

# McGowan: Knock Out AFL-CIO

## Montgomery Local Talks Of Striking

By KENNETH SCHEPT  
AMSTERDAM — Members of the Montgomery County Local of the Civil Service Employees Association voted last Tuesday night, Feb. 14, to empower their negotiating team to take whatever steps necessary to settle the dispute between the County and the CSEA. The measure, which grants the team power to call a strike of all 600 county workers, was passed with only two dissenting votes out of about 250 cast.

The following evening the first informal fact-finding session was held between the county's negotiator, Joseph Kelly of Thealan Associates, CSEA collective bargaining specialist Harmon Swits, and the Public Employment Relations Board appointed fact-finder, Paul Prosper.

Also present was the CSEA negotiating team headed by William Zipplere. According to a union source, no progress was made at the meeting, but a network of communication was being established which could be used to call a strike, if needed. The tentative date for the formal opening of  
(Continued on Page 3)

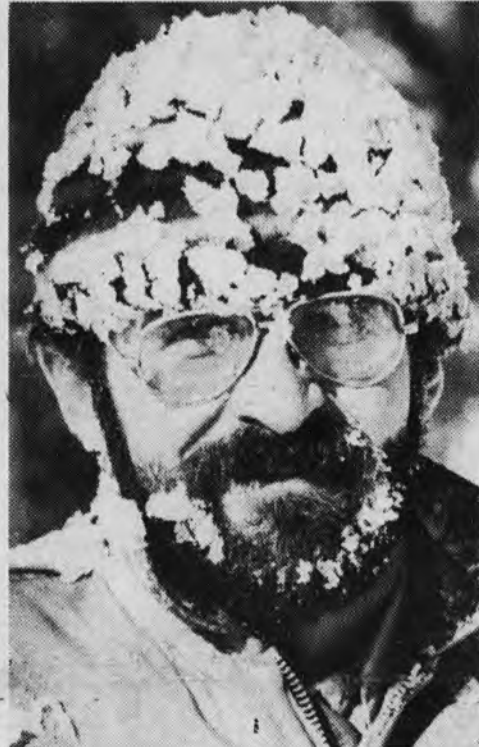
### Don't Repeat This!

## Levitt Is Keeping Promise To Union On Pension Funds

State Comptroller Arthur Levitt's personal assurances to Civil Service Employees Association president William McGowan that state employee pension funds will not be  
(Continued on Page 6)



Members of the Civil Service Employees Association were out in the recent blizzard, making roads passable for travelers in New York State. ABOVE: Snow clearing goes on in Smithtown, Long Island.



RIGHT: CSEA member Alex Riddle after hours of snow blowing work in Smithtown. BOTTOM: Upstate Department of Transportation workers who were sent to battle snow on hard-hit Long Island.  
(Photos by Tony Jerome)



## Orders Staff To Albany For Planning

ALBANY — The president of the Civil Service Employees Association has called upon the 45,000 members of the Professional, Scientific and Technical Bargaining Unit of state employees to "deliver the knock-out blow to the AFL-CIO once and for all," and revealed that more than a quarter of the signatures presented by a group challenging CSEA's representation rights for the unit have been thrown out by the State Public Employment Relations Board.

William L. McGowan said a state supreme court justice last week determined that 5,000 out of about 19,000 signatures submitted by the challenging organization, PEF, were disallowed by PERB as part of the showing of interest requirement. "The remaining signatures are substantially unchecked and unverified, and therefore are highly suspect as well. Since the total puts PEF right on the borderline in meeting the 30 percent showing of interest requirement, I don't have a doubt in the world but that they actually fall short of the required number. But, unfortunately, we'll probably never know," he said.

State Supreme Court Justice Con Cholakis, ruling in a suit brought by CSEA that sought to force PERB to verify signatures submitted for authenticity, noted that PERB merely checked signatures against a master list of employees in the unit and "placed great reliance upon the

(Continued on Page 3)

**ASSAULTS:  
SPECIAL  
REPORT p8**

# 19,000 Due CSEA Insurance Dividends

ALBANY — Over 19,000 members of the Civil Service Employees Association who are policyholders in the CSEA-sponsored Supplemental Life Insurance Plan will share in some \$278,000 in dividend checks being mailed out this week.

The dividend declared by the Mutual Life Insurance Company, who underwrites the CSEA supplemental life plan, is an increase from that declared in the last policy year and was made possible by "the continued growth of member participation and the favorable claim experience."

The dividend rate for individual policyholders

is based on specific age groups and is applied to the annual premiums payable for coverage which was in effect for the entire policy year from Nov. 1, 1976 to Oct. 31, 1977.

The current dividend rates based on age group are: 25 percent for under age 35 (this is up from

DIVIDEND RATES	
Under age 35	25 percent
ages 35 to 44	20 percent
ages 45 to 49	12½ percent
age 50 and above	7½ percent

the 15 percent declared in the previous year); 20 percent for age 35 to 44 (up from 10 percent); 12½ percent for age 45 to 49 (up from 10 percent), and 7½ percent for age 50 and over (up from 5 percent).

For example, a person 37 years old would be entitled to a return amounting to 20 percent of the premiums which he had paid over the last 12 months.

Any questions concerning the dividend checks may be directed to the administrator of the CSEA insurance plan, Ter Bush and Powell, Inc., P.O. Box 956, Schenectady, N.Y. 12301.



## Report From The Capitol The Kyer Wire

By PAUL KYER

Is the long history of a bipartisan membership on the state Civil Service Commission about to end? It doesn't seem possible, but the rumor here in Albany is that Governor Carey is thinking of adding another Democrat to a vacancy on the Commission.

A Democrat, Victor S. Bahou, was appointed by Mr. Carey as chairman of the Commission and he later named Liberal Party member Josephine Gambino to a second vacancy. The third spot has been open for about a year and it was assumed a GOPer would be named.

The law requires that no more than two persons of the same party be named to the Commission and it's said that the Governor is thinking that two Democrats and a Liberal obey the legal requirements on the makeup

of the Commission. Furious Republicans concede the Governor would not be doing anything illegal if he did appoint another Democrat, but argue that he certainly would be violating the spirit of the law.

The Republican-dominated Senate could, of course, refuse to sanction Mr. Carey's



move and would probably do so. In the meantime, however, the Commission has been operating on a two-member basis in making policy decisions, and bipartisanship is non-existent for the time being.

Comptroller Arthur Levitt has named Calvin M. Burger, counsel to the State Retirement System, as chief counsel to the state Department of Audit and Control. He succeeds Theodore Spatz in that post. Mr. Burger at one time was an assistant state attorney general.

### Lottery

ALBANY — Winning numbers drawn Feb. 15 for New York's weekly lottery:

The six-digit number in the \$10,000 column or in the "millionaire numbers" box:  
**873608**

The five-digit \$1,000 number: 20542.

The four-digit \$100 number: 0284.

In the three-digit \$20 number: 955.

# St. Lawrence Highway Deputy Wins Freedom Of Speech Court Fight

A St. Lawrence County deputy superintendent of highways has won reinstatement to his civil service position after a state appeals court threw out guilty findings on six charges of incompetence and misconduct against him.

Among the charges were that the deputy superintendent, Thomas R. Grow, had provided classified information to the

County Legislature and to a local newspaper concerning alleged improprieties in the county highway department. The disclosures led to a grand jury investigation of Mr. Grow's superior, Highway Superintendent John Cook, and to Mr. Cook's temporary suspension.

Mr. Cook dismissed his deputy in March, 1976, based upon the recommendation of a hearing officer who had been found guilty of six out of 19 charges. Mr. Grow had been an 18-year civil service employee of St. Lawrence County.

All five Albany Appellate Division Judges agreed there was no basis for the dismissal.

Mr. Cook was forced to make reimbursement for improper expenses after an audit of the department. The judges said his statement on the classified information to the press were "protected by his right to free speech." The audit followed Mr. Grow's disclosures.

Mr. Grow was also accused of releasing the information "for political purposes to embarrass the superintendent and discredit the department." The court said it did not "condone" the practice, but said it was not a valid reason for discharge.

The other charges on which Mr. Grow was found guilty—all of which were also dismissed by the court—involved the purchase of supplies and equipment for the department. One charge alleged that he purchased gravel without determining the true ownership.

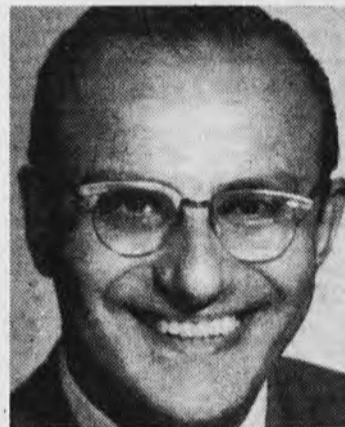
(Continued on Page 10)

## Equal Opp List

ALBANY—The state Civil Service Department established an eligible list for equal employment opportunity trainee on Oct. 26, 1977, as the result of a May 1977 open competitive exam. The list contains 56 names.

# Oswego Civil Service Rated As 'Very Good'

Victor S. Bahou, president of the State Civil Service Commission, has praised Oswego County personnel director James W. Wright for a "very good" rating and substantial improvement in the administration of civil service in that county.



VICTOR BAHOU  
"... I commend you"

The commendation is contained in a letter from Commissioner Bahou on behalf of himself and State Civil Service Commissioner Joseph L. Gambino.

The letter accompanied a report of a State Civil Service Department management survey, on Oswego County's civil service operations from August 1974 to October 1977.

"Commissioner Gambino and I commend you for the substantial improvement in the administration of civil service for Oswego County and the very good rating that you received during the last management survey," Mr. Bahou wrote. "We wish to extend our best wishes for your continued success..."

Management surveys, a continuing service of the Commission's Municipal Service Division are designed to help local civil service agencies perform their work more effectively.

## Upgrade EEO, Says Campbell

WASHINGTON, D.C. — Civil Service Commission Chairman Alan K. Campbell has urged U.S. agency heads to improve career development opportunities for equal employment opportunity specialists.

EEO workers are reportedly having difficulty advancing into other related career fields. Civil rights leaders and federal officials claim this is a major problem blocking full equal employment.

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### RECEIVE ANNUAL ODAS AWARD

Rose Gianturco, seated left, a drug abuse treatment assistant, and Joseph Prevete, a maintenance supervisor, received this year's Annual Commissioner Award from the Office of Drug Abuse Services. Deputy Commissioner Marguerite Sanders, at the microphone, made the award during a luncheon on Feb. 10, at Rosoff's Restaurant, Manhattan. Seated right is Mr. Prevete's wife, Ann.

## CSEA Aims At AFL-CIO

(Continued from Page 1) certificate of authenticity" filed by PEF that the signatures were valid. But he refused to order PERB to verify the signatures, saying "... It is not for (CSEA) nor this Court to substitute its judgment for that of an agency..."

Mr. McGowan said, "Everyone now knows that a very large number of signatures presented

to PERB and supposedly authentic were thrown out, and it's too bad the court didn't take the process one step further and order a verification process of the remaining signatures because I think we'd find this election does not meet the requirements of the law."

In a letter mailed to all 45,000 members in the PS&T unit late last week, the CSEA president

commented upon the key issues in the representation election and in closing called upon the employees to defeat PEF overwhelmingly because it would eliminate them entirely from future interference.

And Mr. McGowan, pledging an all-out, no-holds-barred campaign between now and when the election ballots are counted on April 12, said he is calling in every field representative, organizer and other field-related people on the union's staff to Albany late this week for a final strategy meeting. "CSEA has a great message to take to the PS&T people, and we're going to do exactly that," he stated. "I think PS&T people have a great opportunity to wipe the AFL-CIO right out of the public employment area in New York State in this campaign, and I have great confidence they will."

## CSEA Hiring Computer And Research Personnel

ALBANY—The Civil Service Employees Association is seeking applicants for two staff vacancies relating to computer services and research, according to Thomas S. Whitney, CSEA's director of employee relations and personnel.

A vacancy exists for a computer services manager who will work under the general direction of the comptroller and be responsible for all headquarters computer applications and records. In addition to maintaining day to day liaison with the service bureau, the position will

oversee the input/output control section and the keypunch section.

Minimum qualifications for the position include: a bachelors degree, preferably with business administration specialization; or an associate degree with specialization in computer science and five years of satisfactory experience in modern language such as Fortran, Cobol or PLI and supervision of the systems development and implementation function of a third generation computer installation such as an IBM 37J or a satisfactory combination of the above experience and education.

A vacancy also exists for a research assistant in the New York City area. The employee will assist in compiling data for CSEA. Local residence, a car and a driver's license are required. A bachelors degree is a minimum educational requirement, preferably in math, statistics, economics or labor relations. The candidate must be able to present data in a tabular form and prepare research for use by negotiators. Starting salary is \$12,258.

Applicants for both positions must submit to a physical examination to be hired. Write to: Thomas S. Whitney, CSEA Inc., 33 Elk St., Albany, N.Y. 12207, by March 3.

### ROCKLAND DINNER-DANCE

ORANGEBURG — The Rockland Children's Psychiatric Center and Research unit of Local 421 will hold its ninth annual dinner-dance for retirees on April 7 (see calendar).

## School District Violates Taylor Law: Says CSEA

ALBANY — Richard O'Rourke, superintendent of the Burnt Hills-Ballston Lake Central School District, has been charged with violating the Taylor Law by the district's non-instructional unit of the Civil Service Employees Association.

Danny Jinks, CSEA collective bargaining specialist, charges that now after both parties had reached a contractual agreement, Mr. O'Rourke had refused to sign and has replaced the school's former chief negotiator, John Morley.

CSEA opposes such re-negotiation and says that the demanded changes the Superintendent is seeking would cause irreparable harm to the employees and to the union in its efforts to represent such employees.

CSEA is asking the Public Relations Board to direct the superintendent to sign the agreement as reached by the union and the school district.

## Montgomery Local To Fact-Finding; Consider Strike

(Continued from Page 1) fact-finding is March 2.

CSEA Region IV public relations specialist Daniel Campbell charged that the county supervisors who had given themselves 50 percent salary increases and had provided management personnel with up to 30 percent hikes, would not grant raises to county workers unless they agreed to diminish their benefits and increase their work hours.

"If the county is offering you a 4 percent raise, they want you to pick up the cost of 1/4 of your dependent health coverage, which equals 4 percent of your salary," Mr. Swits said. "Or the county would give the workers a 4 percent raise if they would agree to abolish summer hours. Along with this reduction in coverage and increase in work hours, the County also wants to do away with four pages of contract provisions which protect employees," he said.

Mr. Kelly commented that the county was ready to approve a pay increase but that the matter of summer hours and health insurance would first have to be resolved. Summer hours, he said, did not affect the majority of County workers and were instituted before offices were air con-

ditioned.

Mr. Campbell responded that the county had done no studies to demonstrate a real public need for the extra summer hours. He said there was a "large gap in the area of money," and that there had been a "breach of confidence in management" on the part of the workers, "because they see management getting pay raises with no decrease in benefits."

Mr. Swits charged that Mr. Kelly, of Thelan Associates, the firm paid by the county to do its negotiating, "is not only attempting to force the alleged county position but he is refusing to present the various counter-proposals the CSEA negotiating team has developed."

Mr. Kelly answered that, "the charge contemplates that the supervisors would be willing to withdraw those demands."

"The board has directed me to propose a standard office work-week, 35 hours, year round. It sounds as if he's asking me to drop the county's proposals," Mr. Kelly said.

"That's not negotiating," Mr. Campbell said. He said that not bringing a union counter offer back to the County precluded negotiations.

## CSEA Files Class-Action NYC Snow-Days Grievance

ALBANY—A class action grievance has been filed by the Civil Service Employees Association on behalf of all state employees affected by two "snow days" declared in New York City on Jan. 20 and Feb. 7 as the result of two major snowstorms.

In making a demand for arbitration of the grievance, John

M. Carey, CSEA's director of member services, charged that the State's handling of the situation violated provisions of all four contracts between the State and CSEA covering each of the four bargaining units represented by the union.

CSEA demanded in the grievance that employees who did not report to their work assignments on the two days be excused without charge to leave credits. The union also demanded that any person who did report to work on the dates in question be granted compensatory time or be reimbursed on an overtime basis. A further demand calls for the end of further "lock-outs" of employees.

"Many employees were already at work and forced to leave when the offices were closed," Mr. Carey said. Many others were already commuting to work and found themselves 'locked-out' when they arrived. All of the employees were required to charge leave credits. Numerous other employees would have gone to work on those days if they had not been 'locked-out' by the closing of the offices."

The grievance covers all state offices in New York City.

Referring specifically to the Feb. 7 "closings," Mr. Carey said, "The state did not officially close any state offices last week, but apparently some work locations were ordered closed by individual management personnel. It is our contention that such closings were made without proper authority."

## 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.

### FEBRUARY

- 24—Capital District Armories Local meeting and dinner: 10 a.m., Glens Falls Armory, Glens Falls.
- 25—Jefferson Local 823 grievance workshop and officers training seminar: 9:30 a.m., Holiday Inn, Watertown.
- 28—Buffalo Department of Labor Local 352 general membership meeting: 5:30 p.m., Holiday Inn, 620 Delaware Ave., Buffalo.

### MARCH

- 1—New York City Local 010 executive committee special meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 3-4—Western Region VI delegates meeting: Charter House, Transit Rd., Route 78, Williamsville.
- 3-4—Central Region V delegates meeting: Treadway Inn, Binghamton.
- 4—Binghamton School unit dinner-dance: 6 p.m., St. Mary's Orthodox Church, Baxter St., Binghamton.
- 8—Statewide State Executive Committee meeting, Statewide County Executive Committee meeting.
- 9—Statewide Board of Directors meeting.
- 15—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 15—Southern Region III delegates meeting: Charter Oak Room, Holiday Inn, Newburgh.
- 20—Capital Region IV delegates meeting.
- 21—Livingston County unit of Rochester Area Retirees Local 912 meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
- 23—Long Island Region I executive committee meeting: 7 p.m., Region office, 740 Broadway, No. Amityville, L.I.

### APRIL

- 7—Rockland Children's Psychiatric Center and Research unit, Local 421, ninth annual dinner-dance, honoring retirees of 1977: Singers Hotel, Spring Valley.



**SWEARING THEM IN**

William Lewis, far right, president of Suffolk County chapter of Civil Service Employees Association, administers oath of office to Huntington Town CSEA unit officers. They are, from left, Roy Crane, sergeant-at-arms; Rita Dougherty, corresponding secretary; Carolyn

Slaska, recording secretary; Teddi Moore, treasurer; Shirley Claasen, second vice-president; Jack Bradicich, first vice-president, and Dorothy Goetz, president.

**Levitt Still Stands Firm On Pensions**

ALBANY—State Comptroller Arthur Levitt says many people are urging him not to back down on his stand against investing state employee pension funds in New York City bonds without proper security.

Mr. Levitt is insisting on an "iron-clad" federal government guarantee before purchasing city securities with the \$9 billion in retirement reserve funds. The state comptroller is the sole trustee of the funds.

Using employee pension funds is part of a plan suggested by some federal, state and city officials as the best way to solve New York City's fiscal problems.

Mr. Levitt, speaking to an informal meeting of the Legislative Correspondents Association, a group of reporters covering the state capitol, said New York area politicians are trying to force him to invest funds in city securities. He said no one has come forward with a safeguard plan.

The U.S. Senate Banking Committee, headed by Senator William Proxmire (D-Wis.) unanimously called for a halt to federal loans to the city. The committee said the City and State could use

pension funds and other available money to keep the City from going bankrupt. Federal funds are no longer needed, said the committee.

Although state and city residents appear to be behind him, Mr. Levitt is apparently running into trouble within his own party because of his stand. A number of Democratic and Liberal Party officials are urging him not to seek reelection this fall. They reportedly prefer New York City Comptroller Harrison Goldin, already an announced candidate for the statewide post.

This prompted Solomon Bendet, Civil Service Employees Association Region II president, to suggest that the Republicans nominate Mr. Levitt for the comptroller's post. In a letter to State GOP Chairman Bernard M. Kilbourn, Mr. Bendet, an avowed opponent to the pension investing plan defended Mr. Levitt's stand and declared that the 77-year-old

comptroller was too valuable a public official to lose. Mr. Kilbourn replied, recently, saying he agreed with Mr. Levitt on the pension controversy but stopped short of saying he would urge his fellow GOP leaders to nominate him.

"The Republican Party has a number of outstanding possible candidates for comptroller, and certainly no one would be considered for this sensitive post who would not be completely trustworthy to protect the funds of your members and the State's employees," Mr. Kilbourn wrote.

Mr. Kilbourne urged Mr. Bendet and his followers to support the Republican candidate whoever he is.

Mr. Levitt said he has not given much thought to what he will do if he loses the Democratic nomination for the post he has held since 1955. He indicated he may run as an independent if the Democrats don't renominate him.

**Hazel Weiner  
New Surgical  
Coordinator**

Hazel Weiner, of Albany, a registered nurse, has been named upstate surgical consultation program coordinator for the State Department of Civil Service.

The program provides medical "second opinions" to individuals whose physicians have recommended elective (non-emergency) surgery. The program is designed to help eliminate needless surgery and reduce insurance costs. It is available to state and local government employees and covered dependents enrolled in the statewide plan of the New York State Government Employees Health Insurance Program.

She will process requests for surgical consultation from areas outside the New York City metropolitan area. The coordinator for the New York City metropolitan area is Evelyn Fardel. (Continued on Page 10)

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

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

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

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

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

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

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

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

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

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Well, whoever—there's help and there's hope for her now.

We of Brunswick House have developed a very special program to meet the very special needs of the woman problem drinker. She is treated primarily by women professionals who have the sympathetic understanding that only a woman can have of another . . . understanding of those sensitive feminine attitudes that make women victims of alcoholism so very different from men.

While Brunswick House continues to advance its already outstanding reputation for the effective treatment of problem drinkers, we now extend a welcome to that type of woman whose drinking problems are out of the ordinary.

Supported by the professional expertise of specialized personnel throughout our five completely accredited hospitals, the new women's residential treatment program is so unique that there's no other like it—anywhere. Further, we are approved by Blue Cross, Medicare, and most major medical health insurance plans.

So, no matter who she is . . . what she does . . . or wherever she lives . . . immediate help and hope are just a phone call away at:

(516) 264-5000 / Extension 361.

And call anytime—24-hours, seven days weekly.

**Brunswick  
House** ALCOHOLISM TREATMENT CENTER  
in Amityville, Long Island

Approved By Blue Cross,  
Medicare, And Most Major-Medical  
Health Insurance Plans

# Civil Service LEADER

America's Largest Weekly for Public Employees

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**Jerry Finkelstein, Publisher**  
**Paul Kyer, Associate Publisher**

**Marvin Baxley, Editor**  
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**N. H. Mager, Business Manager**  
Advertising Representatives:  
ALBANY—Andrew Delehanty—406 Hackett Blvd., (518) 438-1714  
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FRIDAY, FEBRUARY 24, 1978

## Praise Deserved

WE have heard so many tiresome complaints about the so-called laziness and indifference of civil servants that we have grown weary.

Too often, civil servants are rated as overcompensated, underworked and pampered. Public employee unions are sometimes blamed for just about every ill that befalls a community.

This explains, perhaps, the attitude that prevailed when employees from New York City and other agencies and locals across the state were forced to suffer more than anybody else during the fiscal crises created by budgetary misdeeds of years past. When workers were laid off their jobs because public treasuries were low, we heard too often from many people that the victimized employees deserved their fate since they had rarely worked for their pay.

It is refreshing, occasionally, to hear a different tune. It happened during the recent snow storms. Sanitation workers, who put in many long and difficult hours to clear roads and highways during and following the severest storms since the Day After Christmas snowblast of 1947, received well-deserved praise from many public officials. New York City's relatively rapid recovery was due primarily to its hard-pressed sanitmen. Workers from many other communities across the state came to the aid of hard-hit Long Island and did what officials called a masterful job.

We hope the public image of public employees has somewhat changed for the better. They certainly deserve that, to say the least. (H.A.T.)

## Victims Of The State

UNTIL now, we have kept our silence over the outcry following the alleged inhuman dumping of former mental patients.

Even though the controversy has become the battle cry of the Civil Service Employees Association, we felt it was wiser to withhold comment until time permitted a careful analysis of the problem.

We now find it necessary to side with critics of the program state officials call deinstitutionalization. We believe deinstitutionalization, well-intended as it may have been, is a sham perpetrated on the public, Mental Hygiene workers and, above all, on the patients. Under the program, officials have proved to be overeager to release a patient before he is ready to face the outside world. This is the real tragedy of the issue. Residents of communities where the so-called dumping occurred also have the right to be up in arms, since the policy affects their lives and communities. But the real victims are the patients.

True, mental patients should be returned to regular community living as soon as feasible. That should be part of their recovery program. But dumping them is merely changing them from wards of the state to victims of the state.

The Governor and legislators should be aware of citizen views on this issue. We urge readers to send them letters and telegrams expressing their views. (H.A.T.)

*Don't Repeat This!*

(Continued from Page 1)  
invested in New York City bonds without proper collateral is a firm guarantee to civil service employees that their rights in those funds will not be tampered with.

The Comptroller made his statement to McGowan at a meeting also attended by Solomon Bendet, president of CSEA Region II, and by James Roemer, CSEA counsel.

The Comptroller's position is that he owes a fiduciary obligation to civil service employees, who are relying upon him to protect the pension funds. The gaming tables at Las Vegas are hardly the kind of investment a trustee should make of trust funds. The same applies to New York City bonds.

### \$100,000,000 Loss

While an investment in city securities is far from a gambling risk, it would nonetheless be an imprudent thing for a trustee to do with funds belonging to others.

The fact is that city bonds are volatile. For example, an unfortunate release of a report of the U.S. Senate Banking Committee caused Big Mac bonds to drop more than \$100,000,000, according to Felix Rohatyn, chairman of the Municipal Assistance Corporation.

Fortunately, no state pension funds are invested in Big Mac bonds so the funds suffered no losses as a result of this break in the market.

New York City Comptroller Harrison J. Goldin has taken a similar position on investing state pension funds in city securities. Mr. Goldin is testing the waters for a possible primary contest against Levitt for the Democratic Party nomination for that office.

Senator William Proxmire of Wisconsin, who is principally responsible for the Senate Banking Committee report, has taken the position that federal aid to the city is not necessary if, among other things, state pension funds are invested substantially in city securities. Obviously the Senator lacks an appreciation of the responsibilities of a fiduciary and has no understanding of state civil service employees' opposition to any such investment.

### U.S. Can't Lose

The federal government has earned a \$40 million profit on the seasonal loan program to the city that expires the end of June. Moreover, the federal government has adequate collateral, to use Comptroller Levitt's phrase, to cover the loans it has extended to the city. Under the law authorizing those loans, the federal government may withhold from the city, in the event of the city's default, all funds due the city under any federal program. There is no way the federal government can lose by extending the program, or by guaranteeing long-term bonds of the city.

State pension funds would have no such security. It is the height of folly to even suggest investing those funds this way.



DAMNED IF I GO ... DOCKED IF I DON'T



## 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.

### Ruling Overturned

Petitioner began to work for the respondent, Town of Greenburgh, in 1973 in the Department of Public Works.

In July 1974 he was discharged after a scuffle with a co-worker. Two weeks later, however, he was reinstated without back pay. He was not returned to his former position as a meter reader but was made the sole relief operator at the town's water pumping station.

On his second day at the water pumping station a fire started in the basement and caused substantial damage. It had been established, after a thorough investigation, that the fire had been deliberately set by an arsonist. The petitioner became the only suspect because all doors in the building were locked and officials reasoned he set the fire to revenge his recent discharge.

The Greenburgh Public Works Commissioner directed petitioner to take a lie-detector test or face immediate dismissal. He refused and soon after was served with written charges alleging that petitioner had wrongfully assaulted a co-employee, that he either committed negligence or arson that resulted in the fire, and that he wrongfully refused to submit to a lie-detector examination as part of an official investigation.

A hearing pursuant to Section 75 of the Civil Service Law was held and it was determined that all three charges had been sustained. Based on the charge relating to the fire and the refusal to take the lie detector test, the hearing officer recommended that he be dismissed.

The petitioner commenced a proceeding pursuant to Article 7 of the Civil Practice Laws and Rules to review the findings and determination of the hearing officer. The Supreme Court, Appellate Division, Second Department, held that the town's determination was not supported by substantial evidence on the record and ordered the petitioner reinstated.

The court also said that petitioner clearly could not be guilty of both arson and negligence. Indeed, the record clearly showed that he properly maintained the security of the building and, hence, a finding of gross negligence was unjustified. In addition, a finding, even circumstantially, that petitioner himself was the arsonist, lacks substantial evidence on the record. The mere fact that the petitioner was the only person who was supposed to have been on the premises at that time is not enough to throw suspicion on him. The court also noted that three other men possessed keys to the premises and that there had been two other suspicious fires at this facility before the petitioner began to work there.

WITH RESPECT to the charge of wrongfully refusing to submit to a psychometer lie-detector test, the court concluded that the petitioner was justified in refusing to take the examination. The court referred to *Dolan v. Kelly*, 76 Misc. 2d 151, 348 N.Y.S. 2d 478, where the court held that a public servant may be discharged for his refusal to submit

(Continued on Page 7)

# WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: Office of Drug Abuse Services, Manhattan

**QUESTION:** The Leader has been concerned with assaults against staff in Mental Hygiene Centers. What are some of the problems in other areas that you would like to see discussed in print?

**Marty Thompson**, assistant director, in-patient services: "We have been given money for minimal staffing and this forces us to be dealing with crisis situations only. We end up controlling and dealing with crisis, rather than treat and be able to be agents of change in the lives of our patients. Our staff is very competent; yet whatever we do, without further staffing we cannot meet the needs of these people. For 120 residents we have one recreational worker. Perhaps, whoever made the model of the program as it presently stands has unrealistic expectations or inadequate knowledge about what treatment really is. We are a locked facility within 24-hour duties and have custodial functions as well as treatment."

**Ray Edwards**, drug abuse treatment supervisor: "I feel that in order to rehabilitate the drug addict, more emphasis should be put on the redirection of values. The patients should be exposed to things that will bring about a transference that will create positive stimuli and change their lives for the better. The drug addict is constantly reminded that he is a drug addict. If we had proper funding, we could have the staff to provide the positive therapy. Without funding, we are reduced to providing custodial care with little rehabilitation. If you do not rehabilitate, you will foster a revolving door with a dozen agencies overlapping their functions and providing little help for a growing problem."

**Robert Wetter**, drug abuse treatment specialist I: "The drug abuse treatment of New York state residents has been severely damaged. The agency has been cut by 75 percent, causing the reduction of staff. The positions here are often defined as very narrow; so when the workers were laid off, they were not eligible to work in comparable jobs. You have a situation where a large group of highly trained individuals who were laid off from their state jobs were unable to get supervisory jobs. They were skilled administrators, yet they were ineligible for comparable jobs in other state agencies. The civil service status is meaningless if there are no comparable positions."

**Frank Carriero**, maintenance supervisor: "I guess the only thing worthy of print is the need of large projects completed by other agencies forced by bureaucracy to push the projects farther and farther back on the calendar. For over a year we needed our roof repaired by the Office of General Services. We also have water leaks. They use outside contractors and the time it takes is endless. When the roof leaks in a classroom, we are only able to patch it up. We end up patching up every time on our own but the patch falls down again. They may have problems getting funding for more important things, but it still remains a nuisance here."

**Virginia Napier**, account clerk: "I feel that funding of the agency needs to be exposed. I work with the residents' money. This means aftercare for when they are released. When the state aftercare program was started, transportation was 15 cents. When the patient goes out on pass, he is given \$2.00 to cover carfare and lunch. Inflation has caused the cost of food and transportation to rise; yet the resident is still receiving the initially funded \$2.00. We need to know how to cut down in some areas where money is less important in order to cover an increase in aftercare. How can they look for jobs on \$2.00 a day?"

**John Rademaker**, account clerk: "The treatment and care of the residents of this agency will suffer because the workers who operate this facility are not on a permanent basis. They do not know from one day to the next whether they are to be laid off. They are concerned about their own families. This agency has been cut by 75 percent and, with this in mind, it is hard to perform efficiently. There are other problems, as when the staff here is laid off they are unable to find comparable jobs within other state agencies—because of the narrow definition of their type of job."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Florida Retirees

The New York City Transit Retirees of Florida, Inc. is a group described by their name.

They put out a monthly newsletter and have many activities. Their address is P.O. Box 3102 Seminole, Florida 33542.

The publication deals with such matters as Medicare changes and social activities of the group.

The "Law of the Elderly" is the latest special guide for practicing attorneys. Published by Practising Law Institute, 810 Seventh Avenue, New York 10019, it deals with benefit programs, health services supplemental security income procedures before the Social Security Board, disability insurance, retirement income plans, the federal Medicare program, and Medicaid in New York, California and Florida; age discrimination in employment, laws regarding nursery homes, how the law protects the elderly, some basics of money management for senior citizens, including a section on fraud schemes, and a chapter on condominiums. There are appendices that deal with gifts of body parts, insurance supplements to Medicare, Individual Retirement Accounts, and other matters. The book sells for \$25.

The New York State Pension Commission held hearings last month to study public employee pension systems, particularly as they deal with disability benefits. In general, state employees are entitled to 33 to 75 percent compensation, as a result of ordinary or accidental disability.

The commission aims to find out whether modifications in the eligibility requirements, provisions for periodic reexamination and restriction of employment for the disabled should be modified. It will also study the administration of the disability provisions, particularly with reference to the "heart bill" which

presumes a heart condition arises from certain types of work.

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)

Ryan, Patricia S .....N Merrick  
Sabella, Michael J .....Schenectady  
Santa Marie, Lee S .....Buffalo  
Santiago, Myrva L .....Sonturce, PR  
Savage, Barbara F .....Deer Park  
Schell, Duane L .....Windsor  
Scheplisi, Mary .....Bronx  
Schieble, Richard G .....No. Tonawanda  
Schildhaus, Andrew F .....Valley Stream

## Civil Service Law & You

(Continued from Page 6)

to a polygraph lie-detector machine, operated by an expert, with respect to an investigation concerning only his official conduct in office. The court distinguished the instant case by noting that the town sought to use a psychometer and not a polygraph. Unlike the traditional polygraph machine, the reliability of the psychometer is highly questionable. Furthermore, the person who was supposed to administer the test conceded that he had no special training in the area. Therefore, the Dolan case will not control here and petitioner's refusal to take the test was a justified response to an arbitrary order. *McGingle v. Town of Greenburgh*, 399 N.Y.S. 2d 250.

# LETTERS TO THE EDITOR

## Goats In The Flock

Editor, The Leader:

I find your CSEA Calendar interesting. The CSEA takes our money to "represent" us, but the only meetings are parties or strike briefings.

In other words, the Governor decides what he wants us to have and the CSEA decides what it wants us to have and what we want isn't even considered.

Maybe the upcoming election will give PS&T a chance to find out if PEF has membership meetings! You sheared the sheep for years, but the Agency Shop has run goats into your flock—and they (we) are going to want representation, not dictation.

A.J.P.

(Name Withheld by the Editor)

Albany

**ED'S NOTE:** A copy of the weekly CSEA Calendar, from the Jan. 20, 1978, issue was enclosed with Mr. P's letter. In it were included three Local

membership meetings, one regional meeting of Local presidents, one Local training session and two Local social events. There were no "strike briefings" listed. Strikes, when they do occur, are only called by a vote of the membership at the Local level or by mail ballot at the statewide level. Social events, including the two in the cited Calendar, may be sponsored by a Local, but are for members and their guests who are willing to pay the ticket price to participate.

Although the letter-writer's complaint is directed at the union rather than at this newspaper, we will take the liberty of responding on behalf of the Civil Service Employees Association by saying that non-members forfeit their right to criticize by the fact that they choose to leave the decision-making up to someone else.

Non-participants may want to be heard—but life is not

simple, and, therefore, listening and understanding are also vital to be informed. Participation is more than just whining about how bad union officials are doing.

There are many instances in the CSEA where disgruntled members have worked unsuccessfully for rival unions; but after the members-as-a-whole voted to join or to stay with the CSEA, many of these same disgruntled members have decided to work within the union instead of against it. Frequently, they have then been elected to union office—even Local presidencies, and, in some instances, have even become staff members.

As to PEF, in particular: It does not exist, except on paper, unless CSEA members vote to become PEF. What would be accomplished by such a vote is that the members of the CSEA would have voted to change their name to PEF.

Would such a name change make a union more democratic than it already is or even make the gripers more willing to participate? It will, however, collect the same Agency Shop fee that the CSEA and other bargaining agents collect for their services.

The letter-writer also says that the Governor decides what he wants and the CSEA decides what it wants. This is what negotiations are all about. Otherwise the Governor would decide what he wants and there would be no argument. Since the union does take part in these negotiations, however, its position is determined by the views of the members—submitted through letters or arrived at in membership meetings.

In negotiations, generally speaking, neither side gets all it wants at one time. It may even take a couple of contracts to even things up. Rank-

and-file CSEA members are elected to participate side by side with professional staff people in arriving at contracts. When there are deadlocks, then arbitrators, the Legislature and even the courts may have to be involved.

The letter-writer is right about one thing though: "the Agency shop has run goats into (the union) flock."

## Social Security

**Q.** When I applied for SSI and was told I was not eligible, I didn't appeal the decision as I was busy in another State caring for my sick sister. Can the 60-day deadline for an appeal be extended in my case?

**A.** It's possible you can establish good cause for your delay in asking for a reconsideration. You should talk to the people at your social security office right away.

# CLINICAL WAYS TO CONTROL ASSAULTS

By Kenneth Schept

With the right therapeutic atmosphere there would be few assaults; but the system has a long way to go.

Nilsa Aviles sat outside the nurses' station talking with two patients, men in their early twenties. One explained that he wanted to marry another Bronx Psychiatric Center patient and asked Ms. Aviles, a therapy aide, when he should stop masturbating.

Another young patient approached, announcing that he was the gestapo. He ordered the men to leave. Ms. Aviles said they could stay.

"Don't you know she's vomiting all over you?" he shouted.

He lunged for the woman and knocked her to the floor, beating her face with his fist. One of the other men dove on the attacker and tried to hold him in a bear hug, as the third patient ran for help.

"I'm very frightened about going back to work at this place," Ms. Aviles said soon after the attack. "Every time I think about it I cry. But I can't leave because I have a family to support. People talk about patient abuse, but not about abuse by patients against workers. These institutions are hard as hell to work at."

She was out of work for about a month, and paid most of her own medical bills, which amounted to several hundred dollars. According to Ms. Aviles, the patient who attacked her has been discharged.

Part of the problem on the ward where she was hurt was that no male workers were assigned. The lack of male aides, a problem in many institutions, was discussed in in-

stallment three of this series, along with ways in which that situation might be changed.

There are, however, purely clinical approaches which could increase the chances that Ms. Aviles and everyone in the institutions, staff and clients, will not be hurt.

For example, Gabriel Koz, director of Manhattan Psychiatric Center, feels that the greatest deterrent is group pressure, the knowledge by the patient that if he were to assault a staff member, that action would be "frowned on" by everyone involved with the hospital.

He described, "a whole beautiful therapeutic experience" which, if achieved, would drastically reduce such problems as assaults because of group pressure and because the tensions, which operate when the atmosphere on a ward is less than perfect, would be eliminated.

"Let's say we took three or four therapy aides, three or four nurses, and we set up a unit where people were contented; they were well motivated; they liked their work; they were well led. You could bring almost any psychiatric cross section . . . and this sort of thing (assaults) would be at an absolute minimum," Dr. Koz said.

Rochester Psychiatric Center director Russell Barton responded: "I'd like to know his views on the Easter Bunny and Santa Claus."

"When you've got a mass of paper work to be done when you're short-staffed, do you ever get the time to control or contrive the atmosphere? It just doesn't happen."

The idea of a perfected therapeutic environment reducing assaults against staff is basically a sound one, Dr. Barton said: "Like Medicaid and Medicare, marvelous ideas, but when the patients aren't gypping it, the doctors are; but it's a marvelous idea."

Craig Developmental Center director Nadine Hunter, agreed that the problem of assaults against staff could be "drastically reduced," if the right therapeutic atmosphere were maintained. Like Dr. Barton, she felt that there will always be some incidents because of the nature of the work.

But it may be a long time until there are funds to provide adequate staffing, effective training, well-designed facilities, and everything else required to reach that level of perfection. Until then . . .

"We do the best we can," Dr. Hunter said, "up to the limit of minutes in the day and the number of employees we have."

A problem in perfecting the system to the point where assaults against staff are minimized is that, according to Alvin Mesnikoff, New York City Mental Hygiene regional director, "We are trying to do several things which are contradictory."

The goal is to rehabilitate people. There is also a need for security. "You can run a secure place by locking everybody up . . . but that doesn't deal with the problems of rehabilitation and treatment," he said.

A balance must be established where patients are free to express feelings and yet are restricted from hurting themselves and others.

"I think we can make some marginal gains in the selection of employees and training, in better leadership and weed out the ones who aren't good," Dr. Mesnikoff said.

He cites these other incremental steps: the discharge to alternative settings of patients who do not belong in hospitals; the establishment of carefully used secure settings for episodes of disruptive behavior; effective use of medication, and encouragement of communication between patient and staff.

"But when we're struggling to just maintain a nurse on a ward overnight, there's a problem," Dr. Mesnikoff said.

Progress toward the ideal atmosphere where morale is high, everyone is involved, and patients are being rehabilitated, would, in Dr. Mesnikoff's view, require the state to tap the strengths of the voluntary hospitals and medical schools.

"I don't think we can do it alone," he said.

In New York City, the state is a large provider of acute care. Acuteness and disruptive behavior are related. Dr. Mesnikoff's plan would result in the city, state and voluntary facilities sharing the burden of acute and chronic care more evenly.

The expectation is that people would be better served if, in each community, the mental health facilities were inter-related and available to all, regardless of whether hospital or agency sponsorship was private, state or city.

For example, Manhattan Psychiatric would be divided into perhaps ten treatment areas, corresponding to geographic communities in Manhattan. City and state hospitals and other agencies would share responsibility for the mental health care of people who lived in their community. A person needing care might be admitted to a local hospital or to his community's area of Manhattan Psychiatric.

The advantage to those being treated would be less anonymity, less chance of being lost in the system, or dumped with no follow-up care.

The hospitals and agencies which shared responsibility for the patient while he was at Manhattan, would continue their involvement after that patient was discharged.

Such a system would probably mean an improvement in working conditions for state employees. First, with private hospitals and medical schools involved, improved training could be expected. There would also be a greater variety of patients and opportunities with which workers could become involved.

Most important, high-risk assaultive patients would not be concentrated in the state facilities. At some upstate hospitals, such as Marcy Psychiatric Center, near Utica, where there is a deep sense of community, the level of assaults

"You can run a secure place by locking everybody up. But that doesn't deal with the problems of rehabilitation and treatment."

DR. ALVIN MESNIKOFF  
New York City regional director, Department of Mental Hygiene



against staff is much lower than in New York City institutions, where there is greater anonymity.

Establishment of the kind of ideal therapeutic atmosphere, which Dr. Koz and others see as a way to minimize assaults, seems more likely in a community-based system.

Olive Pitt has been a head nurse at Bronx Psychiatric Center for the last four and a half years. During that period she has been assaulted and seriously injured three times, most severely three years ago, when an adolescent gashed her over the eye with a soda can tab.

She suggested that separate wards for adolescent patients might reduce the assault problem, because the adolescent patients, she said, tend to be the most violent.

Ms. Pitt and other Bronx Psychiatric Center workers told stories about chronically ill patients in their 70's being beaten by adolescents who live on the same wards.

A similar problem was also mentioned by Santo DeVito, president of the Civil Service Employees Association Local at Syracuse Developmental Center, where he said the mixing of aggressive young clients with old people has created problems.

Syracuse deputy director, Chuck Soper, responded that a particular adolescent resident who used to attack everyone, including staff, now only "teases and sometimes physically attacks, not severely . . . the older clients on that unit."

The problem with separating this client from the older people, according to Mr. Soper, is that the man functions at a high level and should soon be returned to the community. Elimination of the assaultive behavior toward old people must be accomplished before the client is released. But he could not learn that lesson on a unit which did not include old people.

"He has to learn to act appropriately within a group that he's going to encounter in the community," Mr. Soper said.

Dr. Mesnikoff offered another reason why it might not be best to segregate adolescents: "You take all the violent people and put them together, you have a real problem on the ward. You have a culture of violence. If you put the chronic patients together then there's no stimulation."

One solution is to have clients live together, integrated according to the community from which they come. This provides the kind of stability which Dr. Mesnikoff described in the plan to interrelate all facilities and agencies according to community and regardless of sponsorship.

However, the client could spend his days in programs exclusively with other adolescents, or with others who have similar problems.

At Bronx Psychiatric a special program is being developed for the 16-to-18-year-old group. They would not be mixed with older clients. The value of integrating clients, and having them react to the mixture of people will be lost with such an arrangement. But it may cut down the number of assaults against staff and other patients. The atmosphere resulting from that change could only enhance therapy.

One final clinical consideration. A director, who asked not to be named, said that he would support the "judicious use of aversive stimuli."

"They are completely harmless electric stimuli. Frighten people. But because of the emotional connotation—people call it a cattle prod—we are not using it," he said.

There was no support for such a proposal from other directors interviewed. Mr. Soper said, "The thing that bothers me is that we become very creative in our aversive approaches and very lax in our positive approaches to awarding appropriate behavior."

He suggested that reinforcing positive behavior would be a more effective approach than punishing unacceptable behavior. Locked wards, other forms of isolation and various other measures that teach clients that there are consequences to pay for assaultive behavior have been successful at several institutions.

But as far as aversive stimuli, as Dr. Barton said, "From that to torture is such a fine line, it's best not to even embark in that direction."

A concentration of adolescent clients in a ward can create problems.

STATE OF NEW YORK - DEPARTMENT OF MENTAL HYGIENE  
BUREAU OF SAFETY SERVICES

INCIDENT OR INVESTIGATION REPORT

INSTITUTION: Brooklyn Developmental Center  
DATE: 8/2/77

INVESTIGATION BY: VIOLENT RESIDENT

DATE OF COMPLAINT: August 1, 1977  
TIME: 11:20 AM

LOCATION: BUILDING: #4; Wing 421

COMPLAINANT: NAME: Safety Dept., ADDRESS: 888 Fountain Ave., CITY: B'klyn, STATE: N.Y., 11203

PROPERTY INVOLVED: STATE: PRIVATE VALUE: 5654-A

WITNESSES: NAME: Mr. Rodney Hillard, M.H. Therap., ADDRESS: Mr. Louis McClean, M.H.T.A., CITY: STATE: INVESTIGATION OFFICER: NAME: D. Long, ADDRESS: NAME: J. Addiego, ADDRESS: NAME: J. Santana, ADDRESS: APPROVED: NAME: [Signature], RANK: CS

PATIENTS INVOLVED: NAME: [Redacted], HOSPITAL NO. [Redacted], BLDG: Wing 421

INCIDENT OR INVESTIGATION ACTION

DISTRIBUTION: DEPUTY DIRECTOR: [Redacted] SAFETY DEPARTMENT: [Redacted] CC: Mr. Shirts, Mr. Yearwood, Mr. Brodsky, Mr. Sulran, Mr. Friedensohn

Agency Case Conference  
Resident - [Redacted]  
In attendance - H. Modetsky - psychologist, Dr. King - M.D., Millicent Davis - psychologist, St. Austein - M.D., Veronica Hillard - M.D., Anthony Hillard - R.N., Richard Snachkus - Pay. social Worker Ass't III, Maria M. Greve - Unit Coordinator, Louis McClean - Team Leader 4-2, Douglas Long - Head Psychology, Jimmy Gripper - M.H.T.A., Janis Johnson - M.H.T.A.

An emergency case conference was held on 8/2/77 on the above listed resident. The purpose of the conference was to devise a method of dealing with [Redacted] violent outburst and assaultive behavior. It was the consensus that Brooklyn Developmental Center is an inappropriate placement for [Redacted] and that we should begin proceedings to have [Redacted] transferred to a more appropriate setting (a psychiatric facility).

In the interim the following steps will be taken in an attempt to prevent more staff injuries and also to prevent [Redacted] from the wing or program area at the first sign of possible violence.

- (1) All female staff to be trained in the "gentle art of self defense" and restraint techniques.
- (2) Whenever any aggressive behavior is displayed or threatened, male staff to escort [Redacted] to his room and not permit him to leave his room until he displays ten minutes of calm behavior. Staff should display attitudes of firmness after [Redacted] behaves inappropriately. (Don't soothe and pamper him).
- (3) Once [Redacted] is permitted out of his room male staff should remain for twenty minutes until we are sure that he is calm.
- (4) [Redacted] t.v. is to be removed today for a two week period. Staff (H. Modetsky) will explain to [Redacted] that we have removed the t.v. because he struck and injured Pearl Blake.
- (5) [Redacted] medication has been changed back to thiorazine 150 mg QID.
- (6) Dr. Austein is to be kept informed of [Redacted] situation

Left, an incident report from Brooklyn Developmental Center, along with notes from a clinical meeting which followed. The resident discussed is still at the facility, although his transfer was recommended in August.

"The thing that bothers me is that we become very creative in our aversive approaches and very lax in our positive approaches to awarding appropriate behavior."

CHUCK SOPER  
deputy director, Syracuse Developmental Center

Next: Worker Rights



# Latest State And County Eligible Lists

EXAM 36070  
SR CIVIL ENGR  
Test Held June 18, 1977  
List Est. Sept. 1, 1977  
(Continued from Last Week)

- 85 Kracke F T Nanuet .....81.0
- 86 Gerace Francis Utica .....81.0
- 87 Molinaro Thomas Schenectady .....80.9
- 88 Shosda William Lima .....80.8
- 89 Valentini Robert Latham .....80.8
- 90 Ducharme Paul E Schenectady 80.4
- 91 McDonald John M Schenectady 80.4
- 92 Kuehn Paul W Berlin .....80.4
- 93 Patterson B R Dunkirk .....80.3
- 94 Casoria Phillip Comack .....80.0
- 95 Calabrisi R A Binghamton .....80.0
- 96 Ladage Leonard Wellsville .....80.0
- 97 Dodds Duane L Schenectady .....80.0
- 98 Druchunas D G Poughkeepsie 80.0
- 99 Woodward Ronald Hudson Falls 80.0
- 100 Bishop James H Albany .....79.8
- 101 Winger Ralph O Syracuse .....79.6
- 102 Vann David W Hyde Park .....79.5
- 103 Scariza Joseph Ctl Islip .....79.5
- 104 Walton Phillip Guildford Ctr .....79.4
- 105 Fietze John E Liverpool .....79.4
- 106 Schraft Willet Norwich .....78.9
- 107 None
- 108 Stieve Raymond Albany .....78.7
- 109 Stone Charles K Brooklyn .....78.6
- 110 Babinski T M Cheektowaga .....78.5
- 111 McLaughlin J B East Islip .....78.5
- 112 Raffan Richard Scotia .....78.5
- 113 Marra William D Astoria .....78.4
- 114 Barkevich John Gloversville .....78.4
- 115 addick Daniel Endwell .....78.4
- 116 Gardineer R A Nanuet .....78.4
- 117 Depoli Euro C Dumont .....78.3
- 118 Schiedel Thomas Honeoye Fls 78.3
- 119 Sebring Murl I Savona .....78.2
- 120 Pilipeczuk Wosyl Utica .....78.2
- 121 Iglar George H Sayville .....78.1
- 122 Finkelstein D M Watervliet .....78.1
- 123 Sorento Charles Gloversville .....77.9

- 124 Bruzzone R P Katonah .....77.8
- 125 Sturla Luis R Brooklyn .....77.8
- 126 Lynick Walter C Troy .....77.7
- 127 Spoor Gerald H Tupper Lk .....77.7
- 128 Howe H B Latham .....77.6
- 129 Murray Richard W Albany .....77.6
- 130 Fusci Kenneth G Latham .....77.6
- 131 Kentrew Wallace Albany .....77.6
- 132 Piracci Ronald Clifton Pk .....77.6
- 133 Bregenzer W H Clifton Pk .....77.5
- 134 Peterson Gary L Binghamton .....77.4
- 135 Swanson Donald Hamburg .....77.4
- 136 Pasternak Paul Wappingr Fls.....77.4
- 137 Delgaudio C Stormville .....77.4
- 138 McCann John T Syracuse .....77.3
- 139 Gorzyca F J Johnsonvil .....77.3
- 139A Filor Stephen Poughkeepsie 77.2
- 140 Dicesare Albert West Seneca 77.1
- 141 Troeger Thomas Binghamton.....77.1
- 142 Lucas H W Schenectady .....77.0
- 143 Brewster David Ballston Spa .....76.9
- 144 Miller Richard Clifton Pk .....76.8
- 145 Karoly Albert E Clifton Pk .....76.6
- 146 Corrigan Dennis Glenmont .....76.6
- 147 None
- 148 Barr Nicholas E Albany .....76.4
- 149 Watson John E Albany .....76.3
- 150 Manthei Karl A Albany .....76.3
- 151 Rainbow Alfred Liverpool .....76.1
- 152 Haddad Elias Albany .....76.0
- 153 Penfield R C Rouses Point .....76.0
- 154 Hummel Walter C Schenectady 75.9
- 155 Gorrill George Albany .....75.8
- 156 Smith Andrew P Rochester .....75.7
- 157 Clark William H Delmar .....75.6
- 158 Bigos Andre C Albany .....75.3
- 159 Kissane Robert Saratoga Spg .....75.3
- 160 Kungler Philip Walworth .....75.1
- 161 None
- 162 Chiefari Peter Clifton Pk .....74.8
- 163 Cholewka M A Salem .....74.5
- 164 Cuedon Paul J Schenectady .....74.4
- 165 Hartofil John P Levittown .....74.4
- 166 Kernahan G N Arkport .....74.3

- 167 Corp John E Clifton Park .....74.3
- 168 None
- 169 Capelli John T Round Lake .....74.0
- 170 Ungerer Richard Voorheesvil .....73.9
- 171 None
- 172 Savage Daniel J Tupper Lake 73.8
- 172A Gwin Robert L Delanson .....73.8
- 173 Tuttle Joseph R Feura Bush .....73.8
- 174 Dietlein R A Latham .....73.8
- 175 Secondo Thomas Hornell .....73.6
- 176 Zynda Richard R Depew .....73.4
- 177 Pericelli J L Old Bethpage .....73.4
- 178 None
- 179 Zell Joseph B Watervliet .....72.8
- 180 Fitzpatrick W D Hyde Park .....72.5

- 181 Chaikin Jason Englishtown NJ 72.4
- 182 Schiraldi J M NYC .....72.4
- 183 Schneider R F Huntngtn Sta .....72.4
- 184 Schneeberger D Rochester .....72.3
- 185 O'Donoghue John Rochester .....72.0
- 186 Yavonditte J A Albany .....71.9
- 187 Dassatti Edwin Slingerlands .....71.8
- 188 Zebrowski James Schenectady 71.6
- 189 Dicocco Eugene Schenectady .....71.6
- 190 Picozzi Orlando Schenectady .....71.6
- 191 Carivan F A Albany .....71.5
- 192 Oelerich Thomas Sayville .....71.5
- 193 Greene Richard Hamburg .....71.4
- 194 Georgopoulos S Troy .....71.4
- 195 Wolanske W N Tonawanda .....71.4
- 196 Czuba Stanley E Syracuse .....71.4

- 197 McClure Jeffrey Spencer .....71.3
- 198 Leno Morris E Schenectady .....70.0

EXAM 36076  
SUPVGV EL COMPTR OPR  
Test Held June 18, 1977  
List Est. Nov. 20, 1977

- 1 Phelan David J Ballston Spa .....100.3
- 2 Constantine C J Amsterdam .....98.0
- 3 Servidone T Schenectady .....96.8
- 4 Stuto Alicia A Loudonville .....96.7
- 5 Matrazzo Louis Schenectady .....96.3
- 6 Denn Gary W Voorheesvil .....95.9
- 7 Clancy Joseph F Albany .....95.5

(Continued on Page 15)



HAZEL WEINER  
... head nurse

## New Coordinator

(Continued from Page 4)  
mann.

The Coordinators may be reached in Albany at (518) 457-3198 and in New York City at (212) 488-4070.

Ms. Weiner is a graduate of the Montreal General Hospital School of Nursing. For the past 10 years, she has been employed by the Employee Health Service of the Department of Civil Service. She was also head nurse in the orthopedic surgery operating room at Albany Medical Center Hospital.

## Deputy Wins

(Continued from Page 2)  
It turned out, however, that signatures to the contract belonged to other officials, and that the county attorney should have investigated the ownership.

A second charge was that Mr. Grow had purchased a 1974 model of equipment which was actually manufactured in 1973. It developed that the 1973 model was "considered a new model" and therefore a 1974 model.

The automatic reinstatement of the deputy superintendent carried with it back pay, which will have to be determined by a lower court.

## State Open Competitive Job Calendar

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

(5 percent salary increase anticipated April 1, 1978)

### FILING ENDS FEB. 27

Clerical Positions Outside NYC		
(Account, Audit, Statistics Clerk)	\$ 6,450	24-607
Assoc. & Princ. Budget Examiners	\$21,545 & \$26,516	
(General)	27-700,	27-704
(Management)	27-701,	27-705
(Public Finance)	27-702,	27-706
(Employee Relations)	27-703,	27-707
Asst. Manager, Contract Admin.	\$18,000	27-693
Manager, Contract Admin.	\$25,000	27-694

### FILING ENDS MARCH 6

Tax Technician Trainee I (Reg. & Sp. Spking.)	\$ 8,723	24-635
Drafting Technician (Architectural), Sr.	\$ 9,299	24-632
Drafting Technician (Architectural), Principal	\$11,537	24-633
Unemployment Insurance Investigator Trainee	\$10,118	24-638
Unemployment Insurance Investigator	\$11,337	24-639
Public Health Representative I	\$10,118	24-636
Public Health Representative II	\$11,938	24-637
Chief, Gas & Petroleum Safety	\$26,516	

### FILING ENDS MARCH 13

Hearing Reporter	\$11,557	27-692
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a very angry man." —VINCENT CANBY, N.Y. TIMES

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### TOWN SAYS THANKS

North Hempstead Town Supervisor Michael J. Tully, Jr., left, and Town Councilman Charles J. Fuschillo present an award for outstanding service to retiring town employee Douglas Rankin. Mr. Rankin worked at the Roslyn incinerator for 10 years.

## The Federal Employee

By PETER ALISON

### Demotions Voided

The pressure to be able to fire "no fault" insurance against or demote federal civil service employees without going through the complicated procedures now required by law, may result in a demotion. A bill would restore the grades of almost all government workers demoted since Jan. 1, 1977. This

is in line with President Carter's promise that no one would be demoted because of his reorganization plan. The President is supporting the bill insofar as it affects workers hurt by reorganization.

Postal workers forced to take on unscheduled overtime will be paid as a result of a U.S. district court decision. About 80,000 employees and \$1.1 million is involved.

A legal freeze on down-grading is in effect in federal agencies. Civil Service Commission guidelines will permit required cuts until Dec. 31, 1979, thus deferring job grade changes. A special campaign to eliminate overgrading errors is in the works.

A U.S. Supreme Court decision gives an employee of world organizations the right to sue their employers if they have been improperly fired. This includes United Nations, World Bank, and the Organization of American States employees.

Postal union leaders, representing 700,000 postal workers, will be negotiating a new contract within the next few weeks. They have been averaging 7.7 percent increases the past three years.

The Carter Administration is trying to hold government employees to a 5.9 percent raise—partly as an example to other non-governmental unions. Since they were removed from civil service, postal workers' wages have been running about 20 percent higher than the Civil Service grade five workers who were at a comparable level prior to the change.

### Dental Plan

NEW CITY—Robert Watkins, president of Civil Service Employees Association Letchworth Village Developmental Center Local 412, has announced that Don Cohen, a dentist located at 7 Elmwood Drive, New City, has agreed to accept the union's dental insurance plan.

With the exception of deductibles and co-insurance, there will be no out-of-pocket costs to members.

The dentist has also accepted an aggregate family deductible of \$150.

# GO TO HEALTH

By WILLIAM R. WILLIFORD

## 3 Million Victims

Is your grandfather acting strange?

If he is, he might have it. Your teen-age son or daughter might also have it. It shows no respect for age or social status. Who knows? Even you might have it.

Anyone can catch it—as evidenced by the fact that a new case occurs every 11 seconds, totaling over 3 million victims every year. Nobody is immune.

Should you be concerned? Yes, if you are sexually active and would like to stay that way. In fact, the more active you have been, the greater the chances of catching venereal disease are. VD is so widespread that it ranks only second to the common cold.

Veneral disease is a serious problem. Left untreated, it cripples, paralyzes, sterilizes, blinds and kills. The important thing for all of us is to know that it can be treated most effectively. Most counties in New York State have free VD clinics that anyone of any age can visit to receive confidential treatment.

To find the location of the nearest VD clinic, you can use the following toll-free number: 1-800-523-1885. Your call will be treated confidentially and you will not be asked to give your name. The following VD facts will possibly help someone to make an important decision:

- Gonorrhea is the most common venereal disease. Infection is widespread.

- Some people think syphilis and gonorrhea are the same disease. They aren't. You can, however, have both at the same time.

- Gonorrhea symptoms usually appear in men within a week or two after infection—a discharge from the penis or a painful urination. Women may have no noticeable symptoms. Often the only way men and women learn they have an infection is when their partners warn them.

- Untreated gonorrhea can cause sterility, gonococcal arthritis, and pelvic inflammation. It can also cause abnormal pregnancy. A child born to an infected woman may become blind after birth.

- Syphilis can be as deceptive as gonorrhea. Men may notice symptoms in the first stage—an open, painless sore called a chancre. With women, or male homosexuals, the chancre may be internal and may go unnoticed because it is painless.

- The symptoms of the second stage of syphilis may also go unnoticed, or be attributed to another cause. Symptoms may include a general body rash, a rash on the hands or feet, or a rash on the genitals.

- In time, the noticeable symptoms of syphilis will heal, but the disease stays on. Eventually, syphilis causes crippling, blinding, heart disease, or insanity. It is also possible for a pregnant woman with syphilis to infect her infant before birth.

The best advice is to know how to avoid VD. You can become a sexual isolate. If that's not appealing, there is a better way. If interested, contact your local, county, or state health department.



CIVIL SERVICE LEADER, Friday, February 24, 1978

## TAX

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## SHORT TAKES

### AFFIRMATIVE ACTION GUIDELINES UNCONSTITUTIONAL?

The Equal Employment Opportunity Commission's proposed guidelines for affirmative action employment programs are unconstitutional and unlawful and should be withdrawn, according to the Anti-Defamation League of B'nai B'rith. In a letter to EEOC chairperson Eleanor Holmes Norton, the league said the guidelines contravene the 1964 Civil Rights Act and the due process and equal protection clauses of the Constitution by effectively barring "reverse discrimination" victims from seeking relief. ADL said it shares "EEOC's perception that racial, religious and sex groups are still excluded from areas of American enterprise," but the proposals are "a step in the wrong direction."

### VETERAN'S PREFERENCE UPHELD

The New Jersey Supreme Court has upheld New Jersey's policy of giving veterans absolute preference in obtaining civil service jobs. Ruth Ballou of South Orange, an employee of the Department of Community Affairs, challenged the system. She scored 99.999 in a civil service test for a better job, but a veteran with a score of 82.500 was given the post.

### HARENBERG FILES 'DUMPING' BILL

Assemblyman Paul Harenberg according to Islip Supervisor Peter Cohalan. Mr. Harenberg's bill to "prevent referrals of discharged mental patients into communities where an overabundance of such persons already reside."

The bill would prevent the Office of Mental Health from referring a former mental patient to housing in an impacted area. The bill would force OMH to consider the communities into which they place former patients.



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Some of the probation officers who lined up outside General Post Office on Eighth Avenue, Manhattan, to sign up for postal jobs. At right is their union president, Jack Billig.

### They Apply For Postal Jobs

## City Probation Aides In Pay Row

By ANN SOMMERS  
MANHATTAN — One hundred and fifty of New York City's 675 probation officers applied for postal jobs last week at Manhattan's General Post Office to protest their probation officer salaries.

State Senator Sheldon Farber, (R.C.-Queens) joined the protest, staged by members of the newly formed United Probation Officers (UPO) union. They applied for postal clerk-carrier positions, which start at \$13,604. Probation officers start at \$11,970 a year.

Officials of UPO, one of two unions vying to represent the city's probation officers, say probation officer applicants must have a bachelor's degree, specialized training and two years' experience while there are no eligibility requirements for the higher paying postal positions.

The new union came into existence last November when Local 599 of the Service Employee International Union (SEIU) moved to disaffiliate itself from the SEIU. SEIU leaders replaced the

local president with a trustee. In protest, probation officers formed their own union and claim to represent 56 percent of the officers. UPO president Arnold Billig

said his union filed Jan. 8 to be declared the official union. Mr. Billig said he hopes to have bargaining power by the end of March.

## Open Continuous State Job Calendar

Title	Salary	Exam No.
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Medical Record Administrator	\$11,337	20-348
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Radiologic Technologist, Therapy	—	—
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building 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.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

You can also contact your local Manpower Services Office for examination information.

## Bar Association Elects Lipkind

BABYLON—Lester B. Lipkind, the Civil Service Employees Association's Long Island regional attorney was elected chairman of the 700-member labor section of the New York State Bar Association recently.

Labor section attorneys make recommendations to the state legislature on labor issues.

Mr. Lipkin, a CSEA regional attorney for eight years, begins his one-year term as chairman July 1.

### SAVE HUNDREDS OF \$\$\$

Don't be a gambler, know the factory cost of your next new car or light truck before buying. Call for free details, 465-4241. Or write to State Auto Brokers, Box 404, Newtonville, N.Y. 12128.

### For Sale - Cooperative Apt.

JACKSON HEIGHTS — Cooperative Apartment, 4½ rooms, 2 bedrooms, 1½ baths, nr. school, transportation, shopping. Gas and electricity included in maintenance. Excellent buy. GR 8-2435; 380-0205.

### Condominium For Rent Virgin Islands

ST. CROIX, U.S. VIRGIN ISLANDS, Condominium for rent, weekly or monthly. Oceanfront, 2 bedrooms, 2 bathrooms, a/c, f/w pool, tennis court. Excellent two couples, or couple with children. Call 516 481-6030 after 6 p.m.

# Hold Franklin Local Grievance Seminar . . .

## Stress Importance Of Better Communication Within The Locals



Listening intently to Edward Diamond discuss ways of strengthening the CSEA at the local level are from left, Don Brouse, field representative; James Moore, Region V president, and Robert Fleury, Franklin County Local 817 president. All took part in the recent training session and workshop for new Franklin County officers. Representatives from State Police and SUNY also attended the seminar.

MALONE — Officers and delegates from 17 units of Franklin County Local 817, as well as other representatives from New York State Police and SUNY Potsdam Locals of the Civil Service Employees Association, attended a recent officers training session and grievance seminar conducted here at the William Manson Nursing Home.

Don Brouse, CSEA field representative, and Robert Fleury, president of the Franklin County Local, opened the session by introducing James Moore, president of CSEA Central Region V. For the benefit of new officers, Mr. Moore discussed the background of the CSEA, as well as the new staff structure and goals of the organization.

Edward Diamond, CSEA director of education and main speaker for the evening, stressed the responsibilities of new officers within the unit and Local.

"Your key function," Dr. Diamond said, "is to delegate responsibilities to the membership. Seek out those who are willing to give meaningful input, establish committees with chairmen who will be directly responsible to the unit or Local president. The office of president is a status position not to be taken lightly. It is the bound duty of each president, as the highest

elected officer, to set standards and develop patterns for effective leadership."

Dr. Diamond closed his segment of the session with a pledge of continued support from Albany Headquarters in the way of future workshops and educational seminars arranged with the cooperation of Local and regional field staff.

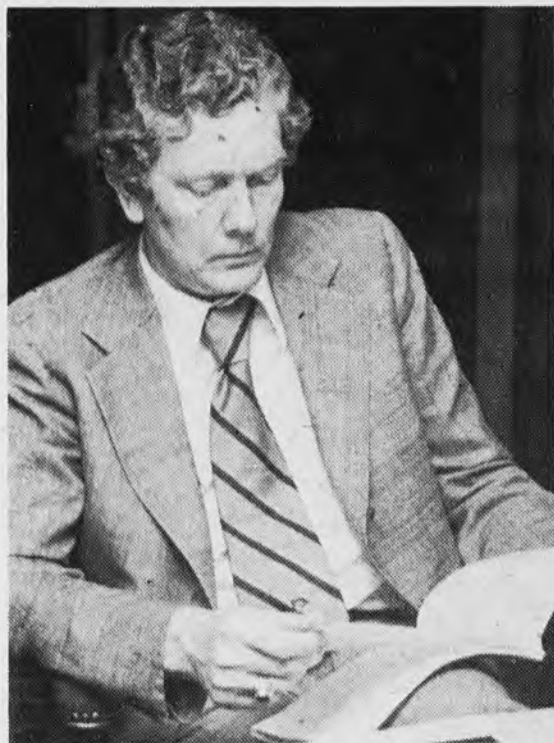
Charles McGeary, regional public relations specialist for the CSEA, spoke to the group concerning ways of improving communication within Franklin County units and the overall Local. He also suggested plans be formulated for one or more newsletters and suggested ways of establishing better communication within the Local by using services provided by news media.

Don Brouse, CSEA field representative for Franklin County, reviewed the key points of grievance procedure. "Document the facts," Mr. Brouse said. "Remember your who, what, where, when rules and get them on paper. Above all, be timely," he concluded.

The session ended with an invitation and reminder from Mr. Moore to officers and delegates about attending the upcoming Region V conference scheduled for March 3 through 5 in Binghamton.



Edward Diamond, CSEA director of Education, emphasizes the importance of strong leadership to Franklin County Local 817 officers and delegates at a recent Capital Region V training session and workshop held in Malone.



Buffalo Local 003 president Peter Blaauboer reads over some of the material that was distributed at the grievance seminar, held Jan. 17.

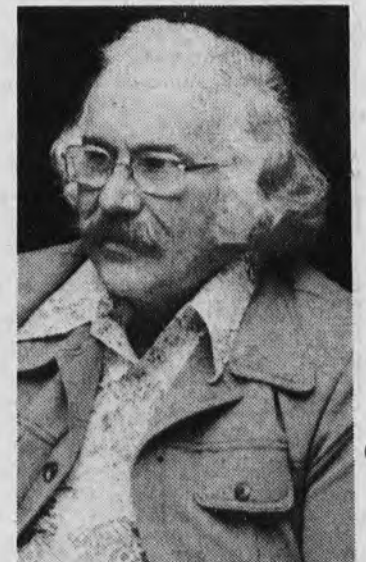
## Buffalo Grievance Seminar



From left are statewide and Local education chairwoman Celcste Rosenkranz, vice-president Frank DeGeorge, Buffalo Local 003 president Peter Blaauboer, Administrative Unit vice-president Patricia Pflieger and Operational Unit vice-president Richard Szymanski.



Officers of Buffalo Local 003 include from left, treasurer Stanley J. Jarosz, executive vice-president Curt Grass, CSEA field representative Tom Christy, recording secretary Christine Kasprzyk, and corresponding secretary Ethel M. Dickinson.



Department of Transportation representative John O'Hare listens during discussion about grievances.



# PS&T Holds Most Populous Titles Meeting



The most populous titles committee of the Civil Service Employees Association's Professional, Scientific and Technical Unit met Feb. 5 at the Thruway House, Albany.



At left are, clockwise from bottom left, field representative Nat Zummo, Helen Zummo, Clara Franklin, Tim Mullens, Region III field supervisor Thomas Luposello, Susan Feinberg, and Gary Powers. In other photo,

clockwise from bottom left are collective bargaining specialist Robert Guild, field supervisor William Griffin, Rick Wolfe, Ann Master, Earl Master, and Bernie Ozolins.

## Tax And Finance Workers In Top Form

By RON KARTEN

ALBANY—"This is one of the biggest clerical operations in the country," said Santa Orsino, president of the Civil Service Employees Association's Taxation and Finance Local 690 in Albany. She said that 800 temporary clerical workers are hired each year to help sort the different forms representing partnerships, corporations, unincorporated businesses, miscellaneous incomes and individuals.

In describing the job of processing "darn near 10 million" income tax forms that are filed yearly, an income tax technician said, "We have a great big room, it's Room 8A, where all of the income tax forms are sent. We have certain people who sort all this mail, and they're pretty good at their job, and they divide forms into categories for processing.

"All the forms are checked for a number of things. Completeness is first. We also want to know that the correct form has been filed and that the entries are properly made. Then, the forms go to the key punch girls."

Key punch operators record the dollar amounts on key punch cards and then two computers go to work. An IBM 36040 registers initial entries. At the end of the day, a giant Sperry Rand Univac 1142 handles the main computations as well as printing refund checks and bills. The Univac automatically makes any necessary adjustments. "An adjusted refund or a bill is generated by the computer for all returns where appropriate," said Karen McCarthy, public relations officer for the department. Arithmetic mistakes do not hold up refunds.

What will hold up the filing process is the taxpayer omitting or incorrectly notating his filing status. Though recording one's status as "single" or "married" seems straightforward,

"people have a tendency to leave this space blank," according to Ms. McCarthy, and, she added, this is a mistake that has been repeated consistently through the years.

This mistake or omission makes problems because the filing status determines the program which the computer will use to figure the refund or bill due. If a manual review of the form makes the filing status obvious, it is entered on the form and resubmitted to the computer. Without the filing status, however, the form cannot be processed.

An income tax technician shed a little more light on this problem, saying, "1976 was the first year we took over New York City taxes. And, oh boy, people just didn't know what they were doing. I couldn't believe what was going on.

"There were wagonfuls of returns done incorrectly that year and they had to be returned. I said to my boss that there must be a million of them. He said, 'It's closer to two million.'"

"But you can't blame slow returns too much on us," he continued. "If all of a sudden we have two million forms to do over, you have to expect that it's going to take some time. We don't have that big of a staff.

"Hopefully, the 1977 returns won't be so bad."

One tax technician estimated that 50 percent of the forms were filled out incorrectly, but the department's 1976 tax year figures approximate math errors at eight percent, non-math at one percent and miscellaneous errors at seven percent.

Recent departmental restructuring has divided tax examiners into the staff which works on field audits, called tax auditors, and the staff which handles the office load, called tax technicians. While promotion for the auditors is based on two years of successful traineeship,

promotion for technicians requires a promotional examination.

Robert Brady, a supervising tax auditor, who works in the Albany field office, says his is "a satisfying job." He audits records at the vendors' places of business. Four or five days are required to do an audit and included in that time is travel, time spent going through the books, conferring with the vendor and his lawyers, and writing up the case.

Until now, he said, he has not had to do much overnight traveling, but under the new reorganization, he will be traveling to out-of-state accounts. "I won't like it," he said, "but I'll do it."

February to June marks peak season for the state Tax and Finance department. Some 1,100 tax technicians and 650 auditors work without vacations during this period to see the job through. Only two personal or sick days are allowed, and the use of those requires a genuine emergency.

"To be able to do tax audits is a complex process which takes a long time to learn," said Jack Dougherty, a member of the CSEA's Board of Directors and one of the Miscellaneous Tax Bureau's technicians.

He said that each form is a little different, "and if I spent the rest of the afternoon trying to explain to you all the things that have to be done, we still wouldn't have scratched the surface."

Said another technician, "I always enjoyed my job. I like dealing with the public. I like solving their problems. The days have always gone by fast for me.

"As far as I'm concerned," this tax technician said, "there's only one way to do a job and that's the right way. I don't like it when I can't work things out right."



Tax and Finance workers process New York State income tax returns