CSEA TO APPEAL $200,000 PENALTY

Wenzl Calls Fine ‘Way Out Of Line’ For CSEA Aid To Orange Employees; Hits ‘Basic Deficiency Of Taylor Law’

ALBANY—The Civil Service Employees Assn. will appeal a court decision handed down last week fining the union $200,000 for its support of a strike of Orange County members last March.

“Grossly excessive and an glaring example of the basic deficiency of the Taylor Law,” CSEA president Theodore C. Wenzl said of the decision, adding that his organization acted “in the best tradition of unionism in providing assistance” to the Orange unit during the 14-day walkout.

“These employees had a just cause,” said Dr. Wenzl. “Even the Taylor Law recognizes the possibility of unjust treatment on the part of employers in its provisions on extreme provocation.” Though the Taylor Law calls strikes illegal, this provision does agree that the punishment should fit the crime in cases where an employee’s unreasonable attitude has actually provoked a job action.

“Now the Taylor Law has compounded their unjust treatment by imposing upon the parent CSEA organization a penalty that’s way out of proportion for giving a local unit the measure of support that any union member has a right to expect. Now the parent union has no choice in the matter, either. We must appeal this penalty.”

CSEA attorney Burton W. Bloom pointed out that the fine was inconsistent with those meted out to other unions in recent years. When sanitation workers struck New York City, endangering the health and welfare of all the residents of the city, their union was fined $30,000. When the 40,000-member United Federation of Teachers shut down the New York City school system for 17 days in

Mental Hygiene — Plaques for outstanding service on behalf of Mental Hygiene employees were presented last month at the Civil Service Employees Assn. workshop for MH chapter leaders.

Holding their awards are, from left, CSEA collective bargaining specialist Robert Guild, CSEA director William McGowan (Mental Hygiene, Region VI) and Oswanda Psychiatric Center chapter president Maye Bull. (Other photos and story on page 8.)

PERB Ruling Strongly Endorses CSEA’s Representation Rights

OSWEGO—The Civil Service Employees Assn. won a major victory reinforcing its right to represent City of Oswego employees.

Public Employment Relations Board hearing officer Zachary Wellman has ruled that the city “deliberately interfered with, restrained and coerced employees in their protected rights” to conduct union activities.

Mr. Wellman also found that Commissioner of Public Works Edward L. Williamson allegedly planned to utilize harsh discipline for minor infractions of work rules as a device to discourage employee support of CSEA.

The decision was described as one of the “strongest in favor of CSEA in a long time” by Terry Moxley, CSEA field representative.

Mr. Moxley said that Carl Thomas, a DPW employee was told by Mr. Williamson at the time of his application for a driver’s job that he would be hired “if he kept his nose clean.”

OSWEGO—The Civil Service Employees Assn. has had a major victory in reinforcing its right to represent City of Oswego employees.

Public Employment Relations Board hearing officer Zachary Wellman has ruled that the city “deliberately interfered with, restrained and coerced employees in their protected rights” to conduct union activities.

Mr. Wellman also found that Commissioner of Public Works Edward L. Williamson allegedly planned to utilize harsh discipline for minor infractions of work rules as a device to discourage employee support of CSEA.

The decision was described as one of the “strongest in favor of CSEA in a long time” by Terry Moxley, CSEA field representative.

Mr. Moxley said that Carl Thomas, a DPW employee was told by Mr. Williamson at the time of his application for a driver’s job that he would be hired “if he kept his nose clean.”

‘I Want To Make ODAS Viable,’ Says Klepak

By SUSAN DONNER

MANHATTAN — Daniel Klepak, new commissioner of the Office of Drug Abuse Services, looked astounded when asked about his reputation as a “hatchet man” who takes over state agencies on the verge of collapse and helps to dismantle them.

“Nothing I have ever entered has been dismantled,” said Mr. Klepak.

“I was in the Health Department as a Commissioner. I started the Office of General Services and it bloomed. I’ve been in the Labor Department. I made a study of Social Services. I’ve been in the Budget Department. I don’t recall any of them falling by the wayside.”

EXCLUSIVE FIRST INTERVIEW

“I didn’t take this job in order to wipe out an outfit and then look for another job. I took this job because I want to make this agency viable. I think I can do it. This is my 36th year in Social Services. I think they hired me because of my reputation and my health background. I want to merge both drug and alcoholism in the Office of Drug Abuse Services. I have redirected everything in the agency and I’ve been fighting in the legislature to get more money.

“My main objective is to eliminate the large facilities and go back to the community,” Mr. Klepak explained. “There is a general feeling in all areas of health, that the best
CAREY OUTLINES GOALS TO UPGRADE QUALITY OF N.Y. CRIMINAL JUSTICE

ALBANY—Gov. Hugh L. Carey, in a special message to the Legislature, gave 13 specific goals in his campaign to improve the quality of criminal justice in the state.

The objectives are:

- More effectively regulate the dispensing of handguns in the state and to provide increased and mandatory prison sentences for anyone convicted of unlawfully possessing a handgun.
- Implementation of the recommendations contained in a report by the Commissioner of Criminal Justice Services concerning the use of deadly force by peace officers.
- Determination of possession and not-for-profit transfer between adults of small amounts of marijuana.
- Provide for the resumption of convicted marijuana offenders.

- Limiting second felony offender treatment to persons convicted of felony offenses committed within five years of a previous felony.
- Providing stiffer penalties for those in regard to licensure of certificates of good conduct.
- Provide guidance to a court in deciding whether to order release on recognizance or bail to persons charged with crimes.
- Protect the rights of individuals when criminal actions have been resolved in their favor.
- A new responsibility for the care and treatment of mentally ill patients from the Department of Correctional Services to the Department of Mental Hygiene and to authorize the establishment of psychiatric service units in correctional facilities.
- Continue the work release and parole program for the state and local correctional facilities for the current year and to amend certain provisions of the state temporary release law.
- Beyond the civil death provision in the Uniform Civil Death Law to provide for the corporation, corporations, and other persons according to the recommendations of Richard和Meyer, special deputy attorney general for the Attorney investigation.

CIVIL SERVICE

Best Travel Buys in the U.S.A.—Shop and Compare

C.S.E.R.

Civil Service Education and Recreation Association

Summer Program

HAWAII — 7 Nights
6497 July 9 • July 23

ST. LUCIA—7 Nights
4497 July 16 - July 23

ST. MAARTEN—7 Days
5197 July 7 • July 14

MARTINIQUE—7 Nights
5597 July 8 • July 15

HOLLAND, BELGIUM & FRANCE—13 Nights
6097 July 22 • August 7

ITALY, RIVIERA & SWITZERLAND—13 Nights
6297 July 10 • July 20

Best Travel Buys in the U.S.A.—Shop and Compare

C.S.E.R.

Civil Service Education and Recreation Association

Summer Program

HAWAII — 7 Nights
6497 July 9 • July 23

ST. LUCIA—7 Nights
4497 July 16 - July 23

ST. MAARTEN—7 Days
5197 July 7 • July 14

MARTINIQUE—7 Nights
5597 July 8 • July 15

HOLLAND, BELGIUM & FRANCE—13 Nights
6097 July 22 • August 7

ITALY, RIVIERA & SWITZERLAND—13 Nights
6297 July 10 • July 20

Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from $5,661 to $33,704 a year.

For all posts no written examination is necessary. Applicants are needed according to the Department of Mental Health, Education and Health as well as the State University.

APPLICATIONS ARE INVITED FOR THE FOLLOWING POSITIONS:

Dutchess Ed Unit Offers Flag Decals

POUGHKEEPSE — To mark the coming American bicentennial year, the Dutchess County Educational Employment Employees Assn. is distributing free of charge decals of two historic United States flags.

The changes announced by the Dutchess County Department of Civil Service, will be held at 7 p.m. at West Islip High School. For further details, write to the Dutchess County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Poughkeepsie, N.Y. 12601.

Lifeguard Test Set in Suffolk

HAUPPAUGE — Do you sometimes feel you're not in the swim of things? If you will be at least 16 years old you can take a good and skillful Lifeguard performance examination that day.

The test announced by the Suffolk County Department of Civil Service, will be held at 7 p.m. at West Islip High School.

Metro Armories Schedule Meet

MANHATTAN — Members of the Metropolitan Armories Employees chapter, Civil Service Employees Assn., will hold their last meeting before the summer break at the Flushing Armory, 121-58 Northern Blvd., Flushing. The meeting is set to be held at 7:00 p.m.

Veterans Administration Information Service

Call (202) 387-2741
Washington, D.C. 20422
PERB Strongly Endorses Rights

(Continued from Page 1)

and didn't talk about union, this and that." The reward was to be a permanent job.

In addition, Daniel Grifffen, city seersupervisor in 1974, testified at the PERB hearing that sometime in early 1974 Mr. Williamson, said, "I would like to see the APL-CIO come in here." And that, Mr. Williamson claimed, led him to organize that union, bring that union in there.

John Shaw, a laborer foreman, in testimony said Mr. Williamson, "got talking about the APL and he told me, 'You know, I have a friend higher up in the APL and he can do it for me and it would be worth a large sum of money if I could handle this, get the APL in and get the CSEA out.'"

Mr. Shaw then said that Mr. Williamson then told Ronald Knopp, a CSEA shop steward, he was a troublemaker and wanted him fired.

Mr. Shaw said he was offered the position of safety maintenance foreman if he fired Mr. Knopp and another employee.

Mr. Shaw then explained Mr. Williamson later gave him the job and that the APL said he was pulling Mr. Knopp in his crew and he wanted the shop steward gone even though Mr. Shaw could find.

Mr. Williamson's anti-CSEA bias was also articulated to Theodore Murphy, then CSEA unit vice-president.

Mr. Murphy said Mr. Williamson proposed, "If I would aid and assist him in undermining and subverting the CSEA union, that he would personally assure me of an official capacity in the APL-CIO union the position of president.

This was to be accomplished by persuading the local membership, through failure to enforce legal agreements and to function as an aggressive union, that the local and chapter officers would not enforce the CSEA-City of Oswego agreement. "The people who cooperated with the management, namely Commissioner Williamson, would be rewarded and those that did not would be penalized, reprimanded, suspended, terminated and demoted."

Mr. Williamson flatly denied the charges. However, Mr. Wellman found, "When one considers that the city and one employee's willingness to use by Williamson of harsh discipline for seemingly minor infractions in a discrimination manner as he hereinafter discussed, one can only conclude that Williamson's actions were intended to cause the employees to withdraw their support of CSEA and coerce CSEA representatives into silence and inaction vis-a-vis their operational changes."

Mr. Williamson stated that a 30-day suspension of Mr. Knopp for an alleged beer-bake coffee break with, and other testimony "compels the conclusion that but for Knopp's protected activity he would not have been treated in such an manner."

The hearing officer took note of the testimony of Edward Johnson, assistant public works commissioner, who said in effect that other employees who had committed similar infractions were only reprimanded.

Mr. Wellman also found in favor of a claim by Mr. Thomas, suspended for an alleged beer-bake coffee break and perjury, "The suspension occurred one week after he reported a threat by Mr. Williamson to a CSEA meeting. Mr. Thomas said he was threatened with disciplinary action if he spoke about the union."

Mr. Wellman recommended the city and the DPW head cease from interfering with and coercing employees because of their union activities; cease imposing disciplinary disciplim and reconsider the 30-day suspension of Mr. Thomas, awarding him any pay due. Mr. Knopp's suspension was handled through a settlement between CSEA and the city.

Mr. Moxley explained the importance of understanding when the "who did what" or "who said what." "We've been as right as before, but PERB has never come out so strongly in our favor.

The case also demonstrated what an extremely unfair law the Taylor Law is," Mr. Moxley said.

"Even when we win, what have we gained? When we are found right, what happens? The case has been filed. There are recommendations when a government union is found guilty.

Mr. Wellman didn't have the authority to impose sanctions. So when we win, what is it to us? We have to make the Taylor Law fairer.

5% Boost Is Recommended For Utica Water Board

UTICA -- A Public Employment Relations Board fact-finder has recommended a 5% increase for employees of the Utica Water Supply Board.

John H. Owen, of Cooperstown, is the fact-finder named by PERB in a contract dispute between the city and the Board of Water Supply Unit, Civil Service Employees Assoc.

Mr. Owen recommended that the "salary increase should be retroactive to Jan. 1. He also recommended that the same rate increase should be given from the same date there should be increases of $100 for each five years of employee service.

Other recommendations include:

• Continuation of the present 11½ hour work day.

Order Orleans Back Pay Hike

ALBION--An arbitrator in a contract dispute between Orleans County and the Civil Service Employees Assn, has ordered the county to pay retroactive back pay due to employees at the rate of 7 percent.

The decision also imposed a $2,000 fine on CSEA's Orange County chapter for its part in the strike.

Theimpasse between CSEA and Orange County officials had lasted about two years. The arbitrator heard testimony as to whether the CSEA had or had not violated the state's three-year contract covering the county's 1,700 employees.

The CSEA contended the union is also considered a threat to "welfare public employee" workers.

CSEA Calendar

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

CSEA Calendar

JUNE

Arb. Region V meeting; The Edgewood, Alexandria Bay
Western Region V meeting; The Center, Bolivar, 5:30
Saratoga Springs chapter; The Sims, Saratoga Springs
Metropolitan Armories Employees chapter meeting; 5:30
Saratoga Springs chapter; The Sims, Saratoga Springs
Schenectady chapter; The Union, Schenectady
Saratoga Springs chapter; The Sims, Saratoga Springs
Metropolitan Armories Employees chapter; 5:30
Buffalo chapter; The Union, Buffalo

300,000 Penalty Appeal

(Continued from Page 1)

A legal spokesman for CSEA said it would immediately file an appeal in the Appellate Division of the State Supreme Court at Ossining.

The decision also imposed a $2,000 fine on CSEA's Orange County chapter for its part in the strike.

Another teachers union, representing the Schoharie County School District, was ordered to pay a fine of $20,000 for a 14-day strike. This was the same length of time the union spent on strike in 1974. The number of employees involved also approximated those of the strike.

The strike was not under- taken out of feelings of malaise in the Schoharie County School District. The entire district had been suspended for so long, and to no avail, said the county superintendent, that employees faced realizing they were one of the major causes of frustration. In such a situation, they just can't order people to discount their emotions.

Mr. Wellman recommended the city and the DPW head cease from interfering with and coercing employees because of their union activities; cease imposing disciplinary discipline and reconsider the 30-day suspension of Mr. Thomas, awarding him any pay due. Mr. Knopp's suspension was handled through a settlement between CSEA and the city.

Mr. Moxley explained the importance of understanding when the "who did what" or "who said what." "We've been as right as before, but PERB has never come out so strongly in our favor.

The case also demonstrated what an extremely unfair law the Taylor Law is," Mr. Moxley said.

"Even when we win, what have we gained? When we are found right, what happens? The case has been filed. There are recommendations when a government union is found guilty.

Mr. Wellman didn't have the authority to impose sanctions. So when we win, what is it to us? We have to make the Taylor Law fairer.

5% Boost Is Recommended For Utica Water Board

UTICA -- A Public Employment Relations Board fact- finder has recommended a 5% increase for employees of the Utica Water Supply Board.

John H. Owen, of Cooperstown, is the fact-finder named by PERB in a contract dispute between the city and the Board of Water Supply Unit, Civil Service Employees Assoc.

Mr. Owen recommended that the "salary increase should be retroactive to Jan. 1. He also recommended that the same rate increase should be given from the same date there should be increases of $100 for each five years of employee service.

Other recommendations include:

• Continuation of the present 11½ hour work day.

Order Orleans Back Pay Hike

ALBION--An arbitrator in a contract dispute between Orleans County and the Civil Service Employees Assn, has ordered the county to pay retroactive back pay due to employees at the rate of 7 percent.

The decision also imposed a $2,000 fine on CSEA's Orange County chapter for its part in the strike.

Theimpasse between CSEA and Orange County officials had lasted about two years. The arbitrator heard testimony as to whether the CSEA had or had not violated the state's three-year contract covering the county's 1,700 employees.

The CSEA contended the union is also considered a threat to "welfare public employee" workers.
Main Objective To Eliminate Large Facilities And Go Back To Communities: Klepak

(Continued from Page 1)
health—mental or anything else—is in an individual's own community. I share that view with Governor Carey.

"So even if there weren't these dramatic cuts, I would have worked that way. I'm going to find out this year what the need is, and have the local facilities absorb as much as they can.

Mr. Klepak, is one of the few non-political appointees the agency has had.

"I know everything possible about what's going on in this agency," he said. "If I'm responsible, I have to know. I spent weeks visiting every facility, talking with staff and directors. I have to try to restructure and redirect the entire program. We have a court referral system throughout the state that I am trying to evaluate. At the same time, every lobbying group seeks to spend half the day with me. Everyone is unhappy with my distribution of money. When you have a lot of money to give out, everybody likes it; when you have very little, it's a different story. How do you decide how much to give Daytop, or Harlem Drug Fighters, or school-based programs? Everyone is competing for the money and the pressure focuses on me."

From interviews with counselors, psychologists, narcotics correction officers, directors and assistant directors and other staff at ODAS facilities, one must come to the conclusion that, since its inception in 1966, as the Narcotics Addiction Control Commission, this agency appears to have been unlucky. It was mismanaged and had some commissioners who appeared to lack knowledge of clients and treatment policies within each facility. Some had never visited a facility. Thousands of dollars were wasted. The gap between the ODAS administration and its people in the field was enormous. Most directors and staff felt that they had accomplished certain goals "in spite of" rather than "because of" administrative policy.

However, with the arrival of Mr. Klepak as new commissioner, the tide seems to be turning.

Although Mr. Klepak has a reputation of being—in his words—"a real hardened guy," If one looks closely at his background, it seems to see that he really—also his words—"believes in this stuff.

In 1990, he won an award as the outstanding volunteer in the nation from the United Community Chest and Foundations of America for work in the ghettoes. He was president of the Clinton Square Neighborhood Assn in Albany, and president of the Council of Community Services as well as being on the board of directors of the Albany Intercessional Council. Immediately before he came to ODAS, Commissioner Klepak worked with the second deputy health commissioner where he was in charge of controlling all Medicaid costs.

Why The Cuts?

Mr. Klepak feels that the budget of ODAS was cut so drastically for many reasons.

"The state operation of ODAS is severely tarnished. The Senate Investigation Commission report was given tremendous publicity as to high cost, poor management and so on. I think it furnished the justification for those people who needed money to cut. And to a great extent, I feel the criticisms were also justified. It also think it's a product of the times; a product of the fact that drug abuse services generally have fallen into disfavor. People aren't always thought about the problem as they used to be, even though heroin use is actually on the rise in the U.S.

Another reason is that methadone was looked upon as a panacea, but it was overused. It is by no means a failure. It does have limited value but does very well in a certain area. The previous administration threw money at the drug problem; money didn't solve it. And one last, very important thing that the state was broke. They needed money and you have to cut somewhere. Other agencies got hurt badly too.

There are two types of money that ODAS receives. The State Legislature appropriated $50.6 million this year to be distributed to many programs of all kinds. In addition to that, a contract is negotiated for funds each year with the National Institute of Drug Abuse. In this case ODAS is given several million to make contracts with additional organizations which they supervise and evaluate.

"The cuts were made, they are not desirable but we must live with them. They are by no means sufficient, and that's just what we have to do with," said the new commissioner.

"I'm trying to work the program so that it will do the maximum good, and I'm trying to see that nobody gets put back on the streets. The biggest problem in drug abuse is that no one has been able to show yet what you get for your money. In the absence of showing it, the people who provide money don't want to provide it.

"There is also very little agreement among authorities within the field of drug abuse itself as to which treatment modalities are the most successful and what the real problems are concerning the personality of the addict—why he started taking drugs in the first place. I always thought people took drugs because they needed a psychological crutch, which the world wasn't fulfilling. Yet in the black ghetto there is tremendous peer pressure and many people get hooked that way.

Mr. Klepak has some ideas on how the way ODAS should travel. First, he seeks a partnership between the community and the state, in which the state operates facilities for those people serving a court sentence and who Daytop or Phoenix House with their open door policy could not handle. There seems to be agreement that the psychiatric, the very aggressive, the violence-prone individual cannot be handled at a community level.

For these people, ODAS will maintain three state-run contained programs at Manhattan Rehabilitation Center, Brooklyn Central Rehabilitation Center, and Buffalo.

WHERE DO THEY GO NOW?

ODAS Workers Feel Their Views Neglected

BROOKLYN—The employees' view of the Office of Drug Abuse Services who have experienced the administration over the past few years has been one of anger and frustration. Giles Roosnout, senior counselor at Brooklyn Central Rehabilitation Center, noted, "Throughout the years, most commissioners, as well as all levels of deputy commissioner and staff declare they carry it out. Period. I think the new administration has made this clear."

The cuts were made; they are not desirable but we must live with them. They are by no means sufficient, and that's just what we have to do with," said the new commissioner.

"I'm trying to work the program so that it will do the maximum good, and I'm trying to see that nobody gets put back on the streets. The biggest problem in drug abuse is that no one has been able to show yet what you get for your money. In the absence of showing it, the people who provide money don't want to provide it.

"There is also very little agreement among authorities within the field of drug abuse itself as to which treatment modalities are the most successful and what the real problems are concerning the personality of the addict—why he started taking drugs in the first place. I always thought people took drugs because they needed a psychological crutch, which the world wasn't fulfilling. Yet in the black ghetto there is tremendous peer pressure and many people get hooked that way.

Mr. Klepak has some ideas on how the way ODAS should travel. First, he seeks a partnership between the community and the state, in which the state operates facilities for those people serving a court sentence and who Daytop or Phoenix House with their open door policy could not handle. There seems to be agreement that the psychiatric, the very aggressive, the violence-prone individual cannot be handled at a community level.

For these people, ODAS will maintain three state-run contained programs at Manhattan Rehabilitation Center, Brooklyn Central Rehabilitation Center, and Buffalo.

WHERE DO THEY GO NOW?

ODAS Workers Feel Their Views Neglected

BROOKLYN—The employees' view of the Office of Drug Abuse Services who have experienced the administration over the past few years has been one of anger and frustration. Giles Roosnout, senior counselor at Brooklyn Central Rehabilitation Center, noted, "Throughout the years, most commissioners, as well as all levels of deputy commissioner and staff declare they carry it out. Period. I think the new administration has made this clear."

The cuts were made; they are not desirable but we must live with them. They are by no means sufficient, and that's just what we have to do with," said the new commissioner.

"I'm trying to work the program so that it will do the maximum good, and I'm trying to see that nobody gets put back on the streets. The biggest problem in drug abuse is that no one has been able to show yet what you get for your money. In the absence of showing it, the people who provide money don't want to provide it.

"There is also very little agreement among authorities within the field of drug abuse itself as to which treatment modalities are the most successful and what the real problems are concerning the personality of the addict—why he started taking drugs in the first place. I always thought people took drugs because they needed a psychological crutch, which the world wasn't fulfilling. Yet in the black ghetto there is tremendous peer pressure and many people get hooked that way.

Mr. Klepak has some ideas on how the way ODAS should travel. First, he seeks a partnership between the community and the state, in which the state operates facilities for those people serving a court sentence and who Daytop or Phoenix House with their open door policy could not handle. There seems to be agreement that the psychiatric, the very aggressive, the violence-prone individual cannot be handled at a community level.

For these people, ODAS will maintain three state-run contained programs at Manhattan Rehabilitation Center, Brooklyn Central Rehabilitation Center, and Buffalo.

WHERE DO THEY GO NOW?
Complete Admin Internships

BANY — Secretary of State Mario M. Cuomo recently that 24 orientation employees through the state have completed the New York State administration Internship Program, which began last December.

local government employees brought to the capital for four periods of concentrated management training over a week's assignment to an intergovernmental agency. Organizers of the program were the Department of State and the Polytechnic Institute of New York.'s oriented employees. 

Also, John P. Decker, Town Clerk supervisor; Errol C. Fitcher, Buffalo Comprehensive Employment and Training Act assistant project director; John P. Garretson, Hempsdale administrative assistant; Thomas J. Henneke, Town of Ilion assistant to the supervisor; David R. Kaczor, City of Latham Comprehensive Employment and Training Act program auditor; Judith R. Kerr, Monroe County senior research planner; James W. Nugent, Rochester Parks Recreation and Youth Services director.

Also, Peter D. Rosenstein, New York City Department of Neighborhood Services assistant supervisor to the director; Dorothy Serdeima, Rochester Bureau of the Budget and Efficiency principal staff assistant; Carolyn G. Seymour, Jamestown mayoral executive assistant; Donald D. Smith, Lake George project coordinator; Edward G. Wilber, Dutchess County principal welfare examiner; James W. Wright, Oswego County director of personnel;

and Robert J. Zemek, Monroe County senior computer programmer.

In describing the program, Secretary Cuomo said: 'Government must learn the lesson that the public has already learned: in times that are financially hard, we must do more with less. That's what's needed in the government business;' and he emphasized that the program is really about 'It's dedicated to help management people learn how to get more production at less expense to the taxpayer of this state. More specifically, it enables chief executives from local government jurisdictions to identify and encourage employees in management methods and techniques designed to keep down costs while increasing productivity.'

Full Employment is the Key to Prosperity.

Buy U.S. Made Products

Schenectady, N.Y. 12301

Please give me complete information on the CSEA group life insurance plan.

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

| Annual Income | Premium
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$10,000 - $20,000</td>
<td>$5.50</td>
</tr>
<tr>
<td>$20,001 - $30,000</td>
<td>$8.50</td>
</tr>
<tr>
<td>$30,001 - $40,000</td>
<td>$11.50</td>
</tr>
</tbody>
</table>

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301

TER BUSH & POWELL, INC.

Schenectady, N.Y. 12301
$200,000 Outrage

PART of Theodore C. Wenzl’s strength as president of the Civil Service Employees Assn. is his ability to retain his self-control during a crisis, and then zing in when the circumstances are right.

News of the $200,000 fine levied against CSEA, plus the $2,000 fine for the union’s Orange County chapter, must have rocked the CSEA leader like no other news in his nine years as head of the giant labor organization.

The fine is so outrageously out of proportion with the circumstances are right. The union president has also tagged the penalty as defies belief ... all the more so since the Orange County legislature that was moving to withdraw previously negotiated benefits.

The impact of the City’s withdrawal would be disastrous. In the first place many public employees that are retired are compelled to resort to welfare because they cannot keep a roof over their heads, and to feed and clothe themselves. The impact of the City’s withdrawal would be disastrous. In the first place many public employees that are retired are compelled to resort to welfare because they cannot keep a roof over their heads, and to feed and clothe themselves.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Unfortunately, there has been spread rather widely the misinformation that retired public employees receive overly generous contributions. The facts are simple: many employees who are retired were compelled to resort to welfare because they cannot keep a roof over their heads, and to feed and clothe themselves.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.

Subsequent withdrawal, some employees have not met the minimum contributions for vesting of employees’ contributions so down the drain.

When Vested

Where rights have been vested but no further contributions are made by the employee and by the City, a retired employee would be entitled to only minimum social security benefits. In addition, the absence of social security benefits will mean the thousands of public employees and their families have in the past withdrawn from those municipal withdrawals and stimulate other municipalities to follow suit as a technique for balancing their budgets.
What's Your Opinion

BY JANE B. BERNSTEIN

QUESTION

Why did you become a civil servant rather than work for private industry?

THE PLACE

Downtown Manhattan

OPINIONS

John O'Connell, clerk, Federal Dept. of Justice: "I got my job in 1956. Primarily, I went to work for the federal government because of the security and the pension system. I'm glad I made the decision then, because I'm a couple of years away from retirement. I wouldn't go to work for New York City today because of the fiscal crisis—it isn't as secure as it was years ago. But federal service is the most secure, and I think the decision even today, I would go to work for it."

Charles Rivers, police officer, NYPD: "I used to work for the Department of Sanitation. I became the deputy police commissioner because of the 20-year retirement policy. I could work for the city for 11 years and then retire. Working for the city gives you confidence and respect. You feel like you're really doing a job and helping people. I come from a long line of city employees. My father retired after 33 years with the Parks Department and my grandfather retired with over 30 years in the Department of Sanitation."

Delores Murray, key punch operator, Environmental Protection Agency, N.Y.: "I used to work for civilian service because it offered more job security than private industry. I used to work for a private firm, but there was much more pressure on the job than I've found in my job with the EPA. We used to have corporate deadlines and I'm in civil service you're given so many days—sometimes a week—to complete a project. When I took the job, you never had to worry about losing your position, which was nice. It is good. I might not go to work in it today, because there is not as much security."

Alfred Ottino, bookkeeper, Comptroller's Office: "I spent 15 years in private industry, and I left a better job to go in to private industry. I like the pension and security of civil service. I've been working for the city for 11 years, and I don't regret a day of it. I would still begin a career with the city today, even with the crisis—because I enjoy the work and the benefits."

Linda Meo, police administrative aide: "I worked in private industry for three years and the pay was low. So I took the test to be a police administrative aide and the pay is great and the benefits are great. For what I do—secretarial work—I make a lot of money. I couldn't make that amount in private industry. Plus I get a raise every year, even if the money has been deferred. It's interesting working with police officers. It's not your usual boring insurance company type job. I'm secretary to one of the deputy police commissioners and I think it's a terrific job."

Danny Rina, detective, NYPD: "I was in the United States Marine Corps when I was 17. When I was 19 I was walking down Broadway and a cop came over and asked me if I'd like to switch uniforms. So I took the police test and scored a 99 on the police list. I got a letter that I would be appointed on such and such a date. So I went to my commanding officer and told him, and he said if I decide to take the job I love being a cop for New York City and it gives me a lot of satisfaction."

MAKING ODAS VIABLE

(Continued from Page 4)

redirect the whole socio-scientific research operation here. The people involved were entirely devoted to writing articles to enhance their own personal reputation, and not doing a thing for the client."

There have been rumors among ODAS employees that the agency will eventually disappear. Commissioner Klepak does not feel that way. "I feel the agency can survive. It depends on your view of the mission. I know there is a terrible morale problem among ODAS employees these days. I would like to go to each facility, draw people together and have meetings and tell them that they should make it a viable organization. I don't want to appear heartless, what's happening to ODAS employees is frightful. These are people who have dedicated their lives to these jobs. The ODAS employees are getting murdered, and while I don't believe in wasting money, I had to fire about 1,200 people whom I never met and never evaluated. That was simply because we didn't have the money to keep them. So they have suffered terribly. It's cruel, but there's no alternative for us; we have just so much money."

The union made a good deal and they got six months' notice. But it's also a bad deal, because to give six months' notice to the employees in the facilities that I am closing, I have to close more facilities than I would have. It eats up my budget. If I could fire the ones I wanted to fire immediately, I could have kept more people permanently employed."

During the Rockefeller Administration, Mr. Klepak was given the task of looking into the field of social services to make some recommendations for change. "My changes were organizational and the policies weren't drastic, but services don't usually produce an outcome. Services usually exist for the server. You end up creating a mechanism to keep them surviving, but you forget about your client. And that's the whole history of social services in this country."

The New York City Retirement Board last week approved 491 applications for retirement of ODAS workers. 116 were without options; 162 were under Option 1; 162 were under Option 2; 73 were under Option 3; 36 were under Option 4; 10 were under Option 4.5; 30 were under Option 4.2. An unusual number of refunds were made for accumulated deductions and re- serve balances. Ninety-eight were approved under Option 1 and 44 under Option 4. Twenty-six refunds of accumulated deductions were made, Loans amounting to $7,833,740 were approved for 1,443 members.

Older renters of apartments would benefit from the passage of a bill introduced by Rep. Herbert E. Harris (D-Ya.) that would provide a 50 percent reduction in the property tax elements in their rents. Most communities provide some benefit for those over 65 who own homes and the bill would result in this advantage.

Food stamps will be harder to get under a new program due to pass Congress and the President. Stamps will be denied to families of four with an annual gross income of $6,800-8,000. The new law will affect 1.5 million recipients.

If you have trouble hearing, you should be aware that some new types of telephone—obviously the trim line and other fancy phones—don't work with hearing aids unless you use a special adapter. These adapters are available from the Telephone Company or from hearing aid companies.

By A.L. Peters

NYC's Retirees

When you open a new IRA account, you should know that anyone selling you a plan must give you a written contract within seven days before you sign a contract, or you get the right to cancel and return the money you have paid after you receive the information. Some plans have a fee involved. Any fee must be "in writing" or "in clearly written." If you are solicited by a "guarantee" (Continued from last week)

The Leader or the New York State Employees Retirement System in Albany may be contacted for information on how to obtain the funds. Following is a list of those individuals who are beneficiaries of unclaimed checks to the provision of section 45, paragraph (7), of the State Insurance Security Law on or before August 31, 1979.

(To be continued)
One of last chores performed by chapter leaders was a group photo Sunday afternoon after the Presidents meeting. All are presidents unless indicated otherwise. From left, front row: David Strader, first vice-president, St. Lawrence PC chapter 412; Ronnie Smith, Willowbrook DC 428; collective bargaining specialist Robert Guild; James Gripper, Brooklyn DC 47; James Moore, Ules PC 435; Charles Noll, Mary PC 414; Francis White. Rome DC 429, and Robert Lee. Willard PC 428. Middle row: Gregory Burchell, Kings Park PC 411; Mary Bull, Gowanda DC 408; Dorothy King, first vice-president, Creedmoor PC 406; William Cunningham, Kingsboro PS 402; Victor Prezipped, Syracuse DC 424; William Anderson. Bronx PC 491, and Floyd Payze, executive vice-president, Manhattan Children’s PC 413. Back row: William McGowan, past president, West Seneca DC 427; Robert Thompson, Harlem Valley PC 409; Alexander Hogg, Middletown PC 415; Ann Wadas, Institute for Research in Mental Retardation 416; Rick Reechia, Hudson River PC 410; Joseph Love, first vice-president, Suffolk DC 436; Edmond Gagnon, Governor Hospital 407; Betty Duffy, Pilgrim PC 418; Lorraine Burra, delegate, South Beach PC 444; Robert Watkins, Leechworth Village DC 413; Mick Stanton, Buffalo PC 483; Richard Snyder, Waukegan DC 416, and Martin Langer, Rockland PC 421.

Maye Bull, president of Gowanda PC chapter 408, accepts plaque from smiling Robert Guild for her long service on behalf of Mental Hygiene workers. Applauding are CSEA vice-president Joseph McDermott and his wife, Laura, and Jeannie McGowan, of West Seneca DC chapter 427.

Plaque presentation was also made to William McGowan, CSEA executive vice-president, Mental Hygiene Council chairman, Western Region VI Mental Hygiene director and West Seneca DC chapter 427 past president. Making the presentation is a beaming Robert Guild, as CSEA counsel James Roemer applauds.

Tables are turned as collective bargaining specialist Robert Guild realizes that best-guarded secret of evening was special plaque presentation to him. Mental Hygiene Council vice-chairman James Moore reads the inscription, as Region II Mental Hygiene director Dorothy King and toastmaster James Roemer listen.

CSEA’s director of education, Edward Diamond, second from left, chats with some of the speakers who participated in various panels at the labor seminar. From left are Jerome Thier, Dr. Diamond, David Harrison and Matt Kelly.

Explanation of “CSEA Legal Assistance Program” is made by CSEA legal committee chairman Joseph Conway, who conducted seminar Saturday afternoon.

Harlem Valley PC chapter 409’s secretary Edna Kimbal, left, and Peggy Waterston confer on some of the issues that were debated by the delegates.

Binghamton PC chapter 441 president Leon Willmot discusses views with Willard PC chapter delegate Gary Dougherty.

Willard PC chapter 441’s Joseph McDonald, left, and president Robert Lee are caught in pensive mood as they listen to discussion at business meeting.
McGowan, Moore, Duffy
Elected To Top Positions
By Mental Hy Leaders

By MARVIN BAXLEY

CATSKILL—William McGowan and Betty Duffy were elected to their third consecutive terms as president and secretary, respectively, of the Mental Hygiene Presidents Council at a meeting here last month.

Joining them in the top echelon was James Moore, who handily beat two opponents in the vote for vice-chairman.

Mr. McGowan, of West Seneca Developmental Center, and Ms. Duffy, of Pilgrim Psychiatric Center, are the two senior members among the 16 CSEA directors representing Mental Hygiene constituencies. Both served when there were only four directors from the department.

Mr. Moore has been rising rapidly since he emerged on the statewide scene four years ago when he became chapter president at Utica Psychiatric Center. Since then he has been elected as a CSEA director (Mental Hygiene, Region V), vice-chairman of the union’s State Division, chairman of the Central Region V State Workshop and chairman of the statewide Institutional Unit bargaining team.

In other action, the Mental Hygiene Presidents Council renewed efforts last month to have a separate title set up within the union structure for someone whose responsibility would be Mental Hygiene affairs.

Currently the union has three titles for specific groups of its members. Directly under executive director Joseph Lochner, there are two equal-rank positions for assistant executive director. John Carey holds one of these posts for State Division, and Joseph Dolan holds the other for County Division. In addition, there is a separate title for director of retirees affairs, a position held by Thomas Gilmore.

Although Mental Hygiene is the only department to have an exclusive collective bargaining specialist, Robert O’Herron, for some time Mental Hygiene leaders have been concerned about his growing workload, and the possibility that other staff personnel would be assigned to assist certain chapters in a random manner.

The chapter presidents’ convention, expressed at their May meeting here at the Friar Task, is that they want all Mental Hygiene staff personnel to be under the direction of one person.

About one third of CSEA’s State Division membership is in the Mental Hygiene Department. There are 44 MH chapters throughout the state. Utica Psychiatric Center chapter president James Moore emphasized that they should have their continuing campaign upon establishment of a title, so as not to confuse the issue as one of personalities.

Heated discussion was also

(Continued on Page 14)
Civil Service Law & You

(Continued from Page 6)

civil service commission cannot refuse to recognize an appointment made from its own eligible list merely because it erred in its determination of matters which it alone had jurisdiction to determine. However, a different question is presented in this case where a statute or ordinance defines required qualifications for appointment to office. In this case, the visual acuity standards were a matter of statute and rule. The faulty certification of eligibility did not result from any determination by the Civil Service Commission over which it alone had power and jurisdiction. The Legislature, in section 58 of the Civil Service Law, had expressly prohibited the employment of persons as police officers who do not meet specific physical requirements. Assuming for present purposes, the court went on to say, that subdivision 4 of section 50 of the Civil Service Law would constitute a waiver of the eligibility requirements on and after three years from the time of certification or appointment, the present record establishes that the illegality of the appointment was discovered and acted upon before three years had passed. The court held, therefore, that since the appointment was in direct violation of section 58 of the Civil Service Law, the petitioner's termination from employment must be affirmed. Matter of Lockman v. Van Wyck. 49 A.D. 2d 285.

Don't Repeat This!

(Continued from Page 6)

To Retirement

There’s a great deal you know—but a lot more you should know about:

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
Using Your Leisure
Ways to Increase Your Income
The Woman or Man Who Retires Alone
Conquering Your Worries About Retirement

You'll find a lot of answers in

The Complete Guide To Retirement

by Thomas Collins

paperback $3.95

LEADER BOOKSTORE
11 Warren Street
New York, N.Y. 10007

You may send me a copy of "The Complete Guide to Retirement." I enclose $3.95 plus 32 cents Sales Tax — or total of $4.27. I understand mailing is free.

NAME __________________________
ADDRESS _______________________

“LEADBELLY”

Gordon Parks’ Film of Unforgettable Power and Beauty

A brawling, jovious, triumphant film about the father of folk-rock-blues, whose songs like ‘Goodnight Irene,’ ‘Midnight Special’ and ‘Rock Island Line’ turned on a whole generation to a new kind of music.

LEADBELLY

Directed by ROGERE MOSLEY

PAUL BENJAMIN, MADGE SINCLAIR, ALAN MAHON, ALBERT HALL, ERNEST KINNY, MARC MERSON

NEW YORK TIMES

“Leadb Frm—Marc Merson

LEADBELLY

From COHEN "1975 TONY AWARDS"

BEST ACTOR

IN A MUSICAL—

JOHN CULLUM

BEST MUSICAL BOOK—

SHENANDOAH

ORIGINAL CAST ALBUM

RECORDS & TAPES

American Express Accepted. Tickets Also Availble at Ticketron.

FOR GROUP SALES ONLY CALL: (212) 796 3074

ALVIN THEATRE 52nd Street, West of Broadway 257-8646

CIVIL SERVICE LEADER, Friday, June 4, 1976
CAREY TAKES CUT

In a statement of assets and liabilities released last week, it was revealed that Gov. Hugh L. Carey has followed through on his election campaign promise to voluntarily take a 10 percent cut in salary. Although it was not possible for the Governor to legally change the amount he is paid, the statement showed that he has donated the equivalent of 10 percent of his income to Roswell Park Institute, a state research facility in Buffalo. The statement said the Governor, who received $85,000 annually last year, paid $23,563 in federal taxes. The statement also showed that the Governor's net worth increased by $35,573 during his first year in office, up from $39,600 to $75,173.

DMH PROBERS NEED CHARGES

A Mental Hygiene review board recently set up by Gov. Hugh L. Carey to investigate suspicious deaths in mental health facilities will conduct such probes only if allegations are made that patients died due to neglect or foul play. "If a person were to die under suspicious circumstances and charges of neglect or overt mishandling are leveled, one of the pathologists on the panel will conduct an autopsy," said Kevin Cahill, special assistant to Governor Carey on health affairs. A spokesman for the Department of Mental Hygiene said the agency is "in accord with the establishment of an independent pathology panel to study circumstances surrounding any deaths in state facilities which might occur under unusual circumstances. In addition to investigating deaths, the board is empowered to investigate and report on adequacy and quality of care provided to the mentally disabled by the Department."

GOLDMARK GLOOMY

In remarks to a Siena College seminar, State Budget Director Peter Goldmark Jr. said the state has not yet seen the end of the fiscal crisis and that a number of cities and counties will have to continue to make layoffs. "I find nothing to support contrary view ... Nor do I have any basis for drawing different conclusions based on what suspensions are the result of legislative or executive action."

Milowe Named
PERB Director

ALBANY — Harvey Milowe has been appointed director of public employment practices and representation for the Public Employment Relations Board, the position held by Paul E. Klein since 1987. Mr. Klein is now a general counsel for the New York Education Association, a National Education Association affiliate.

ATTICA FALLOUT

A New York State Attorney General Louis J. Lefkowitz has ruled that if the state, seeks to fire an individual for economic reasons, that individual's job must first be abolished. Said Mr. Lefkowitz: "In view of the fact that the Civil Service Law makes express provisions for those cases in which tenured employees may be suspended ... and makes no provision for suspension for economy reasons except in the context of abolition ... I must conclude that the abolition of positions is a necessary prerequisite."

AG Lefkowitz: Job Must Be Abolished Prior To A Firing

ALBANY — State Attorney General Louis J. Lefkowitz has ruled that if the state seeks to fire an individual for economic reasons, that individual's job must first be abolished.

You Haven't Seen Anything
Until You've Seen

You Can Buy 500 BLOOD DONATIONS FOR AS LOW AS $50.00

DIANA ROSS

LIMITED ENGAGEMENT! 9 WEEKS ONLY — JUNE 14 THRU 26
MAIL ORDERS ACCEPTED
P.O. BOX 10923, CHICAGO, ILLINOIS 60610
TICKETRON 54W290
MUSIC BOX THEATRE, 239 W 45TH ST. 246 4636
CHICAGO 2 729-1177  BOSTON 4 774-2974

DIANA ROSS

You Haven't Seen Anything
Until You've Seen

Colleen Dewhurst Ben Gazzara
Edward Albee's
Who's Afraid Of Virginia Woolf?

MUSIC BOX THEATRE 239 W 45TH ST 246-4636
CHICAGO 2 729-1177  BOSTON 4 774-2974

MUSIC BOX THEATRE 239 W 45TH ST 246-4636
CHICAGO 2 729-1177  BOSTON 4 774-2974

MUSIC BOX THEATRE 239 W 45TH ST 246-4636
CHICAGO 2 729-1177  BOSTON 4 774-2974
Heredling Elected HRAE President

PERSKILL—In balloting at the state armory here recently, Robert Herling of the Newburgh Armory was elected for his second term as president of the Hudson River Armory Employees chapter, Civil Service Employees Assn.

Rensselaer Seeking Community Workers

TROY — Applications are being accepted until June 16 for open competitive positions as community service workers.

Full Employment Is The Key To Prosperity.

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Carolina Place, East, Brooklyn; 595 Grand Concourse, Bronx; or 90.04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meat cutter</td>
<td>GS-8</td>
<td>NY-0.30</td>
</tr>
<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>C/K-0.02</td>
</tr>
</tbody>
</table>

Business

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Operator and</td>
<td>GS-5 to 7</td>
<td>NS-4.15</td>
</tr>
<tr>
<td>Computer Technician</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Technician and</td>
<td>GS-5 to 15</td>
<td>NS-4.15</td>
</tr>
<tr>
<td>Related Position</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Geologist</td>
<td>GS-4</td>
<td>NY-0.65</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>GS-5 to 9</td>
<td>NY-3.43</td>
</tr>
<tr>
<td>Technical Aide</td>
<td>GS-5, 7</td>
<td>NY-3.32</td>
</tr>
<tr>
<td>Technical Assistant</td>
<td>GS-5 to 15</td>
<td>NY-3.43</td>
</tr>
</tbody>
</table>

General

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freight Rate Specialists</td>
<td>GS-7, 9</td>
<td>WA-6.13</td>
</tr>
<tr>
<td>Mid-Level Positions</td>
<td>GS-9 to 12</td>
<td>413</td>
</tr>
<tr>
<td>Sales Clerk/Doctor</td>
<td>GS-2</td>
<td>NY-3.07</td>
</tr>
<tr>
<td>Senior Level Positions</td>
<td>GS-13-15</td>
<td>408</td>
</tr>
<tr>
<td>Technical Assistant</td>
<td>GS-5, 4</td>
<td>NY-5.07</td>
</tr>
<tr>
<td>Telephone Operator</td>
<td>GS-5, 4</td>
<td>NY-5.07</td>
</tr>
<tr>
<td>Teletypist</td>
<td>GS-3</td>
<td>NY-5.07</td>
</tr>
</tbody>
</table>

Medical

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Autopsy Assistant</td>
<td>GS-4, 5</td>
<td>NY-9.05</td>
</tr>
<tr>
<td>Careers in Therapy</td>
<td>GS-8</td>
<td>WA-6.09</td>
</tr>
<tr>
<td>Dental Hygienist, Dental Lab Technician</td>
<td>GS-5 to 7</td>
<td>NY-5.06</td>
</tr>
<tr>
<td>Licent. Nurse, Charge</td>
<td>GS-5 to 5</td>
<td>NY-5.06</td>
</tr>
<tr>
<td>Medical Machine Technician</td>
<td>GS-5</td>
<td>NY-3.02</td>
</tr>
<tr>
<td>Medical Radiology Technician</td>
<td>GS-5, 6</td>
<td>NY-3.25</td>
</tr>
<tr>
<td>Medical Technician</td>
<td>GS-5 to 7</td>
<td>NY-3.16</td>
</tr>
<tr>
<td>Nursing Assistant</td>
<td>GS-5, 3</td>
<td>NY-3.07</td>
</tr>
<tr>
<td>Nursing Assistant (Psychiatry)</td>
<td>GS-5, 2</td>
<td>428</td>
</tr>
<tr>
<td>NURSING ASSISTANT (MEDICAL)</td>
<td>GS-5 to 11</td>
<td>428</td>
</tr>
<tr>
<td>Physician's Assistant</td>
<td>GS-5, 2</td>
<td>NY-5.05</td>
</tr>
<tr>
<td>Veterinarian Trainee</td>
<td>GS-5 to 17</td>
<td>WA-5.06</td>
</tr>
</tbody>
</table>

Military

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Reserve Technician</td>
<td>GS-6 to 15</td>
<td>AT-0.59</td>
</tr>
<tr>
<td>Army Reserve Technician</td>
<td>GS-4 to 9</td>
<td>NY-9.26</td>
</tr>
</tbody>
</table>

Social and Education

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Careers for Librarians</td>
<td>GS-5 to 12</td>
<td>422</td>
</tr>
<tr>
<td>Psychologist</td>
<td>GS-11, 12</td>
<td>WA-9.13</td>
</tr>
<tr>
<td>Recreational Therapist</td>
<td>GS-6 to 7</td>
<td>NY-5.09</td>
</tr>
</tbody>
</table>

Stenography and Typing

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Key punch Operator</td>
<td>GS-2, 3</td>
<td>NY-3.01</td>
</tr>
<tr>
<td>Reporting Stenographer and</td>
<td>GS-5, 2</td>
<td>WA-5.01</td>
</tr>
<tr>
<td>Shorthand Reporter</td>
<td>GS-5, 2</td>
<td>WA-5.01</td>
</tr>
<tr>
<td>Secretaries, Options I, II, III</td>
<td>GS-6</td>
<td>WA-5.02</td>
</tr>
<tr>
<td>Typist</td>
<td>GS-5 to 2</td>
<td>NY-9.01</td>
</tr>
</tbody>
</table>

DEDICATION

A flagpole and plaque have been installed in front of the parks maintained by the Nassau County Department of Recreation and Parks in East Meadow in memory of late Charles Featherston. Mr. Featherston, who was employed in the electric shop of the department's technical services unit, was honored for his service to the Department from 1909 to 1975. Members of his family and Department officials were present for the occasion. Among those who attended were James G. Mortimer, parks commissioner, and Francis F. Pilcher, a retired employee.

If you want to know what's happening...

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have, what is happening to the job you want. Make sure you don't miss a single issue. Enter your subscription now.

N.Y.C. DIRECT WIRE: 212-736-6919

Thruway to Harriman Exit 16, then N. 17 Broadway to Exit 100. Better yet, call us and see yourself!

DIRECTIONS

Syracuse, N.Y., N.Y. 434-4148

FOLLOW THE LEADER REGULARLY!
MH Seeks Special Status

(Continued from Page 9)

held on a proposed increase in housing rates for employees who live on the grounds of certain institutions.

There was also an update on progress being made to forestall mergers of several Mental Hygiene facilities such as Ulster-Marye, Hoch-Northeast Nassau and Adams-Gowanda. While financial savings for the state were recognized, the loss of service to the public was a matter of major concern.

The three-day Mental Hygiene Labor Seminar also included various discussions with numerous specialists serving as panelists.

Among these educational sessions was "Arbitrators Criteria in Dealing with EEOC of the Parties to Defend Discipline Cases During the Grievance Process." This program on plea bargaining was moderated by Matt Kelly of Cornell University's School of Industrial Labor Relations.

Another program conducted by Jerome Thier of the Public Employment Relations Board was on "Unfair Labor Practices Under the Taylor Law." An explanation of "CSEA's Legal Assistance Program" was provided by Joseph Conway, chairman of the statewide committee.

Mini-sessions Saturday afternoon were conducted by Ronald Donovan, Joel Douglas, David Randles and Lamont Stahlworth all consultants in the labor relations field.

At a banquet Saturday evening CSEA counsel James Roemer served as toastmaster.

Ter Bush and Powell's Ronald Lacey explains details of insurance coverage to Flo Covati and Marie Dupont, both of Letchworth Village chapter 412.

Brooklyn DC chapter 447 president and CSEA director James Gripper calls for public employees to be appointed to New York State committees.

Ter Bush and Powell's Ronald Lacey explains details of insurance coverage to Flo Covati and Marie Dupont, both of Letchworth Village chapter 412.

Brooklyn DC chapter 447 president and CSEA director James Gripper calls for public employees to be appointed to New York State committees.
ODAS Workers Feel Their Views Neglected

(Continued from Page 4)

Another great difficulty of our agency is that there was no comprehensive treatment philosophy promulgated by our administration and carried out at the middle levels of the organization facilities. Emphasis of the correctional aspect, rather than a coherent treatment philosophy, community-based programs than to the private, is not the way we are now, rather than the private, and rehabilitation aspect. It's the treatment that we are in dire need of treating. Removing her from our care would have bad consequences for the patient. I fought the request, but it's a perfect example of a conflict from "top-down" which is destructive to the people involved."

Thomas Linden, Civil Service Employees Union, collective bargaining specialist for ODAS, feels that in the past the commission's job was to attend meetings and to refuse to listen to the union or employee point of view. Mr. Linden, who feels that in an agency, ODAS has had a very difficult time proving itself as an agency.

"They wanted to see ODAS producing something," said Mr. Linden. "Telling people off the street in one condition and putting them back in another. The Department of Correction doesn't have to justify itself. In Mental Hygiene they just have to take good care of the patient now or else they are in drug addiction you have not committed a crime against someone else: it's a crime against yourself, so it's not considered as important as the other two.

Another reason is that it was so badly mishandled. One of our past commissioners who knew absolutely nothing about the client or the treatment at the facilities, who probably never even visited a facility, had a 13-page 'dress code' made up for employees and distributed to the staff of ODAS. He somehow thought that this would set a fine example for the client which somehow made up his conscience. It took 10 meetings to straighten that ridiculous matter out. Everyone was about half a day and there were three or four very high officials present on one of these occasions. It just gave you an idea of where the manpower went and where the commissioner's head was at.

Benjamin Goldman, director of the Correctional Rehabilitation Center, Manhattan, said, "What is needed is someone to help directors to do a better job. There were a number of demotivating attempts to effect change, but those attempts were not thorough enough to make any meaningful impact.

"Each facility was only as good as the director who ran it. There was no base authority carried on to me helping to function better, like periodic inspections in which someone would come down to ask me to evaluate my own program or justify the quality of work. Right now they are other forces entering the picture which are attempting to change things. We're a counteraction against the family, a case-by-case basis under the government. We get funding from the Department of Health, Education and Welfare, through the State Department of Social Services, through the State Department of Health and to our program for individual cases, where the state is pointed as a Health Related Facility which means that all of our programs are responses. I believe that state and federal regulations governing program environment, sanitation, structure, safety and so forth are subject to unannounced state inspections as well as to utilization reviews concerning programming. We have received a number of procedures growing out of our responsibilities in this area, such as setting standards as to how we have to program for residents, indicating the kind of services that are required, the intensity and frequency of services.

"To do now, only because of outlandish changes made," said Mr. Spoonhour. "From what I have heard, Commissioner Klopak as a state employee has been very effective in many areas as an administrator. I know that he has been in state service for almost 40 years. I heard that he's very good and knowledgeable questions and expects very concrete and immediate results and that he doesn't waste any time. I'm very eager to see what is going to happen.

Assail Masten Cutbacks

BUFFALO — The close of some programs at the Master Park Narcotics Rehabilitation Center this month means 200 clients of the center will "in all likelihood have to fend for themselves," said Raymond Carusano, president of the Center's Civil Service Employees union.

Cutbacks forced a layoff of 20 percent of the Center's staff including counselors, parole officers and security personnel.

Mr. Carusano said the state "pauses states drug control laws that have mandatory sentences. Then it shuts down drug programs that worked.

He added the clients affected represent a broad spectrum of the community and have histories of chronic social problems.

Programs, center programs, he said, offered them "a sort of prevention program through athletics, arts and crafts and basic skills classes.

CSEA THOMAS LINDEN "crime against yourself"
Submit Bill Easing Real Estate Tax Nip

Citing a need for an increase in the income requirement for senior citizens’ real estate tax exemptions, State Senator Owen H. Johnson (R-Albany, N.Y. 12207) is planning to introduce legislation that would raise the current level to $7,200.

The Johnson bill is expected to be assigned to the Local Government Committee, the bill is numbered S10087.

"The social security increase brings his total income even more than $6,500 in income, and we are trying to make it retroactive to tax rolls as of Jan. 1." Mr. Cieary explained.

"The social security increase will bring many senior citizens just over the $6,500 limit for just a few dollars, and it is just not equitable," said Mr. Cieary.

For example, a retiree who now has less than $6,500 in income, and because of the changes in tax rates, will face full taxes if the social security increase brings his total income even more than one dollar over the $6,500 limit."

The Johnson bill is expected to be reported from committee in the Senate calendar.

As with the original legislation establishing this exemption, localities must adopt this change by July 1. Mr. Johnson is promoting this as a way to make it retroactive to tax rolls as of Jan. 1.

Herbert M. Engel

ALBANY—Herbert M. Engel, director of public employee training in the New York State Civil Service Department since 1968, and an employee with the State since 1946, has retired.

During his career, he has served as a trainer and consultant for numerous governmental and private sector organizations, including the United States Office of Education, Southern Illinois University, and the United States Civil Service Commission.

Most recently, Mr. Engel has been responsible for directing the implementation of the Civil Service Employees Association-State negotiated employees benefits training program initiated in 1969 and extending through the current contracts until March 1977.

The program offers $2,100,000 in appropriations and includes tuition assistance, high school equivalency, employees benefits courses, and experiential programs. It is designed to develop job skills and foster aspirations for State employees.

Mr. Engel is now at the University of Madrid, Spain, directing a workshop for government officials in training techniques.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retirees Committee:

- Protect present retirement benefits.
- Provide permanent cost-of-living supplement.
- Federal income tax exemption of $3,000 for retirement income.
- Reduction on utilities and transportation for seniors.
- Attainment of potential $10,000 retirement membership.

Send the coupon below for membership information.

NAME

Address

City, State

Zip

Date of Retirement

CSEA Before Retirement

CSEA After Retirement

NAME GRECO

ALBANY—Assemblyman Stephen R. Greco (D-Buffalo) has been appointed by Comptroller Arthur Levitt to the Comptroller’s Advisory Council on Retirement Systems, an agency charged with helping Mr. Levitt in investing state pension funds. Mr. Greco is chairman of the Assembly’s Governmental Employees Committee which handles all pension legislation.