BRIEF SOUTHERN REGION ON PENDING COURTS SWITCHOVER

Court employees within Southern Region III of the Civil Service Employees Assn. query Rubel Ross, left, about how state takeover of court systems will affect them. Mr. Ross, the CSEA director representing judicial employees, has been leading discussion groups throughout the state in order to keep court employees informed on the changes from county to state jurisdiction, slated to phase in on April 1. Here she answers questions from Herman Rosenfield, of the Supreme Court in White Plains; Martin Sharp, of the Supreme Court in White Plains, and Lynee Berc, of the Family Court in White Plains.

PERB Decision Keeps Rockland CSEA Whole

ALBANY—The full Public Employment Relations Board panel has determined that the Rockland County unit of the Civil Service Employees Assn. should not be fragmented. PERB thus upheld the original decision issued in the matter last summer by PERB director Harvey Milowe.

In question was whether the nurses and probation investigators employed by Rockland County should have their own bargaining units. PERB ruled that these employees should remain with the Rockland County CSEA unit, which has represented county employees for more than eight years.

The board found that the CSEA bargaining unit, which represents about 1,600 workers, satisfies all the legal requirements for a bargaining unit as set forth in state law. These include: a "community of interest" among the employees in the unit; compatibility with the responsibility to serve the public; and consistency with the administrative convenience of the public employer.

PERB found that "No good reason has been shown for not continuing the existing unit." Nurses and probation investigators number about 140 together.

Inside The Leader

New State Exams
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Save Jobs At Warwick
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Charge Pact Violation
On MH Transfers
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Latest State Eligibles
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Charge Improper Practice
At NY Psych Institute
—See Page 15
Conditions 'Deplorable'
At Manhattan PC
—See Page 15

Nominating Group Selects Statewide Candidate slate

ALBANY—Theodore C. Wenzl, statewide president of the Civil Service Employees Assn., and William McGowan, executive vice-president, have been named by the union's statewide nominating committee as candidates for president in the upcoming elections.

Nominations By Petition
In Order Now

ALBANY—Individuals not officially nominated for statewide offices or departmental representative positions in the upcoming Civil Service Employees Assn. elections (Continued on Page 9)

Mental Hygiene Consultant Hired

ALBANY—The Civil Service Employees Assn. has hired a consultant on policy issues pertaining to mental hygiene and retardation, especially the problems of deinstitutionalization.

The CSEA hired Dr. James Cohen, professor of psychiatry and community health at Albert Einstein College of Medicine in the Bronx. Dr. Cohen is also acting director of the Center for the Study of Social Policy, a federally funded research and training program for human service professionals.

He has published a number of articles on mental hygiene and social policy, and has conducted extensive research in this field.

(Continued on Page 9)
No Jobs Lost By Transfers At Warwick

WARWICK—The efforts of chapter officers, rank-and-file members and staffers of the Civil Service Employees Assn. resulted in the orderly transfer to new jobs for every permanent employee of the Warwick Training Center when the center was transferred to the jurisdiction of the Department of Corrections Feb. 24.

Of the 132 employees of the Division for Youth facility at Warwick, not one permanent worker lost his employment as a result of the transfer.

“ar primary concern was for the continued employment of the CSEA members there,” said union collective bargaining specialist Jack Conoby. “But we had many factors to take into consideration as well, such as the continued welfare of the boys who were the residents at Warwick. I feel that, thanks to the efforts of Warwick chapter president Fred Williams and CSEA field representative Valero Antonio, we have achieved what could be a model for the transfer of any state agencies in the future.”

Most of the Warwick employees will remain at that facility as employees of the Correction Department, Mr. Conoby said. Other workers took jobs at some nearby state facilities as Letchworth Developmental Center or the Green Haven. The employees transferred to the Corrections Department will actually be carried on the payroll of the Division for Youth until March 31, Mr. Conoby said.

Mr. Conoby and Mr. Williams began holding meetings with officials of the state Office of Employee Relations last fall in order to answer their questions. (Continued on Page 13)

In the official Environmental Protection Agency 1977 Gas Mileage Guide, the VW Rabbit has better fuel economy than:

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Hornell Hosts Region VI Pre-Convention Meeting

CHEEKTOWAGA—Western Region VI of the Civil Service Employees Assn. representatives who have been in Western New York will hold a pre-convention conference at the Coachlight Inn, Hornell, March 11 and 12, according to Robert L. Latimer, the union's Region VI president.

After a joint meeting and welcome by Annette Hardin, president of the State-CSEA Impasse Fact-Finder Panel, representatives will talk about ways to deal with new contract agreement covering existing employees. The lunch will be followed by discussion of the fact-finder's report on the current State-CSEA Impasse. This evening meeting is open to all CSEA members.

Members who work for local governments will have an opportunity to discuss the State’s Contract Agreement and to interject any comments or queries either. Apparently the CSEA is not talking to us. I’m writing to you to ask your help in starting proceedings with an unfair labor practice complaint against the Board of Regents and the CSEA. We would like to see our grievances resolved through a formal hearing, rather than through an informal path of mediation. We feel that this is the only way to ensure a fair and just resolution of the dispute.

The CSEA should not be able to unilaterally impose new terms and conditions of employment without the consent of the employees affected. We believe that the CSEA has failed to adequately bargain with us and has acted in a manner that is contrary to the principles of collective bargaining and fair standards of labor relations.

We urge you to support our efforts to resolve this issue through a fair and impartial process. We appreciate your consideration of our request and look forward to hearing your thoughts on this matter.

Sincerely,
[Your Name]
Brunswick House...a most sophisticated community for alcoholism intervention...and supported by 4 other fully-accredited hospitals for total health care

Brunswick House—conveniently located at Amityville, N.Y. on Long Island's scenic South Shore—has been newly created to meet the growing need for comprehensive and compassionate treatment of alcoholism. Combining superb clinical facilities within an aesthetic environment, this sophisticated therapeutic community offers open-referral availability to all appropriate patients. Because Brunswick House is the latest development of America's largest complete private medical complex—Brunswick Hospital Center—we are in the unique position to accept alcoholism patients with concomitant or secondary medical problems. Few other alcoholism facilities can offer this sophisticated service—supported by four other fully-accredited hospitals within the same campus. We proudly call this expanded treatment service: "Total Person/Total Care—through creative healing."

Brunswick House also provides individualized aftercare, on-going education, and family services—all directed toward sustained recovery. Further, we enjoy the added distinction of full approval by Blue Cross, Medicare and most major medical health insurance plans.

Yes—unquestionably—unique.

If you wish to know more about alcoholism or have an actual patient wishing admission, call 24 hours: (516) 354-5500 and ask for Brunswick House/Extension 361.

No way out of your drinking problem?
State Move To Close Alcohol Units:  

The Curse Of The Drinking Class

By JANE R. BENNETT

THERE are 600,000 alcoholics in the New York Metropolitan area. And if alcoholism is viewed as a disease, as many treatment say it should be, the epidemic that already exists rival

Millions upon millions were spent for the vaccination against the flu that never arrived. Yet, 

colholism is viewed as a disease to save five alcohol rehabilitation units at five state institutions in the Metropolitan area. And if alcoholics are involved in getting some of those 600,000 individuals afflicted with alcoholism back on their feet.

THE rehabilitation treatment for the people who are admitted into a unit is free. While most of these alcoholics are not the sort one finds hanging around skin fives such as the Inowry in New York City, they often are not able to afford the cost of treatment in a private facility.

There are excellent rehabilitation hospitals of this nature, including Brunswick Hospital in Amityville, Long Island. But the costs usually run over $100 a day. State and county employees are fortunate to be able to take advantage of this rehabilitation program, because they are covered under their insurance. But not everyone is.

“Alcoholism is a chronic illness that must be treated for life,” says Dr. Jose Sarabia, director of the alcohol rehab unit at Creedmoor. “But who is going to take it seriously as an illness if the authorities work by closing down units and not providing alternatives for these people.”

The Creedmoor unit is the only one of its kind in Queens, serving approximately 100,000 alcoholics. A client is usually sent there from either Richmond or Booth Memorial Hospitals, where detoxification units are located. The Creedmoor unit has a capacity for 36 residents at one time, with about 40 clients in its outpatient program.

THE rehabilitation program lasts ten weeks, during which time the client is involved in counseling, group therapy, occupational therapy and living skills. The individual is psychologically evaluated, and is given every chance to find out what kind of work he or she has the desire and the ability to do. If one has already been given a chance to get along in a family situation, aside from getting along in new living conditions.

The unit utilizes a network of community services. Volunteers come into the hospital and take the clients to community Alcoholics Anonymous meetings, so that when they leave the program, they are familiar with the organization and the individual members in a particular AA group.

Preparation for this is also done in the way of part-time jobs for the client here while they are in the unit. Some residents work on the grounds of the hospital, carrying mail from unit to unit, or working in the community stores. For this they are paid the minimum wage, and gain experience in being responsible.

For job development after the six-week period, staff have been trying to write a grant with the Off-Track Betting Corporation to allow employment opportunities for clients after their release. This chance will go down the drain if the closing goes through.

The clients attest to the success and importance of the rehabilitation unit at Creedmoor. There are people who were on the merry-go-round of detoxification, then drinking again, then detoxification... just the thing workers fear for other clients if the unit is closed.

began drinking again. He began to fall behind in his school work, spent most of his time in a constant stupor and got into some minor trouble.

He went through detox again, and was finally referred to the rehabilitation unit.

“I have such peace of mind now. I feel better than I have in 10 or 15 years,” Timmy said. “For the first time, I'm enjoying life and dealing with it has become much easier with a clear mind. The program is so important, it's been a life-saver.”

Timmy wrote 13 or 13 letters to New York State legislators, including Senator Frank Pede

The unit is equipped with every conceivable, including a game room where residents, like this young man, may come to relax.

and roach-ridden, this reporter found it in good repair, cheerful, without a roach or piece of peeling paint in sight.

Residents are responsible for their own laundry, and rooms for this purpose are available in the building, with washers, dryers and ironing boards set up. Choices for the men are made in cooking, ironing and sewing—nine sewing rooms plus a full kitchen are also located in the facility.

There are game rooms and a TV lounge with modern and comfortable furniture. The residents' bedrooms are equipped with matching spreads and curtains. There are two people to a room, and the atmosphere is one of hope and recovery.

One of the reasons for this is that clients are screened, and anyone with severe or chronic psychosis is transferred out of the facility to another unit in the hospital. Dr. Sarabia says the presence of mentally ill individuals among those trying to come to terms with their alcoholism is psychologically disturbing.

Those in the rehabilitation unit are normally functioning people... when they're sober. And sobbing, when the wagon means leading a normal life.

Dr. Jose Sarabia, director of the Creedmoor alcohol rehabilitation unit, says alcohol is a chronic illness, which must be treated for life.

When Department of Mental Hygiene officials issued an order

Dr. Helen Jenseul, unit psychologist, helps into the TV lounge in the facility to see how clients are doing. (Staff photo by Pamela Craig)
NOMINATIONS for statewide officials of the Civil Service Employees Assn. were made public last week, and, as could be expected, there has been considerable controversy over the announcement.

Two years ago, however, we imagined that the philosophy of the previous administrations of the Civil Service Employees Assn. (CSEA) would be continued with the new nominations committee. This was due to the fact that the committee's function is to select the official nominees of the Civil Service Employees Assn. (CSEA) for the various department representative seats.

The question is whether the nominations committee should be put into the position of making such a basic political decision affecting so emotional an issue as a special election.

Perhaps this is a matter that should be discussed more fully by the union's delegates as an item of clarification for the CSEA By-Laws.

Another State Of Mind

Let's hear that Minnesota Gov. Rudy Perpich has stopped automatic buying of state agency cars, plans to set up an ad-hoc legislative committee, to do general house-cleaning and to set up a plan for privatizing of state services. He has worked out, has totally frus- terated the opposition to the Commission's determination. After the hearing, the Commissioner adjourned the case.

The demonstration is being called to show support for the "Easy-Bank" bill, which would allow the city to use the tax dollars of veterans to buy certain personal items. The demonstration is being called to show support for the "Easy-Bank" bill, which would allow the city to use the tax dollars of veterans to buy certain personal items. The demonstration is being called to show support for the "Easy-Bank" bill, which would allow the city to use the tax dollars of veterans to buy certain personal items. The demonstration is being called to show support for the "Easy-Bank" bill, which would allow the city to use the tax dollars of veterans to buy certain personal items.

Vets Set To Rally

MANHATTAN—The Vets' Pension Committee is sponsoring a rally for all New York City and State civil servants who are veterans, on Monday, March 14, from noon to 2 p.m., at the south end of City Hall Park.

The demonstration is being called to show support for the "Easy-Bank" bill, which would allow the city to use the tax dollars of veterans to buy certain personal items. The demonstration is being called to show support for the "Easy-Bank" bill, which would allow the city to use the tax dollars of veterans to buy certain personal items. The demonstration is being called to show support for the "Easy-Bank" bill, which would allow the city to use the tax dollars of veterans to buy certain personal items.
President Carter says he wants to hear from the people. As a civil servant, what would you tell him if you had the opportunity on his radio show?

The Place

Editor, The Leader:

According to official statistics, a family of four should be able to live on $12,000 a year. We are a family of four living on almost half that amount.

My husband works for the State Department of Transportation and, while the price of everything has doubled, he has not had a raise for three years. There is such high unemployment now that a second job is an impossibility.

It is not fair that legislators increase salaries for themselves or their aides. They talk about economizing and say they have sympathy for the state employees. But, as a politician who votes himself a salary increase while ignoring our hardship, is not putting his money where his mouth is.

Mrs. Fred Kriker
Monticello, N.Y.

Appalling Conditions

Editor, The Leader:

I have just read the Feb. 18 issue of the Leader and I am appalled at the conditions at the Kathan and Annville transportation facilities, as described in Herbert Geller's article.

It is not fair to the customers at Kathan to have to do without any convenience, when other state employees "reap the harvest with every convenience that comes along." As a New York State employee I have seen many such uses. I have seen offices remodelled over and over again, within one year or two, when they were not needed, and fringe benefits given to the already high-paid worker.

Governor Carey could do much more for the taxpayers if he sent auditors around to do some investigatory work into "excessive debt" because of the local recreation. In his annual speech he made a "creditable" fund assets will cover less than half the costs of the program and that there should be a "profit" to the system. There is an anticipated deficit of $4.5 billion for pensions alone, with the other benefits. The state has already ordered a 1978 deficit of $900 million.

This year U.S. maximum Social Security tax has been increased by $70.20 to $955.25, but the anticipated $2.3 billion in income from the Social Security system has not increased more than doubled. The system would go bankrupt, within a few years.

Part of the problem now is the inclusion of the Medicare Amendments in the plan. The health costs have skyrocketed to such an extent that the Social Security system is entirely out of control. In most countries those who have multiple dependents have more than doubled in the past decade. As a percentage of gross national production, the annual health bill has increased to 6.5 percent in France, 5.3 percent in West Germany and 3.8 percent in Britain.

By PAMELA CRAIG

QUESTION

When will you be a President in the Merit System as opposed to the use of political patronage and the spoils system in recruiting and filling government jobs? Also, do you support the large salary increase voted and approved by members of Congress? If not, what pressures were put on you to have this tax on the people's treasury stopped? If you support these raises, would you also support the same scale of a salary for all federal and other governmental employees?

Robert Sage, transfer agent: "Mr. President, would you support a measure whereby the federal government would supply the money needed for the cost-of-living wage the state has seen fit to deny us for the last three years? Right now, New York City needs money, and I feel that the federal government should step in and supply the state with a subsidy. I feel this should apply to all states whose civil servants face similar problems. State civil servants should have equal opportunity with the federal civil servants."

Charles Walcott, nurse II: "Mr. President, would you support the idea that the state should pay a family of four $12,000 a year? I am a nurse, and I feel that the state is not living up to its responsibility to the people. It is a shame to see the state cut back on the salaries of its employees such as those at Katonah State Hospital. That's the least we can do for these folks who keep our roads clean."

Greg Siggins, mail clerk: "I resent the implication of Mr. Percyvall Griffith, senior stores clerk: "Mr. President, I'd like to know if you could exert some pressure on controlling the costs that seem to plague New York State. I have read that illegal aliens in New York take away jobs that would normally go to the citizens of this country. I wish you would take a keen interest in this matter by funding the immigration department as it would have to handle the situation.

William Cunningham, assistant, meat department: "Will you as President support the Merit System as opposed to the use of political patronage and the spoils system in recruiting and filling government jobs? Also, do you support the large salary increase voted and approved by members of Congress? If not, what pressures were put on you to have this tax on the people's treasury stopped? If you support these raises, would you also support the same scale of a salary for all federal and other governmental employees?"

By A. L. PETERS

Medical Insurance Increase

Medicare beneficiaries will have to pay $7.29 (10 cents more per month) for supplemental medical insurance (Part B) beginning July 1. This portion complements the basic hospital insurance with help in paying doctor bills and other medical expenses in and out of the hospital. The law limits the increase in Part B premiums to the same percentage as the Social Security monthly cash benefits. These increased 6.4 percent last June. Right to extract or concede of Medicare Part B in 1977 will go up from approximately $6 million to $1.4. The federal government pays 72 percent of this amount. About 25.4 million persons are enrolled in this part of the program.

A survey by the International Labor Organization indicates that Social Security systems throughout the world are running into "astronomical debts" because of the global recession. In West Germany and 3.8 percent in France, 5.3 percent in West Germany and 3.8 percent in Britain. The law was originally passed, the benefits have increased $70 to $955.25, but the anticipated 3.2 billion in income from the Social Security system has not increased more than doubled. The system would go bankrupt, within a few years.

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Robert Sage, transfer agent: "Mr. President, would you support a measure whereby the federal government would supply the money needed for the cost-of-living wage the state has seen fit to deny us for the last three years? Right now, New York City needs money, and I feel that the federal government should step in and supply the state with a subsidy. I feel this should apply to all states whose civil servants face similar problems. State civil servants should have equal opportunity with the federal civil servants."

Charles Walcott, nurse II: "Mr. President, would you support the idea that the state should pay a family of four $12,000 a year? I am a nurse, and I feel that the state is not living up to its responsibility to the people. It is a shame to see the state cut back on the salaries of its employees such as those at Katonah State Hospital. That's the least we can do for these folks who keep our roads clean."

Greg Siggins, mail clerk: "I resent the implication of Mr. Percyvall Griffith, senior stores clerk: "Mr. President, I'd like to know if you could exert some pressure on controlling the costs that seem to plague New York State. I have read that illegal aliens in New York take away jobs that would normally go to the citizens of this country. I wish you would take a keen interest in this matter by funding the immigration department as it would have to handle the situation.

William Cunningham, assistant, meat department: "Will you as President support the Merit System as opposed to the use of political patronage and the spoils system in recruiting and filling government jobs? Also, do you support the large salary increase voted and approved by members of Congress? If not, what pressures were put on you to have this tax on the people's treasury stopped? If you support these raises, would you also support the same scale of a salary for all federal and other governmental employees?"
CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

HAPPY BIRTHDAY, KID!

YEAH...WE WERE BROKE BUT I JUST SIGNED TWENTY NEW MEMBERS IN CSEA'S INCENTIVE MEMBERSHIP DRIVE!

MY GOODNESS—AND I THOUGHT WE WERE BROKE! WHERE DID YOU GET THE MONEY?

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 now and April 1, 1977, 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.

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'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up. In approximately 8-12 weeks you will receive your cash payoff.

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.
### CSEA Nominating Petitions Available By Request

(Continued from Page 1)

CSEA's nominating committee. Where a single candidate is unopposed, Committee chairman Donohue urged members in those departments, in particular, to consider seeking the post via the petition route.

### Warren Local Wants Fact-Finding

LACE GEORGE - The Warren County local of the Civil Service Employees Assn. has asked for a Public Service Commission Relations Board to appoint a fact-finder to resolve the Impasse which has occurred between the Warren County and CSEA bargainers over the current two-year agreement.

"The county's representatives have refused to make a wage offer which would contain all the changes and improvements in workmen's compensation, health insurance and other benefits that have been put into operation. The county is now trying to upgrade or add benefits that would provide the employees of Warren County with status equitable to employees of other local government jurisdictions in surrounding geographic areas," said Danny Jinks, CSEA collective bargaining agent for the Warren County bargaining unit.

At issue is changes and improvements in workmen's compensation, health insurance, and benefits-in-kind to be effective May 1 according to a contract which expires Dec. 31, 1977.

### Dr. Cohen

(Continued from Page 1)

Dr. Cohen has worked for a variety of organizations, including the National Institute of Mental Health, the Illinois Department of Mental Hygiene, the New York City Department of Mental Hygiene and other public employees unions representing mental hygiene and retardation employees.

CSEA executive vice president William McGoogan said, "We are especially glad to have the services and expertise of Dr. Cohen at this time, because of the urgency of the matter in light of the recent reductions in mental health facilities in favor of community programs.

### Pending CSEA Legislation Outline

This week's legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

**BILL AND SPONSOR**

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**SUMMARY OF PROVISIONS**

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**SB 1633**

This bill would provide for final offer evaluation as a means of resolving disputes in negotiations.

- **SB 1621**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1565**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1564**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1563**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1562**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1561**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1560**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1559**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1558**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1557**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1556**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1555**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1554**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1553**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1552**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1551**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1550**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1549**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1548**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1547**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1546**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1545**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1544**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1543**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1542**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1541**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1540**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1539**
  - by Senate Finance Committee.
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- **SB 1538**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1537**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1536**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1535**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1534**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1533**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1532**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1531**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1530**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1529**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1528**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1527**
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  - 2-7-77 reported.
- **SB 1526**
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- **SB 1525**
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- **SB 1524**
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- **SB 1523**
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- **SB 1522**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1521**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1520**
  - by Senate Finance Committee.
  - 2-7-77 reported.
- **SB 1519**
  - by Senate Finance Committee.
  - 2-7-77 reported.
Question Of Age As Hiring Factor

WHITE PLAINS—If Anthony Bova gets appointed as a deputy sheriff in Westchester County, nobody will be able to say he didn’t deserve the job. What the 46-year-old civil service applicant is out to prove is that you can fight — and beat — City Hall.

But standing between him and his appointment is a big "if." What it comes down to is whether or there is a "reasonable basis" to a Westchester County law prohibiting the appointment of persons over the age of 45 as deputy sheriffs. If he wins, this could be ammunition for other civil service applicants barred from jobs because of age.

That was the decision of a Westchester Supreme Court Judge last week in ruling on the lawsuit brought by Mr. Bova to order Sheriff Thomas Delaney to appoint him to the line. It will be up to the sheriff to prove to Judge Albert J. Oerrato that there is a valid reason against appointing deputy sheriffs over the age of 45.

Mr. Bova got caught up in the controversy after successfully passing a civil service examination and getting placed on the eligibility list on Aug. 22, 1976. But two days later, Aug. 24, his 46th birthday, legally made him ineligible. About six months later, in February 1978, Sheriff Delaney was about to appoint him to the force when he learned that Mr. Bova was above the age limit. He therefore declared him ineligible and took him off the certified list, touching off the lawsuit.

Mr. Bova’s main claim is that there are presently a number of persons working satisfactorily as deputy sheriffs despite the fact they are over 45 years old. Therefore, he told Judge Cerrato he should not be declared ineligible for the job merely because of his age since he successfully passed a physical examination.

The judge refused to accept the argument that the age limit was unconstitutional because it is a form of discrimination. Judge Cerrato pointed out that while Section 94 of the Civil Service Law prohibits a maximum age requirement on the basis of age, it does allow "reasonable minimum maximum age requirements for positions such as policeman, fireman, prison guard or other positions which require extraordinary physical effort."

Therefore, it is legal for the sheriff to set down a maximum age limit for appointment. If Judge Cerrato said, it is up to the sheriff to show "whether or not there is anything in the nature of the duties to be performed by a deputy sheriff which would warrant the age limitation imposed."

In other words, he ruled, "the county must explain why there are persons presently in the positions well in excess of 45 years of age apparently performing satisfactorily and whether or not such fact would warrant the court in straining down the county age requirement for deputy sheriffs."

The civil service applicant had less success with his claim that because the Sheriff did not advertise—first sending him a letter that he was about to be hired and then changing his mind after learning how old Mr. Bova was—it cost him a job in the construction industry. He told the judge that he turned down this construction job because he was about to become a deputy sheriff.

Judge Cerrato dismissed this argument. He ruled that he would accept Mr. Bova’s contention that being placed upon an eligibility list is tantamount to appointment. "The court agreed with the sheriff that this argument was "absurd."

The only logical argument raised was that it was felt, the age limit, so Judge Cerrato ruled that a deputy sheriff be hired at which the sheriff is to perform proof why 45 is the maximum age for appointment. If he can’t give reasons that the judge considers adequate, Mr. Bova may find himself a deputy sheriff and the winner of a good fight.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To the Honorable General of the State of New York, Gilbert E. Wainwright, Long Island Jewish-Hillside Medical Center; and to the court of the County of Westchester, You are hereby commanded: Be it known for certain, that the petitioner herein is a company of persons having the persons before being the persons be known to you and that any and all others being the persons be known to you that any and all others being the persons be known to you. And to the distributees of Edith McMillan, also known as Edith McMillan, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the distributees and the distributees on the court of the county of Westchester, New York, N.Y. and having his office in Room 309, in the

Order the payment of the Public Administration of the County of Westchester, N.Y. and having his office in Room 309, in the

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Chapter president Soloman Bondett designated the executive board for a contingency action committee and asked that board members pull out the people of their states and report back the consensus feeling as to what action should be taken next, after fact-finding.

A detailed by-law report prepared by Gennaro Mixietti and Charles B. Spano is due for discussion at the meeting. Members are currently studying copies of the report.

Nominating committee chairman Irving Goldberg is also scheduled to announce a slate of candidates for chapter officers.

The meeting will be at 5:15 p.m. at Francesca Restaurant, 110 John St., Manhattan.

**WARWICK**

(Continued from Page 2)

**SYRACUSE Area Retirees chapter of the Civil Service Employees Assn.**

**Financial Analyst**

ALBANY—A senior utility financial analyst eligible list, resulting from open competitive exam

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NEW. REVISED,

The meeting was at 5:15 p.m. at Francesca Restaurant, 110 John St., Manhattan.

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NEW. REVISED,
The McInerney Report: How Negotiations Got Bogged Down Prior To Fact-Finding

By now, many members of the Civil Service Employees Association may have read the state negotiations update prepared by Timothy McInerney, vice-chairman of the Professional-Scientific-Technical Bargaining Unit team.

Mr. McInerney, who is also a CSEA director representing the Department of Transportation employees and the president of DOT Region 1 chapter, prepared the report several weeks ago.

Since then, it has been circulated by many chapter leaders and has appeared in various CSEA local publications.

This week, shortly after The Leader had been mailed to members of CSEA, the fact-finders' recommendations are expected to be announced. Timothy McInerney, the chairman of The Leader will be writing about at about the same time community newspapers will be carrying news of the fact-finders' report.

The Leader is therefore reprinting Mr. McInerney's report so that everyone can be filled in on the background up to date.

McInerney's report follows:

"Following is a synopsis of what has transpired between CSEA and New York State during negotiations for the upcoming fiscal year, April 1, 1977, to March 30, 1978."

"Late in October, your respective Unit Negotiating Teams spent considerable time reviewing comments from the membership to determine which two complete Articles their team should open. Team members of CSEA, along with two contract Articles as was the State. Each team arrived at its decision to enter into coalition bargaining for salary.

"Late in November a ground rules meeting was held between CSEA and State Office of Employees Relations (OER). CSEA and OER agreed to bargain for salary on a coalition basis and that each unit would bargain for its own Article improvements.

"Each unit met with its state counterpart in early November and exchanged demands. They were:

**ADMINISTRATIVE**

- Article 28 — Workday-Workweek
- Article 32 — Protection of Employees

**OPERATIONAL**

- Article 13 — Posting & Bidding For Job Vacancies
- Article 16 — Workday-Workweek

**INSTITUTIONAL**

- Article 22 — Seniority
- Article 25 — Protection of Employees

"Each unit met at least twice with the State. At these meetings, each side clarified and justified its demands. Following is a brief review of each side's unit demands:

**CSEA**

- Article 28 — Workday-Workweek (All Units except Fort Schuyler). The CSEA proposal would provide employees with a defined workday (beginning and end of day fixed) workweek (Monday-Friday) and work year (12 months).

- Article 21 — Seniority (institutional and PS&T) would provide for the employee a system by which work assignments, transfers, vacation scheduling, reassignments, overtime, etc. would be determined by years of state service.

Timothy McInerney, vice-chairman of the Professional-Scientific-Technical Bargaining Unit negotiating team, prepared the report while the State and employee negotiators had in terms of the fact-finders' report.

"Protection of Employees (Administrative and Institutional) would provide each employee with a 6-month's prior notice if layoffs were contemplated and for training of employees and placement in positions that would not be affected by reductions.

"Posting and Bidding for Job Vacancies (Operational). This demand would provide employees with a system by which those who meet the qualifications for a vacant position would be appointed by seniority.

"Attendance and Leave (All units). The State proposes to diminish in all units: (A) Personal Leave (3 days), (B) Sick Leave (first day absences charged to other accruals), (C) Vacation credit accumulation still maximum 40 days but when employee separates from state service compensation in each only 10 days).

"Workman's Compensation Leave (first 28 days of leave charged to accruals on job-related injuries). Further absence would be granted up to nine months' compensation leave. However, the employee an compensation leave would not be accumulated or earn sick leave, vacation or personal leave).

"Several other proposals on attendance and leave are as follows: (A) Article 202 (Institutional and Administrative) and Article 203 (Administrative), (B) Eliminate sick leave ½ pay (Administrative), (C) Eliminate maintenance of time record section 10.16 (PS&T), (D) To eliminate vacation accruals (Operational).

"Salary: Unit members meeting on Nov. 17, 1976, in coalition negotiation presented CSEA's demand for 22 percent or $2,400 minimum salary increase. A 9-page memorandum was presented to support the demand. After both parties discussed said memorandum, the meeting was adjourned until Dec. 2, 1976, to allow both parties time to prepare material necessary to continue salary negotiations. Meetings were held on Dec. 2, 3, 4, 9, 16, 17 and 20, 1976. Following are the highlights of those sessions: The State first costed out CSEA's original demand and discussed the State's fiscal problem. The State suggested as a means of obtaining a salary raise CSEA look at compensation component trade-offs; as an example, take sick leave and put it on salary.

"The State explaining that it had a commitment to CSEA for a salary increase proposed an increase of $18.75 million and requested that CSEA reduce its demand to a 12 percent across-the-board increase with a minimum of $1,000 and withdraw all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for improvements contingent upon the State's acceptance of CSEA's salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands.

"If CSEA chose to go to fact-finding, as prescribed under section 209 of the Taylor Law, this last offer would be withdrawn. CSEA rejected this offer and is now in the further reduction stage as prescribed under Section 209 of the Taylor Law.

**ADDENDUM**

When Fort Schuyler Local 014 of CSEA reproduced the McInerney report in a newsletter publication, Monitor, a further update was included.

The Fort Schuyler information includes the "final offers" made by CSEA and the State. It is reprinted next:

"The mediation process progressed beyond the status report you have just read. During the course of negotiations the State and CSEA arrived at a point whereby each side made a "final offer" on the issues. CSEA reduced its salary demand to a 12 percent across-the-board increase with a minimum of $1,000 and withdrew all unit demands for contract improvements contingent upon the State's acceptance of our salary demands. The State's offer consisted of withdrawing all unit demands for contract improvements contingent upon the State's acceptance of our salary demands.

"The Fort Schuyler information includes the "final offers" made by CSEA and the State. It is reprinted next:

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Improper Practice Charged
Against Psychiatric Inst.
Because Of Staff Lay-Offs

MANHATTAN—The Civil Service Employees Assn. has filed an improper practice charge against the Psychiatric Institute for taking unilateral action in "an attempt to manipulate the terms and conditions of employment without negotiating through the certified bargaining representative.

The CSEA action was taken on behalf of 100 research scientists at the institution, 34 of whom are scheduled to be laid off on March 31 due to budget cuts. The governor's budget calls for a reduction in research personnel services of $1.1 million and of this amount $740,000 is scheduled to be cut from the Psychiatric Institute's budget.

On March 1, the research scientists were told verbally that by no later than 2 p.m., March 2, they would be to elect a parliamenter or cursive list appropriate to their work.

Request Is Suspect

Addressing the research scientists at a meeting held at the Institute on March 2, Stanley Mallman, CSEA regional director, said, "Furthermore, you should not appropriate written notification, guidelines or a reasonable time to provide reasonable creation is highly irregular, and to require you to make such critical judgment without opportunity to develop information, provide analysis and obtain assistance under such a deadline is shocking."

Mr. Mallman said that the additional dollar one will be lost in federal grants.

Dr. Dillon said that thousands of lives and millions of dollars in treatment costs have been saved through the pioneer work and discoveries of New York State-sponsored research scientists.

A few of the titles include: a therapeutic measure for manic-depressive psychotics; the early detection and treatment of epilepsy; the detection of deafness in children and the diagnosis of hypercondria.

The future of research is also threatened, Dr. Dillon stated, in that several ongoing programs dealing with mental retardation, learning disabilities, schizophrenia and the manic depressive will be especially vulnerable to the budget cuts.

CSEA field representative Partick Brier, acting on behalf of the unlawful hygiene practice charges, said the CSEA is formulating plans to stop the budget cuts. A number of research scientists are scheduled to go to Albany this week to buttonhole and speak to key lawmakers and senators on the problem.

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 8:30 a.m. and 5 p.m. except for the following hours for Thursdays: 8:30 a.m. to 4 p.m.

Those seeking 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 on file at all Post Offices.

By subways, applicants can reach the filing offices via the IND Chambers St., (City Hall), Lexington Av., (Bryant Park) and IND Chambers St., (City Hall) Extention (Brooklyn Bridge). For information on tables, call 464-7000.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teacher only), 65 City St., Brooklyn 11201, phone: 856-8560.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are available on behalf of 100 research scientists.

Applications in person, but not by mail, can be submitted to the Personnel Service offices can provide applications in person, but not by mail.

For positions with the Unified Court System, personnel officials throughout the New York State, applicants should contact the Staffing Services Unit, 320 First Ave., 2nd floor, New York 10010 (phone 684-2844; 10 a.m. to 3 p.m.); State Buildings Campus, Albany in Suite 700, 1 W. Genesee St., Buffalo 14202; 9 a.m. to 4 p.m. Applicants may also write to the Department of Personnel (writing the (Albany office only) or by applying in person.

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

Call Conditions Deplorable
At Manhattan Psychiatric

MANHATTAN—Expressing frustration with the lack of response at the department level regarding deplorable and unacceptable work conditions at Manhattan Psychiatric Center, James Fields, president of the hospital's Local 413, Civil Service Employees Assn., has demanded that the Department of Mental Hygiene immediately take steps to relieve the problem.

Brushing that conditions at Manhattan PC worsen with each day, Fields said that "unreasonable action. Mr. Fields warned that the danger point has been reached and that further delay in solving this problem in the floor facilities and in the bathroom facilities can definitely lead to chaos.

Union officials maintain that the administration's budget cuts and the on-going job freezes at the hospital have reduced staff levels to the point where essential services in behavior therapy, adult service and geriatric services cannot be delivered.

The closing of floors and consolidation of units at the institution has led to a situation in which the security department has led to numerous instances of rape, mugging, brawls and violence, and the staff now works in an atmosphere of fear. Several staff members have been injured, he said.

Recently, Congressman Edward Koch, concerned about the reports he got regarding patient care and security at Manhattan PC, made an unannounced visit to the Center. In response to numerous questions asked by Mr. Koch, Dr. Alvin Marmor, NYS Regional Commissioner, stated that since Jan. 1, 1975, there had been 48 instances of crime including assault and sexual crimes including rape and sodomy, and 91 other crimes involving burglary, robbery and arson.

Budget cuts eliminated a program for treatingasmatic patients, who, now released to the wards, "actually run wild," causing bodily injury to staff and building of other patients. Mr. Sundmark continued.

Emphasizing that the union's goal is meaningful patient care, Mr. Sundmark said that there were inadequate toilets facilities and inadequate clothing for the patients. He pointed out that there are times when no night clothes were available and that patients went to bed in street clothes. Furthermore, they had been wearing for a week without changing or cleaning.

"It is dehumanizing to the patients when basic supplies like soap, face cloths, blankets, socks, comb and underware are in many cases non-existent," Mr. Sundmark said. There are no fixtures in the bathroom to accommodate geriatric patients, and there are no ramps to provide for a rapid exit in the event of fire.

Further aggravating an already bad situation is the heavy influx of patients transferred from Pittsburgh Psychiatric Center, without a compensating increase in staff.

In addition to the unsafe and unsanitary conditions at the institution, the CSEA further charges the administration with waste of available funds, through the appointment of an excessive number of top-level personnel instead of necessary direct care staff.

Underscoring the waste from understaffing at the direct care level, the union claims that $336,000 in federal reimbursement was lost to the geriatric unit due to a shortage of workers.

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LEGISLATOR HONORED

Joseph Margiotta receives a plaque from Irving Flammang, Region I president of the CSEA, at right, honoring the retiring legislator for his work on behalf of public employees in New York State. Considered to be one of the most powerful men in the Assembly, Mr. Margiotta will remain as head of the Nassau County Republican party.

Golden Seeking Aid
Against Arsonists

BROOKLYN—Recess Presi- dent Howard Golden wants the Fire Department to give his borough an arson task force similar to the one in the South Bronx.

In a letter to Fire Commis- sioner John T. O'Hagan, Mr. Golden said "a large portion of Brooklyn is being burnt to the ground" through arson.

He also asked for a task force of 12 to 15 fire marshals to investigate arson cases.

"First it was the South Bronx and Brownsville," Mr. Golden wrote. "Now it is Bushwick and Flatbush that may be reduced to ashes."

He said in a recent 30 day period 52 persons died in Brooklyn fires. Serious fires there increased 28 percent over last year, he said.

"In Bushwick," Mr. Golden added, "community leaders have made accurate predictions of the arsonists, and when—would you believe it?—the Fire Department is considering the request.

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Mr. Fields said that the health and well-being of the patients have been jeopardized, and the staff now works in an atmosphere of fear. Several staff members have been injured, he said.

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Southern Region III of the Civil Service Employees Assn. recently held an informational meeting for court employees concerned with the impending switchover from county to state jurisdiction. Here, James Lennon, CSEA vice-president who heads the region, discusses the changes with John Brenn, public administrator from Westchester County.

Michael Morella, president of Westchester Local 866's county unit, directs questions to panel for information to relay back to his unit members affected by the court realignment.

CSEA director Ethel Ross, Board member representing Judicial employees, explains efforts being made by CSEA to ease the transition. Seated, from left, are Southern Region supervisor Thomas Lupoaello, members affected by the court realignment. County chapter president Carol Dubovick and Westchester Family Court's Linda Soldo.

CSEA Opposes Social Program Reductions

ALBANY — At a public hearing held last week before the Joint Assembly Committees on Health and Social Services, representatives of the Civil Service Employees Assn.'s statewide social services committee testified against proposed reductions in state social services programs.

To testify, Phil Miller, CSEA co-ordinator of the group, cited the CSEA's opposition to changes and reductions in Medicaid and assistance allowances.

"Underutilization of programs and staffing resources in some areas, combined with excessive workloads in other areas, mutually contribute to a system not achieving any degree of efficiency whatsoever," Mr. Miller said.

He also suggested that the state undertake a reorganization program in the various local departments of the Social Services Department throughout the state.

This hearing marked the third year that the group has been invited to testify before members and chairmen of both Assembly committees.

Settle Workweek Dispute For Wassaic DC Teachers

AMENIA — The Civil Service Employees Assn. has obtained an agreement from Wassaic Developmental Center guaranteeing that all employees hired, beginning in the fall of this year, will be willing to work on Saturdays and Sundays as part of their regular workweek.

The institution is scheduled to hire 100 employees in 1977. These new employees would eventually relieve those currently forced to work weekends despite a contract that establishes a Monday-through-Friday workweek.

CSEA executive vice-president William McGowan obtained the agreement from Wassaic director Richard Merres at a meeting last week. The union official directs question to panel for information to relay back to his unit members affected by the court realignment.

The work being performed by FIMT members on weekends is custodial in nature, the teachers report. They complained to Mr. McGowan that they are told simply to "be available" on weekends, in the case the patients' parents want to come and dis-

(Continued from Page 1)

Thruway Accord Upheld

(Continued from Page 1)