Warns Against Chaipter President James Corbin

against "a disruptive infiltration campaign" by other Suffolk's Corbin employees Assn. Suffolk County corresponding to rumors, which he union, that a secret pact had they ratified It.

Budget Cuts and Personnel Layoffs in the Office of Drug Abuse Services it is extremely important the funds be restored in the "...I have received many letters, telegrams and calls from my district relative to the cuts in the ODAS budget. I feel them to fight for the restoration of funds for this vital office." RICHARD E. SCHEMMERHORN Member of Senate "...You have my support. I will not only vote to have the budget restored to $65.5 million but will urge my colleagues in the Senate to do likewise." HOWARD C. NOLAN JR. Member of Senate

Suffolk's Corbin Warns Against Rumormongers

HAUPPAUGE — Warning against "a disruptive infiltration campaign" by other unions, Civil Service Employees Assn. Suffolk County chapter president James Corbin assured members that their contract cannot be broken unless they ratified it.

Mr. Corbin and he was responding to rumors, which he attributed to agents of a rival union, that a secret pact had... (Continued from Page 1)

Legislators Enlist In Fight For ODAS

(Editor's Note: The following messages from state legislators who have joined the Civil Service Employees Assn. in its fight to stop budget cuts and personnel layoffs in the Office of Drug Abuse Services have been received by CSEA president Theodore Wenat.)

"...I have received many letters, telegrams and calls from my district relative to the cuts in the ODAS budget. I feel it is extremely important the funds be restored in the Supplemental Budget." JOHN E. FLYNN Member of Senate

"...Be assured that I will do all in my power to see that these funds are restored in the Supplemental Budget...I will also contact my colleagues in the Assembly and urge them to fight for the restoration of funds for this vital office." RICHARD E. SCHEMMERHORN Member of Senate

"...You have my support. I will not only vote to have the budget restored to $65.5 million but will urge my colleagues in the Senate to do likewise." HOWARD C. NOLAN JR. Member of Senate

Legislators Still Battling To Keep Lulu Payments

ULU is an old and venerable lady who seems destined to neither die nor... (Continued on Page 6)

CSEA: Kinzel Report Won't Do

ALBANY—In a memorandum to state legislative leaders, the Civil Service Employees Assn. has served notice of its opposition to a pension reform bill that would implement recommendations of the Kinzel Commission. Charging that the proposed legislation is "regressive," CSEA... (Continued on Page 2)
NEW YORK — New York City Region II, Civil Service Employees Asn., has assigned Edward Scherker as field representative on a permanent basis to serve state workers in Westchester County.

The announcement was made by George Biapaha, Region II supervisor, following discussions on the arrangement between Solomon Bendet, Region II president, and Louis Sickles, Region III president.

Mr. Biapaha said "for some time, the need has been evident for a broadened service and a more personal contact with our office in New York City and staff the counties in Westchester County."

Mr. Scherker will be in Westchester every Tuesday. His litttary will be the Westchester County office, 168 Maple Ave., White Plains, from 9 a.m. to noon to receive telephone calls and other messages. In the afternoon, he will visit the facilities. The Westchester office telephone number is (914) 428-6415 or (914) 428-6416.

Mr. Bendet stressed that the arrangement did not preclude calls of an emergency nature being made to any of the 21 regional offices in New York City Regional Office. Such calls may be made to (212) 963-3030.

Name Scherker Permanent Rep For 'Chester

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Rip Plan To End C.S. Commission In New Rochelle

NEW ROCHELLE — The New Rochelle unit, Westchester County chapter, Civil Service Employees Asn., has proposed a plan to end the city's Civil Service Commission.

Appearing recently before the New Rochelle City Council, Mr. Solomon Bendet, Region II president, told councilors that the commission was out of business.

Mr. Bendet told the councilors that the plan would save the city a lot of money and that the city's Civil Service Commission was out of business.

The Council proposed to request its representatives in the State Legislature to introduce legislation and a return to the merit system.

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Thirty years as a Civil Service Employees Assn. chapter were celebrated earlier this month by members of the Albany Motor Vehicle Department. The chapter’s Mildred Buckley displays “chapter history” to, from left, CSEA State Executive Committee chairman Thomas McDonough, former president of MV chapter; CSEA president Theodore C. Wenzl, and CSEA executive director Joseph Lochner. Ms. Buck from left, CSEA State Executive Committee chairman Thomas McDonough, former president of MV chapter; CSEA president Theodore C. Wenzl, and CSEA executive director Joseph Lochner. Ms. Buckley worked on the “chapter history” for months, presenting it as a “30th Anniversary Newsletter.”

**Thrway Talks In The Works**

**ALBANY** — Formal negotiations between the Civil Service Employees Assn. and the State Thruway Authority will get under way this week following meetings between CSEA and the Authority, resulting in an agreement to resume contract talks on behalf of some 2,380 maintenance, toll and clerical employees in the Thruway’s Bargaining Unit 1.

Talks between the union and representatives of the Thruway Authority have not taken place since the negotiations were started by the Authority on April 15.

This week’s discussions will be between the Authority and the full 11-item CSEA negotiating committee. Vito D’Andresano, president of the Albany Division CSEA Thruway chapter, is committee chairman. Patrick Monachino, CSEA collective bargaining specialist, is assisting in the talks.

Set Binghamton Retirees Meet

**BINGHAMTON** — The Binghamton Area Retirees chapter 902, Civil Service Employees Assn., will hold a luncheon meeting Monday, May 24, at the Ramada Inn, 65-73 Front St., Binghamton.

Florence A. Drew, chapter corresponding secretary, suggested that reservations for the 2 p.m. meeting be made as early as possible. Retirees from Brome, Chenango, Oneida and Delaware Counties are invited to attend.

Set Orange Meet

**GOSHEN** — The next meeting of the Orange County chapter, Civil Service Employees Assn., has been set for Wednesday, May 26, according to chapter secretary Rose Marie Pugno.

The meeting, which is set to begin at 7:30 p.m., will be held at Dierksena’s Firehouse, New Street, Goshen.

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**Watertown Unit Agrees To Accept New Contract**

**WATERTOWN** — The 215-member City unit, Civil Service Employees Assn., has accepted, by unanimous vote, a contract proposal that carries a 5 percent pay hike along with longevity benefits for the coming fiscal year.

The agreement awaits approval of the City Council. Watertown unit representatives will present it as a "two-tiered" arrangement, whereby employees hired after July 1, 1973, would receive smaller benefits. Mr. Grieco said his unit membership also voted by a narrow margin to drop an improper labor practice charge filed against the city last October, alleging the city reneged on an oral agreement to provide longevity benefits in the current contract.

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**CSEA calendar**

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Att.: CSEA Calendar.

**MAY**

21—Marcy Psychiatric Center chapter general meeting: 7 p.m., Royal Oaks.
22—Albany Region IV meeting: 10 a.m., Herbert’s, 138 Washington Ave., Albany.
24—Binghamton Retirees chapter 902 meeting: 2 p.m., Ramada Inn, 65-73 Front St., Binghamton.
26—Capitol District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
26—Orange County chapter executive board meeting: 7:30 p.m., Dierksena’s Firehouse, New Street, Goshen.
26—Rome Developmental Center chapter 25 Year Club annual spring dinner: 6 p.m., Back’s Grove.
26—Central District Armory Employees chapter meeting: 10 a.m., Guildeburfl Rifle Range, Guilderted.
31—June 2—New York City chapter annual workshop and convention: Concord Hotel, Kamesha Lake.

**JUNE**

1—SUNY at Buffalo chapter 602 quarterly membership meeting: Cavliler Restaurant, Buffalo.
4—Syracuse Region V meeting: The Edgewood, Alexandria Bay.
5—Western Region VI meeting: Regency Inn, Blasdale.
7—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 291 Leydecker Road, West Seneca.

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**Kinze Report — 'No'**

(Continued from Page 1) cited features that would make the state’s various retirement systems contributory; cut total retirement income by integrating pension benefits with social security benefits; and establish a "two-tiered" arrangement, whereby employees hired after July 1, 1973, would get smaller pensions than fellow workers at the same salary level hired before that date.

The memorandum, signed by CSEA counsel James W. Roemer and James D. Featherstoneham, also disputes the effectiveness of the proposed legislation as an economy measure. It notes that the increased costs of administering a "contributory, integrative program" is likely to exceed the anticipated savings from reduced benefits.
MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor's Maneuver Service Division. The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7230. For jobs outside of New York City in nearby New York communities consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor-Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing:

SPEAKER 1. First on the wanted list today is an experienced HARDWARE SALES CLERK. The employer is located in Brooklyn and is offering $190 a week, but indicates salary is negotiable.

3. Also needed today: a BIOLOGICAL PHOTOGRAPHER for a medical college in Manhattan. Will do photo illustration of medical subject matter. Must be familiar with darkroom procedures, techniques and delivering finished product. A BA in photography is required. This position is in Manhattan. The employer pays $400 a week but employer is prepared to adjust upward depending on the photographer's skill, speed and experience.

4. If you're a SECRETARY with two-five years of experience, this next position may be for you. The employer requires someone who can take dictation at 100 words a minute and type 50 on an electric typewriter. The job is in the personnel department of a Queens hospital and pays $120 a week.

5. A SEWING MACHINE OPERATOR to do sectional work. The job is in the personnel department of a Queens hospital and pays $120 a week.

6. Over in Queens, a firm making women's sportswear is calling for a SEWING MACHINE OPERATOR to do sectional work. The job is in place work and operator should average about $130 a week.

7. Looking at the Long Island job scene now, there's an opening for a DENTAL ASSISTANT with at least three years' experience in four-handed dentistry. Will also develop X-rays and pour up models. Work Monday through Thursday and a half day Saturday. Salary is $400 a week.

Why is this program offered?

Surgical Consultations can be expensive. The cost of a second opinion may, in the past, have prevented patients from seeking consultations. The Second Surgical Consultation Program removes this cost barrier by paying the full cost of a consultation arranged by the program. Any X-rays and laboratory test required to complete the consultation will also be paid.

All surgery involves certain risks. In some cases, the consultant may suggest an alternative method of treatment, or may recommend that surgery is not necessary. If the need for surgery is confirmed, a second surgical consultation offers peace of mind to the patient and reassurance to the doctor that the proposed surgery is the best treatment for the patient. Consultations offer you and your physician a way to achieve the highest quality of medical care possible.

Second Surgical Consultation Program

New York State Department of Civil Service
Expiration of negotiated agreements. Buffalo would write bito law the principle of the New York City Assembly this week to mandate the continuation of public employee Relations Board. "Trlboroxjgh Bridge" decision of 1972 by the Public Employment according to Bernard J. Ryan, program administrator for the Committee of Rohnard E. Schermerhom (R-C, Cornwall). Mr. Schermerhom said he had not made up his mind whether to support it. He noted that the Assembly bill probably would be decided first. In that event, it would proceed either to his or the Senate Rules Committee. The Greco bill is the lead element of several pieces of legislation which would amend the Civil Service Law. Gov. Hugh L. Carey introduced three program bills last week, two of which were attached immediately by spokesman for the Civil Service Employees Assn. One stands in direct opposition to the Greco bill. It would, according to Bernard J. Ryan, program administrator for the CSEA, give to public employers the right to terminate contract benefits at the expiration of an agreement.

Governor Carey's second program bill in the package would require an end to the unfair discharge of supervisory employees from their respective bargaining units. Mr. Brand described the legislation as aimed at avoiding the "divided loyalties" of supervisory personnel who must bargain with the personnel they direct. He termed it a measure to improve management.

Mr. Ryan termed the definition of supervisor contained in the legislation "vague." He said it could be applied against virtually all members of the 46,000-member Professional, Scientific and Technical State Bargaining Unit.

Mr. Schermerhorn said he would consider the benefit continuation of 120, 60, along with his collective bargaining unit. He would consider what would happen if the index, out of his committee because it felt it would violate the state's picking up the new employee for those who have been bargaining units.

Mr. Greco said he had seen none of the Governor's program legislation. The third measure was a technical one, lifting State University employees from application of impasse provisions intended to apply to school districts only.

In other Albany affairs:

Legislation reached Governor Carey to continue the current freeze on bargaining for retirement benefits to Aug. 31, amid informal indications that the Governor's current plan is to avoid the issue for this election year by extending the freeze to next year.

Legislation cleared the Assembly Ways and Means Committee which would increase teacher pension formulas from 1-2 percent to 1.8 percent of final average salary for each year of service before 1946.

LETTERS TO THE EDITOR

Legal Counsel
Editor, The Leader:
I have dispatched the following telegram to Civil Service Employees Assn. president Theodore Moses:

"I understand that, after I left the meeting of the Board of Directors last night, and after 8:30 p.m., the Board of Directors voted to terminate the Committee to Study and Report to you and the Board on the Question of Hiring Legal Counsel. Counsel fees accumulate a huge expenditure. The Federation's current plan is to avoid the issue for this election year by extending the freeze to next year.

I find no provision in the Constitution authorizing the abolition of a President's Committee by the Board of Directors. Had I been at the meeting at the time, I would have voted against the abolition and objected to the entire procedure."

Editor, The Leader:
The proposed by R. J. Morris in your letters column of May is incredibly naive.

He tells us that our employers, the taxpayers of New York State (and doesn't that include all of us) find many of our hard won benefits "reprehensible." Ergo, let us relinquish some of them and work longer hours to boot.

I don't know what value Morris places on his services. For myself, I work diligently, as do my co-workers. We miss shorter hours and more holidays. This we will not attain by gloating. When we get them we will set them, as well, the respect, rather than the contempt, of our employers.

And when we gain that respect we will gain realistic salaries, too.

By SUSAN DONNER
QUESTION
State funds have been drastically cut from the Office of Drug Abuse Services which will force many drug rehabilitation facilities both public and private to shut down if these funds are not restored. How do you feel about this?

THE PLACE
Downtown Brooklyn

OPINIONS

Frank Polizzotto, T.V. cameraman: "I believe a person can only help himself, but I also feel that there should be programs available to make us aware of why they're taking drugs. It's important to make them more aware of the idea of just giving another methadone. I think the idea of therapy programs is very important. If someone can understand his motives, it can help himself to doing." Michael Yeoli, law student: "I think it's very important for the state to trim its budget and have [funds] standing ready so that in setting up priorities as to which programs to cut, the drug programs should be the last to be cut, because I think they are some of the most important programs that we have in the City or the State now. I feel that a lot of money is being wasted on junk programs and there's really a lot of fat that can be cut off, but politicians are afraid to cut in certain areas where they might lose support. So they're cutting very important areas where it really doesn't affect what they consider to be their constituency. Many people are getting hurt simply because they don't have the courage to cut in the right places." Rose Michaels, secretary, Board of Education: "It is a disgrace. People who are involved in these programs know a great deal about how to reach these kids. My friend's daughter had a serious drug problem at one time, and they had a friend helping her. In one of these facilities, she's now perfectly happy and productive. Another friend had a son who died because of drugs before these programs were instituted. There are cases of dire need for help. I think the people should get to the politicians and they should really see these programs. There are many things that can be done that don't cost too much."

Bertha Hough, past president, Queens Confederation of High Schools: "I'm very much in favor of drug rehabilitation programs, especially for young people, some of them are only children. The only problem is what happens after we rehabilitate them? Do they go back into the same surrounding all over again? I think there's a whole investigation needed: an assessment of the problems and the parents. I am for them, but I want to see more work, more research done in this area."

Edward M. Berman, attorney: "I strongly believe in the self-help programs where the individual is highly motivated. Programs designed to help the addict help himself. Of course in dealing with very young children (I know of addicts as young as eight) a program would have to take a young child under its wing until the self-motivation sets in all by itself at a later age. To the extent that any federal, state, or city funds could be used for that purpose, I think all available funds should be used. During times like these, it's a question of how to spend the money in the best possible place. I think, to the maximum extent possible money should be focused on the best possible place. I think the methadone programs should definitely be kept going."
Unisex Titles

There have been some dreadful clangers made by otherwise sensible people who seem to want what they feel is a sexual bias in language. Our favorite was the proposal, made in common usage, of changing the name of street manhole covers to "personhole covers." This is hollow. The point has been repeatedly made, however, that linguistically, the use of "man" as in mankind and other common nouns, assumed to be human beings of both sexes.

However, a decision by the State Civil Service Department to rename 84 job titles, to make them equally descriptive of both public and private sector jobs — hiring, firing, pay, conditions of employment and other areas. Some women, however highly qualified, have no doubt in the past been excluded from a number of state authorities and other local governments were teetering on the brink of bankruptcy.

In its decision last week, the Appellate Division said that the grant was legal, but only when voted by one legislative body to reflect the state condition that public budgets in the state are precariously balanced. The fiscal crisis confronting the state and its municipalities has meant wage and salary increases for public employees in all levels of government, increased taxes to the taxpayers at a time of sharp retrenchment in public service. The legislature had voted a moratorium on notes issued by the City of New York, a $1 million increase in the mayor's salary, and a $900,000 increase in the City's general obligation notes. Some of whether or not "the employer's improper conduct has interfered with the rights of its employees under Section 202 of the Act," the courts have held that the legislature voted for the referendum and exhibited its signed cards. The Appellate Division sent the case back to PERB for further proceedings on the issue of whether or not "the employer's improper conduct has interfered with the rights of its employees under Section 202 of the Act," and held that the employer's improper conduct has interfered with the rights of its employees under Section 202 of the Act.

PUBLIC EMPLOYMENT RELATIONS BOARD

(Continued from Page 1)

Much away. The courts in Albany have consistently held that the legislature voted for the referendum and exhibited its signed cards. The Appellate Division held that the legislature voted for a free election in which a free election may be conducted. PERB decided that a free election could not be conducted and ordered the Town to negotiate with the Union.

THE APPPELATE DIVISION discussed several National Labor Relations Board cases that bear on the issue of "bargaining orders" and outlined three categories of improper practices under the National Labor Relations Act: (1) exceptional cases marked by "outrageous" and "pervasive" unfair labor practices, such that the coercive effects cannot be eliminated by traditional measures, (2) cases in which the improper activity has been less outrageous and pervasive and in which there has been a showing that the union
Civil Service Law & You

(Continued from Page 4)

and a majority of the employees (the majority's stated basis for the order of PERB now before us) and (3) minor unfair labor
orders, when there is an unlaw-
ful failure to negotiate may be
considered, but the relative cost
of living in various cities is a major factor. The cost of
living is different at various bud-
get levels. The Bureau of Labor
Statistics selected several such
budgets and gave the relative cost
of living (based on 1974 figures) on an index of 100 for the U.S. average. Here is a selection from the
analyses:

Area

Urban U.S. overall
New York, N.Y.
Portland, Me.
Buffalo, N.Y.
Bakersfield, Cal.
Chester County

Index

100
114
117
117
118
120
125

PERB's dissenting mem-
ber believed the case fit into this
last category).

In the instant case, the Ap-
peal Division held that the
practice of imposing bargaining
orders when there is an unlaw-
ful failure to negotiate may be
used in an appropriate case in-
volving a public employer and
its employees. In this case, how-
ever, the court felt that an
election would be the proper
way to determine majority status
and overruled PERB on the is-
sue of forcing negotiations with-
out an election. F PERB, 796.

Senior Analyst

Albany—A senior air qual-
ity policy analyst eligible list,
resulting from open-competitive
exam 27-658, was established
May 3 by the State Departmen
t of Civil Service. The list con-
tains three names.

Buy
U.S.
Bonds!

Transit Chief

White Plains—The West-
chester County Transit Board has
elected Alphonso J. Cerrato, of
Yonkers, to serve as the board's
chairman for a term of three
years.

Originally appointed to the
transit board by former County
Executive Edwin Michaelian, Mr.
Cerrato served as vice-chairman
and serving chairman prior to his
recent election as chairman. In
addition to serving on the tran-
sit board, the insurance firm
executive has served in a num-
ber of elective and appointive
offices including the Westches-
ter County Board of Supervisors,
the Yonkers Public Library Board and treasurer of the library
board. He is currently a member
of the new Charter Revision
Commission in Yonkers.

Based on Road & Track magazine's consideration
of hundreds of 1975 automobiles:

You're looking at the best car
in the world for under $3500.

There are winners
in this world.
And there are
losers.

The Volkswagen
Rabbit is a winner.

After considering
hundreds of 75 cars,
the experts at Road & Track named it "the best
car for under $3500."

Toyota didn't make it. The Datsun didn't make it. Vega, Pinto,
Honda, Fiat did make it.

Compare the Rabbit
on performance. (From 0 to 50,
the Datsun 8-210 is 60% slower.)

Compare the Rabbit
on roominess. (It has the head
and leg room of some mid-
size cars.)

Compare the Rabbit
on gas mileage. (39 mpg on
the highway, 25 in the
City. These are
EPA estimates of
what the Rabbit
with shift will get
in 1976 EPA tests.
(The mileage you
get can vary,
depending on where
you drive, optional
equipment, and the
condition of your
car.)

No other car will
give you the combination of
performance, space and economy
that you'll find in a
Rabbit.

You owe it to your-
selves to try the best,
before you settle for
something less.

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offices including the Westches-
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the Yonkers Public Library Board and treasurer of the library
board. He is currently a member
of the new Charter Revision
Commission in Yonkers.

There are winners
in this world.
And there are
losers.

The Volkswagen
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hundreds of 75 cars,
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Toyota didn't make it. The Datsun didn't make it. Vega, Pinto,
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on gas mileage. (39 mpg on
the highway, 25 in the
City. These are
EPA estimates of
what the Rabbit
with shift will get
in 1976 EPA tests.
(The mileage you
get can vary,
depending on where
you drive, optional
equipment, and the
condition of your
car.)

No other car will
give you the combination of
performance, space and economy
that you'll find in a
Rabbit.

You owe it to your-
selves to try the best,
before you settle for
something less.
"Hey you guys, why don't you try to get it together. It ain't easy out there."
(Charlie to group on return visit)

"Many of them are illiterate. At the age of 14 they are learning to read for the first time in their lives."
(Rebeca Chib‡n, teaching assistant, instructing students on reading machines)

"We don't use roughness to put down their roughness. We use other means."
(Roosevelt Barrett, gym teacher, Cooper Rehab)

"Know what it is to sit down with a kid and have him tell you his mother is a prostitute. They're asking you to love them and care about them."
(Harold Levine, counselor, Cooper Rehab)

"Here they learn how to play together. They learn about sportsmanship and how to respect each other."
(Roosevelt Barrett, gym teacher, Cooper Rehab)

"You really get hooked up with these kids. Some you get a little too close to and it's hard to break the ties."
(Harold Levine, counselor, Cooper Rehab)

(This is the third article in a Leader series on drug addiction problems that must be faced in the light of threatened cutbacks in aid at both the private and the public levels. Leader staff member Susan Donner has been interviewing addicts, administrators and union leaders, joining them at protest rallies and touring various facilities. Photography, original artwork and story are by Ms. Donner. The problem is everyone's.)
Cooper

Continued from Page 1

"Most of this will be going down the drain, will be lost," says Mr. Goldman, when asked by a principal psychologist at Cooper, overhearing our conversation. "Most of these young people will be lost." We have to discharge them in a responsible manner," Mr. Goldman says, after overhearing our conversation. "We have to send these people back to the streets, to the probation departments, but we are not in a position to deal with them. They have their problems too."

As far as the child is concerned, we are really in fact sending him back to the street.

It's very unfortunate in his experience in this field that psychologically, the personality of the youngster is still very fluid. Adolescence is a period of high psychic mobility. You can pick up with a kid at one time and do much more with him then you can four or five years later.

"Since I recognized this, I screwed out all the older guys. I was left with a residual adolescent population. It isn't done on the basis of a planned approach, it just worked out that way."

Although a Cooper visitor's identification and beard are thorough, you have to be sure the visitor has to be husky in two sets of locked doors, there is an open one leads to a landing at that place. It does not suggest the atmosphere of a prison. Past the entrance is a glass cabinet filled with sculpture of all shapes and sizes—mainly clay or stone—rather like a very primitive and abstract to realistic pieces that are extremely well done. There is an amount of skill and involvement of their work, all done by the young residents of this facility.

Lately I have the opportunity to watch these youngsters in their art class. Their teacher, Jean Grey, speaks of "her boys" with great pride. "Stone carving brings out primitive instincts of man in every culture," explains Ms. Grey. "It has nothing to do with society, only with themselves. The best way to do this is to get to the first time gives them a chance to experience a culture of their own, to create something for the first time gives them an understanding of the atmosphere of a prison. Past the entrance is a glass cabinet filled with sculpture of all shapes and sizes—mainly clay or stone—rather like a very primitive and abstract to realistic pieces that are extremely well done. There is an amount of skill and involvement of their work, all done by the young residents of this facility.

Lately I have the opportunity to watch these youngsters in their art class. Their teacher, Jean Grey, speaks of "her boys" with great pride. "Stone carving brings out primitive instincts of man in every culture," explains Ms. Grey. "It has nothing to do with society, only with themselves. The best way to do this is to get to the basic, to the core of their experiences which grew out of this initial experience, you develop certain character types who are drugs and crime prone."

"So we find a group of abandoned kids who never had the kind of love, attention and stimulation that they needed to grow into human beings who have taken unto themselves a value system, and who have the emotional capacity to grow up and deal with life in a fairly normal way."

"Our goal here," Mr. Goldman continued, "is to provide opportunities for emotional and social growth by enabling the kids to "hook-up" with individuals—the school becomes a substantial part of their experience for the youngster, he is permitted to go out on his own for a time. If this is a successful experience for the youngster, he is permitted to go out on his own for a day or a weekend or a week until he is ready for regular care."

A child may establish a close emotional bond with a staff member. Suddenly this bond is broken; he has to learn how to link up with other people when his ego capacity or his ability for establishing relationships with others is unmatched and flaked. He is asked, at a time when he is inexperienced, to give up something which had meaning to him. This is one of the basic contradictions in social programs.

"What we've discovered is that these kids have no real families. Most are totally disoriented or disaffected. They have parent figures, nominal parents, or guardians, or parent surrogates. Real parents, parents who do real parenting—they don't have and never did. In many instances the natural parents of these kids will tell us. Don't send him home. I don't want him, you keep him, he's yours! So when we send kids out, we're really pushing them into an unknown future—no place to go, nothing to do."

"Many of them are involved in a rehabilitative process. You cut the process short and you're separating them from some influences, interestingly enough, almost against their will. They feel more involved because there are rejected kids to begin with."

"Here we have a so-called 'incapable and dangerous' sociopath, says Mr. Goldman. "The kid has to go to school and a good deal of our therapy has to do with enabling the child to do so. If he doesn't go to school, we then spend hours and hours dealing with him around that problem. In the process of dealing with him about why he doesn't, or can't, go to school, the counselor establishes a relationship, so you have a human tie emerging out of a problem situation in which we and the child are involved."

At some point Cooper must make a decision as to whether the child is ready to take his first steps outside the institution, whether he is prepared to go back into the community. When he leaves, the group begins to engage in activities which are meaningful to him in terms of his age level.

Most of these children rarely went to school because the school system was unable to deal with them. Many are Iliterate. So school becomes a substantial program component.

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Most of these children rarely went to school because the school system was unable to deal with them. Many are Iliterate. So school becomes a substantial program component.
ALBANY—Gov. Hugh L. Carey announced the nomination of Philip L. Toia of Menands, as commissioner of the Department of Social Services. Mr. Toia, the executive deputy commissioner, has served as acting commissioner since the resignation of Stephen Berger to become executive director of the Emergency Financial Control Board. The nomination as commissioner is subject to Senate confirmation and carries a $47,800 annual salary.

By Jane B. Bernstein

The Complete Guide to Retirement

Do Not Repeat This!

(Continued from Page 6)

...and so the administration had the power to take steps necessary to counter the crunch. Judge Jenkins' decision was upheld by the Appellate Division Second Department, in Brooklyn. Mr. Grae argued the Control Act was unconstitutional, and amounted to illegal bankruptcy.

"The work of labor is entitled to the highest consideration of the law," Mr. Rose said. "But the city of Yonkers should be required to refund them."

A decision on the issue is expected next month.

Retiring Soon?

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Preparing for Retirement
Handling Your Finances
Choosing a Place to Live
Your Retirement Residence
Making Your Wife Happy in Retirement
Making Your Husband Happy in Retirement
Your Health in Retirement
Medicare and Medicaid
Your Legal Affairs in Retirement
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NAME
ADDRESS
‘Lulus’ Ruled Unconstitutional, But Situation Remains Clouded

ALBANY—The extra cash allowances—"lulus"—that state legislators voted for themselves last year were held unconstitutional last week in a unanimous ruling by the Appellate Division of the State Supreme Court.

The challenge to the lulu payments was brought by the Civil Service Employees Assn.

and the New York Public Interest Research Group, an independent public interest watchdog group.

Although the lulus—shorthand for payments in lieu of expenses—were defended by a five-judge panel, the court also ruled that the legislators need a charter amendment to authorize the decision affirmed an earlier Supreme Court ruling that the allowances violated state constitution provision which forbids any legislation from creating benefits for its members during their current term of office.

Despite the court's ruling, the situation remains less than clear. It is regarded as significant that the court did not order the legislators who received the lulus to return them. About $300,000 was voted last year for 163 legislators. The court noted that it did not order the cash returned because of earlier opinions by the Attorney General's office that the payments were legal and that from "years of practice" the legislators had come to rely on them.

The court also did not outline the constitutional allowances by one legislature which would be paid to the next elected legislature. Thus it appears that the current legislature will be able to approve lulus for the next two years following this November's election, but not for this session.

Leaders in both the Republican-controlled Senate and the Democrat-controlled Assembly said they plan to appeal the decision.

The court noted that "We have not held that the legislators were not entitled to the allowances, but rather have concluded that the particular payments were improperly authorized."

Justice Karlin added that the "constitutional analysis of these payments" should be measured against "the reliance upon them by the individual legislators, based on years of practice and opinions of the Attorney General."

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**Madison Health Positions Open**

WAMPsville — Applications are being accepted until June 15 for open-competitive posts as community mental health aide at Madison County Mental Health Department. A July 17 exam is scheduled for the $7,237 to $9,047 job.

To qualify for the test, candidates must have been legal residents of Madison, Cortland, Oneida, Oswego, or Onondaga counties for at least 18 months. Applications and information may be obtained from the Madison County Mental Health Department, County Office Building, Wampsville, N.Y. 13163.

**Trooper Wins Top Cash Award**

ALBANY—Four state employees won a total of $225 in cash awards in April for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the New York State Department of Civil Service.

The program is administered by the New York State Department of Civil Service.

**New York’s Sheraton Motor Inn cares for your comfort. And your budget.**

- $2000 single
- $2600 double

Free indoor parking on premises is back.

**Open Continuous State Job Calendar**

**CIVIL SERVICE LEADER, May 21, 1976**

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Code</th>
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<tbody>
<tr>
<td>Assistant Clinical Physician</td>
<td>$25,161</td>
<td>20-411</td>
</tr>
<tr>
<td>Associate Actuary (Life)</td>
<td>$18,369</td>
<td>20-520</td>
</tr>
<tr>
<td>Supervising Actuary (Life)</td>
<td>$24,516</td>
<td>20-522</td>
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<tr>
<td>Principal Actuary (Life)</td>
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<tr>
<td>Associate Actuary (Casualty)</td>
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<td>20-416</td>
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<tr>
<td>Supervising Actuary (Casualty)</td>
<td>$24,516</td>
<td>20-418</td>
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<tr>
<td>Sanitary Inspector (Life)</td>
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<tr>
<td>Clinical Physician I</td>
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<td>Clinical Physician II</td>
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<tr>
<td>Compensation Examining Physician I</td>
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<td>Supervising Dietitian</td>
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<td>Electroencephalograph Technician</td>
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<tr>
<td>Food Service Worker</td>
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<tr>
<td>Hearing</td>
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<tr>
<td>Hospital Nursing Services Consultant</td>
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<td>Induction</td>
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<td>Laboratory Technician</td>
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<td>Legal Careers</td>
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<tr>
<td>Public Librarians</td>
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<tr>
<td>Licensed Practical Nurse</td>
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<td>Maintenance &amp; San (Mechanical)</td>
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<td>Various</td>
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<td>Medical Specialist I</td>
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<td>Medical Specialist II</td>
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<tr>
<td>Mental Hygiene Asst. Therapy Aide</td>
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<tr>
<td>Mental Hygiene Therapy Aide (TB)</td>
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<tr>
<td>Motor Equipment Mechanic</td>
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<td>20-108</td>
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<tr>
<td>(Statewide except Albany)</td>
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<tr>
<td>Nurse I</td>
<td>$10,118</td>
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<tr>
<td>Nurse II (Psychiatric)</td>
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<tr>
<td>Nurse II (Rehabilitation)</td>
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<td>Nutrition Services Consultant</td>
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<td>Occupational Therapist</td>
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<td>Offset Printing Machine Operator</td>
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<tr>
<td>Pharmacist</td>
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<tr>
<td>Physical Therapist</td>
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<tr>
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<tr>
<td>Principal Actuary (Life)</td>
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<tr>
<td>Psychiatrist I</td>
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<tr>
<td>Psychologist II</td>
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</tr>
<tr>
<td>Public Librarians</td>
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<td>20-319</td>
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<tr>
<td>Radiation Technologist (B.S. Service)</td>
<td>($7,632-$37,997)</td>
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<td>Radiology Technologist (T.B. Service)</td>
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<tr>
<td>Senior Actuary (Life)</td>
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<tr>
<td>Senior Medical Records Librarian</td>
<td>$11,337</td>
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</tr>
<tr>
<td>Senior Occupational Therapist</td>
<td>$12,670</td>
<td>20-377</td>
</tr>
<tr>
<td>Senior Pharmacist</td>
<td>$14,800</td>
<td>20-194</td>
</tr>
<tr>
<td>Senior Physical Therapist</td>
<td>$12,760</td>
<td>20-138</td>
</tr>
<tr>
<td>Senior Sanitarian Engineer</td>
<td>$17,429</td>
<td>20-122</td>
</tr>
<tr>
<td>Sanitary Engineer</td>
<td>$14,142</td>
<td>20-122</td>
</tr>
<tr>
<td>Senior Stationary Engineer</td>
<td>$10,714</td>
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<tr>
<td>Specialists in Education</td>
<td>($16,358-$22,692)</td>
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<tr>
<td>Stationary Engineer</td>
<td>$9,546</td>
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<tr>
<td>Assistant Stationary Engineer</td>
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<tr>
<td>Stenographer</td>
<td>$6,811</td>
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</tr>
<tr>
<td>Vartype Operator</td>
<td>$6,811</td>
<td>20-307</td>
</tr>
</tbody>
</table>

Additional information on required qualifications and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226. Applicants can file in person only at Two World Trade Center, New York 10047, or Suite 750, 1st West Genessee Street, Buffalo, N.Y. 14202.

Specifically, the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226.

**RETIREE'S WEDDING**

We are pleased to announce that one of the city's former retirees, David Mass, will conduct Seminars on Retirement Planning, 6:30-8:30 p.m., 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, May 12, May 19th, May 26th and June 2nd, 1976.

Absolutely no charge or obligation, however participation is limited. To make reservations, please call Mrs. Cerisse Rubenstein at (212) 689-1641 for a confirmation number.

A service of the Council of Civil Service organizations and Rambledown East Information Center.
**Greenburgh Unit Wins Injury Leave Decision**

**WESTCHESTER**— Employees of the Town of Greenburgh, when absent because of a job-related injury, will receive up to six calendar months of administrative leave at full pay.

This decision by the American Arbitration Assn. is a result of a class grievance brought by the Town of Greenburgh, Westchester County, against the Civil Service Employment Appeal Board.

Unlit president Elector McDermott said that the grievance was filed because of the town's policy to withhold pay or to charge absence against sick leaves when employees sustain injuries on the job. The town argued that employees would recover when— or if—the workmen's compensation board decided in the employees' favor.

The union, however, through CSRA Southern Region III attorney Arthur Gress, claimed that its contract provided for administrative leave with pay for job-related injuries with reimbursement being made to the town whenever the compensation case was settled.

Mr. Gress said that the arbitrator's favorable ruling, contained in a 26-page decision, will have a far-reaching impact. 'In that effect, it mandates the town to grant administrative leave with pay to employees injured on the job. Any discretionary power the town interpreted it could exercise in situations of this kind has now been abrogated by this final and binding decision.'

The grievance was taken to arbitration after it was denied by town officials on the grounds that class grievances were not permitted under the existing contract.

The union, nevertheless, successfully contended that a class grievance, in this instance, was appropriate since it was impractical to file several individual grievances covering the same subject matter.
CSEA Protests Elimination Of Albany Nursing Facility

ALBANY—The Civil Service Employees Assn. said it will lodge a formal protest over the elimination of a nursing unit in Building 9 at the State Office Buildings Campus. The union claims the closing places the health of nearly 1,200 employees in danger because of the lack of immediate nursing services in the event of illness or accident.

A petition protesting the elimination of the Employee Health Service unit in the Union's Central Office was submitted to the Board of Directors from the Albany Tax and Finance chapter.

According to Mr. Dougherty, the petition was circulated as soon as he was notified that the nursing unit would be eliminated for the following

"...and Cy could not be obtained by the action, but "to date we have been unable to obtain any rational or sensible reason from the state as to their thinking in closing down this particular nursing unit."

Mr. Dougherty said his investigation reveals that the funds for operating the Building 9 nursing facility were cut from the state's budget.

The contract also provides for a $600 across-the-board salary increase, plus increments, an increase in sick leave and an agreement by the county to give deputies civil service status.

Wayne Sheriff's Pact

LYONS — Representatives from Wayne County and the Wayne County Sheriff's Department, Civil Service Employees Assn., have agreed to a one-year contract retroactive to Jan. 1, which provides deputies with a lump sum payment of $13,000 in addition to normal vacation day accruals.

The contract also provides for an increase in the size of the bargaining unit, and an agreement to go through with eliminating the vital service." Mr. Dougherty said.

"It is the members' oonitraot," Mr. Corbin said. "We are trying to do their bidding. We have kept in contact with unit leaders, and with their approval, negotiating teams were selected. "We have had their continuous support.

"I urge the membership not to fall for misleading rumors by opposition leaders, since it will only encourage the county to prolong achievement of an equitable settlement," he said.

The contract dispute in Suffolk is currently in fact-finding.

Mr. Corbin was selected by the Suffolk chapter, saying that separate fact-finders had been assigned for the white-collar and the blue-collar units, although in the past there has only been one fact-finder.

"These demands would change the language of the contract on such items as the blue-collar career ladder, mileage reimbursement and vacation schedule," Mr. Valder said.

Mr. Corbin also called attention to the fact that 14 grievances have been won so far this year "through the efforts of our legal staff."

He concluded by saying, "The county would like to see our current officers and leadership turned out of office, since their hands would be bothered by dealing with newcomers."

DISCUSS SCHOOL EDUCATION — Bernard Schmahl, chairman of the Civil Service Em-

ployees Assn., presented election procedures, meets with CSEA president Theodore C. Reed, who is also chapter fifth representative, noted that there are 35 other demands being made by the negotiating team, which represents the units, with the most recent one May 18 for blue-collar employees.

First priority, Mr. Corbin explained, is to keep the increases intact, retroactive to Jan. 1.

We have been to the Supreme Court, the Public Employment Relations Board, and are now scheduled for the Appellate Division in our fight on the increases," he explained.

BINGHAMTON BICENTENNIAL — Eleanor Korensh, president of the Binghamton chapter of the Civil Service Employees Assn., welcomes guests to the chapter's "Bicentennial" meeting recently at the Fountain's Pavilion, Johnson City. Also pictured above is Assemblyman James Tallon (D-Binghamton). Other prominent guests included State Senate Majority Leader Warren Anderson (R-Binghamton), Assemblywoman Mary McAdie (D-Johnson City) and CSEA vice-president Richard Cleary, head of the union's central region (Binghamton).
## Latest State And County Eligible Lists

<table>
<thead>
<tr>
<th>Exam No.</th>
<th>Title</th>
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<tr>
<td>400</td>
<td>Exam 15-744</td>
<td>SR ACCOUNT-AUDIT CLERK</td>
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</table>
Correction Officer
Dress Code Voided

ALBANY—All non-uniformed employees of the State Department of Correctional Services will not be required to adhere to the directives of a dress code issued by the Department last July as a result of a class action grievance brought by the Civil Service Employees Assn.

Richard L. Burstein, counsel for CSEA, called the dress code "illegal and unconstitutional" because it specifically directed all non-uniformed male personnel to wear "tuxedo tails," sport coat, and sports jacket and trousers, dress shirt and tie.

Police union personnel were directed to wear a tuxedo or skirt "no shorter than the mid-point of the thigh," which they said should be interpreted to include matching or contrasting slacks. The overall costume effect should be opaqued," according to the directive.

By instituting the grievance on behavior of all non-uniformed employees in Correctional Services, Mr. Burstein challenged management's right to dictate specifications regarding personal appearance and dress.

Following an appeal to John D. Van Der Car, manpower management head in the Department of Correctional Services, the issue was settled in CSEA's favor.

In his decision, Mr. Van Der Car concluded that the directive "does not mandate ties and jackets for male professional staff."

Rockland Goes

(Continued from Page 1) Amatria (D-Newburgh) joined union leaders at one of the breakfast tables during the meeting last month at the Holiday Inn in Newburgh. CSEA attendance at the meeting was more than double what had been anticipated by regional leaders when the experimental program was set up.

Rensselaer Situation Showdown

TROY — The Rensselaer County unit, Rensselaer County chapter, Civil Service Employees Assn., has reviewed the terms and conditions of a legislative mandated contract settlement imposed by the Rensselaer County Legislature after a 10-month attempt at negotiating a contract.

A motion not to sign the agreement unless required under law was made and unanimously passed by the members.

"This is not our agreement," president Joseph Lazarus said at the membership meeting.

"It is their agreement. They negotiated with the county executives and not with CSEA." The pact includes a $400 across-the-board wage increase, plus longevity and increment payments.

"The mobile CSEA office, plans developments to news outlets.

Columbia Girds Its Loins

Hudson — With time running out, the Columbia County chapter, Civil Service Employees Assn., was gearing up at Leader press time for a forthcoming contract settlement to be mediated by the Columbia County Legislature.

"We are ready to start mediation negotiations with the county to settle the situation which may develop May 18," said CSEA collective bargaining specialist Neil Carlson.

"The county is trying to say CSEA does not want to negotiate, because they know that we are ready to sit down and solve the situation any time the county is prepared to do the same," he added.

"The county knows CSEA is in town, the members know and the public knows, now if the politicians would only realize that we are serious then maybe a solution can be achieved."

The chapter has taken steps to prepare for the developing situation. Dale Funk, chapter president pro tem, explained the present preparations.

"We have a 'cruise center' that has served as an information center for our members. It can be translated into a communication center to coordinate through a citizen's band radio system to report various developments to news outlets."

The mobile CSEA office, plans say, will be available at various county sites.