MH Task Force To Oppose Facility Closings Is Formed

ALBANY—Representatives of Civil Service Employees Assn. chapters from the state’s Mental Hygiene facilities have adopted a policy that opposes proposed phase-out of its mental hospitals.

Approximately 50 representatives, meeting last week in Syracuse, adopted a policy statement reading: “We are against institutionalization as it is presently being conducted by the Department of Mental Hygiene because it amounts to nothing more than the dumping of large numbers of patients from psychiatric facilities into the community without regard to either their welfare or the welfare of the employees involved.”

This statement mirrored the feelings of the CSEA’s ad hoc committee on the Future of Mental Hygiene, which made a presentation on the planned phase-out of the representative facilities.

As a further reflection of its concern about the proposed closings or consolidations of state facilities, the union has formed a Task Force on Deinstitutionalization, chaired by CSEA executive vice-president William McGowan.

The task force is researching the cost of state versus county or private mental health care. It is also comparing the New York state plan with the deinstitutionalization experience in other states, investigating the problems of local governments in taking over Mental Hygiene and welfare responsibilities, and distributing its findings to officials of local governments, as well as to CSEA members throughout the state.

To help get the information it needs, the task force has sent a questionnaire to all CSEA Mental Hygiene chapter presidents. It asks for statistics on staff-patient ratios at their institutions and other information. The task force has recommended that the chapter presidents form committees of CSEA members at their institutions to help gather the necessary information.

The CSEA also plans to sponsor a series of balls in the upcoming session of the state legislature relating to the problem of deinstitutionalization of mental patients.

Lennon Is Named To DMH Mid-Hudson Search Group

Poughkeepsie —James J. Lennon has accepted an invitation from Lawrence C. Kolb to serve on a committee to select a Mid-Hudson regional director for the Department of Mental Hygiene.

Mr. Lennon, president of Southern Region III, Civil Service Employees Assn., in a telegram to Dr. Kolb, DMH commissioner, said he accepted the invitation “with a great deal of pleasure.”

The post has been vacant since Sept. 24 when the former director, James Forde, submitted his resignation.

In his invitation to Mr. Lennon to serve on the search committee, Dr. Kolb observed: “It has been customary during the period of my tenure as commissioner and it is my continued desire to receive from a select committee of interested citizens and providers of mental health services in the region a list of three names of individuals whom they would regard as most suitable.”

Regional directors serve as representatives of the commissioner in the state’s DMH regions and supervise operations of DMH facilities.

DMH Agrees With CSEA Claim Creedmoor Kept Back Overtime; Cash From ’75 Is Due 2,000

QUEENS — Creedmoor Psychiatric Center chapter, Civil Service Employees Assn., has won a contract grievance which will provide overtime pay at the rate of time-and-a-half retroactive to Dec. 19, 1975, for about 2,000 ward and food service employees.

Terry Lennon, chapter president, said he decided to uphold the CSEA charge that the center systematically withheld overtime pay from its employees.

The department decided that “on a regular and recurring basis, the management of Creedmoor Psychiatric Center failed to conform to provisions of the civil service law and the budget director’s overtime rules and regulations . . . in addition, time and attendance records in the units cited above were not accurately stated and do not accurately reflect overtime worked by employees.”

The department added, “The management of Creedmoor Psychiatric Center will be obligated for any employee claim to adjusted overtime compensation for the period retroactive to Dec. 19, 1975.”

The DMH decision fully supported the long investigative work performed by Dorothy King, chapter first vice-president.

Mr. Lennon discovered that department heads were telling employees that they could not be paid for any overtime work. Instead, employees were given compensatory time off or ordered to switch their pass days.

Ms. Lennon, Ms. King and Terry Brier, CSEA field representative, first brought this situation to the deputy director for administration at Creedmoor. However, no serious effort to enforce the civil service law overtime requirements was made. At that point, the CSEA filed the suit.

The CSEA will soon meet with the Creedmoor administration to establish a procedure for employees to submit claims for due overtime. We will insist that the CSEA be allowed to schedule meetings with the employees of each unit to explain the decision to them,” said Mrs. Brier.

Mrs. Brier is concerned that the Creedmoor administration will attempt to confuse employees and obstruct their efforts in submitting claims.

Wage Lockout Charge Leveled At Rensselaer

TROY — The president of the Rensselaer County unit, Civil Service Employees Assn., has charged that the budget proposed by the county executive “has singhlehandedly suppressed and destroyed the legal rights of public employees to bargain for their wages.”

See R. Ernst also said that the Rensselaer County legislature, a wealthy county, would benefit from the (Continued on Page 3)
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has won a grievance which will affect about 400 nursing department employees, guaranteeing them overtime pay for additional weekend work.

Traditionally, nurses and nurse aids at Downstate had every other weekend off. The nursing department, in January, unilaterally changed this schedule and forced the employees to work three, and in some cases four, weekends a month.

When Robert Keesler, CSEA DMC chapter president, discovered this change, he immediately filed a contract grievance.

It was then that the nursing department made the schedule changes without first negotiating with the CSEA, and that the changes were made to avoid meeting overtime requirements.

When the grievance was seen by the State Office of Employee Relations, OER directed the State University of New York to pay their employees overtime for the additional weekend work.

Negotiations Delay Spurs Amityville School Protest

AMITYVILLE—More than 50 members of the Civil Service Employees Association, picketed the Amityville Union Free School District School Board to protest what the board refuses to make a 1976 salary offer to the union.

The board refused to make the offer to the union and that the union and the board "are on a collision course." John Conne, CSEA representative and negotiator, told the board that the CSEA members "have opted long enough without a contract.

"We started negotiations in June," he said, "and have had only three sessions lasting less than a total hour's time since then. You are forcing us down the path to an impasse."

Walter Weeks, president of the Suffolk Educational chapter, told the board members: "As a result of the three sessions, the board has decided to offer a salary package to the school district in the Suffolk County Schools outside New York City.

The payment represents the November's portion, approximately 1-1/3 percent, of the state aid for public schools which is due during the 1976-77 state fiscal year. State law calls for payment of 25 percent of the yearly total in April, 50 percent in May, 25 percent in June and 1-1/3 in September, October and November.

The meeting will come to order at 1:15 p.m. at the Kings County War Memorial Building, 59 Park Cedman Plaza, in the Borough Hall section of Brooklyn.

Chapter secretary Samuel Kominsky said the meeting will consider action to secure improvement in the tax situation faced by retirees on the state and federal levels.
Broome Airport Staffers Win Their Due Increments

BINGHAMTON—Members of the Broome County unit, Civil Service Employees Assn., employed at the county airport, are protesting that second and third shift differential pay due them following action by unit officials.

The seven employees also responded to a CSEA grievance over a retropactive differential pay which they receive.

Creedmore

(Continued from Page 1)

A lot of money is involved and we have little reason to believe the union officials were against any of the workers.

The DMH failed to address one important issue in its decision, he added. The CSEA submitted evidence that certain unit chiefs kept separate, hidden overtime records and then destroyed them when the controversy over overtime pay began.

The union formally asked that the DMH investigate the evidence it has and bring the unit chiefs up on disciplinary charges.

SUNY At Albany Council Meeting

ALBANY—There will be a meeting of the executive council of the State University of New York at Albany local 691, Civil Service Employees Assn., Thursday, Dec. 9, at 7 p.m., and meeting will be held Saturday evening, Dec. 11. The party will be held at Canals’ Restaurant, Tupper Lake, according to chapter president Joseph J. LaLonde.

Sunnymont Party

TUPPER LAKE—The Christmas party of the Sunnymont Developmental Center chapter 431, Civil Service Employees Assn., will be held Sunday evening, Dec. 12, at the Olympic Club, Tupper Lake.

Operational Unit Negotiating Team Begins Bargaining

The Civil Service Employees Assn.’s Operational Unit negotiating team, composed of two members from each of the union’s six regions, met earlier this month to prepare its position in bargaining with the State Department of Mental Health.

It was the last week of the talks on Article 13, Posting of Job Vacancies, and Article 28, Work Week-Work Day, while the State reopened on Article 10, Attendance and Leave, as well as Article 38. The current CSEA-State contract provides for a reopener on two additional articles, with terms of the new agreement to become effective on April 1, 1977. Operational Unit chairman Edward McGraw, seated left, of Hamburg Local 514, is shown with other members of the team. Left from Mr. McGraw are Joseph LaValle, Suffolk Developmental Center Local 430; Robert Consol, Eastern N.Y. Correctional Facility 192; and James Granger, Brooklyn Developmental Center Local 417. Standing are Salvatore Butera, N.Y. Psychiatric Institute Local 419; Arthur Heimann, SUNY Ag & Tech College at Farmingdale Local 508; James Hull, Transportation District 1 Local 676; Charles Schanzer, General Services Local 504; Frank D’Antino, Fort Schuyler Local 914 of Utica, and James Stanton, Delaware Valley Local 604. Missing from photo is Frank Napolitano, of Newark Developmental Center Local 417. In addition there is a vacancy on the team to be replaced by new negotiator from Southern Region III. CSEA’s bargaining process has also gotten under way by the other three negotiating teams, Administrative, Institutional and Professional-Scientific-Technical.

Suspend Thruway, Chapter Head: AFSCME Tie Alleged

ALBANY—Vito Dandreano, of Amsterdam, president of the Albany Division Civil Service Employees Assn. chapter of the State Thruway Authority and chairman of the CSEA Thruway negotiating committee, has been suspended from membership in CSEA.

Mr. Dandreano was relieved of all CSEA duties and responsibilities pending results of an official hearing into deliberations at that unit’s fountain and collaborating with a rival labor union.

CSEA president Theodore C. Wendt notified Mr. Dandreano of his suspension, which was effective immediately. Official charges and specifications were forwarded to Mr. Dandreano and the American Arbitration Association for the purposes of mediation. A tentative hearing date has been scheduled for December 1976 in Albany, assuming the case continues to work other than the first shift.

A hearing committee, appointed by Dr. Wendt, will be chaired by Nicholas Panaritis, of Pearl River, New York. Other CSEA members named to the committee are Timothy M. Hennessey, of Troy; Thomas McDonough, of Albany; Salvatore Novara, of Angola; and Eleanor Perks, of Waterford.

The suspension of Mr. Dandreano comes at a crucial point in contract negotiations with the Thruway Authority. Negotiations have been intense for several months in an effort to achieve a successor agreement to the contract which expired June 30, 1976.

The Thruway Authority, which has been involved in CSEA chapter meetings across the state, however, at a recent meeting, it was learned that the Thruway Authority has expressed interest in meeting immediately with the CSEA negotiators to discuss a possible new offer. A tentative meeting has been proposed for this week, and the CSEA’s negotiating committee met in Albany Nov. 29, to discuss the ongoing negotiations situation.

Although formal charges against Mr. Dandreano were still being drawn up at pretrial, it was alleged that, while serving as Albany Division CSEA chapter president and chairman of the Thruway negotiating committee, Mr. Dandreano has filed a job application with the AFSCME and is waiting for an official response to that application, that he was in secret contact with the American Federation of State, County and Municipal Employees, AFL-CIO, and was in secret contact with the AFSCME in Washington. D.C., that he has a war between the AFSCME and the CSEA, and that he is waiting for an official response to that application.

Rensselaer ‘Lock-Out’

(Continued from Page 1)

CSEA and the county would be almost a certainty.

Mr. Murphy’s 1977 budget totals about $951 million but Mr. Ernst charged him with a Rensselaer employee “wage lock-out.”

"The county executive has forced us into fact-finding and, most probably, into mediation," Ms. Ernst told a public hearing on the budget. "I can almost pronounce that the employees will be back at the county door seek- ing relief from this oppression."
Flaumenbaum Rips Skyrocketing Cost Increases Of Health Care

GREENVALE—Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn., last week blamed sharply increased health care costs "on a virtual monopoly of the health industry by doctors and hospitals."

Mr. Flaumenbaum, a CSEA vice-president and also leader of the union's Long Island Region 1, then called for "a coordinated effort by labor, management, government, the insurance industry and the medical profession to put an end to the abuses inherent in our system of health care."

The union executive made his comments at an all-day conference at the C.W. Post College campus sponsored by Group Health, Inc., a health maintenance organization firm. It was attended by more than 100 government, labor-business and civic leaders.

Mr. Flaumenbaum, who has been a pharmacist for 45 years, also commented on the large amounts of money being funneled into the Medicare programs. This, he claimed, "has made it possible for the medical profession to write their own blank check because the establishment of fees is based on the reasonable and customary prices established by the medical profession."

"What other service in the United States do we pay for on a reasonable and customary basis?" he asked. "For example, if you would pay your auto repairman based on what he felt was reasonable and customary, you know damn well his charges would be double or triple what he normally charges."

Mr. Flaumenbaum added: "People like myself are partially to blame for the problem that we find ourselves faced with today."

"I say that because those of us who have, over the years, fought the employers to provide and pay for health insurance together with the substantial governmental financing of health expenditure, have for all intents and purposes made the health industry a seller's market."

He said also that he was "tired of hearing hospital employees blaming solely for the rising cost of health care." Mr. Flaumenbaum then compared Medicare to a "Pandora's box," providing higher and higher costs that only seem to benefit the medical profession.

"I would say it is time the medical profession took a long, hard look at itself and decided to join the rest of society in making the right to health care a fact, not just pipe in the sky," he concluded.

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- Physical examinations for you and covered dependents.
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- Freedom to choose GHI Participating Doctors and Medical Groups or non-participating doctors.
- GHI Participating Doctors and Providers have agreed to limit their fees to GHI subscribers!

Take advantage of the November 1—December 31 reopening period. Contact your personnel or payroll office for details and forms. Come up to the advantages of GHI!

Local claims office for faster claims payment. Offices in Manhattan and Syracuse now—coming soon in Albany, Long Island and Buffalo!

Another GHI Vision Center now in Syracuse at Erie Blvd. and State Street!
LETTERS TO THE EDITOR
State's Taylor Law Works-But For The Bureaucrats

Editor, The Leader:

Once again I read an article on the Taylor Law, "Taylor Law Strike Provocative" by Frank Marciano, Ph.D. (Willowbrook Developmental Center, Staten Island)

by some chance we do strike, the penalties outweigh the benefits. So, does the Taylor Law work? The answer is "yes"...for the bureaucrats.

The question now is "What can we do about the Taylor Law"? The Taylor Law does not lie in comparing the penalties of one group of employees with those of another. The answer is "yes".

The government and the law remain the Taylor Law?

In the next to the last paragraph of Mr. Bernstein's article, the question is asked and then the Taylor Law after that. As a result, a vote for or against the law is given. A vote for or against the law is given by those who support the law.

No, we should not go on strike. No, nothing will happen if we go on strike. Nothing will happen if we go on strike.

Full Employment is The Key To Prosperity.
Buy U.S. Bonds Products

Frank Marciano, Ph.D. Jericho

RETIREE NEWS & FACTS

Probate Check List

By A. L. Peters

Your heir will be interested in a plan to avoid probate. Do you believe the "Estate Planning Book" published by the Institute of Business Planning published in "The Living" suggests the following:

1. Prepare a detailed record of family relationships. Where are you? Bank accounts; insurance policies; union membership cards; your will and anything else that might be of use.

2. Inventory what you own: basic necessities, securities, automobiles, etc.

3. Tell your family where your records are kept and tell them to negotiate with a lawyer.

4. File a statement of the estate planning plan. As long as the probate process is like.

5. Most experience indicates that it is probably better to settle an estate than to probate it.

6. Notify the post office, bank, insurance companies, tax officials, and beneficiaries.

7. Prepare an executors form for the probate administration.

It is important to have a copy of the probate form and to make sure that it is filed in accordance with state law.

8. Store the probate form in a local newspaper.

9. Prepare the probate form in a local newspaper.

10. Prepare an executors form for the probate administration.

11. Notify creditors. An advertisement in a local newspaper may be necessary.

12. Prepare an executors form for the probate administration.

13. Submit the probate form in a local newspaper.

14. Prepare an executors form for the probate administration.

15. Notify the post office, bank, insurance companies, tax officials, and beneficiaries.

16. Check any substantial gifts made within three years prior to death.

17. Prepare a last will and testament.

18. Prepare an executors form for the probate administration.

19. Notify the post office, bank, insurance companies, tax officials, and beneficiaries.

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(Continued from last week)
At Creedmoor

The other day we were chatting with Raymond Cassidy, that witty and agreeable man who heads up the Westchester County chapter of the Civil Service Employees Association.

The talk turned to negotiations that are ongoing in the county between a CSEA element and a municipality.

"You would simply not believe these people," said Mr. Cassidy, in reference to the negotiating team for the municipality. "You just simply cannot believe these people are the way that they are.

Mr. Cassidy was talking about the obdurate, unreasonable attitude taken by the municipality's negotiating team.

And, yes, the way he described their position, it seemed to us that the municipality's negotiating team was somewhere to the right of Louis XIV's labor-management policies.

Now, however, we have our own not-to-be-believed situation and we have found it not too many miles from Mr. Cassidy's Westchester County.

It is at the Creedmoor Psychiatric Center, in Queens Village, on Long Island.

Just last week, the CSEA won a grievance in third-step proceedings against the CPC administration. The issue? That Creedmoor authorities have not paid overtime to an estimated 2,000 ward and food service employees. For how long? Since Dec. 19, 1975.

OK. Administrative slips occur. Oversights happen. Paperwork gets lost. Get it?

But none of the above happened at the sprawling facility. The CSEA chapter there alleged, and proved, that administration withheld overtime from its employees. They told them they couldn't collect it.

The third-step grievance was adjudicated by the Department of Mental Hygiene after efforts to resolve the problem at the bargaining level were stalled off by administrators there. The decision is worth repeating. It reads, in part, "on a regular and recurring basis, the management of Creedmoor Psychiatric Center failed to conform to the provisions of the civil service law and the budget director's overtime rules and regulations..."

In addition, time and attendance records in the units cited above were not accurately stated and did not accurately reflect overtime worked by employees.

If there are heroes in this story, they are Creedmoor CSEA chapter leader Terry Dawson, chapter first vice-president Dorothy King, and CSEA field representative Bart Briar. They somehow found it in their heart to adjudicate and won a victory for Creedmoor employees.

But another issue nags us. Do public employers think their employees are some kind of dunces? Not-too-bright types who cannot do anything right? Paperwork gets lost. OK.

Just who do these people think they are? C.O'N.

(Continued on Page 7)
Rock/West Retirees Hold Poli Act Meeting

BLAUVELT — A political action meeting has been scheduled by the Rockland-Westchester Counties Retiree chapter 918, Civil Service Employees Assn., for Friday, Dec. 3.

The meeting will be at the Kings Arms Restaurant, Route 308, Blauvelt. Cocktails will precede a 7 p.m. dinner.

Chapter publicity chairman Mary Bianchini said a number of area elected officials on the state and federal levels have been invited to discuss their views on legislation affecting retirees and to participate in a question and answer session following the dinner. A number of CSEA statewide officers have also been invited to attend.

Tickets are $8.50 each. Reservations and checks, made payable to Rock/West CSEA chapter 918, may be sent to Margaret James, 124 Boletus Ave, Nyack, N.Y. 10960.

New York State boasts the largest titanium mine in the U.S. near Tahawus in the Adirondack Mountains.

Full Employment Is the Key to Prosperity,
Buy U.S. Made Products

Schedule Suffolk’s Type, Steno Exams

HAUPPAUGE — The Suffolk County Civil Service Department announced that the typing and stenographic performance portions of certain sender clerical examinations will be held on Feb. 26, 1977 and Mar. 5, 1977.

The exams are numbered 17-110 through 17-113.

Plaque Ceremony

A memorial plaque in memory of fireman 1st grade John J. Flanagan will be dedicated Dec. 4 at his former firehouse, Ladder Co. 125, 159-06 Union Turnpike, Flushing.

Mr. Flanagan died Dec. 8, 1975 from injuries sustained in a Nov. 19 Queens fire.

Civil Service Law & You

(Continued from Page 6)

Article 78 proceeding should not be dismissed simply because of the petitioner's error in choosing the wrong form of proceeding. Once the court has obtained jurisdiction over the parties, it is not the form of the case which assumes paramount importance, rather, it is the substance.

THE COURT held, however, that the suit against the New York State Civil Service Commission could not be pursued in the State Supreme Court. The action had to be brought in the New York State Court of Claims. Since the Supreme Court lacked jurisdiction over the subject matter of this case, the petition had to be dismissed. The fact that petitioner first established in a prior Article 78 proceeding his right to reinstatement with full civil service status without seeking damages in that particular proceeding, did not operate as a bar to his seeking monetary damages at this later date. The CPLR provides that the damages granted to a petitioner in an Article 78 proceeding must be incidental to the primary relief sought be the petitioner. While this language limits the recovery of damages in a specific proceeding to those damages in the proceeding where the primary relief is sought, the language is not to be construed as a waiver of damages if the petitioner elects not to pursue them at the time of the original Article 78 proceeding.

HAVING ONCE established that he was illegally dismissed, and having obtained an order directing his reinstatement with back pay, the employee is entitled to compensation under Section 77 of the Civil Service Law. His action against the Civil Service Commission would properly be brought in the Court of Claims, the Appellate Division dismissed his Supreme Court proceeding without prejudice to commencing his action in the Court of Claims. In the Matter of Adams v. New York State Civil Service Commission, 51 A.D. 2d 668 (2d).

Don't Repeat This!

(Continued from Page 6)

Marino proposal. One straw in the wind is that Criminal Court Judge Benjamin Altman, who had been a reform Democratic Assemblyman, recommended a procedure similar to the one proposed by Senator Marino in a letter published in the New York Law Journal about two months before the Timmons case hit the papers.

Also in the criminal justice area, Assemblyman Stanley Fink, Chairman of the Assembly Committee on Codes, is planning to introduce legislation to curb the practice of some prosecutors who leak to the press information gathered in the course of grand jury proceedings. Shortly before the end of the last session, Fink made public an exhaustive study of abuse of the grand jury system by prosecutors. It was then too late to take any action on the Fink committee recommendation.

As the date for the session opening draws nearer, additional items will come to the fore, all of which, when added together, should make for a long and arduous legislative year.

Nassau Retiree Christmas Fete

EAST MEADOW — The Christmas party of the Nassau County Retirees chapter 918, Civil Service Employees Assn., will be held Wednesday, Dec. 29.

David J. Brown of the chapter's public relations committee said the party, which will begin at 11:30 a.m., will be held in the community room of the American Savings Bank, Modell Shopping Center, Hempstead Turnpike, East Meadow.
Joint State-CSEA Layoff Unit Report

The following is the report submitted by CSEA members on the Joint State-CSEA Layoff Unit Committee. Members are Victor Pesci, Nicholas Cimino, James Currier, Jon Schermerhorn, John Clark, William L. Blom, Thomas M. Corly, Paul Burch and John Conoby.

The Joint State-CSEA Layoff Unit Committee has continued to meet on five separate occasions since we reported to you at the March 1976 Special Delegate Meeting.

At each of these meetings, discussion continued on procedural changes (some requiring legislation) which would treat employees scheduled for layoff more equitably and minimize the hardships involved in a drastic change of work location. As a result of these discussions some minor procedural changes have been accomplished, probably the most important is the Civil Service Department's "Manured Placement" program for expediting appointments for preferred list eligibles.

The CSEA members of the Committee strongly recommended to the State Bargaining Unit Negotiating Committee the following items as a proper response under "job security." If said negotiating committee deem this topic to have high priority:

1. That CSEA negotiate tenure for State labor class employees and non-competitive class employees measured from the first date of permanent appointment to the classified service of the State.

2. That the dual definition of "veterans" with respect to Section 85 and 86 of the Civil Service Law be resolved through legislation in accordance with the definition contained in Section 86.

3. That CSEA negotiate a standard procedure to be used by all State agencies upon the reassignment of personnel prior to layoff, wherein the least senior employee, holding an abolished position, be allowed to retreat to a position formerly held on a permanent basis regardless of the salary grade level of such position.

4. That State employees affected by a second layoff, who occupied a lower grade level position subsequent to their first layoff and have no bumping opportunity, be permitted to retreat to a position formally held on a permanent basis regardless of the salary grade level of such position.

5. Vertical bumping should be permitted, based on seniority all the way downward through a direct line of promotional series, and not limited to only the next lower title.

6. An employee should be allowed to retreat to the last position held on a permanent basis in a lower salary grade—just to the position held immediately prior to the position from which he is being displaced or laid off.

7. Employees scheduled for layoff, who have no vertical bumping rights by virtue of the positions they hold, should be permitted to retreat across jurisdictional classification lines.

8. With reference again to the contractual agreement pertaining to the closure of an agency, a facility, or a division or major department of an agency or facility, we want a bilateral determination as to the definition of an agency, facility, division or major department of an agency or facility.

9. The State provide CSEA with seniority listings of all employees by title and employing agency on a semi-annual basis.

The CSEA members of this Joint Committee will be discussing with the State members of this Committee items numbered 1 through 8 in the above listing at the meeting scheduled for September 18, 1976.

At our Committee meeting on August 26, 1976, the CSEA members of the Joint Committee met alone and invited the three Chapter presidents in the Department of Environmental Conservation to discuss the recommendation from our Environmental Conservation membership that a change be made in the layoff unit composition within En Cons from regional layoff units to statewide layoff unit. This matter is on the agenda for the Joint Committee meeting on September 18, 1976.

We further reiterate the following two recommendations which we made in our report to the Delegates in March of 1976 and strongly urge that some action be taken on these items:

A. That Counties and other political subdivisions of the State seek the provisions of Section 86-a of the State Civil Service Law for non-competitive employees in such jurisdictions, and further, seek a similar tenure provision for labor class employees as recommended for State labor class employees in Item 4.

B. That State Departmental Representatives on the Statewide Board of Directors survey their membership as to suggestions on the composition of layoff units and any other inequities which they feel exist in the present layoff procedure and make reports known to this Committee as soon as possible.

ADDENDUM

The following are the accomplishments of the Joint State-CSEA Layoff Committee:

1. Option of an employee to be placed in a new agency on a title for title basis to serve or not to serve a probationary term.

2. Terminate "title for title" non-permanent employees who are serving illegally in the face of preferred lists.

3. Change a qualification for retreat to the last year of unsatisfactory performance in the incumbent's prior title.

4. Declarative of reinstatement to a lower grade position terminates eligibility only for counties within the State.

5. Departments must canvass employees for preferred list location providing as a result an equitable solution.

6. Rapid communication with Civil Service and CSEA regarding information on layoffs, preferred lists, openings, etc.

7. As a result of the October 1, 1975 meeting of the Office of Employee Relations agreed to our concept concerning Items No. 6 and 7 on the first page of our report. They will go to the Civil Service attorneys and have them draft the change. The legislation will then be considered by this Committee for final determination. Item No. 5 is still under consideration in order to find an equitable and practical solution.

As a result of the September 16th and October 1st meetings, at which the proposal by the three Chapter Presidents of the Department of Environmental Conservation to change the layoff unit composition from regional layoff units to a Statewide layoff unit was presented to the State, the State proposed that it be reduced from 9 regional layoff units to 2 regional layoff units. This proposal will be explained to the members of the Environmental Conservation Chapters for their determination.

This Committee affords CSEA the opportunity to be the watchdog concerning the Civil Service Law and the layoff procedure as it relates to our members.
Special Platform Committee Report

The following is the Special Platform Committee report submitted at the CSEA annual convention last month. Chairman is Dorothy Rabin, of SUNY College at Old Westbury chapter, and committee members are Martha Owens, Dallas McCormack, Donald Ruggaber, Helen Heiden, William Shipley, Jr., and Vincent DiBenedetta.

During the past six months, your Platform Committee has met on three occasions initially to communicate by mail and through the Leader our willingness to receive from you your thoughts concerning resolutions.

The following two meetings involved a review of your submissions, referrals to more appropriate committees and advising individuals of the disposition of the resolutions.

The attached listing represents for your purposes the total number of resolutions received and the committee to which the resolution has been referred for further action.

I do so adoption of the report for informational purposes.

Committees To Which Resolutions Were Referred

1-10. Negotiating Teams
11. 12. Platform Committee, Layoff Committee, Legislative and Political Action Committees and Negotiating Teams
13-15. Negotiating Teams, Salary Committee, and Insurance Committee
16. PS&T Negotiating Team
17-18. PS&T Negotiating Team
19. Negotiating Teams
20-22. Salary Committee, Negotiating Teams, and Legislative and Political Action Committee
23-25. Committee and Negotiating Teams
26-27. Negotiating Teams
28. Salary Committee and Negotiating Teams
29. Negotiating Teams
30. Salary Committee, Negotiating Teams, Insurance Committee and Legislative and Political Action Committee
31. Negotiating Teams
32. PS&T Agreement
33. PS&T Agreement

Resolutions

1. Provide a past practice clause to be included in the "Benefits Guaranteed" article. (Al Mead, The James E. Christian Memorial)
2. Provide for probationary employees under Article 23. (Al Mead)
3. Provide for a reopening period for purposes of military leave toward retirement. (Al Mead)
4. Provide employee training with Civil Service credits awarded toward examinations for successful completion. (Al Mead)
5. Provide for increased travel, meal and lodging expenses. (Al Mead)
6. Provide stand-by provisions for all units. (Al Mead)
7. Provide overtime eligibility for all bargaining unit employees. (Al Mead)
8. Provide for firm system for lay-offs. (Al Mead)
9. Provide for out-of-title work and safety grievances to be made arbitrable. (Al Mead)
10. Provide compensation leave for employees serving on military leave on a regularly scheduled holiday. (Al Mead)
11. Provide a moratorium on all outstanding debt payments by City, County and State governments. (Tom DiNatale, Division of Housing & Community Renewal Chapter)
12. Provide the enactment by Congress of an Emergency Employment Act, which extends federal credits to increase industrial and agricultural productivity, and maintains and expands social services. (Tom DiNatale)
13. Provide a cost of living clause. (George Melko, SUNY Cobleskill)
14. Require the State of New York to furnish its employees with New York State Disability Insurance. (George Melko)
15. Adjust the base pay in each grade so that each employee may be eligible for increments when due. (George Melko)
16. Provide Professional Standards for the Department of Mental Hygiene Social Work Services (copy of recommendations available). (Leon Wilson, Binghamton Psychiatric Center)
17. The current Psychology Career Ladder should be maintained at its present level. (Raymond Fields, New York Psychologist in Public Services, Inc.)
18. The titles "Psychologist I" and "Psychologist II" must be maintained without adding qualifications that remove the current professional status of the title. (Raymond Fields)
19. Provide for increasing mileage for the use of private vehicles, be increased to 18 cents per mile. (Robert Picklin, New York State Department of Labor)
20. Provide for a salary increase for State employees the amount of which must be equal to the erosion which inflation has caused during the past 2½ years. (Solomon Brandt, New York City Chapter)
21. Charge present disciplinary proceedings under Article 33, to allow the individual for whom charges have been brought to have a choice of going to court or arbitration. (Solomon Brandt)
22. Amend the Taylor Law so as to provide the intent of the Law to be a truly collective bargaining instrument. (Solomon Brandt)
23. Provide for a salary increase to State employees based on a ladder type scale. (Stephen Zarod, SUNY Morrisville)
24. Provide for full year appointment to all existing and new employees of the State University system. (Stephen Zarod)
25. Provide for improvements in job security for State employees. (Stephen Zarod)
26. Provide for improvements in seniority provisions in job security for State employees. (Stephen Zarod)
27. Provide for an agency shop. (Stephen Zarod)
28. Provide that Article 14 of the PS&T Agreement be changed to include other job titles and extend the definition of Nurse. (Maye Bull, Go-wanda Psychiatric Center)
29. Expand Article 17 of the PS&T Agreement to be at least equal to the Institutional Unit Agreement. (Maye Bull)
30. A stronger Article should be provided in the PS&T Agreement prohibiting out-of-title work. (Maye Bull)
31. Strengthen Article 17 of the Operational Unit concerning shift and pay assignments. (Maye Bull)
32. Delete Article 17 of the Administrative Services Unit. (Maye Bull)
33. In the Administrative Unit Agreement provide for strong seniority clause. (Maye Bull)
34. In the Institutional Unit Agreement provide for a stronger out-of-title work provision. (Maye Bull)
35. Improve on Article 17 of the Institutional Unit Agreement concerning posting and bidding for job vacancies. (Maye Bull)
36. Provide under Article 28 of the Institutional Unit Agreement stronger seniority provisions. (Maye Bull)
37. Provide an Article in the Operational, Administrative and PS&T Agreements for sick leave at half pay the same as the Administrative Unit. (Maye Bull)
38. Provide for a cost of living salary increase. (Clarence Luesy, Orange, Ulster & Sullivan Counties)
39. Provide for all State employees regardless of age to be eligible to earn overtime or compensatory time off. (Ernst Stroebel, Division of Labor & Research)
40. Provide for an increase in per diem allowances for State employees traveling on State business. (Ernst Stroebel)
41. Provide a uniform statewide policy regarding job assignments or transfers. (Ernst Stroebel)
42. Provide that the Civil Service Employees Association, Inc. exercise every effort to lower the five year requirement of being in the same pay grade, in the first additional step to two years. (James Stevens, State Armory)
43. Provide that the Civil Service Employees Association, Inc. exercise every effort to add a third additional step at the completion of two years in the same pay grade, at the second additional pay step. (James Stevens)
The Thanksgiving-Christmas Attraction
The Slipper and the Rose
The Story of Cinderella

I'm-s<bug

US

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Anthony Perkins

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Social Security Council

Albany—State Social Services Department Commissioner Philip L. Zito has named Ethel Greenburg as a member of the 23-person Commissioner’s State-wide Advisory Council on Social Services. Ms. Greenburg is vice-president of the New York State Citizens Council. The group advises Commissioner Zito on matters of policy including public assistance, services, and medical aid.

Now Playing at Universal Showcase Theatres

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—Vincent Canby, N.Y. Times

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Father Sullivan Will Head N.Y. Social Service Body

ALBANY—State Social Services Commissioner Philip L. Toia has announced appointment of Joseph M. Sullivan, executive director of Catholic Charities for the Diocese of Brooklyn, as chairman of the commissioner's statewide Advisory Council on Social Services.

The council will advise the commissioner and department on matters of policy in all department functions, including public assistance, services and medical assistance.

Father Sullivan, a graduate of Catholic College with advanced degrees in religion, administration and social science from New York and Fordham University, also served as a vice-president of the Community Council of Greater New York and on the boards of several community and social services organizations. He served on the Governor's Task Force on Human Services in 1975 and the Task Force on Social Services Delivery of the New York City Department of Social Services in 1974-75.

Open Continuous State Job Calendar

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Check List

(Continued from Page 5)

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<td>TO ORDER</td>
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POOR MARKS FOR CAREY

A recent telephone polling taken by the Gannett News Service indicates that New Yorkers are not enthusiastic about the job done by Gov. Hugh L. Carey since he has taken office. The survey, conducted last month, was taken by Research Analysis Corp. of New York City. Governor Carey’s greatest support came from the Metropolitan New York area. There, 41 percent of those questioned approved of the Governor’s work while 20 percent were unhappy with it. Upstate, however, the ratio was 47 percent concerning and 23 percent against. The Governor appeared to be doing his greatest backing in those describing themselves as liberal, rather than conservative, and was more popular among men than women.

The NYEA was organized earlier this year as a challenger to the New York State United Teachers. The suit was filed in behalf of the New York Educators Assn., 4,000 lbs., $612.80, or an estimated $102,800 in need of repair. From West Palm Beach, Fla., agent: M. Espy, 914-476-4152.

Check List

(Continued from Page 11)

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FEDERAL JOB CALENDAR

Details announced and applications may be obtained by visiting the federal job information center of the Civil Service Commission, New York City Region, at 11 Warren Street, New York, New York 10007.

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.

Title

Food Inspector

Warehouse Examiner

Engineering and Scientific

Food Science

Biological Science

Agriculture

Food Inspector

Warehouse Examiner

Engineering, Physical Sciences and Related Professions

Meteorological Technician

Life Sciences

General

Correction Officer

Mid-Level Positions

Senior Level Positions

Technical Assistant

Stenography And Typing

Stenographer

Secretaries, Options I, II, III

Typist

Medical

Autopsy Assistant

Freight Rate Specialist

Medical Machine Technician

Medical Radiology Technician

Medical Technician

Medical Technologist

Nurses

Physician’s Assistant

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Military

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Social Worker and Correctional Treatment

Specialist

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Florida

Mobilehome Living is Easy

Your challenge is to purchase your dream home in the Seabreeze on Lake Placid, Sullivan, N.Y. Get your dream home at a price you can afford. This one-bedroom, one-bath home is located on 1.5 acres of land with lakefront views. For more information, please contact us at 631-666-0123.

Florida

Mobilehome Living is Easy
Blue Cross Executive Defends Firm's Rate Increase Request

MANHATTAN—Malcolm MacKay, senior vice-president of Blue Cross Blue Shield of Greater New York, recently defended the health insurance firm's request for increased rates by saying that there is no alternative consistent with the public interest.

The requested rate increase, for nearly four million community-rated subscribers, averages 23.5 percent. Experience-rated groups will not be affected.

Mr. MacKay spoke at a public hearing of the State Insurance Department. He explained the components of the average 23.5 percent increase as follows:

Five percent is needed to pay for new maternity-related benefits legislated by the State, which must be provided effective Jan. 1, 1977. Mr. MacKay observed that, while these and other mandated benefits may be useful, state lawmakers and the general public may not be aware that they represent a tremendous expense to insurers.

Payments for current benefits in 1975 and 1977 accounted for 13.5 percent of the overall request. Mr. MacKay noted that the previous rate increase averaged only 3.6 percent. He pointed out that the Insurance Department assumed at the time that Blue Cross payment rates to member hospitals in the New York area and benefit costs for subscribers hospitalized outside the area would remain at 1976 levels. These assumptions, on which 1976 rates were determined, have proved unrealistic because the 1976 reimbursement rates for member hospitals recently approved by the State will result in an ultimate increase of about 7 percent over 1976 rates, retroactive to Jan. 1, 1976, and payments in 1976 for out-of-area hospital care will increase approximately 15 percent over 1975 payments.

In addition, it is anticipated that the State will approve another 7 percent increase in member hospital payment rates for 1977 over 1976.

Thus the stage is set for a confrontation between the legislative and executive branches in Suffolk, with the CSERA in the middle. In the process a new chapter in Taylor Law settlement procedure may be written.

On Nov. 9, CSERA Suffolk president James Corbin reported that the 6,600 members of his chapter had voted to accept the $13.5-million package. It was approved by white-collar workers, 2,300-90, and by blue-collar workers 859-125.

Blue Cross and Blue Shield Plans of New York State

Buy American!

Prevent cavities!

It's too bad that science can't invent a magic lollipop which would prevent cavities and tooth decay simply by eating it. It'll never happen.

Sure—dental care can be expensive, and too many people want to visit their dentist until they're having trouble.

That's where we come in. Our dental plans put emphasis on prevention—not only for children, but for the entire family.

A sound dental plan— at a reasonable price— is a big step toward family health security. If your employee group is even considering a dental plan, talk to the Blues. We just might have the answer for you. After all— we were the first who invented pre-paid health insurance.
Pensions, Other Topics On Schenectady Agenda

SCHENECTADY—James Terry, of the state's Employee Retirement System, warned employee here that a year before their anticipated retirement they should request from ERS an estimate of benefits under the various options. Choice of one of the five options should not be made until the estimate is received, he cautioned.

Mr. Terry was one of several speakers who participated in a recent mini-workshop for county employees in the Civil Service Employees Association's Albany Region IV. This session was for the benefit of local government employees in the region's southern area.

A previous session was held last September in Westport for employees of the region's North Country. A third mini-workshop is scheduled to be held for local government employees in the region's mid-area.

Mr. Terry's presentation included a question-and-answer session in which he described the various options. He pointed out that Option 0 provides high benefits, but allows no provision for survivors, whereas Option 2 offers the lowest monthly benefits for the life of the pensioner, but provides for continuation at full payment for the designated survivor.

There can be no change in beneficiary under Options 1 or 2, and documented proof of beneficiary's birth is required under Options 1 or 2, he explained.

Other points noted by Mr. Terry are that it is possible to borrow up to 75 percent of an employee's contribution prior to retirement, and that disability is not recognized after age 60 or 75. It is warned against taking extraordinary disability, however, if application is denied.

(Continued from Page 1)

Albany Region IV Holds Another Mini-Workshop For Counties

Delegation from Rensselaer chapter 842 included, from left, Elmer Creaigh, Jr., John Wehner, Sue Ernst and Joseph Cassidy.

Uphold PS&T Negotiator

(Continued from Page 1)

Mr. Bush said for deciding to take a stand against the decision by the State.

"Bob Bush is to be congratulated," said Mr. Levittier. "It might have been easier for him to give up, but he recognized that the issue at stake was bigger than any individual. Together with the CSEA, he elected to fight the issue over the issue of whether the employer can dictate who can or cannot be on the employees' team negotiating against them.

"It's a key issue and it proves what can be achieved when we stand up and are counted in times like that," Mr. Levittier said.

CSEA director Mary Moore (Executive) helps out at the registration table. Signing up are Eugene Nicodito, CSEA director from Schenectady County; Joe Lawrence, Schenectady City Unit president; Betty Lemmon, SUC at Pittsfield chapter 612 president and Albany Region IV education chairman, and Jeanne Kolas, of Clinton chapter 310 and the region's education committee. Ms. Moore, who is one of three statewide Executive reps, is a member of Criminal Justice chapter 695.

Robert Lattimer, chairman of the PS&T negotiating team and president of CSEA's Western Region VI (Buffalo) complimented

State Technical Bargaining Unit negotiating team, presently engaged in contract negotiations with the State.

The state claimed that it couldn't spare Mr. Bush from his job in order for him to fulfill his duties as a member of the PS&T negotiating team. The CSEA took the issue to arbitration and an arbitrator ruled in favor of Mr. Bush and the CSEA.

Mr. Terry is of Schenectady's educational employees Local 864.

Other speakers participating in the program were Albany Region supervisor John Corcoran; regional political action chairman Howard Cropsey; regional research analyst Michael Carroll, who spoke on contracts; Rensselaer Educational Employees Local 871 president Ed Evans, who spoke on officer training; and CSEA counsel Richard Brustein, on the Civil Service Law.

McDermott Pleased

Regional president Joseph McDermott, who attended the session, said that he was enthused with the session and that he encourage members to learn more about their union and the benefits of union membership.

He noted that the session was held on a Saturday, "when people could have slept late, but preferred to find out firsthand how the region is set up to help the workers."
to provideui about training or
serve in a veteran's program of vocation-
al rehabilitation as part of or all of
work experience is necessary to
accomplish vocational rehabilitation.

Under this provision, the
law, certain disabled veterans
could be trained in work
vironments without violating the

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CSEA Travel Services Expand
Coverage To Southern Region

FISHKILL—CSEA Travel Services has extended its op-
ations to include Southern Region III of the Civil Service
Employees Assn.

This means that CSEA members in Southern Region III,
which includes Putnam, Rock-
land, Orange, Ulster, Dutchess,
Sullivan and Westchester Count-
ties, will be eligible for partici-
ption in the service's next trip: An excursion to Disney World
in Orlando, Fla. from Jan. 4-8 for
$189.

The travel service had previ-
ously operated only in Albany
Region IV of the CSEA.

Lynn Miller, director of the
travel agency, said she has begun
mailing informative brochures
about the service to all CSEA
chapter presidents in the South-
ern Region. Later, she will visit
each institution to explain the
program to CSEA members.

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to form one unit for the pur-
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is located at 203 Sci. Mammng Blvd., Albany, N.Y., Phone IV 2-6974.
Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between June 1 and November 30, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to record all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with $5.00 for each member signed up. We will keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided... services which benefit you in many ways.

So help us share the load by signing up with us. CSEA — the most powerful force in New York State working for public employees.