

Civil Service LEADER

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Retiree News

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EXPLORE CAREERS

Two students from the Suffolk County Board of Cooperative Educational Services work-career exploration programs got some on-the-job training at the Amityville headquarters of Long Island Region I. Civil Service Employees Assn. BOCES coordinator George Crawford, left, and Region I supervisor Edward Cleary brief Denise Hawkins, at typewriter, and Brenda Downing, both 15-year-old students at Amityville Junior High School. The two young ladies recently completed a six-week training period at the union's Long Island offices. They gained practical knowledge of the operation of various kinds of office machines, plus clerical procedures and techniques, as part of the BOCES program in which the CSEA cooperates.

Rockland Suit Claims Bad Faith Bargaining

NEW CITY — The 1,750-member Rockland County unit, Civil Service Employees Assn., has filed an improper practice charge against the county legislature charging failure to bargain in good faith.

CSEA negotiator Nels Carlson also declared an impasse as a result of the county's "extraordinary refusal to begin negotiating for a new contract for the employees."

On Oct. 29, CSEA unit president Patsy Spicci wrote to the chairman of the county legislature asking that negotiations for the new contract begin immediately. He received a letter in reply from Diana Rivet, of the county attorney's office, stating that the county would not bargain with the CSEA, the exclusive bargaining agent for the county employees.

"This refusal is a blatant vio-

lation of the Taylor Law," said Mr. Carlson. "The county has the legal obligation to negotiate with the CSEA, which is, by law, the sole and exclusive representative of the county employees. We expect a hearing to be held shortly regarding our charges."

The union's declaration of an impasse also stemmed from the county's refusal to begin negotiations. The state Public Em-

ployment Relations Board has assigned mediator Leon Applewhite, of New York City, to the case, but the date for the first mediation session has not yet been established.

The current terms and conditions of employment for the Rockland workers were imposed upon them by the county legislature. Those terms and conditions will expire at midnight, Dec. 31.

Protest SUNY 'Lock-Out'

ALBANY—Members of Local 691, Civil Service Employees Assn., picketed the entrance of their work location, the Albany Campus of the State University of New York last week to protest what was termed a lock-out of employees at SUNY Albany the day after Thanksgiving by the SUNY central administration.

CSEA Local 691 president Art Burt, explained: "We wanted to work Friday. We have jobs to do—maintenance of machinery, cleaning, winter preparations—but the administration has decided unilaterally to close the

Albany campus down, supposedly to conserve energy. However, the central administration has not even put out any instructions to any employees or students to turn down boilers or turn out

Oneonta SUC Local Sets Dinner-Dance

ONEONTA—State University College at Oneonta local 635, Civil Service Employees Assn., will hold a Christmas dinner-dance Saturday evening, Dec. 4.

Cocktails will be served at 6 p.m. followed by a 7 p.m. dinner at the Hunt Union Ballroom.

lights to conserve energy. They building was heated, the lights were on, but no employees were allowed to work."

An arbitration decision in a similar incident filed last year held that the administration at that time, in that specific case, had the authority to direct employees to absent themselves. However, the arbitrator warned the administration that this decision was not to be a license to act in this manner at a future date. The CSEA will be filing a grievance, not on any of the previous charges, but on the breaking of Civil Service Law in relation to work week—work day.

Thruway Contract Balloting Results Talled This Week

ALBANY—Thruway Authority employees represented by the Civil Service Employees Assn. voted last week on a tentative contract. When ratification ballots are counted Friday, Dec. 3, the employees will either have a new three-year agreement or will have armed their union negotiating team with a commitment to strike, if necessary, by a majority of the employees affected.

The tentative agreement on a new three-year pact was reached last week between the CSEA and the Thruway Authority, and mail ratification ballots, along with summary sheets on the proposed agreement, were immediately mailed to members.

Deadline for returning the ratification ballots was set for 9 a.m. Dec. 3. A "no" vote on the ballot indicates not only a rejection of the proposed contract but also a willingness on the part of the employee "to participate in a strike against the Thruway Authority" if one should be called anytime after rejection of the offer.

A union spokesman said that although the CSEA is not entirely satisfied with all aspects of

the tentative agreement, "it is the best possible under the circumstances." The union is urging acceptance of the agreement.

Affected are some 2,200 toll collectors, maintenance and clerical personnel of the Thruway Authority. Negotiations on a new contract have been going on for nearly a year. The previous contract expired June 30.

The new agreement, if ratified, would remain in effect until June 30, 1979.

Under terms of the tentative agreement, the employees would receive a 5 percent pay raise.

(Continued on Page 3)

Ed Rep Board Slot Ballot Set

ALBANY—A special election to select a State Department of Education representative on the Board of Directors of the Civil Service Employees Assn. has been announced by the union.

The special election is to fill the unexpired term of board member Nicholas Fiscarelli, who recently transferred to a new position which makes him ineligible to represent the Education Department on the union's board.

Any eligible CSEA member in the Education Department who wishes to be a candidate for the board position may notify Ber-

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Inside The Leader

Central Region V
Massena Meeting

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Administrative Team

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Suffolk Override

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Mental Health Series:
Deinstitutionalization

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Unclaimed Checks

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Extend Vet Benefits

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CSEA Convention

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*Don't
Repeat This!*

City Budget Teeters On Beame Pledge To Pay Overdue Notes

ARTHUR RICHENTHAL, the attorney for the Flushing National Bank who successfully obtained the Court of Appeals decision invalidating the New York City Note

(Continued on Page 6)

SHORT TAKES

MIDDLE MANAGERS THE TARGET

Middle management personnel in state government should be stripped of civil service job protection, according to State Commerce Commissioner John S. Dyson, and the civil service system should be revised to provide leverage for promoting more qualified employees without regard for seniority or acquired grade. Mr. Dyson made his comments in a meeting with the editorial board of the Albany Times-Union. The Civil Service Employees Assn. discounted Mr. Dyson's suggestion, however, noting that it has been proposed a number of times in the past and nothing has come of it. The CSEA also questioned Mr. Dyson's credentials qualifying him to speak on civil service affairs. The Commerce Commissioner also said he would like to see all state departments having 10 percent of staff exempt from civil service requirements governing promotion. This, he said, would insure that qualified persons could be promoted quickly as a reward for ability. The CSEA spokesman commented that the existing system is the best means of hiring and promoting public sector workers.

TROOPER FREEZE ENDS

Gov. Hugh L. Carey has authorized enrollment of a new class of State Police recruits, the first such recruitment in two years. The Governor had imposed a freeze on state hiring shortly after taking office. The relaxation of this freeze, state authorities said, "was taken in recognition of the attrition in State Police personnel." Authorized trooper strength statewide has dipped by more than 400 below the organization's table of organization. A class of 50 prospective police will start at the State Police Academy Jan. 1. They will be selected from a list of top qualifiers who took the last examination in September 1975. They will undergo about 24 weeks of training. Earlier this year, the Governor impounded an \$870,000 appropriation that had been restored to the State Police budget after both the Governor and the Legislature cut the trooper's appropriation by about \$1 million.

FIGHT DISCLOSURE ORDER

Management-confidential employees of the state are challenging an executive order by Gov. Hugh L. Carey that directs them to disclose their financial resources and sources of income. The order also bans them from holding some political party posts. Members of the Division of the Budget, and other management-confidential staffers from other offices, met recently in Albany to collect funds for a legal suit against the order. Governor Carey's directive, Executive Order 10, plus addenda 10.1, was issued May 10, 1975. It applies to persons in non-competitive and policy-making jobs and those earning more than \$30,000 a year. The order also established a State Board of Public Disclosure to monitor the statements of income. Questions to be raised in the challenge include whether the order constitutes a unilateral change in the conditions of employment.

STATE ORDERS PRISON VISITS

The State Commission of Correction last week reversed itself and ordered county sheriffs to permit "contact visits" for inmates. The New York State Sheriffs Assn., however, opposes the idea and will probably bring suit to reverse the order. The Association argues that establishing secure facilities for such contact visits would cause an unjustifiably large financial outlay.

BUDGET SHAPING UP

Writing in the Albany Times Union, political affairs editor Vic Ostrowidzki said the Carey Administration will ask the 1977 Legislature for cuts in state aid to localities and schools, massive cutbacks in welfare and medicaid programs and approval of legislation aimed at encouragement of economic development and the creation of new jobs. Moving into its third year in office, said Mr. Ostrowidzki, the Carey Administration plans to submit another austerity budget intended to hold the line on taxes and seek further stringent economies in state operations in a continuing quest for state fiscal stability. The administration further intends to offer "innovative" proposals to solve prison problems, plus a revamping of the juvenile criminal justice system, and to seek additional public employee pension reforms. In what may be the administration's toughest job, the editor said, the administration will also make a determined effort to put a lid on the spiraling cost of health care and related services. State employees have been denied a pay increase for the last two years. The administration, Mr. Ostrowidzki predicted, intends to offer a minimal pay increase ranging from 3 to 6 percent, with the amount to be determined once budget officials determine how much money will be left in the budget. In return for the increase, employees will be asked to work longer hours and give up several free days.

APPOINT WAGNER

ALBANY — Robert Wagner, former New York City mayor, has been named by Gov. Hugh L. Carey as a member of the State Law Revision Commission. The post pays \$14,285 annually. Mr. Wagner succeeds S. William Rosenberg, of Rochester.

CORRECTION POST

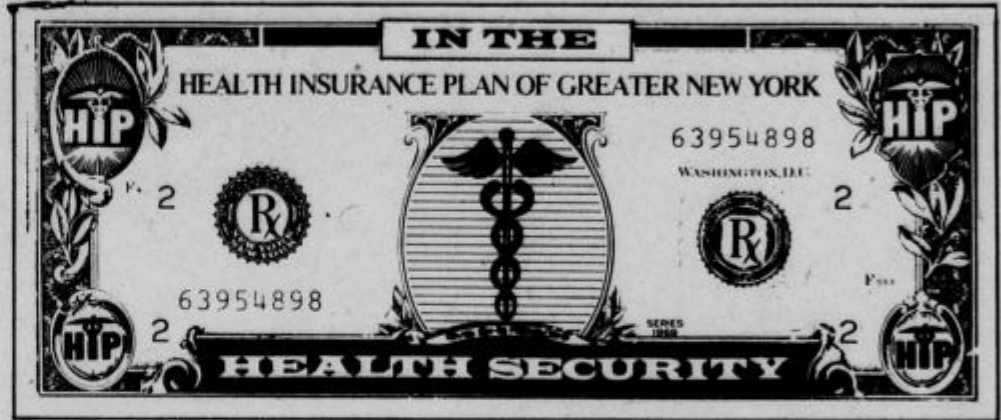
ALBANY—James W. Ryan, of Loudenville, has been named to the \$30,000 a year post of executive director of the State Commission of Correction by Commission Chairman Stephen J. Chindlund.

NAME ADVISOR

ALBANY—Trude Lash, a staff scientist at the New York City Foundation for Child Development, has been named by State Social Services Commissioner Philip L. Toia as a member of the newly formed Statewide Advisory Council on Social Services.

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The Keystone Region! Wenzl Cites Syracuse

(From Leader Correspondent)

MASSENA—Members of Syracuse Region V, Civil Service Employees Assn., applauded loud and long at their recent fall conference in Massena when CSEA president Theodore Wenzl described them as the "people of the CSEA keystone region," adding that he wanted them to keep it that way.

Hinting at future plans, Dr. Wenzl told the group his new motto was "102 and then I'm through."

"The CSEA is my whole life," he continued. "I reflect upon my problems as your leader—your hired hand, actually—and I'm trying to do a good job for all of us."

Charles Dickens, Dr. Wenzl said, wrote about "the best of times, the worst of times." I actually think this is the worst of times. Our problems are unbelievable."

The CSEA leader posed the prospect of the creation of a national public employee union and told members it was something for which to strive. However, he stressed repeatedly the need for private and public sector unions to remain separate. "We are so different, we must work out our own destinies. Let's co-exist," he said.

The Taylor Law "absolutely stinks" in troubled economic times, he said. The public, Dr. Wenzl said, blames its "miserable times" on the public sector.

"We must make them realize that the welfare burden they carry and the joblessness were not caused by us. Management has failed," Dr. Wenzl declared.

Richard Cleary, region president, urged members to recruit new members. The CSEA's financial problems, he said, are directly related to a drop in membership and he urged members

to turn that situation around. "I have no fear for the CSEA's future," he said, referring to the good turnout for the regional meeting.

A state workshop, led by James Moore, proposed to the meeting that the CSEA consider changing its "We Serve," to something that "reflects our current thoughts as a labor union."

The proposal was approved and Mr. Moore was authorized to present the idea to the Board of Directors, with the aid of Dale Dusharm, region education committee chairman.

The workshop also proposed that an ad hoc committee be created to study the "times, dates, purposes and goals of conferences." This was also approved by the delegates.

Support For Retirees

The retirees committee was also supported in its bid to set up a separate division within the CSEA.

James Currier, legislative action committee chairman, reported on CSEA contributions to various political campaigns. He described how far the group had come in political action in the past year. Francis Miller, of Oswego, county workshop chairman, suggested, however, that voting records of the candidates be in the hands of members before any endorsement decisions were made. Other delegates asked that next year, endorsements be timed so as not to interfere

(Continued on Page 8)



Central Region V (Syracuse) officers listen attentively as Civil Service Employees Assn. president Theodore C. Wenzl speaks to delegates at recent regional meeting in Massena. Standing is CSEA vice-president Richard Cleary, head of Region V, and secretary Irene Carr, third vice-president Richard Grieco, first vice-president Dorothy Moses and second vice-president Patricia Crandall.

State Thruway Balloting Upcoming

(Continued from Page 1)

added to the salary schedule, effective July 1, 1977, plus a \$200 bonus to employees on the payroll hired on or before Dec. 9. The bonus would not become part of the salary schedule. Additionally, the pact calls for re-opening of the contract on or after March 1, 1978, to negotiate

an increase in salary and increments that would become effective July 1, 1978. Also, a new hiring rate would become effective July 1, 1977 at 7 percent below the first step for each grade, with those new employees going to step one after one year. It would have no effect upon incumbent employees. Numerous changes in other areas of the previous contract are also contained in the new tentative agreement, and they were outlined in the summary sheet mailed to the employees.

The tentative agreement was reached just prior to the start of the Thanksgiving holiday, and precluded any form of job action which had been threatened against the Thruway by many employees in the bargaining unit.

Although the CSEA publicly disavowed any authorization of any job action against the Thruway, a large number of employees had threatened to take in-

dependent action to express dissatisfaction over the lack of a substantial contract offer by the Thruway Authority.

Ed Board Seat

(Continued from Page 1)

nard Schmah, in writing, at CSEA Headquarters, Capitol Station Box 125, Albany, N.Y. 12224 not later than Dec. 20.

The successful candidate will serve in the board position for a six-month period expiring July 1, 1977.

Albany SUNY's Christmas Fete

ALBANY — The Christmas party of State University of New York at Albany local 691, Civil Service Employees Assn., will be held at the Albany Thruway House Saturday, Dec. 4.

Warren L. Maloney of the social committee said that there will be a cocktail party from 6:30 to 8 p.m. followed by dinner with dancing from 9 p.m. to 1 a.m.

Ⓞ CSEA calendar Ⓞ

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

DECEMBER

- 1—Westchester County chapter executive meeting: 8 p.m., 196 Maple Ave., White Plains.
- 3—Rockland-Westchester Counties Retiree chapter 918 political action meeting: 7 p.m., Kings Arms Restaurant, Route 303, Blauvelt.
- 4—State University at Morrisville chapter Christmas party: 6:30 p.m., Nelson Inn, Nelson.
- 4—SUNY at Albany local 691 Christmas party: 6:30 p.m., Thruway House, Albany.
- 4—State University College at Oneonta Local 635 Christmas dinner-dance: 6 p.m., Hunt Union Ballroom, SUCO campus.
- 8—Orange, Ulster and Sullivan Counties Retiree chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
- 9—New York State, Thruway Western Division chapter meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 9—SUNY at Albany local 691 executive council meeting: 5:30 p.m., Northway Inn, Central Avenue, Albany.



ADMINISTRATIVE UNIT NEGOTIATING TEAM BEGINS BARGAINING

The Civil Service Employees Assn.'s Administrative Services Unit negotiating team, composed of two members from each of the union's six regions, met last month to prepare its position in bargaining with the state. At the first meeting with the state, the CSEA team reopened on Article 26, Work Week—Work Day, and Article 32, Protection of Employees, while the State reopened on Article 10, Attendance and Leave, and Article 39, Conclusion of Collective Negotiations. The current CSEA-state contract provides for a reopener on salary as well as two additional articles, with terms of the new agreement to become effective April 1, 1977. Administrative Services Unit chairman Thomas McDonough, of Motor Vehicle chapter 674, is shown here with other members of the team. Clockwise from Mr. McDonough are Stella Williams, State Insurance Fund chapter 351; Sylvia Weinstock, Pilgrim Psychiatric Center chapter 418; Elsie Yudin, New York City chapter 010; Rose Marcinkowski, Highland Training School chapter 550; Mary Inman, Hutchings Psychiatric Center chapter 435; Marie Romanelli, SUC at New Paltz chapter 610; Loretta Rodwell, SUC at Canton chapter 603; Joan Tobin, Transportation Main Office chapter 687; Nancy Argenta, SUC at Geneseo chapter 608, and Elaine Todd, Buffalo District Labor chapter 352. Missing from photo is Libby Lorio, SUNY at Stony Brook chapter 614. The bargaining process has also got under way by the other three negotiating teams, Institutional, Operational and Professional-Scientific-Technical.

Recommend A 9% Increase For Peninsula's Staffers

ALBANY—A Public Employment Relations Board fact-finder has recommended a 9 percent salary increase for employees of the Peninsula Public Library in Nassau County.

Benjamin Rubenstein, of New York City, is the fact-finder named by the PERB in a contract dispute between the Library and the Nassau chapter, Civil Service Employees Assn.

Mr. Rubenstein said the increase should be retroactive to July 1. He rejected a request for an additional increase of 2 percent in the last step in the salary schedule. He indicated that employees should remain on

their present steps for the duration of the agreement.

Other recommendations include a 100 percent payment by the library of health insurance for employees and no change in dental insurance, disability insurance, sick leave and personal damages.

Except for economic changes mentioned above, it was recommended the remainder of the current contract remain intact for the duration of this year's agreement.

HOUSING CHIEF

ALBANY—John G. Helmmann, former state superintendent of banks, was appointed by Gov. Hugh L. Carey as Commissioner of the Division of Housing and Urban Renewal.

The post pays \$47,800.

Mr. Helmmann has been banking head since August 1975.

The new appointee, 47, had been senior vice-president of the New York City financial firm of Warburg Pincus & Co., prior to his banking appointment.

The DHUR is responsible for the development of housing and allied activities around the state.

NAME WOZNIAK

ALBANY—Frank Wozniak, of Northville, has been named by Gov. Hugh L. Carey as a member of the Hudson River-Black River Regulating District.

Mr. Wozniak is president of the Great Sacandaga Lake Assn. The post pays \$5,000 a year. He was named for a term to end Sept. 1, 1981, and succeeds Edward M. Galvin, whose term expired.

Suffolk Legislature Overrides Klein's CSEA Contract Refusal

HAUPPAUGE—The Suffolk County Legislature last week voted to override County Executive John V. N. Klein's veto of a two-year contract with the Civil Service Employees Assn. The County Executive and attorney immediately called the pact illegal.

Mr. Klein has previously stated that he would only implement one year of the contract. He claimed that the legislature, under the Taylor Law, is authorized to impose a one-year contract. Attorneys for the legislature, however, say that the two year contract was not imposed, but, rather, was an agreement they authorized the County Executive to sign.

In the middle of the struggle between the legislative and executive branches of Suffolk government are the county's 6,500 white-and blue-collar public employees. Approximately 2,600 employees will receive half increments this year while employees at the top step will receive a \$1,000 cost of living payment.

In doubt is what will happen to the 1977 provision of the agreement. The Civil Service Employees Assn. will have to wait until Jan. 2 to see what action, if any, Mr. Klein takes. If Mr. Klein refuses to implement the second year provisions, then the union and the legislature will have to initiate a legal action

to force the County Executive to implement the legislative package.

Last week's vote was 15-2. Legislator John Wehrenberg (R-C, Holbrook) was absent. Legislators William Carney (R-C, Nesconset) and William Richards (R-C, Smithtown), who voted against the proposed agreement Nov. 9, cast the only votes against the veto override.

The next move in the year-long struggle for a contract appears to be Mr. Klein's.

"If John Klein wants to defy the legislature after they have overridden his veto, that's up to him," said James Corbin, president of the Suffolk County CSEA chapter.

"But our members are getting fed up with being jerked around by politicians whose only concern is votes.

"For us, the problem is not political; it's human. Public employees are suffering because of

low pay and inflation," he added.

The last Suffolk-CSEA contract expired Dec. 31. The county and the CSEA have since gone from the bargaining table, mediation, fact-finding and, finally, to the legislative hearing authorized by the Taylor Law.

However, instead of imposing a one-year contract the legislature authorized Mr. Klein on Nov. 9 to enter into a two-year agreement with the union. Mr. Klein vetoed the authorization on Nov. 11, arguing that the legislature was violating the Taylor Law. The legislature overrode that veto Nov. 24.

Mr. Klein was out of town last week, but was expected to implement the first year of the agreement and then, in January, refuse to honor the 1977 provisions of the legislative package.

Feds Seeking

WASHINGTON, D.C.—The U.S. Civil Service Commission is seeking education program specialists at three grade levels for several Washington, D.C. area federal agencies.

Minimum requirements are a master's degree in any field or education program specialist experience.

The salaries are \$14,097 at the GS-9 level, \$17,056 at GS-11, and \$20,442 at GS-12.

Education program specialists conduct research and assist in planning curriculum content and teaching methods. They also advise school officials and community groups on educational programs.

The positions exist in bi-lingual Indian, adult education and education of the handicapped programs.

Further information can be obtained from the U.S. Civil Service Commission's Washington Area Office, 1900 "E" St., N.W. Washington, D.C. 20415, Attn: Mid-Level Office (Edu).

NAME REUTMANN

ALBANY—Edward C. Reutmann, of Troy, has been named by Gov. Hugh L. Carey as a member of the board of visitors of the Capital District Psychiatric Center.

Eligibles

EXAM 55-470	
COURT ASSISTANT I, DUTCHESS COUNTY	
1	Sinon B J Poughkeepsie80.5
EXAM 55-471	
COURT ASSISTANT I, COUNTY COURT, MONROE CO.	
1	DiGiovanni R F Rochester71.5
COURT ASSISTANT I, COMMISSIONER OF JURORS, MONROE COUNTY	
1	Scanio L L Rochester78.1
2	Kleisley C M Rochester71.6
COURT ASSISTANT I, FAMILY COURT, MONROE CO.	
1	Castaldo B A Rochester92.4
2	Lyon H J Rochester82.1
3	Enright P A Rochester80.4
4	Sherman M M Rochester72.5
COURT ASSISTANT I, SUPREME COURT, MONROE CO.	
1	Scheib T M Rochester76.7
EXAM 55-468	
COURT ASSISTANT I, SURROGATE'S COURT, CHAUTAUQUA COUNTY	
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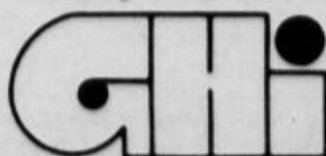
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? MENTAL HEALTH ?

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

By JANE B. BERNSTEIN

JAMES is a mentally retarded child with no family. And as is often the case with those like him, he became a ward of the state and was placed in Willowbrook—the once infamous facility for mentally disabled individuals—located on Staten Island.

Because of the problems of understaffing faced by state mental health care institutions, James did not get the attention required to help a retarded child develop to his full potential.

He was transferred to the Manhattan Developmental Center in Greenwich Village, a smaller state-run facility with fairly adequate staffing. And through the center, arrange-

de-institutionalization translates from paper to reality, one must look at the effects it may have on patients, employees and the state and municipal pocketbooks.

The concept behind community-based care was to bring back humanization to the treatment of mental hygiene patients.

"National efforts are pointing toward closing large institutions and finding alternate facilities," says Erwin Friedman, director of the Manhattan Developmental Center. "Institutions are passé in all areas, including cost, patient care and staffing. In many cases they are de-humanizing, there are few individual relationships."

Dr. Friedman says people now are more aware of the rights of individuals, including minorities, homosexuals, women and mental patients.

"The large facilities leave people without a say in their lives," he said. "They must sleep and eat on schedule, which is essential in a large place to have any kind of organization. They don't have a choice to determine even appropriate behavior."

Dr. Friedman said smaller facilities can afford to allow a patient to have more of a say in his or her own destiny.

These alternative facilities and programs may take the form of small developmental centers; halfway houses, where patients live at home but spend the day

Out Of The Institution, Into The Community

Each teacher has five residents under his or her wing and is responsible for developing the individual to the highest potential possible. The learning process, which includes living skills like dressing, washing and using eating utensils, is done on a one-to-one basis. Residents who are low functioning or profoundly retarded are taught to imitate certain acceptable behavior and are given positive reinforcement for their accomplishments.

The center is clean, colorful and constructed more like a college dormitory and lounge than what one generally envisions as a mental health care facility.

"Sure, we have some problems," one staff member said. "But this place is well run, and there's really no comparison between this and a large institution. Clients get more attention. I know, I worked in a large institution."

The center's family unit program has approximately 60 clients now living with families as James, mentioned earlier, does. Dr. Friedman says the plan is working very well. Families go

checked out to insure that they comply with fire and safety regulations.

Another alternative to large care facilities for the mentally retarded is what is known as a hostel. These residences are much more like homes than institutions, catering to a fairly small number of clients who live there full-time.

The Melvin W. Kraus Residence on East 5th St. in New York City is a model facility—exemplifying community mental health care at its finest.

The residence was established through the Association to Help Mentally Retarded Children, a private agency comprised of, among others, the parents of retarded children. It is subsidized partly by the organization and partly by funds from the state. Its clients, now numbering 12, are recipients of Supplemental Security Income (SSI), which amounts to a payment of \$386.70 per person each month. Of that, \$350 goes back into the maintenance of the home, with each client keeping the remainder of the money for small personal expenses.

Many of the children living at this home do not have families, and were transferred there from other large institutions.

When one enters the facility, the difference is immediately sensed. It is a home, not just a center for retarded children. The living room, as are the other rooms in the house, is wall-to-wall carpeted, with contemporary furniture, including couches, tables, chairs and a large wall unit which encompasses a stereo system and television. The kitchen is large, and any home or apartment dweller would be happy to have its space and accoutrements.

There are five full-time staffers, with at least two on duty at all times. These children are able to function and communicate somewhat, and they attend classes at the occupation center next door from 9:15 a.m. to 2:45 p.m. every day. They are taught basic living skills, including money, grooming, recreational activities and games.

"Because of the small group, we are able to work much more intensively with the children," said Rise Leonard, the resident nurse. "There's just no comparison with what can and cannot be done in a large institution. I used to work in one."

Ms. Leonard said the whole point of this program, as with other small centers, is to get the children to develop to the highest capabilities they can.

"We had children come here who had no idea what eating utensils were. They ate with their hands," she said. "These same children now take turns setting the table for meals, help cook, serve and clean up after breakfast and dinner."

As Ms. Leonard spoke, a mongoloid child was busy setting the table at which she was sitting.

"No, Richie, the napkin goes to the left of the plate, not the right," she said to the child. Richie immediately corrected his mistake, and looked up for a smile of approval.

"Our clients here have much more of a sense of accomplishment and achievement," Ms. Leonard said. "And they set examples for each other."

The group living at the Kraus Residence is accepted by the community. Neighbors often watch out for the children to make sure they're all right, and they give them a sense of belonging.

"That's the point of de-institutionalization," Ms. Leonard said. "An institution shuts these people away from the rest of humanity. If they are to develop, they must be part of the real world and learn to deal with the decision-making of day-to-day living."

This is how community-based care can be, but it isn't always this successful. While members of a community may accept freely the presence of mentally retarded children, they are not as eager to accept a local facility that houses mental patients—many of whom may be violent or disruptive. And as a result, mental patients with nowhere to go can become the victims of profiteering proprietors, who are not licensed by the Board of Social Welfare of the Department of Mental Hygiene to care for the mentally ill.

The negative and abusive possibilities of the shift from state institutions to community facilities will be examined in the next part of this series.

(To be continued)

Medical Record Techs Sought

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

At the GS-4 level, which pays \$8,316, two years' experience or two years' post-high school education is required. Education or experience must have included at least six months of medical terminology and medical record procedures and techniques.

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

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

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

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Resident nurse Rise Leonard at Melvin Kraus Residence surveys table being set for dinner by mentally retarded child, who, before coming to hostel, did not know what eating utensils are.

ments were made to place James with a family who would care for him and see to his needs.

He now attends a sheltered workshop where he has learned to perform tasks to create saleable goods, is active in church functions, and takes part in a retarded children's recreation program.

The move toward transferring mentally disabled and mentally ill individuals out of the large institutions and into the community is not a new trend in New York State or in other parts of the country. De-institutionalization, as it is known in Mental Hygiene circles, attempts to find some answers to better mental health care. But it also brings along with it some questions and some problems.

In order to examine the way

at the center; sheltered workshops; family care units where patients live with families other than their own, and hostels.

Admittedly, smaller facilities do afford patients more of a chance to make decisions if they are capable of doing so, and allow more attention from staff members.

For example, the Manhattan Developmental Center has four residential "apartments" in the facility with 30 mentally retarded children of various functioning levels residing in each apartment. During the day, some go to Board of Education programs that accept high-functioning clients. Others are employed in sheltered workshops. The ones who are not capable or ready yet to participate in these programs are taught at the center.

through special training in order to be able to take in a client from MDC. They learn what an individual's medical needs are, and how to deal if a client "acts out" or exhibits disruptive behavior. The MDC staff members make monthly visits to each home to insure that clients are provided for in terms of food, clothing, good living conditions; and in terms of activities including school, work, recreation and religious training, if desired.

"If something happens which makes it no longer feasible for a client to stay with a particular family, he or she comes back to the center until a new family can be located and trained," Dr. Friedman said. "Our clients are never out on the street."

Not only are the families investigated, but their homes are

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FRIDAY, DECEMBER 3, 1976

No, Mr. Shanker

WE believe Albert Shanker, New York City United Federation of Teachers president, made a clanging error when he suggested recently that for the duration of the New York City fiscal dilemma (read "near eternity"), public workers should not use collective bargaining methods in contract negotiations.

Instead, Mr. Shanker proposed that an emergency tripartite board should be established. This board would have the power to dictate pact settlements.

We think this suggestion, despite Mr. Shanker's generally excellent past track record in the labor problem suggestion game, is unsound.

Public sector labor in New York City, and around the state, needs collective bargaining, but at no time does it need it more than in periods of financial problems. Take the plight of state workers, for example. They have received no wage increase for the past two years. This doesn't mean that they are holding their own; it means that the purchasing power of their salaries has been brutally slammed down to earth in those two years by an inflation rate that accelerated at a rate to make a circus human cannonball envious.

Here at the Leader, we receive many letters from public employees deploring—rightly—the fact that they are treated like second-class citizens. Giving up the collective bargaining option, it seems to us, is one sure way to guarantee that this second-class status of public sector workers will be continued.

There have been several very encouraging signs lately that, in addition to getting angry about second-class treatment, civil servants are doing something positive to change that treatment. One notable example is the 1976 election year political action campaign mounted by the Civil Service Employees Assn.

CSEAs, members of political action groups at the unit, chapter, region and statewide level, checked out the records of candidates for local, state and national office. They were thus able to determine who were the friends, who were the foes and who were the indifferent. Then the union members drew up their recommendations as to who deserved office.

But they didn't stop there. They provided volunteer campaign workers for endorsed office seekers and, in some cases, money.

The result? More than 90 percent of CSEA-endorsed candidates were elected or returned to office. How important was the aid of the CSEA? Impossible to exactly determine but significant, without a doubt.

Nassau County and Long Island Region I CSEA chief Irving Flaumenbaum defined political action in a way we like very much. It is, he said, "rewarding our friends and punishing our enemies." We cannot improve on that.

This brings us back to Mr. Shanker's proposal. In times of fiscal turmoil, public employee unions cannot abdicate their responsibilities. Maintaining collective bargaining agreements is a prime responsibility.

No, abdication is no answer. Rather, public employee unions must fight the battle all the harder on existing fronts, like keeping collective bargaining on the negotiating table, while vigorously seeking new beachheads, as in the CSEA effort in the political action arena.

If they do not seek the battle, continued second-class citizenship of their members is guaranteed.

There are few books written about people who hide in foxholes.

C.O'N.

Don't Repeat This!

(Continued from Page 1)

Moratorium Law, is known among his colleagues in the legal profession as a skillful, resourceful, and aggressive advocate.

His victory in the court puts him comfortably in the catbird seat, and his name is likely to become a household word, as state and city officials negotiate with him for a plan under which the city can comply with the court mandate to pay off approximately one billion dollars of past due city notes. These officials are hopeful that they can reach a satisfactory agreement with Richenthal by the middle of December.

Reactions

What is remarkable about the aftermath of the court's decision is the reaction of those most seriously confronted with the problem of raising one billion dollars, and raising it fast. Felix Rohatyn, chairman of the Municipal Assistance Corporation and principal architect of the city's three-year emergency fiscal plan, described the court's decision as a "blessing in disguise."

A similar sentiment was expressed by Mayor Abraham D. Beame, who went even further. He expressed the view that the city would meet this obligation without any increase in taxes and without any decrease in municipal services. If Beame succeeds in that, he will have performed a most remarkable feat of fiscal legerdemain.

Under the three-year fiscal plan, the budget for the fiscal year starting on July 1, 1977, is required to be balanced. To achieve that goal, the city will have to cut the budget by about a half billion dollars, cuts that will reflect themselves in the lopping off of countless additional civil service employees. Obviously the need to add to the budget the cost of servicing an additional billion dollars will require either further and deeper budget cuts or increases in taxation.

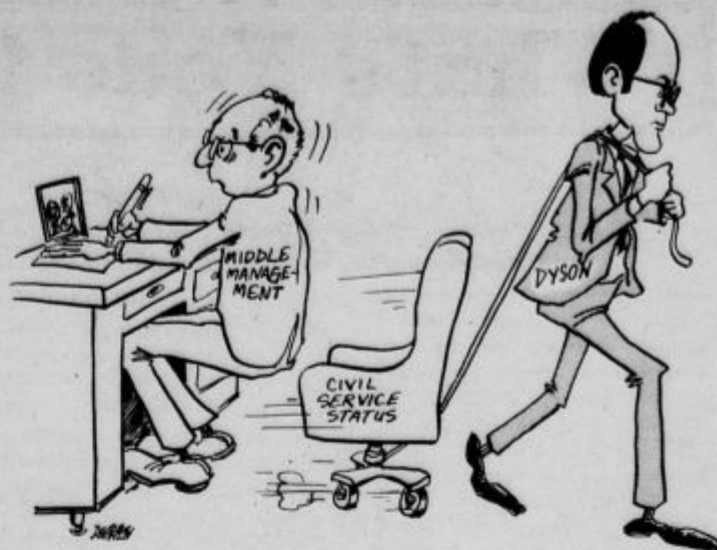
A more realistic view of the situation was taken by the Court of Appeals in its decision. In the first place, the court suspended the operation of its mandate until the Legislature meets. In the second place the court pointed out that the city can impose an additional tax on real estate to raise the one billion dollars. Thus the court recognizes that the Legislature and the city administration may be faced with serious decisions in attempting to raise one billion dollars in so short a period.

Advised To Stay Out

What is clear at the moment is that Governor Carey is being urged by his advisors to stay out of the picture. The state itself is faced with a fiscal pinch and is in no position to extend a fiscal helping hand to the city. In addition, as seen by the Carey advisors, the Governor has performed an exemplary job in dealing with the city fiscal crisis as well as with the fiscal problems that plagued the state during the first two years of his administration.

These advisors believe that Carey should concentrate now on state problems instead of letting himself become bogged down once again in the morass of the city's fiscal affairs. This is particularly so, they argue, in light of the fact that the city is hav-

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Uphold PERB Decision

The New York State Court of Appeals, in *Matter of New York State Public Employment Relations Board v. Board of Education, City of Buffalo*, held that judicial review of the remedial provisions of a PERB order must be sought along with any review of the determinative provisions of that order in accordance with the limitations set forth in Section 213 of the Taylor Law.

THE BOARD OF EDUCATION of the City of Buffalo made certain unilateral changes in terms and conditions of employment of certain of its employees. It took these employees off their prevailing hourly wage and placed them on an annual salary. This was done after unsuccessful negotiations. Charges were filed with the PERB which ultimately determined that the Board of Education was guilty of improper practices under Sections 209-a(1) (a) and 209-a(1) (d). The PERB found both subdivisions had been violated and directed the Board of Education to cease and desist from certain specified conduct and to restore the affected employees to their status quo and to pay them lost compensation with interest. There was also an order to negotiate in good faith.

MORE THAN 30 days passed after service of the order on the Board of Education, during which time no appeal was filed. The PERB then instituted a proceeding in Special Term to enforce the orders, at which time the Board of Education challenged both the determinative and the remedial provisions. Special Term held that its scope of review was unlimited and annulled the determination of the PERB as to the violation of Section 209-a(1)(a), struck down the portion of its order directing restoration of the status quo with lost compensation, but directed the Board of Education to cease and desist from refusing to negotiate in good faith and from engaging in negotiations with individual employees. The Board of Education appealed.

THE APPELLATE DIVISION held that failure to comply with the 30-day time limitation in Section 213 foreclosed judicial review of the determinative provisions of the PERB order. It said, however, that the court was not precluded from reviewing the PERB's exercise of its remedial powers but, nevertheless, held that the PERB did have the authority to direct restoration of the status quo in payment of lost compensation. The Court of Appeals in affirming the Appellate Division said that an aggrieved party may seek review of a PERB order in an Article 78 proceeding commenced within 30 days after service of a copy of the order, or if the PERB institutes its enforcement proceeding prior to expiration of the 30-day period, the respondent's answer may raise in that proceeding any question that it could have raised in an Article 78 proceeding to review.

THE BOARD OF EDUCATION agreed that it was too late on either count. It argued, however, that it may, nevertheless, contest the PERB's exercise of its remedial powers in the present enforcement proceeding. The Court of Appeals disagreed, stating that there is nothing in the statute which

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

New York State produced the largest and the most important bloc of votes in achieving the election of Jimmy Carter to the Presidency. What should we get in return?

THE PLACE

Staten Island

OPINIONS

Edward Moran, assistant principal: "I would hope to see funds which are earmarked for education. We have been hit particularly hard in our science areas. The 'hands-on' approach to learning in the laboratory has been eliminated. This approach is essential to learning. Equipment and materials were purchased through the federal government's National Defense Education Act. Materials and supplies, bought through this act in the early 1960's have become worn out. We need revitalization of the science program."



Richard Burt, science teacher: "I expect him to take an active interest in urban problems. He made appeals to minority groups that make up a large part of New York City population. I feel that he will help the city employee and make the outlook of the cities brighter. If he would fund the welfare programs, as he suggested, the city would then rightfully receive more of the tax money it gives to the federal government."



Robert Stawitz, English teacher: "I feel he should guarantee the bonds in order to stabilize the market. He should have the federal government take over welfare. I hope he will extend the three-year plan to a ten-year loan plan, although I really don't think he will. He should attempt to save the educational standards within the school system. The most we can look forward to though, is sympathy."



Richard Fernandez, math teacher: "I feel that he should take away the welfare costs. Any legislation that requires the city or state to operate a program should be paid for by whoever is requiring the municipality. I feel he should also try to develop a municipal bond market that will lower the interest costs. There should be a one-shot bond deal, with a central issuing agent or underwriter for municipal notes. Some insurance companies are underwriting small municipalities with insurance. They are going fairly strong on the bond market."



Eleanor Cohen, secretary: "We certainly got nothing from President Ford. He should help the cities by sponsoring the federal takeover of the welfare system. He should see that we, as New Yorkers, see more of our tax money, whether it be in the form of federal public works programs to aid the unemployed or money to restore the credibility of the bond market. But the most important thing we should receive in return is jobs."



Martin Tarlow, science teacher: "He should try to keep the tax base from diminishing. I think we can't expect a bail out, but many of the industrial and military government contracts given out have been awarded to the 'sun belt' states and this has caused many of the electronic industries and other related businesses to move south for these contracts. Where these federal contracts are awarded can make or break a region of the country."



RETIREMENT NEWS & FACTS

By A. L. PETERS

Earnings Limit Hike

If you are on Social Security, you will be able to earn \$3,000 a year beginning next Jan. 1 without affecting retirement income. The earning limit for 1976 was \$2,760.

For those still regularly employed, the 1977 base on which Social Security taxes will be withheld will go up from \$15,300 to \$16,500. There will be no change in the 5.8 percent deducted from employees and employers and the 7.9 percent payable by self-employed.

If you are on Social Security and earn more than \$3,000 in 1977, you stand to lose \$1 in Social Security cash benefits for every \$2 earned above this amount. However, you will receive full benefits in any month in which you do not earn more than \$250. This monthly figure is \$20 more than the 1976 maximum.

The \$401.6 million dollar funding for Social Services under Title 3 of the Older Americans Act, including monies for training, research and development of gerontology centers, senior centers and nutrition programs has been passed by Congress to override the President's veto. The monies are for use between July 1, 1977 and June 30, 1978.

The first "Right to Die" law has been enacted in California.

It allows a doctor to discontinue use of "heroic" life support procedures for a patient who is beyond any hope of recovery, if that patient has left a "living will" authorizing such action. The will must be wit-

nessed by two persons other than a doctor or a relative. Two doctors must verify that the patient is terminally ill.

More than 524,000 children—almost 5½ times as many as in 1960—get monthly social security payments based on the work records of their mothers, who are retired or disabled or have died after working long enough in jobs covered by social security.

The children can get payments until they're 18, or 22 if they're full time students and remain unmarried. Over 40 million working women are building social security protection for themselves and their families.

"Releasing the Potential of the Older Volunteer," a new study has been prepared by the Ethel Percy Andrus Gerontology Center at the University of California in Los Angeles.

It reveals the experience of volunteers at their project on what to look for in work that is both personally satisfying and contributes to society. It shows how senior volunteers and quasi-volunteers can be used effectively to benefit institutions of higher education and other public service organizations. The booklet runs 88 pages and sells for \$3.50.

Another monograph of interest is "Growing Old in America" edited by Beth B. Sess and published by Transaction Books, New Brunswick, N.J. It contains 27 essays and reports on such subjects as transition, the aging experience as it is and as it could be and how social services can be helpful. Typically, it discusses sexuality, remarriage, divorce, institutions, loneliness, sibling bonds, and the particular problems of some ethnic groups.

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)

Preston, Steven A.	Spring Valley
Prevatt, Lesley	Warners
Pruden, Rudolph B.	Brooklyn
Purcell, Eve	New York
Ronner, Edward R.	Richmond Hill
Ridley, Sylvia Y.	Rochester
Robinson, Ivan E.	Mt. Morris
Robinson, Margaretta	Brooklyn
Robinson, Ruby	Brooklyn
Rosenberg, Linda	Buffalo
Ross, Brady	Jersey City, N.J.
Rowe, James	White Plains
Sallai, Arpad	New York
Sampson, Johnny E.	New York
Samuels, Christopher J.	New York
Schreiner, Karen L.	Babylon
Schwartz, Alan W.	Walker Valley
Seery, James L.	Flushing
Severski, Nikolai A.	Endicott
Shaltr, Doris S.	Jackson Hgts.
Shelton, William	Jamaica

(to be continued)

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Letters To The Editor

Albany Sweep

Editor, The Leader:

The political action committee, chaired by Howard Cropsey, wishes to thank all the members of Civil Service Employees Assn.'s Albany Region IV and their chapter officers who worked so hard to make the recent political campaign 100 percent successful.

Every candidate endorsed by

Region IV was elected to office!

These candidates were invited to attend Region IV's Workshop at the Queensbury Hotel, Glens Falls, on Saturday evening, Nov. 20.

Mary E. Weidman
Chairman, Publicity Committee

McCall's Thanks

Editor, The Leader:

Thanks to the Civil Service Employees Assn. for support of my candidacy. I will continue to serve the needs of your union and other working people in the state.

Thanks again for your help.

Carl McCall
28th Senate District
Manhattan

PORT DISTRICT

ALBANY—Charles E. Cahill, of Albany, has been appointed by Gov. Hugh L. Carey to a three-year term on the five-member Albany Port District Commission.

Mr. Cahill, a former local president of the Communications Workers of America, AFL-CIO, is chairman of the Albany County Legislature.

Commission members earn \$25 a day when on official business.

Don't Repeat This!

(Continued from Page 6)

ing an election year, and the performance of the Beame Administration will come under careful voter scrutiny.

In the background of all this is the fact that Richenthal represents only the Flushing National Bank, and whatever agreement he and city officials may come to concerning a settlement of this case will not be binding upon others who hold unpaid city notes. For other note holders, the court's decision is a binding precedent for the proposition that the Note Moratorium Law violated the State Constitution.

This decision is also binding on the Federal Court in Manhattan where there is another suit pending brought by a class of noteholders (other than Flushing National Bank) represented by Bertram Abrams. In the federal suit, a number of major banks in the city, some brokerage houses, and a number of city officials are charged with having conspired to commit a fraud in marketing these city notes. These note holders seek special damages in light of the allegations of fraudulent practices.

Whatever compromise settle-

ment is worked out with Richenthal will not be binding on note holders other than Flushing National Bank. All of which means that the Beame Administration is starting its last year in office under threatening clouds... the need to finance additional borrowing of at least one billion dollars, the concern with what may come out in the federal court proceedings, and a report due early in the year from the Securities and Exchange Commission which will deal also with the problem of practices in the marketing of City securities.

Insurance Rep Promo Is Set

ALBANY—The State Civil Service Department has announced filing until Dec. 6 for promotion to supervising unemployment insurance hearing representative. An oral test will be held in January (Exam No. 39-157).

At present there is one vacancy each in New York City and Albany. Application forms are available through agency personnel or business offices or from the Civil Service Department.

Civil Service Law & You

(Continued from Page 6)

differentiates for purposes of judicial review between the determinative and the remedial portions of a PERB order. The court says it has the power to review the remedial portion of a PERB order if the PERB acted wholly beyond the jurisdiction conferred upon it by the Legislature. In the present proceeding, the PERB not only had jurisdiction of the subject matter of the charges and of the parties, but exercised in a manner which the law permits. (39 NY 2d 86).



Central Region V (Syracuse) president Richard Cleary, standing left, listens as CSEA president Theodore C. Wenzl exhorts delegates. Other regional officers, seated from left, are secretary Irene Carr, third vice-president Richard Grieco, first vice-president Dorothy Moses, second vice-president Patricia Crandall and treasurer Helene Callahan.

Agnes Earl, president of host St. Lawrence County chapter 845, welcomes delegates to Massena, New York State's northernmost city. Here she is seen at banquet which ended two-day meeting.

(Leader photos by Thomas Hashem)



CSEA director Flora Jane Beaton, St. Lawrence County's representative on statewide Board, pitches in to help her chapter as its host regional meeting. Here she officiates at registration desk as Jake Banek, of Oneida Educational chapter 869, signs in. Waiting turn is Joseph Brown, of Elmira chapter 005. Mr. Brown is delegate who probably traveled longest distance to attend meeting.

Syracuse Region Hears Wenzl Praise It As Union 'Keystone'

(Continued from Page 3)
with chapter plans for candidates' nights.

Eleanor Korchak suggested that a determination be made as to whether more than \$5,000 can be given to any one candidate.

Richard Grieco, of Watertown, said, "Sure, we made mistakes this year in political action, but let's not lose this momentum we built up with our emphasis on local input."

At the state workshop meeting earlier that day, members reviewed the options available to them in the Employee Benefits Training Program.

"Remember to pull from other chapters to come with that minimum number of persons needed for the course to be scheduled. Mr. Moore told participants. "Remember, they are free."

Mr. Moore also told workshop members to "embarrass to death" those people who sign up for a course, go once, collect the books and never show up again. He stressed that the region does exceptionally well funds-wise for these courses." He stressed again that people who don't attend the classes hurt other CSEA members.

Dorothy Madison, secretary of the Potsdam SUNY chapter, brought up the problem of the relative few courses offered at night causing members problems in getting time off to attend. Often, she said, nothing beyond introductory courses are offered at night.

Mr. Moore suggested that any problems, such as that the Potsdam people are having getting classes scheduled at night, be worked out on the local level. It seems, he said, that every chapter has its "own little agreement worked out with management locally, and if we negotiate changes statewide, some of our local chapters will come out on the losing end."

Mr. Moore also told members to submit the bill for the class "as soon as you pay it so that the state will reimburse you for the cost."

These are good benefits to "brag about" to members, he told the group.

The workshop also set up a nominating committee for officers for next year.

Patricia A. Mitchell, regional occupational program consultant in the State Division of Alcoholism, and Mary Gallagher, occupational program consultant for Jefferson County, told members about help available for members with medical or alcohol-related problems.

They stressed that what is important is getting the employees to admit a problem and to seek help from these available outside sources.

At the County Workshop, Thomas Elhage, of Mexico, warned the gathering that other organizations are recruiting school employees, and "we've got to put a stop to it."

He said there is a definite need for a state school coordinator.

Francis Miller asked that all county chapters submit lists of county court employees. Mr. Miller said

the request was being made in light of the state takeover of the courts.

He said there is a danger in state takeovers. "Next it will be the federal government, and then we'll have no say. The workshop also adopted its bylaws.

At the Friday night session, Dan L. Volpini of TerBush and Powell, the CSEA insurance agents, explained the new insurance options for members of the CSEA and the deadlines that have been established for the insurance to go into effect.

The St. Lawrence County chapter hosted the meeting and was led by president Agnes Earl. Ernest Labaffa, a St. Lawrence County legislator, was toastmaster, and Daniel A. McGowan, assistant professor of economics at Hobart and William Smith Colleges in Geneva, spoke on consumerism and unionism at the concluding dinner.



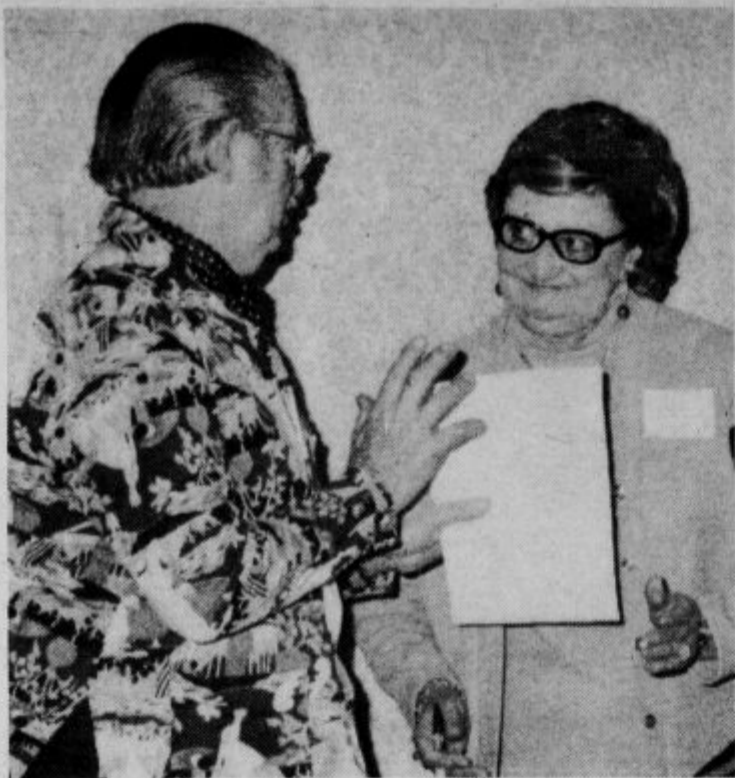
St. Lawrence Psychiatric Center chapter 423 delegates confer during meeting. From left are Cindy LaBarge, Mary Bush and Fred Kotz.



As Oswego chapter 838 first vice-president Thomas Elhage reports on school district affairs, other county delegates listen during workshop. In foreground are Oneida County delegates, from left, chapter 833 president Vince Speciale, secretary Dorothy Penner and Jeanette Evans. In background are Oswego chapter 838 county unit president Effie Osborne and Oneida chapter's Ralph Young.



Bonnie Barber, of Tompkins County chapter 855, fills in as secretary during Counties Workshop meeting.



Central Counties Workshop chairman Francis Miller expresses appreciation to Eleanor Percy for her contribution at workshop meeting. Both are chapter presidents and representatives to CSEA Board of Directors: Mr. Miller for Oswego chapter 838 and Ms. Percy for Jefferson chapter 823.



Leaders of Central Region V State Workshop listen to discussion at Saturday morning session for State Division delegates. Utica Psychiatric Center chapter 425 president James Moore, center, presided at the meeting with vice-chairman Dale Dusharm, president of SUC at Oswego chapter 611, and secretary Jackie Burgess, of Binghamton chapter 002, providing support.



St. Lawrence County 845 delegates seem concerned with topic being discussed at Friday evening business session. From left are chapter first vice-president Richard Reno, secretary Carol Blanchard and Patricia Ridsdale.



At Counties Workshop Saturday morning, St. Lawrence chapter delegates included Massena Central School District unit president Joseph Hidy, chapter director Lois Aldous and secretary Carol Blanchard.



Among most active delegations is that of Jefferson County. Here Peter Grieco, chapter 823 vice-president and Central Counties Workshop vice-chairman, is joined by, from left, Richard Brown, Ann Grieco and William Murray.



Something seems to have brought a smile to Region V executive secretary Joseph McDonald, left, and CSEA treasurer Jack Gallagher. Mr. McDonald hails from Willard PC chapter 428 and Mr. Gallagher from Syracuse Division chapter 055.



SUC at Potsdam chapter 613 was represented at meeting by, from left, Joan Everett, president Mary Lauzon, Carol Wolstenholme and Merrill R. White. There are three University-affiliated CSEA chapters in St. Lawrence County.



Doris Pratz and Dorothy Moses, from left, representing Willard Psychiatric Center chapter 428, are seen here with Toni Began and Eleanor Korchak, of Binghamton chapter 002, headed by Ms. Korchak. Ms. Moses is Region V first vice-president.




CSEA director Carlo Guardi (Region V Educational chapters) takes part in regional meeting as president of Broome Educational chapter 866. In foreground are participants from SUNY at Syracuse chapter 615 (Upstate Medical Center): president William O'Neill, treasurer Lois Toscano and first vice-president Robert Vincent.



That's CSEA lobbyist James Featherstonhaugh in background as delegates take part in study group. From left are Tompkins County chapter 855 delegate John Wyrrough, Broome County chapter 804 president and CSEA director Mary Battista, Oneida County chapter 833 Mohawk Valley Community College unit president Richard Marley and Cortland County chapter 812 delegate Donald Crandall.

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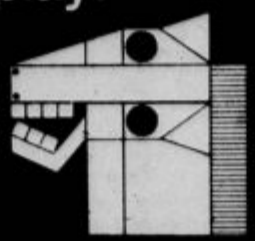
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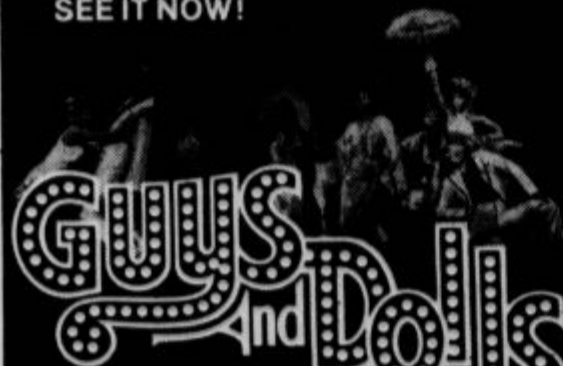
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How To Make Your Voice Heard

MANHATTAN — A recent issue of the New York Motorist, the publication of the American Automobile Club of New York, gave some guidelines for persons wishing to express opinions to elected officials by letter.

The letter should be written on stationery bearing a personal or business letterhead, the article suggested, with a signature over the typed name at the end of the letter. A return address should be contained in the letter, not just on the envelope.

Identify the subject clearly and state the name of the legislation you are writing about. The bill number, if known, should be included.

In stating your reason for writing, your own personal experience—how the issue would affect you, your family or job—is your best supporting evidence. Avoid stereotyped phrases or sentences which may give the impression of a "form" letter.

Be reasonable; don't demand the impossible or make threats. Ask the legislator to state his positions on issues in his or her reply. As a constituent, you're entitled to know.

Consider the factor of timing. Try to write when a bill is still in committee and the legislator can be more responsive rather than later when the bill has already been voted upon.

In writing elected officials, the following salutations and addresses may be used:

The President, The White House, Washington, D.C. 20500.
 Dear Mr. President:

Hon. John Doe, U.S. Senate, Washington, D.C. 20515. Dear Senator Doe:

Hon. John Doe, House of Representatives, Washington, D.C. 20515. Dear Mr. Doe:

Hon. Hugh L. Carey, Governor of New York, Executive Chambers, Albany, N.Y. 12224.

Dear Governor Carey:

Hon. John Doe, New York State Senate, Albany, N.Y. 12224.

Dear Senator Doe:

Hon. John Doe, New York State Assembly, Albany, N.Y.

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Accountants. MH Aides, Nurses Sought By State

ALBANY—The state Civil Service Commission is continuously recruiting college graduates with at least 24 accounting credits for assistant state accounts auditor and examiner of municipal affairs positions.

The Commission is also continuously accepting applications for Mental Hygiene therapy aide trainee (English-speaking and Spanish-speaking), which has no special training or experience requirements, and for nurse I and II.

The accountant positions (Oral Exam 20-127) are with the State Department of Audit and Control.

Although each appointee must be evaluated individually, experience in some of these positions is sufficient to qualify for certified public accountant exam.

For accountant jobs, candidates must have a bachelor's degree with at least undergraduate or graduate accounting credits. College seniors may apply nine months prior to graduation.

Starting salaries vary according to the job locations and candidate's qualifications. New York City area appointees in the top third of their college graduating class or who have master's degrees will be paid \$12,264.

Other New York City area appointees will earn \$11,364. Up-

state appointees with the special academic status get \$11,164. Other upstate appointees get \$10,714. In Monroe County, \$200 additional is paid.

Mental hygiene therapy aide trainees (Exam 20-394) start at \$7,204 and \$8,051 after the one-year training period. There are jobs in many hospitals, schools and other institutions of the Mental Hygiene Department throughout the state.

Applications for the trainee positions should be submitted to

**Veterans Administration
Information Service
Call (202) 389-2741
Washington, D. C. 20420**

the individual facilities. List of facilities are available from the State Civil Service Department.

Nurse I candidate needs a New York State nursing license for the \$10,118 a-year-job. Salaries vary throughout the state. It is \$11,324 in New York City.

Nurse II requirements are a registered nurse license and one year's experience. Nurse II psychiatric or rehabilitation candidates need specialized experience.

Nurse II receive \$11,337 a year in most locations but receive \$12,456 in New York City. There are also higher salaries for working certain hours and in certain specialties.

Positions are with various departments throughout the state.

State Seeks 2 Engineers

ALBANY—The State Department of Civil Service is continuously recruiting state workers for promotional posts of assistant sanitary engineer and senior sanitary engineer in the Environmental Conservation Department. To qualify, candidates must take an oral test, which is frequently held in Albany.

Assistant sanitary engineer, No. 30-282, is open to Environmental Conservation Department employees with a year's experience as a junior engineer and an intern engineer's certificate. A year's engineering experience in a grade 19 or higher position is good for senior sanitary engineer, No. 30-281.

The oral exam for both posts is designed to test the applicant's ability to reason clearly and make sound judgments, present ideas clearly and establish a satisfactory relationship with others.

Application forms are available from department personnel offices. Completed forms should be sent to the State Department of Civil Service, The State Office Building Campus, Albany, N.Y. 12239.

Troy Opens 2 Positions

TROY—The Rensselaer County Civil Service Commission has opened the open competitive titles of mental health social worker III and superintendent of buildings and grounds I.

The social worker jobs pay \$10,092 and filing is open until Jan. 5. A master's degree in social work is required.

The superintendent job pays \$8,500 to \$12,000 and filing closes Dec. 15. A written test will be held Jan. 15. A high school diploma and four year's experience is required.

For further information contact the commission at Court House, Troy, N.Y.

Schedule Two DOL Promos

ALBANY—The New York State Department of Civil Service has announced two Department of Labor promotional exams will be held Jan. 15.

Filing will close Dec. 6 for senior unemployment insurance hearing representative (G-18). A test will also be given for associate unemployment insurance hearing representative (G-21).

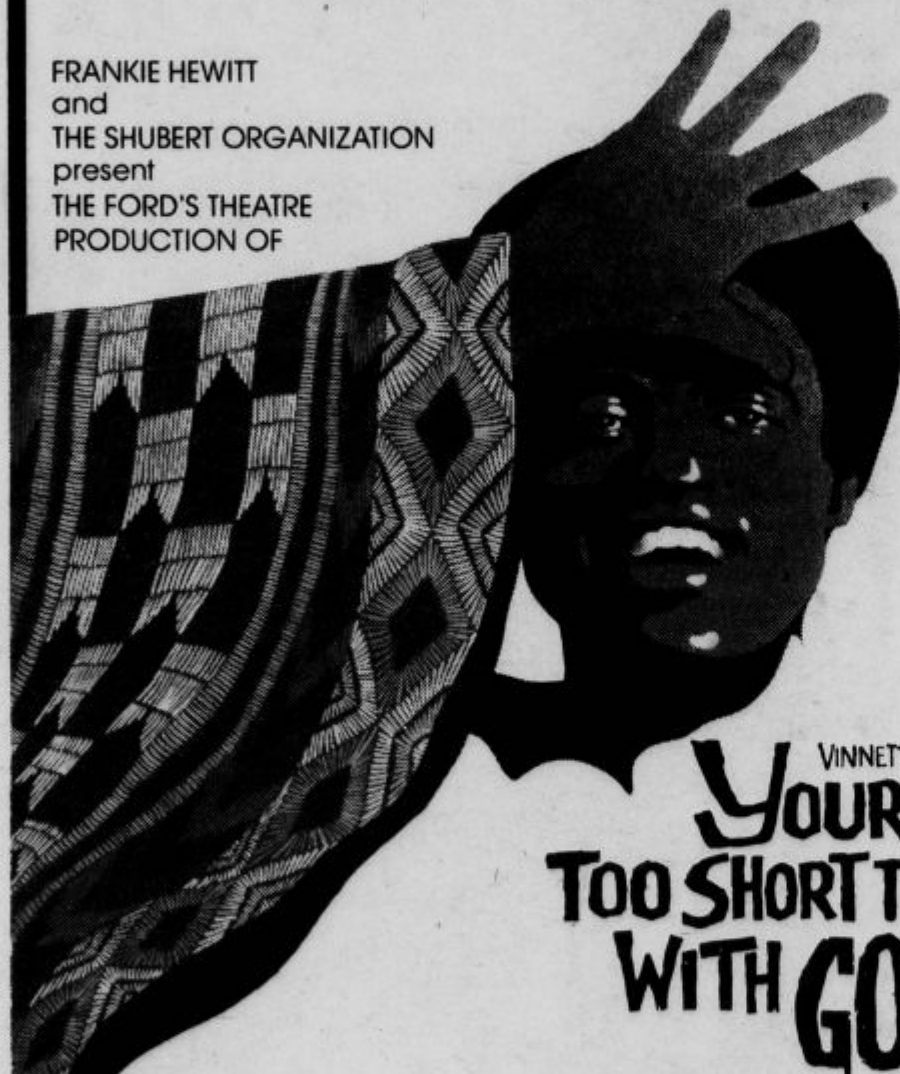
To apply for senior representative (Exam 36-002), candidates must have one year of permanent service as an unemployment insurance claims examiner, a reviewing examiner or an insurance investigator. Service as an employment security claims trainee will not be counted toward eligibility.

One year's experience as a senior hearing representative is required to apply for associate hearing representative (Exam 36-003).

Application forms can be obtained at local centers.

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Extend Vets' Benefits

MANHATTAN — Veterans enrolled in GI Bill training are eligible for up to an additional nine months training, Paul M. Nugent, director of the New York Veterans Administration Regional Office, said.

The Veterans Education and Employment Assistance Act of 1976, signed into law by President Gerald R. Ford Oct. 15, increased the training entitlement for veterans who have not reached their 10-year delimiting date, Mr. Nugent said.

Effective Oct. 1, the law extended entitlement to 45 months for veterans if they have served

at least 18 months on continuous active duty after Jan. 31, 1955.

Previously, basic entitlement was 36 months. An additional nine months was available only if the GI Bill student was pursuing an undergraduate college degree.

Unchanged is the 10-year delimiting date. Veterans retain eligibility for 10 years after release from active duty or until Dec. 31, 1989, whichever is earlier, Mr. Nugent explained.

The new law also provided an

8 percent increase in monthly allowances for all training offered by the GI Bill, except flight training, effective Oct. 1. A single veteran attending school full time receives \$292 monthly. If the student has one dependent, the rate is \$347; two dependents, \$396. For each additional dependent, the monthly rate is increased by \$24.

Entitlement for correspondence training is charged at the rate of one month for each \$292 paid. Entitlement for flight training was continued at the rate of one month for each \$270 paid.

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Being Paid—At Last

One NYC agency's rush to give jobs to laid-off employees has meant a two month delay in the first salary checks for those workers.

Forty-two engineers were hired Sept. 27 by the Department of Water Resources after having been laid off from other city agencies in July 1975, and after a long struggle by the agency to get permission for the hirings.

Another eight laid-off engineers, hired later, also have not yet been paid. The first paychecks for all the engineers are expected Dec. 3.

A spokesman for the city En-

vironmental Protection Administration said the delay was just a matter of "normal processing," and not very unusual.

The engineers, whose salaries range from about \$14,000 to \$18,000, are being used in the construction and upgrading of sewage treatment plants. The federal government is reimbursing the city for 87.5 percent of the salaries paid on the project.

Third In Series

Martin Mayer will be the guest lecturer at the next meeting of the New York Schoolmaster's Club Dec. 11.

Mr. Mayer, author of "Some Different Views of New York's Budget Crisis," is the group's third speaker of the season.

The meeting, for members only, will be at the Sheraton Hotel, 57th Street and Seventh Avenue.

Buy American!

Seek Inspector

MANHATTAN — The U.S. General Services Administration is recruiting to fill one vacancy for custodial work inspector.

Standard Form 171, or a resume, should be submitted.



NYSPIC OFFICERS

Newly elected officers of the New York State Psychiatric Institute chapter, Civil Service Employees Assn., were installed recently at the New York City Mental Hygiene facility by Vincent Rubano, first vice-president of CSEA New York Region II. The new officers are from left, Maxine Prince, Angel Fagundo, Edward Germann, Theresa Reilly, Georgia Johnson, Felix Rodriguez, Aureliano David, and Salvatore Butero. Mr. Rubano is at right. Other NYSPIC officers not shown are Mary Hitzelberger, Betty Bodrick, Donald Dillon and Robert Stiller.

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CSEA CONVENTION REPORTS, PHOTOS



Broome chapter 804's Barbara Pickell, left, and Kathy Baran are attentive during business session. Perhaps they are taking notes for chapter county unit's newsletter, edited by Ms. Pickell with assistance from Ms. Baran as well as several other unit members.



SUC at Brockport chapter 601 president Lloyd Tipton takes turn at mike during spirited discussion over union's financial situation.



One of the extra advantages of statewide meetings is the opportunity it provides for union leaders from widespread areas of the state to get together. For example, here Cortland County Transportation chapter 520 president William Reynolds, left, and Otsego County Transportation chapter 517 president Robert Spoor talk with CSEA director Paul St. John, of Scotia, one of four DOT representatives on statewide union Board.

Membership Committee Report

The following is the Special Membership report submitted at the CSEA annual convention this fall. Chairmen are Samuel Emmett, of New York City chapter, and Howard Cropsey, of Albany County chapter, and committee members are Jon Schermerhorn, Terry Dawson, William Kempey, Karen Messier, James Mangano, Esther Throne, Theodora Kowalszyk and Eva Katz.

The Membership Committee has a most unpleasant task of reporting to you, the Delegates, a decrease of 8,527 members from June 1, 1975 to June 1, 1976. If you refer to the attached Bar Graph (Exhibit A), you can easily visualize the worsening picture.

As itemized on "CSEA's Membership Statistics," it should be noted that the net loss to the State Division was 9,393 while the County Division had a net gain of 866 members. Also detailed is a comparison of June 1 Voting Strength 1976-1975 by particular Region.

In investigating the reasons for such a drastic decrease in membership, the Committee discovered that there were several logical answers. The number one reason for the decrease is that the State and local governments have had severe budgetary problems of late, causing wholesale layoffs and vacancy controls and resulting in very few new employees to recruit. This severely cripples CSEA's membership strength because there is a normal attrition rate of approximately 10 percent a year. Therefore, on an annual basis, CSEA has to recruit approximately 20,000 new members just to keep even with the attrition rate in a non-growth situation.

The Membership Committee mandated that this Report to the Delegates include a summary of June 1, 1976 versus June 1, 1975 Voting Strength by Chapter. The intention of this Summary is to commend the Chapters who are doing well in recruiting and to encourage those who are not so successful to do a better job. We have also incorporated in this Summary, the number of new members by chapters who have actually started paying dues from June 1, 1976 through September 29, 1976.

CSEA's worsening financial situation

was brought to the attention of the Membership Committee members. At our meetings, many meaningful recommendations were made to the Association through its Board of Directors. The major recommendation, which was subsequently adopted by the Board and put into full implementation with cooperation of CSEA's Public Relations Department and Computer services group, is the "Sign Up '76." A detailed explanation of "Sign Up '76" rules and procedures is attached as Exhibit D.

This program was launched on June 1st and, to date, 2,206 new members have been recruited. The Committee has not been altogether satisfied with the results and is hoping that there will be considerable improvement for the months of September, October and November. It is felt that recruiting new members is most difficult during the months of July and August because many people are on vacation.

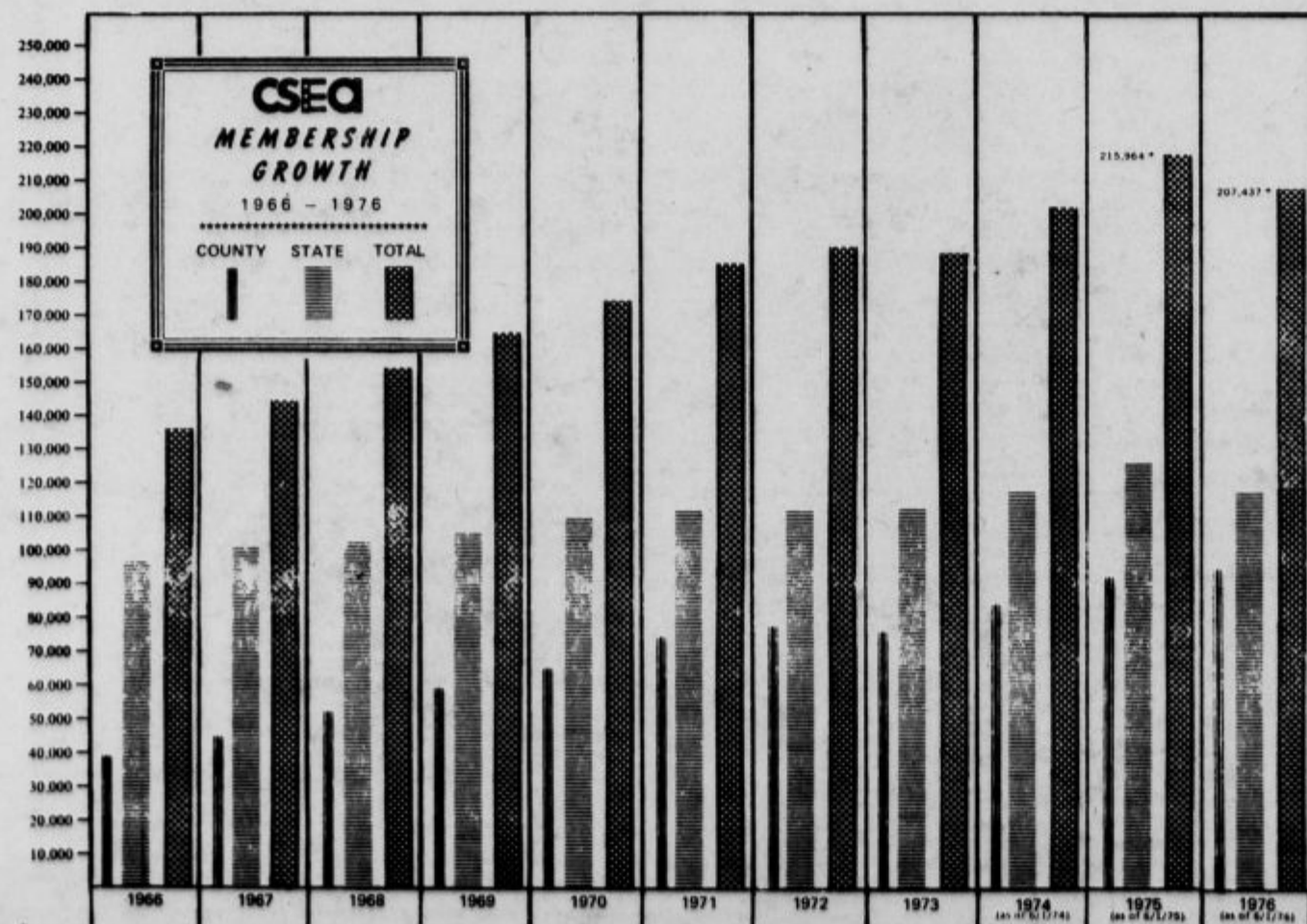
"Sign Up '76" is extremely beneficial to each and every member of CSEA in that it adds financial and political strength and independence to the Association while members can make \$5.00 for each new member signed up. This Committee strongly urges that each and every Delegate communicates the worthiness of "Sign Up '76" to all of their constituency.

Over the past several months, we recommended that CSEA attempt to improve the accessibility of non-member information in the political subdivisions. Mr. Lochner, CSEA's Executive Director, sent a letter to the payroll officers where we do not routinely get this information, demanding that it is CSEA's right under the "Sunshine" or Freedom of Information Law. To date, the Association has received over 340 affirmative replies from local governments listing about 8,000 non-members' names and addresses. Individual cards detailing the names and locations of these non-members will be given to the membership committees of the respective chapters and units which represent these non-members. With the assistance of the field staff, an earnest effort will be made to recruit these non-members by both personal and mail appeals.

Your Committee is also pursuing several other ideas to expand membership such as starting telephone campaigns in all regions. Discussions are being held with the New York Telephone Company to develop a training program where they will teach retirees or other interested members in soliciting for membership by telephone. These recruiters would be paid \$5.00 per new member, provided all of the regulations are met.

In addition, this Committee is strongly urging the Association to hire a professional marketing management staff person to head up non-member recruitment on a full time basis. Association staff has been requested to prepare the necessary job specifications so they can be submitted to the Directors' Personnel Committee for their consideration and hopefully, favorable recommendation to the Board of Directors. Since dues monies are virtually CSEA's only source of revenue, this function should be a staff member's full time job. It is extremely difficult to estimate how many additional non-members can be recruited through the efforts of such a person, but it is felt that CSEA's dues income can be appreciably increased. This position should be created on a trial basis.

Your Committee acknowledges the innovative and responsible efforts put forth by CSEA Management at 33 Elk Street and in the regional offices in the continued drive to expand membership.



Offer Five Fed Courses

WASHINGTON, D.C.—The Management Sciences Training Center, U.S. Civil Service Commission, has announced five procurement courses to be given in Washington, D.C., during December.

The courses are: basic contracting, Dec. 6-10; cost and price analysis, Dec. 6-17; government contract law, Dec. 6-17; types of government contracts, Dec. 13-15, and simplified procurement methods and techniques, Dec. 13-17.

Further information may be obtained by calling the Management Sciences Training Center at (202) 632-5600.

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WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

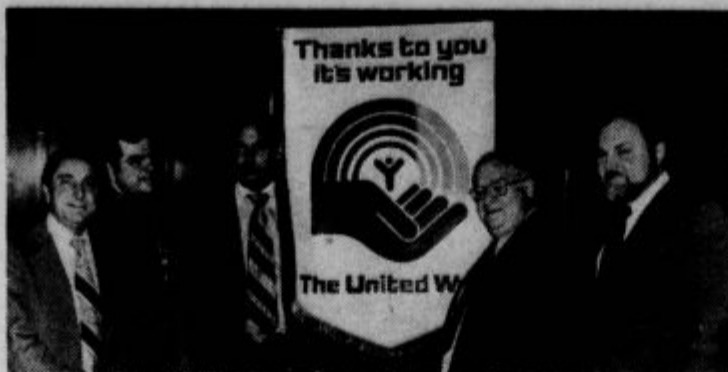
STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 488-4248; 10 a.m.-3p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements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

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

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

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

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



UNITED WAY DRIVE

Executives of the Nassau County United Way drive, which funds civic, social and charitable efforts in the Long Island county, met recently to discuss drive goals and operations. Above, from left, are Vincent Cascone, of Fairchild Hiler Corp.; James Mattei, a Civil Service Employees Assn. representative; James A. Murphy, chairman for Nassau's public employees; Irving Flaumenbaum, president of the Nassau CSEA chapter and also head of the union's Long Island Region I, and Edward Logan, also a CSEA representative.



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Carter Is Hiring

President-elect Jimmy Carter's staff says anyone seeking a job with the new administration should write to P.O. Box 2600, Washington, D.C. 20013. Thousands of inquiries have already been received for jobs, Carter staff members say.

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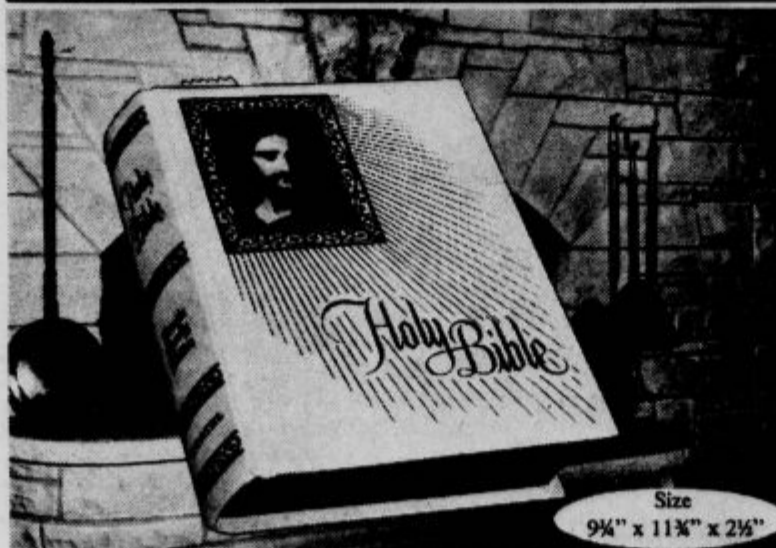
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RETIRES DIVISION PLAYS ACTIVE ROLE AT CSEA CONVENTION

While retirees standing committee chairman Nellie Davis listens (photo at left), Civil Service Employees Assn. retiree affairs coordinator Thomas Gilmartin briefs retiree chapter delegates on survivor's benefits and cost-of-living steps. An estimated 50 delegates took part, and voted to seek cost-of-living increases for retirees through 1973. Among the many well-known retired public employees still active in CSEA are John LoMonaco, right, former president of Metropolitan Division of Employment Local 350, and Martha Owens, center, incumbent first vice-president of New York City chapter 010.



UTICA AREA RETIRES

Ten retirees were cited recently by the Civil Service Employees Assn. in the Albany area. They are, from left, first row, seated, Patricia Harrica, Nick Cimino, Helen Wassel. Middle row, standing, Ralph Fimmano, Michael Cierl, Ralph Harris, Raymond Bathke. Last row, standing, Harold Thurston, Vincent Lia and Donald Porter.

-Mildred Meskil-

BOSTON, Mass. — Mildred O. Meskil, a long-active member of the Civil Service Employees Assn., died here Nov. 5. She was 78 years old.

Mrs. Meskil, a native of Albany, served on numerous CSEA committees and was a member of the Association's Board of Directors during her long career with the state.

In 1920, she held the distinction of being named this state's first woman food inspector. She held the position of senior business consultant with the Commerce Department when she retired from state service in 1968.

She was active in the early organization of the CSEA and served as chairman of the Association's board of canvassers for many years. In later years, Mrs. Meskil was also one of the originators of the CSEA's Albany retirees group.

In addition to her close affiliation with the CSEA, she was also a member of several professional organizations as well as active in many community volunteer projects.

She is survived by a sister, two sons, a daughter and nine grandchildren.

Social Security Info Regs Set

WASHINGTON, D.C.—The Social Security Administration has published final regulations spelling out procedures for the public to use under the Freedom of Information Act to request information from its records.

The regulations provide that all SSA administrative staff manuals and instructions to personnel that contain policies, procedures, or interpretations affecting the public be available for inspection and copying; that a fee of \$3 per hour be charged for searching records, except that no charge would be made for the first half hour; that a fee of 10 cents a page be charged for reproducing material, and that fees may be waived when such action is felt to be in the public interest.

The amendments also list the titles and addresses of SSA officials to whom requests for certain records should be sent.

The Social Security Administration publishes a complete listing of its manuals in the publication "Social Security Rulings," which may be purchased through the Government Printing Office. The listing first appeared in the January 1975 issue and will be published annually in the January issue. Supplements will be published throughout the year at quarterly intervals.

Fiscarelli Fete

TROY—A farewell party for Nicholas Fiscarelli has been scheduled by the Department of Education chapter, Civil Service Employees Assn., for Friday evening, Dec. 3.

The event will be held at Mario's Restaurant, Campbell Avenue, Troy. Cocktails will be served at 6:30 p.m. followed by dinner at 7:30 p.m. There will be dancing from 9 p.m. to 1 a.m.

Tickets are \$8 each and may be obtained from Carol Stokes at (518) 474-5479.



RETIREMENT PARTY

Members of the New York City office of State Department of Social Services' Bureau of Disability gathered recently to toss a retirement party for two of their own. Honored were Thelma Murphy, left, with 10 years in the bureau, and Jeanne Skeeter, with more than 20 years' service. Ms. Skeeter has been a member of the Civil Service Employees Assn. for 20 years.

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