Willowbrook Local Plans Next Move

Strike Vote Possible

ALBANY—The executive board of the Willowbrook Developmental Center Local of the Civil Service Employees Assn. voted Friday night to call meetings of the full membership on Tuesday to decide whether to strike or take other action in the attempt to prevent further job layoffs at the Staten Island institution.

The membership meetings will be held at the Plaza Casino, Castleton Ave., Staten Island, at three times—3:30 p.m., 8:30 p.m. and 11:30 p.m.—to accommodate workers on all shifts.

Hickey

Last Thursday a sickout, called "extremely successful" by Local president Felix King, was organized at Willowbrook. That action followed the day after five hundred Civil Service Employees Assn. members from Willowbrook picketed at the State Capitol, the Governor's Mansion and the headquarters of the Department of Mental Hygiene.

Hundreds of the Willowbrook employees heard Mr. King outline the causes of their problem: DMH budget cutbacks combined with a state contract with United Cerebral Palsy. The union believes this will result in at least 1500 layoffs of trained, experienced CSEA members and their replacement by private UCP employees.

At the east steps of the Capitol, the demonstrators also heard CSEA's collective bargaining specialist Bob Guild explain that it would cost at least three times more for UCP to care for the patients at Willowbrook than for CSEA members to do the same job.

Triple Costs

"What the State doesn't tell you," Mr. Guild said, "is that the CSEA members at Willowbrook are dedicated career civil servants who are the best qualified people in the world to care for our patients. All we ask is that we be given a decent budget so we can do the job properly. But rather than pour the money into an outside, unprepared firm that is totally an unknown quantity, the union is awaiting a judge's ruling on Ms. Roger's request to change the date, the department continued, 'They say the employees at Willowbrook are the most militant in the state,' he said, and 'we're here to tell them they're right. The Governor has already assumed responsibility for some 700 patients in seven buildings at the developmental center.' They say the employees in the New York City area are the most militant in the state, he said, "and we're here to tell them they're right." He added, "They say the employees have to try it everywhere else."

Among the actions the union has already taken are two separate court proceedings by CSEA attorney Pauline Rogers, of the firm of Reiner and Reiterbaum in Albany. In state court, the union is representing its Willowbrook members on a serpentine legal path that Ms. Rogers pledged the full support of the statewide organization in fighting the layoffs at Willowbrook.

Court Proceedings

Mr. Bispham noted that UCP has already assumed responsibility for some 700 patients in seven buildings at Willowbrook. "They say the employees at Willowbrook are the most militant in the state," he said, "and we're here to tell them they're right." He added, "They say the employees have to try it everywhere else."

The union spokesman said the department's often schedules disciplinary hearings in short notice at centralized locations, in effect hastening employees through hearings like so much cattle and without regard for real justice. Mr. Carey said the intent of the disciplinary procedure is to provide a system of full justice for employees brought up on disciplinary charges, but that the Department of Mental Hygiene's interpretation of the procedures "makes it virtually impossible in most cases to insure that justice is served and all rights of the employees are preserved." He said that on occasion the union experiences some problems with other departments and agencies, but that "the Department of Mental Hygiene is by far the worst offender in venturing the intent of the disciplinary procedure."

The union spokesman said the department often schedules disciplinary hearings on short notice without giving us an opportunity to agree upon the dates and too little time to prepare our cases adequately. And," he continued, "they often schedule multiple hearings for the same date, up to seven, eight or nine a day, and pick central hearing locations, sometimes other than the work locations of those being charged."
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BOOKS NOT RETURNABLE AFTER 10 DAYS
Tompkins Local Wins PERB Decision Against County

(From Leader Correspondent)

ITHACA—The Tompkins County Local of the Civil Service Employees Assn. recently won a complicated labor relations issue when the Public Employment Relations Board ruled that the County had violated the Taylor Law in unilaterally altering employment conditions.

In the PERB ruling, supported on appeal by the courts, the County was found to have unilaterally negotiated in good faith with the CSEA; that moving expenses for new employees and their families constituted compensation for employment and are subject to negotiation, and that because an issue had gone unilaterally unchallenged, it did not constitute a permanent waiver of the right to negotiate.

Louis Nayman, CSEA Tompkins County unit president, said the union was not necessarily opposed to the compensation, but was opposed to the manner of negotiation. Mr. Nayman said the CSEA is willing to negotiate these matters, but that the County has gone ahead without union input.

"Actually, we write up contracts for the county personnel we negotiate against," Mr. Nayman said.

He indicated that the CSEA has tried to negotiate a separation of duties between union employees and the rank and file during negotiations, but the county has resisted these efforts.

Although the CSEA was entitled to negotiate for the time and place of cereal distribution, the double shifts that were scheduled were not negotiated.

The PERB ruled: "The resolution of the Board of Supervisors to schedule double shifts for cereal distribution was a condition of employment. The PERB ruled: "The resolution of the Board of Supervisors to schedule double shifts for cereal distribution was a condition of employment. The PERB ruled: "The resolution of the Board of Supervisors to schedule double shifts for cereal distribution was a condition of employment. The PERB ruled: "The resolution of the Board of Supervisors to schedule double shifts for cereal distribution was a condition of employment.

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(Continued from Page 1)

...Trent, Kings Park Psychiatric Center Local 414 meeting: 7:30 p.m., Royal Oaks, Marcy.
20—Buffalo Niagara RetireesToMeet
BUFFALO — The first meeting of the season for the Buffalo Niagara Frontier Civil Service Employees Assn. Retiree Local 903 will be held on Tuesday, Sept. 20, at the Hotel Lugano, 10 a.m. Thursday, Sept. 22, at the Hotel Lugano, noon. The business meeting will be at 1:30 p.m. immediately following luncheon. The business meeting will be at 1:30 p.m. immediately following luncheon. The business meeting will be at 1:30 p.m. immediately following luncheon. The business meeting will be at 1:30 p.m. immediately following luncheon.
20—Political Action Planned By Columbia County Local
HUDSON — The Columbia County Local of the Civil Service Employees Assn. is preparing to become actively involved in political action in the upcoming county supervisor race, according to Tom Haigh, CSEA Local president, who released the following statement concerning this new area of endeavor.
"Public employees work for the public by working on a day-to-day basis with the local political chaos in a given area. Because of this relationship, public employees often know which politician is campaigning in office and which one is working for the public while in office. Therefore, employees have a chance to express their opinions of a specific situation.
Our political action campaign will provide information to all public employees in Columbia County, including the State Division CSEA members who reside in the county but work elsewhere," Mr. Haigh said.

CSEA Calendar
Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The addition of a special session, voted to become politically active on a county level, and that's what we are trying to accomplish with this event," Mr. Haigh said.

Buffalo Niagara Retirees To Meet
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Ex-Policeman Wins A Race With The Clock

By MARTIN FOX

MANHATTAN — Stanley Glazer had himself a race against the clock last February — and lost. Or at least that's the way it appeared after the former policeman was denied an accidental disability pension, because his retirement application did not formally come before the Pension Board until March 7. But because the stenographer's notes were not ready by Feb. 23, the board did not consider the pension request. Instead, it considered the application at its next meeting on March 7. But by that time Mr. Glazer, a 14-year veteran, was no longer a cop because he was automatically discharged following sentencing Feb. 28 on the conviction. The board said he was no longer entitled to a pension because under the law, applicants must be policemen at the time pensions are approved.

A sense of urgency was evident in the efforts by Mr. Glazer and his attorney between Feb. 2, the date of his medical examination, and Feb. 28. The court decision spoke of efforts to get the board to vote on the retirement application.

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Name Manpower Chieftain

(Continued from Page 2)

Manpower Chieftain

Mr. Payne was with the Anti-Aircraft Artillery and Airborne Glider Troops in the U.S. Army from 1942 to 1946 and served three years overseas in North Africa, Italy, France, Belgium and Germany.

He was awarded a bachelor's degree in history from New York University in June 1949. He received a master's degree in vocational and educational guidance in 1956.

Second Surgical Consultation Program

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.

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?

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MILITARY'S PER DIEM RAISES DELAYED

Per diem increases for military people traveling on official business in 17 major U.S. cities slated to start in September will not go into effect until October or later. The General Services Administration (GSA) is behind schedule in submitting new studies to justify the increases to Congress.

INFLATION EXCEEDS SALARIES

A Public Employees Relations Board news bulletin reports that a survey of 236 private industry establishments in the state revealed inflation far exceeded salary increases for a four-year period from March 1972 to March 1976. The study shows a 5.8 percent salary increase compared to an 8.2 percent consumer price index rise. In the northeastern region of the state, and a 6 percent salary increase as compared to a 6.4 percent consumer price increase in New York City and surrounding counties.

BILL BANS UNIONS FOR CIVILIAN TECHNICIANS

A Senate bill prohibiting military personnel from joining unions includes a proposal to stop all union activity by 66,000 (about 90 percent) National Guard and Reserve civilian technicians, according to the Army Times. The civilian technicians are civil service employees. An American Federation of Government Employees (AFGE), spokesman, one of six unions representing the technicians, called the senator's restriction "a tragedy and a step back into the Dark Ages."

SEX ABUSE AND CETA AGENCIES ESTABLISHED

The finance committee of the Albany County legislature approved a resolution creating three new agencies of the State Mental Hygiene Department. The 53-year-old Costa Rican native is a delegate for CSEA's New York City Workmen's Compensation Robert. The 53-year-old Costa Rican native is a delegate for CSEA's New York City Workmen's Compensation Robert.

MENTAL HYGIENE POSTS PAY GENEROUSLY

Each of the three newly created agencies of the State Mental Hygiene Department will have a separate commissioner. It is reported that each official will receive a salary of more than $50,000 a year.

CHANGE TO WIN CASH FOR SUGGESTIONS

State employees may win from $25 to $12,000 (without award ever) for suggestions saving the state money. Ideas may be submitted to Ethel Noudes, coordinator of the Employee Suggestion Program. Ms. Noudes reviews the suggestions and sends them to the appropriate agency. The commissioner committee which determines their practicality.

Paul W. Newton, former personnel officer, congressional fellow and staff member of the House Post Office and Civil Service Committee, has been named to the newly created director of congressional relations post of the U.S. Civil Service Commission.

Mr. Newton will assist the commissioners in planning, guiding and coordinating the commission's legislative activities. His office will take over staff and legislative duties of the Bureau of Polities and Standards and the executive assistant to the commissioners. He will also supervise the commission's Congressional Liaison Office staff.

The Burlington, Vt. native taught school in Ohio for two years and entered federal employment as a civilian personnel officer with the Navy Department in July 1965. He was assigned to Washington, Honolulu and Vietnam.

Mr. Newton holds a bachelor's degree from West Virginia Wesleyan College and has done graduate work at Ohio State University and George Washington University law school.

Name Bernard To Medical Board

KEW GARDENS—Queens Borough President Donald Manes has named Canutte G. Bernard, a former Civil Service employee, to the Borough Board of Directors, to the Queens Medical Board of trustees.

Dr. Bernard, new third vice-president of the CSEA's New York City Local 010, is also a surgeon at Jamaica, Harlem and Columbia Presbyterian Hospitals.

The appointment came a week after Mr. Manes was criticized by black leaders for not appointing enough blacks to the medical board. Dr. Bernard becomes the second black on the eight-member board, recently expanded to make room for Dr. Bernard. David H. Solpe, a Fresh Meadows attorney, is the other black board member.

Mr. Manes made no mention of the controversy in announcing the appointment.

"Dr. Bernard has been very active in solving community medical and health problems in southern Queens and has demonstrated a strong commitment and involvement in improving medical services in this borough." the Borough President said.

The 53-year-old Costa Rican native is a delegate for CSEA's New York City Workmen's Compensation Robert.

CSEA Head

ALBANY — Michael Carroll, formerly regional research analyst for the Capital Region of the Civil Service Employees Association, has been named director of insurance for the statewide organization.

Barbara Falzano moved from account clerk into Mr. Carroll's vacated position.

Mr. Carroll has worked for CSEA 3½ years, first as a field representative and then in research. He obtained his BA in economics and business administration from John Carroll University in Ohio and is working on his master's thesis at SUNY at Albany. Prior to his association with CSEA, Mr. Carroll was an insurance investigator for Arter and Hadden, an Ohio law firm.

Ms. Falzano obtained her BS in math from the University of Plattsburgh and has worked for CSEA for three years.
Praise Deserved

CIVIL servants and civil service union leaders normally get few pats on the back in their work. Low-salaried public servants' lives are usually filled with hard work, low pay, much abuse and little praise. Their union leaders must perform the often-thankless task of helping their fellow employees... efforts that sometimes bring the contempt of both their co-workers and management.

Maxwell Lehman, Editor, 1939-55

Young children. New Rochelle Mayor Vincent Rippa pre-...to get involved adage often associated with New Yorkers.

Not every citizen would have bothered to jot down the...and the city to cope with looting and arson during the blackout in the middle of July is another factor.

Both Ms. Cruz and Mr. Lennon have every right to feel proud of their awards...as we are proud of them for their civic-mindedness.

Too easily it is forgotten that public employees can be valued members of their communities for reasons other than the services they perform by means of their jobs.

Your Social Security

Q. My husband and I...our three small children have been getting social security since 1972, when he became disabled. We are thinking about getting a divorce and I wondered how this would affect our social security payments. Your benefits would stop with the month of divorce. If your marriage lasts at least 20 years, however, you may receive benefits as a divorced wife on his record, starting when you reach age 62.

Q. My social security claim was turned down and I'd like to appeal the decision. Do I need a lawyer for this?

A. You have a right to be represented by a lawyer or other person, but the people at the Social Security office will be glad to help you at no charge. You should contact social security within 60 days from the date you received your denial notification.

Q. My 9-year-old mentally retarded son needs special help, but I can't afford tuition for him. Can social security help?

A. If family income and resources are limited, your son may qualify for supplemental security income (SSI) payments. You can get information about applying for SSI payments by calling or writing any social security office. The people there can also refer you to other agencies that offer help to handicapped children.

Don't Repeat This!

Death Penalty Fight May Bolster GOP, Divide Democrats

Political issues, even if totally irrelevant to the campaign, sometimes arise from the mass of unrelated matter to the wishes of the cand...seems to be overwhelming. According to a number of polls, approximately 80 percent of the voters in New York City, presumably the most liberal sector of the state, support death penalty legislation.

Public Attitude Irrelevant

Philosophical discussions about the death penalty as a deterrent, or as a necessary device to obtain social vengeance, have really nothing to do with the public attitude. What has happened is that the whole death-penalty issue has become a catch phrase reflecting public disempowerment with many political solutions.

Heading the list of issues that concern the public is the apparent breakdown of the criminal justice system. This has been highlighted by the Son of Sam tragedy, in which the alleged perpetrator may never be brought to justice on the grounds of insanity. The inability of the city to cope with looting and arson during the blackout in the middle of July is another factor.

The other award went to Patricia Cruz, president of the CSEA's civilian unit of the Suffolk County Police Department. Mr. Cruz's action perhaps defies the old...every New Rochelle resident and former New Rochelle recreational official.

The case came to the Appellate Division, Third Depart...as to be shocking to one's sense of fairness." Thus, a modification of the rule not to accept as being timely filed petitioner's grievance was based on her non-reappointment as a lecturer in the "Division Still Open"

Issue Still Open

the collective bargaining agreement between the Board of Higher Education and the Professional Staff Congress of the City University of New York. The Supreme Court, New York County, granted the petition. The Appellate Division, First Department, unanimously reversed.

The Appellate Court said that following the rejection of petitioner's grievance as untimely at the first and second steps of the contractual grievance procedure, she should have requested arbitration as provided in the third step of the grievance procedure. The third step, providing for arbitration, was not followed and, instead, this Article 78 proceeding was brought to review a determination by a town board dismissing petitioner from employment as a town police officer.

The case came to the Appellate Division, Third Depart...time, the Appellate Division withheld its decision and remitted the matter to the town board for a statement of findings of fact. On remittal, the town board found petitioner guilty based on the finding that "he did take and remove from Guildeler Town Hall a quantity of motor oil belonging to the town with the intent of appropriating it to his own personal use."

Although three witnesses at the hearing testified that they had seen petitioner removing motor oil from the police offices, one of these witnesses stated specifically that she...included as to be shocking to one's sense of fairness." Thus, a modification of the rule not to accept as being timely filed petitioner's grievance was based on her non-reappointment as a lecturer in the "Division Still Open"

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Henry Sarno, maintenance operations, Creedmoor Psychiatric Center: "I feel that the younger generation must become involved in the organization, because what is happening now is their future. They should actually participate rather than working on the various committees. This would educate them to the rules of civil service work and the CSEA. The union must reach out and involve them and show how beneficial the membership is before them. All the benefits we have today must be continued to be fought for. Those who continue the fight must be the young members. They must be prepared to bear the load."

Mohammed Hussain, therapy aide, Manhattan Psychiatric Center: "The de-institutionalization or the Dr. Menninger plan is the most crucial issue facing the CSEA today. This would end up in substituting all the Mental Hygiene facilities. It would also set a precedent for the state to replace civil service workers with private sector workers. For example, auditors could be replaced by accountants and maintenance workers in hospitals could be replaced by private cleaning companies, and right down the line. It should be stopped now and now."

Anne Borakove, typist, Tax and Finance: "The benefits of CSEA Local 654 today involves the Willowbrook Developmental staff cutback of 100 against the State and institution. A good portion of the facilities is being turned over to the private sector workers. We will hire private-sector employees to replace state employees. The Willowbrook action will affect all the other institutions due to the seniority status of the employees. We must act to contain the cutbacks. This type of private-sector intervention could affect every state agency."

Mary Edwards, Manhattan Psychiatric Center: "The most important issue facing the CSEA is its job security. Without any jobs, nothing else is important. There are many long-term employees who deliver excellent patient care. Where could these employees go with their experience and age? The present administration is looking for employees with college experience. Who is to say that they could get a better job than the employees less money than we are paid. I would find it surprising, however, since the private sector will be willing to hire anyone to replace civil service workers."

Deborie Edge, therapy aide, Manhattan Psychiatric Center: "The phasing out of the Mental Hygiene Department is the most crucial issue facing the CSEA today. I do not see where the employees can be affected by this. We do not have any flexi- ability. So in the future, I foresee many long-time employees who will face the burden of those cutbacks. It is important to recruit new professionals because we will have to Contain the cutbacks. We need to bring up the membership to its highest participating level."

Pension Fluke

The calendar of the New York City Retirement Board included 144 approvals—all of which were approved. These included 320 without options, 113 under Option 1, 56 under Option 2, 129 under Option 3, 80 under Option 4, eight under Option 4/5, and 47 under Option 4/3. Two hundred thirty-eight refunds under $45,000 and loans to 2,247 members amounting to $3,600 were approved. Of the 240 thousand 600 members withdrawn excess contributions were $482,000. Disability retirement was denied to 12 members and accidental disability retirement was denied to 42 members. Forty-three of the disability retirements and 19 accidental disability retirements were approved.

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

FOLLOWING is a list of individuals whose names were submitted prior to the provisions of section 45 of the State Employees Retirement Law.
Metropolitan NYC Region II
Willowbrook Conflict Fires Delegates Against Private-Sector Members

By MARVIN BAXLEY

ELLENVILLE—Delegates representing the 21 locals of the Civil Service Employees Assn.'s Metropolitan Region II went on record last week against extending union membership to employees in the private sector.

The regional position was taken following a lengthy discussion of the pending takeover by United Cerebral Palsy of seven buildings at the Willowbrook Developmental Center complex on Staten Island.

"When private sector membership was approved by statewide delegates earlier this year, the intentions were innocent," said Region II president Solomon Bendet. "At that time we were concerned for those school district employees who were being affected by the contracting out of services provided by bus drivers and cafeteria workers."

"I've made up my mind, however, listening to this discussion on Willowbrook, that it is bad for the CSEA to accept into membership workers from the private sector. It would put us into a position of seeking members from among United Cerebral Palsy employees, while we are fighting to retain state workers who earned through the Merit System," he explained.

Mr. Bendet said he would forward the motion to the statewide constitution and by-laws committee for consideration at the statewide Delegate Meeting next month.

Willowbrook DC Local 429 president Felton King said, "I took the chapter presidency for two years, and I am committing myself to help the employees there. But I warn you that Willowbrook is being used as a pilot program, and what affects us today will hit your institutions tomorrow."

Much of the concern generated over the Willowbrook situation is the fear that as many as 1,300 employees may eventually be displaced. At present, this has not happened.

A motion, presented by Basic Research Local 438 president William Bear, was, nevertheless, approved. Mr. Bear's motion is:

"That the CSEA take out ads in all newspaper media informing the public that United Cerebral Palsy means reducing services to the public, and that CSEA compiles a list of names and addresses of all parents whose children are not getting adequate services and begin a class action on behalf of those people."

Another subject of interest to state employees in the Metropolitan Region was discussed by Jack Carey, the union's assistant executive director—State.

Responding to an inquiry by Region II first vice-president William DeMartino, of Metropolitan Department of Labor Local 256, Mr. Carey noted that a request for arbitration was filed last week on the dispute over personal leave charge time during the blackout July 13 and 14. Herbert Haker has been named to hear the case, Mr. Carey said, for hearings scheduled to be held in the latter part of October.

Other motions passed by delegates at the meeting were:

• That Travelers Insurance Company immediately reinstate the 10 percent dividend that was taken away two years ago.

• That the $370,000 in administrative costs paid to CSEA by the insurance company be paid by the state for administrative use, and the $370,000 that is being collected as part of the premium payments be used for enlarged benefits or reduced costs.

• That no pensions or fringe benefits—whether in the public or the private sector—be taxed.

• That the New York State Retirement System study the option plans and reduce the cost of options.
Cross-section of delegates at Tuesday business session included, from left, Creedmoor Psychiatric Center Local 406's Terry Dawson and Frank Pandiilo, Downstate Medical Center Local 646's James Wood and Pauline Brandt and Bronx Psychiatric Center Local 401 president James Barge.

Regional attorney Stanley Mailman, left, of Mailman and Fuller, led Wednesday Grievance Workshop. Here he talks with New York City Local 910 delegates Harold Goldberg, of Queens Motor Vehicle office, and Elayne Brown, of Queens Motor Vehicle office.

Basic Research Local 438 president William Bear and Region II secretary Peggy Clark, of the same Local, record minutes of the proceedings for report to their members.

Housing and Community Renewal Local 538 president Thomas DiNatale, left, and Region II treasurer John Eversley, of NY Parole District 259, are attentive.

Creedmoor Psychiatric Center Local 406 third vice-president Charles Bell and delegate Barbara Smith are alert for information to report back to their members as they attend Contract Workshop on Tuesday afternoon.

Committee members who arranged three-day workshop for Metropolitan Region II delegates are, from left, Carl Laurino, of Metropolitan Labor Local 355; Ann Wadas, of Basic Research Local 438; and Samuel Emmett, of New York City Local 910.

Frances DuBose, of Downstate Medical Center Local 646, gestures to emphasize her point as she accuses state of union-busting tactics.

New York City Local 910 third vice-president Canute Bernard participates in discussion as CSEA director Ronnie Smith (Mental Hygiene, Region II) listens.

Creedmoor Psychiatric Center Local 406 delegates Joe Healy, left, and Dan Schults are attentive during workshop on Contract procedures.
The Go-To Health Club

By William H. Willford

House for Sale at Sayville, L.I.

LARGE 4 Bedroom Colonial, 5 Car Garage, 35 E.S. Dean, East Fally Road, Alt. Condition, Must See $45,900. Call (516) 567-8938.

GO TO HEALTH

By William H. Willford

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Labor, 140 Broadway, between 19th and 22nd streets, New York 10012, open weekdays between 9 a.m. and 4 p.m., Special appointments will be made in the afternoons between 2 and 4 p.m.

The following applications requiring personal interviews will be received by the Department at least five days before the deadline advertised.

Persons applying through the mail must include a stamped self-addressed envelope, to be returned by the Department.

Several City agencies do their own recruiting and hiring. They include: Board of Education, C.Y.O., Bureau of Personnel, Finance, Metropolitan Transportation Authority, Thruway Authority, New York State Employment Service, 60 Broadway, New York 6, phone: 686-9695.

STATE — Regional offices of the State Department of Social Services. They are located at the World Trade Center, Tower 2 55th St., New York, 333 West 41st St., New York 15, phone: 488-4248; 10 a.m.-3 p.m.; State Building Campus, Albany 10029; Suite 701, 1 W. Oneonta St., Buffalo 14202; 9 a.m.-4 p.m. Applications may obtain announcements by writing to the Albany office only or by appearing in person at any of these.

WASHINGTON, D.C. — A suit by the U.S. Justice Department charges that the Federal Government's discrimination against minority and women state trooper candidates is illegal. The suit charges that the state police and the state trooper training classes discriminate against women and minorities.

Federal officials last week filed briefly in U.S. District Court, alleging that the state has violated Title VII of the Civil Rights Act of 1964 by discriminating against women and minorities.

Justice officials are demanding that the state trooper examination include equal opportunities for all applicants and that the number of women and minorities be increased.

Justice Dept. Suit May Halt State Cop Hiring

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Justice Dept. Suit May Halt State Cop Hiring
INCREIBLE PLAN FOR AUTOMATIC WEIGHT-LOSS!

Now! Lifetime Freedom From Fat

WITH DOCTOR'S AMAZING "COFFEE-OFF" PROGRAM

FOR CUP-TO-CUP WEIGHT-LOSS!

THINK OF IT! You actually sip your appetite to sleep for hours at a time — sip yourself slimmer and cupful to cupful — take your FINAL STEP TO LIFETIME SLIMNESS with the new "Coffee-Off" way to a brand new body!

So effective, you lose up to 6 pounds the very first weekend — lose as much as 10 to 15 pounds of fluid and fat in just 14 days! — lose as much as 20 to 30 — 40 pounds or even MORE (and never gain it back for the rest of your life), as medical science shows you how to turn ordinary coffee or tea into the most "DYMATIZE" — FAT-MELTING aid you've ever seen in your life.

LIKE TURNING ON AN INNER FURNACE THAT SHAKES YOUR BODY'S FAT CELLS — SHAKES YOUR LIFE THE VERY FIRST DAY!

Just 60 seconds from now you are going to discover how to take your morning cup of coffee . . . deep in what appears to be an ordinary sugar-cube . . . and watch yourself become thinner and thinner and thinner . . . day by day . . . week by week . . . month by month . . . year by year . . . for the rest of your life.

The secret is a medically-proven formula, (that to the eye looks just like an ordinary sugar-cube) . . . BUT, when activated in coffee or tea ... enters your system and automatically SHUTS OFF YOUR APPETITE — SHUTS OFF THAT DRIVING URGE FOR FOOD — SHUTS OFF GRAVING HUNGER for hours at a time! Actually kills your desire, your craving, your appetite for food from midday to midnight! So much in so much, you aren't lured or tempted by even the most mouth-watering food. Not by ice-cream, not by cake, not even by the most luscious dessert, in a nutshell . . .

YOU'RE SIMPLY TURNED OFF FOOD FOR HOURS AT A TIME

The name of this doctor's wondrous "Coffee-Off" way to Life-time Slimness is "FULL-STOP", because that's just what this medically-proven slim-cube formula does — brings another amazing coffee development ... if you want to melt away excess pounds and inches STARTING THE VERY FIRST DAY . . . if you want to try this exciting medically-proven concept that combines both a doctor's scientific development and his full-satisfaction guarantee program that makes lifetime immunity to fat not a hope, but a living reality . . . then take advantage of the no-risk offer described below. Yes, act now on guarantee of full satisfaction or money refunded in full (except postage & handling). Simply return within 10 days.

Remember — this is the last ad for a reducing product you'll ever need to read in your life. If you drink coffee . . . or if you drink tea . . . then this amazing 3-cups-a-day "Coffee-Off" way to AUTOMATIC WEIGHT-LOSS. Because just like water turns off thirst, incredible "FULL-STOP" slim-cubes switch off hunger AUTOMATICALLY all day long! Down goes your appetite — down go the calories — down goes your weight . . . with a rush!

LIFETIME CONTROL OF YOUR APPETITE FINALLY YOURS — MEANING YOU ARE NOW JUST DAYS AWAY FROM YOUR FIRST STEP TO LIFETIME SLIMNESS!

So if you want to SIP YOURSELF SLIM with this doctor's amazing coffee development . . . if you want to melt away pounds and inches STARTING THE VERY FIRST DAY . . . if you want to try this exciting medically-proven concept that combines both a doctor's scientific development and his full-satisfaction guarantee program that makes lifetime immunity to fat not a hope, but a living reality . . . then take advantage of the no-risk offer described below. Yes, act now on guarantee of full satisfaction or money refunded in full (except postage & handling).

MAIL NO-RISK COUPON TODAY

Head-Wilson Pharmacal, Dept. JCO/12 Caroline Road, Philadelphia, PA 19175

Yes, I want to lose weight fast and permanently with this doctor's amazing program containing "FULL-STOP" Slim-Cubes. Please rush the offer I have checked below, if not delighted, I may return it in 10 days and you will refund the full purchase price (except postage & handling).

(2077) Full 42-day Supply only $11.95 (Save $2.00) plus $5.00 postage & handling.
(3505) Full 63-day Supply only $14.95 (Save $4.00) plus $6.00 postage & handling.

Total amount enclosed $______
PA residents add 6% sales tax. Check or money order, no CODs please.

CHARGE IT: (check one Exp. Date)
BankAmericard/Visa
American Express
Master Charge

CREDIT NUMBER __________

MAIL THEカード NO-RISK COUPON TODAY TO:

Head-Wilson Pharmacal, Dept. JCO/12
Caroline Road, Philadelphia, PA 19175

Name ____________________________
Address ____________________________
City State Zip

$______ Div. of American Consumer, Inc.
President Carter has reaffirmed his commitment to reorganize the federal government "with a minimum of hardship to employees" and has given the Civil Service Commission new authority to assist affected employees.

In an Aug. 12 memorandum to federal department heads, the President directed that every thing possible be done to avoid displacing employees from their jobs during reorganization, and gave the commission broad authority "to set up additional mechanisms for providing continued employment for those who may face displacement."

Commission Chairman Alan K. Campbell has said the commission's basic approach will be to "tailor the outplacement assistance to the locality and needs of affected employees."

Possible commission action could include:

- Authorizing early retirement to create vacancies in which displaced employees may be placed.
- Providing special counseling for displaced employees.
- Temporarily treating hiring for all agencies in the appropriate geographical area.
- Providing priority placement of affected employees in other agencies.
- Providing opportunities for retraining.

President John B. Anderson, who had been threatening to call for a "property right" cancellation in the case of one employee, dismissed the employee from the force he lost pension probably would have been denied if it met on Feb. 23, it might have not have approved the pension. Mr. Glazer, she said, was entitled to "prompt consideration" of his application as long as it was filed in time. By acting on it, even though the delay was not deliberate, the board violated federal law, the judge ruled.

She ordered the board to reconsider the pension application as of Feb. 23, when Mr. Glazer was still a police officer and eligible for disability benefits.

### October 1 Federal Schedule Pay Raise

President Jimmy Carter is expected to announce a pay raise for 3 million federal workers any week now.

The size of the raise, which would become effective Oct. 1, has not been settled as the President said he would, but is expected to be 7.5 percent. President Carter has already pledged to adjust federal wages so they are comparable to private sector earnings.

The Federal- Employee Council, a panel of unions, is pleased with the offer, but argues, nevertheless, that because of the time lag since the offer was made, the figure should be raised to 8.8 percent.

The Advisory Committee on Federal Pay, consisting of private sector and labor relations members, had made its suggestion in the presence of President Carter. The chairman of the Fed- eral- Employee Council, a panel of unions, has not made its suggestion in the presence of President Carter. The chairman of the Federal- Employee Council, a panel of unions, has not made its suggestion in the presence of President Carter.

### L.I. Accident Victim Wins Job Back Pay

MANHASSET—Due to the efforts of his Civil Service Employees Assn. unit, Dolores Baldock will have a job to come back to in the Town of North Hempstead when she recovers from an auto accident. In addition, she will have some hard-earned back pay to tide her over.

Ms. Baldock, a clerical typist, was injured in a traffic accident on April 30, 1978. On May 3 of that year she was put on sick leave but was later informed on July 2, that she was terminated. The town claimed that the civil service department had nothing to do with her job and her inability to report to work was not the result of work-related conditions.

Eddie Ochenkoski, president of the CSEA unit, along with an attorney, filed a show cause order and in subsequent court action had Ms. Baldock reinstated to her position in a leave of absence without pay status.

Mr. Ochenkoski then filed a grievance, with the assistance of CSEA's local representative, with the Town of North Hempstead.

The former captain also told the court that he had never received notice of the disciplinary proceedings against him for some undisclosed violations.

The Correction Department defended its disciplinary action by maintaining that it had not prepared charges against Mr. Gorman until it had received his retirement application. The former captain also told the court that he had never received notice of the disciplinary proceedings against him for some undisclosed violations.

### Corr. Capt Demoted, Retired

Civil service employment is a "property right" carrying constitutional protection and it cannot be withheld unless the employee is given full opportunity to safeguard his job interests.

This was the substance of a Manhattan Supreme Court ruling which reversed the case of a former captain in the city's Cor- rection Department who was re- duced to a correction officer and then forced to retire—but was not given any notice of the disciplinary proceedings.

Judge Martin B. Stecher, act- ing in response to a lawsuit by James B. Gorman, turned the case over to a special referee with instructions that he make recommendations and report back to him.

Mr. Gorman claimed that the department tried him in absentia—without giving him any notice of the disciplinary proceedings. The former captain also told the court that he had never received notice of the disciplinary proceedings against him for some undisclosed violations.

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JOIN CSEA?
I GET ALL THE BENEFITS ANYWAY, RIGHT?

WRONG!

CLIP THIS AD AND GIVE IT TO A NON-MEMBER.

As we said. Wrong! If every employee of every work location in the County Division belonged to CSEA, your wallop at the bargaining table would be that much stronger. Sure, now you get what your negotiators win. But it could be more.

If every eligible person working for New York State belonged to CSEA, who knows where the State units could go. But as long as a certain percentage of employees do not belong, management (the State of New York) will try to pit non-members against members.

CSEA is only as strong as it is united. Make no mistake about it. ...in most areas of both local and state government CSEA is strong. But anything less than 100% membership participation still leaves something to be desired.

In all our 67 plus years of battling for public employees, we've yet to see a non-member turn down a newly-won benefit or raise. The dues are only $58.50 a year. $1.13 a week. And God knows where public employees within New York State would be today if it weren't for CSEA. Government is not known for its philanthropic attitude toward its employees.

Over the years CSEA has won protection for its members so that even a change of political administrations cannot touch them. CSEA has won raise after raise, benefit after benefit. Yet, there are some people who still don't join. Certainly, $1.13 dues a week isn't the answer. The price of job security has got to be worth more than that.

There are thousands of dedicated public employees who give freely of their own time and effort to keep CSEA strong—to ward off bureaucratic employee controls from every level of government. When CSEA members get together they discuss this situation in hard-nosed terms. They don't call a non-member a non-member. They call him a FREE-LOADER. If you're a non-member, think of this: Your tax dollars are supporting those officials who would work against your new benefits. Why not give a little support for those who are working for you? CSEA.

Look up your CSEA representative this week and ask him for a sign-up card. Sure, we're on a membership drive. But not for any other reason than to build a better future for all of us. Remember—every penny of CSEA's dues goes toward representing you. We're not supporting some high monkey-monks in Washington, or bailing somebody out of jail. We're working to maintain our position of being The Most Powerful Force in New York State working for Public Employees. We need your moral and financial support.

We also have great voluntary group insurance programs available that'll save you many times your dues on your home, auto, life and disability insurance. That's worth the price of admission alone.
Kolb Is Stepping Down
ALBANY—Dr. Lawrence Kolb, the state's controversial Mental Hygiene Commissioner, has resigned the post he held since 1976 to enter private psychiatric practice.

The resignation comes just before the 60-year-old commissioner was about to face new Senate confirmation hearings for the top job of the new Office of Mental Health. The hearings are scheduled to begin April 1 when the Mental Hygiene Department is to be split into three parts.

Dr. Kolb, a Democrat, was expected to undergo tough questioning from a hostile Republican-controlled Senate.

Dr. Kolb has been with the Mental Hygiene Department for 23 years. He was head of the department's New York Psychiatric Institute when appointed commissioner.

He was confirmed for his current post after a bitter Senate fight and has been a source of controversy ever since. Opponents to his appointment said they preferred someone from outside the department to head the agency.

Dr. Kolb was also with the National Institute of Mental Health and the Mayo Clinic and was chairman of the Psychiatric department at Chicago's Bowman Gray College of Physicians and Surgeons.

Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Range</th>
<th>Position Code</th>
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<tbody>
<tr>
<td>Actuary (Casualty), Associate</td>
<td>$18,369</td>
<td>20-416</td>
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<tr>
<td>Actuary (Life), Associate</td>
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<tr>
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<td>Actuary (Life), Senior</td>
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<tr>
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<td>Dietitian, Supervising</td>
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<tr>
<td>Physical Therapist Assistant I &amp; II</td>
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<tr>
<td>(Spanish Speaking)</td>
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<tr>
<td>Physician II, Clinical</td>
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<tr>
<td>Physician I, Compensation Examining</td>
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<td>Psychiatrist II</td>
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<td>Stationary Engineer, Assistant</td>
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<tr>
<td>Stationary Engineer, Senior</td>
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<tr>
<td>Varritypes Operator</td>
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<tr>
<td>Vocational Rehabilitation Counselor Trainee</td>
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<tr>
<td>Vocational Rehabilitation Counselor Trainee</td>
<td>$14,142</td>
<td>20-142</td>
</tr>
</tbody>
</table>

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building 1, Albany, New York 12220 (518) 475-4721
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4600.

Specify 750, Genesee Building, West Genesee Street, Buffalo.
New York 14202 (716) 842-4261.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:


Specialist in Education—NYS Education Department, State Education Building, Albany, New York 12234.


You can also contact your local Manpower Services Office for examination information.
CSEA Files Improper Practice Suits Against Hoosick Falls

HOOSICK FALLS—The newly organized Village of Hoosick Falls unit of the Civil Service Employees Assn. has filed two improper practice suits against the village for actions which it considers to be discriminatory toward the union.

The first suit is being filed on behalf of Thomas Bass, president of the unit, and John Mahan, a union officer, who were allegedly rubbed out by the village board allegedly for fiscal reasons. Mr. Bass noted that these layoffs are unprecedented in the village employment history. According to William Lochner, Regional field representative, the second suit charges the village board with making verbal threats to abolish a number of personnel positions and to contract out the work. This action comes in the middle of contract negotiations being handled for the first time by the new bargaining unit.

Explainng that the CSEA has only been constituted in the village since January 1977, Mr. Lochner commented: "The village of Hoosick Falls has exhibited the most patronial and pro-business attitude of all the counties I have ever encountered."

Win First Steps On 4 Snow Days O.T. Grievances

GRAND ISLAND—Four members of the Niagara Frontier Local of the Civil Service Employees Assn. received favorable second-step decisions on grievances which they filed in protest of non-payment of overtime during last winter’s blizzard.

David L. Alcorn, Agap J. Japa- nay, Francis J. Lynch and Albert C. Urgar, of the Department of Parks and Recreation, Niagara Frontier State Parks Commission, were the grievants. According to Daro A. Viktor, Niagara Frontier Local president, the members were pleased with the results and anticipate pursuing the matter further.

Court Worker Reorganizing Under Way In Region IV

ALBANY — Julia Drew, president of the Civil Service Employees Assn. of Region IV, has been elected to the Region IV Court Worker Reorganization Commission, the group on the organization of the court worker group.

Region VI Meeting Sept. 30-Oct. 1
CHITTENANGO — Region VI of the Civil Service Employees Assn. will hold a meeting Sept. 30 through Oct. 1 at the Tremont Inn, Thursday. 5, Friday, 7 and Saturday, 9:30 a.m. to 4 p.m.

The purpose of the program is to brief officers on the structure of the CSEA, duties and responsibilities of officers, grievance procedures and field service.

Saratoga-Warren Training Program Briefs Officers

SARATOGA — As part of an overall plan to improve the organization of all Locals in the Capital Region of the Civil Service Employees Assn., an officer training program is being conducted in Saratoga and Warren Counties, where several new officers have been elected.

The purpose of the program is to brief officers on the structure of the CSEA, duties and responsibilities of officers, grievance procedures and field service.

Barbara Fahnmo, Regional research assistant, addressed the session as a financial officer of the CSEA, while Gregory Davis, Regional field representative, spoke on general grievance procedures and negotiations. Mr. Davis stressed that each unit will receive a copy of the different instructions on these topics, since each follows a different method.

Jack Craite, Regional field supervisor, gave a talk on the duties and responsibilities of officers.

"In the past we have had rather loose organization in these areas and the election of new officers some new ideas, making these counties an ideal place to start the reorganization," he said.

Commenting on the Saratoga County Election, Jack Miller, CSEA organizer, stated: "I was elated over the response by members who answered the call to the board to the program; the content was excellent."

According to Mr. Davis, the staff is currently working on plans for similar workshops in the other counties, particularly those with little or no organization.