Rockland Yes Vote Unanimous

BY RON KARTEN

NEW CITY—Members of the Rockland unit of the Civil Service Employees Association were back at work last week, after their 16-day strike culminated on Jan. 7, with the unanimous ratification of an agreement which collective bargaining specialist Nels Carlson called “a good contract, with which we won back our dignity.”

He elaborated the benefits workers won in the three-year contract, which is retroactive to Jan. 1, 1977.

• Employees will receive, immediately, those increments and longevity payments earned from the beginning of last year, along with 5 percent of a 6 percent salary increase (payable as a bonus). The remaining 1 percent of the first year’s salary increase will be added to the scheduled 5 percent pay-hike for this year, plus increments and longevity beginning Jan. 1, 1978.

The third year of the contract gives Rockland employees an additional 6 percent plus increments and longevity.

Increments are paid at the rate of 5 percent of the base salary per year for the first five years of employment. Longevity is paid at the rate of 5 percent of the base salary at the tenth, fifteenth, and twentieth years of employment.

• Employees with seniority won a layoff, bumping and recall clause. This insures that they will be the last laid off. Should an employee with seniority be laid off, however, the clause states he can bump an employee below him, provided he is able to do that job. The last part of the clause guarantees that laid off employees with seniority are the first recalled.

• Employees won the right to select favored shifts on a seniority basis.

• Licensed practical nurses and registered nurses won upgrading by a minimum of two grades. Nurses who work a 32 hour week had been two grades below nurses who work a 40 hour week. Under the new terms, 32 hour a week nurses are upgraded four grades, and the 40 hour a week nurses are up two.

• The nurses also won a practice and patient care committee.

• Any hospital staff member whose job requires that he eat with a patient will not have to pay for his meal.

• Field, food and security personnel won uniforms.

• Employees won the right to review and contest entries made in their files.

• Rockland employees with use of a county car won an additional penny per mile, from 15 cents to 16 cents for official automobile trips.

• The union won a job repre-
sal clause, preventing legal ac-
tions other than basic Taylor Law must provisions, for all in-
olved in the strike.

• All other terms of employment continue.

Speaking for the county, Isaac Goodfriend, chairman of the Rockland budget and finance committee, voted two immi-
(Continued on Page 16)

Start Statewide Campaign Against Contracting Out

ALBANY—Almost 1,000 radio commercials drawing public attention to the problems which result from the state’s damping of mental patients into neighborhoods, and from the general government practice of contracting out to private concerns for goods and services, will be broadcast during the next two weeks over 26 of the most-listened-to radio stations in New York State.

The commercials mark the start of a Civil Service Employees Association statewide advertising campaign which will incorporate a variety of media during the first quarter of this year.

Beginning on Tuesday, one-minute radio commercials prepared and sponsored by the CSSEA were to be broadcast several times daily on 26 of the most listened-to radio stations in the state. The radio spots, in nearly all instances, will continue daily through Jan. 30. To maximize coverage in the Capital District and Rochester, where the message will be carried by more than one station, the commercials will be staggered so that they run each week, but not on all sta-

ions, through the beginning of February.

Koch And Carey: Onlookers Expect Short Honeymoon

Politicians are either cynical, as the public perceives them, or realists, as they see themselves.

Whatever the viewpoint, politicians are expecting the pres-

(Continued on Page 1)
The Kyper Wire
Report From The Capitol

BY PAUL KYER

A sure shot for the gubernatorial race this fall and two possibilities—Gov. Hugh Carey on the Democratic side and Senate Majority Leader Warren Anderson and Assembly Minority Leader Perry Duryea on the Republican side—are eying the Civil Service Employees Association with a new and respectful attitude this year. The reason? The CSEA is definitely abandoning its decade-long tradition of not endorsing candidates for the governor’s office and will announce its support for one of the two final candidates, probably in the fall. At stake for whomsoever gets the CSEA nod is a campaign contribution of about a third of a million dollars and the votes of 300,000 CSEA families. Senators and Assemblymen are already aware of the organization’s money and vote value because the group’s political action committee has been active on the local area for several years.

P.S. The Employees Association will not be getting involved should there be any primary contest between Mr. Anderson and Mr. Duryea.

Assemblyman Richard J. Keane (D-Buffalo) doesn’t believe “Acts of God” are negotiable. Mr. Keane introduced a bill last year to forbid charging against state employees leave time because they couldn’t make it to work during last year’s grueling blizzard in the Buffalo area. Although it was passed by the Legislature, Governor Carey vetoed the bill, saying that the problem should be negotiated with the affected bargaining units, not treated by legislation. Mr. Keane doesn’t believe you have to negotiate about the results of an act of God every time there’s a disaster, so he is reintroducing his bill, possibly with a clause that would affect all future similar situations.

Yonkers Firefighters Lose Salary Battle

BROOKLYN—Yonkers firefighters lost their appeal last week to upset the wage freeze imposed in November 1978 as a result of city financial necessity. A unanimous Brooklyn Appellate Division upheld a Westchester Supreme Court decision that the suspension of salary increases did not violate the firemen’s collective bargaining or constitutional rights.

The wage freezes, applied to virtually all Yonkers employees, was ordered by the State Legislature through special legislation—the Yonkers Financial Emergency Act—designed to hold down costs and avoid bankruptcy.

The firemen, through their attorneys, the Mutual Aid Association and Local 638 of the International Association of Firefighters, sought payment of both across-the-board increases and step-up raises based upon seniority and working conditions. They argued that the language of a section of the emergency legislation permitted payment of raises to be paid to under a collective bargaining agreement in effect in November 1978.

The appeals court ruled that the law clearly prohibited any wage increases whatsoever in line “with the intent of the Legislature to avert a default on Yonkers’ municipal obligations and to maintain essential governmental services.”

State Promotional Job Calendar

FILING ENDS FEB. 6

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building, Genesee St., Buffalo, or 2 World Trade Center, New York City.

Alan Campbell Says:
End Civil Service Red Tape

TOPEKA, Kansas. — “We must break the bureaucratic bonds that the public employs,” said U.S. Civil Service Commission Chairman Alan K. Campbell in a speech to Kansas legislators.

“I believe we’re on the verge of implementing some partial improvements in the way we do business,” Mr. Campbell continued. “We are not out to destroy the Merit System but rather to improve it. We can have a system that responds and achieves quick results, but we can have it without wasting down merit.

To be sure, the new flexibility may provide opportunity for abuse now—abuse which grows out of a cumbrous mass of (Continued on Page 10)
See Implication For Blizzard, Blackout Pay In New Ruling

TROY—Members of the Hudson Valley Community College unit of the Civil Service Employees Association have dropped their plans for a three-week walkout and salaries restored. They were lost when the college closed for one week last February, allegedly to save heating costs.

A union spokesman said that the decision by arbitrator Alice G. Grant, that the college broke its agreement with the CSEA, and that a BrowserAnimationsModule employee does not have the right to have permanent employees work "at will" could have statewide implications.

He said that the ruling might have an impact on the state's decision not to pay Buffalo workers for time lost during last winter's blizzard, and to restrict those paid during the New York City: blackout last-summer to workers who actually reported to their jobs but were told to return home. Many stayed home because of broadcasted warnings that the city was without power.

CSEA contend that the Hudson Valley Community College administration had broken contract with the CSEA members by unilaterally implementing a closedown of the campus, which forced Hudson Valley employees to either lose one week's salary or use contract benefits of sick leave, vacation or personal leave for the benefit of the employees.

Dick Evans, president of the HVC CSEA, unit, stated that "this same course could have been avoided by the Hudson Valley administration if it had bothered to consult with CSEA concerning the alleged energy conservation problem. We believe this decision may cause the College Administration to eventually recognize the rights of its employees as represented by their own bargaining unit.

The arbitration case was premised by Michael J. Smith of the Chartier firm, Rost, Rehder, Peashant, with assistance by CSEA field representative Joseph Bakarjan, Jr.

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Award $5,000 Reimbursement for Mistreated Worker

ALBANY--A unanimous decision by the Appellate Division for the Third Department has restored the position of chief sewage plant operator to William R. Jaycox, a Civil Service Employees Association employee, and has clarified the procedures for what it termed "shockingly unfair" treatment of an employee.

The court also ordered the town board to pay Mr. Jaycox full reimbursement of salary and benefits to the date of his reinstatement, plus a back-pay award worth over $5,000, because of his suspension, which was the penalty imposed by the town for an unauthorized absence of an hour and a half.

Mr. Jaycox, president of the Town of Niskayuna Beverly Department of the CSEA, had been employed at the town's River Road sewage plant since 1966 and had been chief operator since 1977.

Misconduct charges against him were filed some 10 months after he allegedly was absent from his job without permission between the hours of 8:45 a.m. and 10:15 a.m. on October 19, 1973.

According to Richard L. Burstein, an attorney with CSEA's law firm, Reeser and Peashant, the charge of absence without permission was based upon the report of an environmental conservation representative who went to the plant on that day and did not see Mr. Jaycox.

Mr. Burstein said no complaint stop the costly practice of contracting out for goods and services. We're taking the bull by the horns and raising those key issues with the public at large."

Mr. McGowan stated.

Phase two of the campaign will be launched in early February when large newspaper advertisements about the same issues will appear in approximately 35 major newspapers across the state. Ads will run once each week for two weeks.

This effort will lead into phase three which involves advertising, for at least a month, on about 100 billboards in selected areas of New York City, Metropolitan area. Additionally, plans are now being discussed to further expand the overall campaign by incorporating bumper stickers for distribution to political candidates and their friends all throughout the state.

"Dumping of mental patients, whether the State calls deinstitutionalization, is a morally rotten situation for everyone the way the State is going about it," Mr. McGowan stated. "CSEA is not opposed to deinstitutionalization, but we are opposed to the way the State and the Department of Mental Hygiene are trying to go about it where the state is dumping grounds for the mentally ill and incapacitated. The State seems hell-bent on mass dumping, and all forms of government seem reluctant to

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Members Appointed To CSEA Political Action Committee

ALBANY--Civil Service Employees Association president William L. McGowan has announced the appointment of the new CSEA statewide legislative and political action committee.

Each of CSEA's six geographical regions is represented on the committee. The two-year appointments went to: Nicholas Abbadiello, Ruth Braverman, Ralph Natale and Bill Lewis, of Region I; Canute Bernard, George Cusumano and Victor Pesci of Region II; Donald Fulham and Carmine DiBattista of Region III; Jean Myers and Stanley King of Region IV; Moira Greiner, Richard Orileo and Barbara Pickett of Region VII; and Ramona Caton-Baker and Martin Koenig of Region VI.

Chairman of the committee is Martin Langer of Region XIII.

The group's first meeting will be Jan. 19 at the Quality Inn in Albany at 9:30 p.m. Members have already received their reserved

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\[23--Sphalt Reader Retirees Local 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
24--Franklin County Local 817 of officers training session and grievance seminar: 7 p.m., Williams Mansion Nursing Home, Plattsburgh.
26--Long Island Region I executive board meeting: 7 p.m., Region office, 740 Broadway, No. Amityville, L1.

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26--Long Island Region I executive board meeting: 7 p.m., Region office.
24--Franklin County Local 817 officers training session and grievance seminar: 7 p.m., Williams Mansion Nursing Home, Plattsburgh.
26--Long Island Region I executive board meeting: 7 p.m., Region office.

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SIGN NEW HYDE PARK PACT

Signing the new contract between the Civil Service Employees Association and New Hyde Park are, seated from left, Nassau Local president Nicholas Abbadiello and New Hyde Park mayor William Gill. Standing from left are CSEA field representative Mike Azzio, New Hyde Park unit grievance officer John Chudzinski, unit vice-president John Gonski, and unit president Butch Pignatelli.

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BABYLON ACCORD

Babylon Civil Service Employees Association officers cluster around Babylon Town Supervisor Raymond Allemdinger for signing of two-year pact between town and CSEA. Town workers received a 7½ percent wage boost. Ceremony ended months of negotiations. The CSEA leaders are, from left, Estelle Yesswich, unit secretary; Cathy Green, unit president; Jean Howard, unit treasurer; and Margaret Engler, unit second vice-president.

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CIVIL SERVICE LEADER, Friday, January 20, 1978

2,000 Summer Camp Counselor Posts Available

MANHATTAN—The State Employment Service has approximately 2,000 summer camp counselor or related jobs open for college students. Industrial Commissioner Phillip Ross has announced.

"To qualify, you must be at least 18 years old, have a year of college by June, and have some prior private or organizational camp experience," Commissioner Ross said. "Membership on a college varsity athletic team will substitute for actual prior camp experience in some cases."

Qualified applicants should report for an interview at the camp unit of the State Job Service, 247 West 54th St., Manhattan.

Many Clerk, Adm. Summer Posts Ready

The U.S. Civil Service Commission is distributing applications for 1978 summer clerical and administrative jobs, including hundreds of vacancies in New York City, until Jan. 27.

The positions include clerical work as well as park service, forestry service and census bureau jobs.

Openings also exist for administrative aides and office machine operators. There are also jobs in the fields of psychology, nursing, urban planning, personnel administration, law, veterinarian medicine, finance, and library science.

There are laborer jobs which require no experience. The candidate may work in a printing plant or a laboratory, or as an animal caretaker. Trade and labor workers are paid according to local prevailing rates, which vary with location.

Also available are summer jobs for educationally and economically disadvantaged youth, age 16-21. The rate of pay is $2 for these jobs is the federal minimum wage.

The National Park Service has positions for architectural and historical candidates. The U.S. Forest Service has openings in business management and the social, biological and physical sciences. The Bureau of the Census offers positions requiring knowledge of or experience in statistics, geography, sociology, operations research, mathematics and computer science.

A February written test, which lasts about one hour and measures verbal and clerical abilities, is required only for clerical positions in grades GS-1 through GS-4. Applicants must receive a rating of 70 or better to be eligible for a summer position.

After administering the written test, the commission will grade it and notify each applicant directly of his results. Every applicant who passes must file a photocopy of their 1978 notice-of-results and a copy of their application for summer employment.
Many U.S. Clerk, Administrative Jobs Open

(Continued from Page 4)

meet between March 15 and May 1, directly with each agency where the applicant wishes to be considered for summer employment. Selections will be made after May 1.

In past years, the commission made up one list which each agency requested as openings developed. Because the applications are now filed directly with agencies, the commission no longer maintains that roster for referral.

Last year's summer-eligible lists have been terminated. Applicants who had eligibility on these lists may not renew their eligibility, but the agencies will be able to re-employ applicants previously hired from 1976 and 1977 summer rosters. This year, each agency accepting applications for summer jobs will establish lists of applicants and make selections directly from these lists.

Clerical and administrative jobs can be found in agencies as diverse as the Environmental Protection Agency, the General Services Administration, the Department of Housing and Urban Development, the Securities and Exchange Commission, and the Veterans Administration.

In addition to the clerical positions at the GS-1 to GS-4 levels, the Civil Service Commission is offering positions for engineering technicians, computer aides, nursing assistants, biological aides, and environmental education specialists.

The salary range for these jobs is $115.60 to $171.18 weekly, and the requirements are as follows: GS-1, no experience is necessary but citizenship is required, (it is for all civil service positions); GS-2 requires a high school diploma or six months of related job experience; GS-3 requires one year of college or one year's experience; and GS-4 requires two years of college or two years experience.

Additional requirements for typists and stenographers include: at GS-1 level, typing ability of 20 words per minute, and at GS-2, GS-3 and GS-4 levels, typing ability of 40 words per minute. Stenographer applicants must take dictation at the rate of 80 words per minute and be able to accurately transcribe their notes.

Applicants must be 18 at the time of appointment to a summer job. However, applicants who are high school graduates are eligible to apply if they will be 18 at the time of their appointment.

At the GS-5 level and above, the commission lists positions in business administration, marketing, research, cartography, law, and many other areas. Requirements for these jobs range from four years of college required for GS-9 positions to doctoral degrees required for GS-13 positions.

Anyone with questions or problems should contact one of the following Federal Job Information Centers:

Federal Building, 26 Federal Plaza, New York City 10007, Tel: (212) 587-0182, 580 Grand Concourse, Bronx 10451, Tel: (212) 292-4666, U.S. Post Office Bldg, 271 Cadman Plaza East, Brooklyn 11291, Tel: (212) 330-7671.

RE Appraisers

ALBANY—The State Civil Service Department established an eligible list for Real Estate Appraiser on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 53 names.

Soc. Workers

ALBANY—The State Civil Service Department established an eligible list of State Social Worker on Sept. 28, 1977 as the result of a June 4 open competitive exam. The list contains 459 names.

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Mail this application and your initial deposit of $110 or more to: OTB Telephone Betting, 306 Church Street Station, New York NY 10014. Allow seven to ten days for delivery of new account kit.
Human Rights At Issue

We remember the Bible admonition that he who is without sin shall cast the first stone. There must be many more than those New York City firefighters who have known union leaders and city officials to do than get into a squabble over gay rights.

That seems to be the conclusion borne both sides are true. Mayor Edward I. Koch's recent announcement that he will ban job discrimination against homosexuals in city hiring.

The Mayor's remarks were immediately challenged by Sam DeMilla, president of the Patrolmen's Benevolent Association, and Richard Vizolini, head of the Uniformed Firefighters Association. Mr. DeMilla said he will instruct his union's attorneys to look into the legality of the Mayor's plan. Police union lawyers are reportedly receiving similar instructions.

There is some speculation that the issue will become a referendum of those who support Mayor Edward I. Koch's recent announcement that he will ban job discrimination against homosexuals in city hiring.

We hope not. It would be a rather shoddy campaign issue, one that does no credit to the unions, city officials or the voters.

This newspaper will not oppose any regulations or laws, even if it bans discrimination. Discrimination is wrong whether it is against blacks, whites or pinka dots; whether it is based on religion, nation origin or sex; or whether it is the result of a person's sexual preference.

There have been too many disgraceful instances in the world where all this has happened.

That is why we must speak out against the positions taken by some. We must have been in accord with Mr. Vizolini and Mr. DeMilla on many past issues and expect to be aligned with them again. We have supported many of the ideals and goals of their union.

But we cannot pretend to stand that calls for discrimination. Mr. Koch says he will ban discrimination against homosexuals. This is a simple enough statement that we feel cannot be challenged. If homosexuals can be denied equal rights, so can women, blacks, Jews and others.

The prospect of having gays among their ranks has long caused concern among police and fire union leaders and members, and among other municipal unions. The society has not yet reached the point where it can fully accept people who are considered different.

The arguments against gays are not new. There is fear some unauthorized sexual behavior will occur. Some are afraid that there are homosexuals against them to force them into brithery situations. Some say it will cause unrest among other workers and that some gays simply cannot function adequately. We are certain this is true for some gays. It is also true for some so-called straight people and no one has ever blamed it on their heterosexuality.

Anti-gays also insist letting homosexuals in the ranks will lower the quality of the public safety they are, and that they are homosexuals against them to force them into brithery situations. Some say it will cause unrest among other workers and that some gays simply cannot function adequately. We are certain this is true for some gays. It is also true for some so-called straight people and no one has ever blamed it on their heterosexuality.

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A Threat

One aspect of the new Social Security Law that received practically no mention in the press is the closing of a loophole that many retirees looked forward to using.

Under the old law there was a monthly yardstick on earnings. If, in any month, you earned over $291, you would lose your social security benefit for that month, but it would not affect social security payments during the other months.

This privilege is now available only during the first year of retirement. After that, all earnings for the year will be applied against the benefits. You will lose 1/2 in social security benefits for each $2 earned above the maximum.

The maximum has been raised to $4,000 for 1979, $4,960 for 1980, $5,500 for 1981, and $6,000 for 1982.

What is the outlook for Social Security benefits for, in spite of funding problems, future benefits will not be reduced? However, under present law, benefits are increased commensurately with earnings—once through lifetime and spot checks are an excellent way to personalise and get to know your employees. He can learn more about us and we can learn more about him.

CIVIL SERVICE LEADERS, Friday, January 20, 1978

LETTERS TO THE EDITOR

Equal Treatment

Editor, The Leader:

Mayor Koch announced that he would issue an executive order prohibiting discrimination against homosexuals.

I believe he might get a picture of the type of work the employees do and get a picture that the workers do indeed work. Civil servants have taken a personality beating for many years. Maybe this might change if he were to take a tour and see how the workers do. It's better to see firsthand, than to rely on figures or titles, when relating to the work force. It is possible they may even find that responsibilities may work a little harder and those who do a full day's work will continue to do a full day's work.

Richard Krissman, staff analyst: "I think Mayor Koch's visits may be beneficial. He will have a chance to meet with people. He should walk in unannounced to areas where his presence is not expected. He will have a chance to get a picture of those civil servants who work very hard as well as the people who work very hard. I think he should realize that there are dedicated civil servants who do good work and they do and he should find those who are there for a pay-check and a pension. His visits will help to get the people he wants to know more about us and we can learn more about him."

LETTERS POLICY

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

By Kenneth Schect

"We were sitting in the office and all of a sudden this patient came in and attacked me. He must have had brass knuckles on his hand as he made the eye strike on my belt buckle..." and opened a deep gash on my forehead which had 24 stitches to close it.

It was 13:39 a.m., late June 18, when Alene Ayres, a mental hygiene aide at Manhattan Psychiatric Center, was slapped on the face by a patient. She wore a chain of necklaces over her left eye. She had not yet returned to work. Two weeks ago Ms. Ayres underwent a six-hour operation to remove a tumor from her mouth and to repair damage to her eye. She now has no longer compensation, but lost six months.

There are no statistics. There has been no coverage on the six outside courts. If we were to judge these most-defiant-upon instance of reality, there is no problem: assaults against mental hygiene aides and staff in the state's Mental Hygiene facilities do not occur.

Ms. Ayres and many others have reasons to disagree. However, in 1981 in 15 of 16 Mental Hygiene facilities throughout New York State during the last six months it was that the problem of assaults against staff was felt at their hospitals. Administrators at these hospitals conceded that a problem, in varying degrees, exists.

"Those things are going to happen at any large mental institution," one aide said to him down to a minimum, and Gabriel Reiner, director of Manhattan Psychiatric Center, acknowledged as much.

Lawrence C. Roll, former New York State Commissioner of Mental Health, said, "I have been personally assaulted and I know many others who have been assaulted. There is a major lack of appreciation of the kind of patients and understanding of the abuses that the Mental Hygiene workers are subjected to."

Peter Crams, Bronx Psychiatric Center psychiatrist who consults throughout that hospital about issues of assaultive or suicidal behavior, said, "Being able to be hit and not have it end him is very, very difficult." He has been instructed in self-defense techniques. Nurses at the hospital conceded that a problem, in varying degrees, exists.

The following letter was written by a therapy aide at Hudson River Psychiatric Center, in Poughkeepsie. He has worked for the Department of Mental Hygiene 10 years. This incident occurred just over a year ago:

"I am struck in the left eye, breaking three bone, requiring plastic surgery, eight days in the hospital and six weeks of work. I am now discharged for the time being.

"I was returning to work, a fellow worker was attacked, sustained a broken rib, several cuts and bruises and was out of work for five weeks.

"Dr. Nicholas McNally has been a therapy aide for 17 years at West Benno Developmental Center, in Buffalo.

"March 19, a resident, a woman in her early thirties, jumped me. She had started foaming the place. When I tried to stop her, she stopped and held back the other end of the place. When I was out of work for two weeks. Rob Zone, after an aide at that institution, was jumped in the face and the required it to surgically repair his eye.

"When you work in an institution for the mentally ill or retarded there are certain rights involved. West Sussex Developmental Center director Louis A. Cheshire said. Dr. Havel was first result weeks. I was never seen by an eye specialist. I was told he couldn't be seen by the ophthalmologist," he said.

"They reopened the case, the aide's complaint, and opened a deep gash on my forehead which had 24 stitches to close it.

"We were sitting in the office and all of a sudden this patient came in and attacked me. He must have had brass knuckles on his hand as he made the eye strike on my belt buckle..." and opened a deep gash on my forehead which had 24 stitches to close it.

"He let me go and cried out: 'Don't make me go back in there.'"

"The matter of assaults by patients against staff is a major problem in the Mental Health System. The Mental Hygiene system has made progress. As a result, the staff is more comfortable, more healthy, more satisfying and, perhaps, more dangerous.

Next Week: Why Assaults Occur.
End Civil Service Red Tape

(Continued from Page 3) procedures that only the most persistent can deal with and only the most knowledgeable can manage to use. It may be that what was once public enemy number one—applies has been replaced by bureaucratic bottlenecks.

"When work on the Federal Personnel Management Project began six months ago, we had to address three basic problems," he said. Management flexibility is needed. Bureaucratic obstacles to effective management must be removed. Past merit abuses must end, he said, "We must design a system to prevent those kinds of abuses, or at least make them more difficult or more visible than before."

Management believes employee appeal procedures are biased toward employees and the employees say it is management-dominated, he said. "These three problem areas are very challenging in that they are almost contradictory in the kind of reforms and changes they suggest—greater flexibility and, at the same time, more control to prevent abuses and protect employee rights," he said. "The system is currently so encumbered with rules and regulations that few managers feel it is almost impossible to take personnel actions."

There has always been skepticism about governments and such

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.

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank Examiner</td>
<td>$14,688</td>
</tr>
<tr>
<td>Drafting Technician (Electrical), Senior</td>
<td>$9,029</td>
</tr>
<tr>
<td>Drafting Technician (Mechanical), Senior</td>
<td>$9,029</td>
</tr>
<tr>
<td>State Accs Auditor Trainee</td>
<td>$9,699</td>
</tr>
<tr>
<td>Examiner of Municial Affairs Trainee I</td>
<td>$9,699</td>
</tr>
<tr>
<td>Pension Systems Analyst</td>
<td>$12,499</td>
</tr>
<tr>
<td>Security Hospital Treatment Chief</td>
<td>$18,369</td>
</tr>
<tr>
<td>Chief, Bureau of Postsecondary Planning</td>
<td>$25,161</td>
</tr>
<tr>
<td>Public Health Dentist (Research)</td>
<td>$27,942</td>
</tr>
<tr>
<td>Tax Compliance Agent (Reg. &amp; Sp. Sing))</td>
<td>$9,746</td>
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Closing Dates: Jan. 23

TRADES AND CRAFTS

No Written Test

Title | Title |
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Chief Engineer (Ferryboat)</td>
<td>Refrigeration and A/C Equipment Operator</td>
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<tr>
<td>Master (Ferryboat)</td>
<td>Operator (Acrum)</td>
</tr>
<tr>
<td>Ordinance Equipment Mechanic</td>
<td>Quality Inspection Specialist</td>
</tr>
<tr>
<td>Shorthand Reporter</td>
<td>Walder</td>
</tr>
<tr>
<td>Travel Clerk (Typing)</td>
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</tbody>
</table>

CIVIL SERVICE LEADER, Friday, January 20, 1978

Federal Job Calendar

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

GENERAL SCHEDULE POSITIONS

Written Test Required at Some Grade Levels

Title | Salary Grade |
<table>
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<tr>
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<tbody>
<tr>
<td>Communications Technician</td>
<td>5</td>
</tr>
<tr>
<td>Data Transcriber</td>
<td>2,3</td>
</tr>
<tr>
<td>Dental Hygienist</td>
<td>4</td>
</tr>
<tr>
<td>Electronic Accounting Machine Operator</td>
<td>4</td>
</tr>
<tr>
<td>Electronics Technician</td>
<td>4</td>
</tr>
<tr>
<td>Engineering Technician</td>
<td>5,6,7,8</td>
</tr>
<tr>
<td>Examiner, 1st (Municipal)</td>
<td>9,10</td>
</tr>
<tr>
<td>Fiscal and Accounting Support Positions</td>
<td>1,2</td>
</tr>
<tr>
<td>Medical Aid (Sterile Supplies)</td>
<td>3,4</td>
</tr>
<tr>
<td>Nuclear Medicine Technician</td>
<td>3,4,5</td>
</tr>
<tr>
<td>Physical Therapy Assistant</td>
<td>7,8</td>
</tr>
<tr>
<td>Reporting Stenographer</td>
<td>5</td>
</tr>
<tr>
<td>Sales Store Checker</td>
<td>7,9</td>
</tr>
<tr>
<td>Shorthand Reporter</td>
<td>7,9</td>
</tr>
</tbody>
</table>

*The salary grades pay as follows: grade 2 pays $7,035; grade 3 $7,930; grade 4 $8,902; grade 5 $9,959; grade 6 $11,101; grade 7 $12,336; grade 8 $13,662; grade 9 $15,090.
**ACCOUNTANT AUDITOR**

**TO UNITED NATIONS**

The 22nd United Nations General Assembly recently confirmed appointment of U.S. Civil Service Commissioner Freida H. Persky to the International Civil Service Commission. The ICSC advises the General Assembly on the civil service system for the United Nations and other international agencies.

**WHERE TO APPLY FOR PUBLIC JOBS**

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 44 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 filing deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.: BMTC (City Hall); Lexington IND (Brooklyn Bridge). For information on titles, call 586-9700.

Several occupations do their own recruiting and hiring. They include: Board of Education (Teachers only), 65 Court St., New York 8060.

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

For information on titles, call 586-9700. Several occupations do their own recruiting and hiring. They include:

- **Civil Service:** Contact the Personnel Director at the department or agency.
- **Local Governments:** Contact the Personnel Director at the department or agency.
- **Private Sector:** Contact the Personnel Director at the department or agency.

**SHERIFF’S EMPLOYEES WIN ALLOWANCES**

State Supreme Court Judge Thomas F. McGowan has ordered Erie County Comptroller Alfred W. Simonski to issue $100,000 in year-old clothing allowance funds to the county's 500 sheriff's department workers who were never paid for court service during a dispute over the delay between county officials and the American Federation of State, County and Municipal Employees.

**HIGH PENSION COSTS**

An unpublished U.S. Civil Service Commission report says the federal government has been underestimating by several billion dollars a year the long-range cost of civil service pensions, says the Associated Press.

**PD TRIALS COMMISSIONER RECLASSIFICATION**

The New York City personnel director has ordered a public hearing to be held Jan. 31 on a proposal to classify assistant deputy commissioner for the New York City public service employment office, the head of the personnel department.

**CITY SERVICE LEADER**

New York, New York 10007

I enclose $9.00 (check or money order for a year's subscription) to the City Service Leader. Please enter the name listed below.

**NAME**

**ADDRESS**

**CITY**

**ZIP CODE**

**SHORT TAKES**

**CONFAB ON OFFICE EQUIPMENT SET**

The second annual federal office equipment expo will be held March 14 and 15 at the Sheraton Park Hotel, Washington, D.C. The exposition is the only national management conference emphasizing the federal, state, local and municipal government markets. It is open to all professionals who use office equipment to send out information.

**MARTIN LUTHER KING DAY A HOLIDAY**

Over fifty state legislators will co-sponsor a bill introduced by New York Assemblyman Henry Powers (D-Bronx), Al Yann (D-Brooklyn), and Estelle Digs (D-Bronx) which would make Martin Luther King Jr.'s birthday a state holiday, Assemblyman Powers announced. Senator Vandy Beatley (D-Brooklyn) will be the main sponsor in the State Senate. The bill is endorsed by Dr. King's widow, Coretta King. Several unions have negotiated contracts making Jan. 15 a holiday for their members.

**MANAGEMENT SEMINARS START MAY 17**

A three-day seminar, "Government Project Management," on the application of new management techniques by federal, state, and local governments, will be presented by New York Management Center in six cities around the country: beginning May 17. The cities are Dallas, Washington, D.C., Cleveland, San Francisco, New York, and Chicago.
New York State

For Cape to Sale Florida

FOR SALE BY OWNER

40 acres, located w/g & P in B. sale $40,000.00

3 BR, 1 1/2 BA, wood burning stove

301-680-0000 & 301-680-0000

R.L.—Florida

BOCA RATON—Furn in Beach ex. 2 BR, 2 BA, 2 car gar.

Walk Oscar & 59 Ave Shopping Pl. Nr

BOCA RATON—Furnished 2 BR, 2 BA, 1 1/2 BA, wood burning stove

MALLONDALE—1 BR, 1 1/2 BA, furnished in B. close to schools.

371-1000, Ext. 302

NEW ORLEANS

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CUT OUT THIS COUPON

BLOOD

For Sale

1978 TRAVEL TRAILER 35' Fully Furnished. Airing, a/c extra, fireplace, etc

(212) 836-4100 Ext. 302

For Lease

1985 DUSK RIVER

Ski Travel

RUSSIAN SKULL "Castle of the Valleys"

Short order meals, chicken, beef, ham, eggs, etc.

BREW-RIDE

142 4th Avenue Avenue

SECURITY SUPERVISION

Supervision and security services

RISOS'S CAFE

OPEN 24 HRS.

SKATE PARK

1985 DUSK RIVER

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1801-836-1000

LONG ISLAND

For Sale

U.S. Government's Oil & Gas Lease

UNCLE SAM'S LOTTERY

The United States Department of Interior (Bureau of Land Management) holds non-competitive public drawings during which all citizens over the age of 3 years an equal opportunity to own oil & gas lease rights on lands owned by U.S. Gov.

A $100 tax deductible filing fee could return you a sum exceeding $100,000 immediately plus an overriding royalty for possible future income.

Send $1 to cover postage & handling for booklet giving full information. You may be a winner next month.

AMERICAN SERVICES

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Allagash, Georgia 2067

Nurses, R.N.

Rochester—Albany—New York City

In this city and its environs

Nurses, male and female, may join the U.S. Army Reserve Program through age 33 (29 with commensurate experience and education). Spend one weekend a month in a hospital near your home and seven weeks a year at army hospitals in places like Benning, Georgia; Ft. Bragg, North Carolina; West Point, New York, and others.

To find out if you are eligible, please call (212) 836-4100, Extension 1209, or write for brochure without incurring any obligation.

Colonel Norma P. Bagley, Chief Nurse
Colonel Edwin M. Bond, Coordinator, Nurse Recruiting

Nurse Recruiter

8th MEDICAL BRIGADE, USA

Building 408, Ft. Hamilton,

New York, New York 11215

The Army Medical Service.

Part Of What You Earn Is Pride!
December and certificates to total more than Civil Service. Estimated first-submitted to the State Employee to get an instant response.

Under the formula, where the contractors' personnel costs are 10 percent less than in-house work, costs contracted out will be justifi ed for activities in progress. The guideline for new contracts will require that government personnel costs be 10 percent less and other costs 25 percent less. The emphasis will be to get private business to do the job wherever possible. Each agency may decide when the "national interest" requires in- house work. In all probability, only this provision will hold back a flood of new contracts.

Restructuring the federal civil service system will not result in more jobs.

Although federal civilian employment increased 21 percent between 1960 and 1967, it is decreased by 2 percent since 1970. Federal civilian employees have dropped from 4 to 3 percent. The total work force will probably not increase during the next few years.

Competition for federal jobs will increase during the years ahead.

Three hundred thirty-eight of the 2,386 employees of the Agency for International Development in Washington face loss of jobs next year. Officials say it will all be done by attrition, assuming 15 percent leave voluntarily.

At Workshops on

Plan for the Future

A two-day workshop on planning, attended by high school students, was held in Mineola. The study of biological rhythms provides all the holidays officially declared by the state legislature

Friday, January 20, 1978

Civil Service

Almost every new administration is frustrated over the inability to get an instant response from the civil service sector. Invariably, the solution is to contract out. Some believe this will cut federal payroll. But often, when a task is contracted out, the same people pop up for the same task at higher salaries. A new set of government contracting-out guidelines is in the works. It involves a new formula for estimating house work, but it makes the federal payroll appear larger after considering pension benefits.

The body is a very sensitive machine that works best when the 24-hour cycle is not interrupted. You might say biologically that there is a "best time" to do most things. For instance, people who want to lose weight are advised to eat their heaviest meal in the morning, because of variations in the rhythm of the amino acids in stomach and urine and other factors.

One would also expect that there is a best time to stop smoking, start a diet, exercise, take medication, and ask the boss for a raise. Our body works best as most of us do on a regular schedule. If you would like to investigate this subject further, I refer you to a book Biological Rhythms In Human and Animal Physiology, by Oal Gaer Luce.

BIOGRAPHICAL RHYTHMS IN HUMAN AND ANIMAL PHYSIOLOGY

Applications can now be Accepted For A Two-Day Workshop On PROJECT MANAGEMENT (For New or Modified Facilities)

Sponsor: Society for College and University Planning

COORDINATOR: Harold L. Guyette, Director, Harvard University Planning Office. There will be presentations by professional managers and senior staff of the office including architects, landscape architects and engineers. The workshop is designed to give vice-presidents with responsibilities for planning and other senior academics and senior administrators an understanding of the approach of one university to:

- REVITALIZATION/RESTRUCTURING FACILITIES
- RESOURCE ALLOCATION
- FACILITIES OBJECTIVE: To obtain the greatest effectiveness of money spent on bricks and mortar to construct facilities to serve academic needs.

REGISTRATION FEE: $225 (SCUP members $200). Reduction for second and subsequent participants from the same institution, $25.

ATTENDANCE: Limited to 80.

APPLICATION FORMS: Society for College and University Planning, P. O. Box 3394, Halifax South, Halifax, Nova-Scoita B3J 1C1, Canada. Telephone (902) 423-6735.

The Best Time

Did you know that the life-span of certain laboratory animals can be extended significantly by having them exercise daily? The eight-hour day and night cycle is shifted frequently and erratically - and, that more than 48 percent of human workers cannot adjust to seven-day rotation cycles?

Humans who shift their day and night schedules, work longer and workers, take activities from three to five weeks to various activities, are

A dose of something that will kill 60 percent of the rats ingested during a portion of their daily activity cycle will kill 77 percent at different times, according to their cyclic and/or circadian rhythms. And, if you want to increase your chance of winning, bet with someone that he was born at night. It appears that more than 60 percent of births occur at night, with 3 a.m. being the peak time.

All of the above statements are true and are based on the results of experiments in what is one of the newest of the sciences, the study of biological rhythms.

The body is a very sensitive machine that works best when the 24-hour cycle is not interrupted. You might say biologically that there is a "best time" to do most things. For instance, people who want to lose weight are advised to eat their heaviest meal in the morning, because of variations in the rhythm of the amino acids in stomach and urine and other factors.

One would also expect that there is a best time to stop smoking, start a diet, exercise, take medication, and ask the boss for a raise. Our body works best as most of us do on a regular schedule. If you would like to investigate this subject further, I refer you to a book Biological Rhythms In Human and Animal Physiology, by Oal Gaer Luce.
The CSEA Board of Directors Elects Committees

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

The officers and directors 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.

The CSEA Officers and Directors Committees are:

CSEA Officers and Directors Committees

CSEA OFFICERS AND DIRECTORS COMMITTEE:


STATE EXECUTIVE COMMITTEE:

William Deck, chairman, and Pat Chandall, vice-chairwoman.

COUNTY EXECUTIVE COMMITTEE:

Joseph Lazaron, chairman, and Mary Sullivan, vice-chairwoman.

DIRECTORS BUDGET COMMITTEE:

Howard Cropy, chairman, John Wiedman, vice-chairman, and Raymond Caudy, Raymond Prichard and G. Geraldine Dickson.

DIRECTORS CHARTER BILL COMMITTEE:

Francis Miller, chairman, and Ralph Naftal, Charles Loe, Gerald Brown, Jimmy Gasable, Nicholas Cimino, June Boyle, Dorothy King and Richard Cuddy.

DIRECTORS COMMITTEE TO STUDY THE COST OF GROUP LIFE INSURANCE:

Nicholas Fussferi, Jean Gray, John Rile, Pat Chandall, James Gripper, Sid Grosman, Mary Greaves, Paul Gallagher and Steve Ragan.

DIRECTORS PERSONNEL COMMITTEE:

Tim McInerny, chairman, Eli Adams, vice-chairman, and James Bouck. Members: Julia Duff, Donald Maloney, Mary Moore, Mary Sullivan and James Weich.

STANDING COMMITMENTS:

CIVIL SERVICE COMMITTEE:


CONSTITUTION AND BY-LAWS COMMITTEE:

Ken Cadeeuse, chairman, and William DeMartino, Karl Mayfield, Jon Schermherhorn, Nicholas Cimino and Mary Ann Benjamin.

CONVENTION COMMITTEE:

Richard Tarmey, chairman, and Ronald Ronon Kate Miellett Denros, Nette Johnson, Mary Hart, Lenora Polaro, Bruce Nolan and Robert Smith.

EDUCATION COMMITTEE:


GRIEVANCE COMMITTEE:

Al Varoach, chairman, and Abraham Libow, Eta Kata, Gerald Purcell, George McCarthy and Elaine Moory.

LEGAL COMMITTEE:

Joseph Conway, chairman, and Sid Grosman, Ethel Rice, Mitchell Morella, Robert Green, Judy Burgess, Sara Bievert and Ernest Sumber.

LEGISLATIVE AND POLITICAL ACTION COMMITTEE:

Martin Langer, chairman, and Nicholas Abbattista, Ralph Natalie, Ruth Braverman, Canute Bernard, George Callis, Victor Peac, Donald Pulliam, Carmen Di Battista, Jean Myers, Stanley Piousali, Motra Greenie, Richard Grice, Barbara Fickell, Ramona Gallagher, Martin Koening and Bill Lewis.

PENSION COMMITTEE:

Dorothy Goeta, chairman, and Bernard Lipkin, Robert Comey, Robert Krohn, James Currier and Vic Marr.

RETIREE COMMITTEES:

Nellie Davis, chairman, and William McHolland, Al Robinson, Martha Ovens, George Celanato, John Kennedy, De- lores Prueitt, Frank Farmer, Mary McCarthy and Melba Blum.

METHODS & PROCEDURES COMMITTEE:

Al Mead, chairman, and Nick Deliaart, Irving Goldberg, Ralph Schwartz, James Chamberone and Linda Kissinger.

AD HOC COMMITTEES:

AD HOC CETA COMMITTEE:

David Marce, chairman, and Robert Malletta, Paul Kamearing, Al Rubin, Robert Gallor and Annette Harding.

AD HOC CONTINGENCY ACTION COMMITTEE:


AD HOC COMMITTEE TO STUDY COMPUTER OPERATIONS:

George McDonough, chairman, and Emile Spiak, Karen White, Kenneth Cestination and Michael Murray.

SPECIAL COMMITTEES:

AUDITING COMMITTEE:

Gerald Truxon, chairman, and Sam Pfeifer, Joseph Everley, Josephine Belfi, Anna Mae Darby and Barbara Peuser.

CONVENTION MOTIONS COMMITTEE:

Stephen Zare, chairman, and Betsy Duffy, Jeanne Barge, John Pannellite, Carol Trillett and Robert Dobie.

CSEA SPECIAL ELECTION PROCEDURES COMMITTEE:

Bernard Schmiali, chairman, and Crawford McPhatter, David Auneille, Beth Ann Bolen, William Rowe and Delores Hudson.

HUMAN RIGHTS COMMITTEE:

Lawrence Leddy, chairman, and Crawford McPhatter, Hari Goldberg, Ky James, De Zolt, Ralph Young and Genevieve Riddle.

STANDARDS BOARD OF DIRECTORS:

Chairman, CSEA County Division

By JOSEPH LAZARON

Chairman, CSEA County Division

Federal Legislation

I cannot remember when federal legislation governing public employees was not a source of discussion among CSEAr. Rumors fly, then fall, then begin again. The most serious tendency to be heard these days is a proposal to write a "Wagner Act" for public employees that will be fair and supersede the Taylor Law.

Much of what follows is extracted from a memorandum by James D. Featherstonhaugh, of legal counsel, to the Board of Directors, dated May 12, 1977.

Two bills are current in the House of Representatives. Bill No. 77 proposes to extend the jurisdiction of the National Labor Relations Act and Board to local government and state employees. Bill No. 1867 would create a new Public Employee Relations Act.

Significant features of both bills are:

"Right to strike within certain limitations."

"Governing boards would be considerably more independent than the PERB is, and would obviously be more independent than the PERB." Statute of limitations for filing would be six months.

Mr. Featherstonhaugh goes on to state that there are advantages to be had in both bills. It certainly is a step forward in equalizing the roles of management and labor. The history, case law, and reputation of the NLRB is such that much court litigation would be avoided.

Unfavorable factors are also pointed out:

"NRLE is already overburdened and could not be expected to rapidly process an increased caseload."

"A new bill (Bill No. 1867) may be able to process caseloads, but would not have the case-law and reputation of the NLRB, and would open the way for unknown case-law to develop. A "pig in a poke" to speak."

"In the event either bill becomes law, a procedure for exemption of a state with a substantially similar law, and New York might file for such exemption."

"Finally, there is little indication of strong support in either house for either bill."

My thanks to Jim Featherstonhaugh for the above material. Your state rep has the printed memorandum.

There is an increasing amount of valuable information emanating from various headquarter groups. Most of this material is part of mailings to Local presidents and state-wide Board reps. It underlines my continuing concern that every Local be represented at every Board of Directors meeting, and to report at every membership meeting back home.

CSEA INFORMED ON MAILING ADDRESS

Below is the Change of Address form used by CSEA. This form is also available from chapter presidents, but is reproduced here as a convenience. It is to be used only by those CSEA members who are currently civil service workers or by those retirees who are paying full active membership dues.

<table>
<thead>
<tr>
<th>Address</th>
<th>City</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Doe</td>
<td>Albany</td>
<td>NY</td>
<td>12345</td>
</tr>
</tbody>
</table>

Change of Address to 'The Leader'

My Present 'Leader' Label Reads Exactly As Shown Here

[Signature]

My Social Security Number is

[Number]

[City]

[State]

[ZIP Code]

As shown above

The "VACANCY CONTROL MECHANISM"

The statewide civil service job freeze is not a job freeze, according to Sharon Bright Holub, special assistant to the budget director. "It is really a 'vacancy control mechanism.'"

"Hospitals have been given employee 'target numbers' for this year, but are allowed some flexibility when critical needs arise. Critical needs, she said, include cases of safety and direct patient care."

This freeze was initiated under former budget Director Peter Goldmark. It was tightened up under his successor, Phillip Told, and it will be continued, Ms. Bright Holub stressed, under the current director, Dr. Howard Moreland.

"There will be no layoffs, however," she said.

KEEP CSEA INFORMED ON MAILING ADDRESS

Below is the Change of Address form used by CSEA. This form is also available from chapter presidents, but is reproduced here as a convenience. It is to be used only by those CSEA members who are currently civil service workers or by those retirees who are paying full active membership dues.

Change of Address for 'The Leader'

My Present 'Leader' Label Reads Exactly As Shown Here

[Signature]

My Social Security Number is

[Number]

[City]

[State]

[ZIP Code]

As shown above
Nassau Lists First-Aid, Aud-Visual, Other Jobs

(Continued from Page 13) and audio-visual technician is Jan. 25.

Food inspector applicants need a bachelor's degree in biology and two years' experience purchasing or inspecting food for a large organization. The job pays $9,200. For Civil Service, candidates must be high school graduates with five years first-aid experience and a Red Cross instructors certificate in standard first-aid and personal safety, emergency care and cardiopulmonary resuscitation; and training in advanced medical technology and emergency medical technician techniques. First-aid instructors earn $9,200 a year.

Audio-visual technicians, who are paid from $6,820 to $9,072 a year, must be high school graduates with a year's experience repairing radios, television sets and projection equipment. The exam for food examiners and first-aid Camp instructor is scheduled for Jan. 26. The audio-visual technician exam is set for Feb. 28.

Piloting ends Jan. 27 for director of environmental engineering, a $31,205-a-year post. Candidates need a master's degree in sanitary or environmental engineering, 10 years experience or a combination of education and experience. The written test is scheduled for March 18.

Job hopefuls should contact the Nassau County Civil Service Commission, 160 Old Country Rd., Mineola, for details.

LAWYERS

CARELBY LAW OFFICES, 76-18 30th St., N.Y.C. Services of a Limited Partnership in New York County Court's Office Dec. 28, 1987. Candidates with five years of legal, corporate or commercial experience are paid from $6,298 to $9,557 a year. Candidates must have a law degree and five years of legal experience, be admitted to New York bar and be in good standing. The written test is scheduled for March 18.

Auditors: Associate, a $22,694-a-year post. Candidates need a master's degree in accounting or business administration, five years of public accounting experience, and certification as a public accountant. The written test is scheduled for March 18.

Prior to applying for a job, applicants should read the job descriptions and qualifications carefully.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Salary</th>
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<tr>
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<tr>
<td>Jones</td>
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<td>$10,714</td>
</tr>
</tbody>
</table>

Other Jobs

(Continued from Page 11) and audio-visual technician is Jan. 25.

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Settle Rockland Strike With Unanimous Yes Vote

(Continued from Page 1) date thoughts. "I hope we won't have any more strikes for the next ten years," he said. "And I firmly believe we won't have any for five years or more."

While Mr. Goodfriend conceded that the settlement was "basically fair," he said that the three-year, $6,169,902 deal "looked every penny we had."

Year by year, the contract will cost Rockland $1,143,750 in 1977, $2,347,605 in 1978, and $3,149,924 in the final year.

Based on these increased expenditures Mr. Goodfriend said he was "not optimistic" that the county could still come in with a no-tax budget.

In other developments, Rockland County attorney Marc L. Parris said he intends to prosecute the strikers under the Taylor Law provisions, firing employees at the rate of two days pay for every day they were off the job. In addition, the Taylor Law mandates that convicted strikers must serve a year's probation from the date of conviction. Contempt action against the union will be taken as well, and conviction here leads to a fine.

Feb. 3 is scheduled for motions in the case and Feb. 23 and 24 are the scheduled trial dates.

Mr. Parris said he hoped the cases would be routine, adding that the majority would be "black and white." The grey areas, he said, will involve situations where an employee did not report for work during the strike but claims that he was absent because of sickness, travel or other, non-strike related reasons.

A spokeswoman for the union, however, said that a great many employees will appeal if convicted.

The strike was called after a negotiating session, which began Dec. 31 at 7:30 p.m. and ended at 10 the following morning with no settlement. On Dec. 7 members of the Rockland unit had approved a resolution giving the group's negotiating committee authority to take whatever action necessary to reach a fair agreement.

Negotiations between the CSEA and Rockland County began after a year's delay, last October when the Service Employee International Union was declared the loser in a representation challenge which it had filed in October 1976.

(Continued from Page 1)

Continuity Of Employment Committee

The CSEA-New York State Continuity of Employment Committee, the first statewide labor-management committee ever, was formed in April, 1976 to help state workers who have been laid off; and to recommend legislative changes that will prevent further layoffs.

The Committee is chaired by Robert B. McKenzie, New York State School of Industrial and Labor Relations at Cornell University. The members are Solomon Bendet, president of CSEA's Region II; John B. Cross, Department of Civil Service; Thomas Gibbs, Office of Employee Relations; Robert Lattimer, president of CSEA's Region VI; James J. Lennon, president of CSEA's Region III; Joseph McDermott, president of CSEA's Region IV; John McKenna, Department of Social Services; and Jeremy Schrauf, Division of the Budget.

The committee's most recent effort is a research paper delivered last month at the annual meeting of the Industrial Relations Research Association in New York City.

(Continued Next Week)

Broome Local Prepares For Strike Option

(Continued from Page 1)

negotiator for the more than 1,100 county employees, said, "We are geared up for action. After numerous sessions with the county negotiators, they continue to turn deaf ears to what we consider to be reasonable demands to be included in a fair and equitable contract. Now, our only recourse is possibly a job action by the entire CSEA membership in Broome County. We are ready for it and all that remains is the final vote decision of the entire county membership at a meeting to be held Jan. 18," Mr. Kane concluded.