ALBANY — Terming the state’s Performance Evaluation System a “noble experiment that is a dismal failure”, CSEA President William L. McGowan has announced that the union will end its participation in the program affecting state employees at the expiration of current CSEA-State contracts in March, 1982.

“We have tried and tried and tried again to accommodate this system because it offered our state membership the promise of more money, but the simple fact of the matter is this system is not working, offers no promise of ever working, and if anything, is destroying productivity rather than boosting it,” the union leader told newsmen.

In 1979, CSEA negotiated contracts for the state’s Administrative, Institutional and Operational bargaining units. Under the Presidential Wage and Price Guidelines then in effect, public employees were prohibited from negotiating salary increases of greater than seven percent. The guidelines excluded, however, any payments linked to “productivity incentives.”

CSEA and the State agreed upon a Performance Evaluation System that added approximately $9 million per year to the salary increase negotiated by the union. Payment of this money was divided between a Performance Evaluation System that linked performance ratings to movement through the state salary steps. It reduced the time necessary for an “average” employee to move through that scale from five years to three, and allowed a new employee receiving consistently “outstanding” ratings to move through the salary steps in as little as 18 months.

A separate Performance Award System offered annual bonuses of at least $300 to employees at the top of the salary schedule rated as “outstanding.” The contract, however, provided a limit of 16,000 awards. Management implementation of this element of the program has led to major complaints about the program and destruction of its intended goal of encouraging employees to improve performance to obtain an award. Many employees felt that they would receive an arbitrary rating no matter how they performed.

The Performance Evaluation Program has pumped more than $8 million into Performance Awards, and more than $12 million into Performance Advancements. This $20 million “bonus”, above the seven percent increase limit under the Presidential Wage and Price Guidelines in effect in 1979, is the principal reason that CSEA has worked diligently for two years to try to salvage the system. Despite its efforts, reports from the latest round of ratings indicate the system is still overwhelmed with problems.

“CSEA is a democratic union that is responsive to the needs and feelings of its membership,” Mr. McGowan said. “And it is clear that because of the continuing foul-ups in this program, the employees have simply had it with Performance Evaluation as it presently exists. I honestly believe that if this system were in any future tentative contract submitted to the membership, the contract could not be ratified.”

Union delegates meeting in Syracuse for a Special CSEA Delegate meeting last month roundly criticized the program’s failures in producing objective ratings upon which to base performance advancements or performance awards. During the discussion, Mr. McGowan announced to the Delegates that he had decided that the program could not be salvaged and the union would “get rid of it” in future negotiations.

Until the end of the current contract on March 31, 1982, however, Performance Evaluation and the payments for Performance Awards and Performance Advancements remain a part of the CSEA contract and the union will honor its commitment. It is projected that an additional $12 million will be paid out under the program in the final contract year.

Union local presidents and stewards in the state division are being encouraged to continue their vigilant monitoring of the system and assisting employees who feel their rights may have been abused.

Numerous employee complaints have been received by the union in connection with the program despite a two year program of training and planning to reform the program in an effort to continue the financial rewards in the future. But, Mr. McGowan said, despite CSEA’s good faith efforts, the problems still remain.

“We have documented instances where employees have received ratings and then had their ratings taken back and downgraded because a supervisor gave out ‘too many’ outstanding ratings,” he said. “In other cases, evaluations which are supposed to be confidential have been posted on bulletin boards, and in some cases, the state has failed to pay employees so they could ‘punish’ managers who filed evaluations late.

“This union demonstrated a willingness to participate in this program because it meant $9 million more for our members, and it offered the promise of badly needed financial awards for workers. But the fact is the State simply has failed to implement the program properly, and it is a disaster. As far as we’re concerned,” President McGowan concluded, “our participation in this experiment will expire on March 31, 1982.”
O'Connor charges Exec. with union-busting

130 reclassified employees prevented from organizing

GOSHEN — “We must turn the table on County Executive Louis Heimbach who is the foremost union buster in New York State,” says Region III President Raymond J. O’Connor.

The union leader made his remarks as the result of a meeting the executive held March 18 with supervisory personnel where he (1) stated they not organize, (2) asked for a chance to first prove to them that they will be “treated right,” and (3) called their current status as, “we enjoy the wonderful opportunity for us to solve problems together that we were never able to solve before.”

In May, Heimbach reclassified 130 county union employees on grounds that they were supervisors and should be considered part of management. CSEA answered with an unfair labor practice charge, but the state Public Employment Relations Board dismissed it.

O’Connor complained that the county turned down a union request that Field Rep. Flip Amadio be permitted to monitor the session.

“It’s pretty clear he didn’t want us there because that would have kept him honest,” he declared, emphasizing, “it’s the old game of an employer intimidating people who have no contractual benefits to keep them from organizing.”

The CSEA plans to file an Improper Practice with the PERB charging Heimbach with, “union animus.”

In a related development, union attorneys have decided to appeal the PERB decision which permitted the county to remove the middle management personnel from the bargaining unit.

In view of Heimbach’s action, we must challenge the decision because it threatens the whole union. He will otherwise simply pick it to death until nothing is life and everyone is at his feet,” according to O’Connor.

Union leaders were especially upset because at the meeting Heimbach said the deadline to appeal was passed when in fact it was not until March 24.

“It’s just another example of how he operates,” the regional president concluded, who said that since CSEA is now affiliated with the AFL-CIO as Local 1,000 of the American Federation of State, County and Municipal Employees, he hopes union people and their families in Orange County will remember Heimbach’s anti-unionism this election year.

Latest escape proves CPC is ill-equipped

NEW YORK CITY — Yet another escape from Creedmoor Psychiatric Center’s (CPC) so-called top security forensic unit has drawn harsh words from CPC Local 406 president Dorothy King.

“We have said time and time again that security is very lax in the forensic unit,” said King. “It’s simply not a secure ward, yet violent patients are kept there.”

While Governor Carey has requested $2.4 million to establish a regional forensic unit at Manhattan Psychiatric Center, the plans do not call for the facility to be ready to accept patients until late 1982.

“When I learned of the proposal to move all the downstate forensic patients to Manhattan State, I was naturally pleased,” said King. “But I knew there would be a steady stream of escapes from Creedmoor until the new unit is opened.”

AFSCME’s Roberts nominated

NEW YORK CITY — Gov. Hugh L. Carey has nominated Lillian Roberts, Associate Director of AFSCME District Council 37, to become Industrial Commissioner of the State of New York.

Ms. Roberts has been Associate Director of D.C. 37 since 1987. She is nationally known in the labor movement as an advocate of women’s rights and affirmative action and has been a formidable figure in the state’s labor movement for more than a decade.

The Industrial Commissioner heads the State Labor Department which employs thousands of CSEA members and regulates many programs having a direct impact on public employees including the Comprehensive Employment and Training Act (CETA) and the public employee Occupational Safety and Health program.

CSEA President William L. McGowan said he was pleased by the nomination of Ms. Roberts because she is a deserving worker for labor and has a proven track record as a leader in the fight for public employee rights.

Labor Theater in area

ALBANY — The Labor Theater, a professional Equity theater group based in New York City, will bring its critically-acclaimed production of "Railroad Bill" to Albany on Thursday, April 16 at 8 p.m. It will be performed at Page Hall, on the downstate University at Albany campus on Western Avenue.

The Albany performance of the Labor Theater is being sponsored by the Almagamated Clothing and Textile Workers’ Union’s Human Rights Project, called THREADS, and by several community labor groups.

Tickets are $2 each, and are available at the door or in advance from Peg Wilson of THREADS. Ms. Wilson can be reached evenings at 463-5818.

Bd. of Directors candidacy

ALBANY — CSEA members employed by the Department of State of the State of New York are invited to apply for candidacy as the Department’s representative on CSEA’s Statewide Board of Directors.

The CSEA’s Statewide Nominating Committee is accepting applications for candidacy to the Board seat due to the declination of the incumbent representative, the only candidate nominated by the Committee.

Any member from the Department can apply for candidacy by contacting the Office of Executive Director Joseph J. Dolan, Jr. at CSEA Headquarters (518) 434-6101.

Applications must be received prior to April 15, 1981 to be considered.

Nominations deadline

The deadline for nominations for election to CSEA Judiciary Local 332 offices is April 10. All completed applications should be sent to the Nominating Committee, P.O. Box 594, Goshen, N.Y. 10924.

If applications have not been received, contact Carol Slover at the same address.

Independent ballots for Local 332 elections must be received by April 25.
INWOOD — For two 13-year-old alleged muggers, Friday the Thirteenth of March proved to be their unlucky day — they ran smack into Nassau County School Crossing guard Margo Pettit who helped arrest them.

It was the third time in three years that Ms. Pettit has helped police arrest criminal suspects and the CSEA Nassau Local 830 is planning to honor her in ceremonies.

"We want the public to know that dedicated employees like Ms. Pettit take their responsibilities seriously — even to the point of risking their lives," said Nicholas Abbatello, President, Local 830.

Ms. Pettit, who works at Public School No. 2 at Sheridan Avenue and Westcott Street in Inwood, had just gone off duty on March 13 when she saw two young boys run by her car. One youngster was holding a woman's purse.

"I knew they had stolen it," Ms. Pettit said. She was sitting in her car with the motor running and made a U-turn and drove after the fleeing boys. When she caught up with them, Ms. Pettit demanded they give her the purse back. One youngster wanted to give it back but the other came over to her car. "He waved a butcher knife in my face and said, 'I don't care who you work for, you ain't getting this pocketbook,' " she said.

Ms. Pettit drove back to the school crossing. "I figured that someone would have called the police and they might be there," Ms. Pettit said. She found two police officers cruising the area in a patrol car looking for the suspects. She led them to the area where she had encountered the suspects and police, after a search, found the two boys and arrested them charging them with juvenile delinquency.

Police recovered more than $400 from the boys. The alleged victims, two women from nearby towns, said they had been threatened by the suspects at knifepoint in separate incidents while they were shopping in the neighborhood.

Ms. Pettit said she was not frightened because she had been involved in two similar incidents. Three years ago, she helped police apprehend a man who was breaking into a garage near her home and last summer she helped police arrest a man breaking into parked cars.

BOLTON LANDING — An employee of the Warren County Unit of the state Department of Transportation has been returned to his position on the order of a Public Employment Relations Board arbitrator after the state first offered the employee a demotion, then terminated him on the grounds that a temporary physical disability rendered him incompetent.

The Civil Service Employees Assn. called for the arbitration on behalf of highway equipment operator James Needham, a 13-year veteran of the department, when the state refused to acknowledge a diagnosis from Needham's own doctor, which said the seizures he suffered as a result of an auto accident would soon be cleared up.

The doctor further stated that Needham, whose duties were then restricted, could perform full duties when he was free from the seizures.

Warren County Unit DOT President Milo Barlow pointed out that Needham's case is significant because a second medical opinion was accepted as valid.

Needham's troubles began in September, 1979, when he developed seizures and high blood pressure after being involved in an auto accident. He was on sick leave for nearly three-quarters of a year after the accident.

In June, 1980, with his doctor's permission, Needham requested to return to his job. As required by the state, Needham underwent an examination by a physician with the state Employee's Health Services, and informed the doctor he was still taking a drug to control the seizures. The state doctor concluded that Needham "could perform all the duties of a laborer except for operating hazardous machinery or motor vehicles and working in elevated places."

Consequently, Needham was allowed to return to work, under those restrictions.

Despite Needham's satisfactory work record for those weeks, in July a supervisor who returned from an extended vacation reviewed Needham's case and suggested he be demoted, claiming it was unfair for the state to pay him full laborer's wages while he performed limited duties.

Needham refused to be demoted and produced a statement from his doctor saying he could assume his normal workload in a matter of months when the seizures would be under control without medication. At this point Needham was served with a notice of discipline and terminated.

The arbitrator ruled that Needham's presence on the job site posed no threat to either himself or other employees, and that the demotion was unjustified because he would be able to work full time in the near future.

May 15, 1981 will mark the first CSEA Local 1000, AFSCME, AFL-CIO sponsored Political Action Institute in campaign techniques for CSEA members who are planning to run for public office.

The program will offer basic instruction in all areas of campaigning: fund raising, polling, recruiting volunteers, media and much more. Bernard Ryan, Director of Legislation and Political Action said, "This is a tremendous step forward in our program. Instead of reacting to candidates in every instance, we can promote some of our own. We anticipate this will become a popular course."

Several instructors who are knowledgeable in the various aspects of politics will be featured. Any member of CSEA Local 1000, AFSCME, AFL-CIO who contemplates running for political office is eligible to apply for the course.

Application forms are available by request from every CSEA Region Office, as well as the CSEA Legislative Office, 99 Washington Avenue, Room 2020, Albany, New York 12210 (518) 465-6211. Completed applications should be returned no later than April 17, 1981 to your Region Office. A regional screening committee will review the applications and make its initial recommendations to CSEA President William L. McGowan. Participants selected will be notified by mail of their acceptance.

BUFFALO — CSEA Western Region 6 members will have the opportunity to hear the views of candidates for regional office at a "Meet the Candidates Night", Friday, May 1, at 7:30 p.m., as announced by the Region 6 Nominating Committee.

Committee Chairman Jim Jayes said his committee has developed a list of questions that will be asked of all the prospective regional officers. These questions will be mailed to all members in advance of the meeting.

Regional CSEA members will be allowed to ask any questions they wish of the candidates in addition to the pre-filed queries, Jayes added.

The event will take place at the Holiday Inn, Batavia, as noted, Friday, May 1, 7:30 p.m.
Reaganomics: New Peter & Paul syndrome

By Grace Vallee

Chairperson, CSEA statewide Social Services Committee

It appears that a new syndrome is being developed by the Reagan budget cutting methods. I’m sure there are many of us who have used the proverbial “robbing of Peter to pay Paul” and if this method wasn’t actually used to use it is familiar to us. Of special interest to me as the statewide Social Services Chairperson, are the devastating and far reaching problems we face with the budget cuts.

This new syndrome seems to me to be a problem of not just “robbing Peter to pay Paul” but now we are robbing Paul as well. Our members have to be concerned about this and our Social Service Members have to be alert and watchful.

The proposed cuts effecting services are especially stringent. The cut of U.I.B. Benefits, Social Security and C.E.T.A. positions are going to have a devastating effect upon Social Service Agencies. Where is the person going to go whose U.I.B. Benefits are stopped? Where will the person whose Social Security Benefits are cut go? Where will the person whose C.E.T.A. benefits expire go? There will be an en masse Exodus of these people straight to the Local Government Social Service Offices. And will these monies taken from “Peter” be given to strengthen “Paul” — No Longer — for “Paul” has been robbed too.

If someone can tell me or make any sense of cutting programs benefiting those who can least afford it, and then cutting the very Welfare Programs which will now have to provide the necessities for shelter, food and medical attention to those people now in need. Where is the justice in it all?

The proposed cuts will cast a long shadow over the fringe families who hover over Welfare standards. The so-called working poor and how many of our members fall into this category. Working people who with the help of Medicaid and with the help of the Food Stamp Program, are able to exist without having to apply for Public Assistance.

I sat in the Civic Center during our meeting and listened to Congresswoman Shirley Chisholm speak. Listened and empathized with her words. Words that came from her heart and mind giving me moist eyes and a lump in my throat. Emotions which came not from being a so-called “bleeding heart Liberal” but from being a realist and sharing with this woman a vision almost too terrifying to bear.

As Chairperson of our Social Services Committee, I share a dual concern one for our members jobs and welfare and one for the clients. Social Service people care for financially and service wise. Now it is the time to act, show concern and become involved. Too late it will be to act when we see the members we represent joining the ranks of the destitute and troubled we serve.

What can you do? What can we all do? Be Informed! Listen to your Unit, Local, Region and Statewide Leadership. Listen to your political Action Leadership. Then communicate to your fellow workers, inform them what you have learned from the Leadership, finally act, ACT in what ever way you can best.

Stamp out this new syndrome of “Robbing Peter and Paul.” Stamp out the old syndrome of “Robbing Peter to pay Paul.” Start a new Union Syndrome of Brotherhood and Equality for both “Peter and Paul”!!
How will "Reaganonics" — President Reagan's economic policies and extensive budget cutting — affect CSEA members both personally and professionally?

Following are the thoughts from a random sample of delegates who attended the 1981 CSEA Spring Delegates Meeting in Syracuse last week:

LEBOY HOLMS, Region IV, Office of General Services Local 661, vice president of the Operation Services Unit: "The Reagan/Stockman attitude is going to be disastrous for all public employees. I'm absolutely affected. I know there's a good chance of our jobs will be abolished and our workload increased."

"I already feel it. I'm a Grade 6 janitor and right now my income doesn't keep up with my needs. 'Reaganonics' is a setback and it scares me in terms of the future struggle it will take to gain back what we have today."

EDWARD "BUD" MULCHY, Region V, President of Marcy Psychiatric Center Local 414, business manager: "I'll probably become a pauper. I'm a middle class person and I could never keep up. On the job, Reagan economics could close the alcohol unit at my facility."

SARAH JOHNSON, Region II, Secretary of State Insurance Fund Local 351, senior clerk: "It has to reach a working person at some time. I have four children who are grown, and with no dependents, I don't think it would affect me directly at first, but I still have heart for those it would. I'm absolutely concerned and very disillusioned and I'm determined to get the members of my local together to send letters to various senators."

MARY COSTELLO, Region IV, Office of General Services Local 661, supervisor of custodial staff: "A lot of people in our office will be affected because of general cutbacks, especially those who don't have seniority. I'm very concerned, especially for the people I supervise and I am a delegate for."

JAMES CARTHY, Region I, Suffolk County Local 852, worker in Smithtown Engineer's Department: "Being single, with no family obligations, it's not going to affect me terribly initially. Down the road, I guess it'll affect me some. At work, we'll see the impact in the loss of 26 CETA positions initially. The thought of all those people on unemployment lines isn't too appetizing. There's only two roads they can go — unemployment or welfare. Either way, it's going to come out of my pocket somehow."

ED LAVIN, Region V, President of Fort Schuyler of Utica Local 014, area representative for New York State Lottery: "I'm concerned about not only government people, but all people who are working for a living. Reagan's just about pulled the rug out from under the feet of middle class America. I'm glad four of my six children have already gone to college. I never could have done that without financial aid, and I've worked two jobs most of my adult life."

JOE LA FRENIERE, Region IV, Department of Motor Vehicles Local 674, principal data machine entry operator: "Sure I'll be affected, and it can't be for the good. I can't see taking food, like hot lunches, out of the mouths of children."

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Middletown insensitive to aide's work for handicapped

‘It’s our whole life...’

By Stanley P. Hornak

MIDDLETOWN — When a son was born to Jean and Jerry Black, the blessed event was overshadowed. The baby named Richard Allen was and Jerry Black, the blessed event was

Every available Saturday morning supervising the

mentally retarded, probably due to a lack of oxygen

tiny tots to those in the 60s — getting them ready,

picture, but the new parents were fighters and

Talks proudly of the medals won at the Special

swims.

A cloud has now descended over their lives,

because Middletown Psychiatric Center recently
told 14-year veteran Jerry that he must now take
Tuesday off instead of Saturday, which became his
pass day nine months ago. The change went into
effect March 6 and makes no sense to his im-
mediate supervisor and co-workers because they
see no need for it. So far, he's been able to keep tak-
ing off Saturdays by using his own leave time, but
that's a short term solution at best and one which
makes him pay double for his altruism. CSEA,
however, filed a grievance on his behalf, based on
"humanitarian grounds" but it was turned down and
is not being appealed.

Maureen Dart, senior recreation coordinator of
the Association for the Help of Retarded Children
ly wrote to Psychiatric Center Director Helen
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The problem Jerry is having with his employer
w.makes the Blacks, "give us a thousand eyes" and
worries about the impact on the swim program if
he can't participate. She also adds in a personal
touch that her own career in "special education"
was inspired by her experience as a volunteer
there.

Program benefits for the retarded are almost too
numerous to mention. It teaches them self suf-
ciency, improved motor coordination, builds self
confidence and leads to "normalization." Jerry
himself talks excitedly about the progress he sees
participants make, and calls to mind a girl who,
"two weeks ago never swam before and now can
go the full length of the pool."

He also knows the thrill of seeing his son set a
record by swimming 25 yards in 20 seconds.

THE PUBLIC SECTOR, Wednesday, April 8, 1981...
The proposed FY 1982 Federal Budget projects an 8.5% reduction in grants-in-aid to state and local governments.

New York, which receives 27-cents from the federal government for every $1.00 raised locally and which has the distinction of receiving more federal aid than any other state, will suffer substantial reductions as a result of the Administration's budget proposals. A FY 1982 loss of $1.3 billion for the entire state is estimated if all proposals are implemented. Following is a discussion of specific major program reductions.

### ON NEW YORK STATE

#### FY 1982 Reductions

<table>
<thead>
<tr>
<th>Program</th>
<th>FY 1982 Reductions</th>
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<tbody>
<tr>
<td>General Revenue Sharing (state share)</td>
<td>$246 million</td>
</tr>
<tr>
<td>Medicaid</td>
<td>$250 million</td>
</tr>
<tr>
<td>CETA</td>
<td>$306 million</td>
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<tr>
<td>Transportation</td>
<td>$21 million</td>
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<tr>
<td>Mass Transit</td>
<td>$66 million</td>
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<tr>
<td>Education</td>
<td></td>
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<tr>
<td>Elementary and Secondary Education</td>
<td>$12 million</td>
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<tr>
<td>Impact Aid</td>
<td>$10 million</td>
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<tr>
<td>Other Direct</td>
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<tr>
<td>Health and Social Services</td>
<td>$82 million</td>
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<tr>
<td>Economic Development</td>
<td>$30 million</td>
</tr>
<tr>
<td>Total Impact</td>
<td>$1300 million</td>
</tr>
</tbody>
</table>

Note: These are estimates of the impact of budget proposals for FY 1982 in major areas. Information was drawn from the Department of the Treasury, the Office of Management and Budget, and New York State officials.

### General Revenue Sharing

**PROPOSAL**

President Reagan has not included the state share of revenue sharing in his FY 1982 Budget proposals.

**IMPACT**

This will cost New York State $246 million in FY 1982. Revenue sharing funds were deposited in the State's General Fund, and used to support education, health, public safety, transportation and social development programs.

### Medicaid

**PROPOSAL**

Federal reimbursements for Medicaid would be allowed to increase only 5% in FY 1982, reducing total outlays by an estimated $1 billion. Future increases in federal funds would be limited by the rate of inflation as measured by the Gross National Product (GNP) deflator.

**IMPACT**

The federal government currently pays 50% of Medicaid costs in New York State. The State expects expenditures to increase at much higher rates than the 5% limit. Imposition of the reimbursement limit will cost New York an estimated $250 million in FY 1982.

Note: Governor Carey has proposed a State take-over of Medicaid costs now being borne by county governments. If this does occur, the reduced federal funding would impose additional direct financial pressures on the State budget. If counties continue to share in the costs, additional funding would be required from those jurisdictions as well.

### Health and Social Services

**PROPOSAL**

Combine a number of social service and health programs into one block grant to the States. Programs include Title II Social Services, developmental disabilities, child welfare services. Funding would be cut by 25%, for a saving of $1.2 billion.

**IMPACT**

Agencies affected by this cut include the following:

1. Department of Social Services — a 25% reduction in the Title XX funding would cost the State $48 million.
2. Department of Health and Human Services Region II — the 45 urban and 12 rural Community Health Centers are funded primarily through federal aid. A 25% reduction would mean a loss of $10 million.
3. New York State Office of Public Health — federal aid represents more than one-third of this Department's budget. Federal aid lost could run as high as $24 million if cuts are made across-the-board.
4. Mental Health and Alcohol Abuse Services — Federal funding reductions could shut down direct service programs in 34 counties in New York State.

### CETA

**PROPOSAL**

Eliminate Titles II-D and VI (Public Service employment programs) and consolidate Title IV youth program with other training and employment programs for a total savings of $4.2 billion in FY 1982. All CETA jobs under Titles II-D and VI would be eliminated by September 30, 1981.

**IMPACT**

There are currently 37 prime sponsors in the State. Over 25,000 PSE jobs would be eliminated at a cost of $396 million.
Education

A. Elementary and Secondary Education Programs

PROPOSAL
The Administration has proposed a consolidation of 44 programs into two block grants. These include programs for education of disadvantaged and low-income children, handicapped, adult education programs, and funding for libraries. These block grants would be funded at 75% of the FY 1981 level for a reduction in budget authority of $1.3 billion and a $1.1 billion reduction in outlays in FY 1982.

IMPACT
This would have significant impacts on every school district in New York. Almost $12 million would be lost in FY 1982, rising to $130 million in FY 1983. The consolidation of programs coupled with significantly reduced funding will invariably mean program elimination and service reduction. Better administration and increased flexibility at the state and local level cannot make up for a 25% funding reduction.

B. Impact Aid

PROPOSAL
Limit impact aid to those districts most severely affected by federal activities — this would eliminate 3,500 'B' districts currently receiving aid. Outlay reductions amount to over $400 million in FY 1982 (a 45% cut).

IMPACT
- New York has a high proportion of 'B' districts and, therefore, can expect significant funding reductions. A conservative estimate of the loss is $10 million.
- Other Education cuts include reductions in vocational education and in state aid programs for higher education.

IMPACT
- Reduced federal aid to vocational education programs could cost the State $2 million in 1982. Limits on student aid programs will not directly affect State universities. However, to the extent that enrollment declines because of reduced financial assistance, jobs in higher education will be lost.

Transportation

A. Highways

PROPOSAL
Stretch-out and slow down construction of highway projects for a savings of $2.0 billion in budget authority and $0.4 billion in outlays in FY 1982.

IMPACT
New York State currently receives approximately 5.5% of federal highway funds. The state estimates a loss of approximately $550 million in budget authority and $400 million in outlays from 1982 through 1986.

<table>
<thead>
<tr>
<th>Year</th>
<th>Budget Authority (millions)</th>
<th>Outlays (millions)</th>
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<tr>
<td>1982</td>
<td>104</td>
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<td>1985</td>
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<td>101</td>
</tr>
<tr>
<td>1986</td>
<td>99</td>
<td>107</td>
</tr>
</tbody>
</table>

B. Mass Transit

PROPOSAL
Capital grants for transit systems would be reduced; operating subsidies would be phased out beginning in FY 1983.

IMPACT
New York State receives approximately 18% of the federal funds for mass transit. Based on this distribution, potential losses are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Operating Subsidies</th>
<th>Capital Grants</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Budget Authority (millions)</td>
<td>Outlays (millions)</td>
</tr>
<tr>
<td>1982</td>
<td>67</td>
<td>37</td>
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<td>1986</td>
<td>199</td>
<td>199</td>
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</table>

Economic Development

PROPOSAL
1) Consolidate Community Development Block Grants (CDBG) and Urban Development Action Grants (UDAG), with an anticipated reduction in budget authority of $500 million. Actual outlay reductions will be slight until 1985.
2) The Economic Development Administration (EDA) and the non-highway programs of the Appalachian Regional Commission (ARC) are scheduled for elimination. Outlays are reduced by 49% in FY 1982.

IMPACT
Reductions in funding for CDBG and UDAG programs will adversely affect redevelopment efforts in older communities. These federal dollars have been used to attract private investment and job opportunities. New York City, for example, has already received $49 million in grants under the UDAG program and has 19 applications pending totalling $44 million. The EDA and ARC cuts could cost the State over $61.5 million if eliminated, and far more in terms of lost private sector investment and slowed economic development efforts. In 1982, outlays in New York could be reduced by as much as $30 million.

Summary

The programs outlined are the major grants-in-aid to the State and its local governments that are targets for substantial reduction. Reduced funding levels have also been proposed in a variety of other programs that support parks and recreation, housing, railroads, etc. The total estimated cost to New York State is $1.3 billion.

In addition, reductions have also been proposed in programs that directly affect individuals. These include:
- changes in the unemployment compensation program.
- elimination of certain social security benefits (student, death, minimum and disability benefits).
- reductions in food stamps and child nutrition programs.
- changes in Trade Adjustment Assistance.

Reductions in these income support and social welfare programs will have indirect effects on New York. The reduced levels of income and purchasing power will translate into reduced revenues to the State and its localities, and increase the fiscal pressures already apparent in many jurisdictions. Under the budget proposals, reductions in state and local services and state and local jobs are inevitable.

President Reagan’s tax reduction scheme also has implications for New York. If his business tax proposals are enacted as proposed, State corporate income tax revenues will be affected. These tax revenues will decline beginning in 1982; the first year loss could hit $123 million. By 1986, this could cost the State over $800 million. This result would further limit the State's ability to support public services.

You can make a big difference
The tragedy that occurred in Washington, D.C. last week has understandably diverted our attention from the normal functions of government. But with the President recovering and the shocked of yet another senseless act of violence beginning to dwindle, it’s proper that our attentions again return to the function of government. Even while you read this newspaper, the Senate and the House are continuing their considerations of the federal budget proposals submitted by President Reagan. As other articles in this edition of “The Public Sector” will clearly show, this is a budget that will take a heavy toll on public employees in New York State.

The projected loss of $1.4 billion in federal assistance to our state will mean a reduction in federal aid of more than ten percent at a time when inflation is increasing at double digit rates and the needs of our people, our cities, and our towns are becoming more desperate. Many public employees will lose their jobs if this budget becomes law, but all public employees will find the purse strings growing even tighter at the bargaining table and in budget meetings. The simple truth is, if we don’t act, all of us will eventually suffer from this unprecedented reduction in federal assistance.

What can we do about it? That’s an understandably common question when the labor movement discusses the federal budget. Let’s face it, many people believe that the President’s budget proposal will be good for the country. Many of our own members honestly feel the same way. There are some who probably resent CSEA for even speaking out against it.

Yet the simple fact of the matter is that there is no reason in the world to believe that this proposed “economic revitalization” will work. It is argued that the proposed cuts in taxes will mean more money in the pockets of working people. That’s true.

A family of four with an income of $15,000 a year will save $185 on their federal income tax in 1982 if the proposed tax cuts are enacted. Of course, a family with an income of $100,000 a year will save $3,343, but no one is saying anything about that inequity. Nor do they mention that the Administration’s deregulation of the oil industry is expected to cost the average family $100 or more next year! That’s a net LOSS for the family of four at $15,000 of $15. And this package contains a lot of other net losses for the middle class.

The federal budget proposals being considered in Washington are no boon for the middle class. They will hurt by cutting back on aid to cities, aid to mass transportation, Medicaid assistance, food stamp eligibility, and other federal assistance programs that have made life tolerable for the poor and the middle class for the past two decades. But the budget proposals offer a bonanza for the wealthy.

For public employees, the consequences will even be worse. Through the loss of federal assistance programs, services to the taxpayers will be reduced and the resources of state and local government will be stretched still further. They have already been stretched to the breaking point in New York State for the past seven years. There’s no more room for stretching without tearing apart the fabric of public services.

The impact will be real and widespread. Reductions in work force, increases in attrition, increased demands for work, tighter budgets, and a much tougher time at the bargaining table trying to squeeze money out of state and local government can all be expected results of the proposed federal budget affecting all public employees in New York State.

Currently sentiment in Congress is running in favor of these proposals. The enemies of public services and public employees are at work, but, unfortunately, many of our traditional friends are remaining very quiet.

If we hope to turn this problem around, we must act and we must act now. The most effective and meaningful way to do that is by sending a message to our Congressmen and Senators in opposition to federal budget cuts that will hurt public employees and turn back the clock on social progress. If we don’t speak up, no one else will.

The Civil Service Employees Assn. has launched a massive letter writing campaign to U.S. Senators and Congressmen from New York State to protest the projected loss of extensive federal aid to New York State under the proposed 1982 Federal Budget. CSEA urges every one of its members to write or call their U.S. Senators and Congressmen immediately. A suggested letter is printed below. Each member should send the following letter or a similar one of your own composition to the appropriate Federal legislators. A list of U.S. Senators and Congressmen from New York State is printed below, along with their mailing address and switchboard telephone number.

As CSEA President William L. McGowan points out in the adjacent “President’s Message,” sending a message to your U.S. Senators and Congressmen is the most effective and meaningful way to make your protest heard and, hopefully, initiate change.

The letter writing campaign can be massive only if the number of people participating is massive. We have the potential, all we need is your assistance.

Dear Sen.

I am a member of the Civil Service Employees Association, Local 1031, AFSCME, and I am greatly concerned about the Administration’s budget proposals. New York State will lose about $1.5 billion in the 1982 fiscal year.

The proposals to slash general revenue sharing, CETA, highway construction funds, mass transit funds and other federal assistance programs will have a disastrous effect on New York State taxpayers. Either these programs will have to be cut along with the workers who administer them, or monies will have to come from other sources to continue them. Either way we lose.

In addition, I urge you to oppose the Kemp-Roth tax cut proposal. This proposal would benefit the wealthy and big business at the expense of the poor and low-income worker.

I look forward to hearing from you on this matter.

Very truly yours,

U.S. SENATORS FROM NEW YORK ARE:


Call them at (202) 224-3212

WASHINGTON, D.C. 20515

U.S. CONGRESSMEN FROM NEW YORK ARE:

Congressman  District  Name
William Carney  1  Robert Garcia  21
Thomas J. Downey  2  Jonathan B. Bingham  22
Gregory W. Carman  3  Peter A. Peyser  23
Norman E. Lent  4  Richard L. Ottinger  24
Raymond J. McGrath  5  Hamilton Fish Jr.  25
John LeBoutillier  6  Benjamin A. Gilman  26
Joseph P. Addabbo  7  Matthew F. McCullough  27
Benjamin S. Roseenthal  8  Samuel S. Stratton  28
Geraldine A. Ferraero  9  Gerald B. Solomon  29
Mario Biaggi  10  David D’O’Reilly Martin  30
James H. Scheuer  11  Donald J. Mitchell  31
Shirley Chisholm  12  George C. Woreley  32
Stephen J. Solarz  13  Gary A. Lee  33
Mario Biaggi  14  Frank Horton  34
Lee C. Zeliffert  15  Barber B. Conable Jr.  35
Charles E. Schumer  16  John J. LaFalce  36
Guy V. Moliarto  17  Henry J. Nowak  37
William Green  18  Jack F. Kemp  38
Charles B. Rangel  19  Stanley N. Lundine  39
Theodore S. Weiss  20  

Send letters to their offices at:

House Office Building
Washington, D.C. 20515
**Labor/management meeting resolves some issues**

NEW YORK CITY — An out-of-title work grievance and unsafe working conditions were the focus of discussions during a recent labor/management meeting within the Metropolitan New York Department of Labor.

Metropolitan Department of Labor Local 350 President George Caloumeno headed up the CSEA team of Local 350 vice presidents Dennis Tobin, John Gianguerico and Michael Isaccoff and CSEA Metropolitan Region II Field Representatives Marcia Schiowitz and Al Sundmark. The management group was led by Department of Labor Personnel Director Baldassare Abruzo and Joseph Kearney, the Department’s Employee Relations Specialist.

“I am particularly pleased that at the meeting we won assurances from management that the out-of-title grievance we filed on behalf of Grade 7 Employment Security Clerks who worked on the pension reduction program will be resolved,” said Caloumeno.

In September, 1980, the Department of Labor started work on a pension reduction program. Brought about by state legislation, the program required the Department of Labor to adjust the unemployment benefits of people who receive pensions in addition to their unemployment benefits.

Faced with a lack of employees to perform the work necessary for the project, the Department of Labor temporarily moved Grade 7 Clerks in Albany to Grade 13 Claims Examiner Trainees and paid them accordingly. In the Metropolitan Region Grade 7 Clerks did the same work as the clerks in Albany; however, the Metropolitan clerks were not moved to Grade 13 and continued to receive Grade 7 pay. An out-of-title work grievance was filed on behalf of the New York City employees to gain for them the compensation to which they are entitled.

**Regional V Judicial Local 334 member Richard Catanise, center, discusses his recent reinstatement by an arbitrator with Local 334 President Jerold C. Goetz right and Local 334 member Nancy Roark.**

**Richard Catanise reinstated; lengthy legal battle pays off**

By Thomas Moczylowski

WATERLOO — Richard J. Catanise, a member of Region V Judicial Local 334, recently won a binding arbitration case which affirmed he was illegally dismissed from his Seneca County court clerk position.

State Arbitrator Dana Eischen ruled Seneca County Court Judge Daniel A. DePasquale improperly terminated Catanise’s employment in November 1979 and ordered Catanise be reinstated with full back pay.

Catanise who began work as a Seneca County court clerk in August 1978, received a one-sentence letter from DePasquale on Oct. 18, 1979, which stated he was to be terminated as court clerk in two weeks. No reason was cited for the dismissal in the letter.

Catanise informed Local 334 of the dismissal and decided to appeal it. CSEA Field Representative Jack B. Miller said the basis of the appeal was DePasquale violated Article 12 of the collective bargaining agreement between CSEA and the State Unified Court System which stipulates employees of permanent appointment are entitled to a hearing before the termination of their employment.

“Ignored grievance — was rejected by DePasquale, the Office of Court Administration (OCA) in Rochester, and the hearing officer for OCA in Albany.

While the months dragged on without a favorable decision, Catanise faced rough times.

“Support my family I had to find a construction job for three months out of town. I was on unemployment for some of the time. I got sick over the whole thing,” he said.

CSEA Regional Attorney James Hancock took the case before State Arbitrator Eischen in November 1979. Two full days of testimony were presented.

Eischen issued his decision on Jan. 28, 1981, overturning the termination.

He said Catanise had been a permanent employee under a May-1979 amendment to the Unified Court System Classification Plan who should not have been dismissed by DePasquale without a hearing.

“Very happy with the decision, and I’m glad it’s over with,” Catanise said.

**Civil Service status an unsettled dilemma**

ALBANY — Though they are often members of the Civil Service Employees Assn., the employees of most county sheriff’s departments throughout the state lack civil service status. Without it, they do not have the job security or other protections afforded public employees.

CSEA’s Administrations Director of Collective Bargaining Jack Carey said while some sheriff’s department units within CSEA have gained the status after a tough fight, the majority of the cases proceed otherwise.

“You could say we’re back in the days of Robin Hood, as far as the sheriff’s department employees are concerned,” he commented.

Carey explained that since a 1907 court ruling which became known as the Flaherty Act was put into effect, the workers have been considered, not true civil servants, but employees of the sheriff.

“As long as the employees live in the locale of this act, Carey said the sheriff holds hiring, firing and promotional rights.

Carey said it is not uncommon in New York and the State for sheriff department employees to be replaced wholesale with the change of administration from one political party to another. Often a democratic sheriff hires democratic employees and a republican sheriff hires republicans, he said.

Ogden Region CSEA Field Services Director John Corcoran, one of many CSEA officials working to help these “unsettled workers,” spoke in detail about their dilemma.

Attaining civil service status is not easy. CSEA must petition the legislature or lawmaking body of the county to pass a resolution granting status legally. Corcoran added, the union cannot force the legislature to do this.

Once the resolution passes, the state department of civil service completes the necessary paperwork. Though the employees do not need the sheriff’s approval to become civil service, it is in their favor to have his support, in convincing the legislature.

The sheriff’s reluctance to give up the control he has over the employees and the stigma of the Flaherty Act stand in the way, Corcoran believes.

Meanwhile, not only does the sheriff do the hiring and firing, but he has control over promotions, transfers and seniority. He determines wages and the rates of overtime and holiday pay, Corcoran said.

“Though the employees should have the ‘blanket protection of civil service status,” the union is not left powerless by these circumstances.

Corcoran noted a recent trend to include in contracts a tenure clause which entitles all employees to a fair hearing before management can take disciplinary action against or terminate an employee. This clause is covered by Article 75 of the Civil Service Law.

Where it has been negotiated, this clause has “blanket protection of civil service status, Corcoran said.

In addition a strong contract can provide clauses for the other issues such as seniority.

**Statewide school forum**

The CSEA Statewide Non-Teaching School Employees Committee will meet twice this month in Region III, Lawrence R. Scanlon, Coordinator of School District Affairs, has announced.

The committee will hold an open forum on Friday, April 10 at 8 a.m. in the Coachman Hotel in White Plains, and again on Saturday, April 11 at 11 a.m. at the Ramada Inn in Newburgh.

Some of the items to be discussed are the 1981 Legislative Package, the bargaining unit structure, internal organizing, the formation of education locals and the development of educational seminars and workshops for school district employees.

All school district employees may attend either or both of the forums.
Large Hempstead unit ratifies a one-year pact

Pay increase, new holiday, subcontracting protection and layoff rights gained

HEMPSTEAD — Members of the Town of Hempstead CSEA Unit of Nassau County Local 830 have ratified a new contract which includes a pay increase of 9.5 percent.

The unit ratified the agreement, 1400-657, and it was subsequently approved by the Town Board of Supervisors. The agreement is retroactive to January 1, 1981.

The one-year contract includes a pay increase of either 9.5 percent or $1,000, whichever is larger, to each of the employees represented by the unit.

Other new benefits of the contract are:
- A new Floating Holiday has been added to the 11 holidays in the previous contract.
- Mileage allowance increases from 17 cents to 23 cents.
- No employee will be laid off as a result of subcontracting.
- Layoffs of non-competitive and labor class employees, if necessary, will be by seniority in title. Laid off employees will be placed on a preferred list for two years. Laid off employees have the right to displace the least senior employee in the next lower title in a promotional line if the laid off employee has more seniority.

CSEA Field Representative and chief negotiator Rigo Predonzan and Unit President Gus Neilsen led a negotiating team of 14 other members in the negotiations.

SIGNING THE CONTRACT BETWEEN CSEA and the Town of Hempstead are, from left sitting, Nassau County Local 830 President Nicholas Abbatiello, Hempstead Presiding Supervisor Thomas Gullota and CSEA Town of Hempstead Unit President Gus Neilsen. Behind the signers are the chief negotiators for their respective sides, Field Representative Rigo Predonzan, left, for CSEA, and Robert Williams for the town.
money and I felt I had the ability to compete successfully on a professional level."

Suess, a former president of CSEA Executive Local 659, says he feels pleased about being able to contribute more to his department now. "It's very frustrating feeling you can do more, but not having the avenue to do so," he says. "Fortunately, CSEA, along with the state, is making it do more, but not having the avenue to do what I can do."

The workers aren't the only ones who come out ahead from CSEA's career development program. Management, says John Conoby, also gets something in the "bargain."

"Primarily, they gain an opportunity to improve morale and, in some cases, give themselves a new position that they needed for some time," said Conoby. Increased efficiency, productivity and mobility among workers are other bonuses for management, he notes.

In addition to the clerical bridge plan, CSEA/P calls for increased training for entry level workers (Grades 3-5) and expanded use of administrative aide positions. The administrative aide exam given last June enables Grade 3 clericals to advance to Grade 11. Qualifying oral exams are currently being conducted and, says Conoby, "we anticipate approximately 80 appointments."

Also in the works are the creation of new paraprofessional aide positions, trainee promotion opportunities as an alternative to certain exams and greater opportunities to transfer to new jobs.

Carrying out the concepts contained in CSEA/P is an ongoing effort that takes commitment and hard work from all sides, says Conoby. CSEA staffers and agency management have been working closely to do this.

"Everyone from the Employee Advancement Section, the Civil Service Department unit which coordinates and administers CSEA/P, have been monitoring training programs and working with agency management to identify new opportunities for the state's clerical work force.

So far, many state agencies have enthusiastically embraced CSEA/P, including the Office of Mental Health, the Department of Corrections and the Department of Taxation and Finance.

The Division of Parole was one of the first state agencies to participate in CSEA/P, and give people like Carol Peets, the Walkill woman, a way out of a wearisome world by creating the new paraprofessional parole program aide position.

"We're just so thrilled," said Alicia Fisher Yarter, president of the Division of Parole Local 669, and chairwoman of the division's Clerical Review Committee, which sees to the needs of the clerical staff. "We're a very small division, and our clerical staff was dead-ended for so long, I grabbed it," she said. Like Carol Peets, Rose has returned to college and hopes to become a parole officer eventually.

"Before, I had no ambition to do it," Rose said. "Now I know I can."

"What's ahead for CSEA/P? CSEA President William L. McGowan sees growth and promise in the program. "CSEA/P has been a major advance in opening career doors for dead-ended workers, but what we have achieved so far is only a beginning," says McGowan. "CSEA/P is the path to the future in public sector collective bargaining, and CSEA intends to open that path to more people in the coming years."

**Union-backed grievance gains job reinstatement**

BUFFALO — An 18\(\frac{1}{2}\) year veteran of state service has been ordered reinstated to his position as maintenance supervisor at Buffalo State College after an arbitrator ruled charges against him were unfounded.

George Degener, who had been suspended, was ordered reinstated with full back pay and benefits.

Degener, an employee with no previous bad marks on his work record, said he felt "like one of the hostages who was released from Iran," following his exoneration on charges which he feels are an "insult to my personal integrity."

Degener was charged with theft of 75 feet of wire, 32 2-by-4s and a metal cabinet, all materials which his son inadvertently removed from the car Degener used on the job.

The ruling by arbitrator William Babiskin followed two days of hearings on a grievance filed on Degener's behalf by CSEA attorney Ron Jaros.

On a request that the college be ordered to apologize, the arbitrator noted he had "no authority to order an apology demanded", although he was "inclined to agree that the grievant deserved better from the college."

Degener pronounced himself "very happy with the assistance I received from CSEA in defending myself against these unfounded charges."

**Union member reinstated in job with back pay after she is cleared of all charges**

NIAGARA FALLS — An assistant clinical supervisor with the Niagara County Drug Abuse Program has returned to work, with back pay, after being absolved of several charges placed against her last year.

"I couldn't have endured this nightmarish ordeal without CSEA's support and strength," said Martha Walsh in a recent letter to Region 6 Field Representative Thomas Christy, thanking him for his help.

Walsh was suspended without pay for 30 days last October after she requested time off to recover from physical exhaustion. Although she intended on using accumulated compensatory time and vacation days for her leave, her employer refused to do so. She also thanked CSEA Regional Attorney Richard Schreff and Niagara County Local 832 President William Monin for their assistance in her case.
Nearly 800 CSEA delegates made their way to Syracuse a few weeks ago to amend the union's constitution, attend workshops and among many other activities, honor retired CSEA activist Betty Duffy with a reception.

Keynote speakers Congresswoman Shirley Chisholm and AFSCME International President Jerry Wurf created a spirit of concern, as they urged delegates to write their Congressman about the detrimental impact of the proposed federal budget on New York State.

In following up last week's extensive coverage of the delegate's meeting, here are some highlights of the three-day event.

**TWO DELEGATES AT THE MEETINGS IN Syracuse**

are, from left, Barbara Hogan, Dutchess County Local 814; and Sheila Brill, Westchester County Local 860.

**BROOKLYN CONGRESSWOMAN Shirley Chisholm**, sitting, meets with members of the CSEA ad hoc Women's Committee in Syracuse following her speech before the CSEA delegate body. Meeting with Ms. Chisholm are, from left, Barbara Swartzmiller, Region III; Margaret Meaders, Region II; Jean Frazier, Region I; Barbara Reeves, Region V; Pat Froebel and Joanna Williams, Region VI; Shirley Brown, Region IV; and CSEA Attorney Marge Karowe.

**DOWNSTATE MEDICAL CENTER LOCAL 646**

delegates include, from left, James Wood and Lloyd Graham.

**CONSTITUTION AND BY-LAWS COMMITTEE**

Chairman Mary Ann Bentham confers with Western Region VI President Robert Lattimer at the delegates meeting in Syracuse.

**WASSAIC DEVELOPMENTAL CENTER LOCAL 426**

member Richard Snyder, left, and Long Island State Parks Local 102 member Arthur Loving attend a general session of the CSEA delegates meeting in Syracuse.

**RETIRED CSEA ACTIVIST Betty Duffy**, holding present, was honored with a reception in Syracuse at the CSEA delegates meeting. Among those honoring Ms. Duffy are, from left, Dorothy King, Creedmoor Psychiatric Center Local 406; Ellis Adams, Dutchess County Local 814; statewide Treasurer John Gallagher; statewide Secretary Irene Carr; statewide Executive Vice President Thomas McDonough and Region I President Danny Donohue. Ms. Duffy has been Pilgrim Psychiatric Center Local 418 president, a member of the CSEA statewide Board of Directors and an officer of the CSEA Mental Hygiene Presidents Committee.