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SOUTH CAROLINA DEPARTMENT OF
YOUTH SERVICES

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DECEMBER 13, 1973



TEN COMMANDMENTS
FOR GETTING ALONG WITH PEOPLE

1. Keep skid chains on your tongue: always say less than you think. Cultivate a low, persuasive voice. How you say it often counts far more than what you say.
2. Make promises sparingly and keep them faithfully, no matter what the cost.
3. Never let any opportunity pass to say a kind and encouraging word to-- or about--somebody. Praise good work done, regardless of who did it. If criticism is merited, criticize helpfully, never spitefully.
4. Be interested in others; interested in their pursuits, their welfare, their home and families. Make merry with those who rejoice, and mourn with those who weep. Let everyone you meet, however humble, feel that you regard him as a person of importance.
5. Be cheerful. Keep the corners of your mouth turned up. Hide your pains, worries and disappointments under a pleasant smile. Laugh at good stories and learn to tell them.
6. Preserve an open mind on all debatable questions. Discuss, but don't argue. It is a mark of superior minds to disagree and yet be friendly.
7. Let your virtues, if you have any, speak for themselves and refuse to talk of another's vices. Discourage gossip and make it a rule to say nothing of another unless it is something good.
8. Be careful of another's feelings. Wit and humor at the other fellow's expense are rarely worth the effort and may hurt where least expected.

THE ENERGY CRISIS IS REAL! YOU ARE URGED TO FOLLOW EACH AND EVERY ENERGY CONSERVATION GUIDELINE!

- 9. Pay no attention to ill-natured remarks about you. Simply live so that nobody will believe them. Disorder nerves and poor digestion are common results of backbiting.
- 10. Don't be too anxious about getting just dues. Do your work, be patient, keep your disposition sweet, forget self, and you'll be respected and rewarded.

----Taken from The Family Court Newsletter

NEWS FROM CENTRAL OFFICE

2 YEAR PLANNING SECRETARY

AT DAY'S END

Is anybody happier because you passed his way?
 Does anyone remember that you spoke to him today?
 The day is almost over, and its toiling time is through;
 Is there anyone to utter now a kindly word of you?
 Can you say tonight, in parting with the day that's slipping fast,
 That you helped a single brother of the many that you passed?
 Is a single heart rejoicing over what you did or said;
 Does the man whose hopes were fading, now with courage look ahead?
 Did you waste the day, or lose it? Was it well or sorely spent?
 Did you leave a trail of kindness, or a scar of discontent?
 As you close your eyes in slumber, do you think that God will say,
 "You have earned one more tomorrow by the work you did today?"

----John Hall

SPECIAL AD TO TRAVELING STATE EMPLOYEES

Just a reminder State Employees . . .

. . . of our special Government Rate at the Francis Marion Hotel.

We still offer the rate of \$6.00 single and \$10.00 double, keeping in mind all government employees that travel on per diem.

This rates does not apply for conventions, but for all other times. So, when planning your next trip to Charleston, think of us.

Hospitably yours,

Wesley W. Graves
General Manager

NEWS FROM WILLOW LANE SCHOOL

On Sunday, December 10th, the students on Willow Lane Campus had a chance to view Cale Yarborough's Kar-Kare race car #11. This was the car that won the 1973 Southern 500. The students got to view the car first hand and photograph it.

Also on Sunday, December 10th, four recreation staff members beat the boys team from Omega Cottage 63-14 in a tackle football game. A good time was had by all.

We are delighted to announce that "Doitttday" is becoming a reality at Willow Lane! If you want to know what "Doitttday" means, see the next issue

of "We Care."

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Ye Olde Holiday House at the South Carolina Electric & Gas Company was a Christmas treat for Mrs. Derrick's Home Economics classes and Miss Johnston's Art classes at Willow Lane School. Seventy-five students attended the exhibit last week of decorations for the Christmas season presented by the South Carolina Electric & Gas Company's Home Service Department.

Everyone was given a pad of paper and helped by the hostesses in taking notes and instructions on how to make the various types of decorations. Some of the favorites included topary trees made with popcorn and candy and marsh-mallow flowers rolled in colored grits! A unique learning experience as well as a good time was had by all.

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NEWS FROM BEHAVIOR MODIFICATION

We Don't Want Him Here Because He's A Troublemaker

This morning one of the Mod students approached his therapist concerning a problem which is shared by several students in our program. He also offered a solution for the problem. Given the necessary tools and supervision he would make the necessary repairs. I had the therapist call to see if what the student had suggested was possible. The response that we got was, "We don't want him here, because he's a troublemaker."

One of the starting premises for our program is that each student behaves the way he does because of the various things that have happened to him in his lifetime. Some of us would argue that it is possible to change the way a student behaves by treating him differently than he has been: by changing some of the things which happen to him.

In our efforts, we try to teach such big things as trustworthiness, honesty, integrity, responsibility, through the use of little things, i.e., are your shoes tied? is your bed made? who took Joe's candy bar? Sometimes we forget the fact that the blanket is on the bed instead of the floor, may represent progress even though the bed isn't made; that rehabilitation is often an uneven process coming in bits and pieces rather than finished products.

The student this morning tried to put into practice some of the things his counsellors had been trying to teach him. He tried to take responsibility and was told No! Not because he lacked the mechanical skills of training, not because he lacked the capability, but because in the eyes of some "label maker," "he"s a troublemaker!"

The fact that this phenomenon is not an isolated incident but occurs in many areas of our Department, including, unfortunately, Behavior Modification, is a peculiar indictment of those of us whose supposed interest is the successful rehabilitation of "troublemakers." Are we in our efforts to run a tight ship and to avoid incidents also perhaps denying our students opportunities to practice some of the new roles and skills we have attempted to teach them? Are we truly trying to understand, to work with, and to change the behavior which produced the label in the first place? Does anybody care?

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NEWS FROM THE PERSONNEL SECTION

The Department of Youth Services' Personnel Section is pleased to announce the employment of two (2) new employees.

Ms. Ruthie Richardson, new secretary in the Employee-Relations Section, is replacing Ms. Geraldine Snipes, who was transferred to the Central Office as Staff Assistant to Mr. J. P. Neal, Jr., Deputy Director for Administrative Services.

Mr. Rick Gallion, new Employee-Relations Counselor in the Employee-Relations Section, is replacing Mr. Perry Jones, who accepted a job with South Carolina

State Personnel Division. Mr. Gallion was formerly a youth counselor II at the Reception and Evaluation Center before accepting the position in the Employee-Relations Section.

CHRISTMAS 1973: EPILOGUE

Back in 1577, an English writer named Thomas Tusser wrote a pamphlet titled "A Hundred Points of Good Husbandry, the Farmer's Daily Diet." It marked the passing of the seasons with homely advice, and in it he wrote a little couplet that somehow has survived the centuries:

"At Christmas play and make good cheer,
For Christmas comes but once a year."

And so it does. On Vashon, darkness falls; the moon rises behind the simple clapboard church; and as elsewhere across the nation, Christmas night settles over the island. It is almost over, this special day so long awaited and so swiftly ended. And in itself it is an epiphany of the human spirit, an insight into a truth too easily overlooked: Only the goodness that we do

redeems the day that has passed forever.

It has been said in other words by an author whose name is not known for certain. "I expect to pass through this world but once; any good thing therefore that I can do, or any kindness that I can show to any fellow creature, let me do it now let me not defer or neglect it,

for I shall not pass this way again."

If Christmas can be called the fifth season, its harvest is love. And by nightfall that harvest is in the home. At nightfall, remembering the past,

we see once more that we reap what we sow.

----Redbook Magazine

MERRY CHRISTMAS! !

South Carolina State Employees' Association

2001 ASSEMBLY ST. — P. O. BOX 5206

PHONE 256-4243

Columbia, South Carolina 29250

SOUTH CAROLINA

Fringe Benefit Package for State Employees

Annual Leave

- 15 days per year earned at rate of 1 1/4 days per month for the first 10 years of service
- 30 days maximum earned per year based upon additional 1 1/4 days per year for each after first 10 years
- 45 days maximum accumulation and maximum amount to be paid upon termination or retirement

Sick Leave

- 15 days per year earned at rate of 1 1/4 days per month
- 90 days maximum accumulation
- no payment for unused sick leave upon termination or retirement

Maternity Leave

- up to 6 months leave without pay provided employee has one year State service
- employee retains all accrued benefits but does not earn credits during leave period

Maternity Leave (cont.)

employee returned to same position or one of equal status and pay, if possible

Retirement

employee contributes 4% of first \$4,800 in salary and 6% of salary in excess of \$4,800

State contributes an amount nearly equal to employee's contribution plus contribution for pre-retirement death benefit. State contributed 6.9% of payroll in 1971, 1972, & 1973

employee eligible for disability after 5 years of service

employee eligible for vesting privilege after 15 years of service (may leave contributions in system and receive monthly benefit upon retirement)

earliest age employee may retire on a service allowance is 60 years of age unless employee has 35 years of service, 5% reduction in benefit for each year employee is under 65 without 35 years of service

(continued)



— The Strength Of Your Association Depends On You —

Retirement con't.

employee may retire after 35 years of service at any age and without a reduction in benefits

beneficiary entitled to contributions plus interest or survivor's allowance if member had proper service to qualify

pre-retirement death benefit provides beneficiary an amount equal to the member's annual salary provided member had at least one year's service

Social Security

employee contributes 5.85% of salary to \$10,800

provides monthly retirement allowance. . . disability allowances to disabled employee and dependents. . . survivor allowances to dependents

provides hospital, nursing home, physician, and out-patient health assistance

State Health Insurance,

Long-Term Disability and Life Insurance

Health Insurance

State pays cost of employee's premium and employee pays dependent coverage

Standard Plan: provides 70 days semi-private room hospitali-

zation with \$25 deductible; \$550 surgical schedule

Expanded Plan: provides 365 days semi-private room hospitalization; one visit per day by physician for 365 days: usual and customary physician - surgical fees

Coordination of benefits applicable for all benefits

Major Medical coverage of \$50,000 per insured lifetime: \$100 deductible per person per year: 80% of eligible charges after deductible

retiree programs with State contribution

Long-Term Disability

State provides cost of disability coverage

disabled employee can receive up to 60% of employee's monthly salary rate

90 day waiting period with disability payment to age 65

Life Insurance

State provides cost of employee life insurance, employee covers dependents

\$2,000 life insurance on employee and maximum of \$1,000 on dependents

accidental death and dismemberment of \$2,000 on employee

insurance reduces to \$1,000 at age 65

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ASSOCIATION SERVICES TO MEMBERS

LEGISLATIVE REPRESENTATION

SCSEA annually presents legislative program to General Assembly with appearances before various Committees and continued contact with individual members.

SCSEA meets on a more than annual basis with the Governor and members of the Budget and Control Board on items of importance to State employees.

SCSEA monitors all legislative proposals relating to State employees as to their merits and demerits and supports those of merit--objects to those of demerit.

SCSEA maintains continual contact and observation with the activities relating to State employees in Congress.

INSURANCE

SCSEA administers several insurance programs--life, hospital indemnity, salary continuation--designed to fulfill the needs of employees. These programs tend to supplement those insurance needs not provided by the State.

MEMBER DISCOUNT PROGRAMS

SCSEA arrangements with various retail merchants, Walt Disney World, and Carowinds provide members with discounts at these places.

AWARDS PROGRAM

SCSEA recognizes contributions of members through OSE program and various other award programs.



PUBLICITY

STATE SERVICE (magazine) and "Scroll" (newsletter) keep members abreast of programs and policies relative to State employment. Legislative updates, human interest stories, department activities, SCSEA affairs are all included in these publications.

INDIVIDUAL EMPLOYEE ASSISTANCE

SCSEA works with employees on work related problems and provides advisory assistance on grievances.

Provides technical assistance on an individual basis.

Procures rulings on administrative policies and procedures from the many departments when necessary.

RECREATION

SCSEA sponsors the Barbecue to honor members of the General Assembly, the Annual State Employees' Golf Tournament, and the Convention Golf Tournament.

RESEARCH

SCSEA continually gathers data from many sources to substantiate requests for new benefits and the re-design of present benefit deficiencies.

CREDIT UNION

SCSEA sponsored State Employees' Credit Union, which provides the usual credit union services. Membership in SCSEA is no longer required to use the Credit Union.

— The Strength Of Your Association Depends On You —