

Civil Service LEADER

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Danny Donohue, chairman of the CSEA Region I mental hygiene task force, testifies before the Suffolk County Legislature in favor of the first county bill in New York State regulating boarding houses that rent space to released mental patients.

Suffolk Regulates MH Boarding Homes

HAUPPAUGE—With a stroke of a pen last week, Suffolk became the first county in New York State to license and regulate boarding homes that rent space to former mental patients.

Suffolk County Executive John V. N. Klein, a Republican, signed the law Oct. 24 that was sponsored by Legislator Martin Feldman (D-Dix Hills) and passed unanimously by the Suffolk Legislature Oct. 18. The law will have the added effect, according to Dr. Feldman, of slowing the "dumping" of mental patients into communities.

Mr. Klein vetoed a similar law last year calling it "unenforceable." In drafting the new version of the bill, Dr. Feldman worked with county attorneys "to overcome the objections of the county," he said.

The new law will regulate homes catering to released mental patients that are not under the jurisdiction of other state agencies. Under the law the county health department will set standards for homes with the public health division. Standard sanitary requirements will be enforced as well as a requirement that operators of the homes inform ex-patients where they can obtain access to community health services. Before patients can be released to a boarding home it will have to be licensed by the county.

According to Dr. Feldman the licensing provision of the new law will slow the "dumping" practices of the large mental hygiene institutions on Long Island.

(Continued on Page 3)

Media Campaign Replaces Willowbrook DC Picketing In Contracting-Out Fight

ALBANY—"The problems of contracting out are of such magnitude and so widespread throughout both state and local governments that a massive, concerted campaign must be launched to reverse this growing practice of governments at all levels that ultimately cost taxpayers more money and poses a very serious threat to public employees."

That was the word from Civil Service Employees Assn. president William L. McGowan in announcing that a demonstration tentatively set for Nov. 28 in New York City has been cancelled by the union's statewide officers and replaced by a large scale statewide advertising campaign to battle the situation.

The now-cancelled demonstration had been called to rally Department of Mental Hygiene employees before Gov. Hugh Carey's New York City offices to protest contracting out of services at the nearby Willowbrook Developmental Center and other mental hygiene facilities. CSEA statewide officers met last week to review preliminary planning of the demonstration and it was determined only about 6,000 people could be expected to participate while costs to conduct the rally

had escalated between three and four times the originally anticipated costs. Additionally, the decision to cancel the demonstration in favor of the larger statewide program considered the

facts, that the demonstration would not have achieved any real improvement in the situation at Willowbrook or elsewhere nor would it have achieved one of
(Continued on Page 3)

CSEA Opposes Erie Health Contracting Out: Suggest Public Corporation Plan

(From Leader Correspondent)

BUFFALO — The Civil Service Employees Assn. has jumped with both feet into the controversy regarding operation of Erie County's \$113-million Comprehensive Health Care Center.

John P. Eiss, president of the 3,500-member CSEA Erie Local called on county officials, in a public hearing, to form a public corporation to manage county hospital facilities.

Stephen Caruana, head of the 400-member CSEA hospital unit, warned against proposals to lease county hospital facilities to a private firm.

Both CSEA leaders addressed a public hearing called by the Erie County Legislature to seek input about running the facility.

Both also disagreed with County Executive Edward V. Regan's proposal to lease the facility and his claim that employee pensions and benefits were mostly to blame for an expected \$13.3-million deficit this year at the county's Meyer Memorial Hospital, when

the still-uncompleted comprehensive health center replaces.

"Blaming the public employee for rising costs is a cop-out," Mr. Eiss told the legislators.

Mr. Caruana argued that leasing county hospital facilities to a private firm "would eliminate the civil service system of employment" and open the door to "the old practice of nepotism and the spoils system."

Mr. Eiss said a better way to run the hospital was through a public corporation that retains public employees and offers membership to any other hospital that might want to join.

"The county will always have a financial stake in the hospital and in health care," Mr. Eiss said, adding "we can't give it
(Continued on Page 3)

Don't Repeat This!

Reports of Gov.'s Political Demise Seem Overstated

The faint echoes of the last-minute election day speeches can still be heard in the distance, but politicians and political writers already have their ears tuned to the

(Continued on Page 6)

CSEA Threatens Lawsuit On Probation Hiring

ALBANY—The Civil Service Employees Assn. has announced it is contemplating a lawsuit to restrain the permanent appointment of probation officers from an eligibility list certified by the state Civil Service Department on the grounds the department waited an unreasonable and illegal length of time to administer the statewide probation officers exam which created the list.

CSEA statewide president William L. McGowan said, "Upon the recommendations of members of the probation committee, and after carefully reviewing the circumstances surrounding this situation, I have turned the matter over to our law firm and asked them to take whatever action they deem necessary and appropriate to prevent the use of that eligibility list to make permanent appointments."

CSEA, which represents probation officers

throughout the state, says a number of relatively long-term probation officers serving under provisional appointments may lose their jobs even though they passed the statewide examination. "It has been a number of years since the Civil Service Department conducted a statewide probation officers exam, and as a result many probation officers across the state have been serving provisionally through no fault of their own. That is simply an unreasonable, and I believe illegal, period of time between exams, and these officers should have been given an opportunity, in fact several opportunities, along the way to qualify for permanent appointment through statewide examinations," Mr. McGowan said.

The union leader noted that, although the long-term provisional probation officers passed the exam, he may lose his job anyway, because of

the limited number of openings to be filled on permanent status and the fact that "off the street" examination takers may have scored higher in the open testing. "It's a known fact that some individuals score well in examinations and it's not surprising that some provisional officers did not score at the top of the list," Mr. McGowan said. "But many scored very well and still may not be reachable due to limited numbers of openings. All that experience, which sometimes does not show up on examination scoring, will be wasted if these qualified individuals are not retained. Every one affected should clearly have had other, earlier, opportunities to gain permanent appointment. The department simply waited far too long between examinations, and that is not the fault of the officers and should not be held against them. I believe a lawsuit is indicated," Mr. McGowan stated.

State Aides Win Cash

Four State employees received \$570 in cash awards in October for money-saving ideas submitted to the State Employee Suggestion Program.

The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$5,300.

Award recipients:
 \$325 — Leonard M. Schnitzer, Kings Park, senior trial attorney, State Insurance Fund, New York

City. He suggested that a coin-operated photocopying machine be installed at the Insurance Fund office for claimants' attorneys copying clients' files. Previously, state clerks had to send records to a commercial photocopying firm. It saved more than \$3,200 the first year.

\$100 — Henry Bakowski, Scotia, Department of Civil Service, Albany, and Joseph A. Liotta, Lansingburgh, Division of Criminal
 (Continued on Page 11)



IN CHARGE

Carol R. Murphy, the new North-east New York Blue Cross-Blue Shield state health insurance program district sales manager, is responsible for the state's health insurance program and all school districts, counties, towns and villages in the 13-county Albany plans area. Miss Murphy is a former teacher with the Albany City School District.

New U.S. Jobs Schedule Sparks A Controversy

Some people questioned about the 1977 comparability pay adjustment for federal employees feel U.S. workers are overpaid and over "fringe benefited," high federal salaries make it hard for other employees to get and keep good employees; federal salaries are increased too often and too much; and that federal pay is not based on the amount or quality of work done.

Federal unions argued, however, that the pay increase was too small. They insist it should have been 8.8 percent instead of

7.05 percent.

Jerome Rosow, Chairman of the President's Advisory Committee on Federal Pay, reported that while general schedule salaries, including the 1977 adjustment, have gone up about 45 percent since 1971, pay rates for comparable private sector jobs have gone up about 55 percent in the same period.

Options for improving the federal pay-setting process and for dealing with these and other criticisms were prepared by President Carter's reorganization project on Federal Personnel Management. The option paper, "Federal Job Evaluation, Pay and Benefits Systems," has been distributed for comment to more than 1,000 individuals, public interest groups, unions, and federal agencies.

The paper presents no recommendations, but solicited comments on possible ways to improve:

- The comparability of federal employee compensation with the private sector.
- How employee benefits should be adjusted; current benefits include insurance, sick pay, holidays, and retirement pay.
- The way the general schedule (under which most federal white-collar workers are paid) is adjusted annually to keep federal salaries even with private sector salaries.
- The relationship between job performance and pay.
- The way salaries for individual jobs are set; and
- The changing relationship between federal blue-collar and white-collar workers' pay.

Corr. Officers

ALBANY—The State Civil Service Department established an eligible list for male correction officer on Aug. 5 as the result of a Feb. 28, 1976 open competitive exam. The list contains 112 names.

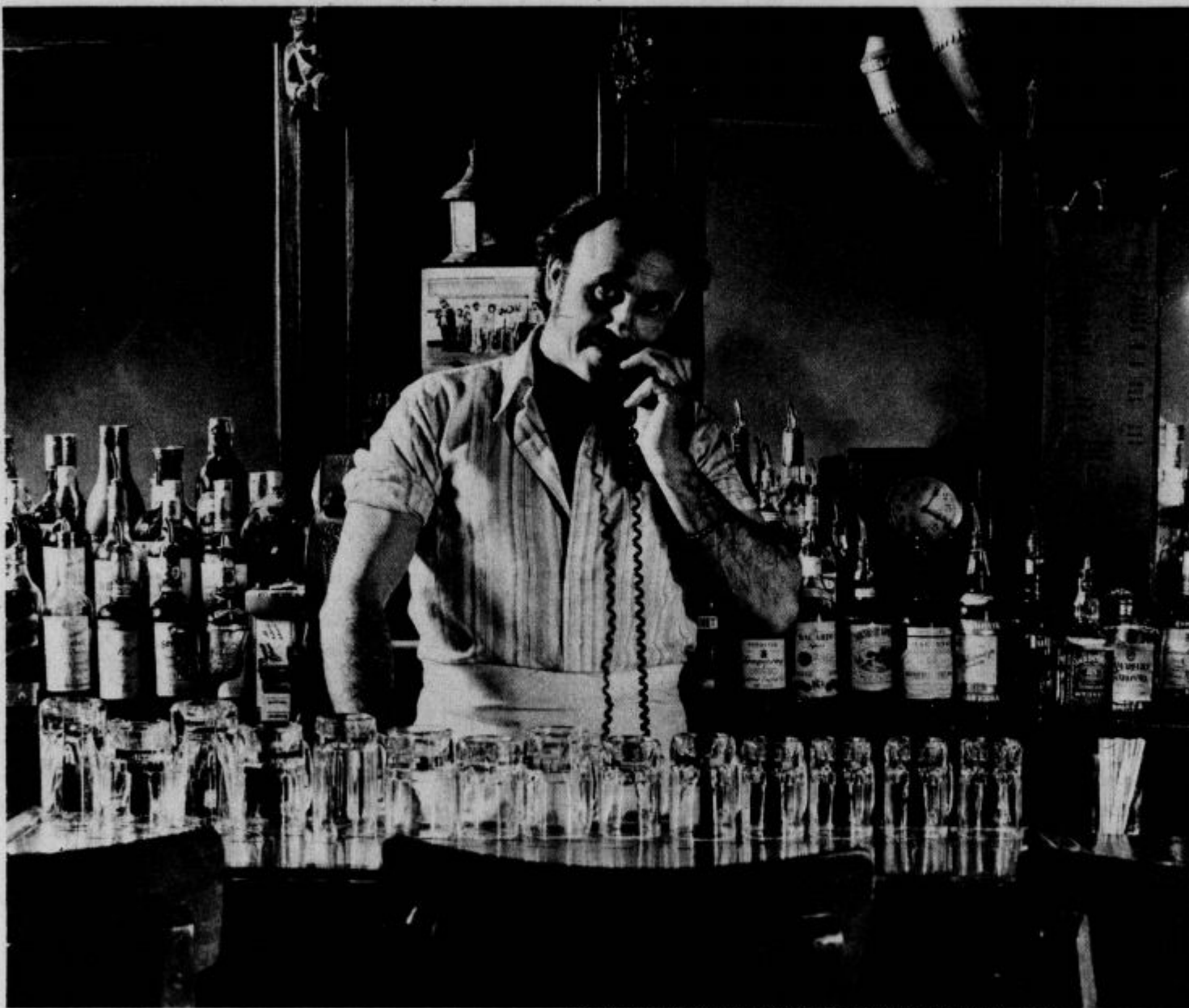
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CSEA Joins Fund Raising For Handicapped

ALBANY — Civil Service Employees Assn. president William L. McGowan has scheduled a news conference for 11 a.m. Nov. 9, at the Golden Fox Restaurant in Albany to promote this weekend's fund-raising efforts for the "Very Special Arts Festivals" for handicapped children.

"CSEA has a very special interest in this program," Mr. McGowan said. "It is CSEA members throughout the state who teach these kids music and the arts every day. As a 15-year employee of West Seneca Developmental Center, I know the happiness these programs give to handicapped children."

Joining Mr. McGowan at the 11 a.m. conference at the Golden Fox, 1400 Central Ave., Albany,

will be Jean Kennedy Smith, who co-chairs the state committee on arts for the handicapped, which runs the arts festivals for the handicapped each year.

CSEA volunteers will answer the "CSEA pledge lines," from 9 a.m. through 9 p.m. on Nov. 12 and 13, to take pledges of tax-deductible donations. The number to call is: (518) 459-8787. Donations can be mailed right now to: Mechanics Exchange Savings Bank Main Office, 111 Washington Ave., Albany, N.Y. 12210. Checks should be payable to: NYS Committee on Arts for the Handicapped.

The grand finale of the weekend will be a dinner-dance and entertainment by Burl Ives, Kitty Carlisle Hart and the handicapped students themselves. Tickets to the event are also tax-deductible, and cost \$25 each. They can be reserved now by calling (518) 459-8540 nights or during the weekend; or (518) 474-0908 during weekday hours. Tickets will also be available at the door on a first-come, first-served basis.

"I am giving my full support to this worthy cause," Mr. McGowan said. "I hope to see many CSEA members at the Golden Fox this weekend, and I hope many will also be calling our Pledge-Line to pledge their donations."



The Chorus of the West Seneca Developmental Center performs at last year's Very Special Arts Festival. Such festivals are made possible by fund-raising efforts such as the "Very Special Weekend," being held at Albany's Golden Fox Restaurant Nov. 12 and 13. Civil Service Employees Assn. president William McGowan will be among those helping to raise funds for the festival for handicapped children and at the same time enjoying an evening of entertainment by Burl Ives, Kitty Carlisle Hart and the handicapped students themselves at the Golden Fox the evening of Nov. 13. Mr. McGowan has been employed at West Seneca Developmental Center for 15 years.

Oppose Erie's Contracting-Out

(Continued from Page 1) away."

Mr. Eliss said his proposal for a public corporation was based on programs in Miami and Kansas City, where public health facilities were recently converted to corporate management.

He added: "The corporation would be composed of county facilities and any other hospitals that wish to join and are acceptable. The county legislature would delegate authority to govern it to a trust board, but retain the right to change or accept its annual budget."

The corporate board, he suggested, could be composed of administrators, businessmen and other citizens "with no vested interests in the health care field."

The workforce, he said, would be public employees from current county hospital facilities, with employees of member hospitals from the private sector becoming public employees.

In arguing that employee benefits do not drive up the cost of running the county hospital, Mr. Eliss said duplication of services, empty beds and costly equipment were significant factors.

File Unfair Labor Charge At Syracuse Health Center

(From Leader Correspondent)

SYRACUSE—The Syracuse Neighborhood Health Center battle has been taken to the State Labor Relations Board.

Terry Moxley, Civil Service Employees Assn. field representative, said what the union has been claiming all along has proved to be true and an unfair labor practice charge has been filed against the Research Foundation of the State University.

The foundation was the center's governing board when it was announced that the center would be closing, putting about 100 people out of work, most of whom are CSEA members.

Blamed by the foundation for

Contracting-Out; Media Fight

(Continued from Page 1) the goals, which is to reach large numbers of the general public with information on the faults of contracting out.

"It was the opinion of the officers, after very careful and long deliberation, that we must approach the problems of contracting out on a broad front, all across the state, and that the planned demonstration, although very costly, would not have produced any results," Mr. McGowan said.

The CSEA president said the alternative program decided upon will feature a combination of radio commercials, newspaper ads and billboard advertising all across the state, all designed to dramatically bring the problems created by contracting out directly to the attention of the general public. "For less money than the planned demonstration would have cost, we will be able to saturate our points all over the state, and when the public

reacts to some of the things we are prepared to bring out I think our state legislators are going to take note of that public opinion and make some move to end the practice of contracting out," Mr. McGowan said. He said the decision was one of creating a positive program to do the most good for the most people, "and the officers firmly believe we have taken the right step toward resolving these very serious problems facing public workers as a result of contracting out," he said.

Mr. McGowan said the campaign will be well thought out, and when launched in the near future "will do the most good for public workers at any level of government affected by contracting out, including at Willowbrook."

① CSEA calendar ①

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.

NOVEMBER

- 12-13—CSEA volunteers will be answering the CSEA Pledge-Line, (518) 459-8787, to take pledges of tax-deductible donations to benefit the Very Special Arts Festivals for handicapped children.
- 13—Dinner-dance and entertainment for the benefit of the Very Special Arts Festivals: 6 p.m., Golden Fox Restaurant, 1400 Central Ave., Albany.
- 14—CSEA president William McGowan visits Metropolitan Region office: 9 a.m. until midnight, 11 Park Place, Manhattan.
- 15—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.
- 16—Buffalo Local 003 monthly delegates dinner meeting: 5:30 p.m., Plaza Suite, One M & T Plaza, Buffalo.
- 16—Nassau County Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 16—State Executive Committee meeting.
- 16—County Executive Committee meeting.
- 16—Rochester Local meeting: 8 p.m., 933 University Ave., Rochester.
- 17—Board of Directors meeting.
- 18-21—Capital Region IV meeting and workshop, Queensbury Motor Hotel, Glens Falls.

DECEMBER

- 9—Downstate Medical Center Local 646 annual Christmas party: 8 p.m. to 1 a.m., Deauville Yacht Club, Knapp St. and Emmons Ave., Brooklyn.

the shutdown were new federal regulations, the inability of a new consumer-oriented board of directors to obtain state certification and the loss of funding from the U.S. Department of Health, Education and Welfare.

Mr. Moxley said that the center has in fact not shut down as it was supposed to on Oct. 1. He says the center still makes patient referrals and authorizes prescriptions.

Furthermore, they are conducting interviews for employees—not union people—and have applied to HEW for a continuing grant.

"This proves it was all a ploy to get rid of the union. We found out that HEW would have given the center an extension of its grant if SUNY had asked. They didn't."

"Once they got the union people out, then they asked for the grant and are going to pick up new people. They haven't closed."

Mr. Moxley said the refusal to discuss the complaints or to bargain with the union constitutes a violation of the state labor laws.

"Because we don't have subpoena power, we filed a charge. The Department of Labor has investigating power."

"We are asking that the laid-off workers be rehired, back wages be paid and they begin negotiations."

"All our contentions are coming true. HEW, old board, new board, the state—it's all been a smokescreen."

Require MH Boarding Homes To Be Licensed Throughout Suffolk

(Continued from Page 1)

"The state will not be able to indiscriminately place patients in run-down facilities. Moreover, the health department will have to survey the area to determine if there are enough mental hygiene facilities in the area surrounding the boarding home to provide adequate after care services for ex-patients," Dr. Feldman said.

The new law was hailed by Irving Flaumenbaum, president, Region I, Civil Service Employees Assn., who said "this bill gives us hope that other counties in the state will follow Suffolk's example of checking dumping and acting responsibly to provide care for released mental patients."

Dr. Feldman called for the establishment of "community based mental health care" that would include facilities operated and staffed by retrained mental hygiene employees.

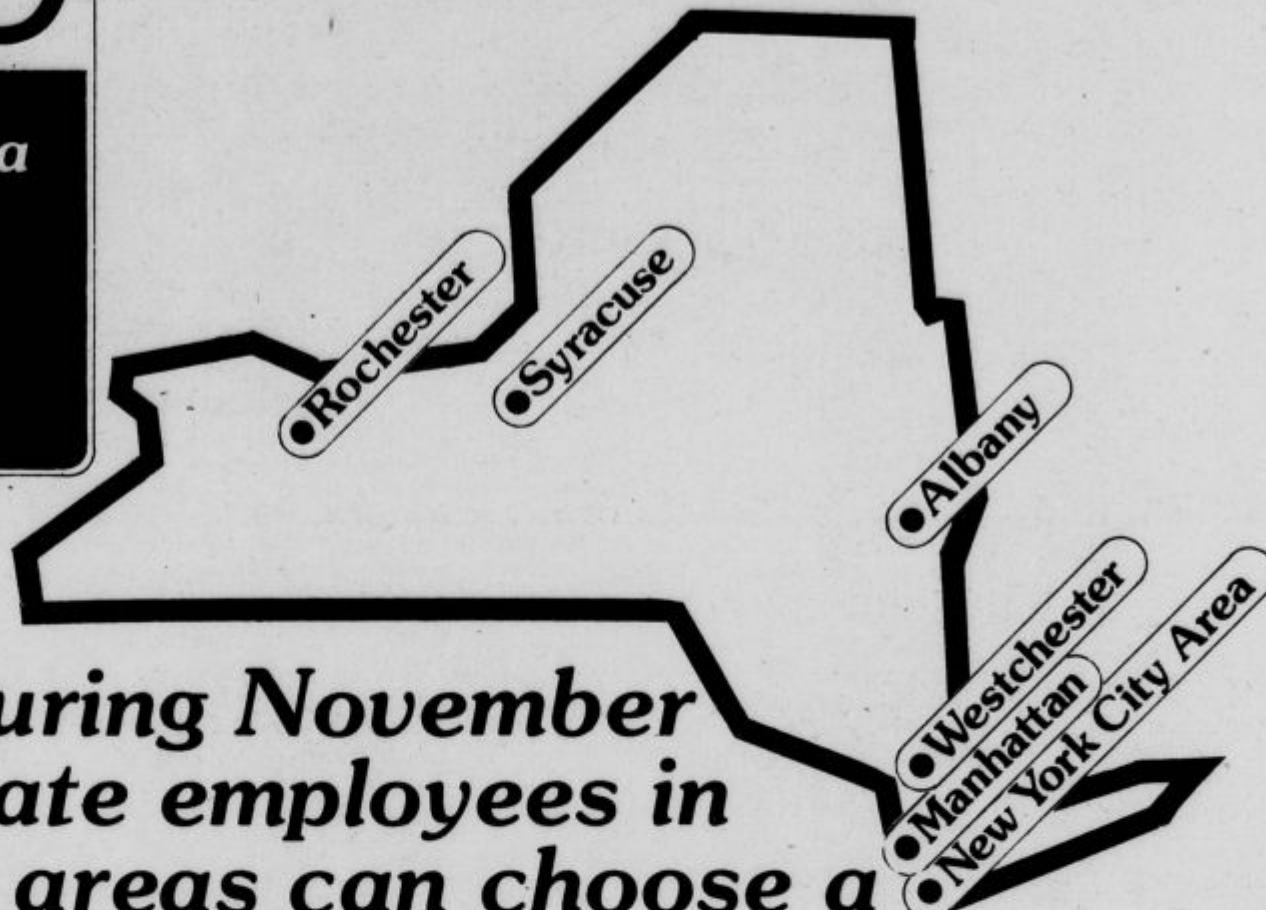
"The law will slow the release of patients because we are asking the state to plan for the orderly discharge of mental patients to the communities. This means a program of community mental health will be created. We should immediately start training our mental hygiene employees, who are the most experienced in the field, so they can be available to help us when the programs are set up," Dr. Feldman said.

Any boarding home operator who rents to two or more former mental patients will be required to apply for a license. The county will inspect homes to make sure they comply with the regulations. Violations will be given correction orders. Failure to correct violations will be a misdemeanor.

To help enforce the law, the legislature created four new employee positions: a medical social worker, a sanitarian, a public health nurse and a stenographer.

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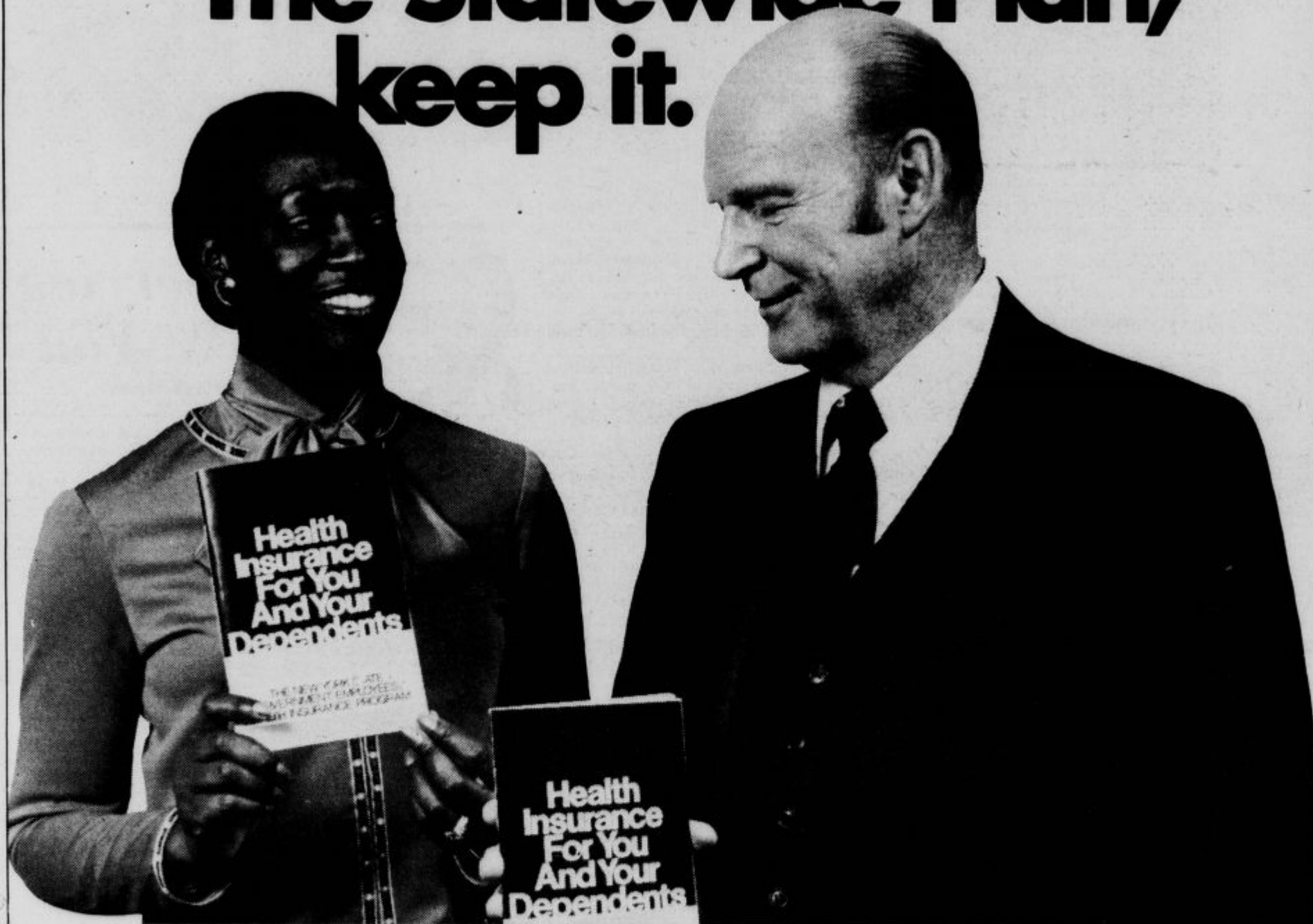


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Harcourt Tynes, Associate Editor
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Good Year Ahead?

ELECTION years are usually the good years for civil service unions and the very size of the public employee family population in this state—estimated at nearly 20 percent of the electorate—has been enough to insure that those seeking office or re-election would lend a willing ear to civil service goals.

Recently, however, governmental fiscal disasters have not only caused several government units from the state level to townships to stop dead on civil service improvements in wages and benefits, but also doubled the workload for thousands of public employees because of extensive layoffs. The increased duties were not rewarded in many cases with even minimal pay raises while inflation continued to soar.

Much of the recent New York City mayoralty campaigning was done on a pledge to be tough with civil service unions. The state elections next year will probably produce a similar theme among many candidates for the Legislature and in gubernatorial contests. Economic recovery throughout the country is not yet stable enough for any politician to brag that he is going to be able to do a good deal for civil servants if he should be elected or returned to office.

But the signs are not all bad. This year the state's biggest public employee union, the Civil Service Employees Assn., negotiated a fine wage and benefit package for its members, following a period of patience during the state's greatest financial crisis the preceding year. Several local government units of the union did very well, too.

But what about 1978 when most state agency personnel will be working under the conditions of a two-year contract with the CSEA?

Well, a good labor organization's work is never done and there is much to shoot for from the Legislature and the Governor's office in the months to come.

Still a major priority is making major changes in the Taylor Law. The number one goal is still elimination of the no-strike provisions of the legislation and the employees association feels that truly binding arbitration could eliminate the need for that section of the law.

Civil service reform has mostly been a vehicle to restore as much of the spoils system to government service as possible. But reform can also be used as a countermeasure to that practice and to improving public service careers, particularly in the areas of some hard-headed action against the continued and outrageous use of provisional employees where they are not needed and in relating promotion tests more to actual work performance rather than on so much theory and generality.

Public employee pensions still need further improvement and protection, despite the fact that this is one of the most popular issues to rally against when seeking election.

These are not the best of times, but they are not the worst either. A diligent effort in New York's City Hall, the Legislature in Albany and governmental councils elsewhere can still produce a very beneficial 1978 for the state's civil service population.

Don't Repeat This!

(Continued from Page 1)
gubernatorial election next year. For politicians, the last election is as stale as yesterday's news, and reporters who follow the trail of politicians, tend to adjust their sights to politicians' footprints.

An indication of their preoccupation with the future is the spate of newspaper dope stories hinting that Gov. Hugh L. Carey is in deep trouble with his own party and that he may have serious opposition in seeking the Democratic nomination next year.

Politicians Flattered
Much of this speculation comes from reporters with an urgent need to get political editors—who must fill news space or television and radio time—off their backs. Obviously, it is easy for a reporter to speculate whether some political figure may contest Carey in a primary. Moreover, it flatters the political figures, who like to see their names thrown around in connection with future ventures for high public office.

There is, of course, an underlying truth to these speculations. The fact is that, within limits, Governor Carey has antagonized some Democrats because of positions he took during the New York City Mayoral election. In addition, polls of one kind or another indicate that the Governor has slipped somewhat in public esteem.

These factors, however, fall far short of demonstrating that Carey has serious problems. In the first place, there is a strong tendency among party leaders to cool it after the votes are counted and to see party unity. Among other factors contributing to this tendency is the fact that the Governor has huge patronage resources at his disposal to make peace with embittered factions.

As to public opinion polls, they can be like a yoyo, going up and down from time to time. Again, the Governor is in a great position to affect public opinion polls. In the early stages of the campaign, the Governor has the first crack at shaping public opinion, when he delivers his State of the State message to the Legislature in January.

In general, the message will shape the tone of the last year of Carey's term, and there seems to be little doubt that it will be a bundle of goodies for everyone. The press has already reported that the state will wind up its fiscal year with a surplus, a circumstance that opens opportunity for the Governor to provide some relief to the overburdened taxpayers.

Bitterness to End
In addition, much of the internecine bitterness among Democrats generated during this election will slowly dissipate, because it is not in character for political leaders to bear long-time grudges.

Finally, Governor Carey demonstrated in the primary four years ago, that he is a fine campaigner and that he has the financial resources to run an expensive campaign. The business of fund raising for a primary is likely to dampen the spirits of any Democrat who hankers for a chance at the executive mansion. In the absence of some catastrophic development in the next few months, there seems to be little doubt but that Carey is still in the Governor's driver's seat.



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.

Collective Bargaining

Appellant, the Board of Education, Wyandanch Union Free School District and respondent, Wyandanch Teachers' Association, have entered into several collective bargaining agreements.

The term of the most recent contract covered the period from Sept. 1, 1973 to Aug. 31, 1976. The contract provided, in Article XXII, that if a new agreement has not been fully agreed upon by the expiration date of the previous contract, all terms and conditions shall remain in effect until the execution of the new agreement.

Under the terms of the most recent agreement, the association filed a grievance because of the district's failure to pay salary increments. Since the parties failed to resolve their differences at the initial steps of the grievance procedure, the association served the board with notice of intention to arbitrate. The board asked for stay of arbitration by filing order to show cause. The Supreme Court, Special Term, denied the board's application and granted the association's cross motion to compel arbitration. The court's order also upheld the survivorship clause as long as good faith negotiations occur between the parties.

Between the return date of the board's application for a stay and the date upon which Special Term rendered its decision, the association moved for summary judgment dismissing the board's complaint (Proceeding No. 2) which sought a declaratory judgment as to the effect to be given Article XXII of the collective bargaining agreement pending execution of a successor agreement. Special Term granted the association's motion. Before the board filed to stay arbitration, negotiations between the parties concerning a successor agreement had commenced.

On appeal to the Supreme Court, Appellate Division, Second Department, the court dealt with the issue of the board's application to stay arbitration and its declaratory judgment action. The board's first argument was that the contract was of an indefinite duration and therefore void for public policy. Appellant argued that since there is no binding obligation upon it to enter into a successor agreement, there is no way to end the contract. The Appellate Division, noting the decision of Special Term regarding the board's application to stay arbitration, stated that since the survivorship clause would only be upheld "so long as good faith negotiations occur, it is logical to assume that if such negotiations ceased prior to the reaching of a new agreement, appellant would be relieved of its obligation under the agreement."

THE RESPONDENT argued that even though a "continuation clause" is a permissible topic for negotiation, since the parties negotiated for and entered into a continuation clause, they should be bound by it. Therefore, it was the respondent's contention that, pending the entry into a new contract, it is entitled to continue to receive salary increments in accordance with the terms of the expired contract.

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

PLACE: Rockland Psychiatric Center, Orangetown

QUESTION: What effect do you foresee as a result of state policy to integrate Mental Hygiene residents back into communities?

Arnold Wolfe, senior recreational therapist: "It's different in different communities. We oppose large residences when 200 people are sent to single-room occupancy hotels. This is dumping patients, and when you place more than 10 people in the same building, you have another institution. The present situation of dumping patients into hotels or YMCAs is a joke, and merely an attempt to save money.

Governor Carey plans to destroy the Department of Mental Hygiene. I would be for the plan if it were monitored with the necessary after-care facilities. Often the community rejects the idea of having a "home" next door. There have been successful homes set up for the mentally retarded. A state employee is stationed within the home. Unfortunately, these are few and far between."

Glenda Davis, senior steno: "I think the idea to integrate the residents back into the community could be good if trained staff were available in the community to work with the patients. The patients cannot be dumped into the community without professional help to teach and monitor their activity. Often the communities are not willing to accept these people back. The average person has a fear of the psychiatric patient unless they have had at one time, first-hand knowledge of mental illness. The community needs to be re-educated. The old stigma is still there. If we are to become employed by the counties, I would assume the counties will be hit by higher taxes."

Muriel Teitelbaum, account clerk: "I feel that many of the patients are not ready to return to the community. Many forget to take their medication and come back. Many will be taken advantage of because they cannot cope with the outside world. Most community residents are afraid of mental patients. I feel there will not be adequate after-care facilities. I saw a television show describing the conditions patients are meeting in the outside world, and it upset me greatly. Patients will lose the most, as they usually do. The institution is the only home many have known for 20 to 40 years. For many, it is too late to return to the community."

Dominick Amuso, registered psychiatric nurse: "People forget that the patients were once residents of the community. The institutional system broke the relationship the patient had with the community. The new system is relinking the lines of the Mental Hygiene Department into the community, and I feel this will be better than the past. The patient has a right to return to the community. In the first stages, at this institution, I'm happy with the way it is working. We prepare the patient for the outside world by first moving him to a half-way house with supervision. The next stage is apartment living with supervision. The last step is self-support with supervision."

Diane Milano, senior account clerk: "For the community, I feel it is not ready for this and I feel there will ultimately be utter chaos. Most people feel that 'half-way houses are great but not next door to me.' The community has not been properly oriented for the arrival of the patients. The patients have not been properly oriented for community living. For many of the older people, they feel the institution is their only home. They were unable to cope with the community. Many of the older patients will not want to leave. I really feel this will never work within the community and unfortunately, as usual, the patients will suffer the most."

Willy Trotman, therapy aide: "I feel from a community point of view, the community will reject the entry of the patients. People seem to forget that community peer pressure drove these people away. I feel the community does not want to become involved. There is a fear of mental patients among those who know little of the condition. I feel the patients are going to suffer most because they will feel that the state no longer wants them in the community. I feel a concentrated effort will be needed to work on the patients where they are now."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Filing For Retirement

If people approach their retirement in a thoughtful way, they can help ensure their social security retirement benefits begin just as income from work stops.

Get together information that will be needed to support your claim. This includes your social security card or a record of your number, proof of date of birth recorded early in your life, preferably before age 5; evidence of last year's earnings (a copy of your W-2 form or a copy of your federal tax return, including schedule C).

If your spouse is also planning to apply on your record, she should also include social security card or number and proof of age, and marriage certificate. If either partner was married before, rates and locations and information about spouse's earnings must be included.

It is important for you to apply two or three months before you plan to retire, even if you do not have all the information you need yet. Social Security officials can suggest other sources for the information you need.

By applying in plenty of time, you can be sure that your retirement checks will start as soon as you stop working.

You can also conduct most of your social security business over the telephone and save yourself a trip to the office.

With the deadline for making multi-employer (largely union) pension plans insured (Jan. 1), massive problems are facing many funds. A number of them in dying industries have already notified the Pension Benefit Guaranty Corporation that they will abandon their plans rather than pay the insurance premiums. The plan of the millinery industries was killed, leaving a liability of \$6 million and the milk industries' plan is expected to go out of business shortly.

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)

Eposito Josephine	Brooklyn
Feliciano Elsie	Brooklyn
Figueroa Alejandro R	Bronx
Francis Helen	Elizabeth NJ
Parlow Jacqueline A	New Rochelle
Gervasio Ralph	Selden
Gasby John Jr	Bronx
Glezen Richard A	Marathon
Gehr Irene D	Buffalo
Goodwin Edward	Bronx
Gorden Martha A	Hunt
Grabo Donald W	Saratoga
Gregg Theodora L	Joliet Ill.
Heard Marguerite	Staten Island
Harris Eleanor L	Staten Island
Harvey Louis A	Gingston NC
Henderson James	Brooklyn
Heenan Patricia A	New York
Hendricks David H	E Northport
Holms Juanita B	Brooklyn
Houston Audren	New York
Huff George L	Hastings
Humphrey Paul D Jr	Gallupville
Hymes Robert	Hempstead
Jasper Minnie J	Hempstead
Jeffries Carol A	Merrick
Jenkins Robert	Newark NJ
Johnson Thomas	Sayville
Junior Mary E	Albany
Justice Kenneth R	Ronkonkoma

(To Be Continued)

Civil Service Law & You

(Continued from Page 6)

The Appellate Division held that when the collective bargaining agreement between the board and the association had expired but the terms of such agreement continued pursuant to the survivorship clause, the district, however, was under no duty to grant the salary increments when the parties were in negotiation over terms of a new contract. The court relied on **Board of Cooperative Educational Services of Rockland County v. New York State Public Employment Relations Board**, 395 N.Y.S.2d 439, 443, which held in part: "To say that the status quo must be maintained during negotiations is one thing; to say that the status quo includes a change and means automatic increases in salary is another. The matter of increments can be negotiated and, if it is agreed that such increments can and should be paid, provision can be made for payment retroactively."

In conclusion, the court held that in Proceeding No. 1, the order should be reversed and the application to stay arbitration granted. In Proceeding No. 2, the order should be reversed and judgment should be granted to appellant declaring Article XXII of the agreement to be invalid insofar as it is deemed to pertain to the payment of salary increments after the expiration of the agreement and during the negotiations for a new agreement. **Board of Education v. Wyandanch Teachers Association**, 396 N.Y.S.2d 702.

LETTERS TO THE EDITOR

A Suggestion

Editor, **The Leader**:

Having just returned from the convention at the Concord, we are aware of one significant fact: CSEA is a constantly changing and complex organization. In order to be effective and knowledgeable officers, there is a tremendous learning process ahead of us. In this we ask your assistance.

We feel an "Informational Column" run regularly in the **Leader** would be of great assistance. This column could deal with information such as the organizational structure, the history of the association, explanation of the constitution and by-laws (most particularly the philosophies and reasons behind the changes to them), discussions on which officers are paid CSEA officials, what the remuneration is and what the honorariums are for these officers, etc.

While we realize that this information is gradually assimilated in an "on the job" process, the majority of the membership may never learn these things. We feel it is important that we all know as much as possible about the organization that represents us in so vital an area as employment.

PATRICIA GOODEN
Treasurer, Local 828
Rochester

JOANNA WILLIAMS
Delegate, Local 828
Rochester

Federal Pensions

Editor, **The Leader**:

Federal retirees are unfairly treated by the State of New York when it taxes our federal pensions completely, where such is not the case in many other states. Nine states exempt federal pensions fully, nine other states

have no state tax and 22 states give partial exemption to federal pensions.

I am bringing this to the attention of the following and ask their support in correcting this injustice by helping get the following laws passed:

The Hon. Arthur J. Kremer, chairman of the Ways and Means Committee, Rm. 923, Legislative Office Bldg., Albany, N.Y. 12224

for bill A-2486, and also to the Hon. John Marchi, chairman of the Senate Finance Committee, State Capitol Bldg., Albany, 12224 in support of bill S-2004.

May I urge all federal retirees to get busy and send their letters as I did, and help to eliminate this unfair deal by the State of New York.

SAMUEL KOMANSKY
Brooklyn

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.

CSEA CONVENTION REPORTS, PHOTOS

Membership Committee Report

The report of the special membership committee was presented by chairman Howard Cropsey, of Albany County Local 801, and Samuel Emmett, of New York City Local 010, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are Terry Dawson, Eva Katz, Theodora Kowalczyk, William Kempey, James Mangano, Jon Schermerhorn and Esther Throne.

As of June 1, 1977, the membership in CSEA continued to drift downward. A comparison of June 1, 1977, membership statistics to June 1, 1976, indicates that the state division showed a loss of 540 members and the county division decreased 4,176 members. It should be pointed out that approximately 1,700 Office of Court Administration members transferred over to the state as required by recent legislation.

On Aug. 3, 1977, Governor Carey signed into law the Senate version of the Agency Shop Bill. This law makes agency shop fee deductions for non-members in the four state bargaining units compulsory. However, in the county division the law permits the agency shop fee deduction if it is negotiated for with the political subdivision and stipulated so in the collective bargaining contract with CSEA.

Since the agency shop fee deduction has been scheduled to start for the state payroll period ending 9/21, non-members are beginning to flock to CSEA. For the week ending 9/9/77, 853 state division non-members joined CSEA. The weekly average prior to this date was approximately 200 which, incidentally, does not keep ahead of the attrition rate of members. In the county division for the week ending 9/9/77, 238 non-members were processed for new dues deductions. This figure shows very little increase over prior weeks' averages.

In light of the agency shop legislation which makes dues deductions mandatory in the state division, the Board of Directors, at their Sept. 15 meeting eliminated the \$5 per member Super Sign-Up payment for the state division but extended it for the county division. This means that your Membership Committee must find ways to encourage non-members to become members for various obvious reasons. The Association must be strengthened by encouraging participation in this Union by all state employees.



Brooklyn Psychiatric Center Local 402 delegate Charles Walcott gestures with eyeglasses in his hand to emphasize point he is making during one of the preparatory sessions.

By increasing our membership substantially, we will have the strength to fend off challenges from competing organizations.

CSEA is in the process of mailing out a communique to each and every non-member in the state who pays an agency shop fee. This message will attempt to encourage non-members to sign a membership card (which will be enclosed) by pointing out the benefits of becoming a CSEA dues-paying member.

In the county division, a concerted attempt must be made to continue to

push membership. Since the Super Sign-Up Campaign which offers a cash incentive to members in good standing who recruit new members is still in effect, greater efforts must be made to encourage members to take advantage of this program. To date, 12,189 new members have been recruited in the state and 7,331 in the county, at \$5 per member. In addition, where CSEA has a contractual right to the agency shop fee deductions, we must communicate with these employees to encourage them to join the Number One Union in New York State.

Your Membership Committee will continue to concentrate on the aforementioned endeavors and search for ways to embellish on our numbers.

Treasurer's Report

The report of CSEA treasurer Jack Gallagher was presented at the 67th annual meeting of CSEA delegates last month at the Concord Hotel.

Attached is the General Fund Statement of Income and Expenses for the Month Ended August 31, 1977. The Association had a cash flow deficit of \$24,244 for the month and \$95,745 for year-to-date.

We anticipate a break-even financial picture for our fiscal year end at September 30, 1977. Both income and expenses are below budget. However, membership should dramatically increase with the

agency shop fee deduction becoming a reality on September 3rd. Obviously, the Association will certainly be financially healthy next year.

On another subject, many local presidents have been asking questions concerning travel/accident insurance coverage for their officers when on union business. For your convenience, Mr. David Charnock, Account Executive for Ter Bush and Powell, has agreed to be in attendance at our Annual Delegates' Meeting on October 12th and 13th. If you have questions for Mr. Charnock, please look for him at the Ter Bush and Powell booth in the main lobby.



Cynthia Doyle, president of Metropolitan Public Service Local 450, refers to printed report of Constitution and By-Laws committee as she participates in debate over proposed amendment.

GENERAL FUND STATEMENT OF INCOME AND EXPENSES

FOR THE MONTH ENDING AUGUST 31, 1977

	Month of August Actual	Budget	Year-to-Date Actual	Budget 1977	Balance
INCOME:					
Membership Dues.....	\$ 950,918	\$1,025,012	\$10,898,151	\$12,300,147	\$1,401,996
Group Life Expense Reimb.....	30,833	30,833	339,385	370,000	30,615
Interest on Investments.....	5,590	12,500	82,117	150,000	67,883
Miscellaneous.....	448	833	14,928	10,000	(4,928)
	<u>\$ 987,789</u>	<u>\$1,069,178</u>	<u>\$11,334,581</u>	<u>\$12,830,147</u>	<u>\$1,495,566</u>
Less: Dues Rebates.....	237,729	256,253	2,724,037	3,075,037	351,000
TOTAL INCOME.....	<u>\$ 750,060</u>	<u>\$ 812,925</u>	<u>\$ 8,610,544</u>	<u>\$ 9,755,110</u>	<u>\$1,144,566</u>
EXPENSES:					
Personal Services-Regular.....	\$ 204,708	\$ 231,076	\$ 2,520,058	\$ 2,772,916	\$ 252,858
Personal Services-Other.....	84,848	87,941	832,224	1,055,296	223,072
Regional Offices.....	38,998	45,811	431,202	549,727	118,525
Satellite Offices.....	8,765	9,917	91,494	119,009	27,515
Legal.....	144,756	111,625	1,229,083	1,339,500	110,417
Travel Expense.....	28,265	53,333	492,017	640,000	147,983
Travel Allowance to Chapters...	263	6,250	60,161	75,000	14,839
General Operating Expenses.....	14,693	8,333	97,189	100,000	2,811
Data Processing.....	28,262	28,600	323,734	343,200	19,466
Printing Supplies.....	1,490	3,333	26,718	40,000	13,282
Communications.....	19,194	23,183	215,314	278,200	62,886
Equipment.....	796	2,083	3,342	25,000	21,658
Building Maintenance.....	10,006	9,583	106,263	115,000	8,737
Officers, Directors & Comm.....	22,950	46,667	484,198	560,000	75,802
Civil Service Leader.....	110,004	95,443	1,101,747	1,145,320	43,573
Special Delegate Mtg. (Spring).	6,668	6,250	54,976	75,000	20,024
Statewide Delegates & County Executive Committee...	788	1,250	11,864	15,000	3,136
State Workshops.....	-0-	250	3,000	3,000	-0-
Regional Workshop/County.....	-0-	208	2,500	2,500	-0-
Regional Refunds.....	-0-	1,792	13,827	21,500	7,673
Educational-Regions.....	78	2,500	8,057	30,000	21,943
Public Relations.....	4,981	12,250	82,694	147,000	64,306
Membership Campaign.....	5,385	6,260	61,236	75,000	13,764
Organizational Expense.....	8,801	4,167	91,381	50,000	(41,381)
Representative Elections/Other.	3,219	12,500	83,509	150,000	66,491
Reserve for Depreciation-Bldg..	2,083	2,083	22,914	25,000	2,086
Debt Service.....	3,520	3,520	38,720	42,240	3,520
Miscellaneous.....	1,699	1,667	6,945	20,000	13,055
TOTAL EXPENSES.....	<u>\$ 755,220</u>	<u>\$ 817,875</u>	<u>\$ 8,496,367</u>	<u>\$ 9,814,408</u>	<u>\$1,318,041</u>
Transfers to Plant Fund.....	1,667	1,667	18,336	20,000	1,664
Transfers to Emergency Fund....	17,417	17,417	191,586	209,000	17,414
TOTAL EXPENSES & TRANSFERS...	<u>\$ 774,304</u>	<u>\$ 836,959</u>	<u>\$ 8,706,289</u>	<u>\$10,043,408</u>	<u>\$1,337,119</u>
Contribution (Charge) to Surplus.....	(24,244)	(24,034)	(95,745)	(288,298)	(192,553)
TOTAL EXPENSES, TRANSFERS & CONTRIBUTION (CHARGE) TO SURPLUS.....	<u>\$ 750,060</u>	<u>\$ 812,925</u>	<u>\$ 8,610,544</u>	<u>\$ 9,755,110</u>	<u>\$1,144,566</u>

Statewide Social Services Committee Report

The report of the statewide social services committee was presented by chairman Richard Tarmey, of Montgomery Local 829, at the 67th annual CSEA delegates meeting last month at the Concord Hotel. Other committee members are Patricia Spicci, Grace Vallee, Haward Quann, Patricia Thomas, William McMann and Sally Forsyth.

As many of you are aware, the Statewide Social Services Committee has attempted within the last couple of years to somewhat broaden its approach to the problems of CSEA members throughout the State. Specifically, we have sought to meet with and, when appropriate, to

assist local social services representatives in their efforts at solving problems unique to their particular area. Part and parcel of this approach has been to help keep local representatives apprised of the types of problems incurred in other areas along with information regarding the kinds of success we have experienced in solving these problems.

It is with this in mind that the Committee would like to familiarize as many CSEA members as possible with what is not only a new but fairly unique change in the operation of local departments of social services. The program changes which will actually come in two stages

are referred to as the "Welfare Management System" and the "Medicaid Management Information System." In terms of a general description, both of these systems are designed to utilize a central computer which will be located in Albany along with computer terminals located in each local district. Overall objectives of these systems include:

- The reduction of duplicate payments;
- Assisting local districts in eligibility determination;
- Increasing the accuracy of data collected along with the more extensive facilities necessary for reporting the data.

Although the projected implementation dates are as of this time uncertain (W.M.S. in 1978, M.M.I.S. in 1979) we feel it is of great importance for CSEA members to be aware of these changes. As is the case with most substantive program changes, many problems are likely to occur and a good number of these difficulties may require the attention of CSEA representatives.

Copies of brief overview of the W.M.S. system are available. However, at this time there is very little data available on the M.M.I.S. program. Should local districts require assistance, the Social Services Committee remains willing to make itself available. The individual to be contacted is Philip Miller, c/o CSEA, 33 Elk Street, Albany, New York 12207.



Helen Van del Wal beams as she accepts bouquet from CSEA president William McGowan, far left, while master-of-ceremonies Richard Tarmey and executive vice-president Thomas McDonough applaud. Ms. Van de Wal is one of the most familiar figures at CSEA conventions, as well as Board of Directors meetings, where she quietly records the verbatim word-for-word minutes on her stenotype machine.

(Leader photos by Ted Kaplan)



Elizabeth Kearney, left, of SUC at New Paltz Local 610, and Elaine Todd, of Buffalo District Labor Local 352, were among the hundreds of CSEA delegates who learned to grin and bear it as they waited for their rooms to be made ready after they had checked into Concord Hotel for week-long convention.

Education Committee Report

The report of the standing education committee was presented by chairwoman Celeste Rosenkranz, of Buffalo Local 003, retired, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are Irene Amaral, Richard Fila, Mary Lauzon, Marie Romanelli, Sylvia Weinstock and Stephen Zarod.

The Standing Education Committee has continued to be actively engaged in education and training activities since our last report to the Delegates at the Spring Convention.

Particularly significant has been the increasing number of workshops and seminars in the various regions on Training Officers and Stewards. There have been three printings of the Stewards Manual, and as new Stewards assume their roles, services to members have been greatly augmented. Copies of the manual are available through Headquarters upon receipt of requests from Local Presidents.

Labor studies programs leading to certificates and college credits are expanding considerably with programs functioning in four regions. The Committee is working to make possible the opportunity for such programs to be offered in the remaining two regions.

The Local Officers Manual is being updated with early distribution planned.

The Committee has agreed on one manual to serve both State and County Officers with supplements added to meet the special needs of either group. Four copies will be made available to each Local with additional copies available upon purchase.

Special attention has been given to the Education Program for the Annual Meeting. The sessions will be held on Tuesday evening and will run concurrently. Because of particular interest in retirement planning, one program will deal with Psychological and Sociological Factors in Retirement and the second with New York State Economy and Its Impact on Public Employees. The popular Parliamentary Procedures Seminar will also be sponsored with Celeste Rosenkranz instructing.

The Education Committee is pleased to report the growing number of women involved in local and regional educational activities and the fact that the Education Committee in each region is chaired by a woman. Our sincere appreciation is extended to all those Education Committee members through whose untiring efforts, interesting and informative programs are being made available to the membership.

Our Committee is encouraging each Local to appoint an Education Committee to keep members currently informed of concerns affecting their work.



Leader editor Marvin Baxley, left, confers with associate editors Harcourt Tynes, center, and Kenneth Schept as they compare notes and impressions of various meetings they had attended in order to report on action taken by delegates at the CSEA's 67th annual meeting last month.

Latest State And County Eligible Lists

(Continued from Last Week)
EXAM 36075
SR EL COMPUTER OPR
Test Held June 18, 1977

Est Oct. 3, 1977
16 McGowan Richard Shoreham89.1
17 Rakvica David V Schenectady89.0
18 Barber Thomas C Albany89.0

19 Bishop Thomas E Rensselaer88.9
20 Pike Edmund W Albany88.9
21 Stevenson Cora E Syracuse88.8
22 Romann Charles Pearl River88.4
23 Hamilton Norman Brooklyn88.2
24 Olender William Troy88.0
25 Jenkins George Saratoga Spgs87.8
26 Parvana George Albany87.8
27 Kane William G Troy87.5
28 Champlin Rose K Hornell87.4
29 Betzinger G W Troy87.2
30 Shoemaker F A Averill Pk87.1
31 Michasiow R R Watervliet86.9
32 Liotta Joseph A Lansingburgh86.8
33 Wolanski Karen Binghamton86.8
34 Luste James G Mechanicville86.7
35 Shue Daniel R Albany86.4
36 Weekes Earl F Brooklyn86.2
37 Relyea William Clifton Pk86.1
38 Rajkowski G W Tribes Hill85.9
39 Potocki Victor Plattsburgh85.7
40 Rock Charles J Latham85.5
41 Carpus Diana L Irving85.3
42 McMahon Michael Troy85.2
43 O'Brien Donald P Troy85.2
44 Nielsen Judith Albany84.8
45 Lynch William C Latham84.5
46 Pawlows John E Niverville84.4
47 McHugh John J Albany84.2
48 Streeter Robert Tribes Hill84.0
49 Helmes Dennis R Rensselaer84.0
50 Graham Sharon Voorheesvil83.9
51 Himes Arthur L Richmondvil83.8
52 Ransom Dumas F Bayside83.8
53 Lewis Neville G NYC83.8
54 Manclow Arthur Fort Plain83.7
55 Dugan John P Corfu83.7
56 Morais Robert D NYC83.7
57 Riel Ronald P Troy83.6
58 Neahr Norman R Cobleskill83.6
59 Secor Kent D Castleton83.6
60 Fuller Sharlene Clifton Pk83.5
61 Bryce Blaine P Amsterdam83.4

62 Sickler Linda J Coeymans Hlw83.4
63 Bauer Charles J Albany83.3
64 McDermott F G Schenectady83.0
65 Lounello Robert Slingerlands82.7
66 Richards Norman Albany82.6
67 Pinkowski L A Schenectady82.5
68 Cond George F Holley82.3
69 Piglowski C Fredonia82.3
70 George Joseph P Albany82.2
71 Griffen Paul B Perry82.1
72 None
73 O'Neil John E Centereach81.9
74 Martino Joseph Schenectady81.8

75 Kandoian Harry Voorheesvil81.4
76 Weaver Thomas F Cohoes81.3
77 Tomaski Stanley Clifton Pk81.3
78 Heinze Lynford Latham81.3
79 Watres Patricia Latham81.0
80 Hanor Robert D Cohoes80.6
81 Lauer Lawrence Rensselaer80.4
82 Conley Mary R Albany80.1
83 Wells Gerald E Saratoga Spgs80.0
84 Campbell Robert Rensselaer80.0
86 Zayac James J Hudson79.5
85 Flansburg G A Kinderhook79.9
(To Be Continued)

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—John Beaufort, Christian Science Monitor

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—T.E. Kalem, Time

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—Clive Barnes, N.Y. Times

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McGowan Visit To NYC Is Set

MANHATTAN—William McGowan, president of the Civil Service Employees Assn., has scheduled a visit to the New York City area Nov. 14.

Mr. McGowan will be at the CSEA Region Office, 11 Park Place, "to meet with and talk to any CSEA member who wishes to see me. I want to get close to the people and listen to what's on their minds. I want them to tell me what we are doing right and what we are doing wrong—and where we can improve."

He will be in the office from 9 a.m. to noon, 2 p.m. to 5 p.m. and 7 p.m. to midnight.

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Yonkers School Aids Win Arbitration Battle

11
CIVIL SERVICE LEADER, Friday, November 11, 1977

YONKERS — Yonkers school non-teaching employees won an appeals court decision last week backing their right to submit to arbitration grievances challenging the wage freeze instituted in Nov-

ember 1975, because of the city's financial emergency.

All four judges of the Brooklyn Appellate Division agreed with a lower court decision that the collective bargaining agreement between the Yonkers Board

of Education and the local unit of the Civil Service Employees Assn. required arbitration.

But in refusing the school board's request to halt arbitration, the state's second highest court reminded the employees that the arbitrator was prohibited from awarding wage increases during the fiscal emergency. As the courts have previously ruled, the Legislature was acting constitutionally in passing emergency laws in 1975 for both Yonkers and New York City which suspended wage increases during the emergencies.

What the Yonkers arbitrator can decide, the Brooklyn appeals court said, is whether the city is required to pay wage increases, seniority raises and increments after the financial emergency ends.

The arbitrator could also decide the issue of pension benefits based on the contracted wage increases, even though they were never paid. The courts have previously declared unconstitutional

the section of the emergency legislation prohibiting the calculation of pensions based upon suspended salary raises.

The CSEA employees demanded arbitration under a contract covering the year July 1, 1975, to June 30, 1976, calling for a 5 percent wage hike on March 1, 1976, to most non-teaching personnel, and longevity payments to certain employees. But the increases were suspended in November 1975, when Yonkers, approaching bankruptcy, came under the Emergency Financial Control Act passed by the State Legislature.

Among the arguments unsuccessfully raised by the Yonkers school board was that the emergency law prevented arbitrators from even considering the issue of the wage freeze.

While agreeing that arbitrators cannot order increases to be paid while the financial emergency exists, the appeals court ruled it would be a violation of collective bargaining

rights not to have them decide the dispute, provided their findings are not put into effect until after the emergency.

Finally, the court ruled that since the school board agreed that the dispute was subject to a regular lawsuit filed by the CSEA, there was no reason why the matter should not be submitted to arbitration.

West Seneca Man Named Teacher Of Yr.

WEST SENECA—A West Seneca high school industrial arts teacher with an intense interest in energy conservation has been named 1978 New York State Teacher of the Year by the State Education Department.

C. David Gierke, a teacher for 11 years, competed with more than 100 teachers from across the state for the award.

Mr. Gierke will represent the state in national teacher of the year competition co-sponsored by the Council of Chief State School Officers, Encyclopaedia Britannica, and the Ladies Home Journal.

Mr. Gierke was the primary force behind his school's adoption of a power technology program, considered one of the finest in the state. This program is being expanded into an energy conversion technology program, probably the first of its kind at the high school level in the country.

Aides Win Cash

(Continued from Page 2)
Justice Services, Albany.
\$45—Donald Neyerlin, Buffalo, State University of New York at Buffalo.

Cash winners also received a certificate of merit. Certificates of merit also went to Barbara Peat, Troy, Department of Agriculture and Markets, Albany, and John H. Ogden Jr., Glens Falls, Department of Labor, Glens Falls.

SHORT TAKES

SHORTER WORK WEEK IS THEIR GOAL

Delegates representing more than 200,000 union members across the nation will meet next April in Dearborn, Mich., to map strategy for a campaign to short-

en the workweek. Union leaders from 50 unions in 13 states, meeting in Detroit, recently made the plan public.

FEDERAL EMPLOYEE UNION REJECTS MILITARY MEMBERS

The largest union representing federal employees has rejected an attempt to include military personnel within its ranks. American Federation of Government Employees members, by a mail vote, disapproved of the plan by a 151,582-to-38,764 vote. The decision did not meet with favor with union president Kenneth T. Blaylock, a former paratrooper and a Defense Department civilian employee, who insisted military personnel badly need union representation. Mr. Blaylock, however, said he would abide by the vote results.

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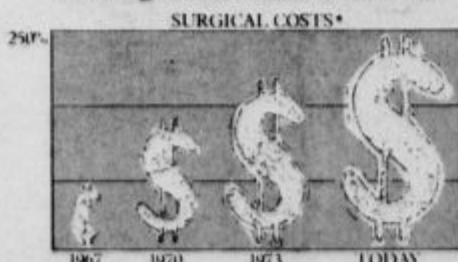
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HIGHER AND HIGHER.

That sums up the main problem with trying to save money on health care coverage. The cost of hospitalization and medical treatment has been on the rise for years. So far, the end isn't in sight.

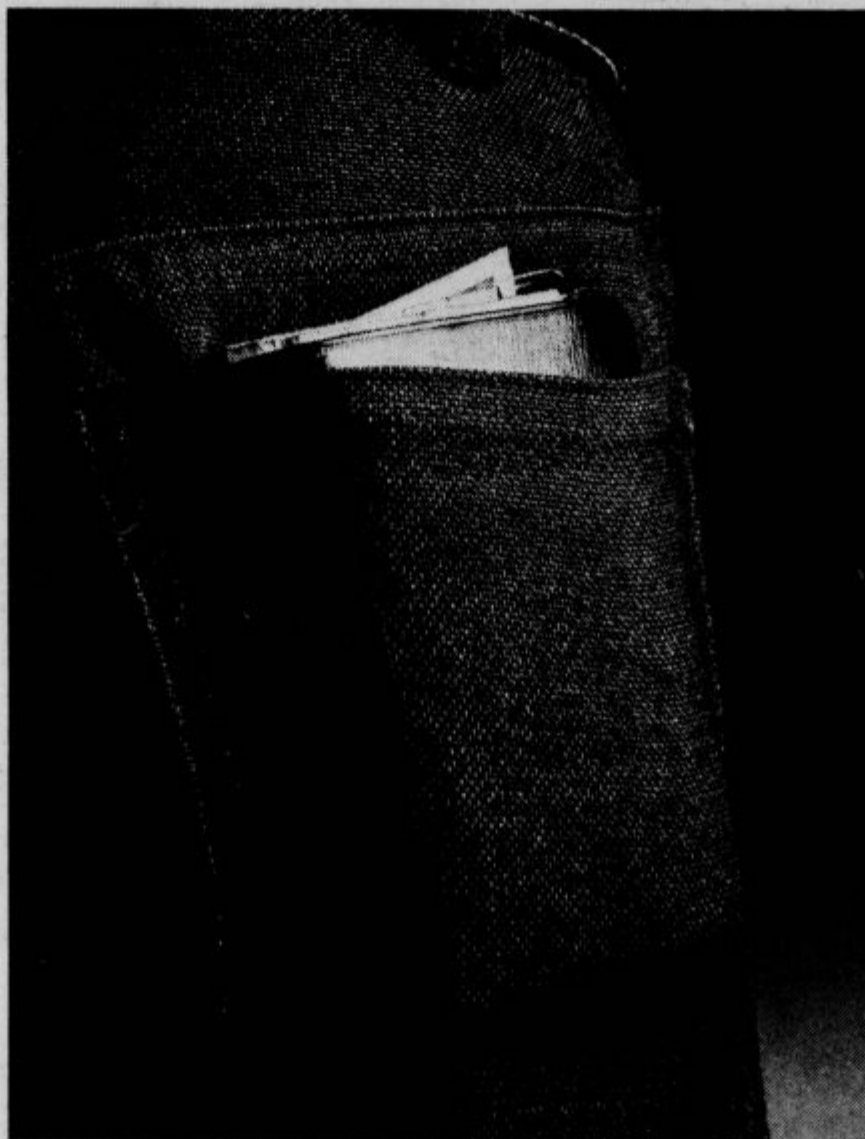
Take the cost of surgery, for instance. As the chart shows, the total cost of common surgical procedure and required medical services has risen as much as 250% over the last ten years.

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*Basic Source: U.S. News & World Report June 16, 1975

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New York State BOVINA CTR- 6 yr ranch. 12 acres. Ideal ski lodge/summer retreat. 4 rms, 2 BR, redwd deck full bsmt-elec heat nr ski areas. Ideal hunting grnds. \$41,500. 212-EV 5-2752; Eves 516-ED 4-8043.

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New York State Lots/Acres NEWBURGH, TOWN OF 4 wded ac., beaut setting, approx 1 hr fr NYC. Ask'g \$20,000. (914)561-5102.

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New York State PINE BUSH Vic - Approx 2 acre choice parcel in lovely country setting, level frontage, slow rise w/panoramic wooded plateau. All utlis, brook, magnif homesite. \$9000. Owner 914-733-1393.

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New York State ELMONT Parkhurst. Must move. Priced for quick sale. 4 BR Ranch, cent a/c, den/fplc, fin bsmnt, dbl driveway, many other extras. Must be seen. 516-GE 7-3657.

New York State Nassau-Suffolk Co. WESTBURY-Cust bit corner. 3 lg BR, 2 full bths, lg mod kit, den, DR, LR/fplc, quarry tile flrs, cptg, pnlg, built-ins, 12 clsts, full bsmt, patio, Nr shopp. Schls. Pkwy's. Low taxes. Priced to sell. Nov occpy. 516-333-6534.

New York State Orange Co. RONKONKOMA Reduced for Fast Sale, 3 bdrm Ranch, 2 Car Gar, W/W, Bsmf, Pool, Fnced, Wooded, 140x150, low tax. \$35,000 - Owner - 516-698-3259

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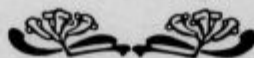
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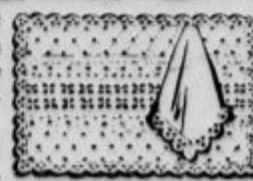
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CSEA LOCAL INSTALLATIONS THROUGHOUT STATE



STATE UNIVERSITY COLLEGE AT BUFFALO LOCAL 604

At recent installation at Arigato's Japanese Steak House, Western Region VI second vice-president Robert Smith, left, offers congratulations to newly installed Local officers. Left from Mr. Smith are treasurer Diane Scropo, second vice-president William McMillan, first vice-president Lori Guagliardi and president Barbara A. Chapman. Missing from photo is secretary Deloris Hudson.



STATE SCHOOL FOR THE BLIND LOCAL 200

Union officers for the State School for the Blind, located in Batavia, were installed recently by Western Region VI second vice-president Robert Smith. Accepting congratulations is the Local's new president, Linda Kingsley. Officers, from left, are secretary Anne Hersee, vice-president Stewart Bowden, delegate Roy Shepard, Ms. Kingsley and treasurer Richard Stratton.



STATE UNIVERSITY AT NEW PALTZ LOCAL 610

Southern Region III president James Lennon, left, installed Local 610 officers last month in ceremonies at the Oddo House in Clintondale. Left from Mr. Lennon are re-elected president Marie Romanelli, who also serves as Southern Region III second vice-president; Local first vice-president William George; second vice-president Elizabeth Kearney; secretary Edith Hasbrouck, and treasurer Ken Hornbeck.

AUBURN CORRECTIONAL FACILITY LOCAL 153

Highland Country Club was the location for the installation of CSEA officers for the correctional facility, located in Cayuga County. From left, seated, are treasurer Marge Near, vice-president Helen Redmond and president Austin Donovan; standing are operational representative Thomas Michallow, PST representative Ed Clancy, secretary Chris Ruschak and vice-president John Synnott, a former Local president. Not present at photo time were institutional representative David Cataland and administrative representative Kathy Sawaryn.



SENECA COUNTY UNIT OF LOCAL 850

At recent dinner at Wood Acres in Auburn, officers were installed for the County unit of Seneca County Local 850. From left are president Rino Piagentini, vice-president Ruth Labelle, secretary Helen Pawlikowski and treasurer Joan Swarhout. The swearing-in was conducted by Jack Miller, a member of the Central Region V field staff.



WESTCHESTER COUNTY LOCAL 860

Officers of second largest Local in statewide Employees Association take oath of office from Southern Region III president James Lennon. Raymond Cassidy, far left, re-elected for third term as president, leads off officer lineup, followed by first vice-president Carmine Lamagna, second vice-president Pat Mascioli, third vice-president Carmine DiBattista, fourth vice-president Janice Schaff, secretary Marlene High, treasurer Eleanor McDonald and sergeant-at-arms Leonard Martone. Representatives to CSEA's Board of Directors are Mr. Cassidy and Stanley Boguski, not pictured.



GREENE COUNTY LOCAL 820

Camaraderie is shown by Greene County Local 820 officers and CSEA staff members at recent installation get-together. From left are Capital Region IV field representative Aaron Wagner, Local executive representative to statewide Board of Directors Alfred Jeune, Local treasurer Esther Larson, CSEA County Division executive director Joseph Dolan and Local president Henry Wynski. The Local represents more than 350 employees in Greene County, which includes a large portion of the Catskill Park within its borders.

26 New State Promotional Jobs Are Open

CIVIL SERVICE LEADER, Friday, November 11, 1977

ALBANY—Twenty-six new promotional jobs with state agencies with starting salaries ranging from \$14,447 to \$21,545 are open, state Civil Service Department officials announced last week.

Filing ends Dec. 5 and tests will

take place Jan. 14 for most of the jobs except two open continuous titles, another title with an unannounced January test date, another with a Nov. 21 filing deadline and an unannounced December test date, and another with a Nov. 14 filing deadline and Dec. 14 test date.

nounced December test date, and another with a Nov. 14 filing deadline and Dec. 14 test date.

post) and one year (for the associate post).

GO TO HEALTH

By WILLIAM R. WILLIFORD

Save With Food Stamps

Having enough money to afford a proper diet is a real problem in this country.

Especially hard hit are people with limited retirement incomes. Large families with proportionately low incomes also find it an extreme hardship to feed all family members with rising food costs.

For these people and many others, there is a program that we all should be aware of. I am referring to the Food Stamp Program. Food stamps are coupons that can be used like money to buy food at grocery stores. People who are eligible to use them buy the food stamps for less than they are worth. (For example, you might be eligible to get \$160 worth of food stamps for \$100).

Who is eligible for food stamps? Families with low incomes. For example, a family of four with a yearly gross income of \$8,000 or less is probably eligible, as is a household size of five with a gross income of \$10,000 or less. Also eligible are families and individuals who do not have enough income because of unemployment or those who have unusually high expenses for medical treatment, education or housing.

You may be eligible for food stamps, even if your gross income is higher, if you have:

- High medical costs.
- Child care payments.
- High rent or high mortgage costs.
- Educational expenses.
- Court-ordered child support payments.

If you are struggling, and many of us are, to buy the foods you know your family should be eating, you should call the free State Food Stamp Hotline: (800) 342-3710. This service provided by the State Department of Social Services is designed to help you determine if you are eligible for this very needed program. They also will be happy to send you a booklet describing the Food Stamp Program; it will answer most of your questions.



Senior thruway maintenance specialist, a \$19,868-a-year post, has a Jan. 14 test date. Filing ends Dec. 14 for this post. It is open to thruway maintenance specialists with at least two years experience.

The filing deadline for principal employment consultant, which pays \$21,545 a year, is Nov. 21. The test will take place sometime in December. Department of Labor senior employment consultants and associate employment consultants with a masters degree in counseling or at least 30 graduate credits are eligible for the test.

Principal medical facilities auditor candidates must file by Dec. 5 for the test to be held sometime in January. State Health Department associate medical facilities auditors with at least six months experience are eligible to try for this \$21,545-a-year post.

The open continuous openings are senior occupational therapist and senior occupational therapist—Spanish speaking, both \$12,670-a-year jobs. Licensed occupational therapist with the state for at least a year are eligible.

Among the other openings are associate underwriter, which pays \$15,684, senior underwriter which pays \$13,404, and underwriter, which pay \$10,714. State Labor Department senior underwriters with a year's experience are eligible for associate underwriter. Underwriters with a year's experience may take the senior underwriter test. Clerks with six months experience may take the underwriter test.

Workers from several state agencies are eligible for associate accountant, senior accountant, associate auditor and senior auditor. Associate accountant is a \$17,429 job. Senior accountant pays \$13,404, associate auditor, \$17,429; and senior auditor \$13,404.

Senior medical facilities auditor, which pays \$13,404 and associate medical facilities auditor, which pays \$17,429, are open to Department of Health workers with experience ranging from three months (for the senior

Other posts open are public buildings manager, assistant public buildings manager, building maintenance supervisor II, senior building maintenance assistant, senior transportation analyst, associate transportation analyst, assistant business officer, business officer, associate accountant, senior and accountant.

Further details can be obtained at Civil Service Department offices. Applications should be sent to either the State Office Building Campus, Albany; 2 World Trade Center, New York City; or 1 West Genesee St., Buffalo.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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Avert Bus Driver Strike At Shenendehowa Schools

SCHENECTADY—A series of meetings between the Civil Service Employees Assn. and the Shenendehowa School District has averted a strike by bus drivers and has resulted in the favorable resolution of disagreements concerning the restrictive blocks of time in which drivers were instructed to make their runs.

When school opened in September, the drivers were notified that they were to complete morning and afternoon runs in two hours by driving continuously and picking up a greater number of children concentrated at a fewer number of bus stops.

According to Jack Corcoran, regional supervisor, the settlement resulted in an agreement by the drivers to work within the current arrangement with a few modifications for the remainder of the school year, and an agreement by the District to extend the operating time by 10 to 35 minutes for 75 out of 105 drivers. The District has also agreed to resolve present grievances concerning the assignments and to treat, individually, the grievances filed by any of the remaining 30 drivers who encounter problems in their runs.

The CSEA and the District will meet before the end of the school year to restructure the blocks of time in accordance with the CSEA's understanding of how it should be accomplished, added Mr. Corcoran.

At the height of the controversy, the drivers threatened to strike if their demands were

not met.

Drivers and taxpayers alike were dissatisfied with the arrangement, which caused school children to be late for school, to remain on the buses for longer periods of time, sometimes two hours, and to wait on busy highways for the bus.

Application Deadline Nov. 30 For Training

ALBANY—Nov. 30 is the deadline for state employees to apply for the free training courses negotiated for them by the Civil Service Employees Assn.

The Spring, 1978 courses begin as early as Jan. 3, 1978. They are free to members of the four statewide bargaining units

represented by CSEA: the Administrative; Institutional; Professional, Scientific and Technical, and Operational.

A 30-page bulletin giving the course titles, numbers, locations, credits, day and time offered, and starting dates is available from CSEA Local presidents or at CSEA regional offices, and is also displayed on bulletin boards in each state facility or agency building.

Hundreds of courses are offered, ranging from such topics as "beginning sign language" to "thermodynamics."

First preference will be given on the basis of applicability of the course to the applicant's present job duties. The value of the course to the employee in any future position he may have is also considered.

Employees must get application cards from their supervisors, fill out the cards completely and have their supervisors sign them, and return them by Nov. 30 to their personnel office or training office.

Employees who are accepted in the courses will be notified by their personnel or training office before the start of class.

Monroe Retains Social Security

ROCHESTER — Monroe County employees won't be withdrawn from the Social Security system after all.

The County Legislature voted Oct. 25 to tell the federal government that it had second thoughts on withdrawing. The Legislature thought that by withdrawing from Social Security it could save some of the \$2.5 million spent yearly for payments.

Last February it gave the federal government notice of its intent to withdraw. Such notice is required two years in advance. But a citizens committee formed to study the issue reported that it could cost twice what's now spent to duplicate social security benefits with a private insurance company.

The Monroe County Local of the Civil Service Employees Assn. also protested the County's intention.



SARATOGA WORKER GETS PICKET PAY

Civil Service Employees Assn.'s Capital Region field supervisor Jack Corcoran, seated right, hands Gorman Clark a strike pay check for picket duty in the recent Saratoga Springs transportation strike, as Greg Davis, CSEA organizer, watches.

MOTIONS OF THE CSEA MENTAL HYGIENE DELEGATES

The following motions were passed during the meeting of Mental Hygiene delegates of the Civil Service Employees Assn. at the union's statewide convention last month.

• MOTION was made by Jim Gripper that the Mental Hygiene delegates, convened in caucus, and representing 60,000 CSEA members in Mental Hygiene, declare our full support to the president and officers of this union for a policy which allows no compromise on the following issues:

—Mental Hygiene services must remain under state control. We are opposed to any legislation which transfers control of state facility services to county mental health and retardation departments or to private or voluntary agencies.

—Directors of state psychiatric and developmental centers must retain their current powers of appointment. We are opposed to any changes in either the Mental Hygiene or Civil Service Laws which might weaken or eliminate the powers of state facility directors to appoint staff.

We the Mental Hygiene delegates, urge president McGowan, his designated legislative staff and the officers of CSEA to:

—Oppose any legislation which transfers control of state Mental Hygiene services and programs to county or private/voluntary agency control.

—Oppose any legislation which might in any way undermine or weaken or eliminate the existing power of state facility directors to hire, transfer or fire state Mental Hygiene employees.

Motion was duly seconded by Ray Pritchard, put to a vote and carried unanimously.

• MOTION was made by Barry Markman that a committee be created with Bill McGowan, Bob Guild, Felton King and Jim Moore to set a demonstration in New York City at the earliest date; that a demonstration be called in support of the Willowbrook workers; that the economic burden be borne by the statewide organization. Motion was duly seconded by George Boncoraglio. Motion was then amended by Jim Gripper that the committee be composed of Mental Hygiene representatives from the Regions. Motion was then put to a vote and carried unanimously.

• MOTION was made by Felton King that the Mental Hygiene delegates here tonight vote against amending CSEA chapter constitution, Article 3, section 1, subdivision B, which is to recruit private employees as members of CSEA Inc. Motion was duly seconded by Richard Hyter, put a vote and carried unanimously.

• MOTION was made by Jim Gripper that the Mental Hygiene delegates recommend to the regional president that they take steps immediately to:

—Establish a regional task force that will be charged with the duties of familiarizing themselves with all aspects of the problems of the Mental Hygiene employees.

—We recommend that the regional presidents submit a name to president McGowan by Nov. 1 from this regional committee, to serve on a statewide steering committee that will deal with any and all aspects of the problems of the Mental Hygiene employees, and that this committee provide a report of their actions to the Mental Hygiene Board members, chapter presidents, as well as regional presidents. Motion was duly seconded by Leon Wilmot, put to a vote and carried unanimously.

• MOTION was made by Felton King that the Mental Hygiene body go on record to fight against the State of New York from contracting out state employees' jobs to private sectors not only at Willowbrook but other developmental centers as well as psychiatric centers to be given to the Mental Hygiene members of the Board of Directors. Motion was duly seconded by Richard Hyter, put to a vote and carried unanimously.

Insurance Rate Changes

CSEA insurance rate changes are made on the first payroll in November of each year. This applies to the CSEA group life insurance, accident and health insurance and supplemental life insurance as explained below. To avoid many unnecessary contacts with CSEA headquarters in Albany, you should be guided by the following information:

CSEA Group Life Insurance

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

Insurance Class	Annual Salary	Option A	Option B
I.	Less than \$1,400	\$ 1,500	
II.	\$1,400 but less than \$2,100	2,600	
III.	2,100 " " " 3,500	4,000	4,000
IV.	3,500 " " " 4,500	5,500	
V.	4,500 " " " 5,500	6,500	
VI.	5,500 " " " 6,500	8,000	
VII.	6,500 " " " 7,500	10,000	
VIII.	7,500 " " " 8,500	11,500	5,500
IX.	8,500 and over	12,500	

The cost to each insured member, per thousand dollars of insurance, increases starting at age 30, each five years, in accordance with the following table:

Age Group	Attained Age (Nearest Birthday as of November 1)	For Employees Paid Bi-Weekly the Bi-Weekly Deduction is
A	29 and under	\$.10
B	30 to 34, inclusive	.15
C	35 to 39, "	.20
D	40 to 44, "	.25
E	45 to 49, "	.34
F	50 to 54, "	.51
G	55 to 59, "	.70
H	60 to 64, "	.95
I	65 to 69, "	1.20

Accident & Health Insurance

On November 1, 1977, a premium rate revision will be made affecting all CSEA members insured in the Accident and Sickness Insurance Plan. The payroll deduction changes will be made on the first payroll period ending on or after November 1, 1977, in accordance with a letter mailed to all policyholders.

Supplemental Life Insurance

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premium rates per \$5,000 amount of insurance issued to the member. These particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

Ages	Bi-Weekly	Semi-Monthly
Under 30	.50	.55
30-34	.80	.85
35-39	1.00	1.10
40-44	1.30	1.40
45-49	1.75	1.90
50-54	2.60	2.80
55-59	3.65	3.95
60-64	5.30	5.75
65-69	7.60	8.25

The above information will furnish any CSEA member who enjoys CSEA low-cost insurance with information as to why there has been an adjustment in deductions for such purpose from his salary beginning with the first payroll in November and will eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.