COUNTY CONFLAB — Leaders of county and educational employees chapters in Albany Region IV of the Civil Service Employees Assn. met earlier this month to coordinate their efforts on a regionwide basis. Together they form the Region's standing county committee, under the chairmanship of Charles Luch of Saratoga Educational chapter 864. From left are Howard Cropsey, Albany County chapter 801; Ed Wilcox, Saratoga County chapter 846; Francis Bessette, Clinton County chapter 810; and Mr. Luch; Fred Farone, standing, Schenectady County chapter 847; Jean Corlew, Schenectady; regional vice-president John Vallee, Rensselaer County chapter 812; and Ed Evans, Rensselaer Educational chapter 871. The meeting was held at the Holiday Inn in Saratoga Springs.

Vehicle-Picket Incidents Mar Columbia Strike

HUDSON — At 12:01 a.m. June 8, the Columbia County unit, Civil Service Employees Assn., began a job action against the Columbia County Board of Supervisors. The union alleges the board failed to present an acceptable contract offer to the unit members before a previously set deadline passed. Negotiations had been in progress for seven months.

The first picket line went up at the Pine Haven Nursing Home in Philmont. The union local membership allowed a nurse to return the next morning after the night to attend to patients at the facility.

The first morning of the strike saw several incidents of cars which ran through picket lines. According to local unit members, heavy traffic through the line at an unsafe speed and struck local unit member Lester Garrison. Mr. Garrison went to a hospital and returned to the picket line on crutches. Charges against Mr. Kelleher are pending.

Another incident occurred at the Pine Haven Nursing Home.

Fighting Cattaraugus Plan To Contract Out Services

SALAMANCA — More than 100 members of the Cattaraugus County chapter, Civil Service Employees Assn., met here recently and gave unanimous support to final proposals of the chapter executive board intended to save $100,000 in the county nursing homes budget and maintain 80 jobs.

The eight-point package, developed in response to proposed plans by the County Legislature to contract out kitchen, cleaning, laundry and maintenance services at the Olean and Machias facilities, was discussed by CSEA and legislature teams earlier. However, the legislature took no action when it reconvened in the "committees of the whole" because Majority Leader Howard Peterson claimed the group needed more time to study the proposals.

CSEA Western Region VI supervisor Lee Frank, granted permission to address the legislature before its adjournment, expressed dismay over the legislature's inaction. He announced that the union planned to file suit to prevent Cattaraugus from implementing "the export of county tax monies and jobs to Pennsylvania," an apparent reference to rumors that a Pennsylvania company was a prime contract prospect for the work.

"I realize that Philadelphia is our number one Reciprocal city, but we don't have to get on board with this thing," Mr. Frank said. "These jobs are important to our members and the taxpayers have no guarantee that the change to contracting would save any money."

The CSEA membership also unanimously adopted a resolution calling for the resignation of the three top administrators of the Nursing Home Division. "In private industry and business, when there is poor management, they get rid of the top people," Mr. Koenig said.

(Continued on Page 2)

Koenig: Threats Used to 'Soften' Us

ROCHESTER — Proposed layoffs and two-week unpaid furloughs are being used to "soften up" the 4,000-member Monroe County chapter, Civil Service Employees Assn., for contract negotiations scheduled to begin next month, declared chapter president Martin Koenig.

Chapter members have rejected a proposed two-week unpaid furlough to make up a $2.1 million county budget deficit. County officials say 399 workers would have to be laid off if the CSEA turned down furloughs.

"They want to put us on the defensive," Mr. Koenig said.

Members will be "out in force" at a June 22 meeting of the county legislature Ways and Means Committee. Mr. Koenig added. That meeting is expected to recommend approval or rejection of the layoffs to the full legislature.

He said there are other ways to eliminate the deficit, including raising taxes, "or eliminating the high number of nonessential jobs in the county administration."

(Continued on Page 2)

Shortsighted Reaction To $2 Shortage

By SUSAN DONNER

MANHATTAN — Many experts in the field of drug rehabilitation feel the Office of Drug Abuse Services' program—the largest and most costly in the nation—has been a massive failure.

The cost of this program in its first three years was $200 million. By 1971, the program was spending $150 million per year. There were 5,500 addicts under the treatment in 1971, including aftercare, out of an estimated 100,000 addicts in the state. To provide the same treatment for the other 94,500 addicts would have moved the cost of the program into the billions.

Despite the fact that ODAS was grossly miscalculated from the time of its inception in 1966, many fine facilities were built through efforts of dedicated staff. However, since this kind of rehabilitation program demands a wide range of academic, vocational and counseling services, the cost was enormous and the program could only accommodate a relatively small percentage of addicts. Furthermore, ODAS has been unable to publish statistics through which its success could be measured.

The ODAS program's main advantage over therapeutic communities is that it offers a confined rehabilitative environment as an alternative to overcrowded prisons, eliminating the personal waste and decline en-
HAUPPAUGE—Fresh from his re-election victory as 852 Civil Service Employees Assn. President, James L. Corbin, said that his members had not buckled under to pressure.

"We are still going for the best possible contract terms," Mr. Corbin said.

Since 90 percent of the county employees have signed petitions, through, and these signatures have been verified, replacement election would have to be called, and the negotiations suspended.

At present, petitions have been filed based on 6,300 employees.

The problem is compounded by the fact that the longer the county administration holds back on an agreement, the more time the rival union has to gather signatures.

"We are still going for the best possible contract terms," Mr. Corbin said.

Mr. Corbin also pointed out that the re-elected and chapter third vice-president is Lillian Tully, president of the School Crossing Guards unit.

Other officers are first vice-president Edward Valder, Vector Central; second vice-president Frank Giordano, Public Works; fourth vice-president Richard Kent, Town of Brookhaven, fifth vice-president Salvador Penzienti, Social Services; regional director Patricia Joanne Community College; corresponding secretary Barbara Betram, Secretary, treasurer Dorothy Geerte, Town of Huntington, and sergeant-at-arms Bunnie Cockshutt, Court Officers.

Frank Parker, of the D.A. Investigation, was elected executive representative to the statewide CSEA Board of Directors, succeeding Mr. Valder.

Electing him is Joseph O'Connell, of the Ours Officers, and co-chairman John Desmond, of the Physicians.建设了, noted that the election participation was the highest in the chapter's history, with 31 percent of the members voting.

"This represents a cross-section of our units from all 10 towns, as we incorporated villages and the county, with its 34 units," Mr. O'Connell said.

Mr. Corbin, who is employed in the County Health Department, said that the vote of confidence given to him and to most other members of his officer team, gives them the backing they need to get acceptable contract terms for county employees.

Mr. Corbin also pointed out that the re-elected and chapter third vice-president is Lillian Tully, president of the School Crossing Guards unit.

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Some observers feel the Monroe Ways and Means Committee will decline to recommend layoffs, or, at least, the number proposed. "If layoffs are ordered," Mr. Koenig said, "they'd have to be justified, or we'd bring each case to court."

Other observers feel county legislators would be resistant to cut back county services, the result of any layoffs. "Services already are pared to the bone," one CSEAer said. "Some services will have to be eliminated altogether if there are any more layoffs."

The county's layoff list includes about 70 clerks, typists and stenographers in almost every administrative area. Public health nurses, x-ray technicians, assistant planners, jail staffers, parks grounds equipment operators and mental health program aides are among others on the list.

One member of the chapter said its 4,092 members shouldn't "have to pick up the tab for the 800,000 persons living in the county."

Mr. Koenig said all members are being urged to contact their county legislators and express their feelings on the matter.

Some members of the legislature, plus the Commoner's chain Rochester newspapers have criticized County Manager Lucien Morin for giving a small tax decrease before the last election. "He said then that there was a budget surplus. Suddenly, this year, there's a big deficit," Mr. Koenig said. "It seems to lend more people to want to take a closer look at his figures."

Mr. Morin suggested that the chapter officers allow members to vote on the choice of layoffs, as opposed to imposed furloughs. "We have our fingers on the pulse of the people. It is no need to spend time and money on a vote," Mr. Koenig said.

He added the chapter officers' position is that "you don't give up any benefits you already have. You do that and you never get ahead."

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. Attn.: CSEA Calendar.

**JUNE**

18—Buffalo District Department of Labor chapter 352 spring dinner-dance: 6:30 p.m., John's Flaming Hearth, 1830 Abbott Rd., Lackawanna.

18—Hudson River Psychiatric Center chapter 410 Bicentennial Ball, Holiday Inn, Fishkill.

21—Capital District Retiree chapter Hudson River-Erie Canal cruise.

21—Upstate Medical Center chapter general meeting: 7:30 p.m., Millard Restaurant, Spencer St., Syracuse.

21—Central Irlip Psychiatric Center chapter special meeting (Social Security and retirement): 7:30 p.m., Gulf Haven Golf and Country Club, Central Irlip.

25—Buffalo chapter dinner-dance: 7 p.m., Statler-Hilton Hotel, Buffalo.


25—Albany Region IV meeting and workshops: Sheraton Inn, Glen Falls.

26—Hudson Valley Armories Employees chapter banquet and installation of officers: Windsor Inn, New Windsor.

27—Albany Region IV meeting: 7:30 p.m., Diker's Firehouse, New Street, Goshen.

**JULY**

3—Albany Region IV Andy Williams Show theater party: 10 p.m., Colosio Callautom Theater, Colonie.

8—New York State Thruway (Western Division) chapter meeting: Fector's Forks Hotel, Broadway Avenue at Union Road, Chestertown.

9-10—Albany Region V (Syracuse) workshop: The Beeches, Rome.

20—Metropolitan Retiree chapter meeting: 1 p.m., Room 5980, Two Trade Center, Manhattan.

Cattaraugus Plan

(Continued from Page 1) Management including corporation presidents," said Jean Freeman, chapter president. "In Cattaraugus County, the legislature is proposing to make the little guys scapegoats. Why don't they contray out the management?" she asked.

Mr. Freeman pointed out that of the more than $100,000 savings contained in the CSEA package, almost $25,000 was already the result of "attrition" at the Machine facility. This was confirmed by County Treasurer Barbara Edwards in a report released on June 8. It pointed out that new employees are paid a lower rate of pay, and are on a lower cost pension plan.

Mr. Freeman charged that a CSEA auditor from the union's research staff plans "to really go over the county's books, and let the chips fall where they may."

Barbara Carmen, field representative for the county workers, reported that petitions gathered by members and supporters had more than 2,600 signatures of county residents opposed to the contracting proposal. In response to a legislator's claimed survey of petition signers who were quoted by the legislator "as unaware of the consequences," Mr. Carmen said, "No legislator has seen the petitions, because I have them in my custody."

Thomas Bruno, a negotiating team member, said one union proposal, if applied county-wide, could result in savings "in excess of $10,000,000."

Mar Columbia Strike

(Continued from Page 1) The county administration and that very little work was done by Columbia County managerial staff during working hours. The second day of the walkout began with another earlie meeting, this time CSEA chapter president Sam Simmons Jr. to Columbia Memorial Hospital for treatment of cuts to his hand, elbow and knee. CSEA members noted that public support for the public employees was apparent, with local vendors providing strike areas with free food and sandwiches.

The Hudson Teachers Assn. contributed $60 to cover the cost of one soda run to all picket locations. A local newspaper reported the county was attempting to get an injunction against the strike. The Harriman team had announced it is ready to negotiate at any time. It was suggested that an injunction on elected officials of the unit could be difficult. The closing case was the CSEA Columbia County "Crisis Center" building with a show cause order to appear in court, where each service is considered legally questionable.
(Continued from Page 1) completed there. It is often the answer for the youthful offender who becomes involved in "other" drug abuse (alcohol, LSD, tranquilizers, barbiturates) as opposed to "hard" drugs (heroin, opium, morphine). These are often the very young, the non-verbal, and those who are thwarted in the development of inner control.

I've heard many times from the clients themselves, "I just want them to lock me up here and not let me run away. I could never do it by myself." These youngsters are very often unable to see a program through on their own. They will usually keep running unless they are put into a confined situation and they are made to face themselves and their problems. For these youngsters, as well as the violence-prone person who cannot be dealt with in an "open-door" therapeutic community, the state-run program is important there.

Edward M. Brecher, in his book "Licit and Illicit Drugs," notes: "An addicting drug is one that most users continue to take even though they want to stop. An "addict" uses, opium, alcohol, and woman will prostitute themselves. It is a drug to which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most addicts will continue to use even with treatment at rehabilitation facilities. It is a drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years. But the drug which most users cannot control their desire to stop, and actually succumb in stopping for days, weeks, months or even years.

There are three theories that experts give to explain drug addiction. The psychological theory maintains that there is an "addictive personality." This theory holds that addicts have personality structures which cause them to become addicted, and then readdicted after having been "cured." Many believe that this behavior can be traced to the "cravings" that exist in the person's psyche of the addict.

The sociological view points to the hopelessness that exists in the ghetto plus peer pressure there, the need for the young to be "accepted" by the group. This theory maintains that the addict escapes when he returns to the environment in which he originally became addicted. The sociological view is that the society itself creates the addict. Therapeutic community and state-run facility treatment is based on remedies suggested by both the sociological and psychological theories.

The third theory, the biochemical theory, focuses primarily on the drug itself and its effects on the nervous system. It holds, Mr. Brecher's book says, "the cravings that ex-addicts feel after the last fix and that lead again to drug-seeking behavior and to relapse are a characteristic of the drug in nature as the early withdrawal experience." No cure for heroin addiction has been found.

Other than the state-run facilities there are programs for addicts. One is found in therapeutic communities such as Daytop, Phoenix House, Project Turnaround, or Synanon. The therapeutic communities are non-profit programs. They answer the need for many, especially the older addict who has "hit bottom." This is the addict who has found enough control to commit himself to a program for a period of approximately 18 months, and to see it through. The one that actually stays in therapeutic communities is a select group of the most highly motivated addicts. The cost is low: $5.00 per patient per year. The staff, many of whom are ex-addicts, is highly dedicated. Some work regularly as many as 14 hours a day for small salaries. Many graduates stay on as staff or help found other therapeutic communities. By remaining in this environment, motivation is kept high and chances for relapse are few. It gives ex-addicts a center; something to hang onto and to build their lives around. However, a major complaint is that therapeutic communities are not really-oriented. It is alleged that their success claims refer almost entirely to present community members; once these leave, a day percent remain drug-free for any length of time. In fact, many therapeutic communities are now presenting themselves as a "way of life" rather than a cure for heroin addiction.

Statistically, both therapeutic communities and the state re-habilitation centers can only rehabilitate a minute percentage of an estimated one million addicts in the country today.

Methadone maintenance seems to be the answer as far as just plain manus goes. The cost of one dosage of methadone per day for an individual is 20 cents. There are now 9,000 ex-addicts functioning normally on methadone programs. Many have secured an occupation, obtained jobs and begun families. Also, they have acquired self-respect and pride, they have extricated themselves from a crime-oriented lifestyle.

Methadone blocks the craving for heroin and all narcotic-based drugs. As long as the former addict receive their daily methadone, they can function, and, in the words of Vincent P. Dole, "become potentially what they are."

Dr. Dole and Marie Nywander, a husband-wife doctor team who have dealt extensively with methadone maintenance programs, are among the chief exponents of the biochemical theory of drug addiction. The thought that a social re-habilitation might cure is a metabolic disease, I think, can be well discovered by the experiences we have had," said Dr. Dole.

After years of research at Rockefeller Institute, Manhattan, they found the first methadone maintenance clinic in 1965 with six patients. By October 1969, they were treating 1,866 and by October 1970 they had 3,483 clients. By 1971, there were 53,600 addicts in state methadone maintenance programs and today there are 35,000. Nation-wide, about 80,000 addicts are in methadone programs.

Methadone has very little affect on the mind and body taken regularly. One of the main criticisms of methadone maintenance is that it is not a "cure." It's the ultimate goal for methadone patients: many authorities feel that they can never be abstinent from all drugs including methadone. In their research, however, Dr. Dole and Dr. Nywander found that only a minority can hereafter be completely abstinent and only a very few can permanently kick the heroin habit without any methadone at all. They feel that most heroin addicts will have to continue for the rest of their lives, like they have (Continued on Page 3)
Ignoring An Addict's Problem

(Continued from Page 4)

We think a healthy smile is everyone’s right-rain or shine. But a naturally beautiful smile is more often than not the result of good preventive dental care—periodic visits to a dentist to stop trouble before it starts.

Preventive care not only results in a nice smile, it can also help prevent illnesses that result from, or are aggravated by, dental neglect. But too many people say, "It isn’t the drill—it’s the bill that hurts."

Sure, dental care can be expensive. To meet this expense it’s important for you to have some kind of dental plan that provides realistic benefits for you and your family.

Blue Cross and Blue Shield have had 40 years of experience helping people meet their hospital-surgical-medical expenses promptly, efficiently and at the lowest possible cost.

We have taken this knowledge one step further. As we say, "We’ve got great plans for you. Our Dental Care plan is one of them. Before you buy a dental plan, give us a call. We’ll keep you smiling."

Blue Cross and Blue Shield
Plans of New York State

(CIPIL SERVICE LEADER, Friday, June 18, 1976)
Evaluation

A SNIDE comment has it that “Those who can, do; those who cannot become critics of those who do.” However, we feel that criticism—honest, objective, helpful, intelligent and constructive—is a good thing. Because we feel this way, we were pleased to read an editorial in the West Seneca Developmental Center employee publication “Informer.” It was written by co-editor Barbara Binecki.

The editorial dealt with worker employee work performance evaluation reports filed by supervisors. This thoughtful article notes, in part: “Since the method of evaluation in most cases is strictly subjective, the evaluator must be careful to evaluate within the scope of the employee's job specifications. The evaluator must insure himself/herself that the employee being evaluated has been given the opportunity to perform the tasks that are being evaluated. Unacceptable standards of performance should be noted with concrete suggestions for improvement. This can help to maintain to the employee the reasons for the listed comments, along with examples.”

Ms. Binecki then makes a most cogent point: “Since the purpose of all evaluations is to improve performance, there is no need for sarcastic or discriminatory comments regarding the job being done by the employees, either in written or oral form.”

A recent survey by the Oregon State Employees’ Association revealed that their most common work-related complaint involved evaluations given by supervisors. Many OSEA members felt that these ratings were unfair, and that a supervisor’s personal bias against a worker was the basis for the unjust evaluation.

We cannot believe that this situation is unique to the Beaver State.

We hope that those charged with writing evaluation reports heed Ms. Binecki’s comments.

Wait For Response

A The Leader concludes its seven-week series on drug addiction in this issue, we wonder what effects can be measured.

We appreciate that various news media have joined us in taking note of the problems that will develop if the Legislature fails to provide more money in the supplemental budget to combat drug-related diseases.

We also are aware that certain actions by officials of the State Office of Drug Abuse Services have followed the articles written by Leader staffers Susan Donner. There have been queries about several allegations by ODA’s employees; a committee has been named to investigate and define the goals of ODA, and the transfer procedure of methadone maintenance clients to DART (in Buffalo) has been re-examined.

We are neither the power nor the prerogative to determine how the state will allocate its limited funds. However, we feel that criticism—honest, objective, helpful, intelligent and constructive—is a good thing. Because we feel this way, we were pleased to read an editorial in the West Seneca Developmental Center employee publication “Informer.” It was written by co-editor Barbara Binecki.

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What Is ‘Incompetency’?

A recent arbitration award under the Civil Service Employees’ Association’s “contract arbitration” procedure was issued on the question of whether excessive sick leave absences constitute incompetency within the meaning of a contract provision providing that “discipline shall be imposed only for incompetency.” It was stipulated between the State and the CSEA that 32 absences in question were for valid medical reasons and that such absences were charged against sick leave, vacation, personal leave and other time standing to the employee’s credit.

THE STATE ARGUED that the employer has the right to require reasonably regular attendance and performance of duties by the employee. This is especially true in a psychiatric institution because of the need for a continuing rapport with patients and because of the “team” concept used in therapy. Continued absence constitutes incompetency since it involves physical inability to fulfill the responsibilities of the job. The CSEA argued that the term “incompetency” as used in the contract is limited to the common, every-day meaning of inefficiency or lack of skill, and that a broader meaning was not intended by the parties.

In discussing this case, arbitrator Philip Fuldpoint pointed out that Civil Service Rule 21.3a defines sick leave as “absence with pay necessitated by the illness or the disability of the employee.” He says there is a patent distortion between “abuse of sick leave privileges and absences for legitimate illness or injury.”

THE ARBITRATOR SAID that abuse of sick leave is misconduct subject to disciplinary action. However, there is no improper conduct on the part of an employee based on protracted or repetitive absences if they are due to illness or injury. The Civil Service Law recognizes a distinction between incompetency or misconduct on the one hand, and disability on the other. The contract permits accumulation of 180 days of sick leave credit. It is obvious, therefore, that the parties contemplated the possibility of extended absences due to illness or injury. Accordingly, absences for actual illness or injury do not constitute incompetency under the contract.

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CIVIL SERVICE LEADER, Friday, June 28, 1974

RETIREE NEWS & EVENTS

BY A. L. PETERS

COLA In July

A cost-of-living increase in monthly social security benefits will be included in checks delivered in July.

The increase will amount to 8.4 percent for most people getting social security payments. The cost-of-living provision was added to the social security law in 1972. People getting social security checks don't have to do anything to get the higher payments; the increase will be added automatically.

The increase is based on the rise in consumer prices from the first three months of 1974 to the first three months of 1976.

With the cost-of-living increase, average social security retirement payments to retired workers will go from $258 to $342 a month. Average social security survivors payments to widowed mothers or fathers with two children in their care will go from $479 to $510 a month.

Social security pays monthly benefits to more than 32 million people. The payments are funded by social security contributions from employees, employers, and self-employed people.

Employees and employers contribute 6.8 percent of each of the first $10,300 of earnings from jobs covered by social security. Self-employed people contribute 7.8 percent.

Monthly premiums on the medical insurance part of social security will go up starting July 1. The basic premium rate will go from $6.79 to $7.20 a month, according to social security officials.

Medicare medical insurance helps pay doctor bills and other medical expenses and is funded by individual premiums and Federal general revenues. The protection is offered to people who are eligible for social security or railroad retirement benefits, to disabled people under 65 who have been entitled to social security or similar railroad retirement disability benefits for 24 consecutive months or more, and to many people under 65 with permanent kidney failure.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Police Pension and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to claim these funds.

Following is a listing of those individuals whose membership terminated prior to the beginning of 1974, paragraph 1 of the Retirement and Social Security Law or before August 31, 1974.

(Continued from last week)

...
NYC Region II second vice-president and Metropolitan Division of Employment chapter 350 president William DeMartino, left, discusses program with CSEA director of education Edward Diamond as they pause between meetings.

Roger Cole, left, assistant director of communications for CSEA, takes opportunity to discuss matters with George Bispham, supervisor of New York City Region II.

NYC delegate Marvin Bramm takes the microphone to ask questions about pension rights so that he can be better informed to relay information back to people whom he represents.

New York City delegate Marvin Bramm takes the microphone to ask questions about pension rights so that he can be better informed to relay information back to people whom he represents.

Roger Cole, left, assistant director of communications for CSEA, takes opportunity to discuss matters with George Bispham, supervisor of New York City Region II.

CSEA director Salvatore Butero (Mental Hygiene, Region II) looks over latest issue of Leader as Region II first vice-president and State Insurance Fund chapter 351 president Vincent Rubano looks over his shoulder.

CSEA director Salvatore Butero (Mental Hygiene, Region II) looks over latest issue of Leader as Region II first vice-president and State Insurance Fund chapter 351 president Vincent Rubano looks over his shoulder.

Seymour Shapira, left, financial secretary for NYC chapter, confers with CSEA treasurer Jack Gallagher, center, and CSEA vice-president Irving Flammenebaum, head of Long Island Region I and of Nassau chapter 836.

Stanley Mailman, attorney for CSEA's New York City Region II, was panel member at Wednesday morning seminar on grievance procedures.

James Fields, president of Manhattan Children's Psychiatric Center chapter 413, is joined by his wife as they attend one of the workshop sessions.

Abe Libow, NYC chapter 616 recording secretary and moderator of panel on grievance procedures, talks with Irving Halperin, of Tax and Finance.
CSEA Must Develop Offensive Strategy, Says NYC's Bendet

By HARRY BERKOWITZ

KIAMESHA LAKE—The New York City chapter president of the Civil Service Employees Assn. reacted angrily this month when the union's state legislative fight this year was described as a "defensive ballgame."

Solomon Bendet, president of the 8,000-member chapter, declared in a chapter meeting dinner speech to his delegates, "I don't want to hear that our success this year was that we stopped a few bills."

His attack on the new politics of fiscal austerity followed a morning panel discussion at the Concord Hotel here where CSEA programs administrator Bernard Ryan explained to disappointed delegates that lobbying has been aimed more at preventing the state Legislature from taking away benefits than at gaining additional ones.

"We've been playing a defensive ballgame all year," the staff member said. "Any piece of legislation with a dollar amount on it is plain and simple just being shelved."

Mr. Ryan cited the difficult time the union has had at gaining supplemental cost-of-living improvements or changes in the Taylor Law. The basic change the union is seeking is called Last Offer Binding Arbitration legislation. The legislation is designed to resolve a stalemate in collective bargaining negotiations by having an arbitrator choose one side or the other when an impasse is reached, rather than working for a compromise.

Mr. Ryan said both the Taylor Law overhaul and retiree improvements had been the priority items from last October's delegate meeting.

The main legislation that the union has been active in lobbying against is pension reform legislation, especially the bill drafted by the State Pension Commission chaired by Otto Kinzel.

The mainline discussions of delegates reflected the fears of members that reduced pension benefits and increased contributions are in store.

Mr. Ryan suggested that the most effective way to affect legislative votes is to have the membership write to their representatives and to choose 10 legislators to heavily support or heavily oppose in this year's elections.

Summing up the defensive positions that tried Mr. Bendet, Mr. Ryan declared. "In the next two weeks we're going to have to kill some pretty important bills."

CSEA president Theodore C. Wenzel looks pensive as he awaits his opportunity to speak to delegates about the status of various issues concerning CSEA. He is joined here by Martha Owens, first vice-president of New York City chapter 010 and by Arthur Lakritz, chapter third vice-president.

Connie Indovina, left, of VIAP, Rose Feuerman and Helen Kennedy, both of Workmen's Compensation, listen attentively during one of many seminars concerned with retirement, insurance, legislation and education.

Clark Fischer, of Automated Medi-Screening Services, Inc. answers question as panel members Ronald Lacey, left, of Ter Bush and Powell, Inc., and Stephen Wagner, of Group Health Insurance, Inc., wait their turns.

CEA director Ethel Ross (Judicial) and her husband Steve sport a look-alike look with their matching "CSEA—the Action Union" tee shirts.

Members of panel who updated delegates on current status of retirement benefits, pension, legislation and educational benefits are, from left, Louis Piter, Thomas J. Garvey, CSEA state programs administrator, New York City chapter 010 financial secretary Seymour Shapiro, Richard Altman, James Cuddy and Steve Mueller. The sessions lasted all day Tuesday, with a lunch break for delegates to digest what they had learned.

(OFFER NYC WORKSHOP PHOTOS ON PAGE 14)
CLARKSTOWN—Cafeteria employees of the Clarkstown School District last week began picking the administrative offices of the Board of Education to force resolution of their contract.

The employees, represented by the Civil Service Employees Assn., have been without a contract since June 1975. Several negotiating meetings have yet to bring a satisfactory settlement.

Arlene Musto, president of the unit, said that though the board has given substantial salary increases to others, no reasonable offer has been made to the cafeteria workers. “We have been unjustly treated over the years in the matter of wages and other essential benefits, and we have been forced to take this action to ensure our members’ rights to a fair living wage,” Ms. Musto stated.

The employees, who turned to CSEA for support and representation in the spring of 1976, were at the time paid wages below those set in the minimum wage section of the Fair Labor Standards Act. The union made attempts to resolve the issue through negotiations. Failing to do so, it then filed a complaint with the Wage and Hour Division of the U.S. Department of Labor.

After an investigation, the School District was found to be in violation of the law and was ordered to pay the minimum wage plus retroactive pay to employees who had been denied the proper wage.

Phil Miller, CSEA, collective bargaining specialist, heads the cafeteria employees negotiating team. He said that employees who previously did not get the $5 weekly minimum wage were additionally hurt last summer when they could not qualify for unemployment insurance benefits.

“Because of the CSEA successful action, they will now qualify and be entitled to it,” he said.

Pointing out that the cafeteria employees have not been provided with health insurance coverage, Mr. Miller also charged that the board is in violation of the regulations of the statewide Health Insurance Plan. If this is not promptly rectified, Mr. Miller promised the union will file a complaint with the State Health Insurance Division of the Civil Service Department.

CSEA Southern Region 3 president James Lennon and acting field supervisor John DeRo joined the workers on the picket line. Mr. Lennon said, “We are here to give evidence of the CSEA and Region support of our members’ position, and to demand that the Board of Education enter into meaningful negotiations.”

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Correction

The position of Olive A. Christia, of Hampton Bays, on the senior executive examination list, as of the future 4 Leader was incorrect. Mr. Christia's correct position on the list was B1A with a score of 81.3.

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Substance of Ltd Partnership Carol Field NY Co Reg 5-1979, Location: My brother, John Field, 118 Broadway, Box 190, New York, 10007 establishes a voluntary insurance plan for himself and his sisters. Mr. Field has no additional contributions. No time limit on contributions. Profit and loss distribution of 50% to each of the 5 partners.

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NYC Delegates Attend Workshop At Concord

Jesse Fletcher, left, of Tax and Finance Department, is engaged in intense conversation with Edward Scherker, CSEA field representative recently assigned to work with state employees in Westchester County.

New York City chapter second vice-president Ben Lipkin, left, discusses problems with Joseph Johnson, who is a delegate for Appellate Division in Brooklyn.

Social Services Committee Urges Defeat Of 6 Bills

ALBANY — Members of the Civil Service Employees Assn.'s statewide social services committee this month declared their opposition to six proposed laws now pending in the Senate Committee on Social Services.

The bills are designed to reduce benefits available under current social services programs and have as their principal author Senator William Smith (R-C, Big Flats) who has previously introduced legislation opposed by CSEA.

A spokesman for the union said that the CSEA committee feels that if austerity measures must be taken in the area of social services in New York State, the answer lies in better administration and control of Medicaid payments as well as in more adequate staffing so that there are sufficient employees to monitor eligibility of benefit recipients.

The CSEA spokesman added that according to information available to the union, the bills, SB127 and SB131, are not expected to come out of committee this session.

Trainee List

ALBANY — A one-year trainee eligible list, resulting from open-competitive exam 24-151, was established May 21 by the State Department of Civil Service. The list contains 5,145 names.

Whitehall Schoolers Win 5% Increase In Pact Approval

WHITEHALL — After several months of negotiations, the Civil Service Employees Assn.'s Whitehall School District has reached agreement on a two-year increase of a two-year agreement with the Whitehall School District administration, with unanimous ratification of a 5 percent wage increase.

CSEA field representative Joe Bakerian described the negotiation process this way: "In spite of current economic obstacles, the CSEA negotiating committee was determined to bring mutually acceptable equity to salaries at the negotiating table, where personal feelings and unchecked emotions only lead to negotiating problems."

"The other side respected our attitude and responded in a similar manner. Because of this attitude, each side did a difficult job and a reasonable agreement was finally reached in anticipation of mutual acceptance."
Downstate Staffer Regains Job Following A CSEA Court Victory

MANHATTAN—A Downstate Medical Center employee has been ordered reinstated to his job as the result of a successful appeal brought in the Appellate Division of the State Supreme Court by Civil Service Employees Assn. New York City Region II attorney Stanley Mailman.

The court found the employee, Percy Johnson, was denied his constitutionally protected rights when his union invoked the rule which would allow a permanent employee who had been suspended for 10 days to bring an appeal. The appeals court decided that the rule conflicted with Section 75 of the Civil Service Law and violated the due process guaranties of the Fourteenth Amendment.

The Appellate Division added that the procedural due process guarantees of the Fourteenth Amendment apply to government employees with tenure, and declared that the department rule, Section 8.3(d) of the Civil Service Department, is unconstitutional.

The court ordered Mr. Johnson to his job with full back pay and interest from the date he was suspended. Irwin Shapiro wrote the unanimous decision.

Open Continuous State Job Calendar

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<td>School Nurse (Life)</td>
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<td>Senior Administrative Assistant</td>
<td>$10,714 - $20,588</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Senior Actuary (Casualty)</td>
<td>$11,337 - $20,374</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Senior Medical Records Librarian</td>
<td>$11,337 - $20,374</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Senior Occupational Therapist</td>
<td>$12,670 - $20,137</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Senior Pharmacist</td>
<td>$14,800 - $20,194</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Senior Physical Therapist</td>
<td>$12,760 - $20,112</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Senior Sanitarian Engineer</td>
<td>$8,051 - $20,121</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Senior Stationary Engineer</td>
<td>$10,714 - $20,588</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Specialists in Education (var)</td>
<td>$(16,358)$22,694</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Specialist (Mech.)</td>
<td>$11,337 - $20,374</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$10,714 - $20,588</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Stationary Engineer (TBS)</td>
<td>$11,337 - $20,374</td>
<td>Office of Civil Service</td>
</tr>
<tr>
<td>Stenographer-Typist</td>
<td>$5,768 - $20,303</td>
<td>Office of Civil Service</td>
</tr>
</tbody>
</table>

Specifications for the above positions may be obtained by mail or in person at the State Department of Civil Service Office Building, State Office Building Campus, Albany, N.Y., 12226. Applications can be filed in person only at Two World Trade Center, New York 10047, or Suite 750, 1 West 44th Street, New York 10169. The court ordered Mr. Johnson to his job with full back pay and interest from the date he was suspended. Irwin Shapiro wrote the unanimous decision.

For additional information on required qualifications and application forms, applicants may call 518-353-9579 or visit the State Office Building Campus, Albany, N.Y. 12226.
These 14 Bills Affect Civil Servants

ALBANY—At Leader pre-stake, decision was taking place among New York State politicians on whether-to amend a bill implementing recommendations of the Kinzel Commission on public employee pensions.

This original bill provided that all employees hired since June 1973 would begin to contribute 3 percent of their wages to their pensions. It also provided that the retirement benefit would be reduced by one-half of the monies received as a final social security benefit.

Senate leaders were reportedly considering amending the bill. The measure has been vehemently opposed by the Civil Service Employees Association.

Following is a summary of the major bills pending before the Legislature and Gov. Hugh L. Carey. The summary, prepared by CSSEA lobbyist James Feathersonough, shows what the union feels is the order of importance for public employees and indicates whether CSSEA favors or opposes each. The summary for the Kinzel Bill gives its unamended form.

### SUMMARY OF PROVISIONS

<table>
<thead>
<tr>
<th>BILL NO. &amp; INTRODUCER</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>59900 and A12477, Multi-sponsored</td>
<td>Senate bill currently in Civil Service Committee. Assembly bill currently in Governmental Employees Committee.</td>
</tr>
<tr>
<td>S10246, Rules; A12579</td>
<td>Assembly bill was on the 3rd reading and was amended on floor. Senate remains in Conn.</td>
</tr>
<tr>
<td>S10252, Rules; A12296, Greco</td>
<td>Senate, 3rd reading, Assembly, Ways and Means.</td>
</tr>
<tr>
<td>A12207, Greco; No Senate companion</td>
<td>This bill is in Ways and Means in the Assembly and Rules in the Senate.</td>
</tr>
<tr>
<td>9191, Rules Conn.</td>
<td>3rd reading, both houses.</td>
</tr>
<tr>
<td>S10253, Rules; A15322</td>
<td>Senate, Civil Service Comm. Assembly, Governmental Employees.</td>
</tr>
<tr>
<td>S10173-10187, Donovan, McCull, Reiner, Present and Volker; A3246, Labor Committee of the request of various Assemblies.</td>
<td>Governmental Employees Committee.</td>
</tr>
<tr>
<td>S10444, Rules; A12511</td>
<td>Passed both Houses.</td>
</tr>
<tr>
<td>A12220, Fry</td>
<td>Passed both Houses. Pending before Governor.</td>
</tr>
<tr>
<td>S6780, Assn; A11414, nine</td>
<td>Passed Assembly.</td>
</tr>
<tr>
<td>A1207, Greco</td>
<td>Senate, 3rd reading, Assembly, passed.</td>
</tr>
</tbody>
</table>

### CSEA FAVOR

This bill seeks to implement the recommendations of the Kinzel Commission. The bill provides that all employees hired since June 1973 would begin to contribute 3 percent of their wages to their pensions. It also provided that the retirement benefit would be reduced by one-half of the monies received as a final social security benefit.

CSSEA OPPOSES.

This is the agency shop bill favored by CSEA. It would make it mandatory for all non-nominees represented by a union to contribute an equivalent amount to the union to re-certify the recognized collective bargaining organization.

CSSEA FAVORS.

This bill extends all temporary retirement benefits plus rights of participating employees to bargaining with respect to retirement benefits until July 1, 1973. CSSEA OPPOSES.

This bill is an appropriations bill providing the approximately fifteen million dollars necessary for the payment of the increment, training and other miscellaneous funds negotiated by CSEA in the four statewide agreements. CSSEA OPPOSES.

This bill provides that in the event of a period of impasse in collective negotiations, all hearings, obligations, forms, and conditions of employment established between the parties by their last executed collective bargaining agreement will continue until a new contract is established and executed. This is the opposite of the Governor's bill set forth above as S10252, and A12206.

CSSEA FAVORS.

This bill is also one of the Governor's program bills which seeks to expand the definition of managerial and confidential to include supervisory personnel. CSSEA OPPOSES.

This bill is also a chapter amendment which contains the same provisions as above with the exception of some directions of which tickets will be printed, which are of no interest to CSEA. It is expected that this is the bill which will be acted upon by the Assembly.

CSSEA OPPOSES.

This bill seeks to extend the supplemental retirement allowance for one year. CSSEA FAVORS.

These bills constitute a package of legislation affecting the Mental Hygiene Department. Some of the bills are sponsored by CSEA but the major bills having an inordinate effect on our members are S10181, 10175, 10186, 10183, 10176, 10182, 10173, 10180, and 10174. These bills seek to extend benefits during negotiations, provided that a contract be signed prior to the contract period. At the present time, PERB, by virtue of the Fullerton Bridge decision, has compelled employers to maintain benefits during negotiations.

CSSEA OPPOSES.

This bill appropriates $50,000,000.00 for implementation of agreements between the State and CSEA covering non-employees of the unified court system.

CSSEA FAVORS.

Appropriates 7.8 million dollars for aid to local library systems. This money will make up for deficits in local government funding which may or may have caused losses of employees.

CSSEA FAVORS.

Permits local school districts to vote to have State real property taxes imposed to overcome the effects of the Merit decision.

CSSEA FAVORS.

Amends Retirement and Social Security Law to extend additional death benefits to widowers as well as widows.

CSSEA FAVORS.

Mr. Bivins said he is proceeding on the premise that CSEA is going to win. "I am asking, therefore, that our county negotiating committee work immediately to prepare to negotiate our next contract."

Charging that former CSEA officials who had been dismissed from the union were pressuring and intimidating CSEA members to vote for SEIU, Mr. Bivins warned that "if these raiders and renegades persist in their infamous acts, the CSEA will take appropriate action." He added that former officials obtained promises "over the heads of the members who got nothing."

"We got rid of them and our members are not going to be fooled by them again," he said. Mr. Bivins stated he will meet soon with Joseph Dolan, CSEA assistant executive director, to arrange for the appointment of a collective bargaining specialist to assist the county negotiating team.

Sullivan County employees are requested to send or give suggestions or proposals for the next contract to members of the negotiating team. The team and sections they represent are: Harry Goldberg and Mindy Greenspan, Community College; Jerry Fielding and Lee Meadows, Social Services; Keri Hine and Carl Goldberg, Court House; Walter Durkin and Esther Keesaw, Home and Infirmary; and Caryn Cameron, Mental Health.

### Sullivan Unit Readies For SEIU Challenge

LIBERTY—The Sullivan County unit, Civil Service Employees Association, began preparing for battle last week when it was informed that the Service Employees International Union has filed an election challenge for representation with the Public Employees Relations Board.

Kari Bivins, Sullivan County chapter president, in remarks to an executive board meeting, said, "If we are complacent in the face of this threat, we will do harm to ourselves and to our union."

"We are not going to wait for PERB to set on the petition of these raiders who are out only to rob others. Mr. Bivins said he is proceeding on the premise that CSEA is going to win. "I am asking, therefore, that our county negotiating committee work immediately to prepare to negotiate our next contract."

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### CSEAers Pass 2-Year Cornell Labor Program

BUFFALO—Eleven members of the Civil Service Employees Association among 96 persons who named graduated June 11 from a two-year labor studies program sponsored by the New York State School of Industrial and Labor Relations at Cornell University.

The students represent a cross-section of union members from both the private and public sector. Members are: James Bourke, Barbara Chapman, George Clark, Dennis Huggins,干警 Lawrence, Hoe Marie Mack, Catherine Masutini, Alice Miller, Robert Parker, Robert Smith and Josephine Terranova.

### Fort Schuyler Holding Dinner

UTICA—The Fort Schuyler chapter, Civil Service Employees Assn., will hold its annual dinner dance Saturday evening, June 29, at Twin Ponds Golf and Country Club, Utica.

Keynote speaker at the dinner will be James Feathersonough, a senior legal counsel to CSEA and one of the union's Albany lobbyists.

The evening will begin with cocktails at 5 p.m. followed by dinner and dancing. Tickets, priced at $3 each, are available from all chapter officers.

### Central Region Set for Workshop

ROME—A two-day State Division Workshop has been scheduled for Friday and Saturday, July 9-10, by Central Region V (Syracuse), Civil Service Employees Association.

The session will be held at The Beesl, Rome. Workshop chairman will be Harold W. Adens and coordinator will be Lenore Polera.

Registration will be from 9:30 to 8 p.m. Friday evening with a general meeting to run from 9:30 to 10 p.m. followed by社交 talks in a workshop hospitality suite. Saturday morning's session will be on non-contract grievances and out-of-court work grievances. Contract grievances will be considered in the afternoon session.

Deadline for reservations is June 20 and they should be accompanied by a $10 deposit. Total cost for the weekend is $45, including tax and gratuities. They may be sent to The Beesl, 7000 Turn Road, Rome, N. Y. 13440. Additional information is available from Ms. Polera, 2 Walker St., Utica, N. Y. 13501.

### Buffalo Holding A Dinner-Dance

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold its annual dinner dance Friday evening, June 29, at the Statler Hilton Hotel, Buffalo.

Chairman G. Roche announced that a $10 deposit will be considered. The session will begin at 7 p.m. and will be followed by a dance.