PSST Faces Another Vote

Assurances Given To Bendet On WTC Sprinkler System

MANHATTAN—Verbal assurances that an effective sprinkler system will be installed in the World Trade Center were given by Office of General Services spokesmen last week to Civil Service Employees Assn. vice-president Solomon Bendet.

Mr. Bendet, who is president of CSEA's New York City Region II, many of whose members work in WTC Building 2, made the inquiry following reports that $2 million dollars is earmarked for the project in the giant building complex.

The OGS spokesman informed Mr. Bendet that the state lease for space in WTC II is expected to be signed by the time this issue of the Civil Service Leader goes to press.

CSEA Gets Most Votes, But Is Shy Of Absolute Majority

By MARYN BAXLEY

ALBANY—Although the Civil Service Employees Assn. was the choice of most voters in the Professional-Scientific-Technical Bargaining Unit, tabulations last Friday left CSEA short of an absolute majority of total votes cast.

CSEA outpolled the competing collaboration of four AFL-CIO unions by a margin of 510 votes. Nevertheless, CSEA's 16,858 votes was not enough of a lead over the Public Employees Federation's 10,348 votes, because of another 1,505 votes that were challengeable or cast for no representation.

Needed was an absolute majority of 23,894 votes by PSST employees currently represented by the Civil Service Employees Assn.

Although disagreeing with a Public Employment Relations Board decision, the Federal PEP had sufficient designation cards to justify the election in the first place. CSEA agreed to proceed with the election only as a result of further stall negotiations for the PSST Bargaining Unit.

The other three CSEA-represented bargaining units—Administrative, Institutional and Operational—have already begun negotiations. The PSST negotiators, however, until the final determination of the bargaining agent.

The contract expires in 3 1/2 years. In the first nine months of 1975, negotiations averaged 7.5 percent annually, over the life of the contracts.” Dr. Wenzl

(Continued on Page 14)

Wenzl Asks Legislators To Block Wage Freeze

ALBANY—In a five-page letter to all state legislators, the chief of the Civil Service Employees Assn. asked that they vote down the wage freeze on state workers' salaries which he said would make the freeze unnecessary.

The letter, signed by Theodore C. Wenzl, is the first time that the state's political leaders have been asked to block a wage freeze.

Wenzl reviewed the effects of the upward spiral of the cost of living on state workers and gave two suggestions which, he said, would increase state revenues and raise state workers' salaries.

In private industry, in the first nine months of 1975, negotiated wage increases averaged 7.5 percent annually, over the life of the contracts.” Dr. Wenzl

(Continued on Page 14)

CSEA Provides Insurance Coverage Shift Reminder

ALBANY—All employees enrolled in the New York State Health Insurance Program were reminded by the Civil Service Employees Assn. that they have until Dec. 31 to transfer between health insurance options, if desired, without regard for the employee's age or the number of previous transfers.

This new benefit was negotiated by CSEA for state employees in the third-year, reopener clause of the current CSEA-State contract.

A spokesman for CSEA said that all employees have been required by their individual department or agency of the new annual transfer period during the months of November and December, but with the end of the period fast approaching, a reminder to those who do wish to transfer is certainly appropriate.

Where Will Voters Place Blame For Fiscal Problems?

This question troubling the State's political leaders is whether the voters will pin the Democratic donkey or the Republican elephant in the tail of responsibility for the fiscal problems.

Effective Dates

The effective date of a retiree's change of coverage will be dependent on the date on which the deduction from his retirement allowance can be charged to the new rate. After the new rate change is made, the Employee Insurance Section notifies the appropriate subdivision of the coverage change and adjustments necessary in the employee.
**AMITYVILLE**—The Civil Service Employees Assn. is challenging two rival unions over representational rights for almost 200 educational employees in six Long Island school districts.

The Public Employment Relations Board has scheduled hearings during the next two weeks to determine if elections will be held. Region 1 officials expect the ballots to take place in late December and early January.

The elections will cap a six-month campaign waged by CSEA Local 1300. The union is trying to wrest control of the six school districts from the Boards of Education of the Nassau and Texanns Local 207.

“We are confident we’ll win,” predicted Region president, Irving Paumoncho. “These organizations have neither the experience nor the personnel to represent public employees. Both the SEIU and the Teamsters are private industry organizations who are trying to sign up educational workers for their own funds. Although we actively went after the six school districts, it was the district workers themselves who expressed the need for an organization that could work with them and their co-workers and who were guilty of contract violations, said CSEA officials.

“We are taking an aggressive program towards other organizations who do not have the interest of the public employee at heart,” Mr. Celaya said. “All they are after is their money to replace what they lost in the New York City fiscal crisis. CSEA will continue to do everything it can to keep the cozy-pants out of Long Island.”

**New Rochelle Needs Planners**

**NEW ROCHELLE**—New York City residents who have a bachelor’s degree in city or regional planning, architecture, civil engineering, public administration or management, are eligible for the two openings in New Rochelle as junior planners. The $11,685 a year post is also open to city residents with two years of college and two years of planning experience with a public or private organization engaged in architecture or related fields.

Applications will be accepted until Dec. 17, with a written exam scheduled for Jan. 17.

Assignment, forms and information may be obtained at the office of the Municipal Civil Service Commission, City Hall, 815 North Ave., New Rochelle, N. Y.

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For a refreshing change, learn all about a great Florida home community with no sales pitch . . . with no pressure to buy! Our home in Hicksville is a full-size model of one of the six models available in Beverly Hills, Florida. They start at $16,990 and come complete with spacious landscaped lot, city water, sewers and paved roads and magnificent facilities. Here, as our guest, you will learn all about the best home value in Florida. But you won’t be sold a home. That can only be done after you’ve actually inspected our thriving community itself. There you will see all the reasons why 7,000 happy people have retired to Beverly Hills. See our home on a

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VISIT OUR FULL SIZE BEVERLY MODEL IN HICKSILE...
Smith Charges Nepotism, Favoritism At Willowbrook

STATEN ISLAND—Charges that hiring practices at Willowbrook Developmental Center are in violation of civil service regulations are currently under investigation by the Civil Service Employees Assn.

According to Ronnie Smith, president of the Willowbrook CSEA chapter, "Nepotism and favoritism are allowed to run wild at the facility with the apparent sanction of H. C. Pye- 

ster, the institution's director.

Mr. Smith alleges that chiefs of service as well as Mental Hy-

gineers are allowing their friends and relatives to falsify punch tim-

e sheets in order to secure necessary qualifications and 

credentials.

An example was cited of a chief of service, himself a pro-


A Time Clock Grievance "At Great Meadow

ALBANY—Following a grievance filed by industrial em-


ployee represented by the Civil Service Employees Assn. at Great Meadow Correctional Services, the Department of Correctional Services has reversed its position on where employees punch time clocks.

Thomas Linden, collective bargaining specialist for CSEA, said the agency decided to change time clocks in the administrative buildings.

"The grievance CSEA presented to the Department of Correc-


tional Services sought to require that industrial employees punch time clocks in the industrial shops instead of clocks in the administrative buildings.

"This was the department's response to the grievance, said Mr. Linden added that the CSEA "does not intend to have any of its members, threatened or im-


ROCHESTER—An arbitration decision, involving a part-


time nurse at Monroe Community Hospital whose schedule


was changed without notice being given the Civil Service Employees Assn., is now awaited by CSEA's Monroe County chapter.

Martin Koenig, chapter presi-


dent, said the county is al-


Decision Is Awaited

In Monroe Nurse's Scheduling Change

in a work schedule to the county, he said.

"We are having to work additional hours in order to settle the issue," Mr. Koenig said.

Other recommendations made by the fact-finder included a one-time payment for custodial and maintenance personnel, increasing the half-day holiday to a full day, three and-a-half days for overtime employees to be paid at time and one-half, and increasing holiday pay for all accumulated personnel.

The fact-finder was ordered to settle the current contract dispute between the school district and the union.

awaited.

§ CSEA calendar §

December

9—Nassau County School Crossing Guards unit Christmas Party: 8 p.m., Assembly Hall, Nassau County Police Headquarters, Mineola.

11—CSEA Board of Directors (State Executive Committee and County Executive Committee) meeting: CSEA Headquarters, 33 Elk St., Albany.

11—Orange County and Sullivan Counties Retiree chapter meeting and dinner: 6 p.m., 211 Club, Middletown.

11—Willowbrook Developmental Center chapter installation of of-


Binghamton

Broome County Sets Yule Fete

The Broome chapter consists of the Broome County Non-

teaching Staff unit at Broome Community College, the County CSEA chapter, the city of Binghamton, and the Village of Endicott Light Department unit.

Meyer Unit Installs Leaders

DEPEW—William J. Kucz-


man, who has been serv-


ing as interim president of the Edward J. Meyer Mem-


oral Hospital unit, Civil Ser-


vice Employees Assn., was


installed as president, term as ceremonies held here recently at the Lancer Supper Club.

Other officers installed in

Buffalo Yule Party

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold its annual Christmas banquet on Thursday, Dec. 13, according to Secretary Sue Forplig.

The event, which will begin with cocktails at 7 p.m., will be held in the ballroom of the Statler Hilton Hotel, Buf-


The nurse, who had been working about two Saturdays a month, was told in two Sundays plus two Sundays 


monthly; her total working hours remained the same.

Mr. Koenig said he had this created a "disadvantage" because she was needed at home on those days.

"The action violated our con-


trac
t with the county because the change in terms of employment would have a serious impact on the employee," he said.

The case went through grievance process at CSEA, with arbitration, Fred Denson of Rochester.

Pact For Syracuse Schools Holds 17% Hike Over 3 Years

SYRACUSE—Civil Service Employees Assn. clerical workers of the Syracuse school district have signed a new three-year contract calling for a compounded 17 percent hike in wages.

The contract calls for an across-the-board raise of 6 percent the first year, 5.5 percent the second year and 5 percent the third year.

The employees will also be reimbursed for job-related costs such as the cost of a "B" average. The contract also calls for increased vacation benefits and a step increase in salary steps to two in the third year of the pact.

The 109 workers have been without a contract since Jan. 1.

Haverling Party

BATH—The Haverling unit, Civil Service Employees Assn., will hold its Christmas party on December 13, etc. The event will begin at 6:30 p.m. at the Tally-Ho Restaurant, Bath, according to President Robert Herrington.

PERB Suggests 8% Salary Hike In Ogdenburg

OGDENBURG—A State Public Employment Relations Board (PERB) fact-finder has recommended an 8 percent salary increase, including increments, and an increase in retirement benefits for non-teaching employees represented by the Civil Service Employees Assn. in the Ogdenburg City School District.

In his report, PERB fact-finder Anthony N. Schwartz recommended an increase in the retirement plan amounting to approximately 2.6 percent which would be included in the total 8 percent increase.

Other recommendations made by the fact-finder included night differential pay for custodial and maintenance personnel, increasing the half-day holiday to a full day, three and-a-half days for overtime employees, working more than eight hours a day and one day off for two years.

The fact-finder was ordered to settle the current contract dispute between the school district and the union.

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Court Assistants’ Tests Set

ALBANY—The Office of Court Administration, on behalf of the Administrative Board of the Judicial Conference, has opened filing for court assistants throughout the state.

Five promotional openings exist in Chautauqua, Dutchess, Monroe, Onondaga and Erie Counties. Open-competitive exams will be held for posts in Albany, Allegany, Bronx, Dutchess, Onondaga, Oswego, Westchester, Erie, Rensselaer, St. Lawrence and Montgomery Counties.

Open-competitive promotions may also be held for court assistants, stenographers or clerk-typists with one year’s experience, depending on location.

Court assistants under direct supervision perform clerical and typing work, keep court record books, docket court papers, maintain court files, type court documents, and may assist in the training of court office assistants.

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For open-competitive promotions, candidates must be high school graduates and have one year of paid clerical experience. Two years’ experience will also be accepted. Study at an accredited college or university may be substituted at the rate of 3 credits for one year’s experience. Candidates must also be legal residents in the county for which they apply.

Promotional jobs are open to court office assistants, stenographers or clerk-typists with one year’s experience, depending on location.

Open-competitive applications can be obtained by writing the Staffing Services Unit, Office of Court Administration, Room 1209, 270 Broadway, New York 6067.

Special Notice

FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All members may also apply and will be required to show evidence of insurability.

If your annual salary is

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Supervising Actuary (Life) $20,516 20-521
Principal Actuary (Life) $17,694 20-520
Associate Actuary (Casualty) $18,369 20-416
Supervising Actuary (Casualty) $25,516 20-418
Dental Hygienist $14,142 20-419
Clinical Physician II $33,056 20-415
Compensation Examining Physician I $27,942 20-420
Radiology Technologist (TBD Service) $8,079-$8,797 20-339
Food Service Worker $5,827 20-352
Hearing Reporter $11,337 20-211
Pathology Technician $8,051 20-179
Assistant Hydraulic Engineer $14,142 20-135
Senior Hydraulic Engineer $17,429 20-136
Industrial Foreman $10,714 20-558
Laboratory Technician $8,051 20-121
Public Librarian $10,155 & Up 20-339
Licensed Practical Nurse $8,051 20-106
Maintenance Mechanic (Mechanic-Special-Except Albany) $7,615 varies
Mental Hygiene Asst. Therapy Aide $7,204 20-394
Mental Hygiene Therapy Aide (TBD) $7,616 20-394
Motor Equipment Repairman $7,615 $8,051

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany, New York 10047; or Suite 750, 1 West Genessee Street, Buffalo, New York 14202.

Specification by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physiotherapy Department administers electro-thermal treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

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Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Entrance to Brunswick Psychiatric Hospital is at 81 Louden Avenue (directly off Broadway - Route 110).

For Color Brochure Call 516-264-5000, Ext. 227/Hospital of Physical Disabilities, Ext. 290/Psychiatric Hospital.

GROUP MEDICAL COVERAGE FOR CIVIL SERVICE EMPLOYEES
The Blue Cross Statewide Plan (P.A. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.
Who's Right?

The debate over interpretation of Title VII of the 1969 Civil Rights Act has led to the door of the United States Supreme Court. At issue is whether employers and unions violate civil rights laws when they adhere to seniority lists in worker layoffs even though more recently hired blacks are hardest hit by the layoffs.

The Justice Department argues that the law does not require blacks to be kept on the work force during layoffs in preference to whites with more seniority. The Equal Employment Opportunity Commission, on the other hand, contends that seniority lists cannot be used in worker layoffs when their use defeats the civil rights law intention of getting minorities and women on the work force.

Civil servants can be grateful that they have achieved their positions through the Merit System—which does not recognize bars to employment because of race, religion or color. Their positions through the Merit System—which does not recognize bars to employment because of race, religion or color. Their positions through the Merit System—which does not recognize bars to employment because of race, religion or color. Their positions through the Merit System—which does not recognize bars to employment because of race, religion or color.

To prevent the union from negotiating a contract for the state Public Employment Association, the union's position is that the state can provide.

The court held that there was no error in proceeding with the hearing in the absence of the employee, and the dismissed a judgment in favor of the United States Court of Appeals for the Second Circuit.

No Decision

If it had been a Presidential election, the Civil Service Employees Assn. would have won the challenge election for representation rights for the state Professional-Scientific-Technical Bargaining Unit. As it was, challenged ballots, unmarked ballots, etc. deprived CSSEA of its mandate, and, consequently, continues to prevent the union from negotiating a contract for the PST workers until after a runoff election.

There can be no apology for voter apathy—especially when their own livelihoods are in the balance.
Three Problems For Fund Managers

BY A. L. PETERS

The New York City default was substantially averted by a commitment by the New York City Retirement System to purchase $2.53 billion in City bonds over the next three years. Overall, this presentement manifests three problems to the fund managers:

1. Would they be held liable for negligence if the city eventually failed to pay off these bonds? A prudent manager would have been investigating the funds with proper diversification and proper discretion. The fund managers were holding for special legislation that would hold them free from this responsibility in this transaction.

2. To accumulate the cash necessary for the purchase, the fund managers had to sell bonds at a loss. To offset this, the new bonds carry a 9 percent interest rate.

3. How was this $2.53 billion to be apportioned among the various unions? The formula devised was as follows:

   - New York City Employees' Fund, $1,195,000,000
   - Teachers Retirement Fund, $780,000,000
   - Police Retirement Fund, $370,000,000
   - Firemen's Retirement Fund, $450,000,000
   - Board of Education Retirement Fund, $400,000,000
   - Total, $2,530,000,000

   The first step needed to make the purchase of $2,530,000,000 of New York City bonds by June 30, 1976. To make the cash for this, stocks will begin to be sold this month. Morgan Stanley & Company will be the agent on the stock flotation, so as to avoid any preemptive dumping that might upset stock prices.

   - The New York City Retirement Fund will minimize sales by borrowing to make the new purchases.

   Under the proposal, an analyst made by one expert indicates that at the end of the period the total assets of the five systems will amount to $11.1 billion. Of that amount $4.24 billion will be invested in NYC and MAC securities, about 42 percent of the total assets of the systems. These will replace investments in corporate bonds and stocks. The remaining dollars will be borrowed from banks and guaranteed by the funds.

   - All together how much do the retirement funds actually have?

   - The latest figures reported in Pension would show the following:

     - New York City Employees Retirement Fund, $8,641,600,000
     - New York Teachers Retirement Fund, $7,720,600,000
     - The New York City Police Retirement Fund, $11,771,600,000
     - New York City Firemen's Retirement Fund, $662,800,000
     - New York City Board of Education, $537,300,000

   BUY U.S. BONDS!

   For an unusual job. I am a part-time bus driver. West Seneca: "I've got an unusual job. I am a part-time bus driver. We expect to have the same benefits as the full-time drivers. We work after school. We can start out at one o'clock in the afternoon and work until nine o'clock at night, but they keep us on a part-time basis, and don't want to give us the benefits. Regular drivers get $4.50 an hour, and we want the same hourly rate that they get. We pay union dues, and understand that CSEA is working on this situation now."

   Frank Czarniak, groundsman, Clarence School District: "I'd like to see a more precise definition of work assignments and responsibilities within your job description. For example, if you are a groundsman, you are supposed to do a job that includes all the tasks expected of a groundsman."

   Nutt Kahn, mechanic, Williamsville Bus Garage: "Safety would be the top priority in my view. I would want to make sure the buses are clean and the equipment is in good shape. If you have a nine-ton piece of equipment on a heart, and that comes released, there could be a frightening accident. Or if the covers on a bus door are left off, or if you don't have them, then someone could be injured, and we would be about a foot-and-a-half tall. If your time comes, and you've got to go, you've got to go, but I have a wife and kids, so I'm concerned about their welfare."
The Saturday morning meeting reviewed grievances and legal procedures open to CSEA members.

Ron Danis, Broome V field representative, outlined the importance of the dues statement or representation.

Take a claim, he said, remembering that CSEA is only as strong as its members.

"The strongest is the link between the membership and the officers. We need knowledgeable, tactful, fair, cooperative stewards, unionists, and unionists," Mr. Danis said.

Mr. Danis showed that the steward must get the facts and determine if the contract has in fact been violated. Personal arguments should not be allowed.

"Like a chain," he said, "remember the weakest link."

An afternoon forum thoroughly reviewed the Comprehensive Employment and Training Act with CSEA counsel to assure members' knowledge. "The chain is only as strong as its links," Mr. Danis said. The forum is a project of the unionists.

Mr. Danis credited White Plains with providing excellent representation for their officers. The forum is developing orientation on the CSEA contract, Mr. Danis said.

Mr. Danis reminded the audience that a member is only as strong as his representation. The officers are not receiving representation without a good document and a strong and informed chapter. When argued, it works all the time, he concluded.

As a meeting on school problems, Joseph Dolan, CSEA assistant executive director for the County Division, stressed that teachers' issues are very different amongst the State. He pointed out to members who are ready to argue their issues, that they must get the facts and determine if the contract has in fact been violated. He then traced the steps which determine a genuine grievance. He then Kendrick, CSEA's educational field representative, added, "A record is only as good as the participants in the record. There must be total representation.

If you don't have the majority, you're not going to win. Attrition is a factor. You can win.

"I don't want to see that day when a chapter has a good record, he said, "You must see that the members and the chapter have a good record." He then emphasized that CSEA is on the job 12 months a year."

"Winning or losing hinges on accuracy and knowledge. You must be knowledgeable. You must be a good team. Don't disagree in public with other union members when you are not united."

CSEA field representative Fred Miller, standing in center, is surrounded by top-ranking representatives from 16 of 18 chapters that participated in Broome's first all-county workshop. Seated, from left, are Broome Educational president Carlo Guardi, Johnson City unit president Stuart Bennett and Spokane Valley unit president Leander Smith, Oneida Educational president Stanley Anthony Raiello, Lewis executive representative William Bray, Oswego president Miller, Cortland president Marie Daignault, and St. Lawrence president Agnes Anthony Raiello.

Seated, from left, are Broome Educational president Carlo Guardi, Johnson City unit president Stuart Bennett and Spokane Valley unit president Leander Smith, Oneida Educational president Stanley Anthony Raiello, Lewis executive representative William Bray, Oswego president Miller, Cortland president Marie Daignault, and St. Lawrence president Agnes Anthony Raiello.

Mr. Dolan noted that if school members are not receiving representation with the chapter, then school chapters are needed. Mr. Dolan said that if school members are not receiving representation with the chapter, then school chapters are needed.

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Mr. Miller also briefly discussed the CSEA's grievance and legal procedures. "Like a chain," he said, "Remember the weakest link."

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If you don't have the majority, you're not going to win. Attrition is a factor. You can win.

"I don't want to see that day when a chapter has a good record, he said, "You must see that the members and the chapter have a good record." He then emphasized that CSEA is on the job 12 months a year."

"Winning or losing hinges on accuracy and knowledge. You must be knowledgeable. You must be a good team. Don't disagree in public with other union members when you are not united."
BRENTWOOD—Pilgrim Psychiatric Center here, which lost its accreditation last month with a resultant cutoff in Medicare and Medicaid payments, will be re-examined this week, according to the State Mental Hygiene Department.

The 6,500-patient facility lost its accreditation following a vote by the Joint Commission on Accreditation of Hospitals, a private group authorized by Congress to inspect hospitals. JCAH representatives toured the sprawling center last June. They reported that the Pilgrim staff was too small and its facilities did not meet space and privacy requirements.

The re-examination follows a telegram sent by Mental Hygiene Commissioner Lawrence Kohn and Social Services Commissioner Stephen Berger to U.S. Health, Education and Welfare Secretary S. David Matthews protesting the accreditation cut. A Mental Hygiene Department spokesman said that it is hoped that this week's re-survey will show enough improvements to warrant an interim, one-year accreditation and the restoration of HEW-administered funds.

About $21 million annually is involved.

Betty Duffy, president of the 3,700-member Civil Service Employees Association, chapter at Pilgrim, observed that states that are very upset at the loss of accreditation in the first place and to compound this, Medicare and Medicaid payments have been taken away. This means that patients of their 'pocket money' are open to the public.

New Rochelle—CSEA\", said the Union's public relations head, Handolph Jacobs, in his letter to the City Manager, from the Civil Service Employees Association.

Moore, chairman of CSEA's In-union, said the proposed layoffs are "the result of the State's violation of the Interim, one-year accreditation so shortly after it was granted as "clearly arbitrary and capricious and based on changed and unstated standards."

Pilgrim was granted a two-year accreditation in December 1974 but was given its most recent inspection following pressure exerted by a group called the Federation of Parents Organizations of Mental Hygiene Institutions, an organization which has been critical of the operation of Pilgrim PC.

"We cannot allow this cavalier action by the federal government on a matter of such vital importance to go unchallenged," the message continued. "In addition, to depriving parents and their patients of their 'pocket money' through no fault of their own, HEW's action is a direct blow to the pocketbook of every taxpayer in this state."

The telegram concluded with the statement that, unless HEW granted the state a full hearing on the matter or moved to review and rescind the JCAH decision, "We will have no choice but to commence appropriate legal action to establish our rights."

Layoff Threat

In New Rochelle

Drafs CSEA Ire

NEW ROCHELLE—A threat by the City of New Rochelle to lay off certain employees and to downgrade others brought a strong protest from the New Rochelle CSEA Unit, said that the city has earmarked 22 positions for abandonment or downgrading in preparing its preliminary budget.

Mr. Moore stated that the employees "don't need this stress." She stated that the proposed layoffs are disruptive to employment morale, and is doing a disservice to the taxpayers of this state.

CSEA field representative Ron Mamola, in his letter to the City Manager, expressed that the city must live up to its obligations under the Comprehensive Employment and Training Act.

Mr. Mamola said that there is evidence that federally funded CSEA workers are being used to displace civil service employees performing substantially the same duties.

Members of the CSEA are considering filing an improper practice charge with the Public Employment Relations Board. Mr. Mamola has demanded that the city "restitute the abolition of any and all positions in connection with any individuals represented by CSEA."

A joint meeting held in City Hall Nov. 25, the members were addressed by Ralph D. Jacoby, the union's public relations staff, and Ray Cassidy, president of the CSEA Westchester chapter, of which the New Rochelle branch is a part.
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$500 Suggestion Award
Is Won By Rose Weinfeld

ALBANY—Seven State employees won a total of $750
in cash awards in November for money-saving ideas submit-
ted to the New York State Employee Suggestion Program.
The program is administered by the State Department of
Civil Service. Estimated first-
year awards from the suggestions
were $30,000.
Amounts, award winners and
their residences are:
$500—Kathleen Weinfield, Bronx.
$350—Madeleine Matichak, East
Renne, Westchester County.
$250—Harriet T. Blum, Buffalo.

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$250—Harriet T. Blum, Buffalo, State University of New York, and

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Meeting Held To Discuss Proposed Otsego Layoffs

COOPERSTOWN—The board of directors of the Civil Service Employees Assn.'s Otsego county chapter, and a three-member staff team from Syracuse Region V headquarters met recently with a committee from the Otsego County Legislature to discuss the proposed layoff of 31 county employees.

CSEA, headed by Mabel Wannamaker, president of the chapter, Region V staff members attending were field representatives Ted Modrzejewski, public relations associate Charles McGeorge, and William Prans of the Region's staff.

A spokesman for Otsego Count y said the director of personnel is responsible for determining the net effect of the layoffs, and that the county is considering a number of options to alleviate the effect of the layoffs. He also indicated that the county is considering a number of options to alleviate the effect of the layoffs.

One option being considered is the creation of a new position for the director of personnel, which would be filled by an employee currently working in the office of the director of personnel. Another option is the transfer of some of the duties of the director of personnel to other county employees.

Correction

LIVERPOOL—The chairman of the CSEA of the County chapter, CSEA Civil Service Employees Assn.'s Christmas Party was incorrectly given in the Dec. 25 issue of the Leader as Hilda H. Young. The chairman for the Dec. 5 event wasهر Leading Roy. Mr. Wenzl serves as co-chairman and chairman of the publicity committee.

New officers of the Lake Shore Yacht Club here.

Wenzl Asks Legislators Block Freeze

ALBANY—Joseph J. Dolan, assistant executive director of the Civil Service Employees Assn., will be a guest speaker at a workshop in "Public Sector Labor Relations" conducted by the Indiana State Employees Assn. Dec. 13 at Indiana University, Bloomington, Ind.

Mr. Dolan will relate the experience of CSEA since the inception of the New York State Taylor Law and discuss how CSEA has met challenges of negotiation and contract enforcement under the Taylor Law.

His topic will be "The ISSRA and Its Options."
**West Responds To Blood Appeal For Rome Member**

BUFFALO—When Richard Domagal, a Civil Service Employee Assn. member, was admitted recently to Roswell Park Memorial Institute, the state's world famed cancer hospital in the city, the decision was made to appeal to the general public for donations to save his life.

Mr. Domagal, who is 57, is a former office worker at the state Department of Labor in Rome, N.Y. He has been fighting cancer for about a year and, although he has shown signs of improvement, the cancer is believed to have returned.

The Civil Service Employees Assn., on learning of Mr. Domagal's illness, has been working with the hospital in an effort to raise funds to help pay for his medical expenses. The association has set up a special fund to aid Mr. Domagal, and it is hoped that the public will respond generously to this appeal.

The CSEA has also been working with local hospitals and cancer centers to arrange for Mr. Domagal to receive treatment in other parts of the country where there may be more advanced facilities available.

The association is encouraging members to contribute whatever they can to help Mr. Domagal, and it is asking the public to do the same.

**Seek Representation Right For Rensselder School District Staff**

ALBANY—Albany Region IV, Civil Service Employees Assn., has submitted a petition to the PERB on behalf of a number of school district employees who have requested representation by the CSEA.

The petition was submitted on behalf of employees working in the Rensselder School District, located in the eastern part of the state. The employees have been working without representation for a number of years, and they have expressed a desire to have the CSEA represent them.

The PERB has scheduled a hearing to consider the petition, and the CSEA will be represented at the hearing by its attorney, David E. Wellman. The hearing will be held in the near future, and the CSEA is confident that it will prevail.

**Halt Teacher Escorts For Attica Inmates**

MARCY — The Marcy Psychiatric Center chapter of the CSEA has succeeded in overturning a state decision that allowed the state to proceed with an escort program for Attica inmates.

The CSEA was represented at the hearing by its attorney, Mr. Wellman, who argued that the state's decision was arbitrary and Capricious. The hearing officer agreed with the CSEA and overturned the state decision.

The CSEA will now proceed with efforts to stop the escort program and to ensure that the rights of the inmates are protected.

**ATTICA — Teachers and instructors at the Attica Correctional Facility here have no longer required to escort inmates from classrooms to cell blocks. The change came as a result of an out-of-court settlement last week between the state and the Civil Service Employees Assn.**

As a result, CSEA will not pursue a lawsuit filed in Wyoming County Supreme Court Oct. 15 in the union sought to provide for teachers and instructors to conduct their classes without having to escort inmates. The state agreed to compensate the employees for the time they spent escorting inmates and to provide additional personnel to perform the task.

The CSEA is pleased with the outcome of the settlement and is grateful to its members for their support.

**CSEA Files Storm Warning On DOT Winter Snow Plan**

CSEA Flies Storm Warning

On DOT Winter Snow Plan

AGENCY—New York State motorists, as well as industry and commerce, could still be faced with possible property damage, personal injury and perhaps loss of life because of inadequate manpower for snow and ice control on the state's highways, according to the Civil Service Employees Assn.

A spokesman for the CSEA, the union representing state employees responsible for winter road maintenance, said that the Tobacco Road work shift for snow and ice control instituted last month "will not work out" because the projected schedule would be completely inadequate throughout the state during a winter storm. As a result, CSEA believes that the snow and ice control for the state's highways should be expanded and that the current work shift for snow and ice control should be increased.

Some 30 to 40 storms are generally expected during the winter season. The CSEA representative said that during a winter storm, DOT personnel may be unable to clear enough roads. He added that the winter work shift, as currently proposed, would not be adequate to handle the task.

The CSEA is also concerned about the fact that the current DOT work shift is based on the assumption that the state will have adequate manpower to handle the job. CSEA believes that the DOT should increase its work force and that the current shift should be expanded to handle the winter work.

The CSEA has already filed a petition with the State Labor Board to increase its work force and to expand its work shift. The union is hoping that its petition will be granted and that the DOT will increase its work force to handle the winter work.

According to the spokesman, the counties have the ability to call in on overtime in case of a storm, but, with the extra shifting by the state, it is necessary to avoid paying regular employees overtime pay.

The CSEA is also concerned about the fact that the current work shift is based on the assumption that the state will have adequate manpower to handle the job. CSEA believes that the DOT should increase its work force and that the current shift should be expanded to handle the winter work.

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