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Civil Service LEADER

America's Largest Newspaper for Public Employees

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**Rabies Victim Recovering;
Health & Safety For Public
Employees, See pages 8 & 9**

Blast MH Dept. For Wasting \$ On Its Image

ALBANY—The Civil Service Employees Association, which is in the midst of a \$75,000 advertising campaign criticizing the State Department of Mental Hygiene's policy of deinstitutionalization, today blasted the department "for contracting out a quarter of a million dollars of taxpayer money to a Washington, D.C. firm" to improve the department's image, and offered to debate DMH representatives "anywhere, any time and save \$250,000 of taxpayer money from being wasted."

CSEA president William L. McGowan said, "The CSEA media campaign has obviously struck a raw nerve in the Department of Mental Hygiene, and that tells us our campaign was right on target. They plan to spend a quarter of a million

(Continued on Page 3)

Civil Service Commission Reforming

By SALLIE H. RUSH

New York's Civil Service Commission is in the midst of making changes in civil service practices. The new measures have aroused controversy and dismay among state civil service employees, just as recently proposed changes by President Carter in the federal civil service administration have aroused anxiety among federal employees.

(Continued from Page 2)



Civil Service Employees Association president William L. McGowan, left, testifies before Senate hearing on Taylor Law Reform, along with CSEA director of legislation and political action, Bernard Ryan.

'Taylor Law Causes Strikes,' McGowan Informs Senators

ALBANY—William L. McGowan, president of the Civil Service Employees Association, delivered the legislative proposals of the Public Employee Conference on Taylor Law reform last week in testimony before the state Senate Committee on Civil Service and Pensions.

Mr. McGowan told the committee that the Public Employee Conference feels the Taylor Law can be made more equitable for public employees by modifying probation provisions for striking workers, limiting grounds for injunctions against strikes and re-

pealing the controversial two-for-one fine.

Testifying as a co-chairman of the conference that consists of 22 public employee unions representing 800,000 public employees throughout the state, Mr. McGowan told the Senators that as it is presently written, the Taylor Law creates more friction between public employers and employees than it resolves.

Outlining the weaknesses in the law, the union leader told the committee, "Rather than prevent strikes, these procedures have in actuality increased the number of strikes. Public em-

(Continued on Page 3)

Were Transfers Voluntary?

By KENNETH SCHEPT

MANHATTAN—A grievance has been filed by the Manhattan Developmental Center Local 443 of the Civil Service Employees Association, because of contract violations that allegedly occurred when 13 members of the Keener unit, on Wards Island, were transferred to a group home located on Manhattan's Upper West Side.

Local president Cliff Lewis said that the move has resulted in employees doing out-of-title work and working split shifts, practices which Mr. Lewis states are explicitly prohibited by the union's contract. CSEA collective bargaining specialist Robert Guild supported this view.

Richard Dicedue, chief of special residential projects at Manhattan Developmental, confirmed that both practices were occurring at the group home, located at 146 W. 92nd St. However, Mr. Dicedue, who organized the transfer of workers out of the Keener unit, said that no contract violation had occurred because the employees had made the move voluntarily.

"Under duress," is the way Mr.

Lewis characterized the move.

He said that for the last year he had wanted to meet with Manhattan Developmental director Irwin Friedman, who, according to Mr. Lewis, kept saying, "We have to meet, we have to meet"—and we never met."

Mr. Dicedue said that he had posted an announcement of the pending transfer, asking for volunteers and explaining that out-of-title work and split shifts would be called for. He charged that he never heard from Mr. Lewis on the matter at that time.

Mr. Lewis said that the announcement was posted at only one of Manhattan Developmental's three units. He said that the way the transfers were handled

was an example of management's tendency to disregard the needs of workers, while it looked out for its own.

Mr. Dicedue viewed the move as a strategy to remove residents to a more natural environment, while at the same time saving the jobs of therapy aides. He said that an attempt to contract out for services at the Keener unit (such as has been done at Willowbrook) was unsuccessful because no voluntary agency was interested in taking over care for the institution's low-functioning population.

The five residents now at the group home spend their days in community day programs. The

(Continued on Page 3)

CSEA Monitors Education Dept. Reorganization

ALBANY — The Civil Service Employees Association says it is closely monitoring State Education Department plans to reorganize the 1,100-employee Office of Vocational Rehabilitation. "We are keeping a very close eye on the planned OVR reorganization to be certain it does not adversely affect the employees in any way," a CSEA spokesman said.

The CSEA spokesman said the

(Continued on Page 14)

Sustain Examiner's Right To Represent CSEA

WHITE PLAINS—Citing labor relations laws which protect employees when acting in a special capacity for their union, an arbitrator has acquitted a Civil Service Employees Association shop steward and grievance representative of several serious disciplinary charges lodged against him by the State of New York Department of Taxation and Finance.

The state had sought to terminate Paul Baroncelli, a senior estate tax examiner in the White Plains office of the Taxation and Finance, on the grounds of misconduct and insubordination following a confrontation last March between Mr. Baroncelli and two supervisors when they attempted to disrupt him as he counseled another employee with a grievance.

The state had contended that Mr. Baroncelli was not officially designated as a grievance representative and had no authority to take action on behalf of any other employees at the work location. The state maintained that he was told he could not take time off work to

pursue employee representation in grievance matters and his refusal to obey his supervisor's order was "flagrant" insubordination subject to dismissal.

ATTENTION ALL PS&T EMPLOYEES

Civil Service Employees Association president William McGowan urges all Professional, Scientific and Technical professionals to vote in the ongoing representation election in the 45,000 member unit:

"CSEA, the union which has represented your unit since its creation and the state's largest public employee union, is being challenged by a 'phantom union.' Make your voice heard in this important election. Take a few moments to cast your ballot for real representation and vote for CSEA!"

All PS&T election ballots must be received by the Public Employment Relations Board by 8:30 a.m. on April 12 to be counted.

The grievant was represented by Arthur H. Grae, a regional attorney for CSEA. Mr. Grae proved that Mr. Baroncelli was legitimately serving as the employees' grievance representative and, further, he maintained that litigation brought previously in a separate matter by the grievant against these supervisors was the basis for their grudge against him.

"There has been a long series of confrontations between labor and management in this particular shop," Mr. Grae said, "and, apparently, management has chosen to single out and harass Mr. Baroncelli."

In his decision, arbitrator Joel M. Douglas wrote, "Labor relations law is filled with numerous situations as to the rights of employees acting not as employees but in a special union capacity. Labor relations law has long established that these employees must be protected when acting in this dual capacity."

The arbitrator then sustained Mr. Baroncelli's grievance in whole and ordered that all charges against him in the matter be immediately dropped.

Civil Service Reform: Make Or Break Abuses?

(Continued from Page 1)

What some regard as reforms are described by civil service employees as devices to undermine the Merit System and substitute political pull for merit in promotions, hiring, salary increases, and work assignments.

Anthony Costanzo, public relations director for the New York commission, says "Everyone wants more government for less money," and believes that changes are being proposed because of fiscal considerations. These proposals, he said, if acted upon, will streamline the examination process, provide greater flexibility in hiring, promoting, transferring and firing state workers. Outstanding performance will be officially recognized or rewarded. A career executive service will be set up, and additional programs instituted to increase awareness of problems faced by women, minorities and the handicapped under Affirmative Action programs. There will also be emphasis on the speed by which matters are handled so both state agencies and the pub-

lic's needs may be met.

A Merit System review, a two-year study, has just been conducted as a fact-gathering effort with input from local government leaders, local and official legislators, special interest groups and other professional associations concerned with personnel policies. They attempted to discover and project ideas to improve existing civil service work standards. New York State contracted four private consultants to undertake this study, and twice that many committees were set up to examine, classify and recruit workers as a result of the information accumulated. The results of this study have also contributed to a format for legislative proposals now before the Legislature.

The Temporary State Commission on Management and Productivity has a bi-partisan committee that has been recommending ways to improve government management and productivity. It has also undertaken a study to determine state employees' attitudes and opinions.

This information helped develop the package of bills introduced in the Legislature's last session.

Legislation has been introduced that sponsors say would:

- Establish a career executive service for state managers and confidential employees and establish an Office of Management Evaluation and Development. This is designed to strengthen and improve agency management staff.

- Provide flexibility in appointments and promotions from state eligible lists by authorizing alternatives to the rule-of-three practice.

- Provide comparable titles to persons reinstated to government positions after a layoff from similar jobs and provide a rule-of-three selection and probationary period for reinstatements from preferred lists rather than from title to title.

- Broaden opportunities for employees to transfer among competitive titles.

- Authorize salary increases and bonuses according to merit.
- Allow applicants to enter

above the entrance level in professional, technical, scientific or administrative positions.

Various Affirmative Action training programs are under way. Civil Service Commission President Victor Bahou wants state agencies to hire more handicapped persons to fill jobs reclassified from competitive to non-competitive. A worker's handicap would be assessed according to how he can physically or mentally function on the job. The mentally retarded and people with other learning disabilities would fill labor and non-competitive class positions under the Bahou plan. The Career Opportunities Division is administering the program to recruit handicapped persons.

Michael J. Roche, of the Career Opportunities Division, feels that opportunities offered the handicapped will also benefit state agencies.

"These people are dedicated employees who are so glad to do something for a living . . . a chance to prove themselves," said Mr. Roche.

"They're not so likely to goof off and they can get into mundane and routine operations and not be bothered by it," he said. Handicapped workers stay on jobs (that generally have a high turnover, such as messenger jobs, heavy labor jobs, envelope-stuffing, limited filing and sorting) much longer and they tend to have a better sense of loyalty to the employer and the organization, he said.

Affirmative Action programs will continue to recruit in New York City and other cities by searching out neighborhood organizations, youth groups and schools for people willing to accept specific job titles. There are also ongoing programs in New York City to provide training for typists and stenographers.

Affirmative Action programs will continue to function to attract, hire and upgrade work pos-

sibilities for women and minorities.

The department is also decentralizing examination and job classification. Fourteen state agencies classify supervisors and professionals. Over 100,000 positions have been decentralized in the past few years.

Other plans are being proposed to encourage and allow employees to transfer more easily with job titles and agencies.

A computer bank is being proposed to disseminate information on applicants and positions available, and eventually match up people with job responsibilities.

Flexible work hours, or "flex-time," is being encouraged by Governor Carey, who says, "Our goal is to provide more opportunities for public service and to increase productivity." The Governor's Feb. 17, 1977, order re-

(Continued on Page 11)

CIVIL SERVICE LEADER, Friday, March 31, 1978



Report From The Capitol The Kyer Wire

By PAUL KYER



Political involvement by the Civil Service Employees Association is going to get even deeper.

Latest plan in the works is a massive voter registration drive with a goal of more than a quarter of a

million new persons on the election rolls throughout the state. A figure of two-and-a-half votes per family is the usual figure used by pollsters. Total success could mean nearly a million voters with an interest in CSEA,

and that's a very big bloc in the electorate.

As of now, the Employees Association has established its political action network very firmly throughout the state. In addition, the membership has authorized a large amount of money to support candidates in both state and local elections this fall.

Tom McInenry, new chairman of the Assembly Governmental Employees Committee, has settled easily in his new post, as well he should, since the Yonkers legislator was a member of the chamber's Labor Committee for several years prior.

The CSEA and other public employee labor unions say his expertise is already in evidence.

Publicity over allowing members of his family to use state facilities occasionally for transportation has apparently been taken due note of by Governor Carey.

One of his younger sons was sighted boarding the train from New York City to Albany last week, enjoying the amenities of Amtrak like the rest of us.

Retirees To Meet

BROOKLYN—Brooklyn Chapter 500, National Association of Retired Employees, will meet April 1 at 1 p.m. at Brooklyn War Memorial Building, Cadman Plaza.

CSEA Opens Fight Against Sex Bias

ALBANY — Civil Service Employees Association representatives participated in the first workshop of the new Center for Women in Government last week. CSEA officials attended panels on career planning and verbal skills with 200 other women hoping to advance in the public sector.

Irene Carr of Oneonta and June Scott of Albany, both members of CSEA's ad hoc women's committee, attended the day-long event at the State University Campus here. Several union staffers distributed literature describing CSEA's historical commitment to eliminating sex dis-

crimination in public sector jobs, and its plans for advancing affirmative action programs in the future.

"The workshop was valuable in providing a great opportunity to establish contacts with other women who have been successful in state government, as well as providing basic information on career planning and verbal skills," said Ms. Carr, the union's statewide secretary. "I think everyone got something out of it."

Among the speakers were Audrey Harvey, affirmative action officer for the State Department of Civil Service, and Vivienne Anderson, associate commissioner for instructional services of the State Education Department.

The CSEA women say they will send out questionnaires to learn women's priorities regarding civil service promotional opportunities.

Other ad hoc committee members are Frances Bessette, Clinton County; Stella Williams, State Insurance Fund, New York City; Nonie Johnson, Department of Law, Albany; Mary Moore, Department of Criminal Justice Services, Albany; Barbara Reeves, Department of Mental Hygiene, Utica, and Geri Cadieux, Hempstead.

Lottery

ALBANY — Winning numbers drawn March 24 for New York's weekly lottery:

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

209682

The five-digit \$1,000 number: 41313.

The four-digit \$100 number: 4872.

In the three-digit \$20 number: 947.

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D. J. Quadrini, G.M.

McGowan Outlines Taylor Law Reforms

(Continued from Page 1)
ployers, in order to circumvent the requirement that they negotiate in good faith with the employee organization, merely go through the motions of negotiation, go through the impasse procedures and then impose a settlement upon the employees."
"This attitude by the employer has actually created strikes which otherwise would not have occurred had employees had the

right to strike which would have compelled the employer to negotiate in good faith," Mr. McGowan said.
The controversial Taylor Law prohibits strikes by public employees and imposes harsh penalties on those who violate the law. It provides for no penalties, however, for those public employers who use the law as a tool to enforce their own positions and prevent public employees

from reacting.
President McGowan cited the continuing national coal miners strike as an example of the double standard applied to public employees. While New York's public employees are legally prevented and harshly punished for participating in a single-day strike on the unproved assumption that the public health, safety and welfare are automatically threatened, the miners were out

for over 100 days without penalty despite the threat of harm to the national economy.
The Public Employee Conference put forth several legislative proposals that would result in more equitable treatment for public employees. The proposals would:

- limit strike injunctions to situations where a real threat to the public welfare is proved.
- eliminate the automatic one-year probationary penalty for any public employee involved in a strike.
- repeal the two-for-one penalty that fines a public employee two days' pay for each day he is on strike.
- continue the terms and conditions of employment under an expired contract while negotiations continue for a successor agreement.
- establish a presumption of

arbitrability as it exists in private sector employment, but which has been diluted by New York courts.
Mr. McGowan told the Senators at the Tuesday hearing at the Capitol that: Enactment of these reforms would be a step toward making the Taylor Law the instrument for promoting harmonious and cooperative employee-employer relationships, that it was intended to be and end its use as a tool of management to force inequitable settlements.

"Public employees would be more fairly handled, the public would be protected from strikes that pose a real threat to the health, safety and welfare of the population and public employers could no longer use the law as a weapon to thwart the rights of public sector employees," Mr. McGowan said.



ESTABLISH OCCUPATIONAL THERAPY PS&T COMMITTEE

Members of the occupational therapy committee, one of the most populous titles committees of the Professional, Scientific and Technical unit of the Civil Service Employees Association are, from left, Carol Holland, Walt Leubner, Pat Grisafi, Neal McLaughlin and Alice Sarabia. According to Ms. Holland, occupational therapists from CSEA Region II interested in the work of the committee may contact her at Willowbrook (212) 698-1440, ext. 580, or they may contact Mr. Leubner, a research analyst at CSEA's Albany headquarters.

Montgomery Workers To Walk If County Asks Them To Crawl

AMSTERDAM—After spending nearly \$2,000 on a community-based advertising campaign to make the plight of the Montgomery County workers known to the area residents, Local 829 of the Civil Service Employees Association is preparing for whatever action is required by the actions of the county negotiator, county personnel committee or county board of supervisors.

A fact-finder's report has been prepared by Peter Prosper and has been issued to both parties. The CSEA unit has stated in order to avoid any conflict over the Easter weekend that it would attempt to maintain the confidentiality of the report for the five-day period prescribed in the Taylor Law.

However, the unit leadership stated that any negative public announcement by the County during this period could be considered as an act of provocation

by the union membership.
William Zipfere, CSEA Local president, explained the union situation: "This unit will not let history repeat itself. Two years ago, for various reasons, we believed the County's plea for patience and sacrifice. Now the Board has given itself salary increases ranging from 50 percent to 57 percent, but has refused to directly negotiate a fair and equitable contract with its own workers. Our members are prepared to stand united and react

appropriately to any act of provocation by the Board."
Harmon Swits, CSEA collective bargaining specialist, stated: "The unit negotiating team members are prepared to negotiate a fair and equitable contract with the County in order to avoid any unnecessary confrontation the County may force on them. If the County wants to request the Public Employment Relations Board be ready to assist in the resolution of the dispute, that is their decision, not ours."

Criticize Mental Hygiene Dept. For \$1/4 Million Advertising Plan

(Continued from Page 1)
dollars to clean up their image when they ought to be concentrating on cleaning up their act."

And the CSEA revealed that the Department of Mental Hygiene this week refused to accept an offer to discuss the issues with the CSEA on an Albany television station that offered free time to discuss the issues raised by the CSEA, and instead plans to hide behind a \$250,000 slick public relations campaign by an out-of-state agency. It's a waste of taxpayer money because all they have to do is discuss the situation with CSEA on the media available across the state," Mr. McGowan said. He said his 300,000-member union will contact television, radio and newspaper people throughout the state to arrange for free time and space, "and all they have to do is show up to talk about the

very issues they plan to raise in their \$250,000 campaign."
And, the CSEA president revealed, "CSEA will request free equal time from radio and television stations that use the planned DMH commercials, which is exactly what DMH did when CSEA launched our advertising campaign."

The Department of Mental Hygiene announced this week it will sign a \$250,000 contract with the Washington, D.C., firm of Porter, Novelli and Associates for a "public education" campaign. "If the department had done its homework and properly established adequate community-based services for mentally disabled people being released from state institutions, there would have been no need for CSEA to have raised the dumping-of-patients issue, and no need for the department to panic and devise

a \$250,000 image campaign. DMH ought to be using that money to create adequate community services instead of a whitewash," Mr. McGowan stated.
The CSEA said it plans to continue its own campaign, which was launched in January with a radio blitz and continued with statewide newspaper ads and is now involved in billboard and public transit advertising through April 15.

"Our advertising project raised the issue with the general public, and has forced the department to consider defending itself. We are now looking at the most effective methods to continue the campaign to educate the public to the problem, and it may or may not involve additional media advertising," Mr. McGowan said. "In any event, CSEA most certainly will be going head-to-head against any campaign DMH launches."



ELECTED

Eva Katz, of Rockland Psychiatric Center, has been elected as Southern Region III Mental Hygiene representative to the Civil Service Employees Association's Board of Directors. Ms. Katz will complete the term of the late John Clark.

File Grievance On Transfers

(Continued from Page 1)
number of residents will soon double. Because the residents spend much of the day away from the center, Mr. Dicedue said that two employees are working a split shift, reporting from 6 a.m. until 9 a.m., and then again from 3 p.m. until 8 p.m.

Mr. Lewis stressed that the union supported the concept of group homes. However, he criticized the way in which he felt the Keener transfer was carried out, "intimidating people into thinking their jobs were in jeopardy if they did not make the move."

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.

APRIL

- 2—County Division delegates meeting: 11 a.m., Albany.
- 2—State Division delegates meeting: 12 noon, Albany.
- 2—Board of Directors meeting: 1 p.m., Thruway House, Albany.
- 2—Departmental delegates meetings: evening, various locations, Albany.
- 3-4—Statewide Delegates Convention: Empire State Plaza Convention Hall, Albany.
- 7—Rockland Children's Psychiatric Center and Research unit, Local 421, ninth annual dinner-dance, honoring retirees of 1977 and 25-year employees, Singers Hotel, Spring Valley.
- 11—Creedmoor Psychiatric Center Local 406 membership meeting: 5:30 p.m.
- 11—Syracuse area retirees Local 913 spring luncheon-meeting: 1 p.m., Fireside Inn, Baldwinsville.
- 15—Cortland area coalition meeting of Locals including SUNY 605, DOT 520, ENCON 119, Cortland County 812: 2-7 p.m., American Legion Post, Homer.
- 18—Livingston county unit of Rochester Retirees Local 912 membership meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
- 18—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 19—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.

Watch Ed. Dept. Reorganization

(Continued from Page 1)
union has observers on a 13-member Education Department task group appointed to study the reorganization, "and we will ask for a private meeting with consultants hired by the Education Department to learn in greater detail what plans are being considered." The union representative also said CSEA will

study carefully a report expected to be issued shortly by the special 13-member task group. "We will evaluate that anticipated report and determine our position and course of action if that report is, to us, unsatisfactory," the spokesman said.
CSEA said it will keep affected employees informed as the situation develops.

Upstate Firemen Win Overtime Fight

By MARTIN FOX

ALBANY—A state appeals court has backed firemen in upstate Amsterdam in their fight with city officials over

how many hours they must work in a year before they are entitled to overtime pay.

The Division ruled recently that vacation time and other

paid time off are not counted in computing work hours for the year. As a result, firefighters entitled to three weeks vacation, for example, are eligible for overtime after working 1,960 hours, or the equivalent of 49 weeks at 40 hours per week.

Amsterdam officials claimed that overtime begins after 2,080 hours worked, or 52 weeks at 40 hours per week. (The yearly total stems from the long hours firemen sometimes work, often around the clock. Their overtime is computed on total hours worked during a year, rather than on the traditional 40-hour work week.)

The city won a lower court ruling supporting its 52-week interpretation. The firefighters appealed to the Appellate Division and won. The five-judge court said that under state law, the maximum hours firemen are required to work, based on the 40-hour week, is exclusive of vacations and holidays.

The court ruled this interpretation was backed by the State Attorney General, who said the language of the law clearly intended to exclude paid time off in computing the annual number of hours firemen must work before reaching overtime status.

If the city's position were adopted, the appeals court explained, it "would frustrate the clear intent and purpose of the Legislature and thereby substantially deprive (the Amsterdam firemen) of the benefits" they are entitled to.

The city was ordered to determine firefighters' maximum annual hours exclusive of paid time off.

Announce Nassau Police Test Scores

The Nassau County Civil Service Commission sent out scores last week for its Oct. 29, 1977, police officer exam. About 20,000 applicants from Nassau and contiguous counties took the test.

Because the exam was open to
(Continued from Page 10)

Open Continuous State Job Calendar

Title	Salary	Exam No.
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-888
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
Medical Record Administrator	\$11,337	20-348
Mental Hygiene Therapy Aide 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, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Radiologic Technologist, Therapy		
Stationary Engineer	\$10,714	20-100
Stationary Engineer, Assistant	\$ 9,546	20-303
Stationary Engineer, Senior	\$14,142	20-101
Variety 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.



PRAISE AND GRATITUDE

For residents of developmental centers, there is little contact with the outside world. Consequently, members of Civil Service Employees Association Local 430 at Suffolk Developmental Center each year since 1972 have staged an annual party for center residents there. The event has garnered praise from center officials and gratitude from the residents. Committee members of the most recent festivity included, from left, Anne Hannon, chairman Seymour Chasnov, Alice O'Neill and Bunny Miller. Other committee members were Eileen O'Connor, Jane Prydotko, Joan Stracguadaini and Joy Walker.

SHORT TAKES

FEWER FEDERAL EMPLOYEES

Federal government civilian employment decreased by 12,502 during January 1978 to a total of 2,838,826. The release of 16,672 temporary Christmas assistants, and approximately 1,500 temporary workers in the national parks and forests accounted for the net decrease.

SABBATH NO REASON NOT TO WORK, SAYS COURT

A former New York City correctional officer fired for refusing to work on Fridays because of his Muslim faith lost his discrimination lawsuit this month in Manhattan Supreme Court. He was seeking reinstatement. Judge Bernard Nadel ruled that the former officer, Ali Abdullah Sadiq, knew when he was hired he would have to work on Fridays. Judge Nadel also ruled that the Department of Correction was exempt from a state law requiring agencies to permit employees to be off on days they observe as their "sabbath or holy day."

HE PROPOSES AGENCY FOR DISABLED

Assembly Minority Leader Perry B. Duryea has proposed creating an Office of Vocational Rehabilitation Services in the state's executive department to administer the state work programs for mentally and physically disabled persons. Assemblyman Duryea said the new agency would serve 100,000 disabled clients.

U.S. Holiday Policies Criticized

MANHATTAN—The Anti-Defamation League of B'nai B'rith has urged the federal government to better accommodate workers seeking time off for religious holidays.

In testimony before a House Comprehension and Employment Benefits subcommittee hearing, Ira Glissen, director of ADL's discriminations department, said despite federal laws and Presidential directives, progress in this area "has been almost imperceptible."

Mr. Glissen said that ADL receives an unusually large number of complaints from Jewish employees who are refused time off to observe the High Holy Days. He said complaints come from Postal Service, Agriculture Department and Veterans Administration employees and state civil service workers.

ADL has recommended:

- Federal, state and local governments should amend civil service laws to pay workers for personal leave days. Civil service employees could then use personal leave days for religious holidays and other purposes, says ADL. The federal government does not give its employees per-

sonal leave days.

- Civil service departments should clearly define "undue hardship," drawing a distinction between high religious holidays and weekly Sabbath. High holidays should not be described as constituting hardship to employers preventing them from accommodating employees' religious needs.

- Time off for religious holidays should not be given to some employees and denied to others.

- Federal employers should be required to exhaust "voluntary swaps" between employees.

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Court Awards Nassau Court Aides Unused Vacation Pay

CIVIL SERVICE LEADER, Friday, March 31, 1978

MINEOLA—Nearly 80 Nassau County uniformed court officers have won a court ruling ordering the county to

pay them for unused sick leave and vacations they have accumulated at the time they became state employees last April 1.

The ruling from Nassau Supreme Court Judge Bernard Tomson cited the language of a collective bargaining agreement between the local chapter of the Civil Service Employees Association and the County, effective Jan. 1, 1977. The contract, he said, required the County to make cash payments to court employees "upon terminations of service" for sick leave and vacations, up to 85 days.

were county employees, "a termination of service" occurred, said Judge Tomson.

What the state law attempts to do, and which is unconstitutional, he said, is "modify retroactively an existing contractual obligation."

State Promotional Job Calendar

FILING ENDS APRIL 10

Senior File Clerk	\$ 7,204
Senior Mail and Supply Clerk	\$ 7,204
Senior Mechanical Stores Clerk	\$ 8,051
Senior Stores Clerk	\$ 8,051
Welfare Inspector General Field Representative II	\$13,404
Welfare Inspector General Field Representative III	\$17,429
Senior Clerk (Transportation Maintenance)	\$ 7,204
Chief Beverage Control Investigator	\$18,369
Executive Officer A	\$21,545
Executive Officer B	\$15,538
Executive Officer C	\$14,880
Executive Officer D	\$13,404
Executive Officer E	\$11,337
Senior Beverage Control Investigator	\$12,670
Supervising Beverage Control Investigator	\$14,880
Associate Bacteriologist	\$17,429
Associate Bacteriologist (Virology)	\$17,429
Senior Bacteriologist	\$13,404
Senior Bacteriologist (Virology)	\$13,404
Chief Housekeeper I	\$10,714
Chief Housekeeper II	\$11,983
Chief Gas Technician	\$14,142
Senior Gas Inspector	\$10,714
Senior Bacteriologist	\$13,404
Assistant Thruway Stores Supervisor	\$12,215
Principal Thruway Storekeeper	\$11,535
Thruway Stores Assistant	\$ 8,553
Senior Thruway Storekeeper	\$ 9,045

FILING ENDS MAY 10

Nurse Administrator I (Psychiatric)	\$14,142
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For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

When county court officers became state employees under the Unified Court System April 1, 1977, the judge ruled, they ceased to be county employees and their services were terminated. A lawsuit was brought when claims by individual officers for sick leave and vacations were filed and the County refused to pay.

Judge Tomson rejected the Office of Court Administration's argument that the law creating the Unified Court System took precedence over the labor contract. That law gave county court employees credit for sick leave and vacations they had accumulated, but they could get paid for it only when they retired or left their jobs in good standing.

The court called "clear and unambiguous" the contract's language defining "termination of service." By becoming state employees, even though they do the same work for the same pay in the same place as when they

GO TO HEALTH

By WILLIAM R. WILLIFORD

Rising Pressure

How can you tell if you have high blood pressure?

Chances are you can't, unless you had your blood pressure checked by a nurse, physician, or someone trained in taking blood pressure.

High blood pressure, also known as hypertension, has no warning signs in its early stages.

Only half of the 23 million Americans who have hypertension are aware of their condition. In most victims (about 90 percent), the cause is unknown. These people are said to have "essential hypertension."

Essential hypertension occurs more commonly in people with a family history of high blood pressure. If one parent has the disease, there is a 50 percent chance that one child will develop it. If both parents suffer the disease, the chance that one child will develop it rises to 90 percent.

Although its cause is unknown, essential hypertension is known to be aggravated by certain environmental factors. Among these are emotional stress (especially feelings of anger and frustration), large amounts of salt in the diet, cigarette smoking and overweight.

Once considered a relatively benign disorder, even mild hypertension is now recognized as a disease that can be fatal. In untreated hypertension, the time from onset to death is about 20 years. Except for an elevated blood pressure reading, no warning signs are likely to appear for the first two thirds of this time, after which failure of one or more vital organs occurs. Once organ failure begins, the average survival of the untreated patient is about six years.

Hypertension and hypertensive heart disease cause about 60,000 deaths annually and contribute to strokes, heart attacks and kidney failure.

The AMA recognizes hypertension as "a major and urgent medical problem" and urges everyone to have a blood pressure check. If detected early enough, hypertension can be treated and controlled. So why wait?

(Source: "Your Blood Pressure" a pamphlet published by the American Medical Association.)



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FRIDAY, MARCH 31, 1978

The Ratings Race

ONE thing the Civil Service Employees Association did not bargain for when it launched its \$75,000 campaign on Mental Hygiene deinstitutionalization was that the state would counter with a \$250,000 campaign of its own.

The CSEA undertook the project, of course, because many of its members' jobs were being jeopardized by the state's acceleration of contracting out services to private sector businesses and because so many Mental Hygiene patients were being discharged into civilian communities in order to lessen crowding at the state-run institutions.

While there is no question that the union was acting in the interest of its membership, it went public with the campaign because it knew that the issue was far greater than a mere labor dispute—although thousands of jobs can be affected.

Notwithstanding that attention on the dumping problem is centered in certain Long Island communities, where a number of huge MH facilities such as Pilgrim, King's Park and Central Islip Psychiatric Centers are located, it is a problem of statewide proportions.

Another aspect of the campaign has evolved out of problems at Willowbrook Developmental Center on Staten Island. First was the televised sensationalism of conditions at Willowbrook, which still remains the largest institution in the state. This was followed by a court order to reduce the number of residents in the facility. More recently, United Cerebral Palsy was given jurisdiction over seven buildings at the developmental center.

Willowbrook union leaders roused statewide CSEA delegates at their statewide convention last October to undertake the dumping and contracting-out issues as a major union cause.

The resulting public campaign has, in turn, provoked additional controversy since many political figures, in this election year, have spoken out on the subject.

Now we have the State Administration itself contracting out (There's that term again!) to a Washington, D.C. based firm—to the tune of a quarter of a million dollars in order to improve the Mental Hygiene Department's image.

Obviously, the State has more funds from which to draw in conducting such a campaign than the union does. We are reminded of the similarities of this image-buying and a recent national Presidential election that was characterized as the "buying of the Presidency."

One reason we have two major political parties and provide that persons of both parties have ranking positions is to insure authoritative spokesmen for differing viewpoints.

The politicians have been alerted to the issue and are publicly discussing it. The public has been aroused to pay attention to the discussion, since it potentially affects their own lives.

Not only is it a waste of taxpayer money for the State to contract out for such a campaign, but it should be illegal to spend taxpayer money to propagandize.

As CSEA president William L. McGowan commented: "They plan to spend a quarter of a million dollars to clean up their image when they ought to be concentrating on cleaning up their act." (M.O.B.)

Don't Repeat This!

Election Fever Will Heat Up Budget Debate

It's not that April 1 is April Fool's Day that has the Governor and the State Legislature in a tizzy.

It's because April 1 is the beginning of the state's fiscal year and is the deadline for final approval of the state's budget.

The budget is a weighty document and only experts know how to weave a path through its seemingly endless columns of figures. However, it is the most significant legislative item to be acted on each year, because it establishes state programs and policies for the ensuing fiscal year. It becomes a particularly sensitive document in an election year, when the state administration and legislators must face their constituents.

Generous Tax Cuts

Since this is an election year, tempers, tensions, and passions are at a fever pitch. Last winter, even before the Legislature convened for its regular session, Senate Majority Leader Warren M. Anderson convened a special Senate session, which approved generous tax cuts. This was an interesting ploy by Anderson to grab the play away from Governor Carey, who was obviously also prepared to recommend tax cuts.

The Governor and Legislative leaders finally agreed to a compromise incorporating some proposals made by the Governor and some advanced by Anderson and Assembly Minority Leader Perry B. Duryea, Jr., one of whom will be Carey's opponent in this year's gubernatorial race. On net, taxpayers, both in lower and upper income brackets, will benefit from tax cuts. All that remains now is the forthcoming political rhetoric as each political party tries to grab a measure of public approval for enacting the tax reduction program.

This is a particularly burning issue since all taxpayers will be saddled with a substantial social security tax increase next year. However, resolution of the tax program has by no means resolved the budget problem.

There still remains the sensitive political problem of use of Medicaid funds for elective abortions. Senate Republicans, who control the chamber, insist upon voting on whether Medicaid funds should continue paying for abortions. Assembly Speaker Stanley Steingut is anxious not to put Assembly Democrats on the spot by requiring them to vote on an issue so charged with political passions.

May Miss Deadline

Anderson and Steingut are both adamant on the issue. Unless some compromise is reached, virtually within a matter of hours, it is entirely possible that the budget will not be approved by the April 1 deadline. That could create considerable problems for the State's financing picture, since it will shortly after April market short-term notes to meet immediate state obligations.



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.

Arbitration Denied

A board of education entered into a collective bargaining agreement with a teachers union in which the board agreed to pay accumulated sick leave to teachers who retire, resign or die.

It was agreed that the board would not be required to make payments to the teachers retirement system on account of the paid sick leave. The state retirement system informed the board that the failure to make payments to it would be considered illegal.

A dispute arose between the union and the board as to whether the required payments to the retirement system should come out of a fund created to pay for unused sick leave or whether the board should pay an additional amount to the retirement system out of its own budget. The union demanded arbitration; the board asked for a stay which was granted by the Supreme Court in special term. The Appellate Division, Second Department affirmed.

The agreement between the union and the board provided for arbitration of alleged contract violations. The contract also provided for a procedure to be followed in case any part of the agreement was declared contrary to law. This savings clause specifically provided that there would be no arbitration in case the parties failed to agree upon a provision to take the place of the clause held to be illegal. "Thus," the court said, "a plain reading of the contract indicates that the parties did not intend to arbitrate this type of dispute."

THE UNION argued that there is a public policy in New York that favors arbitration as the voluntary method of settlement of public-sector labor disputes. The union also argued that case law has created a presumption of arbitrability. However, in the recent Liverpool case 42 NY 2d 509, 399 NYS 2d 189, the Court of Appeals held that arbitration agreements which came out of the Taylor Law are different from those found in the private sector. In Liverpool the court stated:

"Inasmuch as the responsibilities of the elected representatives of the tax-paying public are overarching and fundamentally non-delegable, it must be taken, in the absence of clear, unequivocal agreement to the contrary, that the board of education did not intend to refer differences which might arise to the arbitration forum."

The court went on to say that where a dispute can fall within both the included and excluded categories then it will not be arbitrated. Board of Educ., Levittown v. Levittown United Teachers 400 NYS 2d (170 Appellate Division, Second Department).

It would be virtually impossible for the Legislature to move at breakneck speed to wind up its work so its members can hit the campaign trail early.

WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: State Commerce Department, Manhattan

QUESTION: According to the personnel office of the State's Department of Commerce, its employee evaluation form has been revised so that managers have a greater opportunity to comment constructively when a worker excels, or when improvement seems needed. What do you feel about this new evaluation method?

Hans Mueller, international trade consultant:



"The new rating form is hardly an improvement if it is to facilitate a meaningful agency or department-wide performance comparison. Objectivity, however approximated, seems to have been replaced with subjectivity and report-card mentality. Unclear and disputable descriptions of the various performance levels and categories require individual interpretations on the part of the raters. Ratings tend to represent a rater's personal opinion rather than a statement of fact. Among professionals, in particular, such ratings turn into a unilateral battleground over philosophical differences and professional disagreements to the advantage of the rater. Interestingly, qualities such as leadership, character, integrity, persuasiveness and initiative were absent from the line-up of rating categories."

Paul Kamrass, business consultant:



"I think the new form is helpful because it gives a numerical designation which gives an immediate value. In this case, one number is worth a thousand words. There are weak areas though. The new form does not require verification. The standards are not definite in the new form. Both forms do not include a rating system whereby employees can rate the performance of their supervisors. I feel this should have been included if a new format was to be chosen. The standards used in the form lend themselves to subjectivity. In whole, there has been some improvement with regard to quantification but less with definition of performance categories."

Clarence Robertson, director of field office operations:



Basically, the forms are relatively the same. The previous form gave more of a definition within the categories and divisions. They are easier to rate because they are more specific and go into greater detail. The subtitles of the new forms are good, but I think they need more expansion or they should include a space for comments after the subtitles.

Neither of the forms have a space for comments by the employee. The employee should have an opportunity to comment on the validity of the evaluation of himself. I do find that the rating by number on the overall score seems to balance."

Mike Chmieloski, international trade consultant:



"I think that this system is unsound and leaves the door open for unfair assessment as the reviewer can exercise big-brother prejudice to degrade the raters' ratings. The rater, which is the immediate supervisor in most instances, possesses similar education, training and experience and has day-to-day contact with the persons under him while the reviewer could be a political appointee lacking the above qualifications, and in one day can use this reviewing as a tool to exercise his prejudices. I also advocate that the civil servants be given the opportunity to rate their immediate rater, but more important to rate the reviewer who might be or is the immediate supervisor of the department. Democracy is a two-way street."

Dorothy Velazquez, senior steno:



"I prefer the old form. It asks all the questions and evaluates your performance as satisfactory or unsatisfactory. The new form reminds me of a report card. The flaw is there is no possible continuity for the ratings. One supervisor may judge a worker's performance on their concept of superior or inferior. Their concept of superior might be no higher than 11 out of a possible score of 12. Another supervisor might easily give 12 as a score of superior. I feel the new form will cause hostility among the workers. In the old days, you were merely satisfactory or unsatisfactory. Now the workers will be comparing ratings. This will only lead to jealousy and dissention."

Milton Ellis, business consultant:



"I think it is an improvement over past forms; yet when a range is given, a supervisor may tend to hide a true evaluation by picking a number in between the range. We have no idea if this evaluation procedure is used at all. I feel it is very difficult to streamline any form to get it to be all-encompassing. The average supervisor does not want to make waves. Yet, all supervisors do not rate the same way. A high score to one supervisor may be a low one to another. I feel the rating system makes it harder to pin down a person's performance."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Return To Work

Many disabled workers receiving social security disability benefits may want to return to work, even though their health has not improved.

A provision in the social security law could help them, a social security representative says.

This provision, known as the trial work period, permits a disabled worker to test his ability to work while still disabled and continue to receive monthly benefit checks.

A trial work period ends after nine months. The work period need not be nine consecutive months, however.

Minor work activity is not counted. The general rule is that only months in which an employee earns more than \$50 count. For a self-employed person, only months in which the person nets more than \$50 or devotes more than 15 hours to the business count.

At the end of the trial period, the worker's case is reviewed. If the worker can work, benefits are stopped after an adjustment period of three additional months.

On the other hand, benefits continue if it is found that the worker is still unable to work.

One important thing to remember is that people getting social security disability checks should report any return to work, no matter how small their earnings.

The questions flooding IRS information centers—some involving strict interpretations of the laws—has caused the service to establish a hot-line telephone in New York. It is (202) 566-4300. Call from 8:30 to 4:30 or write: EP:T 111 Constitution Ave., NW, Washington, D.C. 20224.

Laws that prohibit mandatory retirement until age 70 are still in the works, but the effective date of the law is uncertain. It might be Jan. 1, 1979, or Jan. 1, 1980, with exemptions for "end-of-contract" situations for union employees or executives with pension commitments. However, this is already affecting contracts for employment. It will not ap-

ply to teachers, those entitled to a pension of \$25,000 or more, and several other groups.

Retirees will find a non-profit, work vacation trip interesting if they are willing to join an expedition.

For a fee ranging from \$400 to \$900, tax deductible, you may join groups studying tropical charts, sketching and photographing cave drawings, tracking and studying raccoons, or collecting plant and insect specimens. The trip is sponsored by groups heading for the Caribbean, Africa, Central America and various parts of the United States. Earth Watch, 10 Juniper Rd., Belmont, Mass. 02178 is coordinating the trips.

A free report of your Social Security earnings is available from the Social Security Administration, P.O. Box 57, Baltimore, Md. 21203. Inasmuch as monthly Social Security retirement, disability and survivors' benefits are based on a worker's average earnings over several years, it is a good idea to check on the records. Occasionally a clerical error omits some or all of your earnings and it may be difficult to prove what they were many years later.

Medicare Part B is available at certain periods. If you have not registered for this, you should before March 31. Reopening periods come only once a year.

Ex-husbands and ex-wives of federal retirees may receive part of the monthly pensions of their former spouses, if legislation sponsored by the administration is passed by the House of Representatives. Deduction would be made from annuity checks if the state court orders it as part of the property rights settlement.

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)

- Thomas, Johnny BRochester
- Torres, Benjamin CBronx
- Tarres, Clara ENorth Babylon
- Toth, LoszloSyracuse
- Tracy, Judith P Los Angeles, Calif
- Trenconsky, Robert PVestal
- Urbach, Margaret MHicksville
- Van Hook, William CCentral Islip
- Villodas, Jacqueline LNew York
- Walker, Helen ALatham
- Wall, Robert ERochester
- Weber, FrankValley Stream
- Wesner, Linda GHighland Falls
- White, Daniel JE. Elmhurst
- William, Thomas JrMiddletown
- Wilson, Frank EPeekskill, NH
- Wilson, GeorgeStaten Island
- Wood, Charles DBelfast, Me.
- Worth, Richard AllenKings Park
- Yong, Willie BWhite Plains
- Young, Rosalie FRochester
- Zimlinghaus, Anita CBridgehamton
- Zimmerman, Paul JBuffalo
- Zimpleman, Pete CHempstead

LETTERS TO THE EDITOR

Didn't Know

Editor, The Leader:

I would like to thank you and commend you for your issue of the Civil Service Leader announcing the Post Office exams in the NYC Metropolitan area. However, the point that made

your announcements different from any other publication is that you kindly announced the exam for places like Long Beach, Cal., Springfield, Mass., New Haven, Conn., etc. I applied for all of the other post offices as well and was kindly granted an appointment to take the test

in these states too.

I was checking with all the major post offices in the area and none of them even knew that they were filing at the same time in all other states throughout the USA. I also checked with the Federal Information Bureau in NYC and the Civil Service Commission in NYC and they did not even know of the testing in other states in the USA.

RONALD J. MARZLOCK
Forest Hills

Women's Rights

Editor, The Leader:

Although I am not in the habit of writing to newspapers, I felt I had to respond to a letter in the March 10, 1978, issue of the Civil Service Leader, regarding the Women's Convention.

The writer pointed out that

equal pay and equal opportunity had already been guaranteed by the Civil Rights Act of 1964 and the Equal Opportunity Act of 1972, thereby negating the need for passage of the Equal Rights Amendment to make such guarantees. I would like to explain to some of your readers that ERA would be a Constitutional Amendment, protecting the rights of women. While there may be protections under the acts cited, it must be recalled that these are laws, passed by a majority of lawmakers in a given setting, at a given time, that may also be repealed.

I do agree with part of this writer's letter and will close with the same statement "Let's keep our country great and respect women, men and the family."

DOROTHY E. MOREA
Eastchester

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.

EASTER MARKED MAN'S YEAR BATTLE WITH RABIES: SECOND EVER TO SURVIVE

By Deborah Cassidy

ALBANY—Confused and frustrated because his body will not respond the way he wants it to, 34-year-old Jerome Andrulonis, a researcher for the state Department of Health and a member of the Division of Labs and Research Local of the Civil Service Employees Association, is slowly but steadily recovering from a rabies virus he contracted while conducting experiments with a live virus vaccine.

"I don't think my husband quite understands what has happened to him, but he knows something is wrong," Joanna, Mr. Andrulonis' wife, told the Leader. "He has periods of extreme agitation in which he cries out of frustration."

But she is quick to add that he is indeed making steady improvement.

Mr. Andrulonis had been in a coma from April 1977, when the disease was first diagnosed, until the end of June. He had apparently inhaled the live virus and contracted the disease despite having been immunized. During that time he was neither able to move nor to speak. His left hand was tightly clenched and held rigidly against his chest.

According to a spokesman at Albany Medical Center where Mr. Andrulonis is being treated, he is "the second person in documented medical history ever to survive the disease." The survival rate for rabies is essentially zero, the spokesman said.

The first, and only other case, of an American surviving rabies was that of a six-year-old Ohio boy, Matthew Winkler, who was bitten by a bat and stricken with the disease in 1973. Due to "extensive supportive care" administered by Thomas Weis and Jack Stechsulte, pediatricians at St. Rita's Hospital in Lima, Ohio, the child completely recovered after three months.

With supportive machines stabilizing and keeping alive the respiratory system, the central nervous system and the cardiovascular system of the child, the disease was allowed to "burn itself out." The virus was killed by the body's own defenses. According to Dr. Weis, no curative drugs were administered to the child.

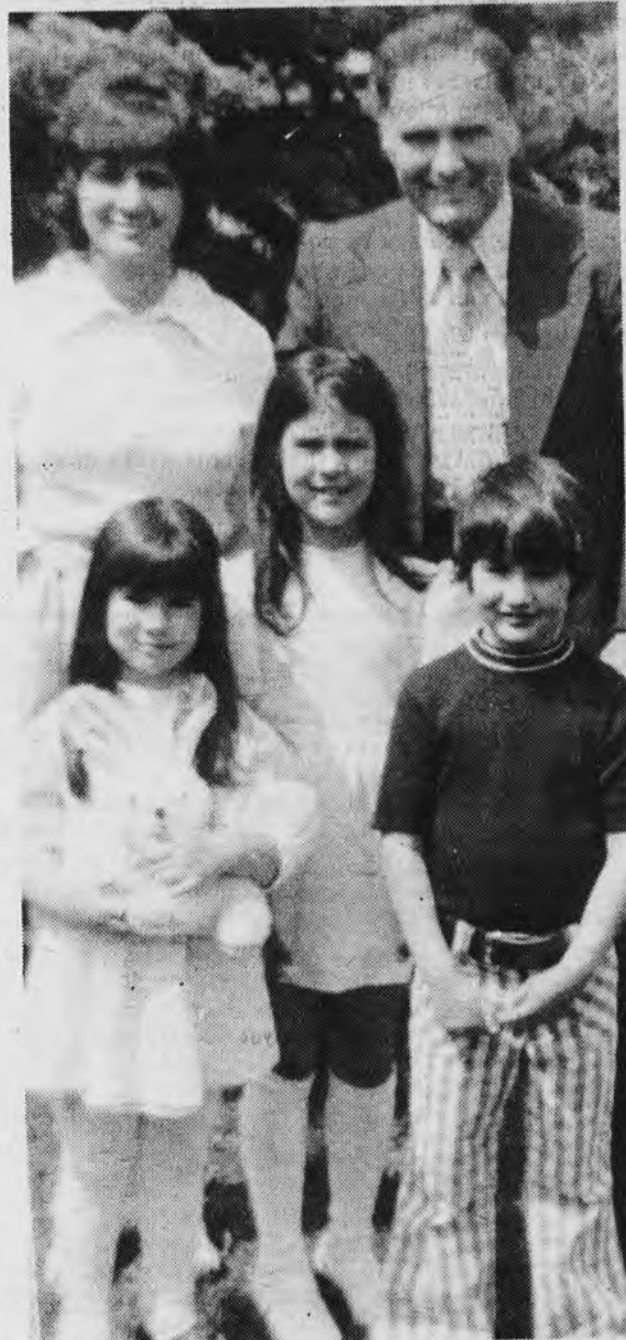
Explaining the reason for such a procedure, Dr. Weis said that victims of rabies are killed not by the disease itself, but by the complications that it causes in these vital systems of the human body. "It's most important to deal with these complications," he said.

The theory of "extensive supportive care" was advanced by Michael Hatwick, then with the National Center for Disease Control in Atlanta, Ga., who came to Ohio to assist in the Winkler boy's case. Dr. Hatwick had tried his theory on other patients, prior to the Winkler case, but had not had success. He further theorized from these cases that if the treatment were administered more quickly and more vigorously, it would work better. This was proved to be so with the success of the child's case.

The Winkler child underwent a routine football physical last fall and, according to Dr. Weis, was found to be in excellent health. "He is also an excellent linebacker," Dr. Weis added.

The "extensive supportive care" procedure was also administered to Mr. Andrulonis, due to the success it had with the Winkler boy. Mr. Andrulonis is now off the machines, as the doctors wait for the body to kill the virus.

In July, Mr. Andrulonis appeared to be recover-



Last Easter, one week before his battle with rabies began, Jerome Andrulonis posed for this photo with his wife Joanna, and their children, from left, Joanna, Annie and Bucky.

ing and was able to walk and even jog around his hospital room. That progress was shortlived, however. Within a few weeks his condition again deteriorated. Since then, his wife and doctors have noticed first weekly and then daily improvements.

Until recently he was confined to Albany Medical Center during the week but had been coming home on weekends since August.

Still not able to stand or walk unassisted, he must have his wife or an attending nurse with him at all times, and sits loosely strapped in a chair. He walks with two men holding him up and is able to assist in lifting himself for whoever helps him walk.

A major accomplishment, according to Ms. Andrulonis, came when he began to play pitch and catch with one of his three children in July. At that time he was not able to use his left hand and could not look around to see where the ball was going. Since then he has regained both of these capabilities. "He'll play for hours with the kids and it's great therapy for him," his wife added.

At this point he is able to feed himself usually

two meals a day. Ms. Andrulonis noted that he "eats everything" and has maintained his weight and strength throughout his illness.

"I am happy," he repeats over and over to his wife on a tape she made of his first audible words in late December.

Mr. Andrulonis answers a question in two- or three-word sentences or will repeat and change around phrases spoken to him. His voice is thin as though he were under sedation.

"It has only been since Thanksgiving that he made his first sounds, which weren't real words," Ms. Andrulonis explained. "So it's quite evident that he has made good progress in a relatively short time."

Until recently, when he really wanted to communicate he grabbed his wife's arm and shook his head in response to questions she asked about what might be bothering him.

He was aware of the world about him and spent his time watching television or listening while his wife read to him. "His eyes followed the lines and his lips moved as though he were reading, too," she commented. He recognized and responded to his wife and children, something he had done from the start of his recovery. "In this respect, his basic personality has not been affected. He always was very affectionate and still is," she said.

Now he is talking better, reading, feeding himself completely, and he is home all the time.

His wife finds that the home environment has proved to be good therapy for him. The first time he came home was for his son Bucky's eighth birthday in August. "It really seemed to jolt him. He took one look around and then he began to cry and hug the children and me."

Every Christmas Mr. Andrulonis had set up trains, which he has had since a boy. This year Ms. Andrulonis began to do it for him. Almost immediately, she explained, he crawled over and sat on the floor watching every move she made. "It just seemed to trigger his reaction," she said. "He also reacted favorably to riding in his car for the first time," she said.

Presently he is receiving drug treatment to control high blood pressure and muscle spasticity. He also takes vitamin supplements. He is undergoing a limited amount of physical therapy, since it is now mostly a matter of waiting for the brain to heal.

The doctors and experts in the field have been unable to tell Ms. Andrulonis to what extent his husband will finally recover or how long that will take, but one of them, James Tillotson, has told that as long as he continues to progress there is no need to worry.

According to Bennet Ellsberg, director of the Division of Pathology at the National Institutes of Health in Bethesda, Md., and George Baer, researcher and one of the foremost United States experts on rabies with the Center For Disease Control in Atlanta, Ga., there is no known cure for the disease once a person has contracted it. There is an anti-rabies shot that is administered when it is known that a person has been exposed to rabies, but before it has actually been contracted. Ms. Andrulonis and her daughter Joanna did receive these shots.

Said Dr. Baer, who is following the case, "Mr. Andrulonis is receiving the best treatment possible and now we can just wait and see what happens. Throughout the ordeal, Ms. Andrulonis says

"found kindness, sympathy and understanding from the CSEA personnel and lawyers. 'I was amazed at first and didn't know where to turn. Suddenly the CSEA just contacted me and began to handle things for me.'"

That has meant a near mountain of work for Corcoran, Capital Region supervisor, and Stroebe, president of the Division of Laboratories and Research Local, who helped her to obtain CSEA Accident and Health insurance funds, husband's salary, disability pay and compensation for hospital bills. They also put her in touch with the CSEA's law firm to file a claim against the state.

"We have tried to do our very best for the Andrulonis family, and the CSEA is here when they need further assistance. We are in touch with Ms. Andrulonis and have told her to feel free to call us whenever she needs us," said Mr. Corcoran. "The union representatives and co-workers of Jerry Andrulonis we are sincerely interested in his

progress and are keeping up with the latest developments," added Mr. Stroebe.

Richard Burstein, of the CSEA-retained law firm, Roemer and Featherstonhaugh, has filed a notice of intention to file a claim on behalf of Ms. Andrulonis based on the loss of services of her husband, emotional stress and physical discomfort suffered by her and her daughter when they underwent the painful series of anti-rabies inoculations.

Friends, neighbors and co-workers of Mr. Andrulonis come over daily to help with his care and to do things around the house that Ms. Andrulonis cannot handle by herself.

In thinking the situation over, she stated that at first she was terrified by the situation but has come to view it as a test of her faith in God. "That I have got and I'm seeing subtle signs every day that things will be all right," she said.

John Debbie, director of the rabies lab where

"The first time he came home was for his son Bucky's eighth birthday in August. 'It really seemed to jolt him. He took one look around and then he began to cry and hug the children and me.'"

Mr. Andrulonis worked, has said that the lab is no longer experimenting with the vaccine, although it will again at a future date. Research is being continued, however, by the National Center for Disease Control. In fact, said Dr. Debbie, the CDC is following Mr. Andrulonis' case in an effort to learn more about the disease.

Seek Health & Safety Bill

By KENNETH SCHEPT

Representatives of the Civil Service Employees Association and other unions which comprise the Public Employee Conference met with Department of Labor Commissioner Philip Ross last week to discuss plans for implementing a safety and health code to protect employees of New York State, its counties and municipalities.

Currently, public sector workers in New York are not protected. The private sector is covered by the Federal Occupational Safety and Health Administration.

The state has basically three alternatives: it could continue not to provide coverage for its public employees; it could choose to implement a state-sponsored plan, or it could adopt the federal OSHA standards.

Stuart Schrank, Department of Labor administrator for safety and health intergovernmental relations, said that a public employee safety program is needed. According to James Ducker, safety director for District Council 37 of the American Federation of Service Employees, "There have been some indications from the Governor that he feels it worthwhile." Mr. Ducker also indicated that there have been "some promises of sponsorship" for the necessary legislation.

It seems likely that the public employee coalition and the Department of Labor will agree on a safety and health plan and that a bill will be submitted during this session of the Legislature. The question, it seems, is whether the sponsor of the health and safety code will be the state or the federal government through OSHA. There are advantages and disadvantages to either alternative.

With the OSHA plan, the federal government picks up about 50 percent of administrative costs. Mr. Ducker said that under OSHA it would be possible to have the federal government pick up most of the cost of compliance. For example, he estimated that 90 cents of every dollar spent for sewage treatment would be assumed by the federal government.

He said that Connecticut last year exchanged its state-sponsored protection for federal coverage, because of financial advantage to the state with OSHA.

It would be possible, with OSHA, for a state to get federal money to repair its older facilities, Mr. Ducker indicated. "It always takes a state about two years to learn how to swindle," he said.

The yearly cost of California's OSHA-sponsored plan is, according to Mr. Ducker, about \$8 million, with the federal government picking up about half the cost. He said that with OSHA federal grants would be available for training and for research and demonstration projects for safer work in sewage treatment, for example.

Mr. Schrank did not expect a greater financial advantage with the OSHA plan, other than the 50 percent reimbursement for administrative costs. He said that advantages to having a state-sponsored plan would be greater control and freedom from having to go through OSHA, which is a giant bureaucracy. A state plan would be tailored to New York and the Department of Labor could staff it according to its perception of the

state's needs, rather than having staffing based upon OSHA formulas.

Bernard Ryan, CSEA director of legislation and political action, said that advantages of a state-sponsored program include the state's control over the number of employees and protection for workers handling certain toxic materials who might not be covered by existing OSHA standards.

Public employees in New York State have never been covered by a health and safety code. According to Elle Yadoff, senior program analyst for OSHA's region 2, which includes New York, the state committed itself in about 1973, to come up with studies on how its public servants could be protected.

Prior to February 1977 there was no provision for OSHA to sponsor public employee protection plans. Legislation was then passed that enabled states to participate in OSHA-sponsored programs for protecting their public workers.

Currently 25 states have state-run OSHA-sponsored plans. Twenty-eight OSHA jurisdictions, which include states and several territories, do not have OSHA plans for their public employees, although some may have state plans.

Whichever plan is accepted will probably include a provision for red-tagging, which is just what it says. If an inspector determines that a piece of equipment is too dangerous for an employee to work with, he red-tags it. The worker should then not be obligated to touch the equipment, although he might be asked to by his employer.

Currently, a worker can be charged with insubordination or with striking if he refuses to carry out a supervisor's order because it appears inimical to his health and safety.

During the winter of 1977, when the temperature often dropped to near zero, about 40 state Department of Labor workers were assigned to a storefront in Bayshore, which was to be a temporary unemployment office. Lack of heat required that electric heaters be set on the floor; employees wore coats all day; the oil burner gave off fumes, and the Town of Islip refused to grant a certificate of occupancy because the fire department would not approve the building.

Finally, although the employees continued to report to work, they stayed on a balcony where it was warmer and refused to do assignments that would take them down to the main floor.

They were charged with striking and, under the state's Taylor-Law, docked two days' pay. The CSEA legal firm, Roemer and Featherstonhaugh, is handling an appeal.

Whichever plan is accepted will probably also include a mandatory penalty for violations, the subsequent funds to be placed in a survivors' pension plan.

The inspectors will be state workers regardless of the plan adopted. OSHA's formula indicates that 18 workers would be needed. According to Mr. Ryan, effective monitoring of safety and health practices affecting public employees in New York State would require at least twice that number.

Latest State And County Eligible Lists

EXAM 39-213
PRINCIPAL CIVIL ENGINEER G-31
Test Held November, 1977
List Est. Nov. 20, 1977

- 1 Yourno Joseph M Manlius104.0
- 2 Seiling John M Albany103.5
- 3 Gibbons Thomas S Farmingdale 103.4
- 4 Gross Nicholas Ballston Lk102.6
- 5 Wiita Richard A Troy101.7
- 6 Purple Robert W Canandaigua 101.0
- 7 Thomas Jerome J Albany100.8
- 8 Hutchins Donald Syracuse100.0
- 9 Giardina James Blasdell99.0
- 10 Wibben Frank A Carle Place99.0
- 11 Jeffers James P W Babylon98.9
- 12 Hulchanski John Latham96.0
- 13 McGinnis Joseph Albany96.0
- 14 Beach Foster J Rexford95.9
- 15 Lambert John R Clifton Pk95.3
- 16 Stewart William Delmar95.0
- 17 Mueller Edward Williamsville.....95.0
- 18 Schulman Philip Elmont95.0
- 19 McGilvray D C Barneveld94.8
- 20 Murphy James J Albany93.4
- 21 Beach Foster J Binghamton93.0
- 22 Reed Howard J New Lisbon93.0
- 23 Butler Bernard Loudonville92.8
- 24 Bloom Alan N Hyde Park92.8
- 25 Sutton Arthur L Greene92.4
- 26 Bulman David H Albany92.1
- 27 Robb John M Troy92.0
- 28 Moloney Patrick Poughkeepsie91.8
- 29 Levine Aaron S E Northport91.5
- 30 Zaines George N Massapequa.....91.0
- 31 Bechle Louis R Fairport90.7
- 32 Legg Edward A Tannersville90.6
- 33 Palma David F Saratoga Spg89.8
- 34 Clarke Selig L S Hauppauge89.5
- 35 Koch Theodore Watertown89.2
- 36 Novak Eugene E Morris89.2
- 37 Keitsch Allen C Kenmore88.0

- 38 Leonard L F Stanfordville87.7
- 39 Gurley Lewis M Clifton Pk87.5
- 40 Dannehy T E Schenectady87.4
- 41 Hodge Martin R Watertown87.0
- 42 Ginsberg H I Poughkeepsie87.0
- 43 Bereza John Gloversville87.0
- 44 Macdonald Bruce Delmar86.5
- 45 Werner Thomas C Clifton Pk86.4

- 46 Hof Paul M Poughkeepsie86.0
- 47 Calkins Florant Fulton85.6
- 48 Carlson Harry Windsor85.4
- 49 Tylock Robert B Rochester85.0
- 50 Moody Wesley P Guilderland85.0
- 51 Clark Philip J Rexford84.1
- 52 Edinger Jon P Marion84.0
- 53 Zywiak Henry B Marcy84.0

- 54 Burkwit C K Ontario83.3
- 55 Halpin John J Johnstown83.2
- 56 Trendell Frank Poughkeepsie83.0
- 57 Bellair Peter J Schenectady82.4
- 58 Peterero L J Smithtown82.0
- 59 Scheffer Conrad Amityville82.0
- 60 Rose Michael J Peru81.8
- 61 Campbell F R Watertown81.0
- 62 Neimeth George Massapequa81.0
- 63 Lucich Anthony Massapequa Pk 80.9
- 64 Ruddy Daniel H Troy80.0
- 65 Hoose Edgar Watertown80.0
- 66 Kilduff Charles Dix Hills79.5
- 67 Barnhart Edward Rensselaer79.5
- 68 Falotico John A Commack79.2
- 69 Novak Raymond F Manlius79.2
- 70 Corey Richard M Scipio Center 78.5
- 71 McAnany John E Hornell78.3
- 72 Bryden James E Voorheesville78.2
- 73 Nagney George Altamont78.0
- 74 Kelly Joseph W Albany77.8
- 75 Edwards Richard Avoca77.6
- 76 His John G Albany77.5
- 77 Berry Barkley H Wappings Fls 77.2
- 78 Perry Robert J Schenectady77.0
- 79 Parker Russell Delmar76.5
- 80 Smith Keith G Rexford76.3
- 81 Massimilian J L Loudonville76.0
- 82 Pecnik Ivan J Gowanda76.0
- 83 Sigal Andre H E Northport76.0
- 84 Millspaugh R C Delmar75.9
- 85 Lucas Richard A Liverpool75.7
- 86 Day Edward A Conklin75.6
- 87 McGuffey Verne Schenectady74.8
- 88 Tocke Joseph M Hamburg74.2
- 89 Reimels Gordon Watkins Glen74.2
- 90 Weaver Robert J Newtonville.....74.0
- 91 Galfano Luke West Islip74.0
- 92 Alexander W G E Greenbush74.0
- 93 Riecker Richard Poughkeepsie73.8

- 94 Greenslade G A Fairport73.4
- 95 Cuddy Michael J Orchard Pk73.2
- 96 Powell David C Fairport73.1
- 97 Reider Robert E Clifton Pk72.5
- 98 McGovern James Bronx72.4

EXAM 39-212
PRINCIPAL MARINE RESOURCES
TECHNICIAN G-14
Test Held Dec. 13, 1977
List Est. Jan. 9, 1978

- 1 Hendrickson S A Bayport91.4
- 2 Kithau Albert Patchogue82.0
- 3 Colefield C J Bohemia71.4

EXAM 39204
SR REAL PROPERTY INFORMATION
SYSTEM SPECIALIST
Test Held August, 1977
List Est. Sept. 30, 1977

- 1 Mancuso Robert H86.0
- 2 Gawrelski Robert S Newburgh85.1
- 3 Zippiroli Charles Eggersville84.8

State Relocating 'Dumped' Patients

Hagop Mashikian, Long Island director of the State's Department of Mental Hygiene has agreed to locate former mental patients who were placed "in inappropriate environments" by DMH.

Assemblyman Paul Harenberg's office says Dr. Mashikian was responding to the lawmaker's urging.

Mr. Harenberg criticized the "callous and insensitive 'dumping' of former mental patients in

unstructured, unsupervised, unlicensed, uncertified and uninspected residences." He said former patients are abandoned in converted resort hotels, rooming houses and adult homes.

"It's been a policy of transfer from back wards to back alleys that has done no one any good," Mr. Harenberg said.

With Dr. Mashikian's cooperation, Mr. Harenberg (D-Bayport) said he hopes former patients inappropriately placed "can begin to get the care they need."

In related matter, Mr. Harenberg filed legislation to prevent the Mental Hygiene Department from placing released mental patients in facilities offering no psychiatric aftercare treatment unless the director of the hospital from which the patient is to be released certifies that the patient is capable of independent living.

Dr. Mashikian said he hopes to receive the necessary funds to implement a full relocation program.

LEGAL NOTICE

PENBER 9TH ST. GARAGE CO.
Substance of Certificate of Limited Partnership filed in New York County Clerk's Office, March 2nd, 1978: Name and Location of Partnership: PENBER 9TH ST. GARAGE CO., 342 Madison Avenue, New York, New York, Business of Partnership: hold, operate, improve and lease premises 220-228 East 9th Street, New York, New York, General Partners: DAVID I. BERLEY, Limited Partners: DAVID I. BERLEY, 217 Hammocks Road, Larchmont, N.Y. \$14,400; JACK DINOFFER, Union Avenue, Harrison, N.Y., \$15,000; ARNOLD S. PENNER, 3 Willow Avenue, Larchmont, N.Y., \$15,000; KENNETH SCHUR, 350 East 52nd Street, New York, N.Y., \$7,500; ROBERT SCHUR, 14650 S.W. 69th Avenue, Miami, Florida, \$7,500; Term of Partnership: February 28, 1978 to December 31, 2006. On the death, retirement, bankruptcy or incapacity of the General Partner, if Arnold S. Penner is then alive and agrees to act as the General Partner, he shall become the General Partner and the Partnership shall continue and the interest of the General Partner shall be changed to that of a Limited Partner. If Arnold S. Penner does not so qualify or dies, becomes incapacitated, withdraws or becomes bankrupt, the Partnership shall dissolve unless all the Partners elect in writing to continue the Partnership. There is no priority in distributions among Limited Partners. Limited Partners may be required to make additional capital contributions as provided in Agreement. Limited Partners do not have the right to substitute an assignee as contributor in their place. General Partner may admit additional limited partners with approval of 50% of all partners.

LEGAL NOTICE

ANCHOR REALTY COMPANY, 663 Fifth Ave., N.Y.C. Substance of Limited Partnership. Certificate filed in New York County Clerk's Office November 15, 1977. Business: own and operate real property. General Partner: Michael J. Robinson, 200 East 50 Street, N.Y.C. Limited Partner and cash contribution: Janice C. Griffith, 30 East 95 Street, N.Y.C., \$15,000. Partnership to continue until Dec. 31, 1978 and shall continue thereafter from year to year until terminated as provided. No additional contributions to be made. Limited partner shall share in net profit as provided in agreement. Contribution of limited partner to be returned upon termination or dissolution. Limited partner may assign her interest subject to restrictions in agreement. No additional limited partners except on consent of original limited and general partner. If termination or dissolution limited partner may receive property other than cash in return for her contribution at the value at which such property is then held as shown on the partnership books.

Use Of Beeper Prompts Protest Before PERB

ALBANY—The Civil Service Employees Association has filed a grievance with the state Public Employment Relations Board, challenging an order by the state Education Department prohibiting an employee from carrying a communications device, known as a beeper, which he uses for union business.

Aaron Wagner, CSEA regional field representative, said George LaFleur's painter's job keeps him constantly on the move so the union provided him with the unit to use for union business. Mr. LaFleur is first vice-president of CSEA's Education Department Local.

"The management ordered Mr. LaFleur not to carry the beeper, ruling it was "not in proper capacity." "The Education Department had no reason to disallow LaFleur from carrying the beeper, since it in no way affected his performance on the job," said Mr. Wagner. "Seen in this light we expect a favorable settlement from PERB."

Retirement Info Center Moving

State Comptroller Arthur Levitt says the state Retirement System's information and counseling service in Rockland County will be moved from New York City to the County Health Center in Pomon.

Beginning April 7, a systems representative will be at the center the first and third Friday of each month between 8:30 a.m. and 4:30 p.m.

The State Employees' Retirement System and the State Policemen's and Firemen's Retirement System sponsor a retirement information service at major cities and towns throughout the state. The two systems, which are administered by the Comptroller, serve nearly 600,000 members.

Nassau Police Exam Scores Are Announced

(Continued from Page 4)
non-residents, there has been some confusion in screening out non-eligible candidates, officials told the Leader last week. This means the commission will not know how many passed for several weeks.

The current police officer list expires July 28, and a new one is not expected before then. It will take several months before the top candidates are given physical agility, medical and other qualifying exams, and then only a partial list will be established, said officials.

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The Federal Employee

By PETER ALISON

Austerity Coming?

Civil Service employees are used to facing austerity in wage negotiations, but almost never before on the federal level.

However, austerity may be a key point in attempts to reduce an anticipated yearly cost-of-living increase in federal salaries. It has been running about 6 percent annually.

Noting the 100-day coal strike and a grim January, but not the overall rise in the economy during the first quarter, the administration is talking about reducing the current federal civilian and military increase to 5 percent. This is supposed to be a signal to private industry and labor to show "voluntary restraints." The current recommendation by Barry Bosworth, head of the Economic Wage and Price Stabilization, is a 5 percent ceiling on 1978 federal pay raises. The difference between a 5 percent raise and a 6 percent raise means a \$500 million saving in the federal budget, which now pays out \$69.4 billion a year in salaries. The 6 percent raise averages out to \$23 a week be-

fore taxes for a typical white-collar worker.

Steps to restore political freedom to federal employees by changing the Hatch Act are still pending in Congress.

About 1,000 federal employees would benefit from legislation approved by the House that would give Civil Service credit to federal and postal workers for time spent in World War II internment camps—almost all of

them Japanese-Americans living on the West Coast. Many of these people did defense work during the war, and many lost homes and businesses as a result of their internment.

Errors in Social Security payments generally run about 6 percent. Health, Education and Welfare Department officials report they have reduced the error level to 5.2 percent for the six-month period ending Sept. 30, 1977.

Waterfront Official Retires

New York Harbor Waterfront Commissioner Joseph Kaitz will retire from the agency March 17 ending a 16-year career on the bi-state commission. His term was longer than any other commissioner in the history of the port agency.

Commissioner Kaitz was the chief investigator for the waterfront staff of the New York State Crime Commission which conducted a sweeping investigation of port conditions in 1952 and 1953. When New York and New Jersey created the Waterfront Commission in 1953, he was appointed its first director of investigation. He became a special assistant to former State Senator Walter J. Mahoney, then temporary president and majority leader of the New York State Senate in October 1955. In July 1962, Governor Rockefeller appointed Mr. Kaitz to the commission. He was reappointed to four successive three-year terms,

three times by Governor Rockefeller and the last time by Governor Wilson.

Elec. Inspector, Engineer Posts With State Open

ALBANY — Four more state promotional job openings became available last week.

The filing deadline for head stationary engineer, principal stationary engineer, chief stationary engineer and senior electric inspector is April 24. Written exams for all four are scheduled for June 3.

Their salaries range from \$10,714 to \$15,684.

For details, contact the State Civil Service Department at either State Office Building Campus, Albany; 1 West Genesee St., Buffalo; or 2 World Trade Center, New York City.

No Revamping Of Taylor Law Planned: Gov.

ALBANY—Gov. Hugh Carey denies he planned to push for changes in the Taylor Law, which prohibits strikes by public employees.

The Governor earlier said he did not plan to recommend any changes "at this time," leaving open the possibility the law might be revamped later this year.

Labor groups say revisions to the Law are among their top priorities, especially the "two-for-one" penalty that fines public employees two days' pay for every day they are on strike. They also had asked that the automatic one-year probationary status for employees who return from a strike be dropped.

The Governor conceded his decision "may well cost me politically."

NY Civil Service Reorganization

(Continued from Page 2) quires each agency to identify various units and positions that could alternate work schedules.

Private industry has had success substituting four-day—10-hour work weeks, early or late morning arrival—early or late afternoon departure schedules and weekend working hours.

The Civil Service Department has been asked to provide information on how each agency can best carry out this new order. Already the plan has been implemented by the Motor Vehicles Department. It tried "flextime" as an experiment in 1974, implemented it as policy in 1975, and today up to 65 percent of the Central Office staff has flexible work hours.

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, or 1 West Genesee St., Buffalo.

(5 percent salary increase anticipated April 1, 1978)

FILING ENDS APRIL 3

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FILING ENDS APRIL 17

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Planner, Senior\$11,983 24-645
Stores Clerk, Sr. (NYC Area Only)\$ 8,251 20-932
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Fiscal Administration\$21,745 80-011
Welfare Inspector General Field Rep. II\$13,604 24-647

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Burch Blasts "Most Blatant PEF Distortion"

ALBANY—The Civil Service Employees Association's Professional, Scientific and Technical unit campaign coordinator has lashed out at the Public Employees Federation for making, "the most blatant and obvious distortion of all," as the result of new PEF propaganda.

Paul T. Burch called the latest PEF claim, "Beyond a doubt, the most blatant and obvious distortion of all the many PEF distortions foisted upon PS&T people throughout this campaign."

PEF distributed a flyer which implied that teachers' salaries had increased much faster than state workers' salaries in the decade since the Taylor Law was enacted. The flyer claimed to be based on a study by the Public Employment Relations Board of the relative positions of median teacher wages and median state worker wages to the cost of living.

"They claimed the teacher increase was solely the result of bargaining and that is a lie!" It has also gone up as the result

in an increase of the median experience level of teachers due to massive job cuts in the teaching field which have affected teachers on the lower end of the wage scale," Mr. Burch said.

"The study itself plainly stated that the position of the teachers' median wage on the cost of living scale could not be considered as the result of negotiated increases alone. But PEF didn't mention that and they didn't mention the loss of 73,000 teacher jobs in the last four years! They didn't mention either that

the teacher workforce has been cut by more than 25 percent in just four years!" the negotiator said.

"As if these distortions weren't bad enough, they continue to imply that the New York State United Teachers (NYSUT) union would be representing PS&T if PEF somehow managed to win an election. That is also an outright lie! If PEF ever won an election, and it already lost two and is about to lose a third, the P&T unit would be stuck with PEF," Mr. Burch said.

"Let's look at the facts. CSEA has negotiated a 14-percent wage increase for PS&T in the present contract. Five percent of that will be implemented April 1, nine

percent already has gone into effect. That increase and the \$17 million grievance we just won have hiked the pay of CSEA represented employees by \$105 million. We don't just talk, we produce! By contrast PEF has never negotiated a single dollar for any workers anywhere!"

The PS&T negotiator said, "It's time to put an end to the PEF platform of empty promises and non-stop distortion. We want to win big in this election because we want to send PEF to the showers once and for all. They've done nothing for PS&T but waste its time and money. We want to see all PS&T people make their voices heard in this election as well. It's time to end the PEF distortions for ever."



ENGINEERING TITLES COMMITTEE MEETS

Members of the Engineering Titles Committee of the Civil Service Employees Association are, from left, Frank Dolan, Ronald Brown, Joe Reedy, Richard Romeo and Robert Pols. Not present is John Tolan.

Charge State Breached Neutrality In Election

ALBANY—An improper practice charge has been filed against the state by the Civil Service Employees Association for a breach of neutrality in the ongoing representation election in the Professional, Scientific and Technical bargaining unit.

The charge alleges that a state publication, the "Rochester Psychiatric Center Spokesman," printed remarks about CSEA which constitute, "... a clear violation of the principle of neutrality on the part of the State of New York."

Paul T. Burch, CSEA's negotiator for the PS&T bargaining unit, charged that the publication of the unfavorable remarks about the union constituted violations of Section 209-A, subsections 1 (a), (b), and (c) of Civil Service Law.

The union demanded a retraction of the remarks by the Rochester Psychiatric Center.

SPECIAL DELEGATE MEETING

Convention Hall, Empire State Plaza Albany, New York

SUNDAY, APRIL 2, 1978

5:30 p.m.-10:00 p.m.

Registration and Certification of Delegates in assigned hotels

8:00 p.m.-10:00 p.m.

State Departmental Meetings
 Mental Hygiene—Thruway House—Regency Room
 Transportation—Thruway House—Four Seasons Room
 Labor—Thruway House—Executive Room
 Thruway—Thruway House—Saratoga Room
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 State University—Turf Inn—Stonehedge Room
 Tax & Finance—Turf Inn—Stonehedge Room C
 Social Services—Turf Inn—Galley Room
 State Police—Turf Inn—State Room
 Education—Turf Inn—Phoenix Room
 Health—Quality Inn—Schreiber Room
 Executive & Armories—Quality Inn—York Room

MONDAY, APRIL 3, 1978

7:30 a.m.-5:00 p.m.

Registration & Certification of Delegates—Convention Hall Lobby, Empire State Plaza

9:00 a.m.

Business Meeting of All Delegates, Convention Hall
 Presiding—William L. McGowan, CSEA President
 Pledge of Allegiance
 Welcome
 Invocation
 Parliamentarian—Richard S. Kain, American Arbitration Association

9:00 a.m.

Retirees Meeting, Meeting Room I, Empire State Plaza,
 Thomas A. Gilmartin—Staff Coordinator

12:30 p.m.-2:30 p.m.

Lunch

2:30 p.m.-5:30 p.m.

Business Meeting of All Delegates—Convention Hall

2:30 p.m.-5:30 p.m.

Retirees Meeting, Meeting Room I, Empire State Plaza

TUESDAY, APRIL 4, 1978

9:00 a.m.-12 noon

Registration & Certification of Delegates—Convention Hall Lobby

9:00 a.m.

Business Meeting of All Delegates—Convention Hall

12:00 p.m.-2:00 p.m.

Lunch

2:00 p.m.-5:00 p.m.

Business Meeting of All Delegates—Convention Hall

5:00 p.m.

Adjournment

Downstate Engineers Seek Parity With Federal Govt.

By RON KARTEN

MANHATTAN—Ronald Feaster, senior stationary engineer at Downstate Medical Center in Brooklyn, is spearheading an effort to achieve pay parity for state engineers. He has shown the unbalanced pay scales of engineers on the state level compared with the pay scales of New York City and federal workers doing the same jobs.

"We only get about half the pay of the city and federal workers," he said. "Our steam fireman at grade 8 earns \$7,816 while a federal boiler plant operator at grade 9 makes \$14,097." According to Mr. Feaster, these are comparable jobs.

Mr. Feaster expressed his displeasure with what he feels are the inequities of his wages. "The heart of any institution," he said, "is the engineering system. We're providing air conditioning, light, all electric services, oxygen for the patients, the heating, the water supply. The institution wouldn't be considered habitable without the engineers, yet when it comes to paying us, we're the last on the totem pole."

Gov. Hugh L. Carey set aside \$5 million as a contract stipulation to upgrade the pay of some state workers, and while Mr. Feaster and his colleagues hope

to see a piece of this action, its fate is still in the hands of the Civil Service Employees Association's Reclassification and Compensation Committee, created in January to distribute this money.

As part of his effort to keep the committee from distributing the money among all four Bargaining Units, Mr. Feaster has obtained more than 1,000 signatures on a petition for his cause.

The committee is chaired by Sara Slevert, president of Local 607 at the State University College at Fredonia, with the following local representatives in attendance at the first meeting: Lawrence Murphy, Robert Keeler, Fred Haalck, James Hull and Frank Winslow. Also in attendance representing CSEA statewide were William Blom, director of research; Thomas M. Coyle, assistant director of research; Timothy Mullens, research analyst, and David Grier.

"In my opinion," said Mr. Keeler, president of Local 646 at Downstate Medical Center in Brooklyn, "the engineers are the most underpaid of all state workers. We can't get qualified engineers at Downstate because the wages are not competitive. We're like a training base. Engineers come here to learn the job and then go elsewhere for the same job with more money."

Other statewide compensation committee members were unavailable for comment at Leader presstime.

Creedmoor Dinner

QUEENS VILLAGE — Creedmoor Psychiatric Center Local 406 of the Civil Service Employees Association will sponsor a dinner-dance May 10 for members and their guests, according to Local president Dorothy King. The event will be from 8 p.m. to 1 a.m. at the Plattdeutsch Restaurant, Hempstead Turnpike, Franklin Square.

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
Accounting Technician	5
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Draftsman	7
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Fiscal and Accounting Support Positions	4
Medical Aide (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Park Aide	2,3
Physical Therapy Asst.	5
Power Folder Operator \$8.31 per hour	
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Travel Clerk (Typing)	5

TRADES AND CRAFTS

No Written Test

Title	Title
Boiler Plant Operator	Ordinance Equipment Mechanic
Chief Engineer (Ferryboat)	Refrigeration and A/C Equipment Electrician
Electrician	Operator
Master (Ferryboat)	Ship Surveyor

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.



CSEA members and Comprehensive Employment Training Act employees say they raised such a furor at CSEA-sponsored CETA hearings earlier this month that Suffolk County Legislature called a closed-door session last week to discuss CETA program with the Commissioner of Labor.

Closed-Door Debate Draws Fire

ISLIP—While some of its members stayed home complaining that the meeting should have been open to the public, the Suffolk County Legislature met last week behind closed doors to discuss the county's Comprehensive Employment Training Act program.

It was the first executive session of the legislature this year and was held in an Islip restaurant rather than in the legislative building in Hauppauge.

John J. Foley (D-Hampton Bays), who boycotted the meeting, charged that in light of the recent CETA hearing held by the Civil Service Employees Association any CETA discussion "should be discussed at an open meeting of the legislature."

William Lewis, CSEA's Suffolk Local 852 president who chaired

the CSEA hearings March 11, said that "even if it was an informational meeting, as I have been assured, the timing was terrible."

Only seven legislators attended the 8 a.m. March 21 session and heard Lou V. Tempera, Suffolk commissioner of labor, explain the county's CETA program, considered one of the largest in the state.

Suffolk Legislature presiding officer Joseph Caputo (R-Islip Terrace) explained why he held the unusual meeting.

"The purpose of the executive session was to exclude the public from participation," he said. "It was a dialogue between the legislators and one of their commissioners." Over the last few months we have had a lot of questions asked about the CETA program—including those raised

by the CSEA hearing—that we wanted answered. I wanted the legislators to have an opportunity to ask questions about how the \$60 million that CETA brings into this county is being used."

Floyd S. Linton (D-Port Jefferson), the Legislature's former presiding officer, said that the lawmakers "established a track record of being an open body and we should keep it that way."

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.

Pending Public Employee Bills

This Legislative update provided by Civil Service Employees Association's office of legislation and political action.

A—Assembly; S—Senate; P. '78—CSEA Program Bill

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
S.1275, Knorr, multi A.1584, DeSalvio, multi (P.'78 #)	This bill amends the Military Law to allow veterans of W.W. II and Korea who entered service from New York State to purchase up to 3 years credit in a retirement system.	A. Gov. Emp. Com. S. Civ. Serv. Com.	Favor
S.628-B, Johnson A.805-B D'Amato	Prohibits employees of the Public Service Commission from owning stock in any Corporation regulated by the Commission.	S. 3rd Reading A. Corporations Com.	Oppose
A.7906-A, Connor, multi	No employee of the Public Service Commission shall have any employment or financial relationship with Corporations regulated by PSC.	A. Corporations Com.	Oppose
A.9901, Harenberg	This prohibits discharge of a patient from a Mental Hygiene Facility unless it is certified that there is an appropriate treatment plan at the new facility.	A. Mental Health Com.	Favor
S.7427, Padavan, multi	The bill provides 100 percent reimbursement to Local Governments for costs for services to patients in facilities who have been disabled for at least two years.	S. Recommitted to Men. Hygiene Com.	Oppose
A.10335 Rules Com. S.8000 Rules Com. '78 #1)	The substance of the bill is the new salary schedules providing for retroactive promotional increases for 1978 pay raise.	Signed by Gov. 3/8	Favor
S.7139 Bartosiewicz A.9213 DeSalvio, multi '78 #2)	This continues until Dec. 31, 1980, the life of existing Preferred Lists.	S. Civil Service Com. A. Passed 1/10	Favor
S.7720 Calendra, multi A.10036 DeSalvio, multi A.10726 Schmidt	Restores leave credits to N.Y.S. employees who charged leave for 7/14 black-out in New York City.	S. Cities Com. A. Ways & Means A. Gov. Employees Com	Favor
S.10389 Levy A.8055 Winikow	Credits state employees with non-chargeable time off or a day's pay for absence on 1/20/78 due to the heavy snow fall.	A. Ways & Means S. Finance Com.	Favor
S.8230 Volker, multi A.10707 Greco, multi	Prohibits state employees from being charged for an absence during the period 1/29/77 and 2/5/77, in the seven western counties and two northern counties that were declared federal disaster areas.	S. Local Gov. Com. A. Gov. Employees Com.	Favor
S.2170-A Donovan, multi A.0razio	This bill provides for additional State Aid to School Districts who do not contract out for transportation services.	S. 3rd Reading as of 3/3.	Favor
S.7385 Stafford	This extends supplementary benefits for retirees through June '79, eliminates the age 62 requirement and permits eligibility for people who retired before 1971.	S. Finance Com.	Favor
S.908 McFarland A.1338 Greco	Allows employees of the University of Buffalo who were employed prior to its acquisition by N.Y. State to purchase prior retirement credit.	S. Civ. Serv. Com. A. Gov. Emp. Com.	Favor
S.7140-A Bartosiewicz A.9214-A DeToro, multi (P.'78 #)	This allows for the negotiation of disciplinary procedures.	S. Civ. Serv. Com. A. Passed 1/16.	Favor
S.7000 Levy, multi S.7176 Levy, multi A.9279 Kremer	The bill creates a New York State Employment Advisory Board to create a more efficient, productive and less costly State government by appointing people from private industry to designated State agencies. This bill was vetoed last year because of a constitutional question.	S. 3rd Reading S. 3rd Reading A. 3rd Reading	Oppose

NOTE: Many of CSEA's program bills have not been given a printed number. These bills will be included as soon as numbers are assigned to them.

By RON KARTEN

While people blame banks for everything from extended lunch hours ("I was waiting in line for 45 minutes...") to the fall of New York City, and while the banks have their fingers in so many pies that they'd have to admit being somehow involved in nearly every crisis each of us faces, the bank examiner, the man who sees that banks operate honestly and successfully, categorically reassures us that at least, "Banks don't cheat."

"When we find a mistake, it's generally due to incompetence. Maybe the officer is unfamiliar with a particular regulation. Maybe they've made a mistake on the maximum loan amount. Perhaps they haven't gotten enough credit information from the customer."

In the event of problems, the banking department has no punitive clout. "But we don't need it," examiner Bill Montero insists. "We talk it over with the bank's management, write up our report, and, if need be, we send a copy of the report to the bank's board of directors. They want a solvent operation as much as we want them to have one."



William Montero
THRIFT INSTITUTION DIVISION

"We don't have to take action if there's a valid complaint," said Sidney Swick, principal supervising bank examiner, because if the complaint is valid, the bank corrects it right away."

"What we actually do in the way of regulating," Mr. Montero added, "is to formulate suggestions as to how the individual bank might improve a statistically shaky situation."

"We're like a CPA firm. We're helping the banks stay solvent. We're an outside look and I'd say most of the banks we regulate would say we're a help."

Mr. Swick, who heads up the consumer affairs division, said that the biggest problem his division faces is one of missed communications between banker and customer. "Perhaps a customer is irritated when he comes into a bank and maybe the teller is irritated by a heavy work load. Well, one feeds off the other and pretty soon you have yourself a full-scale argument over a rule where there's nothing to dispute."



Sidney Swick
CONSUMER AFFAIRS DIVISION

OUR \$579 BILLION

Examining The State's Banks Calls For Judgment

Mr. Swick cited the case of a bank vice-president who got involved in the following situation: A customer came in for a mortgage to buy a place in Georgia. The banker suggested he try to get the loan there because Georgia bankers would be more familiar with the property in particular, and the economic situation in the area in general. The customer said that he had gone to the bank in Georgia and they had sent him back to his home state (N.Y.) to get the loan.

The banker then tried to ascertain what accounts the customer kept with this bank and the customer had none. "Well," the banker is reputed to have said, "We like to make our loans to customers who do the rest of their business with us."

At this point the customer became enraged and reportedly yelled that that was "the most archaic approach to banking" he had ever seen.

Push came to shove and soon the banker was yelling too. The customer filed a complaint. Examiners moved into action, determined the source of the difficulty (which was nothing more than mutual irritation); the banker made an apology and the mortgage application was denied.

"That's a very natural phenomenon," Mr. Swick said. "I'd say that 60-70 percent of our complaints are of this nature."

Mr. Swick was quick to add, however, that of the substantive complaints the division receives (500 of both substantive and irritative complaints come in each month), not even seven are in the same category. "If too many complaints came in any one area, we would come down very hard on that bank."

The department regulates redlining problems on an "individual care" basis. When a bank lends money in a so-called redlined area, the department "constantly reviews the rent rolls" to make sure that the landlord has the income to pay back the loan.

The department also tries to make sure that the landlord is not "syphoning money off" which could be used to repay a loan. Another protective device is to see that the landlord, in these blighted areas, is himself a tenant. Absentee landlords spell trouble in these situations.

The thrift division regulates savings banks,

The State Banking Department will gladly review all banking complaints, be they from individuals or community groups. Send complaints in writing to: The Consumer Affairs Division

New York State Banking Department
2 World Trade Center
New York, New York 10047

credit unions and savings and loan associations. We see them every day: The Dime, The Bowery, East River Savings Bank and Emigrant are the names of a few.

The commercial division monitors and regulates the commercial banks. Included in these ranks are Manufacturers Hanover, Chemical, Bankers Trust and Marine Midland among others. Although state regulated, some of these banks have national and international branches.

The finance companies and check cashers division handles Household Finance and Beneficial Finance along with hundreds of small check cashing outlets and stores with check cashing facilities.

In terms of numbers and dollars (as of 1976), the thrift division regulated 347 institutions with total assets of over \$79 billion. The commercial division handled 247 institutions who held assets totalling almost \$200 billion. The finance companies division was responsible for 1,673 businesses, with assets of about \$300 billion.

"We're a monitoring and regulating agency," said Stephen Casella, executive assistant to the superintendent of banks. "We want to make sure that banks are healthy and don't fail. A healthy bank protects not only its depositors but the

citizens of the state as well. Our number one priority is the citizens of the state."

Statewide, between 75 and 80 percent of the department's 476 employees are examiners. Many have prior bank experience, although some enter the service with a bachelors degree in a finance field and two years of supervisory experience.

Examiners and senior examiners work on a two-year rotating schedule and principal examiners on a three-year schedule which puts them alternately in the field and in the department offices in New York City, Albany, Rochester, Syracuse, Buffalo and London. But if you were to give an examiner his choice, most would unequivocally take the field.

Mr. Montero likes the freedom and challenge in the field. "You're always going to new places," he says, "and always encountering new problems. I won't go back to the same place twice in five years."

"You can not learn this job," says Mr. Swick. "No matter how many places you go to, or how many audits you've done, the economic scene keeps changing, laws are changed, and above everything, we're out there making judgments which are not anything you can learn once and be done with."



Wendell Fisher, Thomas Tarmey, Frank Ziella, Donald Kavanagh.

COMMERCIAL BANKS DIVISION

But Mr. Swick, who is on his turn in the department's office at the World Trade Center in Manhattan, said that after three days on the job, he knew he had found his calling. "When you're in the field, you never see the results of your work. Here, we get the thanks, we see the conclusion of our work, and this is the place where you reap the psychic rewards—and they're worth everything to me."

While the department is mostly staffed by examiners, also employed are lawyers, who answer legal

questions and prepare legislative proposals designed to make the banks work better for the people; and the department employs real estate appraisers and economists, as well.

The market and research division evaluates bank requests to open new branches. The division will want to know if the bank making such a request is adequately filling the needs of the communities its branches already serve. The division wants to know if the requested community needs another branch.

The financial studies division has developed an "early warning system" based, according to Neal Soss, deputy superintendent of banks, on "a great deal of statistical material" to ensure the continued solvency of a particular institution.

"We want to know how much capital the bank has on hand, how its investments are doing, the amount of its assets that can be readily turned into cash. We're looking at (economic) trends."

"Banks are so tied up with the economy in general that our judgments have to be fluid. In 1974, when the economy went down, many corporations were having trouble so consequently many banks were, too."

Mr. Swick noted that while the banks face different problems today, compared with the situation in 1974, the banks today are in much better shape.

