Padavan Questions At Prevost Hearing Earn CSEA Praise

(Special to The Leader)

ALBANY — James Prevost cleared a major obstacle in his bid to become the state's next head of the Office of Mental Health last week, when he answered questions before the Senate Mental Hygiene Committee to the satisfaction of the union that represents 90,000 workers in state Mental Hygiene facilities.

The Civil Service Employees Association praised the efforts of Senator Frank Padavan (R-11.) in questioning Dr. Prevost "to see how he stands on the major issues affecting the care of the mentally disabled in New York State," according to Bernard J. Ryan, CSEA's director of legislation and political action.

Senator Padavan chairs the Senate Committee on Mental Hygiene and Addiction Control, before which Dr. Prevost appeared at his confirmation hearing. The psychiatrist, formerly director of Ruthches Psychiatric Center in Syracuse, has been informally nominated by Gov. Hugh Carey to head the new State Office of Mental Health. Dr. Prevost has been acting Commissioner of the Department of Mental Hygiene since the resignation of Lawrence Kolb.

The department's reorganization into the Offices of Mental Health, Mental Retardation and Alcoholism and Substance Abuse is scheduled to take effect April 1, 1978, according to an ad hoc committee appointed by Irene Carr, director of the New York State Psychiatric Institute, and William L. McGowan, director of the New York Psychoanalytic Institute.

By MARVIN BAXLEY

ALBANY — An increase in death benefits was approved by the CSEA Board of Directors at its January meeting here at the Quality Inn.

Responding to a recommendation presented by James Corbin, chair of the standing insurance committee, the Board agreed to an additional $1,000 death benefit this year to the designated beneficiaries of workers with coverage equal to or in excess of $7,500 and an additional $750 to those with coverage less than $7,500.

The additional benefits are a bonus, and must be renewed annually as a non-permanent addition to the Basic Group Life Plan. They are made possible this year by a $800,000 surplus in the insurance fund.

The bonus becomes effective on April 1, 1978, to those policyholders insured prior to April 1, 1977 (excluding premium waivers). Corbin also noted that the committee will make recommendations within the next few months about extending term coverage beyond age 70. This possibility is currently being studied by the committee.

Women's rights also took a big step forward when the Board approved an ad hoc committee to act on behalf of women. Encouraged by the enthusiasm of CSEA secretary Irene Carr and director Francis Bessette (Clinton County), both recently returned from the Women's Convention in Houston, and by the long-time advocacy of director Jean C. Gray (Authorities), the Board empowered CSEA president William L. McGowan to set up the committee to work with women's rights organizations.

(Continued on Page 16)

Insurance Bonus, Women's Committee Approved At January Meeting Of Board

Broome Unit Votes Negotiators Power To Call Job Action

By KENNETH SCHEP

BINGHAMTON — Nearly 700 members of the Broome unit of the Civil Service Employees Association voted overwhelmingly last Thursday night to give their negotiating team the authority to "do whatever it deems necessary up to and including a job action," in an effort to resolve the contract dispute between the union and the county.

The meeting was originally expected to be for ratification of a contract, but the negotiating climate changed after Jan. 12, when a two-year offer made by the union was rejected by the county, which countered with a one-year, take-it-or-leave-it substitute. A fact-finder had recommended $525 across-the-board for the first year, with 3 1/2 percent, plus an escalator clause, for the second.

A hearing was scheduled for this Tuesday, at 7 p.m., by the finance committee of the Broome County Legislature, which will hear presentations by both county and union negotiators before making a president recommendation to the full legislative body on Jan. 27.

The CSEA and the county are divided over several key issues. The County wants to change hours when county offices would be open—from 9 a.m. until 5 p.m., to 8 a.m. until 6 p.m. It wants workers to accept shift changes required by the contract.

(Continued on Page 3)

New Political Action Forces Set Priorities

BY RON KARTEN

ALBANY — The Civil Service Employees Association legislative and political action committee met last Thursday night, setting Taylor Law reform, a Veterans' buy-back bill and retiree legislation as priorities for this session of the Legislature.

Specific changes in the Taylor Law that the committee will promote include removing the two-for-one penalty days charged to striking workers, mandating hearings before injunctions, making disciplinary procedures negotiable (Assembly Bill 1824, representing the committee view, passed on Jan. 16), and overturning a recent court decision which denied a presumption of arbitrizility for grievances.

The committee will also support a veterans buy-back bill that will enable veterans of World War II and Korea to purchase extra pension credits earned in the armed forces.

(Continued on Page 16)

Erie County Unit Votes Yes On Pact

BUFFALO — Members of the Erie County unit of the Civil Service Employees Association voted last Friday, by a margin of 41 votes, 769-728, to approve a contract with the county which calls for pay raises of 4 percent in 1979, 6 percent in 1980, with no pay raise in the current year. An agency shop provision is also included.

Two weeks ago, the same proposed pact was turned down, 686-652. That vote was overturned because, it was explained, By accepting the contract the unit avoids the prospect of fact-finding and a legislative hearing.

Proponents said the contract was needed by the 1,700 workers at county-run Meyer Memorial hospital because the county is interested in contracting-out its responsibility there.

By MARVIN BAXLEY

One of the most prestigious committees of the Civil Service Employees Association is the budget committee, which is composed of members of the statewide Board of Directors. Budget committee members, elected by their fellow directors, are responsible for examining proposed budgets and making recommendations for adoption or modification by the full Board. It is one of only two CSEA committees that have their own sections in the union By-Laws (Article VI, Section 21a). This term's committee members are, from left, chair Howard Cropsey, of Albany County; Raymond Cassidy, of Westchester County; G. Geraldine Dickson, of Education, and vice-chair John Weidman, of Agriculture and Markets. The fifth committee member, Raymond Pritchard, of Central Region V Mental Hygiene, had to testify at a hearing at the time the photo was taken.
Democratic legislators from New York City are finding themselves in the usual election-year bind. Committed by the politics of party survival on a statewide basis, they are going to have to give enthusiastic and vocal support to Governor Carey’s tax-slashing 1978 budget, which outdoes current Republican proposals by about 50 percent.

Reductions in personal and business taxes will make a good many of the State’s citizens happy. But the City’s labor unions have already started a squawk over cutting into tax revenues at the expense of more money for the City, money that will be needed to meet wage demands.

All this is not to say that the Governor’s proposals will pass intact. Powerful Senate Majority Leader Warren Anderson has his ideas on the subject (as well as on the office of Governor). Whatever happens, City politicians seeking re-election will have to take into consideration the hefty campaign purses public employee unions are willing to provide to approved candidates.

The State’s major rumor factory at this time of year is the halls of the State Capitol Building, so try this major bit of gossip on for size.

Governor Carey will not seek re-election.

The fragile basis for this rumor is as follows:

- Mr. Carey would gladly exchange the constantly pressured office of Governor for the more leisurely pace of the U.S. Senate.
- Senator Jacob Javits would welcome the chance to put out his long career in politics to the United Nations.
- Andrew Young would be happy to swap the UN post for a federal judgeship.
- Mr. Carey appoints himself to the Senate to fill the Javits vacancy.

No need to point out here the chaos that would erupt in both the Democratic and Republican camps should the above occur. It’s not likely, but if it does happen, remember that you read it here first.

A majority of Senators and Assemblymen have favorite watering holes where you can sometimes accomplish more at the bar than in an office meeting.

Latest hot spot in New York City for possibly finding your local representative at the end of the day is the newly revived Cotton Club on 125th Street in Harlem. The handsome, Art Deco night spot is drawing them in with a mixture of nostalgia and up-to-date show biz venues. The politicians feel it’s good for Harlem as well as for themselves to be seen there.

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**State’s Employees To Face New Work Evaluation Pilot**

ALBANY—The state Department of Civil Service has announced plans to conduct, on a pilot basis, a type of employee evaluation development program increasingly used in private industry, called “the Assessment Center.”

An Assessment Center is a comprehensive selection and staff development procedure for evaluating the knowledge, skills and abilities of individuals to perform particular jobs.

Assessment Centers are widely recognized as comprehensive and job-related selection devices, say state officials. They were first used in private industry and in recent years a number of government unions and veterans associations have also used them. Two officials claim they are well accepted by both participants and such changes.

The process involves a variety of job-related exercises. Persons being assessed may be asked to solve work problems, answer oral questions, work with groups and take part in acting out realistic workplace situations. Each center lasts two weeks.

Session’s first week will be devoted to training those who will perform the assessing. During the second week, the participants will be observed and precise analyses of their strengths and weaknesses will be prepared, say officials.

Detailed results of assessments will be available to the trainers and their agencies, say officials. They will provide an indication of the individuals’ ability to cope with work-related problems and of how performance and productivity can be improved through additional training, they added. Training recommendations, they say, will be tailored to the individual and will include courses administered by the Civil Service Department or a cooperating agency.

The department will evaluate its experience with this pilot program in hopes of applying the Assessment Center concept to other positions, particularly those at higher management levels, say officials.

**Fifty Eligibles**

ALBANY—The state Civil Service Department established an eligible list for anyone real property info specialist on Oct. 17, 1977 as the result of a Sept. 1977 open competitive exam. The list contains 50 names.

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**Vets Preference Plan Due To Congress Next Month**

WASHINGTON, D.C.—Congress, it is expected, will be presented next month with the Carter Administration plan to limit veteran’s preference in the competition for federal jobs.

Currently, veterans are able to claim additional 5 points on their test scores for an unlimited time. If veteran’s preference should be restricted by Congressional action, the principal beneficiaries would be women, since considerably more men are able to claim military service.

The move is expected to bring about an uproar from veterans groups and perhaps some civil service unions, say officials. Veterans groups have long insisted that the nation owes veterans this edge to make up for the years they spent in service, time they could have used in shaping their civilian careers.

The announcement came as no surprise. Federal civil service officials have been hinting for months that such changes were about to occur. It’s not likely, but if it does happen, remember that you read it here first.

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**State Promotional Job Calendar**

**FILING ENDS FEB. 6**

**Head Data Entry Machine Operator** $11,137
**Principal Data Entry Machine Operator** $9,029
**Senior Data Entry Machine Operator** $7,204

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**FILING ENDS FEB. 21**

**Principal Accountant** $21,545

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**Filings Ends Feb. 27**

**Asst. Dir, Environ. Consv., Law Enforc.** $21,545
**Dir. Land Resrcs. & Forest Mgnn.** $13,701

For more information about these and other State Jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.
Broome Unit Votes Negotiator's Strike Power

(Continued from Page 1) new hours, with two-weeks' notice. The union rejected the idea of making new shifts compulsory on two-weeks' notice, but it did agree to make changes on an experimental basis. The county wants to eliminate binding arbitration for the disciplinary procedure. The union opposes this change. There are grievance procedure modifications that were recommended by a fact-finder and supported by the county, but the union rejects. Barbara Picelli, Broome unit president, said that the group did not object to some modifications in grievance procedure, but that major changes would be opposed. Other matters in negotiation are:

- Parking: Although the union requested free parking for all county employees, it agreed to go along with the fact-finder's recommendation of free parking for some and an increase in the reimbursement rate for all who use cars for busyness.

- Uniform allowance — The union requested that nurses and others be supplied with uniforms. The fact-finder rejected uniforms for nurses, but suggested that a uniform policy, such as the one for food service workers, be applied to certain other job categories. The union opposed this to this possibility. The County rejected it.

- Mileage — The County opposed any mileage increase although the fact-finder suggested increasing the rate from 15c per mile to 16c in 1979, with no increase this year. That was acceptable to the union.

- Overtime — The County refused a fact-finder's recommendation, supported by the union, that workers be given the option of being paid in cash or commensurate time off for overtime work.

- Promotion — The fact-finder suggested a raise of from 3½ to 5 percent. The county said that the union must then agree to the elimination of severance pay.

- Increments — The fact-finder agreed with the County in rejecting a union request that, after working two years, no worker earn less than 5 percent above the entry salary for his job.

- A dental and retirement plan were also rejected by the fact-finder in the striking area. Vacations were ruled against, as was an agency shop provision.

Fifty percent of the members of the Broome County CSEA unit earn less than $7,000 per year.

Duryea Says:

'Public Servants Invaluable'

MANHATTAN — Perry B. Duryea, Minority Leader of the New York State Assembly, presiding over the installation last week of new officers for the Civil Service Employees Association's New York City Local 910, said that state public servants were "invaluable" and "should not take the brunt of the problems of New York State and New York City."

He also charged that Mental Hygiene institutions were "dumbing" residents into communities without sufficient preparation.

In other action local representatives gave a vote of confidence to Solomon Benefeld, president of the region, reaffirming the local's opposition to the recent statewide agreement on the salary schedule.

CSEA's Board Acts On Bonus, Woman's Group

(Continued from Page 1) other organizations in improving the station of women. Mr. McGowan also announced that he had accepted an invitation to serve as a member of the Committee for Women in Government. He noted that at a later time he will choose five women to serve on committees of the organization.

Acting on a motion by director Jimmy Grippen (Mental Hygiene, Region II), the board also approved an ad hoc committee on minorities.

Mr. McGowan, despite opposition led by several of the statewide vice-presidents, gained approval from the Board for allocation of $50,000 to mount representation challenges against rival unions.

The money would be used to hire part-time workers for such tasks as circulating petitions, Mr. McGowan explained. The vice-presidents had argued in favor of permanent additions to the staff.

Mr. McGowan's winning argument included the statement that he is "sick and tired of being on the defensive with the rival union's effort to raid CSEA members and, with this $50,000 allocation, they will realize CSEA is prepared to take the offensive."

The expenditure, although approved in principle by the Board, must still be referred to the budget committee for recommendations before final action may be taken on it.

It was also announced that the publicity campaign against contracting out was scheduled to get under way on Jan. 16, and that

THEO MAS J. CALLANAN

... Director, Division of Probation

MeGowan Praises Callanan Choice

ALBANY—Thomas J. Callanan's appointment as director of the State Division of Probation has been praised by Civil Service Employees Association president William L. McGowan.

In a letter to Gov. Hugh L. Carey, Mr. McGowan noted that Mr. Callanan was unanimously endorsed for the position by the CSEA statewide probation committee, which is made up of probation officers from throughout the state representing the vast majority of line probation officers.

Mr. Callanan had been serving as acting director. He has served in the past as the division director of training at the Correctional Services Academy as an adjunct assistant professor of criminal administration at the John Jay College of Criminal Justice of the City University of New York and as president of the New York State Probation and Parole Officers Association.

"It is important to note," Mr. McGowan wrote the Governor, "that Mr. Callanan has risen through the ranks of the Probation Department and, therefore, has the advantage of knowing the problems of the rank-and-file employees. We look forward to working closely with Mr. Callanan in his new position for the betterment of probation throughout the state.

Monroe Local Says County's Delay Prevents Strike Fine

(From Leader Correspondent)

ROCHESTER—The Monroe County Local of the Civil Service Employees Association has a tactic that it thinks can prevent 1,300 members from paying an estimated $300,000 in penalties because of the county strike last August.

Under the state's Taylor Law, CSEA members who struck the county Aug. 22-24 can be penalized two days' pay for every day of the strike. County labor negotiator Bernard Weinman said employees who didn't show up for work those days automatically were not paid. He said the county has complied with state law and notified strikers they will be docked for an additional three days. But so far that money hasn't been taken from their paychecks.

Martin Koenig, CSEA Local president, is still asking in State Supreme Court that the county's notification be voided because of unnecessary delays. Mr. Koenig said that under state law the county must notify union members "forthwith" that their pay is being docked. He said some members still haven't received notification, and it has been almost 4½ months since the strike.

"It's against the law for County Manager (Lois E.) Morin to wait that long," Mr. Koenig said.

Other Local sources believe one reason for the delay was political. They said Mr. Morin held back notification until after the November election so as not to antagonize employees, many of whom are Republicans. Mr. Morin was appointed by Republican legislature.

"Department heads were given the notifications to give to employees who struck and then told to wait until after the election," a Local source said.

Mr. Weinman said he expects the issue of unnecessary delay to end up in court along with another union contention that the County had agreed that Aug. 24 would not be counted as a strike day.

Mr. Koenig maintains that there was an agreement that Aug. 24 would not be counted as a strike day because pickets were taken off the lines by mid-morning when the tentative agreement had been reached on a new three-year contract.

"Winterman said there was no delay," in notifying county employees about pay being withheld from their paychecks. "We had to go through all the files and reports of all county departments, and they're pretty widespread throughout the county," he said.

Assembly Minority Leader Perry B. Duryea signed in officers of the Civil Service Employees Association's New York City Local 910, as follows: Anthony Vericella, financial secretary; Marvin Braham, treasurer; Ben Lipkin, second vice-president; and Gennaro Fischetti, third vice-president.

The Leader. We are grateful for this special privilege.
WASHINGTON, D.C. — A new series of federal jobs are open this week, the result of a promise of new hires by officials of the Carter Administration.

All the jobs are for areas outside New York, however. Most are in Washington, D.C.

**Info. Specialists**

ALBANY — The state Civil Service Department established an eligible list for senior real property information specialist on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 55 names.

**Alvin J. Snyder**

North Hempstead Highway Department employee Arthur R. Smith was awarded a certificate for his 30 years service to the town, just prior to his retirement last month.

**BUY U.S. BONDS!**

Complete and Mail Today — Please Print Clearly

Alvin J. Snyder is an interesting man — a man you'd like to have for a neighbor. He can spin stories about his years in the South Pacific as a Marine in World War II. He can tell you about 20 years of service to the Boy Scout movement. If you're interested, you can hear about his activities as an amateur gem cutter and mineral collector. Or perhaps you'd like to know about the time he's cross-country in America, or about his adventures as a cross-country skier.

Al Snyder does one other thing you ought to know about: he helps people protect your way of life now and in the future through the CSEA insurance plans. For almost 30 years — 15 of them with Ter Bush & Powell — he has helped people create insurance programs to protect the good life for themselves and their families.

If you'd like to know more about CSEA insurance benefits, or if you'd just like to review your present coverage with no obligation, you ought to talk to a man like Al Snyder.

It could be the most rewarding conversation of your life.

**SHORT TAKES**

**FIRM TO SCREEN JOBLESS BENEFIT CLAIMS**

The Buffalo Board of Education will spend $18,159 to hire an outside firm to weed out improper unemployment claims. The firm, Gates, McDonald & Co., is expected to save the school system considerable money. The federal government had been paying public employee claims until Jan. 1. School districts and municipal governments became responsible for the payments after that date.

**WASHINGTON, D.C. PENSIONS 'TOO GENEROUS'**

The General Accounting Office is recommending that 1,500 federal employees be pulled out of the Washington, D.C. police and firefighter retirement system because the system is too generous and too costly. GAO says the district's retirement system requires smaller employee contributions than the federal civil service system does but offers more generous retirement and death benefits and permits retired workers to collect higher pension benefits while holding down other jobs.

**5,000 TEACHERS ATTACKED EACH MONTH**

More than 5,000 teachers in the nation are attacked in school each month and 1,000 of them are badly injured, enough to require medical attention, says a study conducted by the National Institute of Education. However, the rate of school vandalism, the report continues, has remained the same. The study says strong and dedicated principals who institute "firm, fair consistent" discipline systems are needed to effectively combat school crime.

**BUFFALO CITY HALL IN UPAHEAL OVER FIRINGS**

Buffalo City Hall is in turmoil over recent changes made by the new administration of Mayor James D. Griffin. Mayor Griffin has dismissed many of the officials left over from the Fazio Administration. In the latest shakeup, newly appointed Human Resources Commissioner David L. Echols dismissed all six Human Resources division heads. One of them, Joseph P. Gallaher, former youth director, said he will go to court to fight his ouster.

**100,000 MORE PUBLIC SERVICE JOBS**

WASHINGTON — Labor Secretary Ray Marshall has announced that nearly 677,000 Americans are employed in public service jobs. This is 100,000 less than the administration's goal. Mr. Marshall predicted by March, all of the 725,000 public service jobs authorized by Congress last year will be filled.

**WOMEN FIREFIGHTERS HAVING HAIR PROBLEMS**

A woman recruit for a firefighter job with the Milwaukee Fire Department has resigned from the department's training program, because Fire Department officials insisted she cut her long hair. Christy Diefendorf, 25, was one of three women admitted to the program. The other two got haircuts, fire officials say, but were told to get their hair cut even shorter.

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If you're a Civil Service employee and hold the Blue Cross Statewide Insurance Plan with a PA. or N.Y. Certificate Number, you're safely covered for any and all your medical disorders requiring long-term rehabilitation. Three of Brunswick Hospital Center's five fully-accredited hospitals are specialized to provide you with the kind of rehabilitation treatment you may need. Also, local subdivisions of New York State Plans, Medicare and most major medical group insurance are readily acceptable with us.

So, if you need long-term rehabilitation for your medical problems, check out your insurance policy today or, better yet, call us in Amityville, New York and we'll help you figure it out right away. Our phone number is 516: 264-5000. Chances are, you're already completely covered. And, because we care—we'll take good care of you...

Physical Rehabilitation
Our Physical Medicine & Rehabilitation Hospital is fully-staffed for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skillfully treated by professional specialists: a treating physician creates your specialized treatment plan—followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychologists and social service counselors meet out your requirements.

A superbly equipped hospital designed to help you regain a fuller, active life. For more information, call 516: 264-5000/ Ext. 228

Alcoholism Rehabilitation
Our Brunswick House Alcoholism Hospital has been created for the full treatment of alcoholic victims. Each resident is assigned a special treatment plan to meet his or her special needs and carried forth by a full staff of alcoholism specialists: medical, nursing, psychological, social service, counseling and family therapists.

The newest of our five hospitals, Brunswick House rehabilitates alcoholics and returns them to full activity—recovered and able to meet life's problems. Call us at 516: 264-5000/ Ext. 361

Psychiatric Rehabilitation
Our Psychiatric Hospital—with its bright, cheerful atmosphere—maintains the most modern facilities for the mentally and emotionally ill, the drug addicted and those requiring custodial assistance. Its specialized staff of mental health professionals treat all residents in effective teamwork—to gain greater recovery. These dedicated specialists: the doctors, nurses, psychiatrists, psychologists, social workers, occupational and recreational therapists—all give of their expertise to overcome psychiatric disorders and return the resident to a better life. For more about this, call 516: 264-5000/ Ext. 268
Keeping City Balance

SLEIGHT-OF-HAND is a political skill that must be mastered by any politician who expects to be around to run another day.

New York City Mayor Edward I. Koch exhibited that skill last week when he offered his plan to reduce the city workforce by attrition while continuing to hire new employees.

He was also adroit enough to except from his plan the uniformed services of Police, Fire and Sanitation. Score one for the new Mayor: It is not politic to gouge the most visible civil servants, who have already proved their ability to raise the lowest paying jobs.

Mr. Koch announced that the city's workforce will be reduced by 10 percent during the next four years. This would be less than the number of workers laid off in a couple of hot weeks in the tumultuous heat of the strike. The strike is over, but the public remembers. The public wants more services. The workers want more pay. The banks want more interest.

In terms of numbers, it means that there will be 26,000 fewer New York City workers by 1985, but the rate of attrition becomes exponential as the blueprint is implemented.

So, instead of laying off 26,000 workers, which has turned to the mass of the city's workers in less glamorous, but still vital jobs: people who man the desks, who work with the outcasts, who handle the hum drum tasks that keep the city functioning.

Score two for the new Mayor: Zero in on the people who occupy the lowest paying jobs.

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Social Security Benefits For Students

Almost everyone knows that, unmarried, disabled, senior citizens and disabled workers and survivors of deceased workers can get social security benefits on a parent's social security record if they are full-time students between 18 and 21. But, many people are confused about what students can qualify.

There are two rules, one for university, college, or junior college students, and another for high school, trade, or vocational school students.

For social security purposes, a university, college, or junior college student is considered full-time if he is enrolled for at least 12 weeks.

A high school, vocational, or trade school student in a 13-week or more course is also considered full-time if he is enrolled for at least 20 hours a week.

A student is not eligible for benefits, however, if he is paid by an employer to attend classes.

Another point that seems to confuse people is just what kinds of schools can be considered "educational institutions" of the kinds of institutions that can get social security status to help support students.

A university or college which is operated by a state or local government, or by the federal government.

A state college or university or a community college.

A private school or college supported or operated by a state or local government, or by the federal government.

Social Security benefits are available to students at colleges or universities who are considered full-time students.

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Social Security benefits are available to students at colleges or universities who are considered full-time students.
A 16-year-old patient returned from school disturbed and angry. He told the nurse who had picked him up that he was afraid of his mother. He added, "I need to be loved."

One of the many questions that the incident raises about the causes of assaults against staff is this: has this increased emphasis on patients' rights given some clients an incentive to behave inappropriately without fear of consequences? Dr. Louis G. Huzella, director of Mental Hygiene New York City regional director, said that "patients know their rights. They have told me, 'I can hit you and you can't do anything.'"

A "fist" claim on the part of the incident report.

The idea that it is often necessary to sustain a "fist" claim in order to protect oneself from an assault is a new one to many staff.

Dr. Russell Bartow, director of Rochester Psychiatric Center, said that if the patient's abuse of you is not handled by the staff, "the patient will find a way to do it again." He added, "This is a problem that we have to deal with, whether it's in a hospital or a mental institution."
GO TO HEALTH

By WILLIAM R. WILFORD

DANGER SIGNS

Cancer is one of the most curable of all major diseases — if you catch it in time. Your doctor is alert to help you.

Be alert yourself by going to him if you have a warning signal. If it's a false alarm, he'll tell you. If it isn't, you've reached him in time for help. Here are some symptoms to watch for:

- Change in bowel or bladder habits. Many things cause changes in bowel or bladder habits — what you eat, how much you drink. But if the change is beyond normal variation, take it seriously.

- A sore that does not heal. It may not be painful. But it may signal an early, curable mouth or skin cancer. If it lasts long, your doctor should never be ignored. See your doctor immediately.

- Thickening or lump in breast or elsewhere. Eight out of 10 breast lumps are not cancerous. If it is cancer and is found before it spreads, chances of cure are excellent.

- Indigestion or difficulty in swallowing. Indigestion is a common complaint, but persistent indigestion, heartburn, nausea, loss of appetite — should send you to your doctor.

- Obvious change in wart or mole. If it gets bigger, blacker or scaly, see a doctor.

- Let me also remind you of the Roswell Park Memorial Institute free tape-recorded cancer information telephone service. Call in Erie County, 841-2380 and elsewhere in New York State, 1-800-462-1844 and ask for tape No. 2 Cancer's Warning Signal.

BUY U.S. BONDS!

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TRADES AND CRAFTS

No Written Test

Title

Comptroller

$12,336; grade 8, 13,662; grade 9, $15,090.

Written Test Required At Some Grade Levels

Title

Salary Grade

Communications Technician

5

Denta Hygienist

2,3,4

Electronic Accounting Machine Operator

4

Electronics Technician

4

Engineering Technician

5,6,7,8

Examiner (Retirement)

4

Fiscal and Accounting Support Positions

4

Medical Aid (Sterile Supplies)

2,3

Nuclear Medicine Technician

5,6,7

Physical Therapy Assistant

5

Photostat Engraver

5

Sales Store Checker

3

Shorthand Reporter

7,9

Travel Clerk (Typing)

5

*The salary grades pay as follows: grade 2 pays $7,035; grade 3 pays $8,020; grade 4, $9,095; grade 5, $11,101; grade 6, $12,236; grade 7, $13,462; grade 8, $15,090.

Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City area office, Requirements vary.

GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Quality Inspection Specialist

Welder

For Group Information call Director of Group Sales (516) 541-6930

N.Y. State Ordinary & Accident Disability Claims, else Social Security Disability Claims.

Marc L. Ames

Attty at Law

N.Y. State Ordinary & Accident Disability Claims, else Social Security Disability Claims.

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Attty at Law

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5

Denta Transcriber

2,3,4

Dental Hygienist

2,3,4

Electronic Accounting Machine Operator

4

Electronic Accounting Machine Operator

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The New York Pop Arts Festival

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Friday, January 27 – 8 P.M.
Saturday, January 28 – 8 P.M. – 12 Mid.

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1000 Avenue of the Americas, New York 10036 (212) 292-4666

Saturday, January 28 – 8 P.M. – 12 Mid.

TICKETS:

$10.00 Orch. & 1st Mezz. & $8.50 2nd Mezz. & $7.50 3rd Mezz.

TICKETS ON SALE AT BOX OFFICE ONLY

CHARGIT by phone: (212) 239-7177. TICKETRON: (212) 977-9020

LUNT-FONTANNE THEATRE, 46th St. W. of B'way. JU 6-5555
Veteran Plan To Congress

(Continued from Page 3) in the works. President Carter had pledged during his election campaign to help women job seekers.

One point in the plan is to limit veteran's preference, which dates back to the Civil War, to from 10 years after discharge from the service.

"Our society demands a re-dress of the unfair treatment of women and minorities by institutional procedures that have excluded them from that oppor-tunity," said U.S. Civil Service Commission chairman Alan E. Campbell, one of the architects of the new plan.

U.S. officials also plan to:
- Eliminate absolute preference received by veterans during layoffs.
- Exempt the nation's 2.5 million disabled veterans from the new program.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

By subway, applicants can reach the filing office via the IND (Chambers St.), BMT (City Hall), Lexington OPL (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), 85-Court St., Brooklyn 11201; phone 566-8006.

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 12232; Suite 390, 1 W. Gannett St., Buffalo 14202; 9 a.m. - 4 p.m. Announcements may obtain announcements by writing to the City of Personnel office only or by applying in person at any of the three.

Various State Employment Service offices can provide applicants 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 488-6149.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 488-4248.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 100 South Clinton St., Syracuse 13202. Toll-free calls may be made to 1-800-982-1479. Federal titles have no deadline unless otherwise indicated.

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The Federal Employee

BY PETER ALISON

Now There Are Two

Everyone in civil service is watching for the effects of the Carter reorganization. One facet is evident. The Civil Service Commission will be split into two or three different organizations. New teams of political appointees will administer them. Best guess is that five career-assistant directors will replace the bureau director. The assistant director will come in at the executive level with salaries of $50,000.

A newly created organization, the Office of Personnel Management, will take over policy making. It will be headed by a Level II director with a Level III deputy. The director will appoint the five assistant directors.

The present Federal Employees Appeals Authority and the Appeals Review Board, now made up of career employees, will be replaced by three political appointees. A special council will serve the new board. The Office of Personnel Management will issue rules and regulations, investigate, evaluate and enforce regulations violations, and refer violations to the Merit System's.

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Books NOT RETURNABLE AFTER 10 DAYS
CSEA Statewide Committees Are Appointed

(Continued from Last Week)

ALBANY — Names of committee members for the Civil Service Employees Association were announced last week by CSEA president William L. McGowan.

The directors committees are elected by members of the statewide Board of Directors. Other committees are named with the advice of the regional presidents from names submitted by the Locals.

NURSES COMMITTEE
Ebthel Cobb, chairman, and Melissa McLane, Margarette Hopkins, Regina Nencheck and Kathleen Keegan.

PLATFORM COMMITTEE
Dallas McCormick, chairman, and Michael Curin, Willes Raye, Joan Tobs, Helen Halon and Andy Amarella.

PROBATION COMMITTEE
James Brady, chairman, and Jim Mattei, Tom Taylor, John Whalen, David Singer and Peter Orteo.

PUBLIC RELATIONS COMMITTEE
Paul St. John, chairman, and Dudley Kingsley, Thomas DiNatale, Roseanne Lanza, Suzanne Burczinski and Russ Bettis.

REGIONAL OFFICE COMMITTEE
Anne Wadas, chairman, and Molly Park, Alex Hogg, Ellen Salisbury, Dorothy Moses and Sam Notaro.

SOCIAL SERVICES COMMITTEE
Grace Vallee, chairman, and Gennaro Pichetti, Jim Otte, Bernard Dwyer, Kermit Pearl and Ed McCreery.

STATE SAFETY COMMITTEE
Arthur Allen, chairman, and Edward Quann, Patricia Thomas, Ron Draper and David Williams.

AD HOC COMMITTEE
AD HOC OFFICER COMMISSION
David Mance, chairman, and Robert Malekta, Paul Kamran, Al Rubin, Robert Galper and Annette Harding.

AD HOC CONTINGENCY ACTION COMMITTEE

AD HOC MENTAL HYGIENE TASK FORCE COMMITTEE
James Borknry, chairman, and Dan Donohue, Ronald Smith, Patricia Miller and William Krysznyst.

AD HOC COMMITTEE TO STUDY COMPUTER OPERATIONS
George McKnauugh, chairman, and Emil Sliak, Karen White, Kenneth Glastetter and J. Michael Murray.

UNIFORM OFFICERS COMMITTEE
Mae Smith, chairman, and Dorsey Gray, Glen O'Garn, Rod Watson, Keith Poole and James Wiley.

WORK PERFORMANCE COMMITTEE
John Mack, chairman, and Alex Castaldi, Giles Spoonhour, Harold Ryan, Robert Weinblom and Jo Anne Miller.

Among the participants from other Western Region VI Locals were, from left, SUC at Buffalo Local 640's board of directors. Here they are shown taking a test to check their knowledge of grievance procedures.

Elaine Mootry, left, president of West Seneca Developmental Center Local 427 that hosted a recent grievance workshop, looks attentive as CSEA field representative Thomas Christy looks over agenda prepared by statewide education chair Celente Rosenkrann, right.

Barbara Biniocki, corresponding secretary for West Seneca Local, was in charge of seminar arrangements.

J. N. Adam Developmental Center Local 400's vice-president David Polioto, left, and treasurer Gary Pallesen look concerned as they listen to lecture on grievance procedure.

(Leader photos by Hugo Onger)

Assaults On Staff

(Continued from Page 9)

mentioned as a situation which contributes to assaults.

Another factor which distinguishes the state institutions in New York City from those upstate is the difference in the general social and educational levels of the staffs.

In Utica, for example, because of the depressed economy, $7,000 or $8,000 per year ward service jobs are considered good opportunities by people coming out of college with master's degrees.

Upstate, there also seems to be a greater feeling of community involvement in the hospitals, which is lost in the vastness of New York City, where a person may work in the Bronx but live two islands away in Richmond County.

There are also many examples of several generations of the same family working in the hospitals, a tradition which seems missing in New York City.

It is more difficult to make a living on the state salary in the western part of the state, and those caught in last summer's blizzard found personal days lost to state workers caught in last winter's blizzard in the western part of the state, and those caught in last summer's New York City blackout.

Plan Political Action

(Continued from Page 1)

Legislation will be supported which extends supplemental and permanent benefits to retirees.

Occupational safety and health coverage is a fourth priority for the committee this year. The OSHA plan would provide better safety regulations and inspections of work places resulting in fewer job-related injuries with higher workers' compensation costs.

In addition, James Feathersonbaugh, partner in the CSEA law firm of Roemer and Feathersonbaugh, said that the committee would be supporting "hundreds of other bills" including two that would retrieve personal days lost to state workers caught in last winter's blizzard in the western part of the state, and those caught in last summer's New York City blackout.
To Honor Perry Duryea

MANHATTAN—Sam Emmett, chairman of the New York State Employee Brotherhood Committee, Inc. announced last week the 35th annual Brotherhood observance held Feb. 9, with a panel discussion from 9 a.m. to noon and a luncheon to follow at 1 p.m. at the Roosevelt Hotel, Madison Avenue and 45th Street, Manhattan.

Perry B. Duryea, State Assembly Minority Leader, will be honored with the Benjamin Potocki Award. Eugene Vizinetti, an unemployed insurance referee, will receive the Civil Service Employees Brotherhood Award.

The awards are presented to active or retired members of the NYSEBA, a career civil service employee who, by their deeds and actions, are contributing to the welfare and success of their brothers in all fields of endeavor. The Civil Service Commission has approved time off without charge for accruals for all employees who attend.

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, and 1 West Genesee St., Buffalo.

FILING ENDS FEB. 14
Title: Public Health Dentist (Research II) Salary: $27,942 27-695 Tax Compliance Agent (Reg. & Sp. Spicing) $9,746 20-931

Open Continuous State Job Calendar

Title: Accountant, Supervising $26,516 Actuary (Life), Associate $26,516 Actuary (Life), Supervising $26,516 Analyst, Assistant $10,118

State and County Eligible Lists

180 McGraw-Kay Brooklyn 73.0 592 Allen Robert Brooklyn 70.9 593 Clarke Curtis G Brooklyn 71.0 595 Peigler Philip NYC 70.9 596 DuChes Robert P. Centennial 70.6
The Civil Service Employees Association law firm of Roemer and Featherstonhaugh has decided to push for reimbursement of bills that would retrieve lost time for state workers in the western part of the state and in Hudson County, according to James Featherstonhaugh, a partner of the firm.

An Arbitration Board and political action committee's strategy session last week, legislative hour and a half early, as no cost in leave time, because of an area snow storm.

The Governor's office had no recollection of this, although a spokesman for the state Office of Employment Relations verified the fact.

The decision in last week's political action committee session, however, means that CSERA lobbyists will be urging state legislators to reintroduce again this year the bill to retrieve lost days.

"We are continuing to work to get this resolved," Mr. Lattimer said. During last summer's blackout in New York City, many state workers who worked for work at the World Trade Center were turned away by guards at the door, but, in different buildings, showed up for work performed their duties and then were told to go home because of the electrical blackout.

While CSERA-backed legislation may be forthcoming to retrieve lost leave days for all New York workers, the state has already agreed to pay a full day's wage for those who reported to work performed their duties and were then told to go home. Those workers, who have not yet had their leave time returned, are asked to contact the New York City regional office to see that this time is retrieved.

In any case, the decision, members of the Hudson Valley Community College Unit recently won an arbitrator’s decision against the college, which closed down its campus because of snow and housing costs, and subsequently tried to charge the days to workers’ leave time. The workers retrieved their lost days and while some thought that this ruling might set a precedent for similar cases and blackouts, Solomon Bendel, president of CSERA’s Region II, Mr. Lattimer, and a spokesman for Roemer and Featherstonhaugh disagreed.

**Praise Padavan’s Questions**

(Continued from Page 1)

Senator Padavan asked Dr. Prevost about the department’s policy on aggressive dumping— the dumping of patients out of the state-run facilities and into communities that were not ready to receive them. “What are your recommendations in the area of community reinstitutionalization for the state?” Senator Padavan asked.

“I have found that in the development of transitional and community services, that the state, in its use of those services in the past, has severely damaged the patients by working with the severely and chronically disturbed within our institutions, is, with additional training, the worker of choice with the patient outside of the hospital,” Dr. Prevost said.

Senator Padavan then grilled the psychiatrist with regard to his feelings about the place of the multiply handicapped in the reorganization of the department, the commitment made by Governor Carey last year to patients and staff of the state Mental Hygiene facilities.

The proposed commissioner added that the blame for the “dumping” policy should be laid on “professionalism” that failed to recognize that patients institutionalized for years need Metropolitan Local

MANHATTAN—The executive committee of the Civil Service Employees Association’s Region II will hold a meeting at Francesca Restaurant, 110 John St., Manhattan, beginning at 8:15 p.m. on Jan. 31.

**Court Policy Staff Continue To Review The Pay Structure**

The new salary structure for court workers is still weeks away as the Court Administration wrestles with the problem of determining job classifications.

Court workers have been under state jurisdiction since April 1, 1977. Before that time, as either county or municipal employees, they worked under an assortment of job titles and salary classifications.

The Court Administration seeks to establish statewide uniform job titles and equalize the uneven salaries workers are now paid.

**Manhattan Retirees**

MANHATTAN—The New York Metropolitan Retirees Local of the Civil Service Employees Association will meet at 1 p.m., on Feb. 25, at 2 E. 19th St., Trade Center, room 5890, Manhattan.

**Continuity Of Employment Committee**

Continued from last week

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**Erie Contract Vote: Yes**

(Continued from Page 1)

Controversy over the county’s bargaining unit and offered improved continuity of leave and personal leave benefits.

The latest pact, to resolve a dispute with the county workers over time lost during two December snowstorms, also established a snow-leave policy that mandated a full day pay if county offices close after 1 p.m., a half-day pay for closing before 1 p.m. and no pay but the option to take personal leave if offices did not open.

The CSERA’s former contract with the County expired Dec. 31.

**CSEA Presidents Meet**

(Continued from Page 3)

$25,000 will be spent in New York City alone, to publicize the situation at the court workers in the Metropolitan area, and the private sector. The committee seeks to establish uniform job titles and salary classifications.

The Court Administration seeks to establish statewide uniform job titles and equalize the uneven salaries workers are now paid.

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