CONTRIBUTES TO FUND FOR HANDICAPPED CHILDREN

Civil Service Employees Assn., president William L. McGowan congratulates Vivienne Anderson on the success of the “Very Special Weekend,” a fund-raising event in Albany last month for the benefit of the “Very Special Arts Festivals” for handicapped children. Ms. Anderson co-chairs the NYS Committee on Arts for the Handicapped, along with Jean Kennedy Smith, who is shown looking on. Mr. McGowan presented Ms. Smith with a $1,000 check from the CSEA to help ensure the success of the “Evening Dances” all weekend, helping to raise the $25,000 that was collected for the cause. (See Story Page 10.)

CSEA Clarifies Contract Details

ALBANY — With positive responses from state employees continuing to pour in following the announced settlement of two state contract grievances guaranteeing full salary increases for promotions since last April 1 and full incremental increases to those eligible next April 1, the Civil Service Employees Assn. re-emphasizes that the exact date that retroactive promotional increases will be paid to those eligible is not yet known.

Under the settlement, employees promoted since April 1, 1977, in many cases are eligible for retroactive make-up increases to the date of promotion, but technical amendments to the law are necessary to release the estimated $17 million in additional funds necessary to cover the retroactive promotional increases and the increments to those eligible who otherwise may not have received full increments next April 1. Both the State and the CSEA are jointly working on the necessary legislation that must be enacted by the State Legislature, which holds its next session starting in January.

The union also clarified that section of the settlement pertaining to longevity increments. Longevity increments will be paid to those eligible for them next April 1, but thereafter longevity increments will not be a part of the state's salary schedule under terms of the settlement. Effective April 2, 1978, the state will issue a new salary schedule containing five steps per pay grade, increased 5 percent over the existing schedule, without any longevity steps.

Order New Pilgrim Vote

WEST BRIGHTWOOD—A new election has been ordered for Pilgrim Psychiatric Center Local 418 of the Civil Service Employees Assn., because the elections committee failed to publicly post a sample ballot at least five days before the balloting. In the May 18-19 voting, Joseph Noya was the leader by one vote over then-president Betty Duff.

Supreme Court Justice Charles R. Thom ruled in Riverhead that a new election must be held because the oversight was “not a mere irregularity.”

It was expected that the state Special Elections Committee would direct a new vote in accordance with the court ruling. A date for the new election was to be set. The ruling apparently covers all offices for the Local, although the presidency was the only one to be contested by such a close vote.

30,000 State Aides Share $9M Vacation Buy-Back Next Week

ALBANY—More than 30,000 state employees will share in about $8.750,000 being distributed in separate checks on Dec. 6 under special vacation buy-back provision in the state contracts negotiated for them by the Civil Service Employees Assn.

“We're very pleased by the great acceptance of this special benefit negotiated for state workers under the present contracts,” says CSEA president William L. McGowan. “This was one of the less-noticed and less-publicized new benefits the CSEA was able to win for state employees, and it is really paying off in a big way for the more than 30,000 state workers who took advantage of it. We expect that based on this year's results, many thousands more workers will take advantage of it next year,” Mr. McGowan said.

Don’t Repeat This!

New Political Jobs Are Up For Grabs In Coming Election

There will be a number of special elections in various districts through the

Request Suggestions For Bus Driver Regulations

ALBANY—The statewide non-teaching employee committee of the Civil Service Employees Assn. is asking school districts to set up special elections in various districts through the

State Observes Monday Holidays

ALBANY—State employees will observe Monday, Dec. 26, and Monday, Jan. 3, as paid holidays for Christmas and New Years Days, both of which fall on Sundays.

Monday observances of Christmas and New Years Days have been announced by the State Office of Employee Relations following discussions with CSEA as to the holiday observances.

Drug Abuse Exam Set; Preference To Laid-Off Aides

ALBANY—The New York State Office of Drug Abuse Services has announced that competitive oral examinations will be held during January 1978 for the positions of Drug Abuse Treatment Specialist II (Grade 21) and Drug Abuse Specialist I (Grade 20).

Drug Abuse Services has announced that competitive oral examinations will be held during January 1978 for the positions of Drug Abuse Treatment Specialist II (Grade 21) and Drug Abuse Specialist I (Grade 20).
An Impasse Is Declared In Rockland

NEW CITY—The Civil Service Employees Assn. has declared an impasse in negotiations with Rockland County for its 1,800-member bargaining unit.

"The major reason we filed a declaration of impasse is that the county has consistently refused to address itself to any of the problems confronting the employees," said CSERA collective bargaining specialist Nels Carlson. "Another reason is the long overdue wage increase that has been withheld from the workers in this time of spiraling inflation."

Unit president Patsy Spieoli fired off a letter to the State Public Employment Relations Board (PERB) demanding immediate intervention to help resolve the conflict. PERB representative Leon Appelwaite of New York City had scheduled a Nov. 29 hearing at the Rockland County Health Complex.

The 230,000-member statewide CSERA and Southern Regional Supervisor Thomas J. Lupanello were notified and are being kept abreast of the situation, Mr. Carlson said.

Social Worker I

The New York State Dept of Civil Service established an eligible list Oct. 28 for psychiatric social worker I, exam 27-641, which pays $12,670 a year. The June 4 test was taken and passed by 1,335 candidates.

BUY U.S. BONDS

CIVIL SERVICE LEADER

America's Leading Weekly

For Public Employees

Published Each Friday

Publishing Office: 233 Broadway, N.Y., N.Y. 10007

Subscription Price $9.00 Per Year

Individual Copies 20c

An Impasse Is Declared In Rockland

NEW CITY—The Civil Service Employees Assn. has declared an impasse in negotiations with Rockland County for its 1,800-member bargaining unit.

"The major reason we filed a declaration of impasse is that the county has consistently refused to address itself to any of the problems confronting the employees," said CSERA collective bargaining specialist Nels Carlson. "Another reason is the long overdue wage increase that has been withheld from the workers in this time of spiraling inflation."

Unit president Patsy Spieoli fired off a letter to the State Public Employment Relations Board (PERB) demanding immediate intervention to help resolve the conflict. PERB representative Leon Appelwaite of New York City had scheduled a Nov. 29 hearing at the Rockland County Health Complex.

The 230,000-member statewide CSERA and Southern Regional Supervisor Thomas J. Lupanello were notified and are being kept abreast of the situation, Mr. Carlson said.

Social Worker I

The New York State Dept of Civil Service established an eligible list Oct. 28 for psychiatric social worker I, exam 27-641, which pays $12,670 a year. The June 4 test was taken and passed by 1,335 candidates.

BUY U.S. BONDS

CIVIL SERVICE LEADER

America's Leading Weekly

For Public Employees

Published Each Friday

Publishing Office: 233 Broadway, N.Y., N.Y. 10007

Subscription Price $9.00 Per Year

Individual Copies 20c
CORTLAND—Patricia G. Crandall, executive vice-president of the Civil Service Employees Assn., Region V and president of SUNY Cortland Local 850, has announced the formation of a CSEA coalition that will include more than 1,200 state and county members withins the SUNY Cortland Local 850, Cortland County Local 812, N.Y. State Education Local 119, and SUNY Cortland Local 850.

"The concept of a coalition to better serve the combined needs of the CSEA membership, has been in the planning stage for some time," Ms. Crandall said.

"It was simply the job of our four Locals to work together and start moving things. There is no doubt this coalition can add overall strength and support to any local or state attempts to fund it on an annual basis. This coalition will enable us to achieve far more in the way of political action and publicity of contract talks starting approximately a year from now, but we may also very well consider demanding higher salaries in the basic salary schedule using funds that normally would be applied to longevity since that would give everyone more money immediately and because on any given year for longevity increments," a spokesman said.

The union said that its contract demands are based heavily on input from the employees themselves, and a determination on what approach to take on salary talks next year will be made only after the employees indicate their wishes.

Clariary Contract Details

(Continued from Page 1)

The union, announcing the settlement, indicated that the two longevity increments would be deleted for employees hired on or after April 2, 1977, only. CSEA today clarified that position, saying that while longevity increments will be paid next April to all employees eligible for them, they will not be paid thereafter under the new salary schedule to be effective April 2. The CSEA said that increments, including longevity increments, are subject to negotiation, and may be paid to employees under the next contract demands. "We may very well renegotiate longevity increments during the next round of contract talks starting approximately a year from now, but we may also very well consider demanding higher salaries in the basic salary schedule using funds that normally would be applied to longevity since that would give everyone more money immediately and because on any given year for longevity increments," a spokesman said.

The union said that its contract demands are based heavily on input from the employees themselves, and a determination on what approach to take on salary talks next year will be made only after the employees indicate their wishes.

CSEA Aids In Locating Handicapped Students

"SUNY Oneonta was a leader in the New York State system in coming up with a special education program for the mentally handicapped," said Mr. Dent.

"The CSEA today clarified that position, saying that while longevity increments will be paid next April to all employees eligible for them, they will not be paid thereafter under the new salary schedule to be effective April 2. The CSEA said that increments, including longevity increments, are subject to negotiation, and may be paid to employees under the next contract demands. "We may very well renegotiate longevity increments during the next round of contract talks starting approximately a year from now, but we may also very well consider demanding higher salaries in the basic salary schedule using funds that normally would be applied to longevity since that would give everyone more money immediately and because on any given year for longevity increments," a spokesman said.

The union said that its contract demands are based heavily on input from the employees themselves, and a determination on what approach to take on salary talks next year will be made only after the employees indicate their wishes.

Clariary Contract Details

(Continued from Page 1)

The union, announcing the settlement, indicated that the two longevity increments would be deleted for employees hired on or after April 2, 1977, only. CSEA today clarified that position, saying that while longevity increments will be paid next April to all employees eligible for them, they will not be paid thereafter under the new salary schedule to be effective April 2. The CSEA said that increments, including longevity increments, are subject to negotiation, and may be paid to employees under the next contract demands. "We may very well renegotiate longevity increments during the next round of contract talks starting approximately a year from now, but we may also very well consider demanding higher salaries in the basic salary schedule using funds that normally would be applied to longevity since that would give everyone more money immediately and because on any given year for longevity increments," a spokesman said.

The union said that its contract demands are based heavily on input from the employees themselves, and a determination on what approach to take on salary talks next year will be made only after the employees indicate their wishes.

Clariary Contract Details

(Continued from Page 1)

The union, announcing the settlement, indicated that the two longevity increments would be deleted for employees hired on or after April 2, 1977, only. CSEA today clarified that position, saying that while longevity increments will be paid next April to all employees eligible for them, they will not be paid thereafter under the new salary schedule to be effective April 2. The CSEA said that increments, including longevity increments, are subject to negotiation, and may be paid to employees under the next contract demands. "We may very well renegotiate longevity increments during the next round of contract talks starting approximately a year from now, but we may also very well consider demanding higher salaries in the basic salary schedule using funds that normally would be applied to longevity since that would give everyone more money immediately and because on any given year for longevity increments," a spokesman said.

The union said that its contract demands are based heavily on input from the employees themselves, and a determination on what approach to take on salary talks next year will be made only after the employees indicate their wishes.
BROOKLYN — When Alfred Berg was appointed engineer for the Town of Clarkstown in Rockland County in February 1969, was the appointment permanent under civil service law? or was it for a two-year period to coincide with the next town elections as provided by local law?

An appeals court was unable to come up with an answer last month, so it returned to Rockland Supreme Court Justice Lawrence J. McGinigle, who was asked to hold a hearing to determine the exact circumstances under which the town engineer was appointed and whether he was permanent or holdover employee.

But, in doing so, the Brooklyn Appellate Division reversed a decision of a Rockland County Judge who reinstated Alfred Berg after he had been discharged in January. The unanimous appeals court said too many legal questions remained unanswered for the engineer to be reinstated.

When Mr. Berg first sued, he charged the forms accompanying his appointment used the word "provisional" to designate the job as a provisional appointment for eight months pending acceptance of the results of a civil service examination.

He also claimed a three-year contract was concluded by his collective bargaining unit in March 1970 specifically included him.

These factors, plus charges that this had led to his discharge for political reasons, led a Rockland Supreme Court Judge to render a decision last March. The judge ruled Mr. Berg was a victim of circumstantial evidence. He said that the four Justices also wanted the appeals court to agree with him that the evidence was circumstantial. The court in a unanimous appeals court decision was not required to be convinced beyond a reasonable doubt that the fire was caused by an arsonist and he was the only person at the pump station when it started.

The appeals court said the misconduct finding was inextricably connected with the misconduct finding. It said it was absolutely clear that he could not be guilty of both.

The court said, "The two are mutually exclusive." As to the gross negligence charge, which was called "clearly unjustified," the court said that has been removed because when firemen arrived, all doors were securely locked.

Specifically, the Brooklyn Appellate Division refused to accept the hearing officer's conclusion that Mr. McGinigle "had either committed arson or was grossly negligent in maintaining security by allowing an arsonist onto the property." The appeals court also ruled that due process rights were properly secured, since at least three persons had keys and "no serious investigation was necessary to show that someone had access to the station." As to the charge that the maintenance man himself set the fire because he was the only employee at the pump station, the appeals court ruled the charge was not included in the original appointment form and was charged in the appointment form for two years rather than one.

The "revenge" motive was rejected by the appeals court as a "pure speculation." The appeals court rejected the engineer's claim that the fire was caused by "a lie detector test. It said the machine to be used was "Inadequately" trustworthy and that the person who was to administer the test was "highly questionable." The person who was to administer the test also needed no training in operating the machine.

While a public employee can be discharged for refusing to take a lie detector test, the court said, Mr. McGinigle "was justified in committing to the one he offered."

**SHORT TAKES**

**NEW FREEDOM OF INFORMATION LAW SIGNED**

All state government records will be available for public inspection and copying except a few specifically listed ones beginning Jan. 1. The new Freedom of Information Law replaces the state's three-year-old former statute that only specified which government documents were available for public view. The new law is patterned after a federal law. In both the new and the old laws, the Legislature and the judiciary are exempted. But the new law says government agencies that refuse access to a document must explain the action fully and in writing.

**GREY COLLECTS $10,878 FOR TRAVEL**

Gov. Hugh L. Carey has reaped over $10,000 in state funds for travel expenses, mostly for trips to New York City, during the past two years, records have shown. He filed a complaint with the State Department of Audit and Control last year after the state's auditor general asked the state to file with the Department of State the Department of State, Audit and Control indicates. The records also show that the Governor routinely bills the state $80 for each overnight stay in New York City and $25 for an all-day visit to the city. He claimed travel expenses for 250 days during the 1975-76 fiscal year, which included some trips he took in 1975. He received a total of $10,878 during the period.

**WHO'S WHO AMONG CIVIL SERVANTS**

Felix J. Cuervo, a state employment consultant, with the Department of Labor's Manpower Services Division in New York City, has been named Who's Who in Biographical publications. He has been the quality of more highly educated, more experienced and more capable than before.

**WHO'S WHO AMONG CIVIL SERVANTS**

Felix J. Cuervo, a state employment consultant, with the Department of Labor's Manpower Services Division in New York City, has been named Who's Who in Who's Who in Biographical publications. He has been the quality of more highly educated, more experienced and more capable than before.

**PREDICT STATE TAXES WILL DECLINE**

The Carey administration is predicting an upcoming $100 million state budget surplus and a "broad-scale" tax reduction. The budget summary deals with a period from now to April 1. Spending, says the Governor's Office, will be $14 million less than projected when the current budget was adopted. The summary also says revenues will be $18 million higher than expected.

**SUPPLEMENTAL BENEFITS**

Are you concerned about your Financial Future? If so, I can help ease your mind. I specialize in Financial Planning concerning annuities, endowments, life insurance, pension planning. Call Mon.-Fri., 9 a.m.-5 p.m. 683-2380. Irving L. Sefter—N.A.S.D.—registered representative.
If you're a Civil Service employee and hold the Blue Cross Statewide Insurance Plan with a PA. or N.Y. Certificate Number, you're safely covered for any and all your medical disorders requiring long-term rehabilitation. Three of Brunswick Hospital Center's five fully-accredited hospitals are specialized to provide you with the kind of rehabilitation treatment you may need. Also, local subdivisions of New York State Plans, Medicare and most major medical group insurance are readily acceptable with us.

So, if you need long-term rehabilitation for your medical problems, check out your insurance policy today or, better yet, call us in Amityville, New York and we'll help you figure it out right away. Our phone number is 516: 264-5000. Chances are, you're already completely covered. And, because we care—we'll take good care of you...

**Physical Rehabilitation**
Our Physical Medicine & Rehabilitation Hospital is fully staffed for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skillfully treated by professional specialists: a treating physician creates your specialized treatment plan—followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychologists and social service counselors round out your requirements.

A superbly equipped hospital designed to help you regain a fuller, active life. For more information, call 516: 264-5000 / Ext. 228

**Alcoholism Rehabilitation**
Our Brunswick House Alcoholism Hospital has been created for the full treating of alcoholism victims. Each resident is assigned a special treatment plan to meet his or her special needs and carried forth by a full staff of alcoholism specialists, medical, nursing, psychological, social service, counseling and family therapists.

The newest of our five hospitals, Brunswick House rehabilitates alcoholics and returns them to full activity—recovered and able to meet life's problems. Call us at 516: 264-5000 / Ext. 361

**Psychiatric Rehabilitation**
Our Psychiatric Hospital—with its bright, cheerful atmosphere—maintains the most modern facilities for the mentally and emotionally ill, the drug-addicted and those requiring custodial assistance. Its specialized staff of mental health professionals treat all residents in effective teamwork—to gain greater recovery. These dedicated specialists: the doctors, nurses, psychiatrists, psychologists, social workers, occupational and recreational therapists—all give of their expertise to overcome psychiatric disorders and return the resident to a better life. For more about this, call 516: 264-5000 / Ext. 268
An Unfortunate Case

A FEW weeks ago the Albany Appellate Division of State Supreme Court ruled it was unconstitutional for the State Corrections Department to fire employees just because they belong to the Ku Klux Klan.

The court ruled, in a 4-1 decision, that a 1975 directive by Corrections Commissioner Benjamin Ward amounted to a recommendation that employees be fired for the crime of membership. The unions contended this violated due process rights enjoyed by all employees in New York State. Commissioner Ward, and particularly Commissioner Ward, has not interfered with the operation of state-run facilities. In fact, Commissioner Ward or any state commissioner has an obligation to prevent dangerous precedent among some of his employees, fell into a commissioner's edict "guilt by association." Mr. Ward's guilt is as un-American as the organization he seeks to eliminate.

The unions, we believe, should be commended for their stand. The State, and particularly Commissioner Ward, has every right to try to make certain that outside forces do not interfere with the operation of state-run facilities. In fact, Commissioner Ward or any state commissioner has that obligation.

But the commissioner never established that Klan membership affected employees' performance. He only cited their membership in the organization, theorizing that in a real sense the organization was a part of their jobs.

Mr. Ward, in his zeal to squash what he considered a dangerous precedent among some of his employees, fell into the kind of trap that brings aid and comfort to groups like the Klan. The unions also saw it this way. They decried the decision but because they realized workers were within their rights to participate in a proceeding. The court reasoned that any agreement to arbitration would be in excess of the arbitrator's powers. The teacher had acquired no vested rights; he was merely a probationary appointee. Clifton Central School Board of Education v. Wisner, 397 N.Y.S. 2d 245, 1977.

The agreement also contained provisions whereby teachers would be evaluated and would not be terminated except for "just cause." The idea of what was "just cause" was specifically subject to binding arbitration.

The appellant represented a probationary teacher. At the conclusion of the teacher's probationary term, there was a recommendation by the appropriate person that he be granted tenure, but, without explanation, the board denied him tenure. Thereafter, a notice of intention to arbitrate was served seeking to have the "dismission of a probationary teacher without 'just cause' as provided for in said agreement." The board then moved for a permanent stay of arbitration.

THE SUPREME COURT, St. Lawrence County, Special Term, has decided the case of a teachers' Association (union), entered into a collective bargaining agreement which included an arbitration clause.

The agreement also contained provisions whereby teachers would be evaluated and would not be terminated except for "just cause." The idea of what was "just cause" was specifically subject to binding arbitration.

The appellant represented a probationary teacher. At the conclusion of the teacher's probationary term, there was a recommendation by the appropriate person that he be granted tenure, but, without explanation, the board denied him tenure. Thereafter, a notice of intention to arbitrate was served seeking to have the "dismission of a probationary teacher without 'just cause' as provided for in said agreement." The board then moved for a permanent stay of arbitration.

The petitioner, Clifton-Fine Central School Board of Education (board), and appellant, Citizens' Teacher's Association (union), entered into a collective bargaining agreement which included an arbitration clause.

Mr. Garcia has been a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

Tenure Denied

The petitioner, Clifton-Fine Central School Board of Education (board), and appellant, Citizens' Teacher's Association (union), entered into a collective bargaining agreement which included an arbitration clause.

The agreement also contained provisions whereby teachers would be evaluated and would not be terminated except for "just cause." The idea of what was "just cause" was specifically subject to binding arbitration.

The appellant represented a probationary teacher. At the conclusion of the teacher's probationary term, there was a recommendation by the appropriate person that he be granted tenure, but, without explanation, the board denied him tenure. Thereafter, a notice of intention to arbitrate was served seeking to have the "dismission of a probationary teacher without 'just cause' as provided for in said agreement." The board then moved for a permanent stay of arbitration.

THE SUPREME COURT, St. Lawrence County, Special Term, has decided the case of a teachers' Association (union), entered into a collective bargaining agreement which included an arbitration clause.

The agreement also contained provisions whereby teachers would be evaluated and would not be terminated except for "just cause." The idea of what was "just cause" was specifically subject to binding arbitration.

The petitioner, Clifton-Fine Central School Board of Education (board), and appellant, Citizens' Teacher's Association (union), entered into a collective bargaining agreement which included an arbitration clause.

The agreement also contained provisions whereby teachers would be evaluated and would not be terminated except for "just cause." The idea of what was "just cause" was specifically subject to binding arbitration.

The petitioner, Clifton-Fine Central School Board of Education (board), and appellant, Citizens' Teacher's Association (union), entered into a collective bargaining agreement which included an arbitration clause.

The agreement also contained provisions whereby teachers would be evaluated and would not be terminated except for "just cause." The idea of what was "just cause" was specifically subject to binding arbitration.
Truancy Problem
Editor, The Leader:
In the Civil Service Letter, (Nov. 21) Dr. Howard Hurwitz advocates cutting truant officers. One wonders whether Dr. Hurwitz's profession is economics, education, or law. Dr. Hurwitz states that truancy is as old as memory. The question then to what extent has the current increase in truancy contributed to parallel increases in youth crime, in violence, and in arson.

As to cost, is not the return of the alienated child to school at least worthy of a fraction of the expenditures allowed for the transportation and education of the severely retarded and or multiple-handicapped? And what about the bill for social disintegration and possible crime committed by a human suffering among the population in general.

Attendance teachers long ago comprehended that the problem of truancy could not be solved simply by dragging kids back to school. As Dr. Hurwitz admits, that is when in school, rarely is the truant a student the Leader's classroom.

In truth, as Dr. Hurwitz has stated, the attendance teacher was named for the truancy. Perhaps, but the AT might, as often is the case, receive a letter from a parent, or from a police officer, or from a friend who envies the absence of the child they might have. Also to feel that the schools are better off without these children. In order to solve the problems for the teacher, the principal, and their fellow students. Therefore, I write in support of the bringing these children to school is really a waste of money.

Dr. Hurwitz is wrong. By law we are made to believe that an education for all of the children of New York City. We cannot and must not exclude a half of the children from the educational process. We must meet their educational needs or sentence them to a life of welfare, poverty, delinquency, drug abuse, and hard work. Instead of life on the street. They must get an education if they are to get ahead in life. Even if they cannot get an education if they are always absent from school.

Attendance is basic to the educational process. No one, and the needs and programs benefit only those children who attend. Dr. Hurwitz states that the role of the attendance teacher, in serving absent children and returning them to regular school attendance is a vital one. Truancy results in the loss of $100 billion a year in school aid.

The educational costs to the truant children is still higher. The attendance teacher service more pays for itself.

The school Board of Education and the chancellors have not provided a sufficient staff of attendance teachers to service the absentee population of the public, private, and parochial schools of New York City. Rather, the chancellors have reduced staff from $30 to the present 195.

Dr. Hurwitz argues that the present staff of attendance teachers cannot deal with the problem. He urges us to join with us in closing the attendance office, then storing rather than cutting ... to secure for every child his right to educational opportunities.

MARVIN DAFZ
Brooklyn

Discrimination
Editor, The Leader:
The U.S. Supreme Court has handed down another controversial Baiske case of "reverse discrimination." Involved in the case was the locality of race quotas, preferential treatment of blacks, and reverse discrimination against whites. The court's decision will determine whether an individual who is judged on merit or race in education is entitled to compensatory education. At stake is the survival of the civil service merit system which has already been in existence since 1901. In the event the court rules in favor of the blacks, it will be another South Africa where compulsory education is only for the white. And for the blacks, benign neglect.

BARRABRA SIMPSON
Attendance Teacher
Flashings

Truant Pupils
Editor, The Leader:
I write in response to the views of Dr. Hurwitz that appeared in the Leader's Civil Service Letter, (Nov. 21). Dr. Hurwitz advocates a cut in truant officers. It feels that they are not resolved in the truancy problem which sees over 300,000 children absent every school day. Also to feel that the schools are better off without these children. In order to solve the problems for the teacher, the principal, and their fellow students. Therefore, I write in support of the bringing these children to school is really a waste of money.

Dr. Hurwitz is wrong. By law we are made to believe that an education for all of the children of New York City. We cannot and must not exclude a half of the children from the educational process. We must meet their educational needs or sentence them to a life of welfare, poverty, delinquency, drug abuse, and hard work. Instead of life on the street. They must get an education if they are to get ahead in life. Even if they cannot get an education if they are always absent from school.

Attendance is basic to the educational process. No one, and the needs and programs benefit only those children who attend. Dr. Hurwitz states that the role of the attendance teacher, in serving absent children and returning them to regular school attendance is a vital one. Truancy results in the loss of $100 billion a year in school aid.

The educational costs to the truant children is still higher. The attendance teacher service more pays for itself.

The Board of Education and the chancellors have not provided a sufficient staff of attendance teachers to service the absentee population of the public, private, and parochial schools of New York City. Rather, the chancellors have reduced staff from $30 to the present 195.

Dr. Hurwitz argues that the present staff of attendance teachers cannot deal with the problem. He urges us to join with us in closing the attendance office, then storing rather than cutting ... to secure for every child his right to educational opportunities.

MARVIN DAFZ
Brooklyn

LETTERS TO THE EDITOR

LETTERS TO THE EDITOR
Letters to the Editor should be less than 200 words.

The Leader reserves the right to extract or condense all letters.

Letter to the Editor should be signed and bear the writer's address and telephone number. Names will be withheld upon request.

Retirement News & Facts

Retirement News & Facts

By A. L. Peters

DRYING OUT: 14-year-old girl, absent six weeks, reported for truancy. AT visited the family and found the girl at home, apparently in good health. The local hospital had refused her admission. AT returned to the family, and upon presenting credentials, persuaded offi- cials to accept girl as an inpatient. Initial diagnosis: Cancerous brain tumor.

ENTITIES FAMILY TRUANCY: four children, ages 2-11, chronically absent. Eleven-year-old boy appeared at attendance office with a note from a neighborhood school. His mother, deceased, his father, in a chronic hospital. The children were immediately placed in a temporary foster home and the parents referred to mental health agencies.

DEAP MUTE: Girl, absent, once returned to school, chronically absent. Eleven-year-old boy appeared at attendance office with a note from a neighborhood school. His mother, deceased, his father, in a chronic hospital. The children were immediately placed in a temporary foster home and the parents referred to mental health agencies.

DISMUTED: Four-year-old girl, absent, as if she were deaf, chronically absent. Eleven-year-old boy appeared at attendance office with a note from a neighborhood school. His mother, deceased, his father, in a chronic hospital. The children were immediately placed in a temporary foster home and the parents referred to mental health agencies.

DEAP MUTE: Girl, absent, once returned to school, chronically absent. Eleven-year-old boy appeared at attendance office with a note from a neighborhood school. His mother, deceased, his father, in a chronic hospital. The children were immediately placed in a temporary foster home and the parents referred to mental health agencies.

DISMUTED: Four-year-old girl, absent, as if she were deaf, chronically absent. Eleven-year-old boy appeared at attendance office with a note from a neighborhood school. His mother, deceased, his father, in a chronic hospital. The children were immediately placed in a temporary foster home and the parents referred to mental health agencies.
First Walter Pullinger Scholarship was presented to Pilgrim Psychiatric Center therapy aide Vandola Ross, who is a member of CSEA Local 418 grievance committee there. Presentation of certificate is made by CSEA Long Island Region I president Irving Flaumenbaum as Pilgrim PC Local corresponding secretary Fran Mannellino watches. The award, granted by the National Remotivators Technique Organization, is given to encourage continued education within the field of remotivation.

Long Island Region I treasurer Sam Piscitelli, right, of Nassau Local 830, reviews workshop program with Suffolk Education Local 870 president Walter Weeks and Pilgrim Psychiatric Center Local 418 secretary Sylvia Weinstock. These three Long Island Locals, along with Suffolk Local 852, account for approximately one-sixth of the total membership of the CSEA.

Transportation District 10 Local 508 first vice-president Lou Mannellino, center, talks with cross-section of leaders from Nassau Local 830. From left are Michael Braverman, member of Public Works unit and Local membership chairman; Ruth Braverman, Region third vice-president and Local fifth vice-president; Mr. Mannellino; Molly Falk, Motor Vehicle unit president, and Alice Groody, Assessment unit president.

Studious-looking delegates from Pilgrim Psychiatric Center Local 418 include, in foreground, Kay and Ben Kedrowski and Rudy Perone, shown equipped with paper and pen to take notes for report back to membership.

Long Island Region I president presides over meeting attended by estimated 150 delegates.

Long Island Region I Focuses On Mental Hy

By MARVIN BAXLEY

MONTAUK—"I want to show that Long Island Region is the first to work out a plan to combat the headlong plunge by the Mental Hygiene Department into deinstitutionalization," declared the Region's president, Irving Flaumenbaum.

Mental Hygiene was the subject for one of the seminars conducted by the Region at its annual workshop last month at Churney's Inn here.

Mr. Flaumenbaum noted that a speakers group will be set up to address such groups as the Rotary, PTAs and other service organizations.

"We'll send letters to all service groups asking permission to speak regarding this serious problem," he said.

He explained further that efforts will be made to gain as much publicity as possible in newspapers to bring public attention to conditions that exist where patients have been "dumped in communities without"

(Continued on Page 9)
Details of chiropractic services available to Region I members are reviewed by Harry Paritsky, right, to Long Island Region I fourth vice-president Peter Higgerson, who also serves as president of Long Island Inter-County State Park Local 102.

Nassau Local 830's Doris Kasner exclaims that "sickness has become a big-profit business" during seminar conducted with representatives of health services.

Informal gathering includes, from left, King's Park Psychiatric Center Local 411 treasurer and grievance chairman Tony Bentivegna, Nassau regional attorney and Leader columnist Richard Gaba, Suffolk regional attorney Lester Lipkind, Long Island Region I supervisor Edwin Cleary and Region second vice-president and Nassau Local 830 president Nicholas Abbatiello.

Two Long Island members of statewide CSEA Board of Directors take opportunity to discuss regional problems with CSEA president William McGowan, right. From left are Pilgrim Psychiatric Center Local 418's Betty Duffy (Mental Hygiene, Region I) and SUNY at Stony Brook Local 614 president Al Varsachi (Universities).

Long Island Workshop

(Continued from Page 8)

Informal gathering includes, from left, King's Park Psychiatric Center Local 411 treasurer and grievance chairman Tony Bentivegna, Nassau regional attorney and Leader columnist Richard Gaba, Suffolk regional attorney Lester Lipkind, Long Island Region I supervisor Edwin Cleary and Region second vice-president and Nassau Local 830 president Nicholas Abbatiello.

ABOVE: Long Island Region I first vice-president James Corbin, left, of Suffolk Local 852, talks with Nassau Local 830 first vice-president Ralph Natale and Suffolk Education Local 876 second vice-president Tom Corridan.

BELOW: Suffolk Local 830 delegation, clockwise from president William Lewis, left, included corresponding secretary Barbara Bonnomo, second vice-president Al Stein, Half Hollow Hills Library unit president Paul Eber and recording secretary Dorothy Victoria.

Participants in Mental Hygiene panel at Saturday afternoon session are, from left, Region I Mental Hygiene Task Force chairman and Central Islip Psychiatric Center Local 444 president Danny Donahue, CSEA director and King's Park Psychiatric Center Local 411 president Gregory Sznajder (Mental Hygiene, Region I), CSEA director and Suffolk Developmental Center Local 430 president Joseph LaValle (Mental Hygiene, Region I) and Hoeh Psychiatric Center Local 442 president Allan Genovese.

driver's licenses through banks, audit and control through outside agencies and insurance services through private consultants," Mr. McGowan predicted.

The CSEA president said the public must be made aware of the consequences of deinstitutionalization. "What happens to ex-patients when they are sent out on their own?" he asked. "Starting fires, forgetting to take medication," he continued in partial explanation.

"Patients who are institutionalized are most likely there because they could not get along on a one-to-one basis. In the institutions, though, it is ten-to-one; so what can you expect unless the Government is willing to face up to its responsibilities?" Mr. McGowan continued.

He noted that one high-ranking state official had confided to him that "the nursing home scandal will be peanuts beside Mental Hygiene if deinstitutionalization is allowed. "Mental Hygiene is an embarrassment to the Governor and his handpicked officials, and they are not to do away with the Department," the CSEA president said. "I can see Mental Hygiene being put on the counties within five years. We must win the fight now."

LEFT: Nassau Local 830 third vice-president Alex Benza seems delighted as he listens to Long Island Region I secretary Dorothy Goetz, of Suffolk Local 830, accompanied here by her husband, Bigz.
'Special Weekend' Garners $26,000

The weekend entertainment included singing by Mr. Ives, a sign-language performance by students from the Rho State School for the Deaf, and dance music played by Tina Luce, a blind eight-year-old from West End Lake. Vivienne Anderson, Education Department assistant commissioner, Jean Kenneth Smith, sister of the late President John F. Kennedy, television news anchors Walter Cronkite, Patricia Kennedy Lawford, another of President Kennedy's stepbrother, and television newscaster Geraldo Rivera made up the event's fund-raising committee.

Pick Probation Unit Pres.

Anthony J. Czarnecki of New Rochelle has been elected president of the New York State Probation Officers Association. At 29, he becomes the youngest probation officer to head the largest statewide professional association.

Mr. Czarnecki is a former legislative director and regional vice president of the organization, which represents 2,800 New York State probation officers.

Mr. Czarnecki is a training coordinator for the Westchester County Probation Department. He is also an adjutant professor in criminal justice at Westchester County Community College. He is a graduate of Iona College and holds a master's degree in criminal justice from John Jay College, New York City.

He succeeded outgoing president William Fritch of Suffolk County, who was honored at the association annual meeting for "extraordinary leadership and total commitment to the field of probation."

Also elected to two-year terms were:

- William Brit of Nassau County, executive vice-president;
- Maryann Yanarella, of Westchester County, Secretary; and
- Jack Anton of Nassau County, Treasurer.

Legal Notice

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY, Supervisor's No. 1580, 1977, PLAINTIFF: NEW YORK & SUBURBAN FEDERAL SAVINGS & LOAN ASSOCIATION, against Pedro Lawrence and Matilde Lawrence, his wife, and all the heirs at law, next of kin, distributees, devisees, signees and successors in interest of any of the debtor defendants, at law, next of kin, distributees, devisees, signees and successors in interest of the aforesaid classes of persons, if any, and all other persons claiming under or through Defendants, if any, are hereby notice that the complaint and answers to the complaint have been served, and that a hearing will be held on the complaint on the 1st day of this month, at the Supreme Court of the State of New York, County of Bronx, Bronx County, New York, at 1:00 p.m.

The above-mentioned persons are hereby further notified that the complaint and answers to the complaint have been served, and that a hearing will be held on the complaint on the 1st day of this month, at the Supreme Court of the State of New York, County of Bronx, Bronx County, New York, at 1:00 p.m.

For further notice, see theoom of the New York State Bar Association, 60 Court St., New York, N.Y. 10006.

Aftercare Unit Hearings Reset

MANHATTAN—State Assembly hearings on State Mental Hygiene Department patient discharge policies scheduled for Oct. 25 at the State Office Building, 270 Broadway, have been postponed to Nov. 28.

The hearings, currently taking place across the state, are being conducted by the Assembly Sub-committee on Aftercare, headed by Assemblyman Paul E. Harenberg (D-Bayport).
real estate values

Publisher's Notice: All real estate advertised in this newspaper is subject to the Federal Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination against any applicant for housing because of race, color, religion, sex, national origin, or handicap." This newspaper will not knowingly accept any advertisement which discriminates against housing applicants on the basis of race, color, religion, sex, or national origin.

New York State

Adirondac/Usable

Binghamton: 78 Acres plus 3 BR home. 13500.00. 2 BR rental. 2 brm. 1 bath. 2 car garage. 3 acres. Owner 516-2784.

Scullin, NY. Treat 400.00. 2 BR, 2 car garage. 2 acres. Owner 516-561-2784.

Nassau Co.

Law Family, 1.5 Acre Country Club Lot, 1-Story, 2 BR, 1 BR, 1 BA, 1 car garage, 10M. Owner 516-279-2345.

Onondaga Co.

Wellfleet, CA. 2 BR, 2 bath. 2 BR house. 2 car garage. $100,000. Owner 516-279-2345.

New Jersey

Real Estate

Central Florida

Quiet lakefront living. Overlooking Indian Lake, the largest lake in central Florida. Home for sale in a gated community. Pool and spa. 2 BR, 2 BA, overlooking lake. $295,000. Owner 516-279-2345.

Real Estate

Florida

WINDHAM, NH

3 year old 2 BR, 2 bath, 940 square feet. $199,000. Owner 516-279-2345.

New England

Rockland Co.

MILLSBURY, VT. 1 BR, 1 bath. 1 BR, 1 bath, 950 square feet. $62,000. Owner 516-279-2345.

Suffolk Co.

Cutchogue/WALK TO WATER

Beautiful home on large lot. 4 BR, 2 BA, 2500 square feet. $250,000. Owner 516-279-2345.

Nassau/Suffolk Co.

Brooklyn/Queens

New York City

For Sale

New Jersey

Investment Property

For Sale

Real estate

For Sale

New Hampshire

Wanted Dentist

 Wanted, experienced Dr. 3 BR, 2 bath, 1 car garage. $120,000. Owner 516-279-2345.

Wanted Business

Be A Foster Parent

For more information, call 1-800-243-6530.
TRAVELING ???
makes certain the water you drink is
cytologically safe
Take along the new, pocket-sized WALBRO WATER
PURIFIER that kills dangerous bacteria in drinking water... instantly... no pre-treatment required
On trips, there's always a chance the water you drink may be a health threat. Even if you drink your water from a stream or lake, there's a chance that harmful bacteria could be in your drinking water. You can be sure that your water is absolutely safe by using your Water Purifier:
WALBRO WATER PURIFIER
ASA has tested the bacteria-kill ing filter in the Water Purifier, and found it so effective that it is now specified for use on all future Space suits. Use to prepare anywhere. The Walbro Water Purifier is guaranteed to give you a minimum 100 gallons of bacteriologically safe water, equal to three 12-oz. glasses a day for one year.

Chip Today-Money Back Guarantee-Mail coupon or
CALL TOLL FREE (800) 527-2166

Water Purification Company, Inc.
300 Sea Point Dr., Annapolis, Md. 21404

Please send me:

Walbro Water Purifier $25.00 ea.

(name)

Address

City, State & Zip

If you want to know what’s happening in civil service, what is happening to the job you have, and the job you want.

If you want to move up, a chance to get a promotion.

If you want your career plans to benefit you in retirement.

If you want to improve your chances of promotion.

If you want to improve your job satisfaction.

If you want to improve your job security.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.

If you want to improve your job performance.

If you want to improve your job skills.

If you want to improve your job knowledge.

If you want to improve your job attitude.

If you want to improve your job behavior.

If you want to improve your job motivation.

If you want to improve your job commitment.

If you want to improve your job involvement.

If you want to improve your job satisfaction.
Robert Williams and Jean Frazier, both delegates from PILGRIM Psychiatric Center Local 418, pause to exchange opinions between one of the many business sessions scheduled during week-long convention.

Long Island Region 1 supervisor Edwin Cleary talks with CSEA director Ethel Ross (Judiciary) about problems involving the Region’s Judicial employees. Southern Region III supervisor Thomas Laporte and Capital Region IV supervisor John Corcoran are visible in background talking with other members.

County Division chairman Joseph Lannon, left, CSEA director representing Rensselaer County, confers with County Division executive director Joseph Delain as they wait for delegates to assemble.

CSEA director Roger Solimando (Onida County) gestures emphatically as he participates in meeting of County Division delegate.

As delegates conduct business, Robert Holly, Labs and Research Local 665 operational vice-president, confers with the proceedings on film for replay on the closed-circuit weekly television program that certain CSEA members put together in Albany.

**Constitution And By-Laws Committee Report**

The report of the revision of Constitution and By-Laws committee was presented by chairman Kenneth Cadieux, of Nassau County Local 815, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are William Roberts, Nicholas J. Cimino, Joseph Kenney, Eugene Nicholas, Audrey Snyder, Earl T. Mayfield, Sr., and Karen W. White.

THE FOLLOWING ITEMS WERE PRESENTED TO THE DELEGATES FOR A SECOND READING AND, PASSED, ARE NOW PART OF THE CSEA CONSTITUTION:

1. The following amendment was proposed by the Methods and Procedures Committee (formerly the Committee to Restructure CSEA) in its report to the Delegates in October, 1976. The amendment was referred to this Committee:

   Article IV, Section 5 “Officers”

   (a) ELECTION. Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year. Vacancies in the office of President shall be filled by the Executive Vice President. Vacancies in the office of President shall be filled by the Board of Directors by appointing any one of the three Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. Commencing with the 1979 election, no statewide officer shall be an officer of a local or unit if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors.”

   Explanation: The Committee recommends approval of this amendment on the basis that one individual cannot effectively conduct the business of both a statewide office and a local or unit office at the same time.

2. The following amendment to Article VIII of the Constitution entitled “Delegates” was proposed from the floor of the Delegates’ meeting in October, 1976 and referred to this Committee:

   “When State and/or County Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairman for informational purposes only.”

   Explanation: The Committee recommends approval of this amendment. This amendment refers only to the regular order of business of the State and County Division Delegate meetings and does not seek to grant the power of the general delegate body upon the two divisions.

   The amendment would add a new paragraph to the existing Article:

   “ARTICLE VIII

   DELEGATES”

   ENTIRE ARTICLE REMAINS THE SAME

   New Paragraph:

   “When State and/or County Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairman for informational purposes only.”

   Explanation: The Committee recommends approval of this amendment. This amendment refers only to the regular order of business of the State and County Division Delegate meetings and does not seek to grant the power of the general delegate body upon the two divisions.

**Contingency Action Planning Committee Report**

The report of the contingency action planning committee was presented by chairman Alex Bonna, of Nassau County Local 815, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are Alfred Farnese, William Flenry, Madeline Mackey, Mary Moore, William Sohl, Vincent Spectale and Robert Stelley.

The Contingency Fund of CSEA, Inc. grew substantially in the fiscal year ending September 30, 1977. In the upcoming year, the fund will reach one million dollars, barring unforeseen circumstances.

The proposed state job action of April, 1977 was averted at the last moment only because we had the strength to survive to those final hours. We must continue to provide for those times of need so that when the membership calls, we will have the assets to attend to their needs.

The Contingency Fund of CSEA, Inc. grew substantially in the fiscal year ending September 30, 1977. In the upcoming year, the fund will reach one million dollars, barring unforeseen circumstances.

The proposed state job action of April, 1977 was averted at the last moment only because we had the strength to survive to those final hours. We must continue to provide for those times of need so that when the membership calls, we will have the assets to attend to their needs.

**CONTINGENCY FUND STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCE AT SEPTEMBER 30, 1977**

**ASSETS:**

- Contribution from CSEA, Inc.—General Fund ($1.00 per member, per year) $203,060
- Cash in Checking Accounts $1,591
- Cash in Savings Accounts 797,678
- Accrued Interest Receivable 9,417

**TOTAL ASSETS** $807,606

**LIABILITIES:**

- Due to General Fund $1,480
- FUND BALANCE (See Below) $797,606

**TOTAL LIABILITIES AND FUND BALANCE** $807,606

**STATEMENT OF REVENUES, EXPENSES AND FUND BALANCE FOR THE YEAR ENDING SEPTEMBER 30, 1977**

**REVENUES:**

- Contribution from CSEA, Inc.—General Fund ($1.00 per member, per year) $203,060
- Interest Earned 54,246
- Reimbursement of Prior Year Expense 5,744

**TOTAL REVENUES** $263,048

**EXPENSES:**

- Membership Support 1,480
- EXPENSES OF REVENUES OVER EXPENSES $335,454
- FUND BALANCE OCTOBER 1, 1977 543,058
- FUND BALANCE SEPTEMBER 30, 1977 $807,606

The airing of the regular order of business of the State and County Division Delegate meetings and does not seek to grant the power of the general delegate body upon the two divisions.
Aides Best New Rochelle In Suit

GO TO HEALTH

The Drinking Driver

The drinking driver is potentially anyone of us who happens to drink too much and then chooses to drive. Drinking drivers range from those who are celebrating their 50th wedding anniversary to those attending their first high school dance; from the person who was involved in an automobile accident, and regrets it for the rest of his life, to the sick alcoholic who drives intoxicated every day.

The intoxicated driver is a serious danger to himself and to all of us who use the highways. National studies indicate that the drinking driver is involved in over 60 percent of all traffic fatalities and in 10 percent of all traffic accidents. In New York State each year, this accounts for over 2,000 traffic deaths and over 50,000 seriously injured people.

We can all begin to solve the drinking driver problem by learning more about alcohol and its effect on driver ability. Each drink we take increases our blood alcohol concentration (BAC). The greater the amount of alcohol in the bloodstream, the greater our chances of becoming involved in a traffic accident. In New York if you have a BAC of .10 percent or more while driving, you could be arrested for driving while intoxicated (DWI).

According to research tests, the risk of a person becoming involved in a crash begins to increase at .05 percent BAC. At a BAC of .10 percent, a person is about seven times more likely to crash than if he were sober, and at .15 percent BAC, a person is 25 times more likely to have an accident.

We should all be able to estimate our BAC. With beer or wine, a 150-pound person should multiply the number of drinks by .02 and subtract the total. .02 for each hour beyond the first hour of drinking. Thus, if during the holidays, you are visiting relatives and have eight beers in three hours, can you drive home safely? You feel “great” but can you drive safely? The answer is no, and if you were stopped you could be arrested for driving while intoxicated.

Do you know how to estimate what your BAC would be if you had eight beers in three hours? Eight drinks x .02 percent BAC for each drink = .16 percent BAC. .16 percent BAC for each hour beyond the first hour of drinking. .16 x 2 hours = .32 percent BAC.

The drinking driver is potentially anyone of us who happens to drink too much and then chooses to drive. Drinking drivers range from those who are celebrating their 50th wedding anniversary to those attending their first high school dance; from the person who was involved in an automobile accident, and regrets it for the rest of his life, to the sick alcoholic who drives intoxicated every day.

The intoxicated driver is a serious danger to himself and to all of us who use the highways. National studies indicate that the drinking driver is involved in over 60 percent of all traffic fatalities and in 10 percent of all traffic accidents. In New York State each year, this accounts for over 2,000 traffic deaths and over 50,000 seriously injured people.

We can all begin to solve the drinking driver problem by learning more about alcohol and its effect on driver ability. Each drink we take increases our blood alcohol concentration (BAC). The greater the amount of alcohol in the bloodstream, the greater our chances of becoming involved in a traffic accident. In New York if you have a BAC of .10 percent or more while driving, you could be arrested for driving while intoxicated (DWI).

According to research tests, the risk of a person becoming involved in a crash begins to increase at .05 percent BAC. At a BAC of .10 percent, a person is about seven times more likely to crash than if he were sober, and at .15 percent BAC, a person is 25 times more likely to have an accident.

We should all be able to estimate our BAC. With beer or wine, a 150-pound person should multiply the number of drinks by .02 and subtract the total. .02 for each hour beyond the first hour of drinking. Thus, if during the holidays, you are visiting relatives and have eight beers in three hours, can you drive home safely? You feel “great” but can you drive safely? The answer is no, and if you were stopped you could be arrested for driving while intoxicated.

Do you know how to estimate what your BAC would be if you had eight beers in three hours? Eight drinks x .02 percent BAC for each drink = .16 percent BAC. .16 percent BAC for each hour beyond the first hour of drinking. .16 x 2 hours = .32 percent BAC.

The drinking driver is potentially anyone of us who happens to drink too much and then chooses to drive. Drinking drivers range from those who are celebrating their 50th wedding anniversary to those attending their first high school dance; from the person who was involved in an automobile accident, and regrets it for the rest of his life, to the sick alcoholic who drives intoxicated every day.

The intoxicated driver is a serious danger to himself and to all of us who use the highways. National studies indicate that the drinking driver is involved in over 60 percent of all traffic fatalities and in 10 percent of all traffic accidents. In New York State each year, this accounts for over 2,000 traffic deaths and over 50,000 seriously injured people.
Retiree Leaders Voice Concern For C-O-L Pension Improvements

Mary E. Marsh displays the magic number on one of her last days in state service. Ms. Marsh's career included service with the State Division of Employment, 1939 to 1965, and the Department of Motor Vehicles from 1965 to her retirement this year. With her are Nancy Morrison, first vice-president of Syracusa Local 613, left, Ann Conners and Mary Grasselli, right, who arranged the retirement dinner.

MAGIC NUMBER

Retirees Committee Chairlady Nellie Davis explained that, secondarily, the bill that will finally pass will not be the one put in by Senator Flynn or any other legislator. It will come either through the Rules Committee or the leadership of the two houses and will be resubmitted jointly by the Senate and the Assembly as the session goes on, with participation from us and some of the other public employee labor groups. I think that what we are really concerned with here is the results, and that is the best way to get them.