CSEA To Carey: Dyson Idea Won’t Work

ALBANY—Civil Service Employees Assn. president Theodore C. Wenzl posted a letter to Gov. Hugh L. Carey on Monday, October 31, pointing out that the administration’s plan to remove personnel of our state government from the civil service structure is the strike approval that was linked to the vote. According to Mr. Dyson, this would have the effect of easing the tax burden and...
HAUPPAUGE—The latest battleground in the continuing controversy over the right of a municipality to establish residency requirements for its employees is now in Supreme Court in Suffolk County.

At issue is a resolution adopted by the Town of Riverhead requiring town-residency only on behalf of Mr. Dorfer as an individual police officer, but Judge Lipets said things were already getting out of hand. "Confusion and delay" will be the end result if Mr. Dorfer is allowed to press his "inartistically drawn" suit, said the judge.

**14 City Teachers Helping Vietnamese**

The Department of Health, Education and Welfare has given a $100,000 Title I grant to the Riverhead School District to train Indo-Chinese refugees for full-time employment.

The program entitled "Concurrent Vocational Training and Supportive Services for Adult Indo-Chinese Refugees" will run until June 30, 1977.

The program will fund 14 part-time instructional and staff personnel from an ongoing Vietnamese training program run by the board.

Program coordinators say a head instructor, six instructors, a field placement counselor, a senior clerk and five school aides will be needed.

Funds will also be for educational materials and equipment.

**CETA Funds Are Applied To Private Job Training**

MANHATTAN—The private business sector of New York City will be the beneficiary of a new State Training and Manpower Program (STAMP) to be administered by the Department of Commerce, Commissioner John B. Dyson announced.

The program, which will reimburse employers at the rate of 50 percent of their employees' salaries during their training period, is funded by the U.S. Comprehensive Employment and Training Act (CETA) through the New York City Human Resources Administration, Department of Commerce.

The STAMP program was conceived and developed by Raymond R. N oral, Deputy Commissioner of the State Commerce Department's Omnibus and Small Business Services Division, with the assistance of Commissioner Lucille Rose, New York City Department of Employment.

"Every employer who needs help in finding and training competent, qualified people to fill new job slots will find the STAMP program financially rewarding," Commissioner Dyson declared. "This new program is another example of the determination of the City and our State government, by judicious use of federal funds, to attack the City's number one problem—putting people back to work."

The State Commerce Department will work closely with Chambers of Commerce, community manpower centers, and other business development organizations to develop a pool of job seekers, who will then be pre-screened by the department's professional on-the-job-trainning specialists to meet specific employer needs.

"A special advantage to every employer participating in this training program," Deputy Commissioner N oral said, "is that he will be reimbursed each month for half of the trainee's salaries, thus assuring a steady cash flow for his enterprise."

Private sector employers in New York City interested in the STAMP program may contact Henry Kadish, Director, STAMP, New York State Department of Commerce, 230 Park Avenue, New York, N.Y. 10017. The telephone number is (212) 949-9339.

**N.Y. Offices Are Closing For The Coming Holidays**

ALBANY—All offices of the State of New York will be closed Friday, Dec. 24, and Friday, Dec. 31, in observance of the Christmas and New Year's Eve holidays.

The State Civil Service Employees Assn. contract stipulates that when a holiday falls on a Saturday, as with the two coming holidays, employees will be entitled to a compensatory day off. It is the option of the state to allow the employee to select a day off, or to simply dictate that all offices will be closed on a particular date. In this instance, the state opted to close its offices on the 14th and the 31st.

In February 1977, a similar situation will arise, with Lincoln's Birthday falling on a Saturday.

**Tentative plans call for the state to offer a "floating holiday" to be taken at the employee's option as compensatory time for Lincoln's Birthday.**

**HIP Health Security means:**

- **NO MONEY out of pocket!**
- **NO MONEY claims to fill out!**
- **NO waiting for MONEY payments!**
- **NO major MONEY headaches!**

**For the Coming Holidays**

**See your Payroll Clerk or Health Benefits Officer**

State Employees . . . . . . . . . . . . . . Nov. 1 to Dec. 31
CSEA calendar

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

DECEMBER


10—West Seneca Developmental Center chapter 471 annual Christmas Party, 7 p.m., Fort Schuyler local 14 Christmas Party: 7 p.m., Harts Hill Inn, Utica.

11—Farmingdale SUNY local Christmas party: 8 p.m., Huntington Town Hall, Huntington.

11—Summitt Developmental Center chapter 431 Christmas party: Canalside Restaurant, Tupper Lake.

11—Kennell Park Memorial Institute chapter Christmas party: 6:30 p.m., Pawellwood House, West Seneca.

11—Nassau County chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow.

16—Southern Region III meeting: Holiday Inn, New York State Thruway Exit 17, Newburgh.
Jacobs Back On The Job

MANHATTAN — Randolph V. Jacobs, public information specialist for New York City Region II, Civil Service Employees Assn., has returned to work following corrective eye surgery at Manhattan Eye and Ear Hospital.

Mr. Jacobs said the surgery was successful and an additional operation, which had been a possibility, is now considered unnecessary.

Mr. Jacobs, former president of the CSEA’s Metropolitan Conference, predecessor of the New York City Region, expressed thanks to “the many good friends who were kind enough to send cards and letters to me when I was recuperating.”

L.I. Region Meeting

AMITYVILLE — Members of Long Island Region I, Civil Service Employees Assn., will meet Thursday evening, Dec. 23, at region headquarters, 746 Broadway, Amityville. Region president Irving Plasmenbaum said the meeting will begin at 7:30 p.m.

Southern Meeting

NEWBURGH — There will be a meeting of members of Southern Region II, Civil Service Employees Assn., on Thursday, Dec. 16. Region chief James Lennon said the meeting will be held at the Holiday Inn near New York State Thruway Exit 17, Newburgh.

NAME TRUSTEE

ALBANY — Frederick R. Clark, of Albany, has been named by Gov. Hugh L. Carey as a member of the Board of Trustees of the College of Environmental Science and Forestry at Syracuse University.

The post is unsalaried. Mr. Clark’s name will be sent to the Senate for confirmation when that body reconvenes in January.

ALBANY — There is still time to file for 11 state open competitive titles that will close this month, including employment service assistant II, which offers a four-year training program leading to an employment interviewer post.

The other titles are cartographer and senior cartographer, computer programmer trainee, health care fiscal analyst, senior health care fiscal analyst, security hospital treatment assistant, security hospital senior treatment assistant, and assistant traffic supervisor. All these have Dec. 12 filing deadlines and Jan. 15 written tests.

There are Dec. 20 deadlines and no written tests, but evaluation of training and experience, for associate social service manpower development specialist, director of the bureau of manpower planning and development and the employment service assistant I title (exam no. 77-618).

Bryant, vice president of the New York State General Federation of Women’s Clubs, is now considered un

There are four one-year training levels. Applicants are required to sign an employment contract and must satisfactorily complete all on-the-job training requirements, before advancing to the next higher level.

By the end of the second year, applicants must have completed 30 college credits, 45 by the end of the third year and must possess an associate degree by the end of the fourth year.

Candidates who possess an associate degree or 60 credits and who are appointed directly to Level III will not be required to complete the additional college credits. Student will be given a full two years’ on-the-job training.

Computer programmer trainee jobs are open throughout the state, with a $10,518 salary in the city area and $900 less elsewhere. After a one-year traineeship, appointees become computer programmers at $10,914 in the city area. Only a bachelor’s degree is required (Exam 34-499).

Security hospital treatment assistant (Exam 24-483) requires either one year’s specialized experience in treating mental patients, or patients with social behavior problems, where there is emphasis on the security of patients or residents, or two years direct experience in treating emotionally disturbed or mentally retarded patients.

The positions are with the Department of Mental Hygiene. Security hospital senior treatment assistant (Exam 24-483) requires either three years specialized experience or four years’ general experience. It pays $13,494. Good physical condition is necessary.

Health care fiscal analyst (Exam 24-451) starts at $10,714 a year. It requires a bachelor’s degree, including 15 hours in accounting and three years health care fiscal experience.

Senior health care fiscal analyst (Exam 24-453) pays $13,494 and requires an extra year of experience.

Cartographer (Exam 24-434) pays $13,494, and requires 15 credit hours of classroom training, including nine hours in cartography and six hours in any combination of related courses.

Also necessary is either a bachelor’s degree or four years’ experience in cartography or a combination of both. Senior cartographer (Exam 24-435) requires an additional two years’ experience. Graduate study can be substituted for up to one year’s experience.

Assistant traffic supervisor (Exam 24-198) starts at $11,463 a year. Applicants must have three years’ experience involving vehicular traffic safety control or motor vehicle accident investigation, and the preparation of motor vehicle accident reports.

Associate social service manpower development specialist (Exam 27-704) pays $17,429. A degree and four years’ employment training and redevelop- ment programs experience is required. Higher degree and study experience can be substituted for experience.

Director of the bureau of manpower training and development (Exam 27-705) pays $20,516. A master’s degree and seven years experience is required.
The questions surrounding Mental Health are as plentiful as the number of patients and employees the policy will affect. Features editor Jane Bernstein has investigated the practice of transferring patients from large institutions into smaller community facilities. And she has looked into the problems associated with what she finds out that means for thousands of workers and patients. This is the second of a series.

By JANE R. BERNSTEIN

TRANSFERRING mentally disabled individuals out of large institutions and into the community does not guarantee an improvement in care. As a matter of fact, if strict plans are not implemented, de-institutionalization can become a disaster.

And it did become a disaster in the state of California, from which New York State officials should take heed, for that potential is already here.

Small establishments where quality care is given to mentally retarded children are virtually non-existent. The failures of the community care system were reported by the state legislature in a paper entitled "Where Have All The Patients Gone?" by members of California State Employees Association.

And that study gives those individuals opposed to de-institutionalization an awful lot of fuel for their respective fires.

The policy came into being in California through part of the provisions of the Lanterman-Petris-Short Act, which went into effect in 1969. The provisions called for a fuller acceptance of community-based mental health care services, and the eventual reduction of the population in large institutions.

The problem was, researchers found, that the community was not equipped to deal with a large influx of mental patients. Individuals looking for money-making enterprises began opening and running board-and-care facilities for the mentally ill, for all that was required by the state to run a six-bed home was a $10 business license.

Persons in need of medical attention and psychiatric services were housed in these small facilities, and in these dwellings, many of which were not up to safety and fire standards. As a result, there were early deaths among these patients, and an increase in crime statistics among the mentally ill.

The California study showed suicide after suicide of persons released from such state hospitals as Atascadero, Stockton and Camarillo, which were reduced in size as part of the de-institutionalization plan.

And state hospital officials met with difficulties trying to set these patients loose. Not only have they no place to arrange discharge forms for them. Many of these people who were due to be released from the state's traditional need of constant care, being unable to feed or dress themselves. One 36-year-old retarded woman with the mentality of a 3 year-old was induced to put an 'X' at the bottom of her release form after her legal guardian refused to sign it.

After years of moving toward cutting back the state's institution population, California is now bringing to a more centralized mental health system because of overcrowded, run-down institutions.

Here in New York, indications have pointed toward a potential for the same type of situation that arose in California.

By now, New York residents are familiar with what is known as the "Huntington Home Scandal." Assemblyman Andrew Stein released the report in February, finding that the homes opened many cures to the tragedy of poor care given in adult care homes.

In March, Sen. Frank Moss followed up with his own investigation. His findings were similar to those of Assemblyman Stein.

Senator Moss said: "I have visited the psychiatric ghetto of Long Beach and Pur Rockaway. I have toured several of the old hotels and boarding homes where thousands of former mental patients live. I have seen their world of eccentrics and peeling wallpaper, of flicking paint and falling plaster. I saw medicine cupboards that were wide open. Almost anybody could walk off with large quantities of amphetamines and barbiturates. I met no licensed nurses; most drugs were administered by unlicensed attendants who most likely could not detect possible adverse reactions and side effects that occur when patients take large amounts of psychotherapeutic drugs.

The potential for harm to former mental patients living in these places was almost limitless. Many cases were reported of patients wandering off and free to death or being hit by cars.

A more extreme case which is still under investigation is the death of William Maltsman, a resident of Hi-Tor Manor care home, who allegedly died from malnutrition in 1978.

The Board of Social Welfare is responsible for licensing proprietary homes for the mentally ill. But "The Board didn't recognize the problems that were developing in the early 1970's," said Alvin Mennehoff, New York City Regional Commissioner of the Department of Mental Hygiene. "The patients beginning to bring care of psychiatric patients who have not been discharged from the institution."

And the problem has come to light, now that they are recognized in the community. The Board of Social Welfare doing?

"They're doing the best they can to control the licensing process," said Deputy Commissioner of Mental Hygiene for the state. "But the board is understaffed. We must be accountable when a patient is discharged from a state institution to make sure that before the patient is properly placed." Dr. McKinley added.

Dr. McKinley said he has seen patients in proprietary homes who asked to be sent back to the institution from which they were released, because the living situations were so dismal.

"The fact is, community facilities haven't developed quickly enough to keep up with the rate of de-institutionalization," he said.

According to estimates, the anticipated decrease in state facilities is a percent each year.

As long as communities are not equipped to handle the mentally ill, proprietors and their adult care homes will continue to exist. And despite the fact that certain homes were exposed, many more are thriving which have not yet been brought to the public eye.

For example, Mr. H. has a 26-year-old son who's been in and out of mental health facilities for many years. We'll call him John.

At present, John resides at the Northeast Sanitarium facility at Kings Park County Hospital, and is shipped off to his daughter for a day to a hospital in Glen Cove, Long Island, for activities. Ms. H. said he is able to work in a very structured atmosphere, and has done so in a sheltered workshop. John is schizophrenic, violent at times, and is unable to live at home because of this.

Mental Hygiene Deputy Commissioner Robert McKinley sees need for state accountability in follow-up care of mental patients.

where his payment was going.

"Then one day I got a phone call from the SS1 people who told me they'd sent my son three checks for one month in stead of one, and t could I please send back the money." Mr. T. continued. "Well, the checks were gone and my son had not seen a penny of the money—the owner of the house got it all." Mr. T. maintains the housing care system must be organized, with follow-up care watched closely by state mental hygiene officials.

"When a patient comes out of a large institution and looks terrible, he's dirty and his clothes are ragged, the only kind of private place that wants to take him is a place like the one in Hicksville," Mr. T. said.

Both parents of mentally retarded and mentally ill individuals and officials agree that in order for success, the process of reducing the populations of large institutions must be well organized and well planned. That applies not only for patients, but for institutional workers as well.

Employee thoughts on the matter of de-institutionalization will be examined in the next part of this series.

By ANDREW STEIN

opened patient's eye

At one point, when he was thoroughly unhappy at North- east Sanitarium, he went to a board- ing house, where he lived while trying to attend welding school.

"The house was like a rat hole—it was dirty, crowded, and the patients were left on their own," she said.

John was finally removed from there after he was found in the middle of the street conducting traffic, with his head in a towel wrapped around his head.

Again he was returned to Northeast Sanitarium, where he was given thorazine and sent to a Salvation Army home in Hempstead. His family found him there after receiving a phone call from home officials. He had gone into convulsions because he had not been given a drug to counter any possible thorazine reaction.

"We've got to have some kind of community facility where the care is up to standards," Ms. H. said. "Here in Nassau County, there is no such facility—the communities do not want mentally ill people living among them. All we have are these rip-off care homes." Mr. T. has two sons who are affected by mental illness. One of them was placed in what Mr. T. terms a "shut-down operation."
They Aren't Gifts

A new editorial that appeared in a recent issue of the CSEA Monitor, a newsletter published by the Fort Schuyler local 14, Civil Service Employees Assn., caught our eye and we thought we would share it:

"Under the title of 'Things That Irritate,' let's talk about those bulletins that find a way from the State Campus in Albany to your desk and are designed to keep you informed about changes in various systems."

"Ever notice how they attribute those changes to Civil Service, Employee Relations, the Governor, etc.? These improvements are given to everyone everywhere, the CSEA and nine times out of ten, the change was brought about through negotiations between the CSEA and the state - so why in hell can't they say so?"

"For instance, this past week Bill O'Toole, executive deputy industrial commissioner in the Department of Labor, issued a bulletin outlining several significant improvements in the state health insurance program. O'Toole made no mention of the fact that every one of those improvements were gained for the employees by the union. They were not

Nobody who thinks differently has (a) never tried to negotiate your fringe benefits if it thought it could get away with it. Anyone who thinks differently has (a) never tried to negotiate with the state or (b) lives in a dream world."

Well, we here are here to tell you that the State of New York has never given you one solitary thing. Your employer, who expects your unending loyalty, would be happy as hell to cut your pay, deny you leave, increase your hours and eliminate your fringes if it thought it could get away with it. Nobody who thinks differently has (a) never tried to negotiate with the state or (b) lives in a dream world.

The only thing between you and a sweatshop is your paycheck, your gifts from the gods; they were fought for hard and long. Those who feel they must take them or nothing.

Police Dilemma

NEW YORK CITY has created a new dilemma for laid-off policemen already battered by the city's financial turmoil. By offering to hire 57 of them as correction officers, the NYPD threatened to drop those who decline from the police list, then the Corrections Department could go down the list, hire by the TA did not even have to give up their places on preferred lists.

This new bill of fare for laid-off police officers when the city offered to hire 400 of them Nov. 1, but only if the Patrolmen's Benevolent Association funded the rehiring by deferring employee benefits. That matter is still the subject of contract negotiations.

If personnel director Thomas Roche were to give his assurances that he will restore all names to the preferred list, then the Corrections Department could go down the list, hire by the TA feared they would be rehired soon. The laid-off workers offered to rehire 400 of them Nov. 1, but only if the Patrolmen's Benevolent Association funded the rehiring by deferring employee benefits. That matter is still the subject of contract negotiations.
**Don't Repeat This!**

(Continued from Page 4)

sensibly learns to resist with restraint with a Democrat in the White House. During the Ford years, I was often and always who would retire in 1989, I started to play music full-time to supplement my income. Renting a studio and working in a club, I hold to music and entertain, since I love doing it and it makes me feel good. I would devote my life to music if I could afford to do it. This is a way to raise capital for a successful music career. In this way, the Democracy is building a party record which they espoused during the presidential and congressional election campaigns.

However, with a Democrat in the White House, Congress is likely to be more circumspect about passing bills that they know will be vetoed. No doubt, many Republican members of Congress will seek to embarrass the Democratic majority by calling on them to send to the White House bills they passed during the past two years and were vetoed by President Ford.

In addition, the Democrats will be faced with a problem of how to deal with the Humphrey-Hawkins full employment bill. In many respects, it is a good bill in that it sets a clear standard to which Congress must abide. For example, it mandates that the President must report annually on the state of the economy and the progress being made towards full employment. However, the bill also contains provisions that are not as effective as those in the Humphrey-Hawkins bill. For example, it does not require the President to submit a legislative program to Congress for consideration. It also does not establish a full-time, independent Commission to oversee the implementation of the bill.

**Do you want to retire from your job in civil service today? What would you do?**

**By A. L. Peters**

**NYC Retirements**

The New York City Retirement System, or CETA, was created to provide retirement benefits to eligible employees. The system is administered by the New York City Teachers' Retirement System, a self-governing agency of the State of New York. The system covers all employees of the City of New York who are employed in educational, health, and social services.

The CETA program operates on a pay-as-you-go basis, which means that contributions are made by the employees and their employers to a trust fund. The contributions are invested and the earnings are used to pay the benefits to the eligible retirees. The system is administratively self-sufficient and does not receive any federal or state aid.

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(Continued from Page 6)

**LETTERS TO THE EDITOR**

*On CETA: Does NYC Violate Seniority Law?*

Editor, The Leader:

On Nov. 22, Supreme Court Justice Edward Greenfield delivered a major decision in a case involving the CETA program. The case was brought by five laid-off New York City teachers against the City for itsSELVING procedure under the Comprehensive Employment and Training Act. The petitioners fully realized that they could not be hired as teachers under the federally funded CETA program due to their being non-residents of the City of New York. However, it cannot be ignored that rejection for re-employment to the exact job one held prior to lay-off regardless of the title, the CETA program is arbitrary, unreasonable and in clear violation of Section 81 of the Civil Service Law (exempt from the CETA program) and Section 82, Subdivision 9 of the Public Officers Law (which are not to reside in continuous counties).

The CETA program is a voluntary program and must be submitted by the City While CETA pays a maximum of $10,000 per month in special funds to supplement that amount up to the rate of compensation for a regular teacher, petitioners recognize that they have no legal right to be continued in their positions in the absence of funds appropriated to pay their compensation, but the fact that the City used tax levy funds to maintain the CETA program indicates they should have been hired (in this case approximately 85 men laid-off from their regular seniority as mandated by state law).

The CETA program offers the civil service system. Besides usurping an individuals seniority, it obviously interferes with the job opportunities of those awaiting regular permanent employment. All individuals who are enrolled in a preferred civil service list are residents of the State of New York and are entitled to the protection of its Constitution and Laws. Neither Judge Greenfield nor the City has any right to circumvent those laws or the merit system.

Judge Greenfield in his final decision in that "temporary" CETA jobs "must be in addition to those that would have been hired, with tax levy funds, 400 "temporary firmer" while still maintaining the CETA program. Surely the City has proved to be in violation of federal law at this point and should have been forced to forego federal funds and re-appoint members.

It is hoped the Court of Appeals will see the matter differently from that of Judge Greenfield.

Ronald Caravote East Norwalk

**Civil Service Law & You**

(Continued from Page 6)

sion's action if any fair argument can be made to sustain it even though the court may be of a different opinion. However, it is clear that the CETA program is arbitrary, unreasonable and in clear violation of Section 81 of the Civil Service Law (exempt from the CETA program) and Section 82, Subdivision 9 of the Public Officers Law (which are not to reside in continuous counties).

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Ronald Caravote East Norwalk
Constitution And By-Laws Committee Report

The following is the report of the Committee on Revision of Constitution and By-Laws submitted at the CSEA annual convention this fall and adopted by the delegates. Chairman is Kenneth Cadieux, of Nassau County chapter, and committee members are William Roelfs, Nicholas Cimino, Joseph Kenny, Eugene Nielenella, Audrey Snyder, Karen White and Earl Mayfield. Material in boldface type, and words that are deleted are within brackets.

CONSTITUTION

THE FOLLOWING PROPOSALS ARE NOW PART OF THE CSEA CONSTITUTION, HAVING BEEN PRESENTED TO THE DELEGATES FOR A SECOND READING AND PASSED:

- Article IV, Section 4:
  "Section 4. No member of the Board of Directors who is physically present at a Board Meeting and who is entitled to vote in more than one capacity, shall have the right to a proxy; provided, however, that he may cast one vote for each office or capacity he represents."

This language is to be placed in the By-Laws, Article II, Section 6, PROXIES.

- Article IV, Section 151 to be renumbered to Section 4.

- Article IV, Section 161 to be renumbered to Section 5.

- Article VI, Section 1:
  "Section 1. STATE EXECUTIVE COMMITTEE. The purpose and authority to transact business relating to state employees shall, except as provided hereinafter, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and such other persons as may be appointed by each State Department. The Judicary, the Legislature, the State University, the Waterfront Negotiation, Retirement, and State public authorities as one unit, shall be deemed State Departments. The Faculty Branch, Catholic Extension, Retirement, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot of the members in his department in the manner prescribed in the By-Laws. No person shall be eligible for re-election unless he shall have been a member in good standing of the Association on or before June first of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors shall be qualified (except that for the election to be held in 1972, the term shall be for one year and the same date, namely 5/10, 1973, or until their successors have qualified). Vacancies in the office of the State Department representatives may be filled for the remainder of the term by the members of the Association employed in such department at a special election to be called by the Board of Directors.

Kenneth Cadieux presided over portion of meeting that dealt with proposed changes in the union's constitution and by-laws. Several changes became official after passage by the delegates. (The items that are now law appear on this page; pending items will appear in a future edition of the paper.)

within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board."

Note: It is the Committee's recommendation to delete "the Legislature" since the Board representative resigned and the number of individuals represented number approximately fifteen. The second deletion is made merely to eliminate obsolete wording.

- Article VI, Section 2:
  "Section 2. NOMINATIONS. The State Division members of the Nominating Committee selected in accordance with Article IV, Section 161 of this Constitution shall constitute the Nominating Committee for the State Executive Committee."

Rest of section remains same.

- Article VII, Section 2(b):"(b) The members employed in each political subdivision in a chapter shall be entitled, if they have 300 members or 50 percent of the employees within the division as members, whichever is smaller, with minimum of 75 members, to the formation of a unit. Such unit shall receive a portion of the dues which shall be determined within the discretion of the parent county chapter. Other units may be organized as the Board of Directors or Executive Council of the chapter may determine in the best interests of the members involved. Each unit shall be entitled to elect its own unit officers and to establish its own purposes.

This language is included in the By-Laws, Article IV, Section 2(b).

- Article VIII:
  "[Meeting of Delegates]"
  "[Section 1. DELEGATES]"

Rest of article remains same.

some as there are approximately 600 different negotiating units. As an alternative, the committee recommends the following amendment:

- Article 3: STATE NEGOTIATING COMMITTEES. There shall exist the following negotiating committees: 1. Operational; 2. Administrative; 3. Institutional; 4. Professional. Scientific and Technical, in addition to any other duly certified state bargaining units or units which CSEA may be elected to represent. All appointees to the Negotiating Committees shall be made by the President upon the advice and consent of the appropriate Regional Executive Board.

- The Committee recommended the following amendment to Article VI of the By-Laws entitled "Committee which would add a new section to read:

- Article 5. COMMITTEES. No member of the Association may serve on more than two committees of the Association, except that a committee of the State Executive Committee shall not be deemed a committee of the Association, effective with the 1977 election.

- Article VII of the By-Laws:
  "[ARTICLE VII]
  [BOARD OF DIRECTORS]
  "(Section 1. No chapter, Region, committee, or subcommittee shall strike, picket, demonstrate or engage in any concerted stoppage of work or slowdown of any or any other job action, shall be authorized by the Board of Directors of the Association.)

- The Committee received the following amendment to Article VI, Section 3 of the By-Laws entitled Negotiating Committees. The recommendation is to create wording with regard to all division bargaining entities. After much discussion, the Committee voted that such an amendment would be too burdensome.

- Article VIII to be renumbered to Article VII.
The following is the report submitted by James Currier, of Fort Schuyler, lobbyist James Featherstonhaugh, center, and the union's legal counsel, as they prepare for debate on the Comptroller's Advisory Council for the Retirement System.

By way of background, the Comptroller's Advisory Council for the Retirement System was originally established by Comptroller Arthur Levitt in 1959 to advise him and make recommendations concerning the formulation of polices relating to the administration and management of the Employees Retirement System. The Council received no contributions in its deliberations; rather, many ideas and suggestions are discussed for the benefit of the Comptroller to enable him to consider as many points of view as possible in his decision-making process.

I was appointed to the Council in June, 1976 by Comptroller Levitt for a term to coincide with the balance of the Comptroller's term of office. Other public employee unions are represented on the Council, as are representatives of the Legislature, private industry, retired public employees, municipal representatives, and State Agency representatives.

Since my appointment, the Council has met on two occasions. The first meeting was called in June to discuss the Pension Reform Bill pending in the Legislature. This particular meeting soon became anticlimactic since just a few days after hearing Comptroller Levitt denote the Eckert Bill as being unworkable, expensive, and difficult to administer, the bill was passed and signed into law. It might be significant to note that the Eckert Bill and its companion version called through the Legislature so quickly that the Retirement System top staff worked virtually around the clock to study the Bill, analyze it, and offer chapter amendments to make it workable.

Our second meeting, held September 13, 1976, was called by the Comptroller to bring the Council up-to-date on certain difficulties with the "Coordinating Esculator (CO-ESC) Retirement Plan." We were advised that the Governor had appointed a Task Force to study and amend the CO-ESC Retirement Plan. We were also advised that the Governor had the bill through the Legislature after only a day's work. It might be significant to note that the Governor had asked the Task Force to work on an accurate set of figures dealing with the cost estimate of CO-ESC because the figures accompanying the bill through the Legislature are not accurate.

We face very serious problems with CO-ESC. The Bill was drawn so poorly and passed in such haste that the law is, in many respects, virtually unworkable in its present form. By way of illustration, let me point out some probable cases.

1) Under CO-ESC, it is possible for a low income employee to receive no pension benefit at retirement. For the sake of discussion, let us take a Grade 3 part-time employee and assume that at the time of retirement this person is entitled to a $1,000 a year State pension and a $1,500 Social Security benefit. This person's State pension must be reduced by 50 percent of the Social Security benefit; therefore, all of the State pension benefit is eliminated. The employee has contributed to a pension which he will not receive and even the amount contributed by the employee is not refundable.

2) Assume that a person enters the CO-ESC plan today and works for 28 years during which time the person contributes 3 percent of salary to the plan, and over the years this contribution amounts to $15,000 or $20,000. Let us further assume that this person has never married and has no dependent living parent. When the member dies the maximum death benefit will be $3,000 paid to the member's estate, irregardless of the fact that the contributions to the plan far exceed that amount. The difference between the amount contributed and the amount paid is apparently lost to the system.

3) The Social Security offset provision of the law poses several disasters if, as is becoming more and more probable, the employer withdraws from the Social Security System. At the present time 15 municipal sub-divisions of New York State have notified the Federal Government of their intention to withdraw and nearly 180 municipal employers have inquired of the Comptroller's Office for withdrawal information; as potentially we have a very serious situation here. Under CO-ESC the retiree's Social Security benefit must be reduced by an amount computed to be the member's Social Security entitlement without regard to whether or not the member is actually getting a Social Security benefit payment. Additionally, for other than a job related disablement, a member of CO-ESC must be receiving Social Security disability payments to be eligible to receive a disability pension from the Employer's Retirement System.

4) CO-ESC will be costly to the employer with frequent turnover of employees. Under CO-ESC every employee must be enrolled as members, even if that person works one day, they must be enrolled. This provision will result in significant administrative costs to both the employer and to the Employee's Retirement System, as the EESC must process the enrollment and, a short time later, will have to handle the employee's request for a refund of contribution since obviously a short-term employee will not care to remain in the system.

I have identified some of the many difficulties of CO-ESC for your information. There are many areas of concern regarding pensions with which we will continue to be involved, make our voice heard, and work towards those goals which will be most beneficial to our membership. A copy of my report has been delivered to those officers and staff within CSEA responsible for directing our response to pension problems and I feel certain that our resolution will be positive.

This report is submitted for informational purposes.

(Coordinator's Advisory Council: Victor Balducci, President, Civil Service Commission; Donald Bromberg, Executive Director, NYS School Boards Association; Herbert Brown, President, Retired Public Employees Association; James H. Currier, Civil Service Employees Association; James H. Currier, Civil Service Employees Association; William Clay, Council 82, AFSCME; Raymond Cohran, Executive Director, Council of Mayors; William J. Courta, Police Conference; Stephen R. Green, Assembly Committee on Governmental Employees; Edward Jones, Director of Administrative Services, Thruway Authority; Robert Peters, Mer. Corporate Compensation & Benefits, Mobil Oil Corp.; Terence Pick, Director, Employee Benefits, AT&T; John P. Pruskop, Professional Fire Fighters Association; William Stanford, Executive Secretary, Association of Towns; Richard E. Schemmerhorn, Senate Civil Service Committee; and Herbert Smith, Executive Director, Association of Counties.)

Leader editor Marvin Bailey is attentive as Hudson River Psychiatric Center chapter 418's Lawrence Scott, left, and Margaret Conners read a report on progress made by delegates in resolving some of the problems affecting public employees throughout the state.

Nassau Education Employees chapter 455 delegation at Concord meeting included, from left, Robert Tovel, Ben Giamano and chapter president Edward Ferraro, who also heads union's statewide non-teaching school employees committee.
W'Chester Sex Discrimination Settlement Is Won By Teacher

ALBANY—The New York State Division of Human Rights has obtained a settlement of more than $2,500 on behalf of a teacher who had charged a Westchester school district with sex discrimination.

In the Fall of 1973, when the birth of her baby was imminent, the teacher, Terry Jackrel asked the Pleasantville Union Free School District for sick leave. Her request was denied. Pleasantville's superintendent of schools informed Ms. Jackrel that “we do not consider the blessings of maternity to be tantamount to illness.” Instead, Ms. Jackrel was placed on maternity leave, which did not provide her with pay, insurance benefits, or credit toward seniority.

Ms. Jackrel then filed a complaint with the State Division of Human Rights, alleging that the denial of sick leave violated the New York State Human Rights Law, which prohibits sex discrimination in employment.

The Division investigated and found probable cause to believe Ms. Jackrel’s allegations of discrimination. After referring the case to public hearing, the Division secured a settlement from the Board of Education of the Pleasantville Union Free School District.

The terms of the settlement are embodied in an order after stipulation issued by State Human Rights Commissioner Werner H. Kramarsky. Under the settlement, the Board of Education of the Pleasantville Union Free School District will pay Ms. Jackrel $2,502 in sick pay, plus another $76 as reimbursement of insurance premiums.

The order also requires the Board of Education to post a memorandum notifying all employees of the maternity rights contained in the Order.

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U.S. Summer Job Deadline Near

MANHATTAN — Applicants for federal summer jobs must file by Dec. 9 for January examinations. The full range of jobs includes many varied and interesting work, with professional and graduate opportunities in the physical and biological sciences, and other fields.

Many positions require no experience for trades and labor jobs to doctoral degrees for administrative work.

Also there are summer internships for undergraduate and graduate students in science, agriculture, health sciences, and many more.

Group I, II, III, and IV positions must be filled by Dec. 9 for January examination. Acceptance is by certification of their proficiency, or by certifying their present day status.

For Group I, II, III, and IV positions, applicants can establish their proficiency by presenting a certificate of proficiency for the G-3 level and one season's experience for the G-4 level.

Applicants who wish to renew previous eligibility for Group I title must have taken a written test but must apply by Jan. 13 to the commission office in their region to receive a written test. Applicants filling after Dec. 9 and Jan. 13 will be tested in February. Jan. 13 is the final deadline.

Group I and II positions require college education or experience in specific occupations and are with specific agencies. Group I positions vary according to agency.

For Group II positions, an applicant must have at least 30 weeks of full-time work or 60 weeks of part-time work per year in the past two years. Group III positions require at least 40 weeks of full-time work or 80 weeks of part-time work per year in the past two years. Group IV positions require at least 50 weeks of full-time work or 100 weeks of part-time work per year in the past two years.

Requirements range from little or no experience for trades and labor jobs to doctoral degrees for administrative work.

In the New York City area, typeset and stenographer jobs are in greatest supply. Applicants can establish their proficiency by presenting a certificate of proficiency for the G-3 level and one season's experience for the G-4 level.

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Locally, It's Stony Brook

STONY BROOK — "We were number one" was the cry of members of the Civil Service Employees Assn, at the State University at Stony Brook following a Leader report of the adoption of the appeal "local" by the CSEA at the SUNY at Albany campus.

Al Varracchi, president of the Assn at Stony Brook, said his unit had used the term "local" since 1971, adding that he believes Stony Brook was the first in the SUNY at Albany campus.

NAME GINSBERG

ALBANY — Mitchell I. Ginsberg, dean of the Graduate School of Social Work, Columbia University, has been named to the group of Social Service Department Commissioners for the former chapters of the CSEA that was adopted at the last delegate convention.

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RETIREES ON WELFARE

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GOLDEN AGE BIAS?

More than 2,000 California state clerical and service employees have filed discrimination complaints with the California Personnel Board in Sacramento, with the suits alleging that women in state service are paid less than men with similar seniority. The complaints were filed earlier this month by the Office and Allied Council of the California State Employees Assn and other groups. The workers are cooks, laundry and maintenance staffs.

UPGRADING ASSEMBLY'S IMAGE

Verno Associates, a Rochester public relations firm, has been paid more than $50,000 to survey Albany housing patterns and to defend the city's image against housing discrimination. The survey was conducted by the Assembly's office that produces newsletters, brochures, broadsides, materials and other public relations efforts. David W. Keiper, the Assembly's director of administration and operations, defended the funded idea, saying that he had volunteered to take the job. He added, however, he does not know what the member services budget is or the number of people they hire. The city also recently paid another consulting firm to study methods which do not give line-item expenditures in a given program area. Mr. Keiper said none of the work was of a partisan nature.

DMH PREJUDICE ALLEGED

A group of doctors and dentists employed by the State Department of Mental Hygiene has charged the administrative head of the State Board of Public Disclosure with "racial and ethnic prejudice" in the firing of a dental assistant and other actions. Allegations were filed this month by the Office and Allied Council of the state Department of Mental Hygiene, stating that the hiring freeze ordered by Gov. Hugh L. Carey, has its employees working overtime and is under pressure to fill positions faster. Under ordinary law, because of the hiring freeze ordered by Gov. Carey, has its employees working overtime and is under pressure to fill positions faster. Under present law, the inmates could then keep up family ties and could more easily reenter the community. Under present law, inmates serving a year or less are detained in the county jails. The state prison population is now 13,000 and is projected to reach 30,000 by 1980. This will cause serious overcrowding problems, said a.

LANGUAGE COMPENSATION

Canadian government employees required to use both English and French in carrying out their duties will now receive financial compensation. The Public Service Alliance of Canada said that employees will be compensated on a formula recognizing four factors: reading, writing, speaking and listening.

CHALLENGE RETIREE LAW

The Nevada Employees Assn. is challenging laws which prevent state employees from retiring after 30 years of service unless they have reached 58 and are 65. The suit charges that individuals who retire at any early age, commented Robert Gagnier, the union's executive director.

SPRIT HOUSE TAKES

State and local government employees are retiring in such numbers, warning their Chalerm in the Albany State Liquor Enforcement Agents that their pension checks cannot be processed fast enough, forcing some to go on welfare. Mr. Chalerm also notes that the State Retirement System has been adding about 1,800 new retirees per month, which is forcing the state to pay out $200 million in early retirement payments. In a recent survey of state and local government workers filed for retirement, in the same period last year, 11,000 retired, which was at the time a record.

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Suffolk Has Planner OC, Promo Exams

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing for four promotional titles and two competitive titles until Dec. 15. Written tests will be held Jan. 15, 1977.

For further information contact the Department of Civil Service, State Office Building Campus, Albany, New York, 12226.

HONORING SERVICE

North Hempstead Town Supervisor Michael J. Tully Jr., left, presents retiring town's department foreman Michael J. Lagasse, of Westbury, with an award for outstanding service during his nine years of service to the town.

Ag And Markets Worker Takes Top Suggestion S

ALBANY—Ten state employees won a total of $790 in cash awards in November for money-saving ideas submitted to the New York State Employee Suggestion Program.

The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total $5,235.

Some others also

Appellate Court Upholds L.I. Cop Moonlighting Ban

BROOKLYN—Can a part-time village policeman in Nassau County hold a second "moonlighting" job?

That was the question last week by the Appellate Division in Brooklyn in rejecting an appeal by a patrolman of the Centre Island Village Police Department against the department's rule prohibiting outside employment.

The appeal may be the last that the officer will take, since the New York Court of Appeals, the state's highest court, previously upheld a similar ban against part-time jobs by policemen in another case.

APPPOINT CRAWFORD

ALBANY — Vincent H. Crawford, of Delmar, chairman and chief executive officer of the Albany Savings Bank, has been named by Gov. Hugh L. Carey as a member of the State Banking Board.

The post is unanointed. Mr. Crawford's name will be sent to the Senate for confirmation when that body reconvenes in January.

Full Employment

Is the Key To Prosperity

Buy U.S. Food Products

Nassau Opens Four Jobs

MINEOLA — The Nassau County Civil Service Commission has opened filing until Dec. 15 for four open competitive positions.

Electric meter repairer (Exam No. 6407) pays $10,606 and requires a high school education plus three years of electrical experience. Applications are being accepted at the Department of Motor Vehicles, 94-01 70th Ave., Jamaica.

Department of Mental Hygiene has opened filing for a senior planner (Exam No. 17-120) which pays $13,807, and town planning director (Exam No. 17-121) which pays $17,056.

The Nassau County Board of Elections will hold its regular meeting Wednesday, Dec. 26, at 7:30 p.m. in the auditorium of the Nassau County Courthouse in Mineola.
Westchester Local 860 Leaders Participate In Stewards Seminar

WHITE PLAINS—Among recent trends toward improving the services provided by the Civil Service Employees Assn. to its members has been the shop stewards seminar.

In addition to the usual amount of written communication transmitted through various media to the union leadership, it has been felt that the training programs offer an opportunity for firsthand question-and-answer sessions that enable the leaders to better understand the rapid changes taking place in today's troubled public-employee labor sector.

Among the most recent of these steward seminars was one held last month by Westchester Local 860's county unit. A few of the participants are pictured on this page.

Among various Local 860 leaders on hand for the Westchester stewards seminar were, from left, Leon and Margot of Booth Taylor Home; Carmine LaMagna of Playland; Sal Trabakino of Greenburgh, and Michael Quinn of Purchase and Supply. Westchester Local 860 is the second largest chapter in the entire CSEA statewide structure (second only to neighboring Nassau chapter).

CSEA To Carey: Dyson's Idea Won't Work

(Continued from Page 1)

While we are not questioning Mr. Dyson's motives, we do question, in the first place, the practical merit of this proposal as an effective answer to the stated problem. But most of all, we strongly question and completely reject the proposal in the respect that it opens the door to ineffective answer to the stated problem. As I mentioned earlier, we assume that you hold the spect that it opens the door to ineffective answer to the stated problem.

Mr. Dyson's arrangement, the entire middle management group would, in no time at all, become simply another ample layer of patronage as the trend could only proliferate, presenting a real threat to the rest of the civil service structure.

The Civil Service Employees Association is not the champion of middle managers. But it is the sworn watchdog of the total civil service system, as well as, under the Taylor Law, a rightful defender of all public employee past practices.

We feel very strongly that Mr. Dyson's proposal, like any other measure which would tend to erode the strength of our civil service, must be strongly resisted. As I mentioned earlier, we assume that you share our respect for the merit system, and would not see fit to implement any such policy which might be adverse to its preservation.

19-Year-Olds Will Require Own Blue Cross Contract

MANHATTAN—Blue Cross and Blue Shield of Greater New York is currently alerting parents with community-rated family coverage that their unmarried children who became 19 during 1976 will need their own individual contracts. Mentally retarded or physically handicapped unmarried children who became incapacitated before age 19 and are incapable of supporting themselves continue to be covered on their parents' family contracts regardless of age.

Information on obtaining transfers to individual membership is available from Blue Cross and Blue Shield of Greater New York, 623 Third Ave., New York, N.Y. 10017.

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

Syracuse Armory Employees To Meet

AUBURN—The Syracuse Area Armory Employees chapter, Civil Service Employees Assn., will hold a meeting Thursday afternoon, Jan. 6.

Chapter president Thomas Burke said the meeting, which will be held at the New York National Guard Armory, 174 South St., Auburn.

Pilgrim Critic Is Described As Dictator

(Continued from Page 16)

month before accreditation hearings for Pilgrim are to begin, we have no alternative but to think this... Mr. Levine is even willing to destroy accreditation to get his way.

Complaints by parents' groups led to a hospital survey last year by the Joint Commission on Accreditation of Hospitals. That resulted in the loss of Pilgrim's accreditation in April 1975. The hospital was reaccredited last January and the state pledged an additional $13 million to hire more staff and improve conditions in the hospital.

Warning the board that "you have a power-hungry man in your midst," Ms. Duffy pointed out that Mr. Levine was asking the Governor to fill three vacancies on the board with hand-picked candidates.

"He might wield considerable influence. Those of you who have differing opinions from Mr. Levine may be silenced," she said. "Worse, irreparable harm would be done to the patients and staff of this hospital. Only you can stop that destruction."

After the meeting Mr. Levine told a reporter from the Leader, "I hope you print the truth. The CSEA will not stop me from fighting for the rights of patients. Personal threats have been made to me by the union."

"Mr. Levine is set—not on reform—but on becoming a dictator of, first Pilgrim, then the state mental health system, and, who knows, perhaps the world's mental health programs," said Ms. Duffy.

Enough concrete went into the two towers of New York's World Trade Center to pave a four-lane highway to the moon.
Nassau Fact-Finder Report Due Soon

MINBOLA—A report is expected this week from a fact-finder in the contract impasse between Nassau County and the Civil Service Employees Association.

Past action had been promised by Joseph French, a New York Telephone Co. executive, who had been picked to recommend a settlement for the more than 14,000 county employees represented by the CSEA.

Irving Flaumusza, president of the 25,000-member local, and that if the recommendations are acceptable to both sides, a proposed contract will be submitted to the membership by mail ballot.

Mr. French conducted intensive and fast-paced hearings Nov. 24 and 26, and promised an early report.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include the Board of Education (teachers only), 65 Court St., Brooklyn 11241, phone: 506-9080.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 5454 floor, New York 10048 (phone 458-2424; 10 a.m.-30.m.) State Building Campus, Albany 12218; Suite 705, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing the Albany office only or by applying in person at any of the above offices.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the Unified Corrections System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Civil Service Admin., 390 Broadway, N.Y., phone 458-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8 a.m. to 5 p.m., weekdays only.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 325-4747. Federal titles have no deadlines unless otherwise indicated.

Mr. Flaumusza, a union president and also chief of the CSEA’s Long Island Region 1, and the hearings were conducted promptly, largely because the CSEA had fewer demands — we focused on the money,” CSEA had demanded general increases of 15 percent in the first year and 7 percent in the second year of the proposed pact, plus fringe benefits.

County employees were hit with a wage freeze this year and, according to the CSEA evidence presented to Mr. French, had bailed for behind the rise in the cost of living since 1973.

Medical Record Techs Sought

WASHINGTON, D.C. — The Center for Disease Control is seeking 12 temporary medical record technicians in the New York City area. The U.S. Civil Service Commission announced.

At the GS-6 level, which pays $2,016, two years’ experience or two years’ post-high school education is required. Education or experience must have included at least six months of medical terminology and medical record procedures and techniques. Additional education and experience is required for GS-7 through GS-7 jobs.

The deadline is May 24, 1976. More information can be obtained at the New York Region office of U.S. Civil Service Commission, 26 Federal Plaza, New York, N.Y.

Send application form SF 171 directly to the Center for Disease Control, Atlanta, Ga. 30323.
Pilgrim's Duffy Rips Critic As Would-Be 'Dictator'

BRENTWOOD—Betty Duffy, president of the Civil Service Employees Assn. local at Pilgrim Psychiatric Center, told the hospital's board of visitors last week that "abuses have been committed in the name of care patients, and in general cause great disturbance and apprehension among the patients." Ms. Duffy listed three specific incidents that reportedly occurred in front of staff and employee witnesses. Reports were filed with the management of Pilgrim, "but nothing has been done by management to discipline the personnel who allegedly committed the acts or to set up procedures and safeguards to avoid a recurrence of the incidents," she told the board.

In addition, Ms. Duffy warned the board that Samuel Levine, a member of the board of visitors and a patient's rights advocate, was trying to "warp the powers of the board by writing a report to the Governor in which he unfairly and consistently handles medical, managerial and staff competence in the most derogatory manner.

The report, which was released to the press, complained that the care of patients at Pilgrim was of "a pace level and quality." It was assailed by Gerald Ryan, Roman Catholic monsignore and chairman of the board of visitors, who said he would not agree with many of the points raised by Mr. Levine, and by Elizabeth Guanill, the incoming president, who said she was "very much put out" by Mr. Levine's report.

Ms. Guanill, who is also chairman of the Suffolk County Human Rights Commission, said that Mr. Levine "continuously runs down the institution." Calling Ms. Duffy's speech "brave and courageous," Ms. Guanill said that the employees and staff put "in good hard work" to take care of the present inmate population of 4,600. Three other board members supported Ms. Guanill's remarks.

In the Levine report, which the CSEA has at Pilgrim has been swamped with complaints about certain members of the advocacy groups who disrupt routine, mis-

11% Hike For Jefferson Unit Ratified By Members

WATERTOWN — Across-the-board pay increases of 5 percent in 1977 and 5 percent in 1978 are contained in a 10 percent increment for new employees, and August, and provides re-

over leaves for family illnesses, bereavement leave and sick leave. The fact-finder's report will be reviewed by both parties and if rejected by either, the negoti-

Barr honored

Douglas A. Barr Sr., right, an employee with the State Office of General Services in Albany, accepts plaque from Civil Service Employees Assn. OGS chapter president Ann Reynolds. But, thanks to the Civil Service Employees Association, a former employee of the Binghamton Psychiatric Center who was injured on the job has won compensation due her.

In her suit, the employee, Dorothy Schreher, was assisted by James Corcoran, a field representative of Syracuse Region V.

A recent communication from the Department of Mental Hygiene stated that the facility management has supported Mr. Schreher's claim and, pursuant to Article 10.15 of the New York State Institutional Services Contract, has agreed to pay the balance of worker's compensation leave with pay after adjustment for payment received.

In reviewing the case's background, Mr. Corcoran cited letters, directories, medical reports, step procedures and other pertinent papers dating back to March 1971.

Between the dates of her injury and the leasr her plan, Ms. Schreher received advice and treatment from three physicians and, on a number of occasions, took leave from work.

Her case was further complicated by conflicting reports by the physicians and the contention of management that insufficient medical documentation of the injury was submitted to prove inability to perform regular duties.

May of this year brought a ruling from the Workmen's Compensation Board that her injury was job-related. At this point the state terminated her because she was absent for more than one year and medical information indicated the injury was permanent.

The termination was made under Section 75 of Article 73 and 75 of Civil Service Law.

The following month, the CSEA submitted further medical documentation to Ms. Schreher's employer indicating her incapacita-

Binghamton PCer Wins Injury Case After A Five-Year Delay