

WELCOME DELEGATES



At press time, hundreds of delegates were arriving in Albany for CSEA's Special Delegates Meeting at the Empire State Plaza Convention Center. In the next issue, we'll report in detail on the actions of the delegates.

Court workers protection bill

ALBANY — CSEA lobbyists were working hard last week to get enough support in the state Senate and Assembly to enact "grandfather" protection for union members working in state Judicial Districts 3 through 9.

Senate Bill 7667-A and Assembly Bill 8946 would provide immediate and permanent competitive class status to CSEA represented court employees in those Judicial Districts when an employee has occupied a provisional position for more than one year. The legislation would affect formerly local government employees merged into the state court system under the court reform program of 1976 as well as employees in the state judiciary unit.

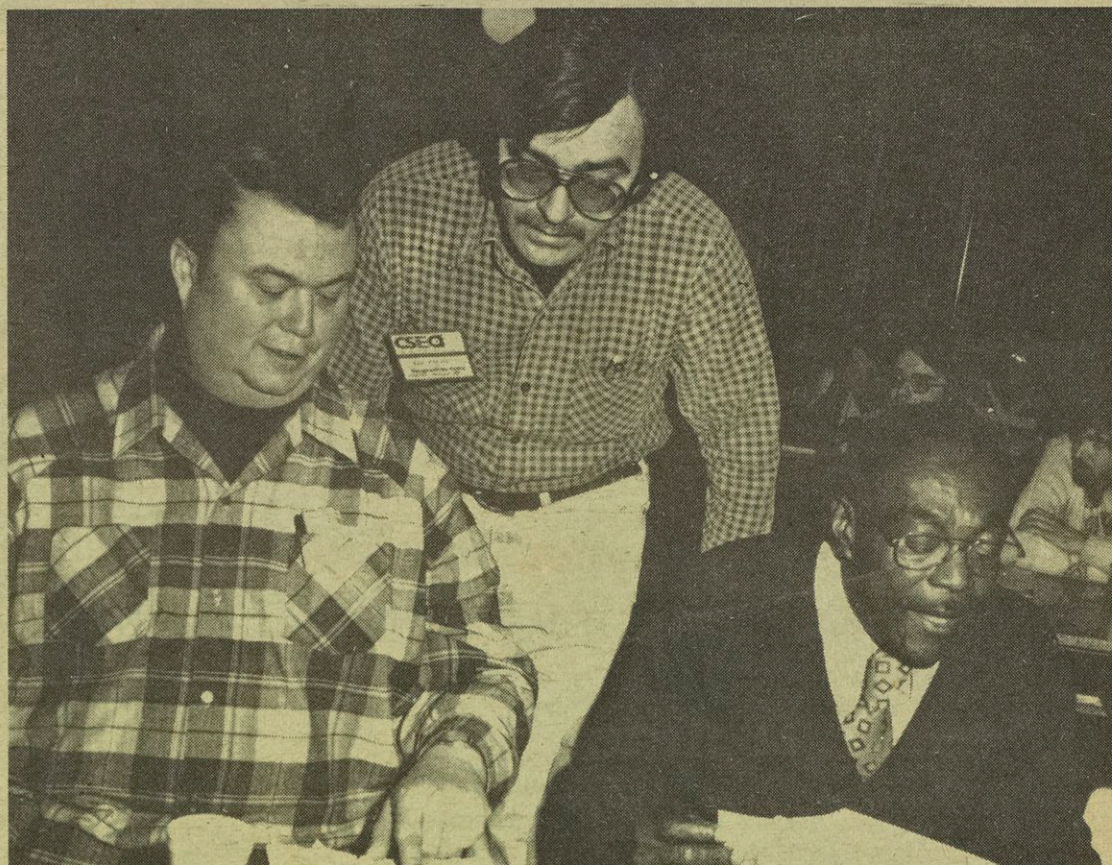
Several years ago Gov. Hugh Carey proposed a court reform program that brought municipal and county court employees into the state court system. Yet several years after this transition had occurred, a vast number of the merged employees had not been given competitive examinations, in part because of lengthy delays in implementing a classification system. Similar problems occurred for court workers in the state judiciary unit.

As a result of these problems, a situation has developed in the state's Third, Fourth, Fifth, Sixth, Seventh, Eighth and Ninth Judicial Districts in which more than half of the employees in these districts are provisional.

CSEA told the Legislature that giving competitive examinations now would effectively penalize the employees who have been working in provisional positions for so long and who would receive no credit for the enormous experience that they accumulated. The union also cited the mass confusion that could occur in the courts if wholesale staff changes occurred as a result of the testing.

The two bills would provide for immediate and permanent competitive class status for court employees who have served in their present positions for at least one year. As the Legislation itself notes, many of the employees involved have served, "... more than five, and up to ten years in their positions, (and) that the vast majority of present incumbents, by their training and experience in their positions have acquired invaluable expert knowledge and skill in the performance of duties in the administration of the court systems. ..."

CSEA introduced similar legislation last year which was enacted by the Senate and Assembly but later vetoed by the Governor.



NOMINATION MEETINGS to determine candidates for election as CSEA delegates to the AFSCME Convention scheduled in June in California were held in all six CSEA regions on March 1. Among those attending the Region IV meeting in Albany were, from left, Bob Foley, Ron Premo and Leroy Holmes. Additional information and photos of meetings around the state will be published in future editions.

Delegate election set

ALBANY — Phase One of CSEA's program to provide elected representation to the AFSCME International 1980 Convention was completed March 1 when six Regional Nominating Sessions were held around the state to begin the election process.

CSEA this year will send its first elected delegation to an AFSCME Convention.

This year CSEA will have a full delegation of 223 elected representatives who will go to the biennial convention to provide CSEA input into the International's constitutional and policy making process.

The election of AFSCME delegates by CSEA is regulated by the federal Landrum-Griffin Act which regulates union practices in International unions. This federal statute and CSEA's normal election procedures will assure an open and honest election process.

Each Region held nominating meetings March 1 as Phase One in the election process. Each Region will elect a certain number of delegates from within the Region based on the total number of CSEA members in that Region.

After nominees are notified, provided an opportunity to decline should they so desire, and verified as members in good standing, ballots will be sent out from CSEA Headquarters to all union members within the Region. Ballots will be mailed out on April 10 and must be returned no later than the morning of May 1, 1980. Ballots will be counted starting May 2 under the supervision of a CSEA Elections Committee appointed specifically for this election and observers appointed by candidates.

A notice of election will appear in the next few editions of The Public Sector to provide every member with full details of the election process and the mechanism for "call-ins" by members who do not receive their ballot by April 21.

NOTICE

ELECTION OF DELEGATES TO THE 1980 AFSCME CONVENTION

1. Ballots for the election of delegates to the 1980 AFSCME Convention will be mailed to all members of CSEA as of March 1, 1980 on April 10, 1980.
2. Ballots will be picked up at the return post office box on the morning of May 1, 1980. Tabulation will commence on May 2, 1980 and continue until complete.
3. Members who have not received a ballot by April 21, 1980 should call their CSEA Regional Office between April 22, 1980 and April 25, 1980 for the purpose of obtaining a replacement ballot. The CSEA Regional Offices may be contacted at the following numbers:

Region 1 516/691-1170 Region 4 518/489-5424
Region 2 212/962-3090 Region 5 315/451-6330
Region 3 914/896-8180 Region 6 716/634-3540

Official Publication of The Civil Service Employee Association

The Public SECTOR



NEWLY ELECTED OFFICERS of Judiciary Region 5 CSEA Local 334 were sworn in recently in Syracuse. From left are President Geraldine Berson, Treasurer Marian Brooks, Vice President Patricia Sacco, Lorraine Miller, standing in for Secretary Kenneth Bailey, and Claire McGrath, who administered the oath of office.

Regional staff employees seminar conducted within Western Region

CHEEKTOWAGA — Staff members from across the 14-county Region VI area gathered recently at the Holiday Inn here for a two-day seminar covering a variety of topics.

Regional Director Lee Frank directed sessions on contract language for agency shop, negotiating and grievance procedures and the standardization of files. Arne Wipfler, of

the Employee Assistance Program staff, presented a session detailing the program.

Attending the seminar were Collective Bargaining Specialist Danny Jinks, Field Representatives Tom Christy, Bob Young, Vince Sicari, Tom Pomodoro, Charlie Bird, Mark Higgins, Ray Ducharme and Mike Painter, and Organizer Bob Massey.



AMONG REGION VI STAFFERS at two-day seminar were, from left, Field Representatives Charlie Bird, Vince Sicari, Bob Young, Tom Christy, and Mike Painter.

MOUNT SINAI — A formerly independent union has merged with CSEA as a unit of Suffolk County Education Local 870 recently.

The 30 custodial and clerical employees of the Mount Sinai School District are now a CSEA unit, statewide Organizer Jose Sanchez said. The unit president is Dige Blasko. The vice president is Tom Nutly.

Capital Region program is set

ALBANY — "Practical Experiences With Grievances," phase two of a three-part educational program, gets underway in the Capital Region of the Civil Service Employees Assn. on March 15 from 9 a.m. to 3:30 p.m. at the Ramada Inn in Albany.

Three other sessions in this phase will be held as follows:

- March 29, 9 a.m. to 3:30 p.m. — Holiday Inn, Saratoga Springs
- April 12, 9 a.m. to 3:30 p.m. — Ramada Inn, Albany
- April 26, 9 a.m. to 3:30 p.m. — Royal Savage Inn, Plattsburgh

Attending one session in each of the three phases will lead to permanent certification as a union representative, says Betty Lennon, chairperson of the Capital Region Education Committee.

For further information call 489-5424.

Employee reinstated, receives full back pay

NEW YORK CITY — John LaSand, the motor vehicle operator at Brooklyn Developmental Center (BDC) who was illegally terminated on Jan. 9, 1980, returned to work with full back pay on Feb. 19, 1980, Metropolitan Region II Director George Bispham has announced.

Bispham said LaSand received a telegram on Feb. 14, informing him of his reinstatement. When he reported to work on Feb. 19, he received papers informing him of permanent status in his job and of \$1,600 in back pay, Bispham said.

LaSand was terminated by BDC Director Thomas Shirtz as though the motor vehicle operator was a probationary employee who was

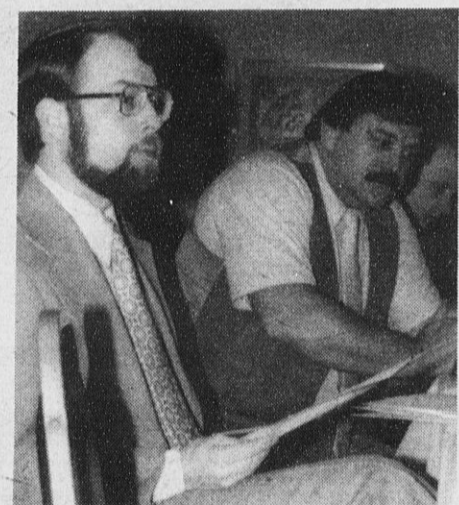
not entitled to due process protection even though he met the qualifications for permanent job status.

CSEA filed the appropriate legal actions to protect LaSand's rights. His reinstatement came before any of those actions reached the hearing level.

"CSEA again served notice on management that we are not going to let them get away with violations of the contracts," Bispham stated.

LaSand had been terminated for causing damage to a truck he was ordered to drive after he informed his supervisor he did not have the legal license to drive the truck and it was out-of-title work.

JOHN LASAND, right, was illegally terminated from his job at the Brooklyn Developmental Center, but has been reinstated with back pay after CSEA initiated action in his case. He is shown discussing the situation with CSEA Metropolitan Region II Director George Bispham.



COLLECTIVE BARGAINING SPECIALIST Danny Jinks, left, and Region VI Director Lee Frank.



EMPLOYEE ASSISTANCE PROGRAM is explained in detail to Region VI staff employees by Arne Wipfler, right, a training specialist with EAP. Listening is Region VI Organizer Bob Massey.

All out union effort to protect park jobs

RYE — CSEA leadership and staff turned out in force last month to assure the 54 full-time employees at Playland amusement park that the union is working to protect their jobs. Almost all 54 employees attended the meeting.

A cloud over the future of those Westchester County employees was caused by County Executive Alfred DelBello proposing to the County

Legislature that the county-owned amusement park be turned over to private management.

Representing CSEA at the meeting were Southern Region III President James Lennon; Westchester County Unit President and Region III First Vice President Raymond J. O'Connor; Westchester County Local 860 First Vice President Carmine LaMagna, who is employed at

Playland; Westchester County Unit Business Agent/Chief Shop Steward Carmine DiBattista; CSEA Collective Bargaining Specialist Ronald Mazzola and Field Representative Donald Partrick.

Lennon told those at the meeting the full support of the region and the statewide organization are behind the effort to protect the employees' jobs.

He drove home the point that local

newspapers are making a mistake when they refer to the 54 employees as "Playland employees. You are Westchester County employees working at Playland."

Mazzola said: "We are doing the job we know must be done. We are working towards our goal of protecting you."

O'Connor said: "Our three main concerns are job security, economic improvements and protection and expansion of benefits. 'But the bottom line is security for the workers.'"

He explained that the union not only wants to protect the 54 individuals working at Playland but also wants to protect those job lines for the future.

CSEA's concern is not who is managing Playland but is how does that management effect the status of the CSEA members working there, O'Connor said.

Playland is now managed by a politically appointed commission which also has submitted a proposal to the county legislature to expand its powers and not go to private management, O'Connor said.

He said CSEA was in the process of formulating its own proposal for the County Legislature.

Other actions by CSEA include political action on the local level and study of the two Playland proposals in relation to New York State law by the statewide organization and the union's law firm of Roemer and Featherstonhaugh.

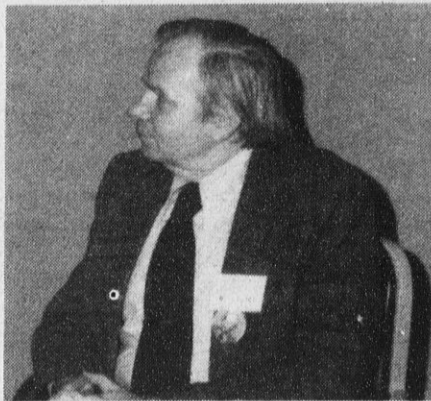
"When DelBello says 'professional management' does he mean an individual manager or some large corporation? Would the county and its employees be giving away all their rights?" O'Connor asked.

The importance of the Playland situation with its 54 employees to the entire county unit of almost 6,000 persons was expressed by LaMagna: If they succeed here in Playland, they will try it again somewhere else in the county."

The employees at Playland are involved in a number of jobs, including operation of the ice arena, all types of maintenance and clerical.

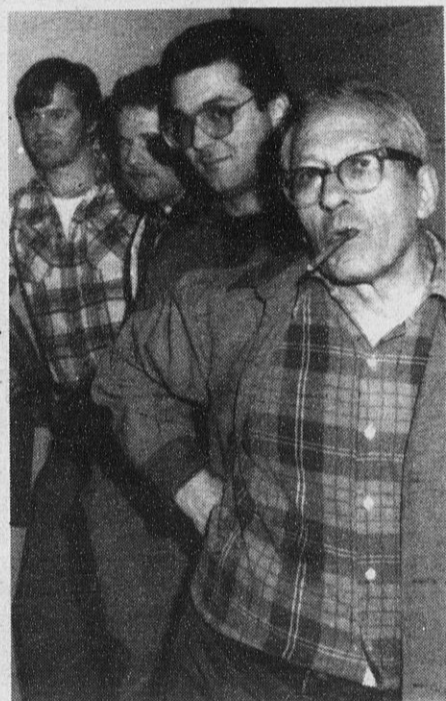


CHIEF SHOP STEWARD at Playland, Curlie Bell, explains the purpose of the meeting.



ASSURING THE 54 Westchester County employees working at Playland of CSEA's full support in protecting their jobs are Southern Region III President James Lennon, right, and Westchester County Unit President Raymond J. O'Connor, left.

CSEA FIELD REPRESENTATIVE Donald Partrick, left, and Collective Bargaining Specialist Ronald Mazzola, right, explain what actions the union is taking regarding the Playland situation to Jerry O'Connor, a Westchester County employee who works at Playland.



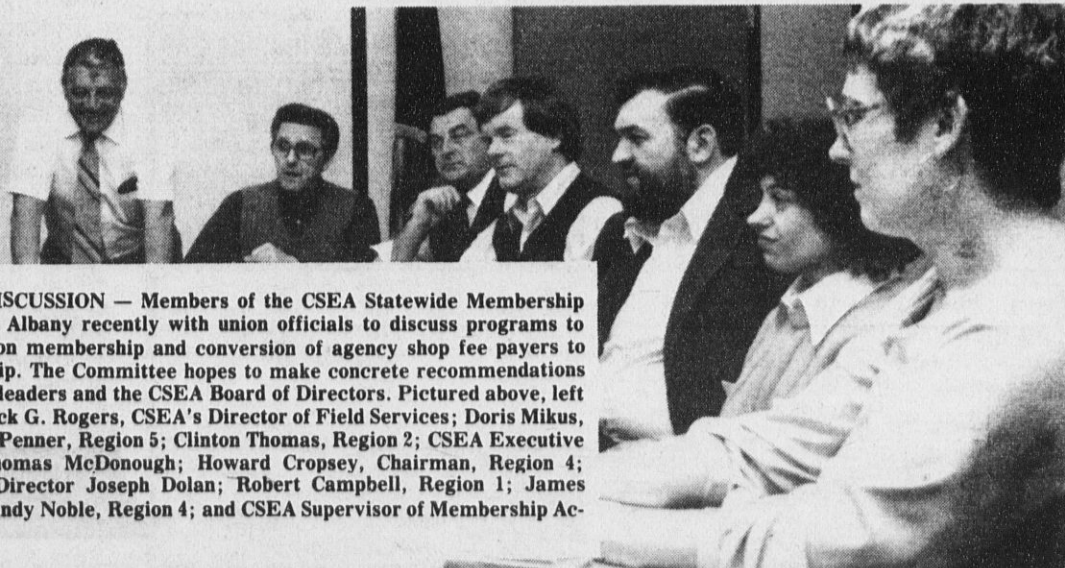
ALMOST ALL 54 Westchester County employees at Playland attend the meeting including, from left, Joe Toscano, Tom Gallagher and Anthony Boccarossa.

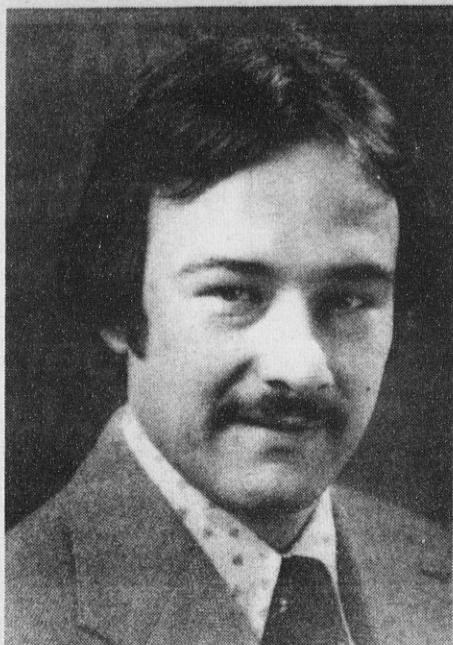
"Public service is the most dangerous profession in New York State, and it is unconscionable to allow workers to be injured, maimed or killed in occupational accidents that are preventable by reasonable safety standards."

—CSEA President William L. McGowan



MEMBERSHIP DISCUSSION — Members of the CSEA Statewide Membership Committee met in Albany recently with union officials to discuss programs to stimulate new union membership and conversion of agency shop fee payers to regular membership. The Committee hopes to make concrete recommendations for action to union leaders and the CSEA Board of Directors. Pictured above, left to right, are: Patrick G. Rogers, CSEA's Director of Field Services; Doris Mikus, Region 3; Dorothy Penner, Region 5; Clinton Thomas, Region 2; CSEA Executive Vice President Thomas McDonough; Howard Cropsey, Chairman, Region 4; CSEA Executive Director Joseph Dolan; Robert Campbell, Region 1; James Kurtz, Region 6; Cindy Noble, Region 4; and CSEA Supervisor of Membership Accounts.





Name Scanlon coordinator

ALBANY — CSEA Field Representative Lawrence Scanlon has been appointed as the union's Coordinator of School District Affairs by CSEA President William L. McGowan.

Scanlon, who presently resides in Hopewell Junction in CSEA's Region III, began his new duties effective February 25 at CSEA Headquarters in Albany. He replaces Arne Wipfler who left the position to join the union's Employee Assistance Program.

A graduate of Notre Dame University, the new coordinator is well versed in representation of school district employees. As a Region III Field Representative, Scanlon worked on local government negotiations and representation in Ulster and Dutchess Counties with most of his responsibilities centered on school districts in those counties.

Previously, he had handled local government representation in Rockland and Putnam Counties.

The Coordinator of School District Affairs is responsible for creating programs to aid staff and officers in the special problems associated with school district employees in the areas of collective bargaining and contract administration.

The Coordinator works with the union's Non-Teaching School District Employees Committee and is generally the staff expert in legislative, legal and collective bargaining issues of special importance to CSEA members employed in school districts.

Scanlon and his wife, Margaret, have two children.

Medical insurance plan changes

ALBANY — Major changes were made this year in the medical insurance available to state employees and to local government employees participating in the Statewide Health Plan Option.

Delays on the part of the state in distributing information concerning these changes has caused some confusion among members concerning filing practices.

The following questions and answers were prepared by the Civil Service Department to help provide guidance to members pending shipment, later this month, of actual insurance information booklets.

Q. I know that a lot of changes have been made in the State Health Insurance Program, but I haven't received any material explaining these changes. Is anything going to be issued to enrollees and, if so, when?

A. The State Employee Insurance Section is working with the insurance carriers of the Program to prepare descriptive booklets and certificates under contract for all enrollees. When these are ready, each enrollee will receive a descriptive booklet dealing with the general enrollment aspects of the program together with a separate booklet / certificate for each of the insurance carriers of his, or her, enrollment option, which will explain the benefits provided by that carrier. It is anticipated that distribution of these booklets will begin during the latter part of March.

Q. I am enrolled under the Statewide Plan but understand that Blue Shield coverage is no longer a part of this Plan. How do I get reimbursed for doctors' charges?

A. Charges for services formerly covered by Blue Shield, including physicians' charges for in-hospital medical care, surgery and anesthesiology should now be submitted as part of a major medical claim, in the same manner as has always been done with physicians' charges for home and office visits. Since you no longer have Blue Shield coverage, you do not need a Blue Shield card.

Q. Don't I need an identification card of some type to replace my Statewide Plan Blue Shield card, or for use in obtaining major medical benefits?

A. No. To obtain benefits for physicians' charges you simply obtain a bill or receipt from the physician and submit the charges shown as part

of a major medical claim.

Q. I understand that the major medical deductible has been raised from \$50 a year to \$75 a year. Since I'm enrolled in the Statewide Plan, it seems to me that my benefits are being reduced.

A. While it is true that the deductible has been increased by \$25 per year, there have also been a number of changes which can result in a very substantial increase in benefits. For example:

1. The total amount of benefits available to each enrollee has been increased from \$15,000 to \$25,000 per year and from \$50,000 to \$250,000 during the enrollee's lifetime.
2. Prior to January 1, enrollees had to pay 20% of all charges in excess of the deductible. Under the new plan, an enrollee pays the 20% on only the first \$2,000 in expenses in excess of the deductible(s). This means that the maximum amount an enrollee would pay under the major medical program in any calendar year in behalf of any one individual would be \$475 regardless of the total amount of claims; or \$625 for a family unit.
3. Benefits for out-patient psychiatric care have been increased.
4. Physicians' charges for care of a newborn child up to a maximum of \$50 are now considered covered expenses and are not subject to an additional deduction.
5. Statewide Plan maternity benefits for physicians' charges are no longer limited to the Blue Shield allowance of \$200. The total amount of usual, customary and reasonable charges are considered covered expenses for major medical claims.

Q. What is the purpose of the "Assignment of Benefits" portion of the major medical claim form?

A. By completing the assignment form you authorize the Metropolitan to make direct payment of reimbursement for a physician's or other supplier's charges to that individual as indicated on the form. Its main use would be in cases where the physician's charge was so large that it would be difficult for you to pay it before you received your benefit check.

Q. Do I have to use the "Assignment of Benefits"?

A. No. This authorization is provided solely as a convenience. You are free to make whatever arrangements you wish for payment of your physicians' charges.

Q. If I have a question about my major medical claim, who should I contact?

A. You may now call the Metropolitan Life Insurance Company directly and without cost regardless of where you live by using the following toll-free numbers.

If you are calling from a telephone in New York State, call 1-800-942-4640.

If you are calling from outside New York State, call 1-800-431-4312.

Q. When I received my new Blue Cross hospitalization cards, I noticed that they didn't indicate that I have Family coverage. Isn't this going to cause trouble if my spouse or children have to be admitted to a hospital?

A. No. All hospitals will accept these cards as evidence that you have Family coverage. This information will then be verified against a Central Enrollment File when the hospital submits a claim to Blue Cross.

Q. I thought that Blue Cross was supposed to pay my room and board and charges for other hospital services when I was an in-patient in the hospital, but the last time I was a patient I received a separate bill from a radiologist. Why?

A. Ordinarily all x-ray equipment is owned by the hospital and x-ray technicians are employees of the hospital. As a result, the charges for technicians' services and use of the equipment are billed by the hospital and paid by Blue Cross.

On the other hand, the radiologist, a physician who reads and interprets your x-rays, is now almost always a private practitioner. Consequently, his/her charges are not covered by Blue Cross, but must be submitted to the Metropolitan or to GHI depending upon your enrollment option.

Q. I'm enrolled in the Statewide Plan but I'm also in a bargaining unit represented by the CSEA. How does this affect my coverage for prescription drug charges?

A. * As long as you hold a position assigned to a state bargaining unit represented by the CSEA you are eligible for enrollment in the prescription drug program sponsored by the CSEA and are not eligible for the benefits of the Statewide Plan prescription drug program.

Q. If I should be promoted, or transferred, to a position in a bargaining unit not represented by the CSEA what will happen to my coverage under the CSEA prescription drug program?

A. * Your coverage under the CSEA program will continue for 28 days after the end of the payroll period in which you lose eligibility for that program. On the 29th day, you will become eligible for the prescription drug benefits of the Statewide Plan or the GHI Option; depending on your enrollment status.

Q. What happens to my coverage under the CSEA prescription drug program when I retire?

A. * You will no longer be eligible to continue your enrollment in the CSEA Prescription Drug Program. However, as in the case of a promotion or transfer out of a CSEA represented unit, you will become eligible for the new Blue Cross prescription drug program if you enrolled in the Statewide Plan. GHI and the HMO's provide their own prescription drug benefits to their enrollees.

* Applicable to State employees only.

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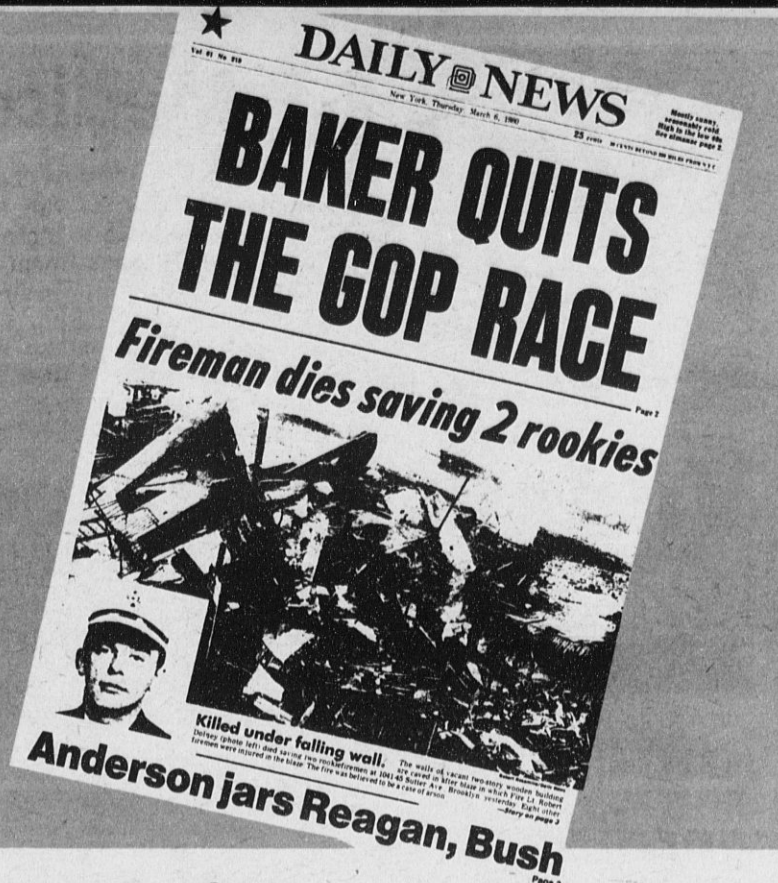
Undercover tour of facility leads to Daily News series

For years now the Civil Service Employees Association has been warning the general public, lawmakers, and anyone who would listen of enormous problems associated with the state's mental hygiene and mental health programs. A few years ago the union blanketed the state with an advertising program detailing many of those problems. Issue after issue of The Public Sector have documented serious problems of understaffing, underfinancing, low morale, severe assaults upon employees by patients, community problems associated with deinstitution, and many other problems affecting employees, patients and the general public.

Recently the New York Daily News sent newsman Don Gentile on "an undercover tour of Manhattan State." What he found and reported upon became a four-part series which appeared in the Daily News on March 3, 4, 5 and 6. The Daily News labeled the series "Psycho City."

The Daily News has granted permission to The Public Sector to reprint the series in its entirety. The initial article appears below, and the following three articles are reproduced on pages 6 and 7.

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DAILY NEWS, MONDAY, MARCH 3, 1980

Mental hosps turning streets into madhouses

By DON GENTILE

It is 11 a.m. in the day room of Ward 5B, the Kirby Building, Manhattan State Psychiatric Center, Wards Island.

The room is L-shaped. Two hanging plants seem out of place among the 40 mental patients who pace back and forth erratically. A pool table sits unused. On the wall is a poster for the Laurel & Hardy movie "A Fine Mess."

A patient with a ragged straw hat is reading. The book is "America, History of a Free People."

Another patient is agitated. He is about-facing across the room, repeating, "Gonna beat it, gonna beat it, yes, gonna beat it."

A scream emanates from the rear of the day room, back near the pool table. The scream is ignored.

The first patient suddenly jumps to his feet and cries out, "Look at my book, look at my book." Then, straightening to attention, he shouts, "Sieg heil, my fuhrer."

Unfazed by the scene is Sinclair Rudder, a hospital therapy aide, whose difficult task it is to control these 40

Last week alone, one cop was killed and two were shot by berserk criminals who belong locked away in mental hospitals. A transit cop was attacked by a man who attempted to hurl him in the path of a train. And other ordinary citizens were assaulted by "psychos" on the subway and streets.

Many of the suspects are ex-mental patients. A breed apart from harmless shopping-bag ladies and mumbling lost souls, they are potential time bombs. Some are among the tens of thousands of former patients, or those who are ground out of the uncoordinated criminal justice and mental health bureaucracies in an alarming system of turnstile justice that places them back on the streets to strike again. Others are escapees from hospitals where security is incredibly lax but which warehouse persons found not guilty of violent crimes by reason of insanity.

Daily Newsman Don Gentile took an undercover tour of Manhattan State recently to discover who the violent patients are, how their plight can be improved while the community is protected, and why at least 60 patients manage to escape every month. Here is his first report from inside "Psycho City":

patients—whose symptoms range from suicidal to homicidal.

He has positioned his tiny desk as the entrance to the day room, and he describes his job this way: "I'm a jailer. Therapy? Forget it. All I can do is drug them three times a day and watch them."

The scene in Ward 5B mirrors the disordered life in

the 42 wards that comprise Manhattan State Psychiatric Center—population: 1,300 mental patients.

Only one or two therapy aides—the employees with whom patients spend 98% of their time—are assigned to groups of 40 patients or more. Ideally, New York State

(Continued on page 7)

Mental hosps turning streets into madhouses

(Continued from page 3)

says, six aides should be watching that many patients.

Often, one nurse has charge of three wards that make up a psychiatric unit containing up to 150 patients.

Another problem is that patients are grouped according to where they live rather than their medical problem.

For instance, Ward 5B is part of the Manhattan East Unit, meaning that the patients who call the ward home are all from the East Side of Manhattan.

Therapy aide Joe Fraser found that in his ward—part of the Greenwich Village Unit—he had a 320-pound patient "built like a Sumo wrestler," who said he worked for the CIA.

On one occasion, the patient refused to take his medication, claiming that Fraser was trying to poison him. Fraser had to leave his post to call for reinforcements when the patient became violent. It took six male employees to strap the patient into a strait jacket, but the effort was in vain. The patient stood up, expanded his chest, and the jacket burst open.

In the same ward with the "CIA member" was a young man who was said to have specialized in raping older women patients.

Al Sundmark, a former ward supervisor at Manhattan State and now a field representative for the Civil Service Employees Association, says that it is the basic lack of staffing—at a time when a state hiring freeze is in effect—that forces employees into a position of handling the patients on a "dope them, feed them, dress them and guide them out the door" routine.

Hospital director Gabriel Koz says that New York State's mental hygiene system is fine—"for the year 1840."

Here's what a typical patient's day is like in 1980:

At 6 a.m., the patients are awakened. It takes an hour to prepare them for breakfast.

By 9 a.m., the patients are back in the wards, awaiting their medication.

Development of psychotropic—"antipsychotic"—drugs, such as Thorazine, made it possible to reduce the patient population at mental hospitals, a state goal that was set 15 years ago as emphasis was placed on deinstitutionalization.

According to Koz, the drugs actually cure one third of the patients. For another third, the drugs will control their psychotic reactions. The remaining patients appear unaffected.

Most of the 1,300 patients will be given medication three times per day.

Between 9 a.m. and 11 a.m., it is activity time. About 500 patients will leave the wards to wander the 116 acres of hospital grounds, to walk the miles of underground hospital tunnels that are dotted with "MTA gets you there" posters, or to attend understaffed rehabilitation classes.

They'll leave by bus, or on foot

It is common knowledge that during this free time, some patients will leave Manhattan State by catching one of three city bus lines that enter the hospital grounds from Manhattan, Queens and the Bronx.

Others will exit the hospital property through dozens of holes in the institution's fence and wander into East Harlem, via a footbridge that crosses the East River at 103d St.

A staff of 45 guards on three work shifts is supposed to keep track of where patients are during the activity period.

Those patients who attend therapy classes are taught basics: how to keep themselves clean, how to wash clothes, how to live in an apartment setting.

Activity coordinator Fred Meindl, a dedicated, street-wise therapist, does his best with classes that are staffed at times with one therapist and two aides. Those classes contain 40 patients at a time.

"We try to tell them that on the outside it won't be the same as it is in the therapy center, with a neat, comfortable apartment. Most will wind up in the single-room-occupancy hotels on the West Side with their roaches, rats, hookers and heroin-shooting galleries," Meindl says.

Those patients who make it to the the hospital's rehabilitation building can utilize a swimming pool, library or four bowling lanes. A patient can also attend vocational classes that teach secretarial skills or crafts, such as making pens.

Sundmark says that until last year, the hospital was referring discharged patients to a driver training program where students study tractor-trailer driving.

"It didn't work out, and the practice was stopped," Sundmark says. "Many of the patients could not even care for themselves, much less drive a truck."

A patient's afternoon is a duplication of his morning schedule.

Following lunch, more medication is distributed. Patients have the run of the grounds until 3:30 p.m. and then return to the wards to await dinner.

In addition to the 1,300 patients at the hospital, Manhattan State is responsible for providing mental health services for the entire borough of Manhattan.

It is estimated that 80,000 former mental patients live in squalor at single-room-occupancy hotels. Another 6,000 former patients are homeless and wander the streets.

The profiles of many patients who are discharged or escape match those of some of the suspects accused in the latest wave of violent assaults on the public and police. But their violent behavior also is obvious inside the psychiatric center. Last year, an estimated 400 hospital employees reportedly were assaulted, raped or maimed. Which only further fuels the question of how those patients are allowed to leave in the first place.

Tomorrow: Who are the targets?

A critical look at Manhattan Psy Center

DAILY NEWS, TUESDAY, MARCH 4, 1980

Violence escapes from Insanity Island

By DON GENTILE
Second of a series

Alma Hayes, 31 years a therapy aide at Manhattan State Psychiatric Center, remembers well the day she lost the use of her right eye.

She was working the midnight-to-8 a.m. tour and at 1:30 a.m. was sitting in the admissions office talking with two fellow employees. Her friends were telling her about a patient who had been admitted that night who wouldn't talk to the doctors.

Alma Hayes met the patient sooner than she had expected.

"I was sitting down when the door opened and in comes this new patient. Suddenly he started to hit me in the face and head," Hayes recalled the other day in an interview at the hospital with the Daily News.

The first blow of the patient's closed fist sent the slight woman into a state of semi-consciousness. The second opened a gash over her right eye that required 24 stitches. He had placed the pop-top from a soft drink can over a finger and its jagged edges were cutting Hayes' face like a razor.

"I later learned the sight of blood made him more violent," Hayes says.

Still feels effects of attack

By the time other employees came to her rescue, Hayes had been beaten to the floor. Her injuries, which included a broken nose, wrenched back and multiple bruises on her face, kept her out of work for 18 months.

Today her right eye has an implant in it to keep it open. "But my vision is still blurry and my back aches all the time now," she says.

The patient is still receiving treatment at Manhattan

State and has ground privileges that allow him to leave the ward.

"I cringe every time I see him," Hayes says.

Last year alone, an estimated 400 employees at Manhattan State Psychiatric Hospital, which is on Wards

PSYCHO CITY

Island, missed more than 10 days of work each because of assaults by patients. Of those, 68 missed more than six months each.

"A lot of other employees don't even report assaults," says Mohammad Hussein, hospital grievance committee chairman for the Civil Service Employees Association.

Even official reports of assaults, however, are double those at any of the other 23 mental hospitals in the state.

The young and the violent

The 1,300-patient population at Manhattan State is young and violent. Only 16% of the patients are over 65. At Kings Park, Central Islip and Pilgrim State hospitals on Long Island, more than 55% of the patients are older than 65.

That statistic and the simmering potential violence in the hospital may explain why so many of the escapees from Manhattan State and similar hospitals, and other patients freed by the mental health and criminal justice bureaucracies, have been accused in the latest wave of assaults on police and the public in the subways and on city streets.

Last week alone, one cop was killed and two were shot by berserk criminals who belong in mental hospitals. A transit cop was attacked by a man who tried to

throw him in front of a train. And countless other citizens were assaulted by so-called "psychos."

Fred Meindl, who as Manhattan State's activity coordinator meets most of the patients, says: "There are some very violent patients in here, people who should really be in prison. But judges who are worried about overcrowding in prisons will send a person here if he has any kind of past mental illness...and these fellows are mean."

60 walk free every month

In addition to those who are routinely discharged, more than 60 patients simply walk away from Manhattan State each month.

One evening, Meindl recalls, a giant of a patient picked up a chair and flung it through a windowpane in an activity-lounge room. It took five employees to subdue him, says Meindl, and "all the time he kept saying that if he had a gun he would kill us all and I believe he meant it."

According to Al Sundmark, a union field representative, Manhattan State once launched an experimental program to place more violent patients in a single ward. "The whole thing literally turned into a pitched battle," he says. "When security guards finally showed up, they found four therapy aides locked in the day room and the patients outside were destroying the ward."

Manhattan State Psychiatric Center ends up housing the most unstable types of mental patients anywhere, according to hospital director Gabriel Koz.

"We have patients from Louisiana, Georgia and many

(Continued on page 19)

More than one flies out of this cuckoo's nest

By DON GENTILE
Third of a series

Sgt. Bernard Stevens, a security officer at Manhattan State Psychiatric Center, laughs when he's asked if security is adequate at the hospital on Wards Island. As if all the violence isn't bad enough, he tells about the marijuana farm in a patient picnic area.

"This was some person who had come onto hospital grounds and had planted marijuana plants in neat rows just like on a farm," Stevens recalls. "He was cultivating it for months before we found it and destroyed it."

Manhattan State is made up of 24 buildings on 122 acres—all of which are patrolled by 45 guards. Ten to 12 guards are assigned to one of three daily work shifts.

Security officers must make do with two dilapidated patrol cars that clank and groan over the miles of dirt roads that wind around the hospital complex.

"Most of the time we are inside the hospital because the bosses want us to be visible to visitors and the patients," Stevens says.

Lack of security has led to the escape of as many as

100 patients of them violence-prone—each month. Some armed with weapons easily slipped onto the hospital grounds by unauthorized visitors, many anonymous fade into the life of the city until they capture public spotlight when they are caught committing a crime.

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Some escape by slipping through the dozens of holes in the hospital fence. From there, it is a brief five-minute walk across the blue-purple footbridge that crosses the East River and ends in a housing development on 103rd Street in East Harlem.

Hospital employees call the bridge the Night Train Express, after the popular brand of cheap wine. Hundreds of empty bottles lie in the weeds at the outer boundaries of the hospital grounds where they have been discarded by patients and trespassers alike.

Other patients simply catch one of three city buses

that leave every 20 minutes for Manhattan, Queens and the Bronx.

Also, Stevens says, a lot of unwanted visitors enter the hospital grounds via the bridge or on one of the buses. The hospital's exits—the footbridge, the Triborough Bridge and a second footbridge to Queens—end up in East Harlem, the South Bronx or Long Island City, some of the worst neighborhoods in New York.

"We've confiscated hundreds of knives and at times guns from people who are not supposed to be on hospital property," he says.

Some return for roll call

About half the patients who leave the hospital return before 7:30 p.m., when heads are counted.

But many of the patients who walk away wind up in the army of an estimated 6,000 homeless mental patients who roam Manhattan's streets.

Without their medication, many revert to psychotic ways, are picked up by police and wind up being readmitted to the hospital—Manhattan State admits 150

(Continued on page 19)

Lot more than one flies out of this cuckoo's nest

(Continued from page 5)

patients each month, many of them readmittals. And they join the ranks of suspects accused in the latest wave of assaults on police and the public on the city's subways and streets.

Last week alone, one cop was killed and two were shot by berserk criminals who belong in mental hospitals. A transit cop was attacked by a man who tried to hurl him into the path of an oncoming train. And countless other citizens were assaulted by so-called "psychos."

A patient missing from Manhattan State for more than 48 hours is officially listed as discharged and becomes a statistic—one of the 222 patients the hospital discharges in an average month.

Indeed, the emphasis is on discharging patients into the community. As a state institution, the hospital cannot refuse a patient. In order to keep its population at a near-manageable level, the hospital must provide adequate therapy in a short amount of time—the average stay for a patient is six weeks—and make room for a new patient.

A person signs himself into Manhattan State at any time. A person is admitted under the signature of two physicians and kept for a month. If the hospital wants to keep a patient longer, it must petition the court.

Letting patients easily out of the hospital is a simple procedure. A patient simply on the basis that he or she might commit a violent act," Sundmark says.

Eight patients arrive each Thursday to hear cases. Sundmark says the case of a woman who had been admitted by police after she cut up the family dog, and it to her husband. She had been admitted for giving her child a bath in lye.

"Hospital officials pleaded that if this woman was let

Mental hospital seen in state of depression

By DON GENTILE
Last of a series

"I've brought the care at Manhattan State to what would be proper for the 18th century."

The words are spoken sincerely. They come from Dr. Gabriel Koz, who for three years has been director of Manhattan State Psychiatric Center on Wards Island.

The 46-year-old South African-born director was instrumental in consolidating into one unit the three separate hospitals that made up Manhattan State in 1977. He has brightened the hospital hallways with free art contributed by Pratt Institute students. He has reduced the number of walkways from a high of 200 a month three years ago to the current 60 to 100 patients who simply walk away from the hospital each month.

But he—and a staff for the most part made up of dedicated and caring people—believe that they are fighting a losing battle.

What's more, the problems aren't limited to the hospital grounds. Escapees and ex-patients from Manhattan State and other mental institutions have been accused in the latest wave of assaults on police and the public on the city's subways and streets.

Last week alone, one cop was killed and two were shot by berserk criminals who it appears would belong in mental hospitals. A transit cop was attacked by a man who tried to throw him to the tracks. And countless ordinary citizens were assaulted by so-called "psychos."

Many physicians—psychiatrists and medical doctors—on his staff are demoralized by what they consider a lack of concern by the state for a hospital that should be a showcase of care rather than uncontrolled chaos.

Recently, the state raised physicians' salaries at Manhattan State 7%, from \$37,000 to \$40,000. But a thorn

was given with the rose: the state then required them to work 15% longer. The doctors who used to work 35 hours a week with an hour each day for lunch must now put in 40 hours a week with a half hour for lunch.

Koz runs Manhattan State on a budget of \$30 million, which comes to about \$60 per day per patient. At some state institutions the rate is as much as \$170 per day.

"It is obvious," he says, "that (for \$60 a day) no deeply disturbed psychiatric patient can receive 24 hours of

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care, including his housing, food, security and treatment, for an amount equivalent to what the private psychiatrist must charge for one hour of sympathetic listening.

"There are 40 psychotic patients jammed into a ward (which should be holding 25 patients) and they are guarded by only one or two underpaid, frustrated therapy aides. True, the one nurse does make an occasional visit, but she is covering three wards simultaneously."

\$1M in OT paid last year

The state spent \$1,307,000 in overtime last year at Manhattan State alone because of insufficient staff.

Union personnel say that with that money the state could afford to hire 100 therapy aides.

The staff-to-patient ratio at Manhattan State is now .54 to 1.

That, according to Koz, is "much lower" than at most of the other 24 state institutions.

William McGowan, head of the state's Civil Service

Employees Association, warns that those staffing levels can cost Manhattan State millions of dollars in federal funds.

"Recently," he says, "Kings Park and Hudson River Psychiatric Centers have lost their accreditation (because of low staff-to-patient ratios). The cost of the loss of accreditation at each such facility is estimated at \$17 million. Additionally, three more psychiatric centers, namely Bronx, Pilgrim and Manhattan, are currently being evaluated by the Joint Commission on Accreditation of Hospitals and possibly stand to lose their accreditation as a result of this evaluation. Should this occur, there would be an additional cost of approximately \$51 million. An important component of accreditation approval is the maintenance of required patient-staff ratios."

'Displeasure with low staffing ratios'

"Officials from the commission expressed great displeasure with the extremely low staffing ratios at Manhattan State, particularly with regard to nursing and activity therapists," Koz said.

In an agreement reached with the state in June 1978 and signed for Gov. Carey by Robert Morgado, the governor's staff chief, the union was promised that the governor would fight for funding to provide a one-to-one patient to staff ratio at psychiatric centers by the end of 1982. Manhattan's .54-to-1 ratio is actually lower than it was in 1978. In that year it was .79 to 1.

"It's not a priority for the state," says James Gripper Jr., the union's local regional director. "We've had constant discussions with the governor's people and it's

(Continued on page 6)

depression

(Continued from page 5)

always promises but no results. They've messed up the mental health system for 50 years and it's still a mess."

The answer to the conditions at Manhattan State, according to Koz and others, including City Council President Carol Bellamy, is to close underutilized state institutions and redistribute the \$763 million mental health budget.

Fewer patients than in 1965

Although the number of patients in the 24 state institutions has fallen from 85,000 in 1965 to 25,000 today, the state continues to pour almost 80% of its dollars into large, isolated and often antiquated chronic-care psychiatric institutions.

In her report "From Country Asylums to City Streets," Bellamy points out that there are only six out-patient clinics in Manhattan, all affiliated with Manhattan State Psychiatric Center. The clinics are supposed to serve an estimated 30,000 former mental patients who occupy single-room occupancy hotels.

But, says Dr. Hugo Mashekian, former Long Island regional director of the state's Mental Health Department and now in private practice on Long Island: "In six months I can do away with one state institution on Long Island without patient care suffering. But what politician will close a hospital in their backyard?"

"Last year alone, an estimated 400 employees at Manhattan Psychiatric Hospital . . . missed more than 10 days of work each because of assaults by patients. Of those, 68 missed more than six months each."

"There are some very violent patients in here, people who should really be in prison . . . and these fellows are mean."

"... many of the patients who walk away wind up in the army of an estimated 6,000 homeless mental patients who roam Manhattan's streets."

Onondaga ratifies new pact

SYRACUSE — Members of Onondaga County CSEA Local 834 turned out in record numbers March 3 to overwhelmingly approve a 30-month contract calling for salary increases of 7.5 percent in 1980, retroactive to January 1; an additional seven percent boost in 1981; another 5 percent increase for the first six months of 1982; the restoration of increments; plus an Agency shop Clause.

Tom Murphy, President of Local 834, which represents nearly 3,500 county employees, said 1,329 members voted nearly 2 to 1 to ratify the tentative agreement. The union now must wait for contract approval from the county

legislature at its next scheduled meeting in April.

Roger Kane, CSEA Collective Bargaining Specialist, and chief negotiator for the employees, listed other benefits of the new agreement which includes an upgrading of dental coverage for county employees. After September 1, employees will receive full dental coverage, and a family dental plan will begin on a 50/50 basis January 1, 1982.

The new contract also calls for miscellaneous increases in shift differentials, education premiums, mileage reimbursement and meal allowances for employees in some county divisions.

In a comment following the an-

nouncement of the ratification, Kane thanked the membership of the local for its interest and patience that aided the committee in reaching the agreement.

"I specifically want to praise the members of the negotiating team . . . Tom Murphy, Sue Smith, Dale King, Jim Bishop, Jim Seton, Don Zimmerman, Don Anguish, Kathy Koppel and Marie Kalbfleisch, for their time and dedication. They did a fine job in helping to hammer out this tentative contract. As with any contract, you never win all your proposals, but this one contains some good benefits, in addition to the three salary increases. In many ways, it tops a good number of other county contracts across the state," Kane said.



TOM MURPHY, president of Onondaga County Local 834. His members turned out in record numbers to ratify a new 30-month contract.

Order petition drive halted

Local 45 of the Tri-County Federation of Police has been ordered to withdraw petitions seeking to decertify CSEA as bargaining agent for police and corrections officers in Westchester, Rockland, and Sullivan Counties.

An impartial umpire found the Federation's decertification petitions in those areas to be in violation of Article XX of the AFL-CIO Constitution, which forbids one AFL-CIO affiliate from raiding another's members. Both CSEA and the Federation are affiliates of the AFL-CIO.

The bargaining units involved are the Sullivan County Deputy Sheriffs; the Rockland County Criminal Investigators and Senior Criminal Investigators; and the Westchester County Deputy Sheriffs, Sergeants, Captains, Lieutenants and Corrections Officers.

Union recognized

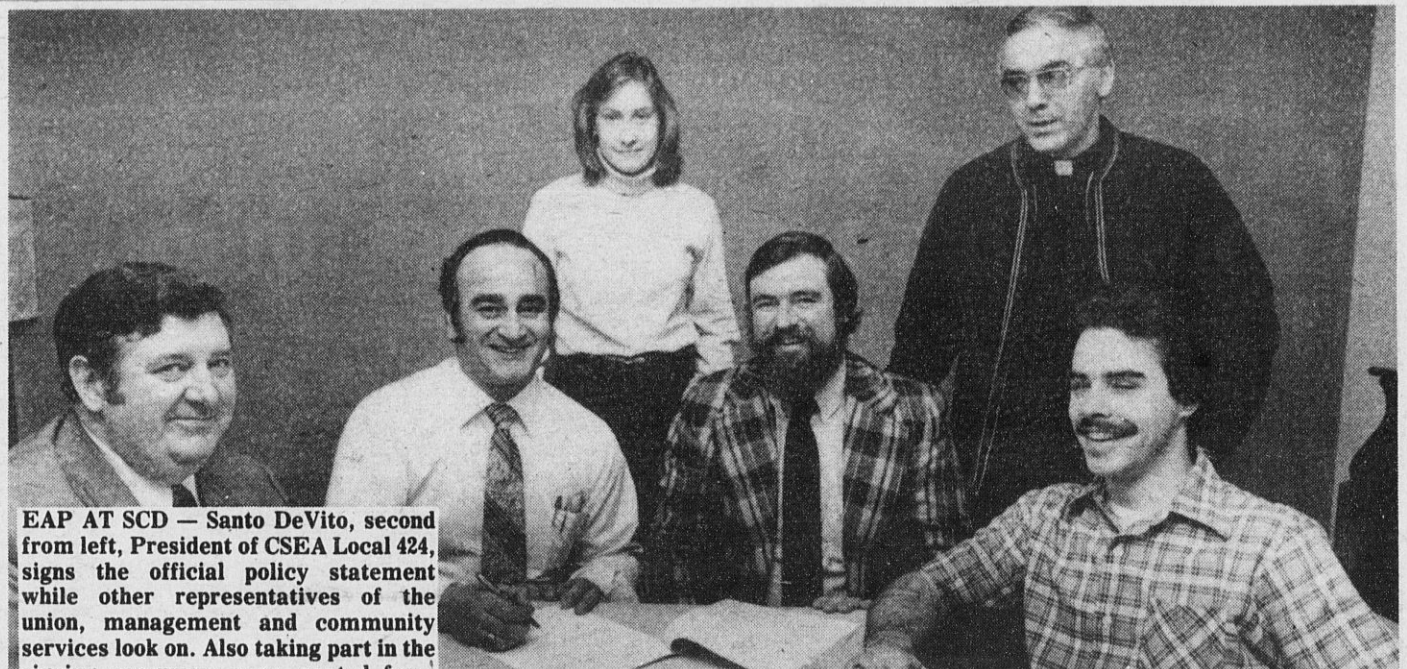
UNIONDALE — Approximately 70 new CSEA members joined Nassau County Local 830 last month when the management of the Nassau County Vocational Education and Extension Board (VEEB) recognized CSEA as the bargaining agent for its employees, Statewide Organizer Jose Sanchez announced.

Sanchez said the union represents all but eight managerial titles. The new CSEA members, both full time and part time, are instructors in the Fire Service Academy, the LPN School and the Trade and Technical School; and support services employees.

Resumes position

SYRACUSE — Charles McGeary has resumed the position of Communications Associate for CSEA's Central Region after having spent the past several months on assignment in CSEA's statewide headquarters in Albany.

Central Region President James J. Moore said McGeary is based at the Regional headquarters in Liverpool and is available to assist in communication, public relations and press relation situations for all CSEA locals and units within the 20-county region.



EAP AT SCD — Santo DeVito, second from left, President of CSEA Local 424, signs the official policy statement while other representatives of the union, management and community services look on. Also taking part in the signing ceremony were, seated from left, Thomas Grace, Community Services; Dr. Michael Dillon, SDC director, and union representative Michael Connors. Standing are Sharon Spencer, EAP Coordinator, and Father Tom Kobuszewski.

Employee Assistance Plan launched at Syracuse DC

SYRACUSE — The Employee Assistance Program (EAP) has been

officially launched at Syracuse Developmental Center, according to Santo DeVito, president of CSEA Local 424 at the facility. Representatives of the union, SDC management and community services signed the formal agreement February 19.

In signing the statement, Syracuse Developmental Center joined the rapidly growing number of state facilities and departments to become involved in the EAP, a free, confidential counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse.

Which of these are you?

Some members work to keep CSEA strong.

While others just belong.

Some dig in, some serve with pride,

Some volunteer to do their share,

Some lie back and just don't care.

Some do their best, some help, some make;

Some do nothing—only take.

Some greet new members with a smile.

While others go their merry way

And rarely have a kind word to say.

Some help their leaders do and show

When asked to help they don't say no.

Some drag, some pull, some don't, some do.

Consider, which of these are YOU?

JAMES GRIPPER JR.,
PRESIDENT REGION No. 2

Calendar of EVENTS

Information for the Calendar of Coming Events may be submitted directly to THE PUBLIC SECTOR. Include the date, time, place, address and city for the event. Send to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

MARCH

- 18 — Department of Labor Local 670, general membership meeting, 5:30 p.m., Italian Benevolent Association, 50 Exchange Street, Albany.
- 19 — Hudson Valley Armory Employees Local 252 general meeting, 1 p.m., Peekskill Armory, 955 Washington Street, Peekskill.
- 19 — Buffalo Local 003, general membership meeting, 5:30 p.m., Buffalo Aud Club, Memorial Auditorium, Buffalo. Topic: Political Action Involvement.
- 22 — CSEA Retirees Florida Area Club, Inc., second annual statewide conference, New Port Richey Holiday Inn, New Port Richey, Fla., noon.
- 29 — Oyster Bay Unit, annual dinner dance, installation of officers, 7:30 p.m., Antun's Restaurant, Hicksville.

APRIL

- 2 — Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 7-9 — Long Island Region I spring conference, Gurneys Inn, Montauk.
- 26 — Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

- 1-3 — Tax Local 690 labor/management seminar, Ramada Inn, Lake George.
- 9 — White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase Country Club, Purchase.
- 21-23 — State Division Workshop, Kutcher's Country Club, Monticello.

JUNE

- 4-6 — County Division Workshop, Kutcher's Country Club, Monticello.
- 9-13 — AFSCME Convention, Anaheim, Calif.

Orientation seminar is conducted in Rockland

NANUET — Rockland County CSEA Local 844 held an orientation seminar for local and unit officers and stewards recently, with five speakers presenting information at the all-day conference.

- Southern Region III President James Lennon gave an overview of CSEA to acquaint stewards and officers with CSEA, its constitutions and their roles in the union.

- Rockland County Unit Past President Patsy Spicci reviewed a steward's responsibilities, including internal organizing, political action, contract enforcement, explaining union policies and programs to the

members and acting as the communications link between members and officers.

- CSEA Field Representative Thomas Brann explained the collective bargaining agreement and how to file and process grievances.

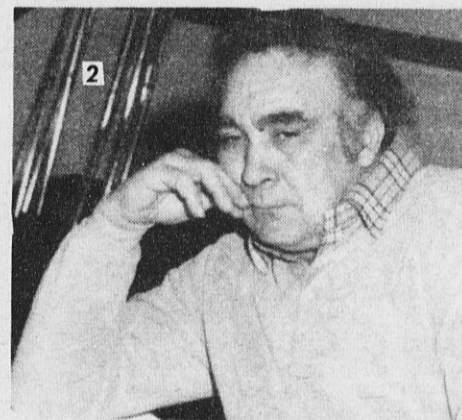
- CSEA Regional Attorney J. Martin Cornell explained how to protect the rights of workers who have been disciplined or terminated and how to use the CSEA Legal Assistance Program.

- AFSCME Representative Bailey Walker gave some ideas on how to build the strength and

membership of a unit or local through critical analysis, planning, delegation of tasks and periodic assessment of progress.

He also announced that CSEA Field Representative Laura Woolis, who is on maternity leave, will be temporarily replaced by Jose Sanchez from Long Island Region I.

The officers of Rockland County Local 844 are: John Mauro, president; Harry McIntosh, first vice president; Ray Zabarini, second vice president; Agnes Schmoll, secretary; and Sylvia Hoffman, treasurer.



1) MEMBERS OF THE NORTH ROCKLAND SCHOOL DISTRICT UNIT of Local 844 attending the orientation seminar are, from left, Betty Perry, Alberta Newsholme, Charles L. Jones and Joan A. Lomajko.

2) LISTENING TO A SPEAKER at the Local 844 orientation seminar is Ray Zabarini, president of the Rockland County Unit of the local.

3) HELEN HAYES HOSPITAL LOCAL is represented at the orientation seminar by Dick Riley and Beatrice Kee. The Rockland Psychiatric Center Local also was represented at the seminar.

4) ROLES AND RESPONSIBILITIES OF THE CSEA STEWARD is the subject of the presentation by Pat Spicci, past president of the Rockland County Unit, at the Rockland Local's orientation seminar.



Region IV building video tape library

ALBANY — In a new approach to educating union leaders and representatives, the Capital Region Civil Service Employees Assn. Education Committee is experimenting with the use of video taped presentations on labor related topics.

Using the latest in modern, easy to

Negotiations at impasse stage

NEW ROCHELLE — Negotiations between the New Rochelle City Hall Unit and the city have reached impasse. CSEA Field Representative Larry Sparber said the last negotiations were Jan. 14 and impasse was officially filed with the Public Employment Relations Board on Feb. 6. The contract expired on Dec. 31, 1979.

He said the primary disagreement was over the city's salary offer of an effective annual increase of only 5.25 percent. Other unsettled areas include working conditions, maintenance of benefits, working hours and the disciplinary procedure, he said.

The 140 members of the unit are part of Westchester County CSEA Local 860.

operate, video taping equipment, the committee has made a test tape of a recent grievance workshop, which is now being edited by committee member Jay Van Amburgh and Capital Region Communications Specialist Daniel Campbell. The tape will be made available for local CSEA representatives to review and comment on.

If this first project is successful, says education committee chairperson Betty Lennon, tapes of all workshops will be made and will be compiled into a library from which individual members or groups can borrow. The tapes, she explained, are contained in cassettes and can be played back simply in video monitors at worksites, CSEA offices or even at home.

A major advantage of this system, Ms. Lennon said, is that the information can be disseminated in a professional and accurate manner to larger groups of people.

"Some people just can't make it to all the seminars, but are anxious for the material presented at them," she said. "On video tape it is readily available, in its original form."

For those who want a review of a particular workshop they attended, the video tape is more effective than reading over notes or listening to a

tape recording. If any questions arise, the viewer can make a note of them and call a CSEA staff member during working hours for an answer.

"Total and effective education requires the use of all forms of medium. The good we get out of this form will be determined by the good we put into it," commented Van Amburgh.

Like Ms. Lennon, he feels that this method will prove to have far reaching effects. "Once the library is assembled and functioning, we hope to see the tapes in constant circulation — from one local to the next," he said.

Van Amburgh pointed out the cost effective aspect of video taping, saying only one workshop on each topic need be presented in a specific time frame, and that the tapes, which have an extended life span, can be updated periodically.

The set up, according to Campbell, "will make it as easy as possible for members to secure educational materials." Video monitors, he explained, are now available at several state agencies and in the political subdivisions for the use of union members. Groups which do not have access to a monitor can rent them, he added.

Field service positions are open

ALBANY — CSEA is accepting applications for vacancies in Field Service Assistant positions in CSEA's Regions 2, 3 and 6, the union's personnel office has announced.

The positions are under the direct supervision of Regional Directors. They provide services to CSEA Locals and Units in representing the needs of membership.

The Field Service Assistants visit Locals, advise Local officials and committees concerning the policies, programs and services provided by

the union. They also assist in obtaining recognition and certification and in negotiations and grievances.

Minimum qualifications include a high school diploma and two years of public contact experience, with labor relations experience helpful or a college degree.

Applicants should send resumes to: Thomas S. Whitney, Personnel Director, CSEA, 33 Elk Street, Albany, New York, 12224. All applications must be received by CSEA before March 21.

OPEN CONTINUOUS STATE JOB CALENDAR

Title		
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.
State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

Check your retirement system status

Are you a participating member of the New York State Employees Retirement System? Are you sure?

As hard as it may be to believe, some public employees find out too late that their employer has neglected to enroll them as members of the Employees Retirement System.

CSEA has recently won retroactive retirement payments on behalf of members who thought they had a pension coming but found out when they were ready to retire that they were never enrolled in the System by their employers. Usually the problem can be resolved, but there is no need to take the risk of starting off your retirement with that type of hassle.

The New York State Employees Retirement System can provide you with specific information on your status as a Retirement System member. To check on your status as a member of the Employees Retirement System, complete and mail the coupon below. Please print clearly.

To: The New York State Retirement System
Governor Smith Office Building
Albany, New York 12244

I am requesting information on my status as a member of the New York State Employees Retirement System.

Name _____ Date of Birth _____
Address _____
City _____
State _____ Zip _____



NEW DIRECTORS ON WESTCHESTER COUNTY CSEA Local 860's Executive Committee are sworn in by Local 860 President Pat Mascioli, right, after their election on Feb. 6 at the executive committee meeting. The new directors are, from left, Ed Carafa, Tony Blasie and Jim Marino.

STATE OPEN COMPETITIVE JOB CALENDAR

Filing Ends March 17, 1980

Air Quality Policy Analyst	\$21,345	29-286
Chief of Mental Hygiene Telecommunications Support	\$26,390	28-026
Health Manpower Counselor	\$13,125	25-185
Health Manpower Counselor, Associate	\$21,345	28-055
Health Manpower Counselor, Senior	\$16,420	25-186
Supervisor of Rehabilitation Hospital Fiscal Administration Assistant	\$21,545	28-028

Evaluation of Training or Experience and/or Oral Test

Filing Ends March 24, 1980

Food Service Training Coordinator	\$14,700	28-009
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Evaluation of Training or Experience and/or Oral Test

Filing Ends March 31, 1980

Librarian (Reference), Principal	\$25,000	27-986
State Law Librarian	\$23,755	28-054

Legal decisions affect members

ALBANY — Capital Region President Joseph E. McDermott reported on recent legal decisions which will aid the union in future battles involving benefits guarantee clauses and employee bargaining unit determinations, during a recent regional meeting.

In the City of Schenectady, McDermott noted, the new city administration dropped their appeal of an arbitrator's award to CSEA, which directed the City to provide a parking lot for public employees at a specific location. This lot was covered by the employee benefit clause and while employee parking was never mentioned in the previous contracts, the record of administrative involvement in its maintenance, regulation, etc., enabled the arbitrator to support the employees' claim.

In Clinton County, a PERB decision prohibits the fragmentation of the Department of Public Works employees from the county-wide CSEA unit.

James Murphy, a representative with the Employee Assistance Program, explained the various services EAP can provide employees. "The press sensationalized the alcoholic treatment aspects of EAP," Murphy explained. "We help public employees with far more problems than just that."

C. Alan Mead, regional first vice president, chaired a portion of the program dealing with Committee reports. Also, region state Locals were updated on aspects of the union involvement in the ongoing parking and asbestos problems within the state.

A lengthy Political Action Committee report was given, followed by a discussion on the New York State evaluation system problems.

REGION IV COMMITTEE CHAIRMEN also include, from left, Political Action Committee Chairman Timothy Drew; Education Committee Chairman Elizabeth Lennon; Women's Committee Chairman June Scott; Auditing Committee Chairman Anthony Muscatiello; Constitution and By-Laws Committee Chairman Barbara Skelly; and County Committee Chairman Jeanne Kelso.



REGION IV SOCIAL COMMITTEE consists of, from left, Grace Fitzmaurice. Chairman Jane Perry, Norma Paige, Harold Meineker and Ronald Lindell.

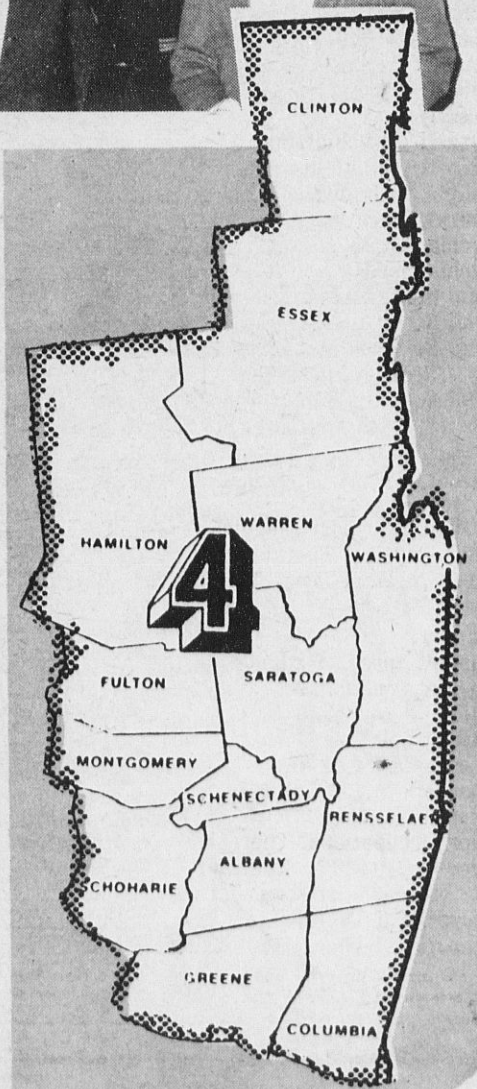
AMONG THOSE ATTENDING Recent Capital Region meeting were CSEA Field Representative William Lochner, left, and members George Kirkpatrick and Cathy Drexler.



AWAITING THE START of monthly regional meeting are, from left, C. Alan Mead, Region IV first vice president; CSEA Atty. Richard Burstein; Region IV President Joseph McDermott, and Ronald Premo, a member of the Department of Social Services CSEA Local.



COMMITTEE CHAIRMEN play a major role in functions within regions. This group at a recent Region IV business meeting includes, from left, Activities Committee Chairman Eileen Salisbury; Downtown Committee Chairman Richard Weeks; Social Committee Chairman Jane Perry; and Uptown Committee Chairman Sandra Sokolowski.





AMONG THE PARTICIPANTS in the recent Employee Assistance Program seminar in Albany were, from left, CSEA Executive Director Joseph J. Dolan, EAP Training Specialist Arne Wipfler, EAP Director John Quinn and CSEA President William L. McGowan.

Employee Assistance Program

A new dimension in membership services

A recent seminar at the Quality Inn, Albany attracted nearly 200 CSEA staff and members as well as officials from various state agencies. The seminar was sponsored by the CSEA Employee Assistance Program office, and was held to bring together labor and management for a discussion of the various aspects of the EAP, CSEA structure and the Union's involvement in the program.

CSEA President William L. McGowan stress-

ed the need for the program and the strong commitment of CSEA. "CSEA recognizes the illness of alcoholism is a problem of unions as well as the individual. We strongly support the concept of the Employee Assistance Program."

CSEA Executive Director Joseph J. Dolan outlined the CSEA structure for the participants. "Through the CSEA Employee Assistance Program we are embarking on a new dimension in membership services." He stated further, "... with success ... both the employee and employer will be winners."

EAP Director John Quinn presented an overview of the workings of the program, which is funded by a \$187,000 grant from the Division of Alcoholism and Alcohol Abuse. Quinn stated that early identification, a major goal of the program, can stop problems before they adversely affect the employee's job performance. Convincing an employee he has a problem that is affecting his performance and convincing him to seek help is a job which requires a great deal of tact, noted Quinn. "Union people are often more suited for such a task than management," he pointed out.

Robert Ross of the Division of Alcoholism and Alcohol Abuse reaffirmed the position of the State. Ross stated the need for labor and management to join hands is essential in this endeavor.

The keynote speaker at the seminar was John McManus, Assistant Director of Community Services, AFL-CIO in Washington. McManus lauded the Union for its program to deal with members' problems.

He spoke of the late federation president

George Meany and his commitment to community services programs such as the CSEA/EAP. Several participants remarked after the speech delivered by McManus that they had been inspired by his talk enough to make sure the program becomes a success on a statewide level.

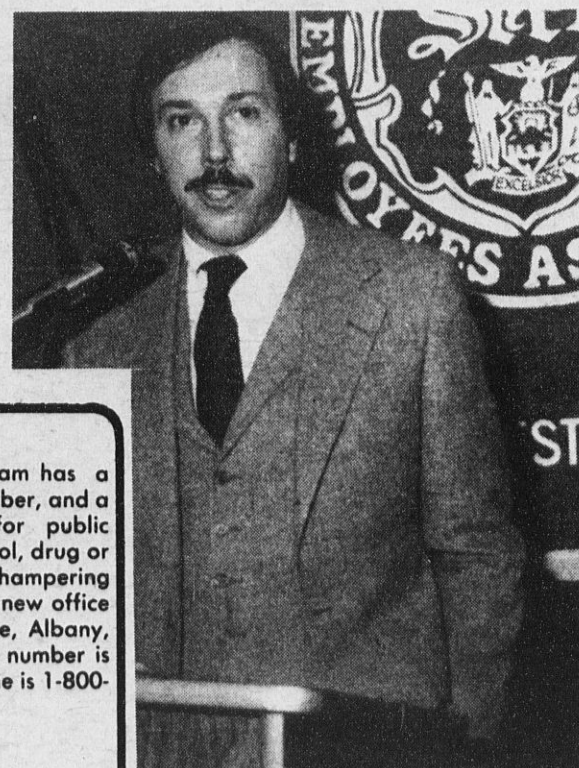
The afternoon session was divided into mini-workshops. Each CSEA region was used as a workshop base. Facilitation of the workshops came from EAP involved people in the regions. Coordinators, committee members and chairmen of EAP Committees from the regions made up the bulk of the participants.

Arne Wipfler, Training Specialist with the CSEA/EAP, stated, "The showing of interest for the program is overwhelming. We hope this seminar will be the first of many meetings that will bring together all the forces in the EAP network."

The CSEA/EAP is located at 1215 Western Avenue, Albany.



KEYNOTE SPEAKER John McManus, Assistant Director of Community Services, AFL-CIO, Washington, addresses some 200 seminar participants.



ROBERT ROSS, of the State Division of Alcoholism and Alcohol Abuse, said labor and management must join hands to work on a common problem.

NEED HELP?

Call EAP

The Employee Assistance Program (EAP) is a free **CONFIDENTIAL** counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse. It is being made available to any employee who needs help with a personal, family, medical, emotional, alcohol or drug related problem. For further information and the name of a program coordinator to contact, call the toll-free "800" number. All calls and interviews are strictly **CONFIDENTIAL**.

William L. McGowan
President, CSEA

John C. Quinn
Director, EAP

1-800-342-3565