HONOR 3 FOR MENTAL HYGIENE WORK

Two Mental Hygiene workers of the Civil Service Employees Assn. and the union's executive director were honored recently for their contributions in the mental health field. At left is Robert Guild, executive director of the CSEA, retiring next month. Dorothy King, of Creedmoor, also made the presentations. Two Mental Hygiene workers of the Civil Service Employees Assn. and the union's executive director last week fixed the blame for patient abuse in state mental institutions on budget cuts, under-staffing, lack of employee training and inadequate supervision. "Determining the extent of patient abuse is extremely difficult due to the inadequacies of the present reporting procedures and the absence of a clear, legal definition accepted by all parties," the report said. However, the subcommittee said that there is "significant abuse to mental patients in state institutions."

Report Calls Cuts Source Of Mental Hy Dilemma

HAUPPAUGE—The report of the Assembly subcommittee on patient abuse released last week fixed the blame for patient abuse in state mental institutions on budget cuts, understaffing, lack of employee training and inadequate supervision.

"Determining the extent of patient abuse is extremely difficult due to the inadequacies of the present reporting procedures and the absence of a clear, legal definition accepted by all parties," the report said. However, the subcommittee said that there is "significant abuse to mental patients in state institutions."

Rensselaer Legislature Imposes Year Contract On County's Employees

By DEBORAH A. CASSIDY

TROY—In a meeting this week with officials of the Civil Service Employees Assn., the Rensselaer County Legislature imposed a one-year contract on the county employees, containing a $250 bonus.

Termed a cost-of-living adjustment, the bonus "will not be added to salary scales," according to Rensselaer County unit president Sue Erst. "It is not a raise, she added.

The legislature was asked to impose a contract in April, when CSREA and county officials could not agree upon a settlement.

In addition to the money, the county has agreed to pay an increase of $4.51 per month for the employees' health insurance. New uniforms will be purchased for infirmary workers, and the highway department will be granted the new hours which they requested.

The bonus will not go into effect until the end of the year, however, insisting that there may not be enough money in the budget to cover costs, county officials contend that it is necessary to wait until the end of the year to see if there is any surplus. Even with a surplus additional funds may be needed.

Though not entirely pleased with the result, Ms. Ernst commented that the union must accept the imposed contract. She added that it was "fortunate that the legislature was able to cutback of funds and the disregard of legislative mandates by the mental hygiene administration.

As an example of intransigence by Mental Hygiene officials, Mr. Harenberg cites the proposed cut of Pilgrim Psychiatric Center employees. "The proposed cuts are incredible," Mr. Harenberg said at a June 16 press conference at his office in the State Office Building in Hauppauge. The Legislature cut $1.2 million from the Mental Hygiene budget. But those cuts were to be made

Effort Builds Against State Mental Hygiene Deinstitutionalization

ALBANY—The Civil Service Employees Assn., led by statewide executive vice-president William McGowan and CSREA representatives from mental institutions throughout the state, will be lobbying in Albany this week to prevent passage of bills related to the Governor's program of deinstitutionalization.

"These bills would transfer the responsibility for the delivery of mental health care from the state to 62 different ill-prepared counties," Mr. McGowan said. "Their passage would result in the rapid loss of 13,000 to 16,000 jobs in the Department of Mental Hygiene, and a great loss of service to the patients themselves. This week, we're going to fight as hard as we can to stop these bills."

Probably the most detrimental bill to the CSREA right now is A7855, which is designed to facilitate and direct the local government takeover of direct care of the mentally ill. "CSREA is unalterably opposed to the passage of this bill," according to lobbyist James Peath, of the National Alliance of Mental Hygiene, and a great loss of service to the patients themselves. This week, we're going to fight as hard as we can to stop these bills."

Another detrimental bill has

RETIRED PARTY FOR 'MR. CSEA'

Forty-six years of dedicated service for public employees will be recognized July 14 at a retirement party for Joseph D. Lochner, the Civil Service Employees Assn.'s executive director. Here Environmental Conservation Local 65 president Jimmy Gamble signs up for the event as staff secretary Kathy Barnes keeps track of reservations. The party will be at Thruway Hyatt House, 1575 Washington Ave., Albany, with a cash bar starting at 6:30 p.m. followed by dinner at 7. Paked reservations must be made by June 30. Checks, payable to CSEA, Inc., should be sent to Ms. Barnes or to Jeanne McGarry c/o CSEA Headquarters, 12 Elk St., Albany, N.Y. 12224. Tickets will be held at the door.
New York City Local’s Annual Workshop

CIVIL SERVICE LEADER, Friday, June 24, 1977

LEFT: Martha Owens, first vice-president of the New York City Local, Civil Service Employees Assn., confers with members Leona Bailey and Elzina DeLour during a panel discussion of the retirement system moderated by Seymour Shapiro, of the State Insurance Department.

Solomon Bendel, president of the New York City Local, left, listens during a business session moderated by Abe Libow, recording secretary of the local and its grievance committee chairman. Vincent Rehano, right, is opposing Mr. Bendel, the incumbent, for the presidency of Metropolitan Region II. Ronnie Smith is the third person in that contest.

RIGHT: Kenneth Cadieux, candidate for the statewide presidency of the CSEA, and his wife, Geri, listen attentively to the remarks of Theodore Wenzl, the incumbent whom Mr. Cadieux is opposing. Mr. Cadieux, and several other candidates for statewide office, also addressed the group.

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C.S.E.&R.A. (Civil Service) is one of the largest organizations in the world, with over 100,000 members. It is a non-profit educational and recreational organization that provides its members with opportunities to learn new skills, meet new people, and enjoy a wide range of activities. The organization offers a variety of programs and services, including classes in fields such as stenography, computer skills, and foreign languages, as well as travel opportunities to destinations around the world. C.S.E.&R.A. is also committed to assisting veterans and their families, providing support and resources to help them transition to civilian life. The organization has a long history of service and dedication to its members, and continues to grow and expand its offerings to meet the changing needs of its membership.
Report State To Blame For MH Patient Abuse

(Continued from Page 1) at the administration's office. The next thing we heard was that the administration passed the field. Pilgrim State—where we just passed them along to the field—was that the administration's state's fiscal crisis. Employees quality of patient care is directly abuse the report stated. "The up," he added. battle to get the level of staffing freezes, hiring freezes and other during three years of rising costs with clients," the report stated. Their work, or tolerant in dealing

Gentar C8EA local, who attend-

This 'caste' system has the ef-

therapy aides," the report con-

reducing the self esteem of

the Gentral IsUp Psychiatric effect of lowering staff morale, and sensational newspaper reports in-

address and city for the function. The address is: CivU

24—Marcy Psychiatric Center Local installation, dinner-dance: 7:30 p.m., Rose Lawn, Main Street, New York Mills.

24—Hudson Valley Psychiatric Center Local 410 installation of officers dinner: Holiday Inn, F findViewById.com.

25—Willard Psychiatric Center Local 428 installation dinner-dance: 7 p.m., Seneca Falls Country Club, Seneca Falls.

25—North Colonie School District 603 installation dinner-dance: 7 p.m., John's Flem-

ing Heath, Lackawanna.

27—Ballots for statewide officers and State Executive Committee to be mailed.

29—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.

29—Election results for statewide officers and State Executive Committee to be announced.

29—Department of Labor Local 630 clam steak/steak roast: Krause's Halfmoon Beach, Crescent.

30—Pilgrim Psychiatric Center Local 418, installation dinner-dance.

JULY

14—Statewide Board of Directors, State Executive Committee and Conference members: Thruway Hyatt House, 1375 Washington Ave., Albany.

14—Joseph D. Lochner retirement party: 6:30 p.m., Thruway Hyatt House, 1375 Washington Ave., Albany.

20—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.

28—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 223 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

JUNE

24—North Colonie Bus Drivers At Impasse

NORTH COLONIE—The impasse situation between the North Colonie Civil Service Employees Assn. non-teaching school unit and the District Administration heated up recently as both groups tried to gain public taxpayer support.

The impasse revolves around the situation of the school unit's 43 bus drivers. The district claims it can save between $200,000-$400,000 per year if it would contract out the positions, since private contractor costs are fully reimbursable, while the fringe benefits of public employees, under present state aid formulas, are not.

The North Colonie bus drivers, however, have developed the real heart of the issue: who should be responsible for the safety of the taxpayers' children, the employees of the lowest possible paying public service job. Is it the district or the school district itself?

Drivers cite the example of Robert Thomas, a bus driver whose professionalism allowed the children riding his bus to survive a collision with an out-of-control logging truck. (See June 3 issue of The Leader.)

The North Colonie bus drivers average 900,000 safe cumulative miles each year. They perform daily inspections to ensure the safety of their student passengers.

Now, the school district wants to shed itself of the responsibility of the transportation program and its safety requirements.

The district also infurriated the drivers by issuing a false wage figure of $11.40 per hour to Howard Cropsky, Albany County Local president, refuted it by stating, "That's what the district has recommended to the taxpayers." The district has balked the figure by using the highest possible salary, plus additional, and thus present a proposed salary increase. Our men may earn less than half that figure after fifteen years. But that's not the accurate salary cost."
BUFFALO—Courts in the state have been warned not to interfere with arbitrators’ findings in compulsory arbitration awards unless there is overwhelming evidence the panel’s decision is clearly in error.

The warning came from the Court of Appeals, the state’s highest court, which reversed a lower court and reinstated an arbitration award granting the Buffalo Patrolmen’s Benevolent Association a 5 percent salary increase for its members.

The court unanimously ruled there was nothing “arbitrary or capricious” in the finding since the panel had carefully evaluated the fiscal and economic issues.

The dispute was submitted to binding arbitration under a section of state law requiring this for police and firemen outside of New York City.

In deciding that the Buffalo Appellate Division was wrong in setting aside the three-member panel’s conclusions, Judge Jacob Fuchsberg said it “should never have drawn its own conclusions from the weight of the evidence or substituted its judgment for that of the arbitrators.”

The dispute centered around how much more the City of Buffalo could pay its policemen under a new contract effective July 1, 1975. All efforts at resolving the impasse, including mediation and fact-finding, failed before compulsory arbitration was set in motion.

Buffalo officials contended the city couldn’t afford the 5 percent hike because of “shrinkage in tax collections, high unemployment and a declining tax rate base.” The PBA countered that its men were being paid less than police officers elsewhere. It also told the arbitrators that police officers were exposed to “growing hazards of an increasing crime rate” and “an unusually high rise in the cost of living.”

The PBA, assisted by the State Public Employment Relations Board (PERB), also challenged the city’s poverty claims, maintaining that its own studies showed Buffalo could afford pay raises. The study claimed higher sales tax revenues and federal funds would be available.

The arbitrators concluded that “the fiscal problems of the city must be weighed against the services performed by a police officer,” and that “Buffalo police officers can surely be asked to share in this fight, but cannot be expected to bear the full burden of the city’s fiscal problems.”

The Court of Appeals judges said what disturbed them was that there was no basis for the raises. The study claimed higher sales tax revenues and federal funds would be available.

More important, the high court ruled, the Appellate Division’s action violated State Civil Service Law which permits courts to set aside binding arbitration only if the decision is "irrational.”

“What must be assumed is that the city’s ability to pay was considered (by the arbitrators),” Judge Fuchsberg said. "The opinion of the panel demonstrates a reasonable basis for its determination.”

WHEN YOUR DOCTOR SUGGESTS SURGERY

. . . AND YOU AREN’T SURE

The Second Surgical Consultation Program is now available to state and local government employees in the Albany and New York City metropolitan area who are enrolled in the New York State Employees Health Insurance Program.

Why is this program offered?

Surgical Consultations can be expensive. The cost of a second opinion may, in the past, have prevented patients from seeking consultations. The Second Surgical Consultation Program removes this cost barrier by paying the full cost of a consultation arranged by the program. Any X-rays and laboratory test required to complete the consultation will also be paid.

All surgery involves certain risks. In some cases, the consultant may suggest an alternative method of treatment, or may recommend that surgery is not necessary. If the need for surgery is confirmed, a second surgical consultation offers peace of mind to the patient and reassurance to the doctor that the proposed surgery is the best treatment for the patient. Consultations offer you and your physician a way to achieve the highest quality of medical care possible.

All State and local government employees, retirees, and their dependents enrolled in the State Health Insurance Program are eligible to use this benefit.

To arrange for consultation or for more information about the program call: In New York City: Statewide Subscribers 212-488-4070 GHI Subscribers 212-760-6543 HIP Subscribers 212-754-1186 In Albany all enrollees call 518-457-3198
This weekly Legislative update is provided by the Civil Service Employees Assn.'s office of legislation and political action.

A. Assembly; S. Senate; * - bills initiated by the CSEA.

<table>
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<tr>
<th>BILL AND SPONSOR</th>
<th>SUMMARY OF PROVISIONS</th>
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<th>CSEA POSITION</th>
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<tr>
<td>A.802, Greco*</td>
<td>This bill extends power of PERB to include issuing a decision and entering a final order to effectuate the policies of the Taylor Law.</td>
<td>A. Passed</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.5378, Flynn, multi-sponsored</td>
<td>This bill amends Section 75 of the Civil Service Law, allowing employees to have a civil hearing deferred pending the conclusion of criminal action or charges which may be filed.</td>
<td>A. Passed</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A.956, Gallego, multi-sponsored</td>
<td>This bill amends the definition of “criminal offense” for purposes of the Civil Service Law.</td>
<td>A. Passed, Senate;</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A.3420, Schermerhorn</td>
<td>This bill amends the definition of “criminal offense” for purposes of the Civil Service Law.</td>
<td>S. Civl Serv. Comm.</td>
<td>FAVOR</td>
</tr>
</tbody>
</table>

SUMMARY OF PROVISIONS

A.2434, Schermerhorn | This bill amends Section 393 of the Military Law regarding credit to military service for the purpose of retirement and for additional credit in competitive examinations to include the deletion of service of a member of the Armed Forces who served on active duty for at least 60 consecutive days. | A. 2/38 amend & recom. | FAVOR |
| A.3542, Marchiselli | This bill extends all temporary retirement benefits and supplementation programs until July 1, 1980. | A. Passed | FAVOR |
| S.120, B. Smith | Authorizes probation officer who has reason to believe a warrant exists for prosecution, to take him into custody. | S. 3/30 Amend. and recem. to Comm. | FAVOR |
| A.140, Poston | Extends the period for filing a written request with Comptroller before July 1, 1980 to file written report with Comptroller before December 31, 1980 for membership in the Tier II System. | S. 3/13 Recert. Ref. to WCM Comm. | FAVOR |

Many Key Bills Still Pending As... Lawmakers Aim At Adjournment

ALBANY — Efforts to influence legislation that would affect New York State’s hundreds of thousands of public employees intensified this week as the Legislature continues to grid toward adjournment at the end of the month. . . . with its usual flurry of action on long-mutlulating bills.

"Some bills that surfaced at the beginning of the session have been absorbed into other bills," explained Bernard Ryan, the Civil Service Employees Assn.'s director of legislation and political action.

BERNARD RYAN ... emphasizes political action

Mr. Ryan, who has long been a senior staff member of the public employees union, was named to the newly created legislative and political action post earlier this year to give added emphasis to the CSEA’s determination to become more involved in public affairs.

Mr. Ryan cited the large number of bills that have been introduced to extend veterans’ benefits.

"More than 30 bills have been introduced this session," Mr. Ryan said, "to provide retirement credits to certain classifications of veterans who have been left out of previous laws. We’re lobbying in both chambers to get a compromise bill passed."

"Basically, we’re trying to remove some of the restrictions on the benefits," Mr. Ryan said. "We hope we’ll be successful at least to some extent this session, if only because of the large number of veterans this would help."

The Governor has proposed reorganization of several departments or divisions of state government, and the CSEA is following these bills closely. One would permit the takeover of county probation departments by the state on a voluntary basis (the interview on Page 16 in this issue of The Leader). Another would transfer the Division of Parole to the Executive Department, bringing it under direct control of the Governor. "The future of this legislation right now is questionable," Mr. Ryan said.
Savc Mental Hygiene

THREATS to destroy the state's Mental Hygiene system are not original with the Carey Administration. They were sounded during the Rockefeller reign and trumpeted a few times more during the Wilson interregnum.

It is with the Carey Administration, though, that the drums have been booming to dismantle the giant institution.

No one denies that the state's largest department, Mental Hygiene, is large and unwieldy. Civil Service Employees Association leaders for years have been decrying management inefficiency in the department. The Knickerbocker News of Albany last year ran a lengthy, award-winning series on the department's problems.

So what is the reaction?

Instead of moving to solve the problem, the efforts are to dump the problem into somebody else's lap. Turn the institutions over to the counties, ship the patients out to "foster" homes, bring in outside organizations to run the facilities.

If New York were the only state to be so influenced by the deinstitutionalization fad, we might be tempted to accept it. Instead, the situation is clear enough, the destruction of the system. But by adding more tiers to the system, we may be taking off the state, but it would certainly fire up the public.

The facilities themselves would probably surprise normal people. They are divided among Abraham Beame, the primary, because it will be divided among Abraham Beame, Herman Badillo, and if Sutton, the first qualified black candidate for mayor is an Italian. On this analysis, Mark Ciombo is likely to attract to the primary. Beame will run well among older Jewish voters, while Abzug and Koch will split the younger and more liberal Jewish voters.

The candidates' demographic strategy is perhaps best seen in the way they divide their efforts. Beame is likely to attract a large number of black voters, just as Herman Badillo is bound to attract a substantial number of Hispanic voters.

Experts do not expect the Jewish voter to have much effect on the primary, because it will be divided among Abraham Beame, Herman Badillo, and if Sutton, the first qualified black candidate for mayor, is an Italian. On this analysis, Mark Ciombo is likely to attract to the primary. Beame will run well among older Jewish voters, while Abzug and Koch will split the younger and more liberal Jewish voters.

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LETTERS TO THE EDITOR

Hicksville Pickets
Editor, The Leader:

Thank you, Hicksville teachers of NEA, for whatever you affiliate with, for crossing CSEA picket lines. You have finally shown your true colors, for the battle you fight is not for non-teaching employees. You are concerned. You have proven a point that CSEA has tried to learn long ago: non-teaching employees are as important as teachers.

For years, teachers have been remaining non-teaching personal, eliminating the need for time-consuming, time-consuming examinations. And for years CSEA has advised the non-teaching personnel that the teachers cannot afford anything for them. The Hicksville teachers have proved that they can do one thing and that is to cross their picket lines.

The Hicksville teachers have a contract with the school board extending to June 30, 1978, so why should they be concerned about the working conditions, maintenance and grounds personnel?

Those who choose to be affiliated with teachers organizations will deserve them. The Hicksville teachers are to be congratulated for their excellent public relations to further solidify the ranks of the non-teaching employees of CSEA.

Benjamin Shushan, Hicksville

LETTERS POLICY

Letters to the Editor should be less than 200 words.

The Leader reserves the right to extract or condense pertinent sections of letters that are too long. Meaning or intent of a letter is never changed.

Extensive letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that they must be printed in full.

All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

Retirement

The New York City Teachers Retirement System has two programs that have been analyzed. The fixed program with about $2.5 million had $1 million invested in corporate bonds, $33 million in United States government securities, $28 million in mortgages, $68 million in cash and short-term investments and $62 million in municipal securities. The investments in the large corporation was in the hands of Chemical Bank and Manufacturers Hanover Trust.

The variable "Annuitant Program" had about $12.2 million in assets, of which $1 million is in common stocks, $4 million is in preferred stocks, $3 million in United States government securities, $11 million in corporate bonds, $77 million in cash and short-term investments and $8.5 million in other investments. For the variable fund the management was divided among the following: Alliance Capital Management Company, Battery-March Financial Corp., Barnett-Macalay Inc., Investors Management Corp., Citibank, Manufacturers Hanover Trust, U.S. Trust Co. and Warburg Asset Management Services.

The same report notes that “more and more public employee funds are coming close to fiscal disaster” and sees a legislative spotlight being turned on to the problem.

The survey covered 55 municipal funds with $18 billion in assets. The overall group of $3.7 billion were in stocks with a great variation in the performance record.

As a public service, The Leader continues to publish the names of individuals who have not paid the New York City Employees Retirement System’s annuitants, a list of those who have not paid their annuities. The list is updated weekly.

The Leader’s efforts are to point out that there was no showing made in the lower court during any of the special tests. The final score in the special tests are comparable and equivalent to the results of the original test.

The Appellate Division pointed out that there was no showing made in the lower court during any of the special tests. The final score in the special tests are comparable and equivalent to the results of the original test.

The court said it would be particular in some cases deprive this petitioner of the 6 percent in points merely because he was on military duty when the regular examination was given. The court determined, therefore, that the test results should be remanded to Special Term and the respondents were directed to interpose an answer so that there might be a meaningful disposition at some later time.

Application of CSEA Unit 164 to the Special Term of the Supreme Court, Nassau County, for a declaratory judgment.

The record straight concerning our recent custodial strike.

Specifically, I am referring to the recent article which appeared in the CSEA Leader on May 31, 1977. The article indicated that the CSEA Union and the New York State Employees’ Retirement System were not in agreement. The article went on to say that the custodians would not be paid if the strike continued and that the only way to settle the dispute was to cross the picket lines. The New York State Employees’ Retirement System is of the opinion that the custodians are not entitled to the same benefits as the teachers union.

The custodians are very concerned about the possibility of losing their jobs if they do not cross the picket lines. This could lead to a very serious economic situation for many families.

The custodians have the right to strike if they feel that their working conditions are unacceptable. However, they also have the right to be represented by a union if they choose.

The CSEA Unit has been trying to negotiate a new contract with the New York State Employees’ Retirement System since last fall. The custodians are concerned about the possibility of losing their jobs if they do not cross the picket lines. This could lead to a very serious economic situation for many families.

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It was a time for politicking, complaining, conferring and relaxing. Old acquaintances got together, new friendships were made, information was exchanged, candidates for election got some exposure and some important decisions may have been made. It all happened recently at a Civil Service Employees Assn.-sponsored workshop of state Mental Hygiene workers at the Friar Tuck Inn, Catskill. Several hundred CSEA members and spouses were on hand for the three-day session, set in picturesque, rural, upstate surroundings.

CSEA president Theodore Wend, who is seeking re-election in the upcoming union election, perhaps set the tone of the entire meeting when he repeated his opposition to a plan pushed by some state officials to revamp the state's Mental Hygiene Department, splitting it into three departments.

Participants got some insight into the workings and problems of the union's legal staff in one of several workshops held. Pauline Rogers of the Albany law firm of Roemer and Featherstonhaugh outlined some of the activities and cases being handled by the firm on behalf of the union and individual union members. Her remarks, however, were followed by a heated debate over alleged delays in settling cases, use of outside attorneys and sharp criticism because no minority lawyers are used by the law firm.

Some union members were unhappy that they seemed to be victims of a system that permitted the state much leeway when it violated terms of a labor contract, but landed hard on the union when it was adjudged in violation of a pact. Under state law, the union suffers severe and almost immediate penalties for an alleged offense, but the state is given considerable time and chance after chance to negotiate when it fails to act according to law.

Dr. Wenzl was not the only candidate on hand for the MH meeting. William McGowan, one of Dr. Wenzl's opponents, was also there. Kenneth Cadieux is the other candidate in the three-way race.

Perhaps the meeting's highlight was the presentation of achievement awards to three persons who, as union leaders, have made major contributions to the organization. Bonnie Smith, Salvatore Butero and Joseph Lochner are the recipients. Ms. Smith is a Willowbrook Psychiatric Center director. Mr. Butero is from the New York Psychiatric Institute and Mr. Lochner is the union's retiring executive director.
Betty Duffy seems to be making a point with Rose Chil Petner. They are both from Pilgrim.

So is Felicia Klein, president of Willowbrook Local 429, Ruth Delaney and from Hills, also from Willowbrook, watch.

Another important meeting, Creedmoor's Dan Schult, Terry Dawson and Shirley Kreisberg appear grim.

Three-day session gave union members a chance to compare notes and plan strategy. This group from Region II is discussing sending letters to state officials protesting possible layoffs of state workers. They are clockwise, from left, Jimmy Gripper, Robert Guild, Anne Wadas, William Cunningham, Dorothy King, Ronnie Smith, Ed Gagnon, Thomas Bucaro, James Cohen and Terry Dawson. Dr. Cohen is CSEA Mental Hygiene consultant.

Old acquaintances get together. Here are James Moore, president of Utica Developmental Center Local 445, and Jimmy Gripper, president of Brooklyn Developmental Center Local 447.

Eileen Gorski of Central Islip and Florence Murphy of Kings Park.

And another one. Lou Leone, Ronald Vincent, Richard Merkel and Ronald Lacey of Ter Bush and Powell, CSEA insurance agency, huddle for conference.

Tom Bucaro and George Bonoraglio, of South Beach Developmental Center Local 446, listen to James Cohen, CSEA Mental Hygiene consultant.
State Recruiting Health Assists.

ALBANY—The state Civil Service Commission, in cooperation with the health departments, is to fill numerous health facility management assistant II positions in the state Mental Health Department's psychiatric and developmental centers.

Officials will hold an oral qualifying test for job applicants in July. Applications must be filed by July 8.

Caregivers must have at least one year's business management experience in a mental hygiene department. Applications are available at the State Civil Service Department office at State Office Building Complex, Albany; 2 World Trade Center, New York; or Suite 750, 1 Government St., Buffalo.

State Tabletabor Job Is Available

The New York State Division of Housing and Community Renewal has one opening in its New York City office for a special tabulating machine operator with a starting annual salary of $19,740.

As supervisor of a five-person data processing unit, the principal tabulator must possess a minimum of two years heavy weighty experience in this field. Send resumes to Judy Davidson, Assistant to the Director of Housing, Two World Trade Center, New York 10047.

Open Continuous State Job Calendar

| Assistant Clinical Physician | $25,161 | 20-413 |
| Associate Actuary | $18,369 | 20-570 |
| Supervising Actuary (Life) | $25,161 | 20-413 |
| Principal Actuary (Life) | $22,694 | 20-521 |
| Supervising Actuary (Casualty) | $25,161 | 20-413 |
| Senior Actuary (Life) | $14,912 | 20-571 |
| Clinical Physicist | $13,750 | 20-415 |
| Compensation Examining Physician I | $27,242 | 20-420 |
| Dental Hygienist | $10,245 | 20-124 |
| Dietitian | $10,245 | 20-124 |
| Supervising Dietitian | $12,760 | 20-125 |
| Biomedical Technologist | $12,760 | 20-126 |
| Food Service Worker | $8,242 | 20-352 |
| Hearing Examiner | $11,737 | 20-137 |
| Health Inspector | $8,242 | 20-352 |
| Hospital Nursing Services Consultant | $13,588 | 20-112 |
| Industrial Foreman | $10,714 | 20-538 |
| Institution Pharmacist | $8,242 | 20-352 |
| Legal Careers | $11,164 | 20-113 |
| Licensed Practical Nurse | $6,071 | 20-106 |

Head Clerk Payroll

EXAM 35-972

SERIAL NUMBER 126

24 JANUARY 1977

DATE OF EXAMINATION May 10, 1977

1. Enumeration of Details: $6.40
2. Body Mass in Area: $6.40
3. State Civil Service

State

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The Strength of CSEA is in UNITY. The Unity of all public employees covered in CSEA's bargaining units.

The goal of those who would destroy the rights and benefits for which you've worked so hard is to divide and conquer. They would like to see department against department, office against office and unit against unit.

While CSEA is the most powerful public employee union in the country today, there is much more to be done to give public employees a fair shake. And the only way we will all succeed is with unity.

That's why it's so important for you to make every effort to sign up non-members in CSEA. We must show them that their future is on the line, too. CSEA needs their ideas, their participation, and their votes. EVERY ONE COUNTS!

During our membership drive, for each new member you sign up in CSEA, you'll get a $5 Cash Award. The Cash Award rules are easy.

1. You must be a member in good standing.
2. The new member you sign up must be on the payroll for a minimum of four (4) biweekly pay periods or equivalent.
3. New members must work in a governmental unit represented by CSEA.
4. There is no limit to the number of new members you can sign up. Of course, you'll get the $5 Cash Award for each one.

See your Chapter or Unit president for special sign-up cards.

We've come a long way—but there's a long way still to go. United as one, we'll get there!
CSEA CONVENTION REPORTS, PHOTOS

Summertime Developmental Center Local 411 President Joseph LaLonde, right, voices his opinion to Marcy Psychiatric Center Local 411's William Decc, convention sergeant-at-arms and Central Region V Mental Hygiene representative to CSEA Board of Directors. Two CSEA vice-presidents beam approval at convention action by delegates. Metropolitan Region II President Solomon Berdel, left, a founding member of the union's Board of Directors, Southern Region III President James Lennon is highest ranking union official from Authorities.

Constitution and By-Laws Committee Report

The report of the revision of constitution and by-laws committee was presented by chairman Kenneth Cadieux, of Nassau Local 830, at the CSEA spring convention at the Concord Hotel in March. Other committee members are William Roberts, Nicholas Clinino, Joseph Kennedy, Eugene Nicolella, Audrey Snyder, Karen White and Earl Mayfield, Sr.

What is printed here are those amendments that have now been incorporated into the CSEA Constitution and By-Laws, along with the Leader's explanation of the changes' effect. Bold type indicates new wording or additions.

CONSTITUTION

ARTICLE V

REGIONS

For the purposes of internal organization of The Civil Service Employees Association, Inc., the state shall be divided into six regions as follows:

1. Long Island Region: Nassau and Suffolk.
2. Metropolitan Region: Richmond, Kings, New York, Queens, and Bronx.
5. Central Region: Broome, Cayuga, Chemung, Chenango, Herkimer, Cortland, Delaware, Franklin, Jefferson, Lewis, Madison, Onondaga, Oswego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, and Wayne.

All locals shall be members of the region in which the local headquarters is located.

(EXPLANATION: These changes, as noted in the committee report, merely recognize that the common practice is to refer to the six regions by geographical areas and not by the largest cities. Thus the former conference designations have been reinstated instead of New York City, Albany, Syracuse and Buffalo for Region V and VI.)

ARTICLE VI

STATE DIVISION

Section. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in the State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each state department. The State Executive Committee shall, for the determination of the changes' effect. Bold type indicates new wording or additions.

ARTICLE IV

SECTION 3. REFUND AND REIMBURSEMENT

(a) REFUNDS TO LOCALS. Each duly organized local of the Association which has complied with all of the provisions of the amended Model Local Constitution shall receive from the Treasurer an annual payment of twenty-five per centum (25%) of the dues collected from the membership of such locals. The expenses of the delegates to regular or special meetings of the Association shall be paid by the Association from such funds as hereinafter provided.

(b) REFUNDS TO UNITS. (No change)

(c) REFUNDS TO REGIONS. (No change)

(d) REIMBURSEMENT OF DELEGATE EXPENSES. (No change)

(1) ANNUAL DELEGATE MEETING.

All locals shall receive reimbursement for the expenses of one delegate to the annual meeting and locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.

(2) SPECIAL DELEGATE MEETINGS.

All locals shall receive reimbursement for the expenses of one delegate to attend a special meeting and locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.

(EXPLANATION: The three changes in ARTICLE IV are basically to provide equitable uniformity in certain fiscal matters. In the case of the Local rebates, it was prompted by laxity of certain Local officers in complying with regulations concerning terms of office, number of officers, number of annual meetings and other basic requirements for democratic operation of Locals. Withholding of rebates is regarded as means by which Headquarters can pressure Locals into compliance with Local Constitutions. In the matter of reimbursements, some delegate meeting sites may provide a package price for lodging and meals, while others may offer only lodging with meals separate. Transportation may, for example, be available by air or by bus, so the general word "transportation" was substituted for "railroad or mileage." The reimbursements recognize the existing realities.)

ARTICLE II

SECTION 8. PROXIES.

A member of the Board of Directors, the Directors Committee, the State Executive Committee, the County Executive Committee, or a delegate to any meeting of the Association who is unable to attend a meeting is empowered to appoint, by written designation filed with the Secretary of the Association, a member of his local or department to act in his place, except that delegates may not appoint their own proxy if the local which they represent has provided for the selection of alternates to attend meetings of the Association which delegates are unable to attend, provided that the Local has filed written designation with the Secretary of the Association a description of said Local selection process. However, no officer of the Association shall be represented by proxy.

(EXPLANATION: This is strictly an addition to the By-Laws to lighten up the procedure on proxies.)

BLYAWS

ARTICLE I

SECTION 8. PROXIES.

A member of the Board of Directors, the Directors Committee, the State Executive Committee, the County Executive Committee, or a delegate to any meeting of the Association who is unable to attend a meeting is empowered to appoint, by written designation filed with the Secretary of the Association, a member of his local or department to act in his place, except that delegates may not appoint their own proxy if the local which they represent has provided for the selection of alternates to attend meetings of the Association which delegates are unable to attend, provided that the Local has filed written designation with the Secretary of the Association a description of said Local selection process. However, no officer of the Association shall be represented by proxy.

(EXPLANATION: This is strictly an addition to the By-Laws to lighten up the procedure on proxies.)

Leader features editor Jane Bernstein, left, gets update on latest developments of courts takeover by state. Here she interviews CSEA director Ethel Ross (Judicial). signers, New York State Department of Education, Monday afternoon, May 11, 1977. Emergency manager, Mrs. Ross, did not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.
GO TO HEALTH

BY WILLIAM E. WILLOCH

Mr. Willford is a health and alcohol consultant with the State Division of Alcoholism and directs the State Employee Health Maintenance Program.

Do you know the name of the manufacturer of your toilet bowl?
If you do and you’re not a plumber, you might just be an alcoholic.

There has to be a more scientific way to tell if you are one of the estimated 16 million alcoholics in this country.

Besides, most people who use their toilets in the above fashion probably are not interested, at the moment anyway, in consumer awareness. So the question is probably not too valid.

However, there are some very reliable questions that each of us can ask ourselves regarding the state of our drinking. 1937 (William F. H. Martin, star of “Guidelines,” a film I recommend to everyone) uses the following questions to assist people in recognizing alcoholism.

First, does your drinking cause problems? Father Martin calls this “red flag.” If your drinking causes problems, then it is a problem and you better do something about the drinking or the problems will probably get worse. Speaking of problems, the New York City affiliate of the National Council on Alcoholism reports that alcoholism is a major factor in 30 percent of all divorces and accounts, directly or indirectly, for 40 percent of the problems brought to family courts in New York City.

Do you drink the way normal people drink? If not, then you are an abnormal drinker who might just have a drinking problem. For example, normal drinkers do not have Bloody Marys for breakfast,gulp drinks, nor do they usually carry alcohol in their purses and briefcases.

Do you lie about your drinking? Do you try to convince people that you have not been drinking when you have? If you answer “yes” to any of these questions, you should give serious thought to the fact that you are an alcoholic or could be in the process of becoming one.

You should also keep in mind that the average alcoholic is a man or woman with a job, a home and a family. Less than 5 percent of alcoholics are “skid row types.” Ninety-five percent of alcoholics are ordinary people.

If you are concerned or interested in learning more about alcoholism, there are many things you can do. You will find Alcoholics Anonymous (AA) listed in your phone book; call and ask for their literature. They also will be able to tell you about their next open AA meeting. Or, you might want to contact your county or city council on alcoholism. If your drinking causes problems, then there are the National Council on Alcoholism, 735 Fifth Ave., New York 10019; and the New York State Division of Alcoholism, 44 Holland Ave., Albany 12220.

Remember, the best way to treat any disease is to find out as early as possible whether you, or someone close to you, has got it.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 40 State St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours Thursdays are 8:30 a.m. to 4 p.m.

Those requesting applications by mail should 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 phone, you can reach the filing office via the IND (Chambers St.); EMT (City Hall); Lexington Ave./Park Ave.; Park Ave./Grand Bridge. For information on titles, call 565-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 40 Court St., Brooklyn 11201, phone: 596-8800.

The Board of Higher Education administers teaching staff appointments to contact the individual school and non-faculty 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 3 255th Floor, New York 10048 (phone 481-6248; 10 a.m.-2 p.m.); State Building Campus, Albany 12219; Suite 700, 1 W. Granville Rd., Buffalo 14203; 9 a.m.-4 p.m. Applications may obtain announcements by mail. The Albany office (only) or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York State, they may be made to (800) 522-7407.

Federal entrants living upstate should contact the Staffing Services Unit, Room 1208, Office of Court Administrator, 378 Broadway, New York 10013. Phone 485-4141.

FEDERAL — The U.S. Civil Service Commission, New York Regional Office, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living in the New York metropolitan area (North of Dutchess County) should contact the Syracuse Area Office, 501 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407.

The above contact will be made by mail or telephone unless otherwise indicated.

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Court Local Formed in CSEA Region III

FISHKILL—The Civil Service Employees Assn. is organizing some 567 employees of supreme courts, family courts, and county probate courts in CSEA Region III into their own local.

CSEA Region III (organizer) of the program has addressed three informational and organizational meetings of the court employees throughout the region, and reports that interest is running high for the proposed local. Some employees have already been appointed by CSEA statewide president Theodore C. Mentz, including Carol Dubovick of Orange County Family Court, secretary, and Linda Sidel of Westchester Family Court, treasurer. Margarita Casano of the court clerk's office in Dutchess County Supreme Court, and Linda Barry of Westchester Family Court, treasurer.

Mr. Brainn said, "The three meetings we have already held have been so encouraging that we have already appointed 567 employees as members of a separate CSEA chapter. They have shown enthusiasm for the ideas of their own chapter, and we plan to proceed with our organizational plans as quickly as possible.

The next step, Mr. Brainn said, will be to hold a general meeting at a central location in the state in which the constitution and by-laws committee will be constituted and by-laws meetings will be made recommendations and be in charge of nominating candidates for officers of the new local.

The names of the nominating committee will be sent to each court location in the region so that anyone wishing to run for any office or delegate position in the Local will have to submit his name to the committee for consideration."

THOMAS J. CALLANAN

ALBANY HOUSING BARGAINING TEAM PREPARES

The Civil Service Employees Assn. Albany Housing Authority bargaining team is shown at the table preparing for negotiations. From left are John Kohler, WIP Program; Mike Sawicz, state member; Joe Esposito, unit president; James Conner, CSEA field representative, and Beverly Spierkman, clerical.

Shelly DesForge is absent from photo.

McDermott: Expect GHI Rate Increase

ALBANY—An increase of over 300 percent is planned in all GHI family subscriber rates for state employees. Currently, a $7 per subscriber decrease is at hand for each Blue Cross-Blue Shield plan and a reduced contribution to the overage plan.

Most of this proposed $7 decrease, however, will end up in the state coffers not in the pockets of state employees. In fact, a $7 per subscriber decrease is at hand for each Blue Cross-Blue Shield plan and a reduced contribution to the overage plan.

The state's financial problems have caused the increase in rates, which will go into effect in July.

Mr. McDermott said he was concerned about the large increase in rates, but he was hopeful that the state would be able to find a way to offset some of the increase.

The increase is expected to be about $6 per month, he said, and this will be used to help cover the state's deficit.