CSEA's Longest Fight Wins
PS&T Employee's Job, Pay

BRONX—The Civil Service Employees Assn. has won reinstatement with full back pay and benefits for a member of the Professional, Scientific and Technical Bargaining Unit suspended without pay on Sept. 16, 1976, from his job as Psychiatrist II at Bronx Psychiatric Center. The victory followed the longest disciplinary arbitration in CSEA history.

At the time of the suspension, Hugh Butts, director of Bronx Psychiatry, alleged that Amjad Hussain was wrong in allowing the transfer of a particular patient from the Intensive Care Unit of which Dr. Hussain was in charge, to another ward in the hospital. The patient committed suicide 17 days after the transfer.

The charges against Dr. Hussain were an attempt by Dr. Butts to cover up for the inaccuracy of the Department of Mental Hygiene," said Tom Linden, CSEA’s coordinator of legal services.

Dr. Hussain immediately filed a contract grievance and, William P. Volin, then-CSEA regional attorney with the firm of Mallman and Volin, supported.

The case, Mr. Linden said, showed "not only how far CSEA will go in defense of its members, but also how far the state will go in trying to find a scapegoat for its own mistakes."

The case involved, among other things:

- The highest number of arbitration hearings in CSEA’s history—27, over an eight-month period.
- More than 4,000 pages of testimony and summation.
- More than 150 exhibits entered as evidence before arbitrator Philip Feldblum.
- Testimony by several “expert witnesses” called by both parties.

Willowbrook Taskforce
Appointed By Region II

MANHATTAN—Metropolitan Region II of the Civil Service Employees Assn. has appointed a committee of the Mental Hygiene Local presidents, with Regional first vice-president William DeMarino as chairman.

Mr. Bendet indicated that he would ask the statewide CSEA Board of Directors to allocate funds, "to help fight the deinstitutionalization of Willowbrook."

The Regional president Solomon Bendet appointed a committee composed of the Mental Hygiene Local presidents, with Regional second vice-president William DeMarino as chairman.

Mr. Bendet indicated that he would ask the statewide CSEA Board of Directors to allocate funds, "to help fight the deinstitutionalization of Willowbrook."

The Region also passed a resolution opposing proposed changes in the CSEA constitution which would permit the union to represent private employees working for firms with which the state contracts out.

Break Ground for New St. Lawrence Psych Facility

Among the 12 dignitaries taking part in ground-breaking ceremonies for new $10.7 million facility at St. Lawrence Psychiatric Center were, from left, George McCarthy, president of CSEA Local 423; Lee Hanes, director of St. Lawrence Psychiatric Center; Charles W. Kelly, chairman of Project Build; and James Moore, CSEA Region V president. Mr. McCarthy called the facility, "a concrete example of what happens when all the people join hands for the common good." (See story on page 9.)
Cops Striking Back Against 'False Charges'

CIVIL SERVICE LEADER, Friday, October 1, 1977

MANHATTAN—The New York City Patrolmen's Benevolent Association (PBA) plans to file its first defamation suit next month on behalf of an officer who claims he is the victim of a false complaint.

Steve Arniotes, recently appointed head of the newly established civil rights division of the PBA, said the division was set up because of a "disincentive to file complaints against police officers." Although he would not detail any complaints he reviewed or name the officers involved, he estimated that more than 100 "patently false" complaints against officers are filed each year, many of them dealing with police brutality, theft of property from suspects, and indiscriminate ticket writing.

We feel that some of these are prompted by an individual arrest by an officer who feels free to file a complaint in order to destroy the credibility of that officer in court," said Mr. Arniotes, a former Civil Court judge who previously managed the PBA's legal assistance program.

He explained the PBA usually took no action on false complaints filed against its members with the Civilian Complaint Review Board and other official agencies, "and our silence was seen as verification of the allegations."

Mr. Arniotes said establishment of the division is not intended to intimidate civilians from filing complaints against officers where there is a legitimate question of improper action by the officer.

"But we are trying to alert people that they better think twice about filling their complaints where there are no grounds," he said. "I am not interested in limiting the free press; I'm interested in protecting the police officer." He said. "But you can only citizen there and get hit for so long."

Two Named To DA's Staff

A former New York City public school teacher and a former drug program counselor have been named as Queens assistant district attorneys, Queens District Attorney John Santucci announced last week.

Mark Potashnik, 30, an education teacher at Beach Channel High School the spring of 1975, lectured at Hofstra University in the summer of 1974, and taught at P.S. 202K, Brooklyn, from 1969 to 1975 and at

P.S. 25B, Brooklyn, from 1975 through June 1977. He has been working with the State Workmen's Compensation Board since July.

Joseph Maddalone Jr., 24, was coordinator of a campus drug seminar program affiliated with Nassau County Jail. He also was a youth counselor and junior and senior high school students in Queens' District 27's drug prevention program in Richmond Hill in 1972-73.

SHORT TAKES

SAY JOBS FOR BLACK TEENS HAVE TOP PRIORITY

President Carter has told the Congressional Black Caucus that unemployment among black teenagers is "the most important domestic issue right now." Caucus chairman, Rep. Parren Mitchell (D-Md.), indicated the president is also leaning towards endorsing the long-stalled Humphrey-Hawkins bill that, if passed, insure full employment in the nation, according to the bill's backers.

MORE WOMEN IN TOP STATE POSTS

Women hold 25 percent of the top state jobs. The figure puts New York among the states with the highest percentage of women ranking officials. The new figure represents an increase from 11 percent in 1975. The year Governor Hugh L. Carey took office. New York had the lowest percentage ranking of the 50 states that year. Washington State led the nation in 1975 with 23 percent of top state jobs held by women.

CETA AIDES WORKING WITH ELDERLY

Thirty-one new Buffalo city workers hired under the federally sponsored Comprehensive Employment and Training Act (CETA), are on the job right now. Most of them are assigned to special projects assisting the city's senior citizens population.

TROOPERS SWORN IN AMIDST CONTROVERSY

One hundred fifty-six new state troopers are on the job this week despite a U.S. Justice Department discrimination suit that weekly blocks the new troopers' appointments. Justice officials, in legal papers filed in federal court, charged that women, blacks and Hispanics are not given equal opportunities to become troopers. U.S. officials are seeking injunctions to block additional appointments until the new appointments consist of at least 40 percent blacks and Hispanics and 20 percent women. The new troopers include seven blacks and Hispanics, and no women.
Back Pay For PS&T Employee

(Continued from Page 1)

The state would not reveal how much money it spent in its action against Dr. Hussain, but sources estimate the amount to be at least $25,000.

"The state hired two private New York City attorneys to get Dr. Hussain," Mr. Blom said. "This shows how little the Department of Mental Hygiene values the rights of the individual. If they were on payroll April 1, 1977.

As a result of our explaining the situation to members of both grades, some people were led to believe that the increases were based on the standard of $7,811; with the promotion the amount increased to $8,000. As a result, these people, since we are told that the $469 this month, would not be able to get the same pay as the average.

Mr. Blom explained that the salary schedule for a Grade 2, which does not reach the one-year minimum of $6,600 until the first of March, 1978, was made with the assumption that it would be in that grade for 10 years.

Mr. Blom also said that he had received some inquiries from people who were confused by our use of $114,450, $105 and $105 to show the difference of increase to be 4 percent for employees who were hired on different dates. These figures do not represent actual figures, but are figures to show the increase in salaries. We would just as easily have stated the figures as $144,540, $105 and $105 to show the difference of increase to be 1 percent for employees who were hired on the same date, but that might have led some people to expect too much. We have been asked to provide lower figures as being too little. We chose the 100 number because it is a round number that makes the practice in explaining such ratios. Any other numbers might seem misleading to a single number is truly representative for the increases to be expected because of the nature of the calculation.

Since our article appeared, Mr. Blom's office has been deluged with requests for forms that we were told were in the process of being prepared. In order to gather data for the union's legal action to iron out some remaining problems, we need to get the forms and the state interpretation of the contract.

Availability of the forms was a misunderstanding on our part, based on information from a preliminary meeting. Mr. Blom expressed embarrassments for being taken off guard when the request was made for the forms. In actuality the forms were used by his office in reports.

(Continued on Page 16)
Open Continuous State Job Calendar

Accounting, Careers In
Actuary, Actuarial Assistant
Actuary, Actuarial, Associate
Actuary, Life, Associate
Actuary, Casualty, Principal
Actuary, Life, Principal
Actuary, Life, Senior
Actuary, Casualty, Supervising
Actuary, Life, Supervising
Dental Hygienist
Electroencephalograph Technician
Engineer, Assistant Sanitary
Engineer, Senior Sanitary
Food Service Worker
Medical Examiner
Hearing Examiner
Hearing Reporter
Histology Technician
Legal Secretary
Librarian, Public
Medical Specialist I
Medical Specialist II
Mental Hygiene Therapy Aid Trainee
Nurse
Nurse II
Nurse II (Psychiatric)
Nurse II Rehabilitation
Nurse, Health Services
Nurse, Licensed Practical
Nutrition Consultant
Physical Therapist
Physical Therapist, Senior
Physician Assistant I & II
Physician, Assistant Clinical
Physician, General
Physician, General, Associate
Physician I, Compensation Examining
Psychiatric
Psychiatric, II
Radiologic Technologist, Radiologic Technologist (Therapy)
Stationary Engineer
Stationary Engineer, Assistant
Stationary Engineer, Senior
Surveyor
Vocational Rehabilitation Counselor
Vocational Rehabilitation Counselor Trainee

**High School Equivalency**

If you meet certain state requirements, you may be eligible to take the high school equivalency examination at one of the official New York State Testing Centers in N.Y.C. The information includes the base salary and the various steps to reach the top of the grade, plus information on longevity increases.

**Wanna be a good guy? Blood is meant to circulate. Keep it moving, by donating The Most Precious Gift. The Greater New York Blood Program**

**Hiring Now**

Cities included in the report are: Auburn, Batavia, Binghamton, Cohoes, Corning, Elmira, Geneva, Glen Cove, Olean, Poughkeepsie, Rome, Watervliet, Yonkers, Jamestown, Johnstown, New-
The State Civil Service Department is recruiting for the new title of senior minority group personnel specialist, which is open for filing until Nov. 16, to college graduates who are knowledgeable in the problems of ethnic minorities.

Engineering Tech. Filing
Open Until October 31

The State Civil Service Department has opened filing until Oct. 31 for engineering technician and senior engineering technician.

Open competitive tests will be held for both titles Dec. 3. Engineering technician (Exam no. 24-595) requires a high school diploma and two years' experience helping in the field of civil engineering. It pays $7,816 in New York City.

Senior engineering technician (24-600) requires an extra year of experience and pays $9,229 in the city.

Forms can be obtained at the State Civil Service Department, Two World Trade Center, New York.

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 212-888-4070, GHI Subscribers 212-780-6543, HIP Subscribers 212-754-1186. In Albany all enrollees call 518-457-3198. In other areas of New York State call your local Blue Shield plan for further information.

(Continued on Page 10)
A Career Saved

It was a long, hard-fought battle, the longest and costliest in the Civil Service Employees Assn.'s history.

It marked the highest number of arbitration hearing days—it lasted eight months—in the union's history. There were four thousand pages of testimony and summation, 150 exhibits, and 123 witnesses.

In the end, though, the CSEA won a bittersweet victory.

What does it all mean?

It shows that when a union does its job and really cares about the welfare of its members, justice usually prevails. It proves that the CSEA is willing to fight injustice wherever the union encounters it and damn the expenses, the toil and the sweat, because seeking help is a high-salaried official who can afford to hire his own batch of lawyers and spokesmen, or a lowly member are threatened.

Amidst the chaos, there is one else) and obtaining that proverbial pound of flesh.

The incident was a tragedy, the kind of misfortune that should be avoided at all costs whenever possible. But, too often when something like that happens, people are more interested in blaming someone (almost always someone else) and obtaining that proverbial pound of flesh.

It seemed the pound of flesh had to come from the hide of Dr. Hussain, and that is exactly what happened. The arbitrator suspended Dr. Hussain without pay. But he ordered Dr. Hussain to return to the post of Mental Hygiene, and not Dr. Hussain, ordered the transfer.

And, because of this, Dr. Hussain lived for more than a year in uncertainty.

Yet, the union nor the state took the case lightly, which was proper. The state almost certainly outspent CSEA in attempting to prove the state's weak point against Dr. Hussain who, up until that bleak day last September, had an exemplary record as a doctor and employee. This was taxpayers' money that could have been put to better use.

We consider it unenforceable for the taxpayers to have to pay for the prosecution of a doctor charged with committing medical malpractice by the state. It was taxpayers' money that could have been put to better use.

We noted earlier that the victory was bittersweet. It is always sweet when justice is upheld and a dedicated public servant's career is saved. But there is often bitterness after the one perpetrated by the Watergate conspirators. This is not to say that this convention next week will be run:

Quite the contrary.

Consensus And Unity

When there are major problems, the CSEA delegates have a way of bringing a forum into sessions and setting in unity. Oftentimes, these problems have been aired at the Local Board meetings, so much so that many of the arguments and exchange of opinions have been good for discussion.

But when it comes to details, some CSEA delegates tend to become emotional as they argue over their respective districts, often delegating their own heads in disbelief.

Yet, though, for some rather heated exchanges that afford a learning opportunity and an exemplary record as a doctor and employee. This was taxpayers' money that could have been put to better use.
The Leader, evening coordinator: "I personally feel that God has been unfair to us. We only get the negative criticism. Half of our staff has been out because of injuries inflicted while working with the patients so they will understand the right to a sense of job security."

Tom Lee, therapy aide: "Speaking specifically for South Beach Psychiatric Center, there is more abuse of the staff by patients. The treatment is generally physical and verbal. Though our unit has one of the highest percentages of staff being hurt by patients. The public is not always informed properly. They never hear about the mental staff getting hurt and then not even getting disability. I was hurt in March, and I am still reimbursed for the hospital bill. My nose was broken and my eye was cut yet they want further proof. I feel there is no real mistreatment here at South Beach."

Jim Siniscalch, therapy aide: "I respond to the charge with outrage. I'm outraged because the staff get abused physically and verbally every day. Our unit is receiving the most patients who come from Mid-Hudson Correctional Facility, Kings County Prison and other correctional facilities. We really give the best care possible and rarely does a staff member verbally abuse a patient after he has been verbally abused. We do not throw chairs at the patients or abuse them sexually, I feel that the charges are fed to the newspapers by the parents who, unfortunately, believe the delusions of their children."

Leon Smith, assistant therapist: "I feel that the patients of South Beach are not being hurt. We're short of staff now, so they take advantage of the situation at night. I know this because I work nights. Nobody hurts the patients here. There are no bars on the windows. They eat three meals a day. They have a pool. We take them on trips all the time. I feel the patients are not abused here. I was attacked by a girl when there was no provocation. She jumped and kicked me in the chest. There should be more assistant therapists at night to work with the patients so they will understand that we are here to help them, not hurt them."

Tom Gerear, social worker: "Abuse is rampant in the hospital. Patient-to-staff and staff-to-patient abuse result from poor administration, inadequate funding and a program that treats disabled people as nothing more than fiscal and political burdens on the government. Treated as second class citizens, they are denied even reasonable treatment and security. The staff is abused by the state by being denied the salaries and resources needed to provide adequate care to the patients. In sum, mental hygiene workers are denied the basic right to a sense of job security."

Pamela Craig, Queens, New York: "I get this promotion, would it help the patient today is heard and has rights. It's about the patient today."

PAMELA CRAIG

Pamela Craig, Queens, New York: "I have read your article in the..."
Assemblyman Thomas Frey, Democrat from the 132nd district, urges members of Western Region VI of the Civil Service Employees Assn. gathered at a recent political action seminar in Batavia, to become involved in politics. At the head table, listening to Mr. Frey's remarks are, from left, Republican state committee woman Mary

Rita Miller, Assemblyman Robin Schimminger, Democrat from the 140th district; Patricia Koemig, staff worker for Mr. Frey; Assemblyman James F. Nagle, Republican from the 135th district, and CSEA attorney Stephen Wiley.

Martin Koemig, president of Monroe County Local and co-chairman of Western Region VI political action committee, greets area politicians and CSEA participants.

Region VI third vice-president and political action committee co-chairman Ramona Gallagher participated in the seminar's panel discussion.

James Stewart, left, CSEA field representative, confers during the weekend with Region VI president Robert Lattimer, who closed the seminar by saying that in the matter of political action what was needed was, "a maximum effort from a maximum number of people."

Region VI education chairman Celeste Rosenkranz served as moderator of the afternoon panel discussion which covered topics related to participation in politics by union members.

Assemblyman Robin Schimminger, Democrat from the 140th district, addressed the CSEA members gathered at the Western Region political action seminar and, like other legislative leaders there, urged greater participation in the political process.

Members of CSEA Region VI applauded the members of the political action seminar panel who discussed various topics related to union involvement in politics. The general conclusion drawn from the discussions was that more political involvement would benefit the union.
Drivers Win, End Strike

(Continued from Page 1)

related activities, namely for
serving as a plaintiff in legal ac-
tion against the district over the
question of legality of the con-
tracting out.

The striking employees vowed not to return to work until sev-
eral conditions were met, includ-
ing the signing by Upstate Trans-
ad of a contract equivalent in
every respect to the contract they
had between the CSEA and the
school district, the reinstatement
of Mr. Skellie, and formal rec-
ognition of the CSEA as the em-
ployee relations representative.

The State Mediation Board en-
tered the dispute almost imme-
diately, with mediator William
MacWilliam conducting eight
days of almost continuous ses-
sions attempting to resolve the
situation. Saratoga Springs
Mayor Raymond Watkin entered
the scene as an additional medi-
ator midway through the strike, and the final agreement
was hammered out in the Mayor's
office at City Hall with both mediators present. Within an
hour of getting the signature of
Upstate Transit president Robert
Stanton on the tentative agree-
ment, the CSEA-represented
drivers and mechanics were
holding a jubilant raiflection
dinner to approve the new con-
tract, which runs through June

Meanwhile, two legal actions
brought by CSEA against the
school district continue in effect
and could ultimately return the
employees to civil service status

The three-day event conduct-
ed under the chairmanship of
Timothy McInerney, statewide
head of CSEA DOT committee,
and assisted by collective bar-
gaining specialists Joseph Redy
and Thomas Lindon, and host
Local 505 president Nicholas
Cimino, included seminar topics
ranging from affirmative action,
Local labor management, disci-
plinary procedure, safety, educa-
tion and training, 1979 contract
improvements, as well as a griev-
ance administration workshop
and open discussion involving the
economic development bond
issue. Question-and-Answer ses-
sions followed each meeting through-
out the schedule.

In statements to news media
covering the seminar, David
Zaron, DOT assistant commis-
sioner for manpower and em-
ployee relations, indicated the
overall seminar was "highly suc-
cessful, with productive input
from both the CSEA membership
and management. This is the
third annual DOT Labor Seminar
and they get better each year
with total involvement and dis-
cussion by both sides. This is a
labor-management meeting at
its best—with both sides learn-
ing through participation," Mr.
Zaron said.

Other state DOT management
personnel attending the third
session included: John Downey,
executive deputy commissioner;
Bruce McQueen, principal agency
labor relations representative;
Stacy Daly, director of DOT per-
sonnel; Robert Dougherty, di-
rector of transportation safety;
William LaFlour, director of staff
development and training;
DOT commissioner John Hen-
negy, CSEA president William
McGowan, CSEA, vice-president
James Moore and other special
guests attended a dinner Friday
evening which concluded the
second day of the seminar.

Plans are already under way
for scheduling another meeting
next year.

CSEA Capital Region president
Joseph McDermott, who had
high praise for the striking em-
ployees and for CSEA staff em-
ployees who were on the scene
during the strike.” He also had high
praise for the more than dozen
CSEA staffers involved in all as-
psects of the strike around the

CSEA-represented employees
as school district employees. The
CSEA is awaiting a ruling on an
improper practice charge over
contracting out from the State
Public Employment Relations
Board, and a decision from State
Supreme Court, where a judge
reserved decision on several
issues challenging the legality of
the contracting out.

The contract calls for all prior
benefits and provisions of the
CSEA-school district contract,
and includes a 6 percent pay hike
the employees would have re-
ceived under the CSEA contract,
but which Upstate Transit did
not honor. The contract also
formally recognizes CSEA as the
legal representative of the cur-
rently private employees of Up-
state. As mechanic Alvin Skel-
lie was reinstated with full back
pay and benefits to the date he
was fired. “A complete and total
victory for the employees. They
get every single item they struck
for and did not concede a single
thing, which I think shows what
can be achieved with solid sup-
sport and determination of em-
ployees during a strike,” accord-
ing to Mr. Corcoran.

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State Studies Clerk Pay

ALBANY—Data on overtime, holidays, vacation, health insurance and other fringe benefits are included in a report on fringe benefits affecting general employees of 35 cities throughout New York State.

The report, prepared by the Public Employment Relations Board’s research office, updates with the PERB. The report does not cover elective and appointive officials, management or confidential employees or firefighters and police.

The study also includes information on retirement plans and rates for general employees and a health insurance contribution rate table.

Filing Ends

HADDOCUE—The State Department of Civil Service is no longer accepting applications for librarian I, librarian II and librarian director I.

Examination announcements for these titles will be made in November.

(Continued from Last Week)

Jobs in Minority Jobs

(Continued from Page 5)

Building Campus, Albany, 12229.

Forms may also be obtained by mailing a stamped self-addressed envelope to the New York State Civil Service Department at the Albany address.

Publish Fringe Benefit Report

ALBANY—Municipal clerk salaries in 42 cities in the state indicate a range from $1,155 to $1,750, a survey by the New York State Public Employment Relations Board revealed.

The report, prepared by the Research Office of the PERB, gives information on entrance level salary and annual salary increases.

It also provides a list of salaries after five years service plus longevity on a variety of clerical titles.

LETTERS TO THE EDITOR

(Continued from Page 7)

CAREER OPPS IN PKS REC I

Help Wanted M/F

MINI-MUSICAL

AGED 17-36

Some of the best college students are veterans.

Call Army

Opportunities

800 523-5000

or write to Box 600

Kensington Terminal

233 Broadway

New York, 10007

JOIN THE PEOPLE

WHO JOINED THE ARMY

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LEGAL NOTICE

LIMITED PARTNERSHIP

D.J.D. Partnership d/b/a Computer Management Corp., 450 Seventh Avenue, N.Y.N.Y. Subscribers of Certificates of Limited Partnership filed in the New York County Clerk’s Office on April 22, 1977. Business Owned and operated real property at 1015 Bridgeport Ave, Stratford, Connecticut, 295-25. Limited Partner names, shares, cash contribution and state of principal place of business; Bridgeport, Conn., c/o Fred Frank, 4841 Tiverton Road, Bridgeport, Conn. 06610, and M. Michael Grace, c/o Fred Frank, 4841 Tiverton Road, Bridgeport, Conn. 06610.

(Continued on Page 11)

Minority Jobs

Citizens included in the study were African Americans, Cholos, Corning, Elmira, Geneva, Glen Cove, Glen Falls, Hornell, Hudson, New Rochelle, Newburgh, Niagara Falls, North Tonawanda, Olean, Flushing, Port Jervis, Poughkeepsie, Saratoga Springs, Schenectady and Watervliet.

Wanna be a good guy?

Make a friend you’ll never meet: Donate blood soon.

Someone Needs You!

CIVIL SERVICE LEADER, Friday, October 7, 1977
Draftsman Needed In Madison County

WAMPsville — Madison County has one draftsmen vacancy in its tax department.

There will be a Nov. 19 qualifying exam for candidates for the $4,850 to $5,025-a-year post. Filing for the job ends Oct. 19. Applications should be sent to the Madison County Civil Service Commission, County Office Building, Wampsville.

Candidates must be high school graduates. Some have had college training in drafting. Some have had at least two years' supervision in drafting. Some have had drafting experience. A year's experience is required.

Job duties will include assisting the assistant plumber in supervising the institution's plumbing system.

Applications should be sent to the Madison County Civil Service Commission, County Office Building, Wampsville.

CIVIL SERVICE LEADER, October 2, 1977

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Padavan To Investigate Psychiatric Centers

ALBANY—Senator Frank Padavan, chairman of the Senate Committee on Mental Hygiene and Addiction Control, was called for public hearings before his committee to investigate the administration of the Bronx Psychiatric Center and the Manhattan Psychiatric Center.

Sen. Padavan’s action was prompted by published reports of the State Investigation Commission and audits by State Comptroller Arthur Levitt’s Department of Audit and Control concerning alleged mismanagement, financial irregularities and security lapses at the two metropolitan mental hospitals.

According to Sen. Padavan, one of the committee functions is to act as legislative overseer of mental hygiene facilities. He said that the committee would by the committee at the hearings could be the basis for submitting remedial legislation to the 1978 Legislature.

“There the reports made public by the two state agencies investigating psychiatric facilities indicate a pressing need for a thorough and open hearing to determine the allegations are true. If necessary, begin a program of legislative correction where that is possible,” said the Senator.

Bronx Psychiatric Center Director Hugh F. Rutta is looking forward to present the hospital’s case in clarifying certain SIC findings, said Sen. Padavan. SIC Chairman David W. Brown, who monitored the commission’s activities during the Bronx investigation will also be asked to testify about SIC procedures in the investigation, he said.

Senator Padavan has already scheduled the first hearings for Oct. 4 at the Bronx Center. The next hearing will be Oct. 13 at the Manhattan Psychiatric Center. He said he will hold hearings at other psychiatric centers around the state.

Frnk Padavan
Back Pay For PS&T Employee
(Continued from Page 3)
years as unit chief of the ICU, without receiving any disciplinary charges; the delay in preparing charges; the admitted gaps in Dr. Butler's knowledge of the facts when he prepared the notice of discipline; the failure to give Dr. Hussain an opportunity to be heard; and the documented evidence and testimony as to Dr. Hussain's competence, it is clear that there is no probable cause for his suspension.

Mr. Feildman ordered the CSEA to present its case to his job immediately, with back pay and benefits retroactive to Sept. 16, 1976.

Mr. Linden praised the perseverance of Mr. Volin "in winning the vindication of an exceptionally good employee in spite of a politically motivated, all-out effort by the state to prevent him." Mr. Linden also praised the CSEA statewide legal committee, which voted to provide the funds to pursue the case in behalf of Dr. Hussain. The expenditure totaled about $35,000 for the union, but all agree it was well worth it.

"This case continued the CSEA tradition of backing up our members all the way when we know they are right—no matter what the cost may be," Mr. Linden said.

TENTATIVE PROGRAM, October 10-14, 1977

MONDAY, OCTOBER 10
1:00 p.m.-6:00 p.m. Registration and Certification of Delegates (Promenade Lobby).
4:00 p.m.-8:30 p.m. Workshop—legal services for CSEA members (Promenade Lobby).

TUESDAY, OCTOBER 11
8:00 a.m.-9:00 a.m. Registration and Certification of Delegates (Promenade Lobby).
9:00 a.m.-5:00 p.m. Statewide Social Services (Spartan Room)
9:30 a.m.-12:30 p.m. Statewide Non-Teaching School District Employees (Grecian Room)
1:00 p.m.-2:00 p.m. Statewide Medical and Dental Benefits (Athenian Room)
2:30 p.m.-5:30 p.m. Statewide Mental Hygiene (Doric Room)
2:30 p.m.-5:30 p.m. Statewide Education (Roman Room)
7:00 p.m.-8:00 p.m. Dinner for all Delegates.
8:30 p.m.-10:00 p.m. Business Meeting for all Delegates (Imperial Room).

THURSDAY, OCTOBER 13
8:00 a.m.-12 Noon "CETA Revisited" (Corinthian Room)
9:30 a.m.-12:30 p.m. "CETA Revisited" (Corinthian Room)
1:00 p.m.-2:00 p.m. "CETA Revisited" (Corinthian Room)
2:30 p.m.-5:30 p.m. "CETA Revisited" (Corinthian Room)
7:30 p.m. "CETA Revisited" (Corinthian Room)
8:00 p.m. "CETA Revisited" (Corinthian Room)

FRIDAY, OCTOBER 14
8:00 a.m.-9:00 a.m. Breakfast for all Delegates.
9:30 a.m.-12:30 p.m. Business Meeting for all Delegates (Imperial Room).
Engineer, which pays $7,616 to $12,670. The Motor Vehicle Department is seeking motor vehicle license examiners and seasonal motor vehicle license examiners. Both jobs pay $7,616.

The State Civil Service Department, which is conducting a series of examinations, also announced four continuous recruitment pools with no written tests required—senior physical therapist, senior pediatric physical therapist, senior Spanish-speaking, and senior recreation therapist. Applications must be postmarked no later than Oct. 17.

Candidates for the engineering technician position must have a high school diploma and two years' experience in the field of engineering. Special qualifications for this position will be explained in the examination notice.

The filing deadline is Oct. 24. Those seeking promotions within the state institutions and agencies should contact commission offices at either State Office Building Campus, Albany; 55th Floor of the 2 World Trade Center, Manhattan; or Suite 750, Greece Building, 1 West Genesee St., Buffalo. Applications and information should be sent to the State Office Building Campus, Albany.

The Civil Service Department also listed two jobs within the department—associate personnel examiner and principal personnel examiner—but made public no details about the jobs. Associate personnel examiner pays $17,620 a year and principal personnel examiner pays $21,546. For details and job application, job seekers should contact commission offices at either State Office Building Campus, Albany; 55th Floor of the 2 World Trade Center, Manhattan; or Suite 750, Greece Building, 1 West Genesee St., Buffalo.
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Report Of CSEA's Statewide Retiree Committee

Erica Haight, of Gowanda Psych., Retirees

J. Hochery Haight, left, director of the Gowanda Psychiatric Center, who began his lifelong associations with the state Mental Hygiene system "practically from birth," according to Mary A. Bull, center, president of the Civil Service Employees Annuity. Gowanda Local, also enjoys the company of CSEA president William L. McGowan, at recent retirement party in Gowanda. Dr. Haight completed 41 years in state service, but Ms. Bull pointed out that his association with Mental Hygiene "goes back to his birth" in Utica where his father, Julius Eugene Haight, was staff physician at St. Elizabeth's State Hospital.

By THOMAS GILMARTIN

Retirement is a hot issue today, one can judge by the burgeoning of programs at national, state and county levels for older citizens. The rush to increase the average of retirement news accorded by the media. Keeping pace with the times, the Civil Service Employees Annuity, has become increasingly concerned about the financial security of its retired member.

Proof of the union's increasing concern was most evident this year in the extraordinary effort put forth by the CSEA's legislative and political action committee, whose lobbyists placed a high priority on getting a hefty cost-of-living increase for retirees, and got it.

It had never before been more clear that CSEA stands firmly behind legislation written for the benefit of its retirees, and that the union's most active and effective lobbyists could be so productive in gaining favorable legislation. In plain English, it all boils down to campaign support for legislators who have the interest of private employees and retired public employees and retired public employees.

The CSEA's lobbying efforts were increased this year in the extraordinary effort put forth by the CSEA's legislative and political action committee, whose lobbyists placed a high priority on getting a hefty cost-of-living increase for retirees, and got it.

With this in mind, the CSEA is kicking off a recruitment drive to increase the membership within its retiree ranks. President William McGowan has written a letter, which will go out to thousands of former members inviting them to join CSEA's retiree division.

To further increase the membership as well as to add to the political clout of New York State's retired public employee, Mr. McGowan has authorized the mailing of a guarantee that the letter will be in the mail during the first week of November. The newsletter will endeavor to marshal the statewide support of all retirees for the legislative program drawn up for the 1975 legislative session.

SUCH LEGISLATION will find its origins within the "legislative package" adopted last session by the statewide committee at their meeting in Albany on Sept. 6, as follows:

1. (A) A permanent cost-of-living increase based on the Consumer Price Index of the U.S. Dept. of Labor for all retired members of the Employees Retirement System.

2. Legislation to delete the proviso that the retiree must be employed within the state 30 days prior to 12:01 A.M. on April 1, 1969, to include those who retired between March 31, 1968 and earlier retirement years, now extended to March 31, 1969. This will extend to March 31, 1969. This

3. Amendment of Taylor Law to allow bargaining unit retirees

4. Rescinding the restriction in the Civil Service Law which denies a retiree's widow or widower the remaining month of retirement benefits.

5. Guaranteed minimum retirement allowance for retirees

6. Amendment of Taylor Law to allow bargaining unit retirees

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