the school principal would determine whether petitioner's employment should be permanently terminated. The parties further agreed that the petitioner "waive his right to a hearing in the event that the principal determines at Christmas, 1976, that his employment should not continue in the district and that the petitioner waives all rights that he might have had under Article 78 of the CPLR, or any other provision of law to challenge the determination of the principal as to his non-retention."

In accordance with the stipulation, the petitioner took a leave of absence, returned to work in September 1976, and was terminated in December 1976. Subsequently, the petitioner instituted an Article 78 proceeding in Supreme Court, Special Term, Suffolk County. He alleged he was not fully aware that under the stipulation "he was giving up his property rights (teachers' contract), statutory rights as a tenured teacher and was permitting his property rights and statutory rights as a tenured teacher to be taken away without due process of law at some future date." The stipulation was, according to the petitioner, a violation of public policy and an improper alteration of his contract rights. The court stated that since the petitioner was represented by counsel, the issue is whether the petitioner could waive tenure rights in advance.

The court held that the procedure for removal of teachers provided for in the tenure statute of the Education Law is the exclusive method for dismissing teachers with tenure. Therefore, it was a violation of the teacher's right to a hearing and due process for the principal to recommend his dismissal without notice and hearing. According to Education Law, Section 3020-a, subdivision 2, a teacher may waive his right to a hearing or terminate a hearing by resigning. Here, the court noted, the petitioner did neither waive the hearing nor resign.

The court stated that the general rule is that a party may waive a statutory or constitutional provision enacted for his benefit or protection where it is exclusively a matter of private right and no consideration of public policy or morals are involved. However, a statutory right conferred on a private party affecting the public interest may not be waived or released if the action contravenes statutory policy.

The court concluded that apart from their constitution-

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: State Insurance Fund, lower Manhattan.

QUESTION: The Governor has promised to cut costs and lower taxes to make New York's economic climate more fertile for industry. What is your reaction as a state resident and civil servant?

Walter Kelsey, senior actuary: "As a state resident, I feel that cutting taxes will not benefit the poor person very much. The amount of money in the peanuts. I feel he should cut sales taxes to make New York State more competitive with other states. It is very easy for many state and city residents to travel to New Jersey to buy clothes and food. They should actually lower the sales tax to draw residents from other states. The price of oil has risen from 20 cents to 50 cents a gallon. I feel the state is ripping off the citizens when they charge a 4 percent sales tax. The state got a windfall of profits on the increase on the price of oil. The state actually has doubled its taxes on the consumption of oil and gasoline."

Jules Linefsky, underwriter: "I think the Governor may have a good idea by trying to bring private enterprise into New York, but as far as civil service workers are concerned, this act will not change our lives. This is politically thought out and it certainly enhances his chances for re-election with the voting public, but in no way, shape or form does this help the civil servant. He's taking from state workers in order to help private industry. It's a negative action for the state worker. If I were a businessman, I would feel differently about it."

Jacqueline Davis, telephone operator: "My reaction is that the cuts for business will help the business restore its ability to attract other business. But I feel residents should also have a tax cut. Of course, my reaction to any cuts is that this is an election year and he will promise cuts for anything. It happens every four years. Politicians make promises they never keep in order to get elected. We desperately need to be upgraded in our titles. A telephone operator is only a Grade 4 and I feel it should be higher."

Norman Satz, principal account clerk: "My reaction is one of anger. The Governor has arbitrarily chosen to give a tax break to business instead of giving a tax break to consumers. If he were to give a tax cut to consumers, they would have more purchasing power, which would generate more business for the state. Business is known for not lowering its rates. They are also known for passing all cost increases to the consumer. Consumer tax relief could come in the form of lower sales and income taxes. He could also remove the taxes on many necessities, such as soap."

Alvin Overton, principal statistics clerk: "As for cutting of costs, does this mean that the state plans to cut our costs in order to finance the projected cuts for private industry? As a state worker, I see a two-edged sword within his budget. As a resident, I feel a tax cut is beneficial, yet I know I wouldn't want to be working with a reduced work force in order to reap the benefits of a tax cut. I think this budget is a political gimmick. I will also say that next year all these good things will probably go back to status quo."

Sara Johnson, medical dictaphone transcriber: "I think what the Governor is proposing is a slap in the face to state workers. If he is proposing the reduction as stated, how is he going to finance raises for state workers who desperately need an increase in salary? What is he going to do for state workers who also need a reduction in their taxes? I feel that his action to cut taxes for business and his choice to omit state workers from any relief is a disgrace."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Social Security Benefits For Students

Almost everyone knows that unmarried children of retired and disabled workers and survivors of deceased workers can get social security benefits on a parent's social security record if they are full-time students between 18 and 22. But, many people are confused about what students can qualify.

There are two rules, one for university, college, and junior college students, and another for high school, trade, or vocational school students.

For social security purposes, a university, college, or junior college student is considered full-time if his classes last at least 13 weeks.

A high school, vocational, or trade school student in a 13-week or more course is also considered full-time if he is enrolled for at least 20 hours a week.

A student is not eligible for benefits, however, if he is paid by an employer to attend classes.

Another point that seems to confuse people is just what kinds of schools qualify. Students of the following kinds of institutions can get social security student benefits:

- A high school supported or operated by a state or local government, or the federal government;
- A vocational or trade school supported or operated by a state or local government, or by the federal government.
- A state college, or university or college.
- A private school or college approved by a state or accredited by a state recognized or nationally recognized accreditation.
- An unaccredited private school or college, provided that at least three accredited schools or colleges accept its credits on

transfer on the same basis as credits transferred from an accredited school.

Schools outside the United States may also qualify under certain circumstances.

Students' benefits can continue during a vacation for up to four months if the student is full-time before and intends to return to full-time attendance.

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)

Davis, Wiley	Freeport
Davis, Daniel E	Rochester
Davis, Robert	New Hyde Park
Day, Joanne E	Flushing
Decker, Frank	Wurtsboro
DeFreese, Irene	Spring Valley
DeLorme, Gilbert	Brentwood
DeGado, Benjamin	Delanson
Dell, Robert M	Buffalo
DeMura, Thomas G Jr	Albany
Denny, Beverly J	Syracuse
Dieu, Anthony	Bayshore
Divalentino, Antonio	Stony Point
Dondero, Donald L	Miller Place
	(To Be Continued)

Civil Service Law & You

(Continued from Page 6)

ally protected interest in the right to employment and compensation therefor, of which tenured teachers cannot be deprived of without due process of law, there are public policy factors involved in the tenure laws. Tenure laws express a strong public policy "to give security to competent members of the educational system in the positions to which they have been appointed." The court held that the statute enacted to protect tenured teachers for their own and the public's interest could not be rendered inoperative in the fashion contained in the stipulation. *Abramovich v. Board of Education of Central School District No. 1 of the Towns of Brookhaven and Smithtown, Suffolk County, 398 N.Y.S.2d 311.*

Don't Repeat This!

(Continued from Page 6)

under which some restraint would be imposed on the courts before they issue an injunction against a public employee strike. Among factors a court should be required to consider are the impact of the strike on the public health and welfare and the conduct of the public employer during the period of negotiation. This would permit the court to consider whether the strike may have been provoked by bad-faith bargaining on the employer's part. The time for action on such proposals is overdue.

LETTERS TO THE EDITOR

United

The following letter was sent to Felton King, president of the Civil Service Employees Association's Willowbrook Local 426.

Dear Felton:
As a local, we have tried to keep abreast of all the events concerning Willowbrook and the United Cerebral Palsy Association (UCP) takeover. While we stand in support of quality community-based programs for the mentally retarded, we believe that these programs can exist for the most part under the state systems. The State has a responsibility to provide quality

care for the mentally retarded and the mentally ill. The State cannot be allowed to divest itself of these responsibilities. Furthermore, it is clear that not one state employee should lose a job or benefits as a result of this transition. The mentally handicapped have been victimized by a society that has turned its back. But these problems will not be solved by victimizing another population—the employees who served them.

We know that these are hard times for the brothers and sisters at Willowbrook. As a gesture of solidarity, the board of Local 455-O.D. Heck (Development

Center) voted to hold \$250 for the Willowbrook Local if it becomes necessary for you to take job action. We realize that this is a token amount, but we hope that every CSEA local will follow suit.

This letter is being sent to all local presidents, the Leader and Bill McGowan.

Keep in touch, we are with you.

VERA MICHELSON, President
Local No. 445
Schenectady

Ten Percenters

Editor, The Leader:

I enjoyed your article on the makeup of regions, etc., and I felt it was very timely in acquainting our many newly acquired members with some good solid background information on our union's structure. We, also, tend to forget that not everyone gets the structure explained when they become involved in CSEA.

It was interesting that you noted the fact that Local 999 (Capital Area Retirees) was the largest in membership of Region

IV chapters.

A study of our latest membership report vividly points out that the retiree membership at one tenth our standard dues structure now numbers almost 10 percent of our rolls.

This pressure group within CSEA has become increasingly more vocal and demanding of attention.

Obviously, the matter of how and in what manner CSEA as a public employee union will be reacting is of interest to all our membership. The topic of our retirees' role in our organization is becoming more and more an area of heated debate at various meetings. Perhaps, your readers' reaction to where the CSEA should be standing policy-wise in this matter of retiree vis-a-vis still publicly employed members would be worth exploring.

JOSEPH E. McDERMOTT
Region IV President
Civil Service Employees Assn.

**Wanna be a good guy?
Blood is meant to circulate.
Keep it moving, by donating
The Most Precious Gift.
The Greater New York
Blood Program**

LETTERS POLICY

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

ASSAULTS AGAINST MENTAL HYGIENE WORKERS:

WHY THEY OCCUR

By Kenneth Schept

Working in Mental Hygiene centers with the low-functioning retarded and the emotionally disturbed involves unavoidable occupational risks. The retarded may become agitated and physically strike out with no premeditation; the emotionally ill may misperceive reality and violently retaliate to a non-existent threat.

Nadine Hunter, director of Craig Developmental Center, said that "anyone who goes into this type of work realizes that there will be exposure to some acting out behavior." According to Gabriel Koz, director of Manhattan Psychiatric Center, "things are going to happen at any large mental institution. You want to keep them down to a minimum."

However, in some New York State mental institutions, the problem of assaults against staff seems to have reached proportions beyond what could be justified as basic occupational risk. Several possible explanations for the magnitude of the problem, alluded to in the first installment of this series, were suggested by the following incident, which was described by a nursing administrator at Creedmoor Psychiatric Center.

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

Eva Coleman, the nursing administrator who told this story, added that, "patients who never did anything before will slap you in the face now and laugh."

One of the many questions that the incident raises about the causes of assaults against staff is this: has the increased emphasis on patients' rights given some clients the idea that it is their prerogative to assault staff without fear of consequences?

A statement made by a worker at Hutchings Psychiatric Center is typical of what ward service workers have been reporting throughout the state: "Patients know their rights. They have literally told me, 'I can hit you and you can't do anything.'"

At West Seneca Developmental Center, a worker who had to have an eye surgically restored as a result of a resident assault, said: "patients are smart enough to know when they can act out."

Dr. Louis G. Huzella, director at West Seneca, said "these are the exceptions not the rules. I am absolutely convinced that in an institution such as ours for the mentally retarded the majority of the general assaults are not premeditated."

Craig Developmental Center director Hunter said that people flaunting an assumed right to be hurtful would be found in no greater numbers in a developmental center than "you would find in any school, any group of adolescents. You'll always have a smart aleck who says you can't hurt me because teachers can't hit kids."

Understaffing was named as a chief reason for assaults against workers.

When patients' rights first received attention certain residents, aware of the change, reminded staff that it had occurred. The same group was not always cognizant that their rights had limitations. Dr. Hunter described an incident where a resident brandished a knife and threatened an employee saying, "I have my rights and you can't take this away from me." And he wanted whatever he wanted right now," Dr. Hunter said.

She disarmed the resident by asking for the knife. "He'd forfeited his rights when he threatened another with harm," Dr. Hunter said.

"The staff may feel they're being used and manipulated," said Alvin Mesnikoff, Department of Mental Hygiene New York City regional director. Patients' abuse of their rights may represent "a fraction of the incidents . . . I'm not discounting that some of it may be manipulative, but I think that the staff's feeling of being manipulated needs to be dealt with as part of the problems of a treatment community," he said.

In most Mental Hygiene institutions throughout the state, workers are distressed because some clients proclaim, if not the right to hurt a staff member, then the knowledge that such an attack would not result in serious consequences to the patient.

Dr. Koz, director of Manhattan Psychiatric Center, attributed the unreasonable number of assaults against staff to several other influences, including the staffing ratio: "I have a ward with 53 patients which is built for maximum 35. If you've got two therapy aides there at night it's going to be difficult to handle and it's going to be more likely to happen in those wards," he said.

Understaffing was named as a chief reason for assaults against workers by Civil Service Employees Association collective bargaining specialist Robert Guild. Mr. Guild, a former ward attendant, focuses on Mental Hygiene problems for the union. About one-fourth of CSEA-represented workers are employed by the Department of Mental Hygiene.

Peter Crain, a psychiatrist at Bronx Psychiatric Center who consults throughout that hospital on violent behavior, and administers its locked ward, said, "The first thing is you've got to have adequate staffing. With adequate staffing patients are less likely to become assaultive."

He gave the following example: During a day shift, in a ward staffed by only one person, a patient was pacing back and forth, accusing everyone of being a Nazi, out to get him. He said he would do whatever was required to protect himself.

"This guy was clearly an assault risk. If he interpreted anyone as a risk to him, he would think you were a Nazi and attack you, Dr. Crain said.

The female aide on the ward saw the state which the patient was in, and went to the unoccupied nurses station to call for help. The patient followed her in and punched her down to the floor.

"Patients themselves, when they see the place is understaffed, feel nervous. They are afraid of each other and feel safe when there is more staff around. When patients get nervous, who are they going to pick a fight with? They'll hit a staff member because if they hit another patient, they know that the patient might hit back. They know the staff member must restrain himself."

"There aren't enough staff to do what's demanded of us," said Russell Barton, Rochester Psychiatric Center director.

"There are sometimes 5, 10 or 15 staff members looking after 100 patients. "It isn't really enough. It's a contributing reason to assaults because if a patient is a psychopath or a schizophrenic, or has any other illness and sees that there aren't many about, he's much more likely to take a poke."

According to former Commissioner of Mental Hygiene, Lawrence Kolb, "It comes down to the Legislature voting a sufficiently sizable personnel budget for the department . . .

Last year we were cut some 730 positions."

Dr. Koz, of Manhattan Psychiatric Center, listed other factors that affect the level of assaults, which he feels occur not only randomly, but in relationship to other aspects of the ward environment, such as the quality of staff and leadership.

He classified incidents of assaults against staff in this way: "the assaults that are provoked by people who shouldn't be working in this sort of institution; the assaults that happen because of a faulty therapeutic environment; the random assaults, even in the best of units with the best of staffs."

For example, when the 19-year-old Creedmoor patient struck a female aide after she refused to be kissed by him, was it a matter of a violent patient striking out? Or is it possible that the aide was either ill-trained or incompetent and responded to the boy's request without the tact and understanding which is required for effectively working in a ward service position?"

"There are some staff who are not very popular, who are maladroit and who provoke hatred . . . There are some staff who are maladroit, who have no social skills, who try to put out a fire with a blow torch," said Dr. Barton, of Rochester Psychiatric Center.

According to Roger Heath, director of Utica-Marcy Psychiatric Centers, the staff member who gets attacked is the one who "unconsciously provoked it. We have a group of people who for reasons unknown to them and not really obvious to the rest of us, seem to get beat up all the time."

The tendency to be assaulted cuts across length of service and job classification, Mr. Heath said. "For instance there is Dr. Know-It-All, who has a special relationship with the deity. He walks on the disturbed ward. Some patients' going to spot that right off."

"Some doctors get assaulted frequently, others have been around for 40 years and no one's ever bothered them."

"It's deadly," Mr. Heath said. "The staff sometimes gets some satisfaction from seeing a patient doing to someone what they'd like to do themselves."

Chuck Soper, deputy director of Syracuse Developmental Center, views provocation by staff as a lesser factor in the assault problem.

"Non-verbal cues that one person gives another are hard to really plot or graph. Whether staff would set up a client, I am very doubtful . . . I think it is more random."

"Sometimes these assaults are provoked by the actions of the staff, but more often they are the consequence of the defective thinking of the people who are being treated," said former Mental Hygiene Commissioner Kolb.

"Occasionally there is someone working on the wards who, indeed, has a personality defect . . . but much more often the attack is made by the patient upon the individual," he said.

Rochester Psychiatric Center director Barton said that, "regardless of how socially skilled and pleasant and agreeable the staff is," some patients "just go for them because they're staff, or because they're under some delusion."

Dr. Huzella, director of West Seneca Developmental Center, answered the question of whether assaults were mostly random or provoked by poorly trained or inept workers by saying that "it is not exclusively one or the other."

"Under no circumstances would I wish to give the impression that I am blaming the employees: I do not. The only way to arrive at any type of reasonable conclusion would be to come up with statistics and this is the type of thing we have not been doing," he said.

What about incapable managers, whose inability to train staff may contribute to the possibility that those they supervise will be injured?

"We're getting much more of that," Rochester Psychiatric Center director Barton said. "We're getting inexperienced

Clinical changes in the way such tools as medication and restraint are used, are also factors.

"... There aren't enough staff to do what's demanded of us . . . It's a contributing reason to assaults because if a patient sees that there aren't many about he's much more likely to take a poke."

DR. RUSSELL BARTON
director of Rochester Psychiatric Center



managers who ought not to be appointed to positions of authority because it's disproportionate to their know-how and insight. . . You're getting hopeless managers, making stupid decisions, demanding unnecessary work," he said.

Mr. Heath, director of Utica-Marcy Psychiatric Centers, said, "One of the things that happened in our field is that it's so easy to end up overclassified in the system because all you have to do is go to school for too long and you can have absolutely no understanding of what goes on in the place over which you have supervisory responsibilities."

Another factor to be considered in examining the problem of assaults against staff is, according to Mr. Soper of Syracuse Developmental Center, "that we have gone away from heavy medication for clients . . . We've become very selective in providing tranquilizing medication."

Utica-Marcy Psychiatric Centers director Heath said that the current rule which places a time limit on a doctor's recommendation that a patient be physically restrained, in a camisole for example, contributes to the possibility of assault. If the patient requires an extended period in restraint, the doctor must visit every two hours to renew the order.

The rule "tends to minimize the use of restraint when it's sometimes needed, especially in the evening and night hours; because to the physician on call it's kind of a hassle to walk over to ward 36 and sign again," Mr. Heath said.

Instead, he said, the doctor assigns an extra staff person to the patient, which results in a staff shortage elsewhere. Changes in client population in the institutions may contribute to the assault problem.

Mr. Heath said that figures seem to indicate that the number of male admissions with criminal histories has increased throughout the department.

"I believe I read some OMH material that says that male admissions with previous criminal records have increased from 32 to 40 percent in the last 10 years," he said. He estimated that 80 percent of assaults are perpetrated by 3 percent of the patients.

As a result of the state's deinstitutionalization policy, the resident populations at the developmental centers have gone, "from the high moderate-borderline to the more severely and profoundly retarded," which is the way Mr. Soper described the situation at Syracuse Developmental Center.

"Consequently, the number of true assaults has decreased because the population has changed," Mr. Soper said. "There is more hands-on contact where you begin to work with the severely retarded, multiple-handicapped individual, and the process of carrying out the duties results occasionally . . . in injury."

"Deliberate attacks by clients on staff are very rare," he said. "But in the course of duty, in helping an individual who is acting out emotional problems, staff frequently encounters a swat, slap, thrashes, glasses pulled off, shirts torn, simply because the client is acting out that way: his arms flail, etc."

Generally, although in varying degrees, assaults against staff occur at Mental Hygiene institutions throughout the state, the problem seems greatest in New York City.

There are many reasons that contribute to this fact, not the least of which is that patients in state institutions located in New York City come from an urban, perhaps more violent population than those upstate.

According to Dr. Mesnikoff, New City regional director for the Department of Mental Hygiene, the state in New York City "is a very large provider of acute care. . . Acuteness and disruptive behavior go together."

"You get a funneling of the more difficult patients to the state system, with the increased number of incidents that relate to it, because the involuntary patients are not taken by the private hospitals," he said.

The regulation which permits keeping a patient for 72 hours without consent papers only applies to the city and state hospitals.

Dr. Mesnikoff also said that the staff-to-patient ratio was lower in the state hospitals. Understaffing has been

(Continued on Page 14)

Next: Civil Service Cures

Some assaults are provoked by maladroitness or incompetence

In some instances, the staff member who gets attacked is the one who unconsciously provoked it

Has the increased emphasis on patients' rights given some clients the idea that it is their prerogative to assault staff without fear of consequences?

Other influences are changes in the character of the population at the Mental Hygiene Centers.

OCCUPATIONAL INJURIES SEPTEMBER 1977		
INJURY	HOW SUSTAINED	LOCATION
Breast, side, elbow	Thrown against wall by floor polisher.	V.G. Letchworth
Wrist	Resident pushed chair against wall pinning employee's wrist	T.O. 153
Non-specific	Employee slipped on wet steps	Recreation
Wrist, hand	Twisted by electric drill	Carpenter Shop
Forearm	Struck by resident	T.O. 153
Non-specific	Received electric shock from floor polisher	T.O. 152
Lower back	Picked up mats by dishmachine, felt pain	West Group
Eyes, throat, lungs	Irritated by inhaling chlorine gas generated by mixing cleaning agents in toilet	W.B. 143
Eyes, throat, lungs	Irritated by inhaling chlorine gas generated by mixing cleaning agents in toilet	W.B. 143
Lower back	Helping resident off wagon twisted back, felt pain	Education
Lower legs	Kicked by resident	T.O. 152
Elbow	Struck elbow on cabinet	T.O. 152
Fingert of hand	Slipped and put hand on hot stove	Food Service
Finger	Strung by bee	Garage
Wrist	Struck by resident	Recreation
Lower back	Lifting resident, felt pain	Veeder
Arm	Swollen after lifting resident	Murphy
Hand	Door closed on hand	T.O. 153
Wrist, thumb	Electric drill twisted in hand	Roofing Shop
Lower back	Felt pain while lifting resident	W.B. 144
Elbow	Turning resident on mat, felt pain	W.B. 144
Buttocks	Slipped and fell on wet floor	Food Service
Non-specific	Employee thrown to ground by resident	Education
Back	Slipped on wet floor, fell on back	Safety Office

These statistics documenting the problem of assaults against staff have not been compiled at each facility submits a monthly incident report such as this, from a center with relatively few assaults.

Latest State And County Eligible Lists

EXAM 36052
SR EMPLOYMENT INTERVIEWER
Option A
Test Held May 7, 1977
List Est. Nov. 25, 1977
(Continued from Last Week)

440 Clark Elizabeth Scarborough	75.9
441 Walshe Roderic Mt Marion	75.9
442 Cousins Linda S Bronx	75.9
443 Hart Jean M Passaic	75.9
444 Lerner Judith NYC	75.8
445 Jacksina J R Albany	75.7
446 Surovell Esther NYC	75.7
447 Sherman B Bronx	75.7
448 Asherman H Brooklyn	75.7
449 Reich Selma B Flushing	75.7
450 Miller Benjamin Dobbs Ferry	75.6
451 Benjamin M B Jamaica	75.6
452 Morales Eufemia Mt Vernon	75.6
453 McLoughlin Paul Catskill	75.5
454 Tyrrell Anita E Vestal	75.5
455 Bevin Gene J Watervliet	75.4
456 Galvin William C NYC	75.4
457 Wolf Richard C Syracuse	75.4
458 Broestler H E Peru	75.3
459 Stiffel Frank Flushing	75.3
460 Patterson Vilma Rochester	75.3
461 Marschke M D N Tonawanda	75.2
462 Spicer John T Urica	75.2
463 Weinberg Ruth S Dewitt	75.2
464 Davis Jack Brooklyn	75.2
465 Brown Donald F Lewiston	75.1
466 Ellman Gary Brooklyn	75.1
467 Centore Ronald E Greenbush	75.1
468 Pilotti Ruby J Binghamton	75.1
469 Hazard Nancy C Liverpool	75.1
470 Hartnett Edward Queens	75.0
471 Wechter Phillip Brooklyn	75.0
472 Broitman B Jericho	75.0
473 Cofone Frank NYC	75.0
474 Prout Doreen P Lockport	75.0
475 Hicks J H Hampton Bays	74.9
476 Dunn Gloria T Jamesville	74.9
477 Greenberg A Flushing	74.9
478 Holden Carol J NYC	74.8

479 Bleich Diane D Hamburg	74.8
480 Clune Gail A Scarsdale	74.8
481 Kirby Joan Little Falls NJ	74.8
482 Eiskowitz B L Howard Beach	74.7
483 Miller Eva NYC	74.7
484 Fryhover Joe L Hicksville	74.7
485 Ford Carol V NYC	74.7
486 Wells Nancy M Kingston	74.7
487 Robertson Lee R Esperance	74.7
488 Roth James R Ravena	74.6
489 Garrity D Bronx	74.6
490 Sullivan Mary L Gloversville	74.6
491 Young Madeline NYC	74.6
492 Weingarten E D Brooklyn	74.6

493 Russell P R Merrick	74.6
494 Gilman Dorothy NYC	74.6
495 Dason George Toms River NJ	74.5
496 Tubman Harold B Brooklyn	74.5
497 Corban Thomas S NYC	74.5
498 Bostic Barbara Morrisville	74.3
499 Mulvey Charles Tonawanda	74.3
500 Rappaport M Brooklyn	74.3
501 Baier Richard J Auburn	74.3
502 Dominique B R Jamaica	74.3
503 Sardell Lucy B NYC	74.2
504 Klepper V N Merrick	74.2
505 Waisman Mollie Massapqua Pk	74.2
506 Valmondez Ruben Brooklyn	74.2
507 Reardon Kathryn Palenville	74.1
508 Shacker Susan NYC	74.1
509 Sgroi Nancy Brooklyn	74.1
510 Hinton Albert L Brooklyn	74.0
511 Harris Sandra S Flushing	74.0
512 Little Ethel Walkkill	74.0
513 William Brenda Beaver Dams	74.0
514 Warne David F Warsaw	74.0
515 Patengill Alan New Hartford	74.0
516 Kress Frank M Niagara Fls	73.9
517 Granatstein B F Syracuse	73.9
518 Masucci D R Canastota	73.9
519 Cooper Rose Floral Pk	73.9
520 Reimer Barbara Rochester	73.8
521 Martinez A S Brooklyn	73.8
522 Grimes Donald J Depew	73.8
523 Donnelly M L Williamsvil	73.7
524 Frame Frances A Dunkirk	73.7
525 Smith William J Syracuse	73.7
526 Barsotti Eugene NYC	73.7
527 Carmody R R Rome	73.7
528 Weber Patricia Ossining	73.6
529 McDonald J Elmhurst	73.6
530 Ward Cheryl E NYC	73.5
531 Cagan Arlynn R NYC	73.4
532 Smarrito W Brooklyn	73.3
533 Forman Richard Albany	73.3
534 Swento Harriet NYC	73.3
535 Coonradt F E Poland	73.3
536 Schloss Nancy Rockvil Ctr	73.3
537 Scott John H Batavia	73.2
538 Roth Alexander Whitestone	73.2
539 Oyer Annette M Rochester	73.2
540 Scalia Peter P Callicoon	73.1
541 Johnson B D Buffalo	73.1
542 Burch Leonard F Cheektowaga	73.1
543 Laczi Richard M Jamestown	73.1
544 Laczi Richard M Jamestown	73.1
545 Maiwald Carole Albany	73.1
546 Lobach Kim L NYC	73.0
547 Heer Donald E W Seneca	73.0
548 Manes Annette M Highland	73.0
549 Hamideh S H Argyle	73.0

(Continued on Page 15)

GO TO HEALTH

By WILLIAM R. WILLIFORD

Danger Signs

Cancer is one of the most curable of all major diseases . . . if you catch it in time. Your doctor is alert to cancer.

Be alert yourself by going to him if you have a warning signal. If it's a false alarm, he'll tell you. If it isn't, you've reached him in time for help. Here are some symptoms to watch for:

- Change in bowel or bladder habits. Many things cause changes in bowel or bladder habits—what you eat, how much you drink. But take action if the bowel or bladder changes seem too extreme, or last for any length of time.
- A sore that does not heal. It may not be painful. But it may signal an early, curable mouth or skin cancer, particularly if it lasts long.
- Unusual bleeding or discharge. This serious sign should never be ignored. See your doctor immediately.

• Thickening or lump in breast or elsewhere. Eight out of 10 breast lumps are not cancerous. If it is cancer and is found before it spreads, chances of cure are excellent.

• Indigestion or difficulty in swallowing. Indigestion is a common complaint, but persistent indigestion, heartburn, nausea, loss of appetite—should send you to your doctor.

• Obvious change in wart or mole. If it gets bigger, blacker or scaly, take action.

Let me also remind you of the Roswell Park Memorial Institute free tape-recorded cancer information telephone service. Call in Erie County, 845-3380 and elsewhere in New York State, 1-800-462-1884 and ask for tape No. 2 Cancer's Warning Signal.



doctor immediately.

Federal Job Calendar

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

GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

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

TRADES AND CRAFTS


No Written Test

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

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

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

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Veteran Plan To Congress

(Continued from Page 2)
in the works. President Carter

had pledged during his election campaign to help women job seekers.

One point in the plan is to limit veteran's preference, which dates back to the Civil War, to from 10 years after discharge from the service.

"Our society demands a redress of the unfair treatment of women and minorities by institutional procedures that have excluded them from that opportunity," said U.S. Civil Service Commission chairman Alan K. Campbell, one of the architects of the new plan.

U.S. officials also plan to:

- Eliminate absolute prefer-



ALAN K. CAMPBELL
... unfair treatment

ence received by veterans during layoffs.

- Exempt the nation's 2.5 million disabled veterans from the new program.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

The Federal Employee

By PETER ALISON

Now There Are Two

Everyone in civil service is watching for the effects of the Carter reorganization.

One facet is evident. The Civil Service Commission will be split into two or three different organizations. New teams of political appointees will administer them. Best guess is that five non-career assistant directors will replace the bureau director. The assistant director will come in at the executive level with salaries of \$50,000.

A newly created organization, the Office of Personnel Management, will take over policy making. It will be headed by a level II director with a level III deputy. The director will appoint the five assistant directors.

The present Federal Employees Appeals Authority and the Appeals Review Board, now made up of career employees, will be replaced by three political appointees. A special council will serve the new board. The Office of Personnel Management will issue rules and regulations, investigate, evaluate and enforce regulations violations, and refer violations to the Merit System's

Protection Board. The protection board will hear and decide appeals and review operations periodically.

The special council will deal with Hatch Act violations and charges of political appointments (Continued on Page 15)

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You can obtain further details and forms by contacting the New York State Olympic Lottery toll free at (800) 342-3666, or by writing to:

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Inquiries should be received by January 25, 1978.

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Place:
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February 23-25, 1978

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- Designers of health care delivery programs.

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Fee: \$70 per person; \$30 student rate; \$15 dinner charge for guest of registrants. Fee includes lunch and informational materials. Closing date for registration: January 30, 1978. Institute limited to 120.

For further information contact: Dr. Elaine T. Carville, Director, Philadelphia Interdisciplinary Health and Education Program, Pennsylvania College of Podiatric Medicine, 8th and Race Streets, Philadelphia, Pennsylvania 19107. Telephone (215) 629-0300 ext. 211/212.

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CSEA Statewide Committees Are Appointed

(Continued from Last Week)

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

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

NURSES COMMITTEE

Ethel Cobb, Susan Kolesinskas, Marguerite Hopkins, Regina Nemchek and Kathleen Keegan.

PLATFORM COMMITTEE

Dallas McCormick, chairman, and Michael Curtin, Willie Raye, Joan Tobin, Helen Hanlon and Andy Azzarella.

PROBATION COMMITTEE

James Brady, chairman, and Jim Mattei, Tom Taylor, John Whalen, David Singer and Peter Grieco.

PUBLIC RELATIONS COMMITTEE

Paul St. John, chairman, and Dudley Kingsley, Thomas Di Natale, Roseanne Lanza, Suzanne Burczinski and Russ Bettis.

REGIONAL OFFICE COMMITTEE

Anne Wadas, chairman, and Molly Falk, Alex Hogg, Eileen Salisbury, Dorothy Moses and Sam Notaro.

SOCIAL SERVICES COMMITTEE

Grace Vallee, chairman, and

Gennaro Fischetti, Jim Otte, Bernard Dwyer, Kermit Pearl and Ed McGreevy.

STATE SAFETY COMMITTEE

Arthur Allen, chairman, and Hayward Quann, Patricia Thomas, Ron Draper and David Wilbur.

AD HOC COMMITTEES

AD HOC CETA COMMITTEE

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

AD HOC CONTINGENCY ACTION COMMITTEE

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

AD HOC MENTAL HYGIENE TASK FORCE COMMITTEE

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

AD HOC COMMITTEE TO STUDY COMPUTER OPERATIONS

George McDonough, chairman, and Emil Splak, Karen White, Kenneth Glastetter and J. Michael Murray.

UNIFORM OFFICERS COMMITTEE

Mac Smith, chairman, and Dorothy Garage, Glenn Garnsey, Rod Watson, Keith Poole and James Wiley.

WORK PERFORMANCE COMMITTEE

John Makin, chairman, and Alex Castaldi, Giles Spoonhour, Harold Ryan, Robert Weinbloom and Jo Anne Miller.

DEPARTMENTAL COMMITTEES

MENTAL HYGIENE LABOR/MANAGEMENT COMMITTEE

Betty Duffy, Greg Szurnicki, Joseph LaValle, Patrick Fraser, Ronnie Smith, Dorothy King, Jimmy Gripper, Nicholas Puzifferri, Richard Snyder, Patricia Miller, William Deck, James Moore, Ray Pritchard, James Bourkney and William McGowan.

HEALTH DEPARTMENT LABOR/MANAGEMENT COMMITTEE

Robert Stelley, Gen Clark, Grace Steffens, Judith Garanson, Dale Mumbulo, Ernst Stroebel, Robert Weinbloom, Pat Comerford, Bee Kee, Al Mead, Milton Friedman and Tony Muscatello.

DRUG ABUSE CONTROL COMMISSION LABOR/MANAGEMENT COMMITTEE

Viola Richardson and Anthony Marino.

DEPARTMENT OF CORRECTION LABOR/MANAGEMENT COMMITTEE

James Chapman, Susan Crawford, Ralph Schwartz, Rose Marcinkowski, Larry Natoli, Fred Depew, Richard Becker and Ronald Marx.

DEPARTMENT OF TRANSPORTATION LABOR/MANAGEMENT COMMITTEE

Tim McInerney, chairman, and Joan Tobin, William Lucas, Nicholas Cimino, Lyle Woolson, Edward McGreevy, Earl Logan, John Riley, William Dupee, Sandra Deyo, Louis Visco, Arthur Allen, Edgar Canavan and William Saunders.

JUDICIARY NEGOTIATING COMMITTEE

Ethel Ross, Ruth Joseph, Richard Szymanski, Joseph Johnson, Jr., Julia Drew, Mel Schnitzer, John Casey and Allen Hanley.

STATE UNIVERSITY LABOR/MANAGEMENT COMMITTEE

Al Varacchi, chairman, and

Edwin Fitts, Marie Romanelli, Betty Lennon, Loretta Rodwell, Dale Dusharm, Barbara Chapman, Sara Sievert, Edward Dudek, Patricia Crandall and June Boyle.

CONTRACTUAL COMMITTEES

RECLASSIFICATION AND COMPENSATION COMMITTEE

Sara Sievert, chairwoman, and Florence Murphy, Robert Keeler, Fred Haalck, James Hull and Frank Winslow.

JOINT STATE/CSEA TRAINING ADVISORY COMMITTEE

Loretta Rodwell, chairwoman, and Delores Farrell, Mary Doyle, Nicholas Puzifferri, Lou Mannelino and Evelyn Glenn.

DENTAL AND HEALTH INSURANCE COMMITTEE

Robert Wall, chairman, and Joe Aiello, Ralph Susskind, Robert Minyard, Leonard Smith, Pat Crandall and Sylvia Ebersold.

West Seneca DC Grievance Seminar



Elaine Mootry, left, president of West Seneca Developmental Center Local 427 that hosted a recent grievance workshop, looks attentive as CSEA field representative Thomas Christy looks over agenda prepared by statewide education chair Celeste Rosenkranz, right.



Barbara Biniecki, corresponding secretary for West Seneca Local, was in charge of seminar arrangements.



J. N. Adam Developmental Center Local 400's vice-president David Polisoto, left, and treasurer Gary Patterson look concerned as they listen to lecture on grievance procedure.

(Leader photos by Hugo Unger)



Among the participants from other Western Region VI Locals were, from left, SUC at Buffalo Local 640's president Barbara Chapman, treasurer Diane Scrappo and second vice-president William McMillan and Gowanda Psychiatric Center Local 408's Sam Bucco and Karen Bucco, both members of the Local's board of directors. Here they are shown taking a test to check their knowledge of grievance procedures.

Assaults On Staff

(Continued from Page 9)

mentioned as a situation which contributes to assaults.

Another factor which distinguishes the state institutions in New York City from those upstate is the difference in the general social and educational levels of the staffs.

In Utica, for example, because of the depressed economy, \$7,000 or \$8,000 per year ward service jobs are considered good opportunities by people coming out of college with master's degrees.

Upstate, there also seems to be a greater feeling of community involvement in the hospitals, which is lost in the vastness of New York City, where a person may work in the Bronx but live two islands away in Richmond County.

There are also many examples of several generations of one family working in the same facility upstate, a tradition which seems missing in New York City.

It is more difficult to make a living on the state salary in New York City. There is greater staff turnover. According to Dr. Mesnikoff, "the kinds of pressures which exist," with the greater proportion of acute patients, "make for great difficulty."

"You need people who have a lot of frustration tolerance . . . who can handle someone who's assaultive in a very controlled way. These are a lot of demands that are placed on people," Dr. Mesnikoff said.

Plan Political Action

(Continued from Page 1)

Legislation will be supported which extends supplemental and permanent benefits to retirees.

Occupational safety and health coverage is a fourth priority for the committee this year. The OSHA plan would provide better safety regulations and inspections of work-places resulting in fewer job-related injuries with high workmen's compensation costs.

In addition, James Featherstonhaugh, partner in the CSEA law firm of Roemer and Featherstonhaugh, said that the committee would be supporting "hundreds of other bills" including two that would retrieve personal days lost to state workers caught in last winter's blizzard in the western part of the state, and those caught in last summer's New York City blackout.

Latest State And County Eligible Lists

(Continued from Page 10)

- 550 Ullman Henry F Kenmore73.0
- 551 Garner Beverly Dix Hills73.0
- 552 Tamolinas K H Albany72.9
- 553 McKoy Cheryl S Brooklyn72.9
- 554 Wood Lois M NYC72.9
- 555 Major John P N Tonawanda72.8
- 555A Alderson S C Mamaroneck72.7
- 556 Demeo Carol Staten Is72.7

- 557 Solsky J Brooklyn72.7
- 558 Bourgeois C B Watertown72.7
- 559 Lewis Judith R Buffalo72.7
- 560 Powell Helena B Chatham72.7
- 561 Johnson L L Bronx72.7
- 562 Suits Terry Canajoharie72.7
- 563 Nevid Maynard Syracuse72.6
- 564 Jeram Theodora Glenmont72.4
- 565 Perry Howard J Dale72.3

- 566 Brust Ronni A NYC72.2
- 567 Ulrich Barbara Bronx72.2
- 568 Murray Joseph F Newark NJ72.2
- 569 Lubochinski J Syosset72.1
- 570 Lester Charles Bloomingdale72.1
- 571 Litz Harold E Warsaw72.1
- 572 Harrick Daniel Binghamton72.0
- 573 Buchman F Brooklyn72.0
- 574 Sumida Alice NYC72.0
- 575 Kellman Martha NYC71.9
- 576 Wokan Karl P Kirkwood71.9
- 577 Lane Richard Binghamton71.9
- 578 Seer Adelaide Brooklyn71.9
- 579 Goldstein B Long Beach71.7
- 580 Kahn Martin Brooklyn71.7
- 581 Ducatelli Ella Bronx71.7
- 582 Geller Hilary Bronx71.7
- 583 Sinicropi J V Grand Island71.6
- 584 Frucher F Brooklyn71.6
- 585 Malloy Edward D Hamilton71.6
- 585A Richman Dianar Flushing71.5
- 586 Spina Anthony F Brooklyn71.5
- 587 Panek Stanley T West Seneca71.1
- 588 Brevoort W H Holbrook71.1

- 589 McLeland Karyn Brooklyn71.0
- 590 Clarke Doris G Brooklyn70.9
- 591 Peagler Philip NYC70.9

- 592 Allen Robert Brooklyn70.9
- 593 Madison Mary W Brooklyn70.7
- 594 Daley Robert P Cementon70.3

To Honor Perry Duryea

MANHATTAN—Sam Emmett, chairman of the New York State Employees Brotherhood Committee, Inc., announced last week the 25th annual Brotherhood observance to be held Feb. 9, with a panel discussion from 9 a.m. to 12 noon and a luncheon to follow at 1 p.m. at the Roosevelt Hotel, Madison Avenue and 45th Street, Manhattan.

Perry B. Duryea, State Assembly Minority Leader, will be honored with the Benjamin Potoker

Award. Eugene Vizzini, an unemployment insurance referee, will receive the Civil Service Employees Brotherhood Award.

The awards are presented to an elected or appointed official and a career civil service employee, who by their deeds and actions have exemplified brotherhood in all fields of endeavor.

The Civil Service Commission has approved time off without charge to accruals for all employees who attend.

Ban Lie-Detectors For Jobs: Posner

ALBANY—A bill to prohibit employers from using psychological stress evaluators on present or prospective employees has been reported out of the Assembly Labor Committee, the bill's sponsor, Assemblyman Seymour Posner (D-Bronx), announced.

Mr. Posner, chairman of the Labor Committee, said, "The bill is the first step toward banning employer use of all lie detectors."

Senate Labor Committee Chairman Norman Levy (R-Nassau) is sponsoring the bill in the State Senate. The measure passed the Senate last year. Mr. Posner says it has a good chance of passing both houses this session.

Supporters of the bill, including the AFL-CIO, the Communi-

cation Workers of America, the Civil Service Employees Association, the Retail, Wholesale, and Department Store Union, and the New York Civil Liberties Union, argue that detectors represent an invasion of privacy and are susceptible to abuse. They cite studies indicating levels of accuracy far lower than those claimed for the devices by their operators.

"Even if test results are 95 percent accurate—which they're not—that still means thousands of innocent people are denied employment," said Mr. Posner. "Meanwhile, pathological liars might easily pass the test. Most courts won't accept these test results as evidence. Test questions and interpretations are far too subjective."

Federal Employee

(Continued from Page 11) to civil service jobs. It will also deal with Freedom of Information Act violations and the chronic problem of reprisals against those who blow the whistle.

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LEGAL NOTICE

LIMITED PARTNERSHIP

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

LEGAL NOTICE

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



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

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

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

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

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

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

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

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

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

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

State Open Competitive Job Calendar

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

FILING ENDS FEB. 14

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Tax Compliance Agent (Reg. & Sp. Spking)	\$ 9,746	20-931

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Snow, Blackout Days On CSEA Action Agenda

By RON KARTEN

The Civil Service Employees Association law firm of Roemer and Featherstonhaugh has decided to push for resubmission of bills that would retrieve lost leave time for state workers in the western part of the state and in New York City, according to James Featherstonhaugh, a partner of the firm.

At the union's legislative and political action committee's strategy session last week, legislative plans to get back days lost during a blizzard last winter in the western part of the state and during a blackout last summer in New York City were approved.

In the Western Region last winter, a blizzard turned nine counties into a disaster area, yet those who did not show up for work had to charge their absence to leave time. Union officials turned to state legislators, who introduced and passed both

Senate and Assembly bills that would retrieve those lost days. Governor Carey, however, vetoed the bill because, as one CSEA legal representative interpreted the Governor's reasoning, the bill was "flying in the face of Civil Service Law."

CSEA Region VI president Robert Lattimer was incensed at the Governor's veto in light of a more recent development last December when Mr. Carey sent Albany state workers home an hour and a half early, at no cost in leave time, because of an area snow storm.

The Governor's office had no recollection of this, although a spokesman for the state Office of Employee Relations verified the fact.

The decision in last week's political action committee session, however, means that CSEA lobbyists will be urging state legislators to reintroduce again this

year the bill to retrieve lost days. "The state has an obligation to its workers," said Mr. Lattimer. "We are continuing to work to get this resolved."

During last summer's blackout in New York City, many state workers who showed up for work at the World Trade Center were turned away by guards at the door, but others, in different buildings, showed up for work, performed their duties and then were told to go home because of the electrical blackout.

While CSEA-backed legislation may be forthcoming to retrieve lost leave days for all New York City workers, the state has already agreed to pay a full day's wage for those who reported to work, performed their duties and then were told to go home. These workers, who have not yet had their leave time returned, are asked to contact the New York City regional office to see that this time is retrieved.

In another development, members of the Hudson Valley Com-

munity College unit recently won an arbitrator's decision against the college, which closed down for a week to save heating costs and subsequently tried to charge the days to workers' leave time. The workers retrieved their lost days and while some thought that this ruling might set a precedent for the blizzard and blackout cases, Solomon Bendet, president of CSEA's Region II, Mr. Lattimer, and a spokesman for Roemer and Featherstonhaugh disagreed.

Erie Contract Vote: Yes

(Continued from Page 1)

poration without any real control over how it is used or how the hospital facility would function." A contract, it is thought, would provide Meyer workers with greater security, while the contracting-out issue is disputed.

The County Legislature had been scheduled to meet to consider the contract. It must conduct a public hearing before imposing a contract on the 2,100-member white-collar unit.

The unit, which bargains for more than 4,500 county employees, had turned down an earlier contract proposal in December by a 3-1 margin.

That pact offered no pay raise in 1978, a 4 percent hike in 1979 and a wage reopener clause for 1980.

"A big part of the problem in last month's rejection was the feeling that a wage reopener clause for the third year really meant a zero pay raise," Erie Local president Eiss said.

Both proposed contracts established an agency shop in the county bargaining unit and offered improved vacation, sick leave and personal leave benefits.

The latest pact, to resolve a dispute with the county workers over time lost during two December snowstorms, also estab-

lished a snow-leave policy that mandated a full days pay if county offices close after 1 p.m., a half-day's pay for closing before 1 p.m. and no pay but the option to take personal leave if offices did not open.

The CSEA's former contract with the County expired Dec. 31.

NOMINATIONS OPEN FOR STATE BANKING DEPARTMENT CSEA BOARD VACANCY

ALBANY—Civil Service Employees Association president William McGowan has ordered an election to be held to fill a vacancy on the State Executive Committee of the union's Board of Directors for a representative of the State Banking Department.

The election was called as the result of the promotion of Victor Pesci to a management-confidential position in the Banking Department. The election will take place in February.

Bernard C. Schmahl, chairman of the CSEA's special election procedures committee, has called upon state Local presidents representing Banking Department members to make nominations for the vacancy on the Board of Directors.

The nominees are to be submitted to Mr. Schmahl at CSEA Headquarters, 33 Elk St., Albany, by Feb. 3. Mr. Schmahl asked that names of nominees be submitted with resumes of the candidates' membership, activities and other information vital in the selection of candidates.

CSEA Board Meets

(Continued from Page 3)

\$25,000 will be spent in New York City alone, to publicize the situation at Willowbrook Developmental Center, where United Cerebral Palsy has taken over direction of seven buildings at the institution.

Several directors expressed concern over the number of titles being taken out of the open competitive class. CSEA research director William Blom explained that his office is constantly policing these actions, and is in contact all the time with Civil Service Commission president Victor Bahou.

In other action, Mr. McGowan noted that he is calling a special meeting of delegates for April 3 and 4 at the Convention Center in Albany.

Remodeling of the CSEA headquarters in Albany is expected to be completed by that time. To refurbish the lower floors and to revamp the third floor for more efficient office structure, the Board approved the use of \$60,000 from the building and maintenance fund.

Mr. McGowan said the remodeling will be completed in time for members to view their headquarters when they attend the delegates convention.

Secretary Irene Carr pointed out that a new procedure will be followed for motions at convention. Forms must be filled out in

triplicate (one each for the secretary, maker of motion and hearing reporter). An aide will be conveniently located to assist delegates in preparing and typing their motions.

Court Policy Staff Continue To Review The Pay Structure

The new salary structure for court workers is still weeks away as the Court Administration wrestles with the problem of determining job classifications.

Court workers have been under state jurisdiction since April 1, 1977. Before that time, as either county or municipal employees, they worked under an assortment of job titles and salary classifications.

The Court Administration seeks to establish statewide uniform job titles and equalize the uneven salaries workers are now paid.

Manhattan Retiree

MANHATTAN—The New York Metropolitan Retirees Local of the Civil Service Employees Association will meet at 1 p.m., on Feb. 21, at 2 World Trade Center, room 5890, Manhattan.

Praise Padavan's Questions

(Continued from Page 1)

1. Senator Padavan asked Dr. Prevost about the department's policy of "deinstitutionalization"—the dumping of patients out of the state-run facilities and into communities that are often ill-prepared to receive them. "What are your recommendations in the area of deinstitutionalization for the state?" Senator Padavan asked.

"I have found that in the development of transitional and community services, that the state employee, accustomed to working with the severely and chronically disturbed within our institutions, is, with additional training, the worker of choice with the patient outside the hospital," Dr. Prevost said.

Senator Padavan also grilled the psychiatrist with regard to

his feelings about the place of the multiply handicapped in the reorganization of the department, and about the commitments made by Governor Carey last year to patients and staff of the state Mental Hygiene facilities.

The proposed commissioner added that the blame for the "dumping" policy should be laid on "professionals" who failed to realize in the past that patients institutionalized for years need

Metropolitan Local

MANHATTAN—The executive committee of the Civil Service Employees Association's Region II will hold a meeting at Francois Restaurant, 110 John St., Manhattan, beginning at 5:15 p.m. on Jan. 31.

more than tranquilizers to live on the "outside."

The CSEA has launched a statewide publicity and political action campaign to halt the practice of dumping of mental patients as it is currently being carried out by the DMH.

Dr. Prevost said, however, that he endorses deinstitutionalization as a concept—as does the CSEA.

Mr. Ryan said, "The chairman's questions accurately reflected the concerns of the union on the important issues. As a result, we now have a much clearer idea of the direction the Office of Mental Health may take under Dr. Prevost's leadership."

A vote on the psychiatrists' nomination is expected to be taken in the state Senate within two weeks.

Part II Continuity Of Employment Committee

(Continued from last week)

MANHATTAN—"It's to keep people working, employed at what they do best; to train people to fill jobs similar or comparable to jobs that have been eliminated; and to provide the best possible employees for the people of the State," said Solomon Bendet, v-pres. of the Civil Service Employees Association about the first statewide labor-management committee, the Continuity of Employment Committee.

The state appropriated \$1 million to see this job through and the money has been allocated 25 percent for research and administration and 75 percent for a direct action program toward that end.

"The major premise underlying the creation of the Continuity of Employment Committee," according to

Dr. Robert B. McKersie, CEC chairman and dean of Cornell University's School of Industrial and Labor Relations, "is that employees represent the key resource available to the State to perform its wide range of governmental operations and services."

On target with this human approach, researcher Todd Jick noted in his study, "Coping with Job Loss," "Whereas layoffs have traditionally been considered as an economic phenomenon alone, the current emphasis has also explored the social and psychological consequences. The general thrust of the research has been to examine how layoffs affect the employee's physical health, psychological well-being, and family life, as well as economic stability."

In developing strategies to mitigate worker displace-

ment, researchers have begun a study of 1,015 unemployed state workers responding to a canvass of some 2,400 who were listed as jobless or working in lower-paying titles as of mid-1977.

A "skills inventory profile" is planned for each worker to be matched with a complementary inventory of positions available in state, city, and federal governments, and the private sector. The committee seeks a permanent, long-range system whereby the fluctuations of the state's workforce needs will become predictable. In this way, the CEC hopes to be able to provide all state workers with continuity of employment.

Next week: preliminary results of the study with the 1,015 groups.