



Hardy Kinney, assistant director of Nutritional Services for the Department of Mental Hygiene of the State of New York, who was helicoptered into Willowbrook from Albany, cooks a meal. He said he hadn't done that "in five years."

## State workers return; win bonus, 4% pay hike

By DAVID SHAFFER

ALBANY, N.Y. (AP) — New York's state employees reported to work as usual this morning, and conditions at the prisons and mental institutions where a 40-hour, Easter weekend strike had been most disruptive returned to normal with the arrival of full-strength day shifts.

The Civil Service Employees Association called off the strike Sunday afternoon after a marathon, 23-hour negotiating session with state officials produced tentative agreement on a contract giving the 140,000 state workers the CSEA represents an immediate 4 per cent pay hike.

The contract, which still faces a membership vote, also contains a state promise not to finance the pay hike with layoffs of permanent employees, a speedier grievance procedure, and a minimum 1½ per cent "bonus" for employees next April if the state and CSEA work out a mutually acceptable program for increasing productivity.

The Rockefeller administration estimated the new contract would cost the state \$60 million for the pay raises, and said the money would have to be raised from federal aid or tax-anticipation borrowing. The \$7.87-billion budget for this fiscal year contains no money for pay raises.

### ANOTHER THREAT

The state still faces the threat of a Friday midnight strike by prison guards, and talks between the state and the union representing the guards resumed today after a one-day recess. The union, Council 82 of the American Federation of State, County and Municipal Employees, had threatened to strike April 1, but agreed late Friday afternoon to postpone any job action for a week.

Seven of the state's mental institutions and three prisons had been most severely affected by the strike.

One question still unanswered was what penalties would be imposed on the CSEA, which

struck in defiance of both of the state's Taylor Law, and of a show-cause order handed down late Friday by State Supreme Court Justice Edward Conway.

A spokesman for the governor said the state "will comply with the Taylor Law," which bans strikes and other job actions by public employees. The law provides for fines of two day's pay for each day on strike, and allows the state to suspend the union's dues check-off privileges. The determination of guilt is made by a state-appointed fact-finding panel.