

# Civil Service LEADER

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## Mental Hy Workshop

See Pages 8 & 9



### HONOR 3 FOR MENTAL HYGIENE WORK

Two Mental Hygiene workers of the Civil Service Employees Assn. and the union's executive director were honored recently for their contributions in the mental health field. At left is Robert Guild, CSEA collective bargaining specialist, who presented the awards. The three recipients are: Ronnie Smith, Willowbrook Local; Salvatore Butero, New York Psychiatric Institute, and Joseph Lochner executive director of the CSEA, retiring next month. Dorothy King, of Creedmoor, also made the presentations. (Story, additional photos on Page 8 and 9.)

## Report Calls Cuts Source Of Mental Hy Dilemma

HAUPPAUGE—The report of the Assembly subcommittee on patient abuse released last week fixed the blame for patient abuse in state mental institutions on budget cuts, understaffing, lack of employee training and inadequate supervision.

"Determining the extent of patient abuse is extremely difficult due to the inadequacies of the present reporting procedures and the absence of a clear, legal definition accepted by all parties," the report said. However, the subcommittee said that there is "significant abuse to mental patients in state institutions."

Paul Harenberg (D-Bayport), chairman of the subcommittee, said the problem was not so much one of mistreatment of patients by hospital staffers as one of patient abuse of fellow patients and "official abuse"—the

cutback of funds and the disregarding of legislative mandates by the mental hygiene administration.

As an example of intransigence by Mental Hygiene officials, Mr. Harenberg cites the proposed 431 cuts of Pilgrim Psychiatric Center employees. "The proposed cuts are incredible," Mr. Harenberg said at a June 16 press conference at his office in the State Office Building in Hauppauge. The Legislature cut \$12 million from the Mental Hygiene budget. But those cuts were to be made

(Continued on Page 3)

## Rensselaer Legislature Imposes Year Contract On County's Employees

By DEBORAH A. CASSIDY

TROY—In a meeting this week with officials of the Civil Service Employees Assn., the Rensselaer County Legislature imposed a one-year contract on the county employees, containing a \$250 bonus.

Termed a cost-of-living adjustment, the bonus "will not be added to salary scales," according to Rensselaer County unit president Sue Ernst. "It is not a raise, she added.

The legislature was asked to impose a contract in April, when CSEA and county officials could not agree upon a settlement.

In addition to the money, the county has agreed to pay an increase of \$1.87 per month for the employees' health insurance. New uniforms will be purchased for infirmary workers, and the highway department will be granted the new hours which

they requested.

The bonus will not go into effect until the end of the year, however. Insisting that there may not be enough money in the budget to cover costs, county officials contend that it is necessary to wait until the end of the year to see if there is any surplus. Even with a surplus additional funds may be needed.

Though not entirely pleased with the results, Ms. Ernst commented that the union must accept the imposed contracts. She added that it was "fortunate that the legislature was able to

(Continued on Page 3)



## Mayor's Race Is Becoming Ethnic Numbers Contest

The candidates for Mayor of New York City are consulting mathematicians and demographers, instead of as-

(Continued on Page 6)

## Effort Builds Against State Mental Hygiene Deinstitutionalization

ALBANY—The Civil Service Employees Assn., led by statewide executive vice-president William McGowan and CSEA representatives from mental institutions throughout the state, will be lobbying in Albany this week to prevent passage of bills related to the Governor's program of deinstitutionalization.

"These bills would transfer the responsibility for the delivery of mental health care from the state to 62 different ill-prepared counties," Mr. McGowan said. "Their passage would result in the rapid loss of 12,000 to 16,000 jobs in the Department of Mental Hygiene, and a great loss of service to the patients themselves. This week, we're going to fight as hard as we can to stop these bills."

Probably the most detrimental bill to the CSEA right now is A7952, which is designed to facilitate and direct the local government takeover of direct care of the mentally ill.

"CSEA is unalterably opposed to the passage of this bill," according to lobbyist James Featherstonhaugh. It is the one that the CSEA Mental Hygiene representatives will devote their greatest efforts to defeat during their lobbying assault this week.

Another detrimental bill has

number A7950 in the Assembly and S6245 in the Senate. It would reorganize the Department of Mental Hygiene into three separate offices—Mental Health, Mental Retardation and Alcoholism and Substance Abuse.

"This bill would hurt patients by categorizing them according to their primary disability and making it hard for them to obtain care for secondary dis-

(Continued on Page 3)

### CONTRACT LANGUAGE

ALBANY—At Leader press time, lobbyists were working with state legislators for the implementation, in bill form, of the language of the Memorandum of Understanding on the recently negotiated pay raise for state employees. The raises and retroactive pay checks are expected to be given to the workers within two payroll periods of the bill's passage.

Some 150,000 employees are affected.



### RETIREMENT PARTY FOR 'MR. CSEA'

Forty-six years of dedicated service for public employees will be recognized July 14 at a retirement party for Joseph D. Lochner, the Civil Service Employees Assn.'s executive director. Here Environmental Conservation Local 655 president Jimmy Gamble signs up for the event as staff secretary Kathy Barnes keeps track of reservations. The party will be at Thruway Hyatt House, 1375 Washington Ave., Albany, with a cash bar starting at 6:30 p.m., followed by dinner at 8. Paid reservations must be made by June 30. Checks, payable to CSEA, Inc., should be sent to Ms. Barnes or to Jeanne McGarry c/o CSEA Headquarters, 33 Elk St., Albany, N.Y. 12224. Tickets will be held at the door.

# New York City Local's Annual Workshop

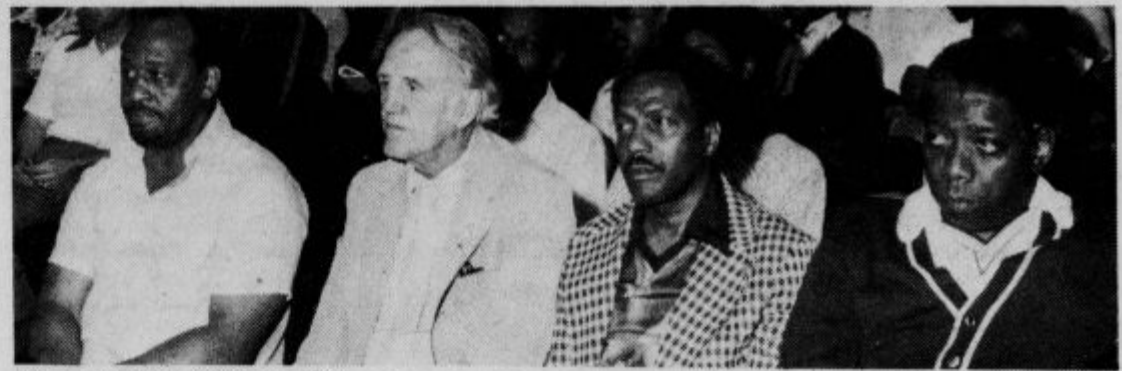


LEFT: Martha Owens, first vice-president of the New York City Local, Civil Service Employees Assn., confers with members Leona Bailey and Elicinia Defour during a panel discussion of the retirement system moderated by Seymour Shapiro, of the State Insurance Department.



Solomon Bendet, president of the New York City Local, left, listens during a business session moderated by Abe Libow, recording secretary of the local and its grievance committee chairman. Vincent Rubano, right, is opposing Mr. Bendet, the incumbent, for the presidency of Metropolitan Region II. Ronnie Smith is the third person in that contest.

RIGHT: Kenneth Cadieux, candidate for the statewide presidency of the CSEA, and his wife, Geri, listen attentively to the remarks of Theodore C. Wenzl, the incumbent whom Mr. Cadieux is opposing. Mr. Cadieux, and several other candidates for statewide office, also addressed the group.



Theodore Wenzl, CSEA president, second from left, at meet-the-candidate session. Dr. Wenzl later spoke on the recently signed union contract with the state. From left are Francois Frazier, of Motor Vehicles; Dr. Wenzl; Ed Fitts, Maritime College, and Canute Bernard, Workmen's Compensation.

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# Report State To Blame For MH Patient Abuse

(Continued from Page 1) at the administrative central office. The next thing we heard was that the administration passed them along to the field—Pilgrim State—where we just went through an accreditation battle to get the level of staffing up," he added.

Understaffing leads to patient abuse the report stated. "The quality of patient care is directly related to staff morale, which is unavoidably affected by wage freezes, hiring freezes and other policies associated with the state's fiscal crisis. Employees who are overworked because of staff shortages resulting from a prolonged hiring freeze, and who have been denied a raise during three years of rising costs of living are not likely to be enthused or highly motivated about their work, or tolerant in dealing with clients," the report stated.

But Mr. Harrenberg warned against the assumption that "patient abuse has reached enormous proportions. This isn't true. There are many employees who are doing a very good job, and I don't want that to be overlooked," he said.

"There is a tendency to isolate direct-care employees from administrative staff, and a distinct lack of communication is noted." This 'caste' system has the effect of lowering staff morale, and reducing the self esteem of workers in the 'lower echelons,' as one supervisor referred to therapy aides," the report concludes.

Danny Donohue, president of the Central Islip Psychiatric Center CSEA local, who attended the press conference, commented, "We are pleased to see that patient abuse by employees is not as widespread as some sensational newspaper reports in-

dicated. CSEA fully supports severe punishment and firing of employees for patient abuse when proved."

The subcommittee supported a list of proposed legislative bills including Assembly Bill 7951 sponsored by Harenberg and Robert Wertz (R-Smithtown) which outlines Governor Hugh Carey's proposal for a Commission on Quality of Care that would act as a patient advocate and review cases of abuse, grievances, and also review periodic and annual reports of the Board of Visitors to the Governor.

"We opposed such a bill because it would create another level of supervision that would supersede the power of the Board of Visitors and the directors. In the hands of the special interest groups, this commission could be used to tear the Mental Hygiene system apart and force unwanted community facilities on county governments and taxpayers, Mr. Donohue said.

The subcommittee further recommended psychological screening for employees; establishment of Mental Health Information and Legal Service for patients, the creation of a manual of patient rights, the examination of grievances and disciplinary procedures by the Mental Health Information Service and "immediate protective transfer" from the ward of patients who complain of abuse. Reports of all incidents would have to be forwarded to Board of Visitors within 48 hours; if the incident was a crime, within 24 hours.

The other subcommittee members supporting the legislative package were: John Cochran (R-Bayshore), and Edward Abramson (D-Queens). The bills are expected to be voted on this week in the Legislature.



## MADISON COUNTY MEET THE CANDIDATES

Nearly 150 Madison County Civil Service Employees Assn. members and their guests welcomed statewide and regional candidates at the annual Madison County dinner-dance held recently at the White Elephant in Canastota. Present were, from left, Jack Gallagher, incumbent candidate for statewide treasurer; Irene Carr, incumbent candidate for statewide secretary; Sally Greco, candidate for third vice-president Region V; Kenneth Cadieux, candidate for statewide president. From the left rear are Pat Crandall, candidate for executive vice-president Region V; Lois Toscano, candidate for Region V treasurer; Joseph Capparelli, co-host of the event and incumbent candidate for Madison County Local president.

# Fight Deinstitutionalization

(Continued from Page 1) abilities," said Mr. McGowan. "It would also allow the private sector to take over state facilities in a way that is contrary to the interests of comprehensive patient care and the welfare of the employees."

Another bill related to the Governor's Program that the union is working to kill has Assembly number A7953 and Senate number S6247.

"This bill would allow the Commissioner of the Department of Mental Hygiene to enter into agreements with local governments for assigning office staff to programs operated by the local government units, or to voluntary agencies under contract to such units, or to programs jointly run by the locality, the state and the voluntary agencies," Mr. McGowan said. "The bill does not provide any employee protection upon such an assignment, nor does it say whether such assignments are to be temporary or permanent. It also fails to address itself to the question of employee collective

bargaining rights under such an agreement. Needless to say, we'll be working against this bill."

CSEA's Mental Hygiene representatives, from every region of the state, were scheduled to meet

at CSEA headquarters, 33 Elk St., Albany, at 11 a.m., June 20, for a briefing by Mr. McGowan and Mr. Featherstonhaugh before going to talk to the legislators.

# Yonkers CSEA Unit May Face Challenge

YONKERS—The Civil Service Employees Assn. is marshaling its forces to fight off a challenge by the Service Employees International Union for representation of Yonkers Non-Teaching employees.

The SEIU has petitioned the Public Employment Relations Board for a representational election, and at a meeting held in New York City on Thursday, June 16, the PERB trial examiner stated that it has yet to be determined whether a sufficient showing of employee interest was produced. A 30 percent showing of interest is necessary before the PERB may order an elec-

tion. If an election is ordered, the question of an election date, which will probably be before July 15, and whether the balloting will be on site or by mail will be decided later.

CSEA officials insisted on an on-site election prior to June 24. It was their feeling that an on-site election held promptly would enable as many as possible of the employees to vote, thus permitting a greater participation in the election process.

SEIU representatives opposed an on-site election. Thomas Luposello, CSEA regional supervisor, remarked that the SEIU was desperately hoping that a mail ballot would produce minimal participation by the employees. Mr. Luposello said that the SEIU hoped to capture the unit if not too many employees voted. He predicted victory, however, for CSEA, regardless of the method of balloting ordered by the PERB.

BUY U.S. BONDS

# North Colonie Bus Drivers At Impasse

NORTH COLONIE—The impasse situation between the North Colonie Civil Service Employees Assn. non-teaching school unit and the District Administration heated up recently as both groups tried to gain public taxpayer support.

The impasse revolves around the situation of the school unit's 43 bus drivers. The district claims it can save between \$200,000-\$300,000 per year if it were to contract out the positions, since private contractor costs are fully reimbursable, while the fringe benefits of public employees, under present state aid formulas, are not.

The North Colonie bus drivers, however, have developed the real heart of the issue: who should be responsible for the safety of the taxpayers' children, the employees of the lowest possible bidder, or the employees of the school district itself?

Drivers cite the example of Robert Thomas, a Brittonkill bus driver whose professionalism allowed the children riding his bus to survive a collision with an out-of-control logging truck. (See June 3 issue of The Leader.)

The North Colonie bus drivers average 600,000 safe cumulative miles each year. They perform daily inspections to ensure the safety of their student passengers.

Now, the school district wants to shed itself of the responsibility of the transportation program and its safety requirements.

The district also infuriated the drivers by issuing a false wage figure of \$12 per hour. Howard Crosey, Albany County Local president, refuted it by stating, "That's wrong. The district has ballooned the figure by using the highest possible salary, plus all additional costs and then adding on a proposed salary increase. Our men may earn less than half that figure after fifteen years. But that's not the accurate salary cost."

# Impose Bonus On Rensselaer Cnty Workers

(Continued from Page 1) come up with the \$250 that the County Executive was not." And in a final rebuke, Ms. Ernst said that the union will pledge its support for County Executive William Murphy's Democratic opponent, Robert A. Stierer, in next fall's election.

This contract settlement will reopen negotiations for the Rensselaer County Sheriffs' Department who have closed their contract with a "Me Too" clause granting them whatever raise or bonus other county employees get.

## CSEA calendar

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

### JUNE

- 24—Marcy Psychiatric Center Local installation, dinner-dance: 7:30 p.m., Rose Lawn, Main Street, New York Mills.
- 24—Hudson River Psychiatric Center Local 410 installation of officers dinner: Holiday Inn, Fishkill.
- 25—Willard Psychiatric Center Local 428 installation dinner-dance: 7 p.m., Seneca Falls Country Club, Seneca Falls.
- 25—Buffalo Local 003 installation dinner-dance: 7 p.m., John's Flaming Hearth, Lackawanna.
- 28—Ballots for statewide officers and State Executive Committee to be counted.
- 29—Long Island's Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.
- 29—Election results for statewide officers and State Executive Committee to be announced.
- 29—Department of Labor Local 670 clam steam/steak roast: Krause's Halfmoon Beach, Crescent.
- 30—Pilgrim Psychiatric Center Local 418, installation dinner-dance.

### JULY

- 14—Statewide Board of Directors, State Executive Committee and County Executive Committee meetings: Thruway Hyatt House, 1375 Washington Ave., Albany.
- 14—Joseph D. Lochner retirement party: 6:30 p.m., Thruway Hyatt House, 1375 Washington Ave., Albany.
- 20—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 28—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.

# Courts Warned: Lay Off Arbitrators' Rulings

**BUFFALO**—Courts in the state have been warned not to interfere with arbitrators' findings in compulsory arbitration awards unless there is overwhelming evidence the panel's decision is clearly in error.

The warning came from the Court of Appeals, the state's highest court, which reversed a lower court and reinstated an arbitration award granting the Buffalo Patrolmen's Benevolent Association a 5 percent salary increase for its members.

The court unanimously ruled there was nothing "arbitrary or capricious" in the finding since the panel had carefully evaluated the fiscal and economic issues.

The dispute was submitted to binding arbitration under a section of state law requiring this for police and firemen outside of New York City.

In deciding that the Buffalo Appellate Division was wrong in setting aside the three-member panel's conclusions, Judge Jacob Fuchsberg said it "should never have drawn its own conclusions from the weight of the evidence or substituted its judgment for that of the arbitrators."

The dispute centered around how much more the City of Buffalo could pay its policemen under a new contract effective July 1, 1975. All efforts at resolving the impasse, including mediation and fact-finding, failed before

compulsory arbitration was set in motion.

Buffalo officials contended the city couldn't afford the 5 percent hike because of "shrinking tax collections, high unemployment and a declining tax rate base." The PBA countered that its men were being paid less than police officers elsewhere. It also told the arbitrators that police officers were exposed to "growing hazards of an increasing crime rate" and "an unusually high rise in the cost of living."

The PBA, assisted by the State Public Employment Relations Board (PERB), also challenged the city's poverty claims, maintaining that its own studies

showed Buffalo could afford pay raises. The study claimed higher sales tax revenues and federal funds would be available.

The arbitrators concluded that "the fiscal problems of the city must be weighed against the services performed by a police officer," and that "Buffalo police officers can surely be asked to share in this fight, but cannot be expected to bear the full burden of the city's fiscal problems."

The Court of Appeals judges said what disturbed them was that there was no basis for the lower court to get involved in the case. What occurred, Judge Fuchsberg said, was that the Appellate Division took it upon itself to decide that Buffalo couldn't

afford the pay raise, disregarding completely the conclusion of the arbitrators that there was "a reasonable basis" for the raises.

More important, the high court ruled, the Appellate Division's action violated State Civil Service Law which permits courts to set aside binding arbitration only if the decision is "irrational."

"What must be assumed is that the city's ability to pay was considered (by the arbitrators)," Judge Fuchsberg said. "The opinion of the panel demonstrates a reasonable basis for its determination."

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# Pending CSEA Legislation Outline

This weekly legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

A—Assembly; S—Senate; \*—bills initiated by the CSEA.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco* S.5370, Flynn, multi-sponsored	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	A. Passed S. Civ. Service Comm.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	A. Passed 6-6. S. Subcommittee 3rd Reading.	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Comm.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Comm. S. Education Comm.	FAVOR
S.2985, Garcia A.4042, Cochrane	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Comm. A. Gov. Employees Comm.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	A. Gov. Employees Comm. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DeToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. 3/30 Amend. and recom. to Comm. S.2459-A. A. 3/30 Same as above. A3196-A.	OPPOSE
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Comm.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	May 2 Passed, sent to Gov., May 13 signed into Law, Chapter 137.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nicholsi, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civil Serv. Com.	FAVOR
S.126, B. Smith A.140, Posner S.1980 Tauriello	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody. Declares it a public policy of the State to prohibit the use of professional strike breakers.	2/7 Passed. 1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Comm. A. W & M Comm.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Comm. A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Comm.	FAVOR
S3610, Schermerhorn	Amends 61-A of the Retirement and Social Security Law to allow payment of interest on death benefits.	S. Finance Com.	FAVOR
S.6564, Velker, multi. A.8114, Greco, Fremming, multi.	Prohibits State employees from being charged with absence or requiring the use of leave credits due to extreme weather conditions in the nine counties declared a disaster area between January 29 and February 5, 1977.	A. Ways & Means Com. S. Finance Committee	FAVOR
S.6475, Eckert S.6476, Eckert	Continues until June 30, 1980, COESC. Retirement Plan.	S. Civil Serv. Com.	FAVOR
A.8756, Rules Committee S.6454 Rules Committee	This extends all temporary retirement benefits and supplementation programs until July 1, '78 and requires a comprehensive and constructive survey of public retirement systems in order to clarify the inconsistencies of the coordinated escalator retirement plan.	A. Passed, June 9 S. Passed, June 13	
S.3566, Schermerhorn A.8025, Marchiselli	Allows members of the Division of State Police to buy back military service credit. This includes Commissioned Officers Unit represented by CSEA.	S. Passed, June 14 Referred to A. Gov. Employees Com.	FAVOR
A. 4829, Greco	Eliminates that part of Section 210 of the Taylor Law regarding persons being on one year's probation who were deemed to be on strike.	Reported out of A. Gov. Emp. Com. on June 14. Reported to Rules Com. on June 14.	FAVOR
A 4830, Greco	Eliminates the two for one penalty for people found to be on strike.	Reported out of A. Gov. Emp. Com. Reported to Ways & Means Com. June	FAVOR
S.1148, Stafford A.1435, Solomon	Creates a Statewide promotion unit for Correctional Services Dept. and mandates residency requirement.	S. Passed, June 8 A. Gov. Emp. Com.	
S.2587, Schermerhorn A.3643, Hinchey	Clarifies the various retirement options.	June 7 signed into Law, Chapter 223.	FAVOR
S.8376, Anderson A.8040, Greco	This extends power of PERB to include issuing a decision and ordering an offending party to cease and desist from any improper practice, and to take necessary action to effectuate the policies of the Taylor Law.	S. Passed, June 8 A Referred to Gov. Emp. Committee.	
A.3848, Amatucci S.2588, Schermerhorn	Extends benefits payable only to wives and widows under a retirement plan to husbands and widowers.	A. Passed, June 8 S. Civ. Serv. Com.	FAVOR
A.3542, DeSalvio S.2587, Schermerhorn	Provides a lump sum retirement payment if monthly retirement allowance is less than \$25 per month.	Signed into Law June 1, Chapter 198.	FAVOR

## Many Key Bills Still Pending As Lawmakers Aim At Adjournment

ALBANY — Efforts to influence legislation that would affect New York State's hundreds of thousands of public employees intensified this week, as the Legislature continues to grind toward adjournment at the end of the month . . . with its usual flurry of action on long-incubating bills.

"Some bills that surfaced at the beginning of the session have been absorbed into other bills," explained Bernard Ryan, the Civil Service Employees Assn.'s director of legislation and political action.



**BERNARD RYAN**  
... emphasizes political action

Mr. Ryan, who has long been a senior staff member of the public employees union, was named to the newly created legislation and political action post earlier this year to give added emphasis to the CSEA's determination to become more involved in public affairs.

Mr. Ryan cited the large number of bills that have been introduced to extend veterans' benefits.

"More than 30 bills have been filed this session," Mr. Ryan said, "to provide retirement credit to certain classifications of veterans who have been left out of previous laws. We're lobbying in both houses to get a compromise bill passed.

"Basically, we're trying to remove some of the restrictions on the benefits," Mr. Ryan said. "We hope we'll be successful at least to some extent this session, if only because of the large number of veterans this would help."

The Governor has proposed reorganization of several departments or divisions of state government, and CSEA is following these bills closely. One would permit the takeover of county probation departments by the state on a voluntary basis (See interview on Page 16 in this issue of The Leader). Another would transfer the Division of Parole to the Executive Department, bringing it under direct control of the Governor. "The future of this legislation right now is questionable," Mr. Ryan said.

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FRIDAY, JUNE 24, 1977

## Save Mental Hygiene

**T**HREATS to destroy the state's Mental Hygiene system are not original with the Carey Administration. They were sounded during the Rockefeller reign and trumpeted a bit more during the Wilson Interregnum.

It is with the Carey Administration, though, that the drums have been booming to dismantle the giant institution.

No one denies that the state's largest department, Mental Hygiene, is large and unwieldy. Civil Service Employees Assn. leaders for years have been decrying management inefficiency in the department; the Knickerbocker News of Albany last year ran a lengthy, award-winning series on the department's problems.

So what is the reaction?

Instead of moving to solve the problem, the efforts are to dump the problem into somebody else's lap. Turn the institutions over to the counties, ship the patients out to "foster" homes, bring in outside organizations to run the facilities.

If New York were the first state to try the experiment of deinstitutionalization, we might be tempted to accept some of the findings that recommend the dismantling of the department. California, however, has already moved in that direction, and, to our understanding, it has proved unsuccessful. Destruction of the California mental health system was so far-reaching though, that there was nowhere to return to after the mistake was realized.

We wonder how many rank-and-file workers were involved in the formulation of New York State plans to demolish the Mental Hygiene system here. Recommendations would surely be different if they had been.

We don't know how many of their neighbors and fellow taxpayers would be willing to do the work they do—especially at the minimal wage they receive, but we have been mightily impressed by the concern and dedication most of them have for their jobs.

Occasionally some instances of misconduct may surface, but these remain limited in comparison to the thousands of Mental Hygiene workers who are dealing with other thousands of patients whose broken minds we outsiders cannot begin to comprehend.

Some institutionalized patients may be relatively stable, with hope of returning permanently to their communities. On the other hand, there are also many who give meaning to the term "basket case."

The facilities themselves would probably surprise normal outsiders, who do not realize that most of the older institutions are located in beautifully landscaped areas, with extensive room to walk around outside. The newer facilities are of advanced architecture that often incorporates athletic facilities, shopping areas and other conveniences to provide a community atmosphere.

It is unbelievable that the state would seriously consider destruction of the system. But by adding more tiers to the Mental Hygiene administrative structure—which is what most of these scatter-shot proposals would do, the heat may be taken off the state, but it would certainly fire up the problems. (M.O.B.)

## Don't Repeat This!

(Continued from Page 1)  
trollers, to chart their most effective campaign strategies. The arithmetic of the campaign is rather simple. There are almost two million registered Democrats eligible to vote in the primary. Normally, based on past experience, approximately 40 percent of the voters will turn up at the polls. This means that just about 800,000 Democrats will cast ballots in September.

Under the state primary law that governs the mayoralty campaign, there is no runoff required between those who run first and second if the leading candidate gets at least 40 percent of the vote, or about 320,000 votes, based on the expected turnout. Consequently, that 320,000 figure becomes critical and the primary goal of each candidate is to reach that number of votes.

### Complex Demographics

While the mathematics of the situation is clear enough, the demographics are highly complex. In an effort to make some sense out of this situation, candidates and their campaign staffs are busily engaged in the study of election board computer printouts, to get a fix on past voting patterns in the primary.

What clearly emerges from these printouts is that the Jewish voters tend to vote in substantial numbers, in every primary. With other groups, the voting pattern indicates that the turnout varies with the ethnic extraction of the candidate. Thus more Italians are likely to vote in the primary, if one of the candidates is an Italian. On this analysis, Mario Cuomo is likely to attract to the primary a more than usual number of Italian voters. Similarly, Percy Sutton is expected to bring to the polls a higher than usual number of black voters, just as Herman Badillo is bound to attract a substantial number of Hispanic voters.

Experts do not expect the Jewish vote to be determinative in the primary, because it will be divided among Abraham Beame, Bella Abzug and Edward I. Koch. As demographic experts see it, Beame will run well among older Jewish voters, while Abzug and Koch will split the younger and more liberal Jewish voters.

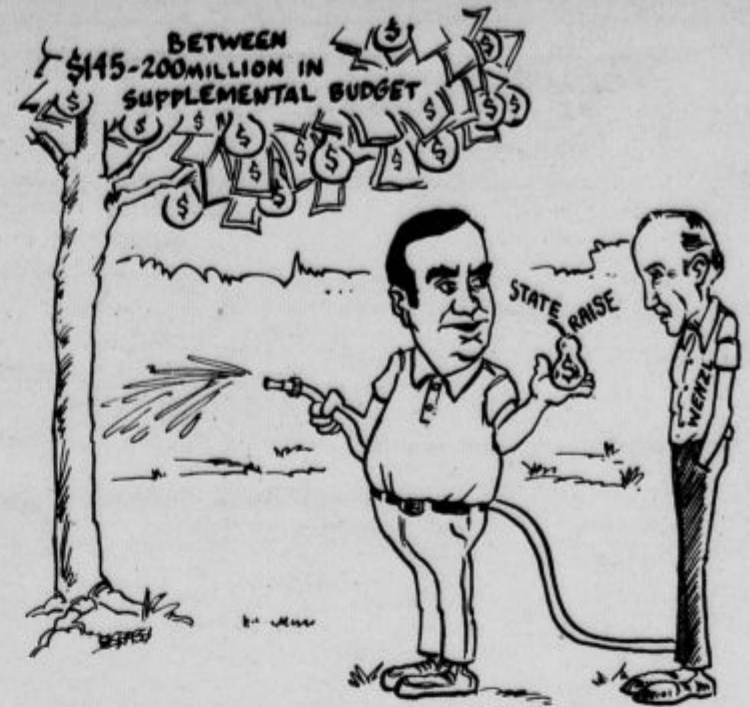
The candidates' demographic strategy is perhaps best seen in the strategy of Sutton. According to the computer printouts, approximately 500,000 blacks are enrolled in the Democratic Party. Sutton, the first qualified black candidate for Mayor, is seeking to galvanize black ministers and churches in an effort to get out as many blacks as possible. Theoretically, Sutton can reach the magic number of 320,000, if a very high proportion of blacks vote.

This by no means suggests that the voters proceed exclusively along ethnic lines. What the voting pattern indicates is a strong tendency for many voters to do so.

### Conflicting Analysis

Moreover, it is at this point that the demographic analysis conflicts with the mathematical. If the combined efforts of Abzug, Beame and Koch increase the number of Jewish voters, and if Cuomo brings out an increased number of Italian voters, and if Sutton attracts more black voters and Badillo draws out more Hispanic voters, then

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### Right To Open Hearing

A recent decision of the Appellate Division, Third Department, dealt with the question of whether or not an employee who requested that his hearing on charges be open to the public was denied his right of due process when his request was denied. The hearing in this case was held pursuant to Section 75 of the Civil Service Law. The petitioner was faced with various penalties, ranging from a reprimand to a dismissal.

There is no question that a hearing that may result in deprivation of employment or imposition of a fine or other monetary penalties must be held with regard for due process. This requires that when requested by an employee, the hearing be open to the press and the public. The court pointed out that this requirement is in accordance not only with the federal judicial tradition, but also with general practice in administrative proceedings. It is true that on occasion valid reasons may exist for denying a request for an open or public hearing. No such reasons were advanced by the respondent in this case. Therefore, the court concluded that petitioner's request for an open hearing should have been granted, and the court remanded the matter for another hearing without passing on any of the merits of the dispute. In the Matter of Mosher v. Hanley, Commission of Public Safety, 391 N.Y.S. 2d 753.

**THE APPELLATE DIVISION**, First Department, reversed the lower court's dismissal of a petition and remanded the case to Special Term for further proceedings. In June 1973, the New York City Department of Personnel conducted a regular competitive civil service examination for the position of captain in the Department of Correction. Only 52 out of 1,567 applicants achieved a passing grade of 70 percent. Therefore, respondents added 6 percent to each candidate's grade. This raised the total number passing to 301. The petitioner in this case was on military duty when the examination was given and, consequently, was given a special examination in December 1974, in which he achieved a grade of 66.7 percent. The respondent counted this as a failing grade. Petitioner requested that an additional 6 percent be added to his grade so as to treat him in the same manner as all those who took the examination in June 1973. The respondents argued that 6 percent was added to each grade in the regular examination because it was especially difficult, and that no such difficulty was encountered in the special examination. When petitioner commenced an Article 78 proceeding in Special Term, his case was dismissed before respondents interposed their answer. The court found that respondents did not act in an arbitrary and capricious manner.

**THE APPELLATE DIVISION** disagreed. The rules of the New York City Department of Personnel provide that whenever a second or special competitive test is required to be given in connection with any examination held, it shall be comparable and equivalent to the original test in

(Continued on Page 7)

# What's Your Opinion

By PAMELA CRAIG

## QUESTION

What would you ask the contenders in the New York City mayoral race, if you could speak to them?

## THE PLACE

Department of Probation, Brooklyn

## OPINIONS

Jane Henkel, probation officer: "Why are we not receiving the full federal aid we deserve? Why are nearly 1,000,000 people not counted in the last federal census? This diminishes the federal aid we are eligible for. Why does Grand Rapids get approximately 45 cents per ride from the federal government for its transit system, while New York only receives 12 cents per ride? We must demand our equal share."



Why has the Board of Education destroyed the line staff in the schools without making eliminations within the bureaucracy on Livingston St.?"

Frederica Jeffries, probation officer: "I am particularly concerned with the flight of businesses from the inner cities. I would like to know if there are any plans to deal with the high unemployment among minority youths in this city. As a probation officer, I find that most of their problems are financial, and I'm not able to resolve it because we are unable to offer them jobs. I am also worried about the future of CUNY. Do you support the continuation of the city university? How do you plan to expand the court services in order to deal with the high rate of crime?"



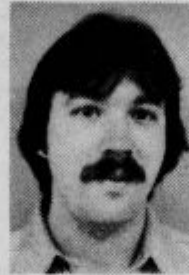
Lancelot Fletcher, probation officer: "I would ask any of the mayoral candidates what is their policy for the development of new businesses in the city. Do they support import substitution which tries to expand the city's economy by finding opportunities for developing businesses, which would then cater to the existing market in the city to produce merchandise or services, presently imported? We have been spending time and money trying to stop businesses from leaving the city when actually they are operating independent of the city. Their reason for being in the city depends upon what the city can do for them. The large, multi-national, giant corporations' employees often live outside the city, making the large corporation less important in its job-creating potential than the less conspicuous, smaller firms."



Samuel Witt, supervision: "How do you justify retaining all management personnel and giving them pay increases in 1976 and plan yet another 50 percent increase in 1978? How can you justify this plan while laying off line workers, freezing their pay and hiring new workers at 10 percent less than the prevailing wage. This is reprehensible and the future of the city is in absolute jeopardy, unless the present direction of self-interest is withdrawn. If the administration is to be an example, where will you begin?"



Paul Pritcher, probation officer: "Why is it that when the city has no money for people, there seems to be enough money to pay exorbitant rents to house the remaining city employees. An example was in June 1975 when the city laid off about 40 percent of the people in the probation department. Several months later, they moved us out of the municipal building and into another building at a rent cost of \$400,000-a-year lease. If they can do away with our negotiated contract, why can't the city get out of its pending real estate contracts?"



Henry Eisig, supervisor, probation officer: "I would like to ask the contenders what they plan to do about crime in the streets and about white-collar crimes in the public and private sector, which are destroying the fabric of everyday living in this city. We have investigations after investigations pointing out the evils in our public and private sector. Yet, we seldom see a follow up. In order to clean up the city, we need to clean up much of the white-collar crime committed by doctors, attorneys, officials of large corporations and those working for the public. There is too much corruption, too much quest for the easy dollar at the expense of the working public, in nursing homes, insurance companies and hospitals. Something should be done about it."



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Fiscal Disaster

The New York City Teachers Retirement System has two programs that have been analyzed.

The fixed program with about \$2.15 billion had \$1 billion invested corporate bonds, \$33 million in United States government securities and \$33 million in mortgages, \$58 million in cash and short-term investments and \$924 million in New York City securities. The investment management was in the hands of Chemical Bank.

The variable "Annuity Program" had about \$1.2 billion in assets, of which \$1 billion is in common stocks (up about \$1 million over book value), \$7 million is in preferred stocks, \$3 million in United States government securities, \$11 million in corporate bonds, \$67 million in cash and short-term investments and \$3.5 million in other investments. For the variable fund the management was divided among the following: Alliance Capital Management Company, Battery-March Financial Management Corp., Bernstein-Macaulay, Inc., Investors Management Corp., Citibank, Manufacturers Hanover Trust, U.S. Trust Co. and Wertheim Asset Management Services.

The same report notes that "more and more public employee funds are coming close to fiscal disaster" and sees a legislative spotlight being turned on to the problem.

The survey covered 55 municipal funds with \$18 billion in assets. The overall group of \$3.7 billion were in stocks with a great variation in the performance record.

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)

Aldrich, Sharon	Moravia
Alexander, Joe	New York
Al-Salman, Muhsin H	Ithaca
Alweis, Sharon L	Hempstead
Amadeo, Anthony J Jr	Farmingville
Baker, Charlotte M	Mystic, Conn
Barber, Richard J Jr	Rye
Barthelme, Virginia	Blue Point
Bernstein, Arline J	Bronx
Betts, Elna S	Freeville
Blose, William M	Rensselaer
Borysiewicz, Edward	Oceanside
Boswick, Cynthia	Syracuse
Brown, Annie M	Ithaca
Brown, Ralph R	Ithaca
Bryant, Paul A	Uniondale
Buettner, Frank J	Ithaca
Calhoun, Linda G	Syracuse
Carlson, Janice S	Stockton
Cerf, Virginia L	Baldwin
Chapman, Harry L	Brentwood
Clark, Kenneth C	Rochester
Cobb, Virgil J	Glens Falls
Colon, Rose Mary	Rochester
Conville, Irene M	Hasbrouck Hts, NJ
Cowans, Luther Jr	Hempstead
Curtis, Margaret B	Ithaca
Davis, Jessie	Rochester
Decker, Leonard S	Stony Pt
DeLise, David A	Uniondale
Dellaporta, James	Brooklyn
DeMarchis, Florence	Yonkers
Dillard Rogers F	Atlanta, Ga
Dittmar, Donald K	Berne
Dowdle, Maynard T	Perry
Fitzgerald, William M	Holbrook
Fitzgerald, Judith A	Schenectady
Fram, Esther	Sierra Bayamon, PR
Frattare, Anthony	Rochester

(To Be Continued)

## Civil Service Law & You

(Continued from Page 6)

scope, format and difficulty. If it is ascertained that the tests in such examinations are not of comparable or equivalent difficulty to the original test, the raw scores in such special tests shall be adjusted so that the final scores in the special tests are comparable and equivalent to the final scores of the original test. The Appellate Division pointed out that there was no showing made in the lower court that the special test was not as difficult as the original test. The court said it would be particularly unfair to deprive this petitioner of the 6 percent in points merely because he was on military duty when the regular examination was given. The court determined, therefore, that the matter should be remanded to Special Term and the respondents were directed to interpose an answer so there might be a meaningful disposition at some later time. Application of Colon v. Department of Personnel, 391 N.Y.S. 2d 582.

## Don't Repeat This!

(Continued from Page 6) the mathematics of the situation will necessarily change also.

To the extent that the number of voters in the primary substantially exceeds 800,000, the critical 320,000 votes will no longer be the magical number, but at some figure in excess.

The outcome of the primary remains clouded in spite of the scientific and microscopic analysis by the experts.

# LETTERS TO THE EDITOR

## Hicksville Pickets

Editor, The Leader:

Thank you, Hicksville teachers of NEA, NYS or whatever you affiliate with, for crossing CSEA picket lines. You have finally shown your true feelings insofar as non-teaching employees are concerned. You have proven a point that CSEA has tried to impress upon its membership for years. "That teachers don't give a damn for non-teaching employees."

For years teachers have been romancing non-teaching personnel, enticing them into teacher unions. And for years CSEA has advised the non-teaching personnel that the teachers can do nothing for them. The Hicksville teachers have proved that they can do one thing and that is to cross their picket lines.

Hicksville teachers have a con-

tract with the school board extending to June 30, 1978, so why should they be concerned about the striking custodians, maintenance and grounds personnel.

Those who choose to be affiliated with teachers organizations well deserve them. The Hicksville teachers are to be congratulated for their excellent

public relations gesture to further solidify the ranks of the non-teaching employees of CSEA.

Ben Gumin, 2nd  
Vice President, Nassau  
Educational Local 865,  
CSEA, Hicksville

Editor, The Leader:

As president of the CSEA unit at Hicksville, I would like to set

the record straight concerning our recent custodial strike.

Specifically, I am referring to the recent article which appeared in the CSEA Leader on May 20, 1977. The article indicated that the teachers union in effect told the Long Island newspapers that they would not cross our picket lines but, instead, crossed them and performed custodial duties.

While it is true that two teachers did, in fact, sweep some halls, they were definitely not representative of the teachers union as a whole.

In fact, I have written Mr. Goldstein, president of the teachers union thanking him and his teachers for their help.

EDWARD DE BELLO  
CSEA Unit President  
Hicksville District

## LETTERS POLICY

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

BUY U.S.  
BONDS!

# Mental Health Workshops . . .

By HARCOURT TYNES

It was a time for politicking, complaining, conferring and relaxing. Old acquaintances got together, new friendships were made, information was exchanged, candidates for election got some exposure and some important decisions may have been made.

It all happened recently at a Civil Service Employees Assn.-sponsored workshop of state Mental Hygiene workers at the Friar Tuck Inn, Catskill. Several hundred CSEA members and spouses were on hand for the three-day session, set in picturesque, rural, upstate surroundings.

CSEA president Theodore Wenzl, who is seeking re-election in the upcoming union election, perhaps set the tone of the entire meeting when he repeated his opposition to a plan pushed by some state officials to revamp the state's Mental Hygiene Department, splitting it into three departments.

Participants got some insight into the workings and problems of the union's legal staff in one of several workshops held. Pauline Rogers of the Albany law firm of Roemer and Featherstonhaugh outlined some of the activities and cases being handled by the firm on behalf of the union and individual union members. Her remarks, however, were followed by a heated debate over alleged delays in settling cases, use of outside attorneys and sharp criticism because no minority lawyers are used by the law firm.

Some union members were unhappy that they seemed to be victims of a system that permitted the state much leeway when it violated terms of a labor contract, but landed hard on the union when it was adjudged in violation of a pact. Under state law, the union suffers severe and almost immediate penalties for an alleged offense, but the state is given considerable time and chance after chance to negotiate when it fails to act according to law.

Dr. Wenzl was not the only candidate on hand for the MH meeting. William McGowan, one of Dr. Wenzl's opponents, was also there. Kenneth Cadieux is the other candidate in the three-way race.

Many candidates for other union posts also attended.

Perhaps the meeting's highlight was the presentation of achievement awards to three persons who, as union leaders, have made major contributions to the organization, Ronnie Smith, Salvatore Butero and Joseph Lochner are the recipients. Mr. Smith is a Willowbrook Psychiatric Center delegate. Mr. Butero is from the New York Psychiatric Institute and Mr. Lochner is the union's retiring executive director.



Some of the workshops and meetings at Mental Hygiene meeting were so hectic that it took some doing to get recognition to speak or to make a point. Above, Florence Allen, a delegate from Pilgrim Psychiatric Center, Suffolk County, is trying to do just that. Several hundred Civil Service Employees Assn. members and spouses were on hand for the three-day session at Friar Tuck Inn, Catskill.



Manny Ramirez, of Letchworth Village Developmental Center Local 412, and Vito Bertini, Joe Noya and Joe Messina, all of Pilgrim Psychiatric Center, take a brief break during busy meeting schedule at conference.



CSEA members got some insight on the union's legal problems and information on some of the cases union lawyers are involved in. Pauline Rogers provides the information during a lively workshop. She fielded numerous questions from members anxious for knowledge of goings on in legal department. Ms. Rogers is with Roemer and Featherstonhaugh of Albany, law firm representing CSEA.



Leader associate editor Harcourt Tynes and CSEA president Theodore Wenzl.



CSEA presidential hopeful William McGowan was on hand. Here, he talks with Doris Pratz of Willard Local 428.



Vera Michelson, from O. D. Heck Developmental Center, Local 445, Barbara Bridges, Willowbrook Local 429, and Tyrone Daniels, also Willowbrook, confer.



# ... Work, Campaigning, Fun

CIVIL SERVICE LEADER, Friday, June 24, 1977



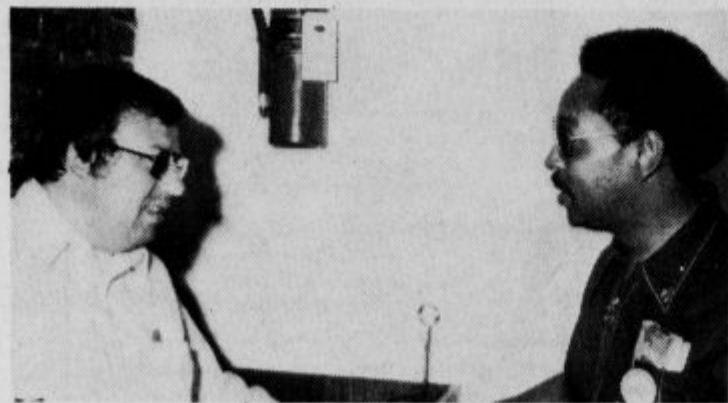
Betty Duffy seems to be making a point with Rose Cilli Pezner. They are both from Pilgrim . . .



. . . So is Felton King, president of Willowbrook Local 429. Ruth Delaney and Irene Hillis, also from Willowbrook, watch.



Another important meeting. Creedmoor's Dan Schultz, Terry Dawson and Shirley Kreisberg appear grim.



Old acquaintances get together. Here are James Moore, president of Utica Developmental Center Local 425, and Jimmy Gripper, president of Brooklyn Developmental Center Local 447.

Three-day session gave union members a chance to compare notes and plan strategy. This group from Region II is discussing sending letters to state officials protesting possible layoffs of state workers. They are clockwise, from left, Jimmy Gripper, Robert Guild, Anne Wadas, William Cunningham, Dorothy King, Ronnie Smith, Ed Gagnon, Thomas Bucaro, James Cohen and Terry Dawson. Dr. Cohen is CSEA Mental Hygiene consultant.



And another one. Lou Leone, Ronald Vincent, Richard Merkel and Ronald Lacey of Ter Bush and Powell, CSEA insurance agency, huddle for conference.



Elleen Gorski of Central Islip and Florence Murphy of Kings Park. (Leader photos by Ted Kaplan)



Tom Bucaro and George Boncoraglio, of South Beach Developmental Center Local 446, listen to James Cohen, CSEA Mental Hygiene consultant.

# Latest State And County Eligible Lists

**EXAM 35-619**  
**ASSOC ADMIN ANALYST**  
 Test Held Nov. 1, 1975  
 List Est. April 15, 1977  
 Option B  
 (Continued from Last Week)

- 8 Rampolla M A Latham .....76.5
- 9 Steup Frederick Newburgh .....76.3
- 10 Markowitz A A Castleton .....76.1
- 11 Rosenkrantz R I Loudonville .....75.9
- 12 Ginet Brian J Albany .....72.9
- 13 Gates Charles A Elora .....72.9
- 14 Manzella A R Delmar .....72.9
- 15 Powers Gerard J NYC .....72.8
- 16 Murdock James C Argyle .....72.0
- 17 Amato Thomas Latham .....71.5

**EXAM 35-908**  
**SR SOC SRVS PROG SPEC**  
 Test held Nov. 6, 1976  
 Est. 4-28-77

- 1 Monks Patricia New Baltimr.....94.6
- 2 Conboy John F Walworth .....92.9
- 3 Seaman John J Colonie .....92.8
- 4 Hosford John G Skaneateles .....92.6
- 5 Lass Robert J Clifton Pk .....92.3
- 6 Hazard Victor J Saratoga Spgs 92.1
- 7 Oliver James D Wynantskill .....92.0
- 8 Crumb Barbara A Duaneburg.....90.6
- 9 Teeter Philip H Delmar .....90.4
- 10 McElligott C Woodside .....89.5
- 11 MacPherson Hugh Watervliet .....88.1
- 12 Ruid Richard P Albany .....87.8
- 13 Jordan John M Albany .....86.7
- 14 Wray James W Fultonville .....86.6
- 15 Bongiovanni R A Albany .....86.4
- 16 Jones Ross P Rochester .....85.8
- 17 Hanrahan M K Latham .....85.8
- 18 Howard Oscar D Albany .....85.7
- 19 Tomeo Sharon M Albany .....85.6
- 20 Meister N R Schenectady .....85.5
- 21 Moylan C Albany .....84.5

- 22 Demeo Louis R Schenectady .....83.8
- 23 Zeichner J J Croton .....83.6
- 24 Pryor Richard C Clifton Pk .....83.6
- 25 Weaver Lawrence Voorheesvil .....83.5
- 26 Brna Viera NYC .....83.2
- 27 McKeon John F NYC .....83.2
- 28 Tenan Paul M Latham .....82.6
- 29 Bernstein J E NYC .....82.6
- 30 Einhorn Roberta Albany .....82.2
- 31 Seereiter C E Rochester .....81.8
- 32 Robinson Sandra Webster .....81.7
- 33 Kelly Keith G Batavia .....81.6
- 34 Odeen Linda W Clifton Pk .....81.4
- 35 Viamontes G G Brooklyn .....81.3
- 36 Palmieri D Richmond HI .....81.3
- 37 Rosenthal W F Latham .....81.0
- 38 Schaeffer Sam Brooklyn .....81.0
- 39 Singer C B Schenectady .....80.5
- 40 Hall Richard H E Greenbush .....80.4
- 41 Paige June H Jamaica .....79.6
- 42 Metz Terrence St Albans .....79.5
- 43 Cohen Lawrence Brooklyn .....79.5
- 44 Poole Lois Schenectady .....79.3
- 45 Fitzpatrick M Albany .....79.2
- 46 Elson Julie A Altamont .....78.2
- 47 Gordon Irid J Saratoga Spg .....77.3
- 48 Krusik Mark C Albany .....77.1
- 49 Moyles Judith J Sunnyside .....76.9
- 50 Schreiber Bina Albany .....76.6
- 51 Vazzana Maryann Latham .....76.3
- 52 Solomon Marilyn Albany .....76.2
- 53 Dunn John J Hillsdale .....76.2
- 54 Donnelly James Schenectady .....75.8
- 55 Ryu Joseph H Schenectady .....75.5
- 56 Jacobs Richard Albany .....75.3
- 57 Moss Lawrence A Albany .....75.1
- 58 Fitzgerald V Albany .....75.1
- 59 Mattimore Peter Voorheesvil .....75.1
- 60 Gedell Joel H Brooklyn .....75.0
- 61 Dorsey Everett St Albans .....74.3
- 62 Lamb Teresa R N Bergen .....74.2
- 63 Kozberg F Syosset .....74.0
- 64 Kuczynski Henry Cohoes .....74.0
- 65 Kelliher Robert Balslon Lk .....73.6
- 66 Champagne B M Liverpool .....73.3

- 67 Oathout Joseph Slingerlands .....72.6
- 68 Ford James H Albany .....72.5
- 69 Behn Melvyn Albany .....72.4
- 70 Edwards Charles Saratoga Spg .....72.0
- 71 Danzig Norman NYC .....71.8
- 72 Gordon Wallace Cambria Hts .....71.6
- 73 Kreisel Henry NYC .....71.4
- 74 Locker Eve M Brooklyn .....70.8

- 3 Gordon Irid J Saratoga Spg .....99.8
- 4 Roderick P Bronx .....98.6
- 5 Radzynski R T Albany .....95.9
- 6 Meglino John A Brooklyn .....93.5
- 7 Helms Robert W Webster .....91.7
- 8 Danielson M Fairport .....91.2
- 9 Carroll Andrew Albany .....90.8
- 10 Donnelly James Schenectady .....90.0
- 11 Kelly Keith G Batavia .....88.2
- 12 Post Robert M Rego Park .....87.1
- 13 Mattimore P Voorheesvil .....85.3
- 14 Coppola F M Scotia .....82.1
- 15 Greenhouse A R Dewitt .....82.0
- 16 Mitchell David Albany .....73.8

(Continued on Page 11)



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 —T.E. Kalem, Time



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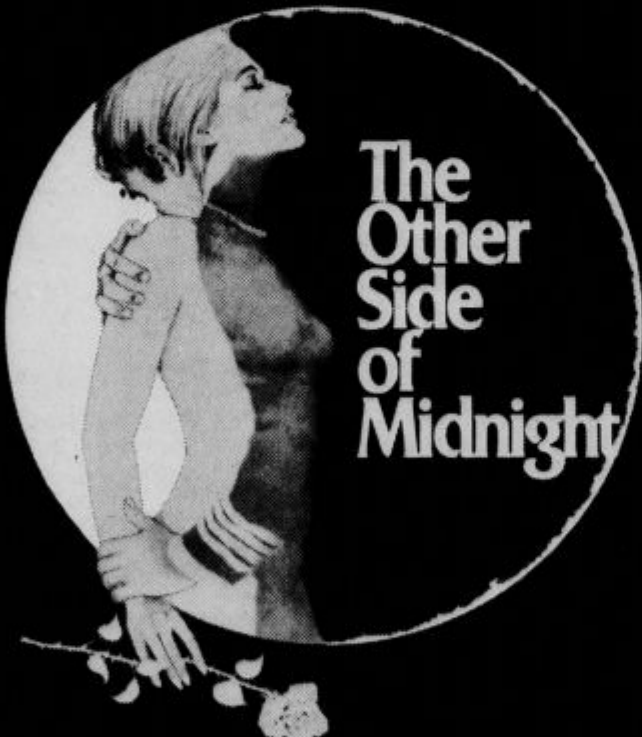
—Clive Barnes, N.Y. Times

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# State And County Eligible Lists

(Continued from Page 10)

EXAM 35-997 SR INSURANCE EXMR Test Held Dec. 11, 1976 List Est. April 19, 1977	14 Langner Alfred Staten Is .....86.9 15 Presser Mark A Far Rockaway 86.9 16 Blastein Philip Flushing .....86.5 17 Potter Howard W Stony Pt .....84.7 18 Persky Shirley Staten Is .....84.3 19 Kreuter Peter S Brooklyn .....84.3 20 Eng Frances Elmhurst .....84.2 21 Cheles Barbara Albany .....83.7 22 Zundell Laurel NYC .....83.3 23 Gadzinski R P Flushing .....83.0 24 Vadoros Andrea Brooklyn .....83.0 25 Hee Veronica Brooklyn .....82.1 26 Kreuter Mary L Brooklyn .....82.1 27 Reznik Arthur M Brooklyn .....82.1 28 Allmendinger W N Babylon .....81.9 29 Herlihy Dennis Schenectady .....81.3 30 Lambert Alan Freeport .....81.3 31 Scattaglia G M Staten Is .....80.6	32 Grasmann L P Englishtown .....80.5 33 Samuels Robert NYC .....80.4 34 Grasmann Gary P Englishtown .....79.2 35 Sanfilippo M Buffalo .....78.2 36 Vanbuskirk A Val Cottage .....78.1 37 Reichenbach D F Howard Beach 77.4 38 Grabe Linda Brooklyn .....77.2 39 Pallas Stephen Mt Vernon .....77.2 40 Duckoff Joel B Brooklyn .....77.0 41 McLaughlin R W Batavia .....76.9 42 Clark Robert W Homer .....76.2 43 Altruca Paul F Staten Is .....76.2 44 Lamonica Frank Brooklyn .....76.2 45 Maluk Stephen P Staten Is .....75.2 46 Brooks C J NYC .....75.0 47 Gerlich Robert Jackson Hts .....74.3 48 Kwassman Melvin Brooklyn .....73.4 49 Castiglione S A Sayville .....73.0 50 Orlando Richard Staten Is .....72.7
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## State Recruiting Health Assists.

ALBANY—The state Civil Service Department hopes to fill numerous health facility management assistant II positions in the state Mental Health Department's psychiatric and developmental centers.

Officials will hold an oral qualifying test for job applicants, in July. Applications must be

filed by July 5. Candidates must have at least one year's business management assistant experience in the Mental Hygiene Department. Applications are available at state Civil Service Department offices at State Office Building Campus, Albany; 2 World Trade Center, New York; or Suite 750, 1 Genesee St., Buffalo.

EXAM 36005  
HEAD CLERK PAYROLL  
Test Held Jan. 15, 1977  
Est. May 12, 1977

1 Derbysire G C Troy .....90.5 2 Baker Theodore Gloversville .....83.0 3 Johnson Donald Albany .....75.4 4 Phinney Oliver Saranac Lk .....73.8
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EXAM 35-972  
SENIOR CARTOGRAPHER  
Est. April 28, 1977  
Test Held Jan. 15, 1977

1 Emerson Brian J Mechanicville .....86.5 2 Koch Ted W Delmar .....84.4
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## State Tabulator Job Is Available

The New York State Division of Housing and Community Renewal has one opening in its New York City office for a principal tabulating machine operator with a starting annual salary of \$9,746.

As supervisor of a five-person data processing unit the principal tabulating machine operator must possess a minimum of two years heavy wiring experience in control boards for an IBM Model 407. Other duties include establishing and maintaining production and control procedures, operating IBM models 407, 083, 085 and 514; and assisting in developing new projects and forms. Interested parties should send resumes to Judy Davidson, State Division of Housing and Community Renewal, Two World Trade Center, New York 10047.

## Allen Elected 508 Prexy

HAUPPAUGE—Artie Allen has been elected president of the Region 10, Department of Transportation Local 508 of the Civil Service Employees Assn.

Ballots were tallied June 8 by the elections committee chaired by past president Sherman Glass. Almost 50 percent of the members voted.

Also elected were: Lou Mannellino, first vice-president; Tommy Tighe, second vice-president; Joseph Cervone, treasurer; and Grace Dittmier, secretary. Departmental representatives elected were: for Operational, Leo Spano, Phil Bertuglia, Eugene Box and Hank Jenny; for Administrative, Dolly Pearsall, and for Professional, Scientific and Technical, Bob Pals, Al Nejeski and Alice B. O'Neill.

### —Zunik—

NORTH AMITYVILLE — Funeral services were conducted June 9 for Rudy Zunik, a Civil Service Employees Assn. field representative attached to the Long Island Region staff, who died of heart failure early June 6.

Mr. Zunik had been scheduled to return to work that day following 10 weeks of recuperation from open-heart surgery. He was 32.

He is survived by his wife, Sandy. The couple lived in West Babylon.

## Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Institution Pharmacist	\$12,670	20-129
Legal Careers	\$11,164	20-113
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic) (Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Public Librarians	\$10,155 & Up	20-339
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Physical Therapist	\$12,760	20-138
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Assistant Stationary Engineer	\$ 7,616	20-303
Stenographer-Typist	varies	varies
Variety Operator	\$ 5,811	20-307

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. New York 14202.

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo,

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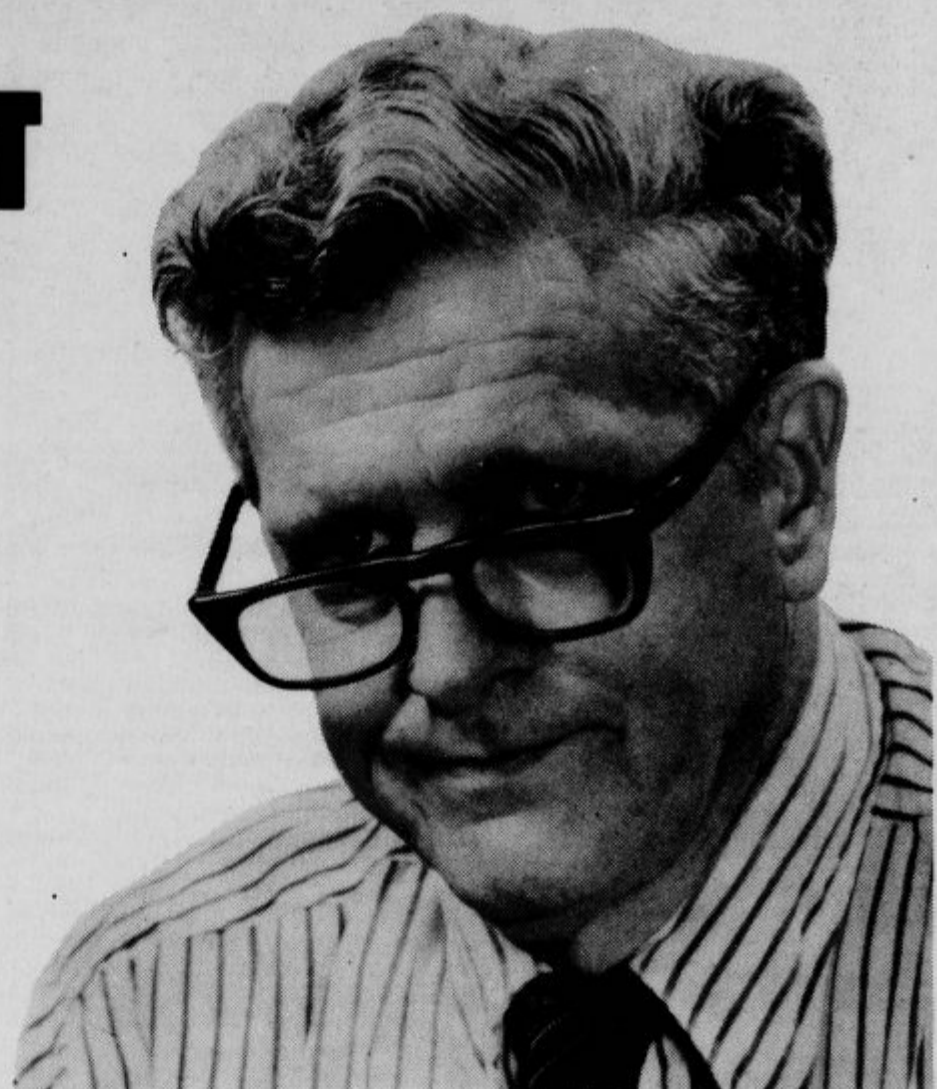
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# MOST OF THE PEOPLE IN MY OFFICE BELONG TO CSEA...

## ISN'T THAT ENOUGH?

# NO.



The Strength of CSEA is in UNITY. The Unity of *all* public employees covered in CSEA's bargaining units.

The goal of those who would destroy the rights and benefits for which you've worked so hard is to divide and conquer. They would like to see department against department, office against office and unit against unit.

While CSEA is the most powerful public employee union in the country today, there is much more to be done to give public employees a fair shake. And the only way we will all succeed is with unity.

That's why it's so important for *you* to make every effort to sign up non-members in CSEA. We must show them that *their* future is on the line, too. CSEA needs their ideas, their participation, and their votes. EVERY ONE COUNTS!

During our membership drive, for each new member you sign up in CSEA, you'll get a \$5 Cash Award. The Cash Award rules are easy.

1. You must be a member in good standing.
2. The new member you sign up must be on the payroll for a minimum of four (4) biweekly pay periods or equivalent.
3. New members must work in a governmental unit represented by CSEA.
4. There is *no limit* to the number of new members you can sign up. Of course, you'll get the \$5 Cash Award for *each* one.

See your Chapter or Unit president for special sign-up cards.

We've come a long way — but there's a long way still to go. United as one, we'll get there!



## STRENGTH IN UNITY

# CSEA CONVENTION REPORTS, PHOTOS



Sunmount Developmental Center Local 431 president Joseph LaLonde, left, vocalizes his opinions to Marcy Psychiatric Center Local 414's William Deck, convention sergeant-at-arms and Central Region V Mental Hygiene representative to CSEA Board of Directors.



Two CSEA vice-presidents beam approval at convention action by delegates. Metropolitan Region II president Solomon Bendet, left, is longest serving member of the union's Board of Directors. Southern Region III president James Lennon is highest ranking union official from Authorities.

tum (25%) of the dues collected from the membership in such locals. The expenses of the delegates to regular or special meetings of the Association shall be paid by the local from such funds as hereinafter provided.

(b) REFUNDS TO UNITS. (No change)  
(c) REFUNDS TO REGIONS. (No change)

(d) REIMBURSEMENT OF DELEGATE EXPENSES.

(1) ANNUAL DELEGATE MEETING. All locals shall receive reimbursement for the expenses of one delegate to the annual meeting and locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.

(2) SPECIAL DELEGATES MEETINGS. All locals shall receive reimbursement for the expenses of one delegate for attendance at any special delegate meeting and locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.

(EXPLANATION: The three changes in Article IV are basically to provide equitable uniformity in certain fiscal matters. In the case of the Local rebates, it was prompted by laxity of certain Local officers in complying with regulations concerning terms of office, number of officers, number of annual meetings and other basic requirements for democratic operation of Locals. Withholding of rebates is regarded as means by which Headquarters can pressure Locals into compliance with Local Constitution. In the matter of reimbursements, some delegate meeting sites may provide a package price for lodging and meals, while others may offer only lodging with meals separate. Transportation may, for some people, be more economical by airplane or bus, so the general word "transportation" was substituted for "railroad or mileage." The reimbursement changes recognize the existing realities.

## Constitution and By-Laws Committee Report

The report of the revision of constitution and by-laws committee was presented by chairman Kenneth Cadieux, of Nassau Local 830, at the CSEA spring convention at the Concord Hotel in March. Other committee members are William Roberts, Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Karen White and Earl Mayfield, Sr.

What is printed here are those amendments that have now been incorporated into the CSEA Constitution and By-Laws, along with the Leader's explanation of the changes' effect. Bold type indicates new wording or additions.

### CONSTITUTION

#### ARTICLE V REGIONS

For the purposes of internal organization of The Civil Service Employees Association, Inc. the state shall be divided into six regions as follows:

1. Long Island Region: Nassau and Suffolk.
2. Metropolitan Region: Richmond, Kings, New York, Queens, and Bronx.
3. Southern Region: Westchester, Orange, Dutchess, Ulster, Rockland, Putnam, and Sullivan.
4. Capital Region: Clinton, Essex, Warren, Hamilton, Washington, Saratoga, Schenectady, Montgomery, Albany, Schoharie, Greene, Columbia, Rensselaer and Fulton.
5. Central Region: Broome, Cayuga, Chemung, Chenango, Herkimer, Cortland, Delaware, Franklin, Jefferson, Lewis, Madison, Oneida, Onondaga, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, and Oswego.
6. Western Region: Niagara, Orleans, Monroe, Wayne, Erie, Genesee, Wyoming, Livingston, Ontario, Yates, Chautauqua, Cattaraugus, Allegany, and Steuben.

All locals shall be members of the region in which the local headquarters is located.

(EXPLANATION: These changes, as noted in the committee report, merely recognize that the common practice is to refer to the six regions by geographical areas and not by the largest cities. Thus, the former Conference designations have been reinstated instead of New York City, Albany, Syracuse and Buffalo for Region V and VI.)

#### ARTICLE VI STATE DIVISION

Section. STATE EXECUTIVE COMMITTEE: The power and authority to

transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations and Teachers' Retirement System shall as a unit, be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in his department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors shall have qualified. Vacancies in the office of the State Department representatives may be filled for the remainder of the term by the members of the Association employed in such department at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board.

(EXPLANATION: Higher Education Assistance Corporation members had been included in the grouping entitled to vote for the Public Corporations representative to the State Executive Committee of the CSEA Board of Directors. Higher Education Assistance has been incorporated into the Education Department, and so its members now are eligible to vote for the Education representative.)

### BY-LAWS

#### ARTICLE II

SECTION 8. PROXIES. A member of the Board of Directors, the Directors Committee, the State Executive Com-

mittee, the County Executive Committee, or a delegate to any meeting of the Association who is unable to attend a meeting is empowered to appoint, by written designation filed with the Secretary of the Association, a member of his local or department to act in his place, except that delegates may not appoint their own proxy if the local which they represent has provided for the selection of alternate delegates to attend meetings of the Association which delegates are unable to attend, provided, that the Local has filed by written designation with the Secretary of the Association a description of said Local selection process. However, no officer of the Association shall be represented by proxy. No member of the Board of Directors who is physically present at a board meeting and who is entitled to vote in more than one capacity, shall have the right to a proxy; provided, however, that he may cast one vote for each office or capacity he represents.

(EXPLANATION: This is strictly an addition to the By-Laws to tighten up the procedure on proxies.)

#### ARTICLE IV

##### SECTION 3. REFUND AND REIMBURSEMENT.

(a) REFUNDS TO LOCALS. Each duly organized local of the Association which has complied with all of the provisions of the mandated Model Local Constitution shall receive from the Treasurer an annual payment of twenty-five per cen-



Leader features editor Jane Bernstein, left, gets update on latest developments of courts takeover by state. Here she interviews CSEA director Ethel Ross (Judicial), right, and former director Nancy Roark (Chemung). Ms. Roark, a court employee, forfeited her seat on the Board of Directors County Executive Committee when she became a state employee. She is now a temporary officer of the newly organized Region V Courts Local.

(Leader photos by Ted Kaplan)

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# GO TO HEALTH

By WILLIAM R. WILLIFORD

Mr. Williford is a health and alcohol consultant with the State Division of Alcoholism and directs the State Employee Health Maintenance Program.

Do you know the name of the manufacturer of your toilet bowl?

If you do and you're not a plumber, you might just be an alcoholic.

There has to be a more scientific way to tell if you are one of the estimated 10 million alcoholics in this country. Besides, most people who use their toilets in the above fashion probably are not interested, at the moment anyway, in consumer awareness. So the question is probably not too valid.



However, there are some very reliable questions that each of us can ask ourselves regarding the use of alcohol. Father Joseph Martin, star of "Guidelines," a film I recommend to everyone, uses the following questions to assist people in recognizing alcoholism.

First, does your drinking cause problems? Father Martin calls this a self-evident truth. If your drinking causes problems, then it is a problem and you better do something about the drinking or the problems will probably get worse. Speaking of problems, the New York City affiliate of the National Council on Alcoholism reports that alcoholism is a major factor in 20 percent of all divorces and accounts, directly or indirectly, for 40 percent of the problems brought to family courts in New York City.

Do you drink the way normal people drink? If not, then you are an abnormal drinker who might just have a drinking problem. For example, normal drinkers do not have Bloody Marys for breakfast, gulp drinks, nor do they usually carry alcohol in their purses and briefcases.

Do you lie about your drinking? Do you try to convince people that you have not been drinking when you have? If you answer "yes" to any of these questions, you should give serious thought to the fact that you are an alcoholic or could be in the process of becoming one.

You should also keep in mind that the average alcoholic is a man or woman with a job, a home and a family. Less than 5 percent of alcoholics are "skid row types." Ninety-five percent of alcoholics are ordinary people.

If you are concerned or interested in learning more about alcoholism, there are many things you can do. You will find Alcoholics Anonymous (AA) listed in your phone book. Call and ask for their literature. They also will be able to tell you about their next open AA meeting. Or, you might want to contact your county or city council on alcoholism. Other excellent resources are the National Council on Alcoholism, 730 Fifth Ave., New York 10019; and the New York State Division of Alcoholism, 44 Holland Ave., Albany 12229.

Remember, the best way to treat any disease is to find out as early as possible whether you, or someone close to you, has got it.

## SHORT TAKES

### BUS DRIVERS WARNED

State Motor Vehicles Commissioner James Melton has threatened to cancel auto registrations of school bus company operators and school bus drivers if they don't comply with new department regulations calling for annual physical exams for drivers, behind-the-wheel driving exams every other year and regular observation of drivers by a departmental license inspector. Mr. Melton says 225 carriers in the state have not yet complied.

### WESTCHESTER JOBS

Westchester County and six of its municipalities have received \$15,953,340 to create approximately 800 construction jobs in the second round of funding under the Federal Local Public Works Capital Development and Investment Act. "This new funding, together with the \$24 million the county recently received under the Federal Comprehensive Employment and Training Act (CETA), will reduce the county's unemployment rate by nearly 10 percent," said County Executive Alfred B. DeBello.



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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 5:30 a.m. to 4 p.m.

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

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

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

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

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

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

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

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

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

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# Monroe County Threatens Strike If Fact-Finding Does Not Resolve Dispute

(From Leader Correspondent)

ROCHESTER—The president of the 4,200-member Monroe County Local of the Civil Service Employees Assn. says he has authority to call a strike and will do so if the Monroe County Legislature tries to force a contract on the Local.

He called "remarkable" a 30 percent turnout of membership at a general membership meeting recently at Monroe Community Hospital and said those who attended "want to walk."

When one CSEA member in the audience suggested striking in two weeks if the Legislature doesn't restore the 5 and 10 percent paycuts instituted in January, his proposal was met with loud applause.

"I feel the opinions expressed at that meeting represent the opinions of the majority of our members," Mr. Koenig said later.

Mr. Koenig and other officials and members not only want the pay cuts restored, but they also want to reach agreement on a pending new contract.

Contract talks have been stymied, although more fact-finding sessions were scheduled for last month.

Under the state Taylor Law, if the CSEA or County rejects the fact-finder's report, the Legislature has the authority to impose a contract. Any strike then could be declared illegal, employees could lose two days' pay for every day off the job and Local leaders could be jailed.

Mr. Koenig said he's ready to face jail and employees will be ready to face the "fines."

"If the fact-finder doesn't produce an agreement and we can't solve this politically, we have no choice but to strike," he said. "I'll never allow us to get into a position where the Legislature will impose a contract."

He said trying to reach agreement on the fact-finder's report was one of the administrative remedies that must be used. "We want to exhaust all legal avenues first."

Mr. Koenig said he's been given authority to call a strike by the Local's board of directors.

In April the Local unit in the Sheriff's Department conducted a strike vote but declined to release the results. Deputies have been calling for some additional type of job action since beginning a ticket blitz several weeks ago. They've twice attended Legislature meetings to voice their anger.

Mr. Koenig said he expects 70 to 80 percent of the Local membership would participate in a strike. "If this thing (strike) happens, I want the county

closed down," he told the members.

The president said union members passed a resolution "voting no confidence in the majority party of the County Legislature." The majority party is Republican and its members proposed the pay cuts last December when trying to reduce county spending in the 1977 budget.

All county employees earning \$12,000 to \$20,000 a year had their pay cut 5 percent. Those earning more than \$20,000 a year had their salaries cut 10 percent.

One Probation Department employee said he lost a total of \$3,500 in pay because of the 5 percent cut, the freeze on incremental pay raises and the fact he and other probation workers were downgraded in rank.

At a recent Legislature meeting, Minority Leader J. Richard Wilson, of Brighton, asked for a suspension of rules so the Legislature could consider restoring the pay cuts.

But Legislature President Joseph Ferrari, a Republican, ruled Wilson out of order and Ralph Esposito, of Gates, another Republican, accused Wilson of being "a real political hack" and "grandstanding" on the issue.

Mr. Koenig said the members' no-confidence vote included a vow to oust the Republicans from office in the November election.

## Court Local Formed In CSEA Region III

FISHKILL—The Civil Service Employees Assn. is organizing some 567 employees of supreme courts, family courts, city, and county surrogate's courts in CSEA Region III into their own local.

CSEA Region III organizer Thomas A. Brann has addressed three informational and organizational meetings of the court employees throughout the region, and reports that interest is running high for the proposed local. Temporary officers have already been appointed by CSEA statewide president Theodore C. Wenzl, including Carol Dubovick of Orange County Family Court, secretary, and Linda Soldo of Westchester Family Court, treasurer. Mary Garrison, of the calendar clerk's office in Dutchess County Supreme Court has been named chairman of the constitution and by-laws committee.

In addition, a nominations committee has been appointed and will shortly recommend candidates for permanent officers of the Local.

The court employees all became state employees April 1. Previously, they had been employees of the various counties in which the courts are located. Included within the geographic boundaries of the CSEA Region III are the ninth and third Judicial Districts of New York State, in the counties of Putnam, Rockland, Orange, Ulster, Dutch-



### ALBANY HOUSING BARGAINING TEAM PREPARES

The Civil Service Employees Assn. Albany Housing Authority bargaining team is shown at the table preparing for negotiations. From left are John Kohler, WIP Program; Mike Sawicz, state member; Joe Raymond, unit president; James Cooney, CSEA field representative, and Beverly Spiekerman, clerical. Shelly DesForge is absent from photo.

## Probation Head States Views

(Continued from last week)

The following is another installment of an interview with Thomas J. Callanan, acting director of the division of probation, conducted recently by Nels Carlson, coordinator of the statewide probation committee of the Civil Service Employees Assn.

I know that in the three counties whose probation operations have already been taken over by the state, Warren, Fulton and



THOMAS J. CALLANAN

Montgomery, the employees received increases in pay up to \$7,000 a year.

Right. And the important thing is, the quality of service in these three counties has been upgraded and standardized since the state takeover.

Perhaps you could explain, because a lot of people don't know, how it came about that these three counties already have a few years' experience with having the state take over their probation services.

Yes. The previous legislation allowed direct state administration of probation services in counties where there are five or fewer probation officers. In fact, all the present bill does is remove the five-employee limit, and enable all counties—and New York City also—no matter how many probation employees they have, to opt for the state takeover, if they so desire. It's completely voluntary on the part of the county.

The initial seed money for this program, as called for in the Governor's program bill, is only \$2,500,000. What are the criteria for choosing one particular county over another, if several apply for the program?

First of all, I'd like to point out that the earliest that the takeover would go into effect for any county would be Jan. 1, 1978. The office of the Director of the Division of Probation would promulgate standards for admission into the program, and we have developed a set of criteria for selection of participant-counties. These include: the quality of the services and the caseload the probation officers in that county now have; the financial condition of the county itself; and the resources available to the state.

Do you envision many counties rushing to apply for this program?

## McDermott: Expect GHI Rate Increase

ALBANY—An increase of over 300 percent is planned in all GHI family subscriber rates for state employees. Concurrently, a \$7 per subscriber decrease is at hand for each Blue Cross-Blue Shield family coverage participant.

Most of this proposed \$7 decrease, however, will end up in the state coffers not in the pockets of the workers, Capital Region president Joseph McDermott revealed.

Mr. McDermott claimed the state stands to realize a savings of up to five million dollars from the Blue Cross-Blue Shield rate decrease, while it will cost em-

ployees more money from their paychecks for GHI health care expenses.

Yes, in fact, I do; mostly because so many of them are facing great financial problems at the moment. For example, the state's taking over the probation services now offered by the counties would probably ease taxes for already-overburdened property owners.

Let's say a county opts into the program, and then after a year or two, wants out. Is there any way for them to go back to being the provider of probation services, instead of the state?

Yes. This bill provides that the state cannot just unilaterally take the employees over, or return them to the county, by itself. Both these decisions must be made by mutual agreement between the county and the state.

That figure of \$2.5 million for this program seems awfully low.

That sum is requested in the bill just for fiscal year 1977-78, and would cover mostly non-recurring start-up costs. Then each year, additional funds would be appropriated as more and more counties joined the program.

Exactly which job titles are we talking about, and how many people?

Approximately 2,700 probation officers, senior probation officers and supervising probation officers statewide, and about 2,000 clerical people.

Would there be any title changes involved in this switch?

Some titles would have to be reclassified by the Probation Division and Civil Service to assure standardization throughout the state, although probation officer, senior probation officer and supervisory probation officer would stay the same. But again I emphasize—there would in no case be a downgrading of pay or benefits as a result of title reclassification.

(To be continued)