CSEA CIVIL SERVICE COMMITTEE MEETS

The Civil Service Employees Association's civil service committee met in Albany recently to consider proposed legislation for Civil Service reforms and general problems encountered with Civil Service procedure.

New members of the committee are, standing, Salvatore Castro, Buffalo Sewer Authority; Joseph Deaf; Francis All, SUNY Oneonta, and Carlo Pugliese, Nassau County Health Department. Ms. Gray proposed legislation for Civil Service reform and general problems encountered with Civil Service procedures.

Of the Most Populous Titles

Committee of the Civil Service

areas of shared concern, "is the way the Feb. 4 meeting a recommendation to the

President of the Most Populous Titles Committee of this week on the proposal to

of this week on the proposal to

President of the Civil Service

and said that he probably would sug-

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of titles represented on the Most

goal and professional objectives.

Burch noted that to understand needs of 2,000 job titles takes considerable time

and said that it could be operated

the second ad will appear on or

includer makers made through elected officers, regional

and the overall campaign is designed to

Some of the titles represented on the committee include: nurses, nurse instructors, nurse aides, employment

within the PS&T Unit.

of titles takes considerable time

of the titles represented on the Most

and professional objectives. While we already

He described the hospital as a

of what the CSEA charges is the

As a result of the vote, the unit, and Michael Morvas-

and professionals who have specific

Burch said that while the ten

committee meeting. The meeting was held at the

Burch said that while the ten

of the unit, and Michael Morvas-

of titles represented on the Most

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of the unit, and Michael Morvas-

were counted Feb. 3 at Public

of the unit, and Michael Morvas-

The campaign is designed to

campaign is designed to

employees and to discuss problems relating to those specific professions.

offered an overview of P&MT contracts and staff coordinator for the

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The Civil Service Employees Association's public campaign started with Phase I last month as four different 60-second spots were aired across the state. This, in itself, generated a tremendous amount of discussion.

Burch: PST Meet 'Important Step'

ALBANY — "An important step, which helped clarify areas of shared concern," is the way the Feb. 4 meeting of the Most Populous Titles Committee of the Civil Service Employees Association's Professional, Scientific, and Technical Unit was described by Paul T. Burch. The meeting was held at the Thrway House here.

Mr. Burch, CSEA's veteran negota-  

Generally, those specific titles of this week on the proposal to

Beyond the concerns which crossed over the disciplines, specific topic of discussion within

Burch noted that to understand needs of 2,000 job titles takes considerable time

and professional objectives. While we already know a great deal, there is a

Burch said that while the ten

Burch noted that to understand needs of 2,000 job titles takes considerable time

and professional objectives. While we already know a great deal, there is a

A S S A U LT S :  S P E C I A L  R E P O R T  p 8

ALBANY—Phase II of an advertising campaign was begun last week to bring public attention to the state's policy of "dumping" mentally ill and retarded persons into the communities.

The Civil Service Employees Association's public campaign started with Phase I last month as four different 60-second spots were aired across the state. This, in itself, generated a tremendous amount of discussion.

Mr. Burch noted that to understand needs of 2,000 job titles takes considerable time

Beyond the concerns which crossed over the disciplines, specific topic of discussion within

Beyond the concerns which crossed over the disciplines, specific topic of discussion within

"We're very happy to have won the election by such a large margin," she said. "With this vote of confidence from the membership, we promise to double our efforts to work on their behalf in the future.

According to the CSEA, the 35 newspapers in the campaign will reach an estimated 14,600,000 readers each week. The campaign is expected to continue for six months.

Don't Repeat This!

Gov. Hopefuls

To Tread Lightly

In New York City

Gov. Hugh L. Carey's and New York City Mayor Edward I. Koch's agreement for a $260 million increase in state aid for the city during the coming fiscal year may put Sen-

CSEA Wins Yonkers Fight

YONKERS — Despite a challenge by the Service Employees International Union to represent the non-instructional staff of the Yonkers public school system, the Civil Service Employees Association received 70.9 percent of the votes; SEIU received 24.7 percent.
The Democrat were very much in evidence, too, with Senator Pat Moynihan and Gov. Hugh Carey seen just about everywhere.

The common goal: image, money and votes.

* Most bills in the Legislature are still at the committee consideration stage but you can expect things to start moving on the floor of both houses before too long. We have several reports on the chances of the various retritement measures in the Senate and the Assembly and hope to have some kind of news on any possible action soon.

Everything surged to a peak for the winter season during February in New York City. It's the time for the most cocktail parties and dinners in social, business, political and all other circles.

Last week was typical in the Big Apple. Those two gentlemanly contenders for Leader Warren Anderson and Perry Duryea, were very Duryea at the Roosevelt

inception, Senate Majority a reception given by the New Duryea at the banker's gath­

ering (and they had some tenders at the banker's gath­

ering).

attorney and others, were very Anderson on the bit with Mr. Anderson on the making an appearance.

The columns of this newspaper have warned from the outset that landlords provid­

ing housing for mental pa­

tients — unable to defend close down unless the state themselves — were going to deinstitutionalization plan would soon be gouging the state for more money once their buildings are occu­

pied. We have several news stories reported that 10 adult homes in New York City that care for 1,800 elderly residents— most of them ex-mental pa­

tients unable to defend themselves — were going to close down unless the state boosted their reimbursement rates.

Attorney General Louis Lefkowits gives a court order to restrain the closings but you can bet that you haven't

heard the end of trying to put the screws on the state for more cash.

CIVIL SERVICE LEADER, Frday, February 17, 1978
Train Over 1,500 CSEA Members In First Aid Methods

ALBANY—As a result of contract demands from several far-sighted individuals involved in the Civil Service Employees Association’s negotiations with the State of New York in the administrative unit five years ago, today more than 1,500 state employees in that unit have been trained to administer first aid in emergency situations.

Each year since its inception in the 1973-1976 contract between the State and the CSEA, funds have been provided for Administrative Unit employees who are interested in receiving first aid instruction at no personal cost and with time off allotted during working hours to pursue the opportunity.

The basic first aid course, which is not designed to replace medical personnel but rather to assist in cases of emergency until qualified medical assistance is available, includes instructional material, equipment, first-aid kits, bandages and other supplies. Courses have already been offered throughout the state and in every agency are taught by Red Cross Instructors or state nurses qualified in Red Cross instruction. All supplies and personnel are paid for by the CSEA out of the monies appropriated for the course pursuant to the terms of the CSEA agreement with the State.

Although each course is usually limited to 12 people, it has been offered numerous times over the years in large metropolitan areas and in populous work locations where the most benefit can be derived from the training. The course is now being reinforced to administrative employees in outlying areas and to those employees who are interested in being qualified to administer first aid but were not trained previously.

“The dramatic success of this program is an indication of what can be accomplished when labor and management cooperate to work toward a common goal,” said John A. Conanby, CSEA collective bargaining specialist, in charge of this educational training program. “Although this is a CSEA program designed especially for Administrative Unit employees, credit for its smooth operation must be given to Herb Kuhn and Ronald Marraccini, training supervisor with the State Department of Civil Service.”

Mr. Conanby said, “The first aid course is being reinforced on a ‘first come, first served’ basis. Training announcements which include information on time and position of the course offering will be posted in agency bulletin boards. Administrative employees interested in taking courses are urged to notify the president of their CSEA local of their intent to join the training program.”

Barbara D. Pickell, president of the Civil Service Employees Association Broome County unit of Local 804, and Roger Kane, CSEA collective bargaining specialist, namely to discuss the program agenda prior to the recent membership meeting and ratification vote. The members voted overwhelmingly to approve the recommendation of the negotiating team to accept the contract proposal. The two-year pact will be retroactive to Jan. 1, 1978.

Broome Legislators Approve Contract

BINGHAMTON—Members of the Broome County unit of the Civil Service Employees Association are expected to sign their recently ratified contract with the county this week. The agreement was approved by a vote of 16 to 1, last Tuesday, Feb. 7.

In a last-minute move, three legislators accused the union of not getting the best deal for all its members. The union saw this as an attempt to weaken the strong morale that resulted from winning its 13 percent over two years, plus certain benefits.

The Binghamton Sun-Bulletin called the legislator’s actions: "Nonsense, of course."

Members of the Broome County unit negotiating team were: Kathryn Baran, Joan Brower, William McMann, Auseklis Kruzens, Walter Parmelee, Mary Ann Wilson and Barbara Pickell.

CSEA Wins Yorkers Fight

(Continued from Page 1)

(Continued from Page 1)

The actual vote tally was CSEA — 586, SEIU — 194, no union — 13, void — 7.

“The careful groundwork laid over the years by members of the unit and their area field representatives, Joseph O’Connor, has paid off again,” Thomas Lupone, regional field supervisor, pointed out.

Regional President James Lenion attributed much credit for the victory to the cooperation between the Yorkers unit and Westchester County Local 860.

"Communications among the membership of both groups and the 860 office’s support," he said, "have been very close. That closeness proved invaluable when we were able to conduct a very successful campaign."

"This is a great way to start a new year in Westchester," said Ray Cassidy, president of the Westchester County Local.

Report of Ordered Snow Closings Probed by CSEA

NEW YORK—The Civil Service Employees Association says it is investigating reports that scattered state office work locations in the metropolitan New York City area were ordered closed during last week’s snow storm and that employees affected have been told to charge the time off to personal leave credits.

"The State did not officially close any state office last week, but apparently some work locations were ordered closed by individual management personnel. It is our contention that if any such closing were made it was done without proper authority and that those employees ordered home as a result should not be forced to charge personal leave credits to cover the time off," said John M. Carey, CSEA’s director of research.

He said the situation is unrelated to and different from a snow emergency situation on Jan. 20 in which all state offices in the metropolitan area were ordered closed by Gov. Hugh L. Carey. In that instance, the CSEA has requested a meeting with Governor Carey to seek a way to end New York State’s snow emergency rules for that day, but no meeting has yet been scheduled by the Governor’s Office.

The union spokesman said last week’s situation is being evaluated from the point of view that some state employees may have closed a work location and sent people home without having authority to do so and violated the attendance rules provoking grievances against those employees in extraordinary circumstances.

CSEA Calendar

February

19—SUNY at Albany Local 841 Valentine’s party to honor retirees: 3 p.m., cocktails, 4:30 dinner, 5:30-9:30 dancing, Century House, River St., Albany.
21—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5910, Manhattan.
21—Lincoln County Local executive committee meeting: 2 p.m., 810 Clay Ave., St. Johns, Ariz.
22—Long Island Region I executive committee meeting: 7 p.m., Renaissance Casino, Long Beach.
23—Capital District Armories Local meeting and dinner: 10 a.m., Glems Arms Armory, Glems Falls.
25—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
March

3—13th Annual Legislative CSEA picnic workshop and officers training seminar: 9:30 a.m., Holiday Inn, Watertown.
28—New York State Armories Local 352 general membership meeting: 5:30 p.m., Holiday Inn, 620 Delaware Ave., Buffalo.
April

1—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
2—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
13—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
30—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
May

5—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
8—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
10—14th Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
17—15th Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
29—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
June

1—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
8—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
15—16th Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
22—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
July

2—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
9—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
16—17th Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
23—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
August

2—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
9—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
16—18th Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
23—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
September

2—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
9—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
16—19th Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
23—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
October

2—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
9—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
16—20th Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
23—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
November

2—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
9—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
16—21st Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
23—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.
December

2—Regional Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
9—Legislative Council Board of Directors meeting: 9 a.m., Holiday Inn, Watertown.
16—22nd Annual Legislative CSEA picnic workshop and officers training seminar: 9 a.m., Holiday Inn, Watertown.
23—CSEA picnic and officers training seminar: 9 a.m., Holiday Inn, Watertown.

(Continued from Page 1)
A Manhattan Supreme Court judge has refused to enjoin veterans' preference credit given to policemen on a civil service exam for several years based upon their call-to-active duty with the National Guard during the nationwide postal strike nearly eight years ago. In addition to obtaining the views of the average employee, the group will conduct taped interviews with management and personnel directors. With Civil Service reform currently a "hot issue" in the news, J. Patrick Connelly, head of the project and first vice-president of the Department of State Local of (Continued on Page 11)

**The Judge, Oliver Sutton, Issued His Ruling in Response to a Law-Suit by a Policeman Who Was a Member of the National Guard, but Was Not Called to Active Duty During the 1970 Strike Period in March 1970.** The policeman, John Stendrini, is on the eligibility list for promotion to sergeant based upon the results of a November 1973, exam.

The heart of his lawsuit, which was directed against the city Department of Personnel and the Civil Service Commission was that veterans' preference credit was not intended for active duty to assist in the delivery of mail. The policeman also maintained that the credit was designed for extended periods of active duty that might include some assignments more "hazardous than delivering the mail." Judge Sutton ruled that under state law there were no specifications as to the length of the call-up or the type of duty performed.

The National Guard had been "federalized" after a presidential proclamation had been issued declaring a state of national emergency making all reservists members of the "armed forces of the United States," the judge explained.

Consequently, Judge Sutton ruled, there was "no mandatory period of service under federalization before the National Guard shall be considered on 'active duty.' Nor is there any requirement on the statute that the duty be 'hazardous.' Therefore, he said the policemen who were called up are entitled to veterans' preference credits for promotion to sergeant.

**Salary Catch-Up**

The salary "Catch-Up" which has been running about 8 percent a year during the 1970s for federal and military personnel, required by law to counteract inflation, will be less this year and will probably continue dropping for years to come. These October adjustments are being carefully scrutinized as part of the President's voluntary wage increase moderation program. In 1979, a 3 percent increase represents $500 million in the budget. The law now requires adjustments making government salaries equal wages in private industry. The decision on how high government wages are to rise will be made by the President himself, it is believed. Usually, Bureau of Labor Statistics, issued in July is the criterion. The budget proposals suggest a maximum weekly pay raise of $22 for the typical Washington-based civil servant, and $18 a week for employees outside Washington. It envisions a 6 percent raise, but appropriates a total of $3.3 billion to pay for it. Congress must also approve.

Bonuses for top government executives are being considered by the Carter staff. They would run from 3 percent to 30 percent. This would all be part of the reform package applicable in grades 16 through 18 with some executives converted to exempt status, with salaries determined by their agencies. A similar reward system for 150,000 middle management employees is also under consideration but has a lower priority. President Carter has expressed interest in a greater incentive pay for top management in general.

**Bank Features State U. Alde's Handweavings**

Binghamton—a exhibit of handweavings by SUNY-Binghamton staff member Karen L. Berlant, of Binghamton, will be on display during February at the Marine Midland Bank, 1 Marine Midland Plaza. It is the first time handweavings have been exhibited at the bank.

The exhibit, called "Patterns," features original works and colonial American traditional European designs executed on a four-harness floor loom. Ms. Berlant, a self-taught weaver, is a member of the New York School of Handycraft Construction and the Handweaver's Guild of America. She is a senior student in the Office of University Relations.

**Uphold Vets' Preference For Some Reservists**

In C S R e form S u rv e y

**The Federal Employee**

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Annual Awards Presented For Contributions To Brotherhood

Assembly Minority Leader Perry Durryea (R-Monmouth), second from right, was honored with Benjamin Polkowsky Award given to elected or appointed officials. Presentation was made by Samuel Emmett, right, chairman of the New York State Employees Brotherhood Committee, Inc. and a member of Civil Service Employees Association New York City Local 81A. At left, CSEA Metropolitan Region III first vice-president William DeMartino and president Solomon Bendet are on hand to congratulate award recipient.

Eugene Vizzini, second from left, an unemployment referee, accepts the Brotherhood Award for a career service employee from New York Secretary of State Mario Cuomo. Among the many top-ranking officials of the state’s largest public employees union, the Civil Service Employees Association, at the annual Brotherhood recognition observance last week in New York City were, seated from left, president William L. McGowan, secretary Irene Carr, capital Region IV president Joseph McElwee and Central Region V president and Mental Hygiene Presidents Council president James Moore. Standing are Metropolitan Region II supervisor George Bligham, collective bargaining and field services director Joseph Dolan, Long Island Region I president Irving Plaumenbaum, central Region III president Nicholas Abbatiello and Nassau Local 830 president Nicolas Abbatiello.

Mr. Abbatiello urged the county to place more CETA workers in the private sector where there is a prospect of permanent jobs. Of the 4,000 persons in Nassau’s CETA program, only a small fraction are employed by private industry. The county has become dependent on CETA workers to the extent that many of county services rely on funding from the federal government for their continued existence. It is also impeding the hiring and promoting of civil service employees,” Mr. Abbatiello said. “We are also concerned about how the $6-month training period is over. Will the federal government demand that local governments take these people only?”

“Our members are being frustrated because they are being passed over for promotion,” said Mr. Plaumenbaum. County Executive Francis Purcell agreed with the CSEA chiefs.

State Open Competitive Job Calendar

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo. 5 percent salary increase anticipated April 1, 1978.

### FILING ENDS FEB. 21

- Environmental Analyst: $10,714, 24-426
- Env. Anal. Asst.: $9,029, 24-425
- Senior Env. Anal.: $13,404, 24-423
- Assoc. Env. Anal.: $12,453, 24-424
- Principal Env. Anal.: $21,545, 24-429

### FILING ENDS FEB. 27

- Clerical Positions Outside NYC
  - Account, Audit, Statistics Clerk: $6,450, 24-607
  - Assoc. & Prin. Budget Examiners: $21,545 & $26,516
  - Management: $27,701
  - Public Finance: $27,701
  - Employee Relations: $27,701
- Asst. Manager, Contract Admin.: $18,000, 24-424
- Manager, Contract Admin.: $25,000, 24-506

### FILING ENDS MARCH 6

- Tax Technician Trainee (Reg. & Sp. Spking): $8,723, 24-435
- Drafting Technician (Architectural), Jr.: $9,299, 24-432
- Drafting Technician (Architectural), Principal: $11,527, 24-433
- Unemployment Insurance Investigator Trainee: $10,116, 24-433
- Unemployment Insurance Investigator: $11,327, 24-439
- Public Health Representative I: $16,118, 24-436
- Public Health Representative II: $11,938, 24-437
- Chief, Gas & Petroleum Safety: $26,516

### FILING ENDS MARCH 13

- Hearing Reporter: $11,557, 27-492

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Wishful Thinking

We have said again and again in these columns that the reliance on the borrowing of public employee funds to help bail out New York City from its uncontrollable financial crisis was a fiscal ploy whose time had come and gone. At the same time we have urged that new and imaginative resolutions be created instead of the deadly format of pension fund borrowing and continued heavy cuts in the city’s work forces.

It was therefore encouraging to find that two major publications, the Wall Street Journal and the New York Times, have begun to write the same thing and are urging Mayor Koch to comprehend that a further reduction in the city’s work forces.

These warnings now also apply to the thinking of New York State and the Carey Administration. It was learned last week that interest rates for short-term notes needed by the state this spring will be higher because of the uncertain fiscal condition of both the city and the state. An immediate and substantial reduction in the city’s work forces.

Both the city and the state seem to ignore the fact that the most important figures dominating these funds—State Comptroller Arthur Levitt and the public employee unions representing the fund holders—are thoroughly hostile to such usage of what are, after all, trust holdings for which these parties feel an enormous responsibility.

Perhaps the Mayor and the Governor feel the bond market will react more favorably on interest rates by reading press releases that take for granted that pension funds will be readily available for the uses they propose. That’s substituting wishful thinking for reality.

All of this leads us to pose the following question: When did public employee pension funds become a substitute for taxes in financing government?

Q. I’m getting social security disability checks and have a chance to work part time. Would my benefits be cut off if I make this attempt at working?

A. Your social security disability benefits would stop if you recover or show you can do substantial work despite your impairment. If you return to your ability to work and show no significant improvements in your condition, your benefits may continue during a trial period of up to 9 months. Then if it’s decided you’re able to do substantial work, your benefits will be paid for an adjustment period of 3 more months.

Q. I’ve got both social security and supplemental security income checks and recently rented out a room in my home for $850 a month. How will this affect my benefits?

A. It will not affect your social security payments as only earnings from work can affect them. Rental income may affect your SSI, however. You should report it promptly to social security.

Q. I decided you’re able to do substantial work, your benefits will be paid for an adjustment period of 3 more months.

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

Employer Rights

A special Article 78 proceeding was initiated by the petitioner, International Association of Firefighters of New York City, an improper practice by demanding negotiation on “the minimum number of men that must be on duty at all times per piece of firefighting equipment.” PERB held that the issue of rig manning and the number of employees subject to bargaining, but rather, one of management’s prerogatives.

The Supreme Court, Appellate Division, Third Department, held that the issue related to the number of men “on duty, not to the safety of those men, and thus was not a mandatory subject of bargaining.” The court reasoned that the petitioner is seeking a voice in determining the number of employees Newburgh will hire for its fire department, and that determination is a basic policy decision to be made solely by the employer.

The court did not mean to indicate that effects upon the employees’ working conditions arising from the city’s original decision as to total manpower are necessarily non-negotiable. That is, any safety impact upon the firemen arising from a manpower decision would be a proper subject for bargaining between employer and union. For example; if it is determined that a certain number of employees is necessary for the safe operation of equipment, employees could properly insist upon negotiating a rule which states that the equipment be operated only when sufficient manpower is available. International Association of Firefighters of the City of Newburgh v. Newburgh, 127 N.Y. S. 2d 334.

In a DISCIPLINARY case recently, the City Manager of Elmira found a Fire Department officer guilty of misconduct, demoted him from captain to lieutenant and suspended him without pay for 30 days.

The hearing officer found that the former captain was inadmissible because he refused to carry out a reasonable order of his superior to undergo a physical examination and was, therefore, guilty of misconduct.

The Supreme Court, Appellate Division, held that there was substantial evidence of misconduct. The firefighter also contested the penalty as an abuse of discretion. The court held that “it cannot be said that the penalty here imposed is so disproportionate to the offense, in the light of all the circumstances, as to be shocking to one’s sense of fairness.”

The court noted that in a previous case involving the same matter, a determination of misconduct was arrived at and the same penalty was imposed as in this hearing. Peek v. Sartori, 399 N.Y. S. 2d 291.
The Neutral Sex

Editor, The Leader:
The women's liberation movement's push for sexual equality has made great progress in the civil scene. Thus, instead of petting the hair of the woman we have police officers. But the women's libbers haven't gone all the way with sexually neutral names to employees when it comes to the law. Amending the Taylor Law would give the union much more power at the bargaining table because the administration would have to take the threat of a strike more seriously, knowing that the employees would not be afraid of facing penalties if they felt that a strike was the only way to have their demands met.

Al Riekmann, supervisor of food stamps: "The single sex (Ms. Bella Abzug or Mr. Bella Abzug). These so-called feminists don't want men to know their social status (single or married). Mr. and Ms. are not sexually neutral when prefacing a man's or woman's name. According to Ms., she tells us that the person is a man and Ms. tells us that the person is a woman. True, in some cases, a person's name would be accomplished by that person using the initial of her or his first name plus that person's full last name and dropping the Mr. or Ms. prefix; i.e., Abzug or B. Abzug.

Margaret Wizman, social welfare examiner: "The CSEA should concentrate on three major bills to the Taylor Law, Agency Shop and improved retirement benefits. Women's Libbers have thought that they must go on strike they should be able to do so without fear of penalties, and it is up to the CSEA to see that the Legislature is at least made aware of the obstacles public employees face in this area. I think that the Agency Shop bill should be handled because the CSEA pushed their three bills they would be benefitting a wide expnase of members."

Edward Wolters, social welfare examiner: "First of all I would like to thank all the employees who are retired and are currently on the bargaining table because the state government has made an Impact on employees would not be afraid of facing penalties if. so the CSEA should push for changes, here, too."

Phyllis Whitesman, social welfare examiner: "I read in a recent edition of the 'Civil Service Leader' that the CSEA has plans to push several bills on behalf of retirees. I agree more. There are a number of public employees who are retired and will be retiring some. The extension of the CSEA's scope of operations should on behalf of retirees. I couldn't agree with civil service reform. They shall stay on top of whatever changes are being made and be in a better position to negotiate benefits."

Florence Sullivan, social welfare examiner: "I am concerned about two areas of legislation. One of the area is the area of the Taylor Law. It's hard for some people to get along on a fixed income and the union should do all it can to help people to help citizens and to make present members and to those who retire. The most important of those bills shall be the provision of supplementary provisions and all temporary benefits. I also would like to see changes made in the Taylor Law. Social Security Law, 1974, Without changing the extension of the Social Security Law’s area of the Taylor Law. The Social Security Law must incorporate the reduction of penalties for going on strike."

The LTTERs TO THE EDITOR

Letters to the Editor should be less than 200 words. The Leader reserves the right to edit or condense pertinent sections of letters exceeding that length. Meaning or intent of a letter is never changed.

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 exceeding that length. Meaning or intent of a letter is never changed. Extended 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.

The retirement gimmick that may solve some of the city's problems has been suggested by an astute city worker. Permit retirees to take some or all of their pension in New York City bonds, he suggests. There are several advantages: It would free the unions from the pressure of approving purchases of city bonds for the pension fund. It would also provide a new market for city bonds. It would also provide the pensioner with a tax-free income—almost as much as he would be getting in a pension; and it would not raise the outstanding city debt.

Although many pensions are not large enough to be funded this way, there are sufficient pensioners with large reserves to make the city house-sell program interesting. In a sense, it would allow the federal government to help some of the city's problems by a tax abatement.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of a pension as designated by the New York State Employees' Retirement System and the State Police and Firemen's Retirement System. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as how to obtain the funds provided to those individuals whose membership terminated pursuant to any provisions of the New York Retirement Systems Law. (Continued from last week)

McKean, Eugene S .......................N. Babylon
McKenna, Donald J Jr ....................Oswego
McKenna, Joseph F ..........................Syracuse
McKenna, Ronald D .......................Newmanville
McKenna, Edward J .......................Newark
McKenna, John T .........................Newark
McKenna, Joseph B .......................Syracuse
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CLINICAL WAYS TO CONTROL ASSAULT

By Kenneth Schept

"Basically the patient can hit somebody and then say he's crazy; and then what do you do? The patients, in a sense, get away with it because they're not held accountable."

Dr. Peter Crain, psychiatrist, in charge of the secure ward at Bronx Psychiatric Center. He consults throughout the hospital on issues involving assaultive patients.

Dr. Crain noted that if the response happens, if a staff member is accused of striking a patient, he may be brought up on charges, dismissed, and prosecuted.

What can be done so that patients do not "get away with it?" After an assault by a client against staff, the center's director considers how best to respond to the situation; whether seclusion, increased medication, restraint, or perhaps criminal charges are called for, in the best interest of the other patients, the staff, and the assaultive client.

An overriding consideration in making that decision should be how to best teach the assaultive client that such behavior will not be tolerated. That lesson is important for the smooth functioning of the center, for the rehabilitation of the assaultive client, and for the success of the state's plan to move patients and residents back to the community. A basic notion for clients to learn, if they are going to survive outside the institutions, is that assaultive behavior will lead to institutional confinement of a different sort.

"My attitude is that patients should be held accountable for their behavior like anybody else. But the way our system operates now, if someone says they hear voices, that means they're not responsible. . . The major thing they're doing when they commit an assault. They may say that a voice told them to do it . . . but I have found that when patients have something to lose, they do control themselves."

Russell Barton, director of Rochester Psychiatric Center, said "The mere fact of being in this hospital doesn't relieve them (the patients) of responsibility. . . They know what they're doing, and they know the consequences of their acts."

In cases where criminal charges were justified, he would propose them, although there are many reasons why such action might not result in anything more than a few months' imprisonment for the patient. It was remanded back to the same ward from which he came.

When criminal charges are brought against a patient, they must first be sustained by the district attorney. If that happens, the patient is given a psychiatric review which could result in his being sent back to the hospital or to Mid-Hudson, the state's facility for the criminally insane. According to Dr. Crain, once at Mid-Hudson, "If he's manageable, meaning two or three months of no incidents, no problems, he's sent back here again. And he goes back to the original ward again. So it means rerouting him maybe about three or four months."

In the view of William L. Werner, director of Creedmoor Psychiatric Center, a repeated assailter might be sent to Mid-Hudson, not as punishment, but because the client needs a more structured situation. "I don't think we ought to build a reward-punishment system into assaults," he said.

In developmental centers the question of consequences after a resident assaults a staff member is approached differently than in psychiatric centers because in the case of severely retarded individuals, an assault is not usually premeditated.

Chuck Soper, deputy director of Syracuse Developmental Center, said that "the assault problem . . . has really built up because of the seven years of our approach in the past. With the new freedoms, we have not yet added in a full program for using these freedoms beneficially."

After an assault against a staff member at Syracuse Developmental, the therapy team reviews the resident's case and determines, "whether freedoms need to be limited, whether medication needs to be increased, whether different program attempts need to be instituted, infusing more from one unit to another is warranted." The assaulted staff member might be encouraged to file criminal charges.

"We've had a case where such a resident spent a few weeks down in the local jail. And I think that his stay there was beneficial for him. . . If our residents do something which they know is wrong, they shouldn't be excused because they happen to be mentally retarded or handicapped," he said.

Workers at Brooklyn Developmental Center complained about a resident who repeatedly injured members of the staff. Last August he punched therapy aide Pearl Blake in the eye. Her head struck a door knob as she fell, and she was knocked unconscious.

The same resident picked up a television and threatened to throw it at another aide. The antenna broke, which made the resident furious, and he attacked the aide, biting him in the leg.

Workers complained that the resident, a 15-year-old boy, was not held accountable, but rather indulged to keep him quiet. Brooklyn Developmental director Thomas Shaprio, said that the facility was not really built to handle the acting-out retarded, who might belong in a psychiatric center.

Craig Developmental Center director, Nadine Hunter, thought "It is perhaps a valuable lesson for a resident to learn that he is subject to the same rules that everybody else is . . . If he's mildly retarded and knows right from wrong, I see no reason why he shouldn't be brought up on charges."

Dr. Hunter said that for many of the residents the immediacy of losing a privilege, like having cookies in the afternoon, would have more impact than facing a court of law, with all the usual delays. When and if sentenced, the resident may have forgotten the reason for which he is being punished.

"Also, Dr. Crain, sees as a problem the court's practice of putting insanity and responsibility "into the same bag." He suggests an initial hearing to determine guilt or innocence, with the question of sanity following only after culpability has been established."

"It says to the patient, look, you may have a mental problem, but you still did what you did, and you are responsible."

In October, 1976, South Beach opened a secure unit..."
which accepts patients from one segment of the center's catchment area. A second secure unit is being considered. It is expected to have a deterrent effect on assaults against staff and other patients. When the first secure unit was opened, the impact of the units from which clients were drawn was "major," according to deputy director Patricia Oulton. Part of the impact was because the secure unit took over admissions. New arrivals went there first, for observation and diagnosis.

"What it comes down to is it's worked in cutting down the violence and agitation on the other two units," Ms. Oulton said.

"The reward and punishment is a big issue, a realistic issue. Patients have said, 'I can hit staff member, they can't hit back; if I hit another patient he'll hit me.'"

Ms. Oulton called the secure unit, partially punishment, partially a way of reducing stimulation for the patient. The unit is the place for the really difficult patients. The opinion of whether to use it must be made on an individual patient basis.

Thomas Bucaro, CSEA South Beach president, said, "really what you're doing is setting up limits. If you set a limit for a child, you're not really punishing, you're just pointing out what reality is. It's a reality-oriented treatment: listen, if you do lose control, you're going to have to go to a different kind of setting."

James Binacchi, four years a therapy aide at South Beach, said that the facility needed a locked ward.

"The problem of assaults against staff is constant," he said, noting that on the ward where he worked were several homicidal patients, including a man who went after his father-in-law and wife with a meat cleaver, and claimed that the Virgin Mary ordered him to kill a postman.

Thomas Lee, also a therapy aide at South Beach, was hit in the eye by a patient, while standing at the nurses station writing a report. As a result he suffered a lacerated cornea and a chipped bone nose.

"You read the charts of some of the patients, and you get a little nervous," he said.

There is no secure ward, no admission ward, and restraints are not used at Hutchings Psychiatric Center, Syracuse, where James Prevost was director before becoming Mental Hygiene Commissioner. Like South Beach, Hutchings is a newer facility which looks more like a garden apartment complex than a hospital.

Jane Miller, a registered nurse at Hutchings, had her knee dislocated by an assaultive patient last July. Her husband, David, said there are until 14 months ago when a patient shattered his knee cap with an aluminum pool cue.

Dr. Prevost assigned one of his administrators, Donna LeFlore, to discuss these matters. She said that an incident review committee had been established, that staff should be wary when working on wards, and that the charge by workers that the patients came down to understaffing was wrong. "Most of the workers are college graduates," she said. "They have no idea what short staffing means."

According to Ms. Miller, the atmosphere at Hutchings is such that, "People can tear the place apart." Mr. Miller called Hutchings Psychiatric, "Disneyland."

At Craig Developmental Center there are "time-out areas," unlocked secluded rooms, where clients may be sent when they are overactive or seem about to become so.

Sending a resident to these areas requires written consent from either the resident or possibly the resident's parent.

"We treat it in the same way we would a surgical procedure," Craig director, Hunter said. "The time-out room can only be used for specific behaviors that we're trying to extinguish. It can only be used for a certain number of minutes. It can only be used if an employee is standing right there beside the door. . . We have found that it works very well in helping to modify behavior."

Roger Healey, former director of Thonka and Marcy Psychiatric Centers, said that those facilities share a locked unit that is secure and well staffed, where there are only 12 patients and always a minimum of three employees.

"We don't really know how we could cope without it," he said.

The most often repeated problem with setting up a secure ward is that it has a tendency to become a dumping ground where uncontrollable patients are seen, and forgotten about.

Manhattan Psychiatric Center director, Gabriel Kos, said that this has occurred in his case and he realized the reestablishment of a secure ward at Manhattan.

The last time a secure ward operated there, it was disbanded after its patients rioted, Dr. Kos said.

The possibility of a secure ward being misused should not prevent its establishment. Controls have been developed at some centers to monitor the secure wards and prevent them from deteriorating into "dumpping grounds."

For example, Dr. Crain, in charge of the secure unit at Bronx Psychiatric, said that the following system has been effective:

"If our residents do something which they know is wrong, they shouldn't be excused because they happen to be mentally retarded or handicapped."

DR. GEORGE J. BUCHHOLTZ, director, Syracuse Developmental Center

After it is suggested that a certain patient belongs in the secure ward, he is not accepted until Dr. Crain and his colleagues consult with staff from that patient's ward to determine if there are ways in which the client could be better managed there.

"Those people who definitely can't be managed, despite everything that's been tried," are accepted into the secure unit," Dr. Crain said.

"The majority of patients can be handled on their wards," he said. The secure unit is for the most risky cases. Once assigned to the secure ward, the patient will be evaluated and assigned to one of five treatment steps depending on the level of risk. The patient goes up from step to step as he improves; each step involves greater freedom, until, having succeeded in step 5, the patient is ready to return to his regular ward.

"Patients do get better and they reach the point where they're at the higher steps and they really are in control of themselves," Dr. Crain said.

"The great majority of patients we've done this with don't come back to us. They do fine on their ward and we don't see them again," he said.

For the minority who return to their wards unsuccessfully, there is another program in the secure ward designed for long-term therapy.

At Rochester Psychiatric Center, director Russell Barton, has set up a different system for preventing the secure ward there from deteriorating into a place for disposing of difficult patients.

The professional staff must visit each patient on the secure ward twice a week. The patient who has been transferred to the secure ward remains the responsibility of the unit chief of the ward from which he was sent. If the first five patients from a particular ward are transferred to the secure ward, that unit chief must also assign one of his staff to the secure ward.

That measure, which could result in less staff on the regular ward, is a moderating influence on the number of patients that populate the secure ward.

One problem with using a secure ward, or a quiet area is that such isolation, really privacy, may be misinterpreted by the client as reward rather than punishment.

Mr. Soper described a situation which existed when he worked at Wassaic Developmental Center. The area where a resident went after being assaultive was more richly staffed and more private than the regular units. Consequently, residents were acting out to go there.

"You could go into a room and be by yourself, nobody bothered you. You didn't have to go to a program. You didn't have to go to school, or a workshop . . .", he said.

"One thing that we found out was that during the wintertime it was very appropriate to act out, because when you lived in the dormitory-diningroom complex, you had to go outside the building, walk through warm, snow-covered dining room in order to eat; but if you acted out and went into a nightroom, somebody else had to go over to the dining room and get your food and you could stay and watch television. And that was your punishment for having hit an employee," Mr. Soper said.

At Wassaic, another unanticipated condition which resulted from the establishment of this special ward, was that women assigned there were able to test the devotion of their boy friends, by the boy's willingness to trod through snow to come over for a visit.

The lesson was one reiterated by many of the directors; there is no secure ward, no admission ward, and restraints are not used at Hutchings Psychiatric Center, Syracuse, where James Prevost was director before becoming Mental Hygiene Commissioner. Like South Beach, Hutchings is a newer facility which looks more like a garden apartment complex than a hospital.

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For example, Dr. Crain, in charge of the secure unit at Bronx Psychiatric, said that the following system has been effective:
(Continued from Page 2) the areas that sent crews to Long Island. Fred Wager, resident engineer there, said, "They did a great job here, they went to Long Island, I think they deserve a pat on the back."

Another example of one area helping the other during the storm is Montgomery County, west of Albany, which sent 50 men and equipment to the neighboring City of Amsterdam.

Cleaning up after the storm involved problems upstream also. Mike Kalica, from the Albany area said, "This is the biggest snowstorm I've seen in 16 years of working for the state." According to John Petrecki "Thirty to 40 mile winds made visibility poor. At times it was impossible to continue." Once the upstream cleanup was well underway, the following counties were among those sending men and equipment to Long Island: Albany, Essex, Greene, Rensselaer, Saratoga, Schenectady, Warren. A total of 50 men and 27 trucks of equipment were assigned from the Albany area.

Henry Putman, a DOT worker from the Hanford yard, said everyone worked around the clock, "but nobody was complaining."

DOT Commissioner William Hennessy toured Long Island on Thursday and praised the job the men had done. He compared the progress there to that in Massachusetts, which had suffered about equally in the storm, but, according to the Commissioner, had not done an equally effective digging out job.

One of the men working in Long Island's rescue and clean up operation was Lennie Clemen te, from the Central Islip DOT yard. He had been injured during the storm two weeks earlier, but worked for five days, including an emergency assignment to New York City, before going to a hospital to learn his foot had been fractured in two places.

February Job Calendar

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

GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

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<td>Communications Technician</td>
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<tr>
<td>Data Transcriber</td>
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<tr>
<td>Dental Hygienist</td>
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<tr>
<td>Electronic Accounting Machine Operator</td>
<td>4</td>
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<tr>
<td>Engineering Draftsman</td>
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<td>Engineering Technician</td>
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<td>Examiner (Intermittent)</td>
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<td>Fiscal and Accounting Support Positions</td>
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<td>Medical Aid (Sterile Supplies)</td>
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<td>Nuclear Medicine Technician</td>
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<td>Park Aides</td>
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TRADES AND CRAFTS

No Written Test

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<td>Ordinance Equipment Mechanic</td>
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For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 telephone (212) 264-0422; 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cedarm Plaza East, Brooklyn, 11201 (212) 333-7671.

*The salary grades are as follows: grade 2 pays $7,030; grade 3 $7,930; grade 4 $8,902; grade 5 $9,937; grade 6 $11,101; grade 7 $12,336; grade 8 $13,642; grade 9 $15,090.
REAL ESTATE VALUES

New York State

MAURICE - Owner 3 8R 16 18 pm
Sft. garage, 2-fireplace den, 4-bedrooms, 3-baths, family room,
boating, swimming, hiking. White and green, near city.
$300,000. Transferred (914) 628-6506.

NEW CITY
By owner Hi Ranch, 11 rms, 3 baths, 2 kitchens, utility rm, full
carpeting, new walls, new paneling, new windows.
$350,000. Transferred (914) 628-0588.

Newport

COCA-COLAlHORSE
Country living, well within city limits. 1 1/2 story, 3-bedroom home
located in Newport, NY. Includes 3 bedrooms, 2 baths, kitchen, living
room, dining room, laundry room, and attached garage.
$125,000. Transferred (914) 628-6506.

Rochester, N.Y.

COUNTRY HOMES
For sale or lease. 4-6 rooms, 1 1/2 stories, 1 1/2 baths, kitchen, dining,
living room, dining room, basement, garage, etc.
$125,000. Transferred (914) 628-6506.

Richmond, Va.

Hasselton Villa
EXCLUSIVE ADULT COMMUNITY
2 Min. From Downtown Shopping, Hospital, Bank, etc.
- Spacious Lots 60' x 90'
- Wide, Paved, Lighted Streets
- The Latest Homes by Fleetline, Jacobson, Nobility
- No Congestion
- 18-Hole Golf Course & Country Club Across Highway
- Locally owned and managed
- Custom Building—Our Specialty

Hasseltone Villa

R.E.—Maine

'ISLEBORO' LIVE ON AN ISLAND!
1 year house and acre on an island with deep water frontage
with view of Camden Hills & Penobscot Bay.
$135,000. Transferred (914) 628-6506.

Rockland Co.

REAL ESTATE VALUES

Portland

REGENCY CONDOMINIUMS
Beautifully appointed, convenient, 2 bed, 2 bath apartment.
$92,500. Terms! 2161 N. Friday Rd, Portland, ME.

Rochester, N.Y.

A 3 BR ranch, att. 2 car gar, picturesque
school dist. Sale by owner. $56,500.

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Yarmouth, Me.

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<thead>
<tr>
<th>Occupation</th>
<th>Rate</th>
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<tbody>
<tr>
<td>Accountant Auditor</td>
<td>8.00</td>
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<tr>
<td>Administrative Assistant Officer</td>
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<tr>
<td>Attorney</td>
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<tr>
<td>Auto Mechanic</td>
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<tr>
<td>Beginning Office Worker</td>
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<tr>
<td>Beverage Control Invest.</td>
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<tr>
<td>Bookkeeper Account Clerk</td>
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<tr>
<td>Building Custodian</td>
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<tr>
<td>Bus Maintainer</td>
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<tr>
<td>Captains Fire Dept.</td>
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<tr>
<td>Captain P.D.</td>
<td>5.00</td>
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<tr>
<td>Cashier</td>
<td>4.00</td>
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<tr>
<td>Civil Engineer</td>
<td>5.00</td>
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<td>Civil Service Arbit. and Vocabulary</td>
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<tr>
<td>Clock N.Y. City</td>
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<tr>
<td>Complete Guide to C.S. Jobs</td>
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<td>Computer Programmer</td>
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<tr>
<td>Const. Sup. and Insp.</td>
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<tr>
<td>Correction Officer</td>
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<tr>
<td>Court Officer</td>
<td>8.00</td>
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<tr>
<td>General Entrance Series</td>
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<td>General Test Prac. for 181 U.S. Jobs</td>
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<td>Fireman P.D.</td>
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<td>Parking Enforcement Agency</td>
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<td>Dentist</td>
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<td>H.S. Diploma Tests</td>
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<td>How to get a Job Overseas</td>
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<td>Housing Assistant</td>
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<td>Laboratory Aide</td>
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<td>Librarian</td>
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<td>Machinists</td>
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<td>Maintenance Man</td>
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<td>Maintainers A &amp; C</td>
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<td>Man &amp; Admin Quinlan</td>
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<td>Mechanical Engineer</td>
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<td>Motor Vehicle License Examiner</td>
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<td>Notary Public</td>
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<td>Police Officers (Police Dept. Trainee)</td>
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<td>Playground Director — Recreation Leader</td>
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<td>Postmaster</td>
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<td>Post Office Clerk Carrier</td>
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<td>Postal Promotional Supervisor-Promotion Foreman</td>
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<td>Preliminary Practice for H.S. Equivalency Diploma Test</td>
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<td>Principal Clerk-Steno</td>
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<tr>
<td>Probation and Parole Officer</td>
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<tr>
<td>Professional Trainee Admin. Aide</td>
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<tr>
<td>Railroad Clerk</td>
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<tr>
<td>Sandblaster Man</td>
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<td>School Secretary</td>
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<td>Sergeant P.D.</td>
<td>10.00</td>
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<td>Senior Clerical Bells</td>
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<tr>
<td>Social Case Worker</td>
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<td>Staff Attendant and Sr. Attendant</td>
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<td>Stainman Expo and Freeman</td>
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<td>Stockkeeper Stockman</td>
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<tr>
<td>Supervision Course</td>
<td>6.00</td>
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<td>Trafic PoliceMan</td>
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<tr>
<td>Vocabulary, Spelling and Grammar</td>
<td>4.00</td>
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</tbody>
</table>

**State Promotional Job Calendar**

**Filing Ends Feb. 27**

- **Asst. Dir. Environ. Conserv., Law Enforc.** $21,545
- **Dir. Land Resrs. & Forest Mgm.** $33,701

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

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489-2981
Southern Region Moves To Fill V-P Vacancy

By HEBERT GELLER
NEWBURGH — Steps to fill the vacancy among Civil Service Employees Association Southern Region III officers caused by the recent death of first vice-president John Clark were taken at a meeting of the Southern Region held at the Holiday Inn here Jan. 25.

Second vice-president Marie Romanelli, of New Paltz SUNY Local 610, was advanced by administrative action to the post of first vice-president and third vice-president Rose Marszynkowski, of Ulster Correctional Facility Local 182, became second vice-president. The action, which was ratified by the Southern Region executive committee, leaves a vacancy for the post of third vice-president, which will be filled at a special election to be held in the spring.

In other action at the Jan. 25 meeting, Southern Region president James J. Lennon commended the professional staff “for the excellent job they performed” in helping to win the 10-day Rockland County job action, which ended Jan. 7 with a three-year contract providing substantial salary increases.

Mr. Lennon noted that the strike was conducted in the coldest weather of the year, and pointed out that many women and old people had to walk the picket lines on freezing cold, rainy or snowy days. "This strike typifies the courage, fortitude and sheer determination of people of all ages that helped CSEA to win despite all of the obstacles against us," he said.

Praises for those who helped win the Rockland strike was also given by John Mauro, Rockland Local 844, president, who thanked everyone who helped in the successful effort.

President Lennon also announced the appointment of a new regional political action committee, with Donald Pullin, of Dutchess County Department of Transportation Local, as chairman. Other members are: James Winslow, Ulster County; Nellie Davis, retired chapters; Emil Rivas, Sullivan County; Millcent DeRosa, Putnam County; Eva Katz, Rockland Psychiatric Center; Marshall Garvey, Orange County; Eleanor McDonald, Carmine DeBattista and Len Gerardi, Westchester County.

Members are allotted on the basis of one PAC member for each three assemblymen in the county.

Discussions at the meeting also included the recent letter that was sent to Gov. Hugh Carey regarding pay for snow days, the threatened PST challenge against the CSEA by another union and the forthcoming delegates meeting planned in April.

Regional nominating committee, at the March 15 meeting, will announce candidates to run in the election.

Region secretary Trisha Graf, right, takes time, during break in meeting, to huddle with Rockland Psychiatric Center Local 421's Eva Katz and Westchester Local 860's Janice Schaff.

CSEA vice-president James Lennon presides at regular meeting of Southern Region III, which he heads. Other officers in photo are treasurer Rose Mary K. Smith, left, and secretary Trisha Graf, both of Rockland Psychiatric Center Local 421. Southern Region occupies the seven-county Hudson Valley and Catskill Mountain area between metropolitan New York City and the Albany Capital District.

Southern Region first vice-president Marie Romanelli receives congratulations from Westchester Local 860's Carmine Lamanna, center, and Carmine DiBattista on her new position as Region's ranking vice-president.

Dutchess Local 814 secretary Helen McCullum takes notes to report back to Local members on action taken at regional meeting as Local 814 president Ellis Adams contributes to debate.

Presidents of neighboring Rockland and Westchester County CSEA Locals exchange views of meeting. From left are Rockland Local 844's John Mauro and Westchester Local 860's Raymond Cassidy.

Dutchess Local 814 secretary Helen McCullum takes notes to report back to Local members on action taken at regional meeting as Local 814 president Ellis Adams contributes to debate.

Mid Hudson Local 690's Cy Katz speaks out during delegate debate as Local president Dan Grelker looks pensively during regional executive council meeting last month at Holiday Inn in Newburgh.

(More photos by Ted Kaplan)
Tioga CSEA Local Signs 3-Year Pact

OWEGO — A spokesman for the Civil Service Employees Association has announced a 3-year contract is now in effect between the CSEA, which represents more than 180 Tioga County employees.

Both sides arrived at a tentative agreement Oct. 21, after six months of negotiation and three mediation sessions. CSEA members formerly ratified the contract Oct. 27. The Village of Owego for Tioga County voted acceptance on Dec. 30.

James Corcoran, a CSEA field representative, and George Sobol, president of Tioga County Local 924, negotiated the 3-year pact that includes 0.45 percent increase on the first $11,000 of the first year. In addition, employees will have a salary schedule allowing for 12 pay grades rather than the present 8. Highway department employees will earn an additional 30 cents per hour. In return, employees other than those in the Highway Department, will give up summer hours, and public health employees will not be required to wear uniforms.

The second contract year will include a percentage increase in salary and minimums and maximums on the salary schedule reflected in the current Consumer Price Index for the period between June 30, 1977, and June 30, 1978. In addition, an hourly salary, Highway Department employees shall receive a cost-of-living increase on hourly rates, plus an increase of 5 cents per hour. The mileage reimbursement will go up 14 cents per mile. Another significant addition to the second contract year will be a provision allowing for a limited agency shop clause. The employer will make automatic deductions from the salaries of employees hired on or after Jan. 1, 1979, the amount to be equivalent to dues paid by CSEA members. The employer will also call for an on-call pay increase to 42 cents per day.

In the third year, employees can now receive a percentage CPI increase based on the period between June 30, 1978, and June 30, 1979, on the first $11,000, with minimums and maximums on the salary schedule increased accordingly. Highway Department employees will receive an actual cost-of-living adjustment on the hourly rate, plus an increase of 5 cents of the hourly rate. Mileage reimbursement rates will increase to 15 cents per mile and "on call" pay will increase to $13.50 per day. New dental benefits now include a percentage increase in benefits on the salary schedule reflecting the Consumer Price Index for the period between June 30, 1979, and June 30, 1980.

Robert McKersey . . . "plan ahead" notice of the impending transfer, as was mandated by a new 1976 law. Also, well before the transfer, the Correctional Services Department established a Citizens Advisory Council consisting of citizen organizations, local officials and citizens.

The task force divided the permanent staff at Warwick into three groups, each with different needs for the ensuing transfer. These groups were paraprofessionals, those workers easily transferable to the Correctional Services facility, and those workers who are not easily transferable to the new department.

For paraprofessionals who worked in the Village of Warwick Workers and Youth Division Aldes, there were no comparable jobs in the Correctional Services Division for these employees was to establish the title of Correction Officer and the salary plan that was only possible with the approval of the Division of the Budget. As a result of this cooperative effort," Ms. Perret states, "19 paraprofessionals became aides at six Department of Correctional Services facilities and 24 more work at Warwick, thus avoiding the need for them to relocate."