

Civil Service LEADER

America's Largest Weekly for Public Employees

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ALBANY
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Current State Pay Chart

See Page 14

Membership Drive Moving Ahead At Fast Pace; Goal Of 200,000 Within Reach

"It looks like everyone wants that Camaro under his Christmas tree," Sam Emmett, chairman of the Statewide Civil Service Employees Assn.'s membership committee has reported.

A 1971 Camaro is the top prize in the CSEA's current membership drive, which is now heading into its final weeks.

Other prizes include color television sets, stereo receivers and wrist watches among other valuable gifts.

But, perhaps, the biggest prize of all is the increase in members for the Employees Association, the largest independent union for public employees in the nation. As the union grows in membership, so too does its bargaining muscle.

"CSEA has come a long way from the days when we went before our governmental employers, hat in hand, to ask — even plead — for salary and fringe benefit improvements. Now, with the strength of almost 200,000 members — voting members, I might add — we are able to demand that which is rightly ours," Emmett said.

The incentive part of the campaign has been a help, he noted, and many of the members will be doing their shopping at the various S & H Green Stamp

Redemption Centers around the State. For each new member signed up, CSEA members receive a free book of stamps, valued at between \$3 and \$3.50. The stamps are in addition to eligibility for participation in the super-prize jackpot.

Lists Tips

Emmett listed some tips for members participating in the drive. "If you follow them, you'll find out how easy it is to bring home some additional gifts this year," Emmett said.

"Before attempting to sign up a new member, if you're in doubt, find out whether he has already submitted a membership application. Obviously, he can't join twice.

"To get the special sign-up forms, ask the designated membership chairman or president of your chapter or unit.

"When you approach a non-member, the first two reasons

(Continued on Page 3)

Capital District Retirees Unit Meets Nov. 18

ALBANY — The Capital District Retirees unit of Civil Service Employees Assn. will hold its second meeting of the Fall season on Wednesday, Nov. 18 at 10 a.m. at CSEA headquarters, 33 Elk St., Albany.

Dr. David Schneider, unit president, advised that the agenda will include reports from several committees with reports on progress on matters of vital interest to the members. Among the committees reporting will be the Statewide Retired Civil Service Employees committee, the Capital District Retirees unit constitution committee and the Capital District Civil Service Retirement Village committee.

All members are urged to attend the meeting and to bring other retirees who are interested in the programs the Capital District Retirees unit of CSEA is furthering.

Teacher Career Ladder

At Leader presstime the Civil Service Employees Assn. had received word from the State that the career ladder for teachers in State institutions will become effective Thursday, Nov. 12. Further details will be carried in next week's Leader.

Inside The Leader

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Barber Appeal —Page 3



FIRST FSA PACT — A first in the State is recorded here as a contract for employees of the Faculty-Student Assn. at State University Agricultural and Technical College at Alfred is signed. The contract was negotiated by the Civil Service Employees' Assn., which bargained for FSA workers at the college. From left are Mrs. Ralph Allen of Alfred Station, president of the FSA employees' chapter; Edward Jekel, executive director of the college's FSA corporation; Dr. Roger F. Rawe, college vice-president and president of the FSA corporation, and Harry Johnston of Geneseo,

CSEA & MH Dept. Resume Bargaining

ALBANY — The Civil Service Employees Assn. has returned to the bargaining table with the State Department of Mental Hygiene after department officials agreed to respond to CSEA's negotiating demands.

CSEA had declared an impasse in the departmental level talks several weeks ago after State officials had rejected most of the Employees Association's demands.

"We have gone back to the table and we can report that progress is being made in the talks," said Robert Guld, CSEA collective bargaining specialist.

Education Agreement
One agreement that will take effect immediately is to allow institution teachers, senior institution teachers and institution education supervisors to be hired on an extra service basis to teach in the High School Equivalency Program, one of the benefits making up the education and training program recently won by CSEA in separate

(Continued on Page 14)

Bulletin

Islip Town Election

Islip Town white-collar employees have voted for the Civil Service Employees Assn. in a representation election, it was learned at Leader presstime. Full details will appear next week.

Don't Repeat This!

In New York State Election Results To Unleash Great Political Change

THE politicians have trumpeted their last hurrahs, the people have quietly voted their choices at the polls, the business of government returns to normal, and pundits will be filing reams of copy seeking a logical pattern in what the voters have wrought.

To the casual observer of the Albany scene, nothing will seem

(Continued on Page 3)



See Pages 8 & 16

Fund Appeal Made

Kidney Affliction Endangers Wife Of Stationary Engineer

Survival of Mrs. Emma Hedson depends on obtaining a kidney or kidney machine. She is the wife of William Hedson, an 18-year veteran of State service employed as a stationary engineer.

"She is in desperate need of a kidney," said Barry Monopoli of the New York City chapter of the Civil Service Employees Assn. in making an appeal for help. At present, Monopoli disclosed, Mrs. Hedson is receiving

intensive care at St. Joseph's Hospital, Yonkers.

The husband, a member of the CSEA chapter, works at the Maritime College at Ft. Schuyler, the Bronx, and also lives in the

(Continued on Page 2)

MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

FINAL 3 WEEKS

DON'T REPEAT THIS!

(Continued from Page 1)
to have been changed by the election. Gov. Nelson A. Rockefeller, Lieut. Gov. Malcolm Wilson, Comptroller Arthur Levitt and Attorney General Louis Lefkowitz will take their positions once again as the comfortable and durable pillars of State Administration. The State Senate will be guided by the firm reins of Majority Leader Earl W. Brydges for the Republicans, and Minority Leader Joseph Zaretski for the Democrats. Assemblyman Perry B. Duryea will preside as Speaker over Assembly debates with his usual grace while Minority Leader Stanley Steingut heads the Democratic contingent.

Yet beneath the surface appearance of things, churning, volatile political forces have been unleashed that may change the face of State politics for years to come. Most significant of these is the growing strength of the Conservative Party demonstrated by the election of James L. Buckley to the United States Senate. J. Daniel Mahoney and Kieran O'Doherty, the tough-minded leaders of the Conservative Party, have fashioned a political structure that rests on a firm populist founda-

tion, and the Republican leadership of the State can only at its peril treat the Conservative Party with non-recognition as if it were Red China.

Just two years ago, the State Republican organization blocked Conservative Party endorsement of the Nixon-Agnew ticket, a Republican decision that contributed to the loss of the State by the National Republican ticket. There is no prospect for rejection of a similar proposal by the Conservative Party in Presidential election year 1972. In addition to the Buckley victory, the Conservatives supported 16 of the 32 Republican State Senators elected last Tuesday and 40 of the 79 Republican Assemblymen. Obviously, the Republicans and Conservatives will both be seeking a political rapprochement and negotiations towards that objective will not require the delicacy nor the dalliance of a Middle East peace conference.

The prospective alliance between Republicans and Conservatives has been moved forward by Buckley's insistence on his Republicanism, and the fact that the Rockefeller Administration will urgently need the support of both New York Senators on a wide variety of Federal aid programs.

In addition, the legislative leaders of the State Senate and Assembly will need to muster every possible vote on critical

fiscal conditions confronting the State, with the prospect that the Rockefeller Administration may call for increased taxes to finance next year's budget. The Republican leadership can expect no help from Democratic legislators on tax increase matters and will be required to exert maximum pressure on the Republican side of the aisle for increased revenue measures.

Soon, when the dust and grit of the election have more fully settled, Don't Repeat This will analyze the election results in relation to civil service employees.

APPEAL

(Continued from Page 1)

Bronx with his two children.

"Unfortunately, Mr. Hedson can no longer carry the burden of expenses on his State salary. Since this is a matter of a human being's survival," urged Monopoll, "donations for Mrs. Hedson would be greatly appreciated by Mr. Hedson and his family."

St. Joseph's Hospital reported that government fund cutbacks are forcing them to curtail service and they have launched a massive fund-raising campaign to keep the renal unit functioning. Donations may be sent directly to the hospital at 127 Broadway, Yonkers 10701.

Co-Workers Serve As Pallbearers At Graham Rites

KINGSTON—Funeral services were conducted recently for James E. Graham, field representative for the Civil Service Employees Assn. in the Southern area and Marine veteran of the South Pacific Theater.

The services were held from the Keyser Funeral Chapel in Kingston and later from St. Joseph's Church where a concelebrated Requiem Mass was celebrated. Pall bearers were Joseph J. Dolan Jr., John M. Carey, Bernard J. Ryan, John A. Conoby, Joseph P. Reedy, John J. Pender and John P. McGraw, all members of CSEA staff, and Edward J. Gusty, former staff member.

CSEA president Theodore C. Wenzl, fourth vice-president Richard A. Tarmey and executive director Joseph D. Lochner, were among the 40 persons including CSEA staff, members and close friends who served as honorary bearers. Leaders of many CSEA chapters served by Mr. Graham were represented at the funeral.

Burial was in St. Mary's Cemetery, Kingston.

To Keep Informed,
Follow The Leader.

Syracuse School Unit Contract Agreed Upon

(From Leader Correspondent)
SYRACUSE—Wage increases and improved fringe benefits are included in a new contract agreed upon by the Syracuse School District unit (custodial) of the Civil Service Employees Assn.'s Onondaga chapter and the school district.

Under the two-year contract, all steps in the previous salary plan are eliminated and all custodians will go immediately to the top salary in their grades. The second year, all custodians will receive a \$400 pay increase.

Fringe benefits in the contract include the 1/50 pension plan, improved vacation schedule, double-time for holiday work and other improvements, Andrew H. Placito, Sr., chapter president, noted.

The unit has 202 members, according to William Massey, unit president.

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Open only to members of Civil Service Education & Recreation Assn and their immediate family. For Fall and Winter program brochure, write to CSE&RA, P.O. Box 772, Times Square Station, New York, N.Y. 10036.

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CSEA To Attempt Override Of Barber, Beautician Appeal Denial By Division Of C&C

ALBANY—The Civil Service Employees Assn. has blasted the State Division of Classification and Compensation for turning down CSEA's request for the reallocation of barbers and beauticians in State institutions.

A CSEA committee, made up of employees in these titles, met following the denial and decided to appeal the Division's decision to the State Civil Service Commission. The reallocation was coupled with a career ladder proposal, which also was denied.

"It's apparent to us that the Division of Classification and Compensation is becoming a dead end street for such requests," a CSEA official charged. "The Division has consistently ignored overwhelming evidence favoring such requests. Instead of basing its decisions solely on the merits and the evidence presented, this State agency has established unrealistic criteria and rejected numerous requests for wholly subjective reasons."

Funds Set Aside

"Funds are set aside for anticipated reallocations and reclassifications only to go unused. If a group of employees has received an upgrading in the last five years, the odds of receiving another upgrading are virtually nil even though the duties and responsibilities of the positions

involved have increased to a point where the pay for the services rendered is ludicrous.

"To say that the Division is extremely conservative in evaluating each request is a gross understatement. In many cases CSEA has spent months in preparing a reallocation request, documenting its case with irrefutable evidence only to have it rejected for some absurd reason."

Planted Evidence

ALBANY—Believe it or not, a State Trooper discovered a marijuana plant in the front window of a car on the State Thruway recently.

Trooper R.S. Kuchesky noticed the potted plant and wondered why the occupants of the car were young men instead of the gray-haired ladies one would expect to be transporting a plant. His investigation disclosed the plant to be marijuana and the young men to have an open container of an alcoholic beverage in the car, also against the law.

Erie CSEA Members To Vote Nov. 18 On Proposed Contract

(From Leader Correspondent)

BUFFALO—Erie County white-collar workers, represented by the Civil Service Employees Assn., will vote Nov. 18 on a proposed two-year pact that calls for total wage increases of 15 percent.

The contract was offered to the CSEA members with negotiators' approval, but the 2,000 members present at a meeting at which the offer presented voted by a show of hands to defer acting on the pact until the Nov. 18 session.

The contract, the first forged between the CSEA and the County under provisions of the Taylor Law, involves 5,500 County workers.

"It is the best contract the negotiating team could come out with," said George H. Clark Sr., president of the County CSEA unit.

Eulls Cathay, chief CSEA negotiator from Albany, said he was "highly satisfied" with the agreement.

But during the sometimes heated meeting, some members shouted for a "strike" against the County.

Both Cathay and Clark repeated that the pact provided considerable gains for County workers. One item that was not included in the provisions was for shift differential, an issue the negotiators said affected only 89 of the chapter's 5,500 members.

Also during the meeting, some members demanded that the County provide wage increases of 20 percent, instead of the nine

percent in the first year of the pact and the six percent in the second year.

Besides the pay provisions, the contract terms are:

- Incremental raises for employees with five years at top grade and nine consecutive years' service.
- Fully paid Blue Cross insurance the first year, fully paid Blue Shield insurance the second year.
- Meeting on County property for CSEA executive committee.
- Paid leave to CSEA delegates to conventions and CSEA meetings not to exceed 50 man days per calendar year.
- Unused personal leave up

to a maximum of three days per calendar year to be applied to sick leave at the end of the year.

- Increase in allowable accumulation of sick leave from the present 150 days to 165 days.
- Four weeks vacation after 12 years as opposed to the present four weeks after 15 years.
- A career retirement plan similar to the plan offered State employees, with retirement provided after 25 years.
- The right to purchase up to a maximum of three years' credit for military service in World War II.
- Guaranteed death benefit of three times maximum salary or \$20,000.

Thousands Received

Applications Being Processed For Education, Training Courses

ALBANY — The Civil Service Employees Assn. reported this week that State workers' response has been overwhelming to the educational and training programs being offered at several colleges across the State as a part of the CSEA-negotiated education and training package.

CSEA education director E. Norbert Zahm, who is coordinating the programs for the Employees Association, reported that thousands of applications have already been received by the State and that processing is now going on. The State Civil Service Dept. has been charged with the responsibility for processing the employee applications.

"There has been a much greater response to this initial phase of the program than we originally expected," Zahm declared, "therefore, the State is having some difficulty in processing all of the applications, and setting procedures to review them."

He continued, "Because of the tremendous response from State employees, stricter criteria will have to be set for this first stage of the training programs. For example, tighter limits will have to be set for employees to qualify to take certain courses because of the great demand for them. The courses must be strictly related to the employee's job in order to give space available

to the people who can get the most from the courses."

Zahm also said that logistics of the program are complicated: "Since the training will be provided at the numerous educational institutions offering the courses, quotas must be set in each location and for each bargaining unit of employees. It will take a little time to work all this out, but I am sure that in the end the best interests of State employees will be served. CSEA is working with the State to insure that fair and equal treatment is given to all the employees who have expressed interest in this first stage of the program."

Zahm also counseled those who are not accepted into a course at this time with these words: "All employees who are interested must remember that this is only the first phase of the training programs and educational opportunities negotiated by CSEA. The program runs the life of the contracts and many more phases are yet to be initiated. Employees will have many more opportunities to participate."

"Because of the great response and real interest shown by State employees in advancing themselves through these programs, CSEA is going to place great emphasis on expanding the educational and training programs when negotiations for the next contract begin next Fall."

Panel On Nursing

ALBANY—This Thursday and Friday, Nov. 12 and 13, at 9:30 a.m., have been slated for discussions by the steering committee on nursing of the Civil Service Employees Assn. at



WINNING SCHOLARS

Edward G. Dudek, far left, president of the State University at Buffalo chapter, Civil Service Employees Assn., presents scholarship check to winners of the chapter's 1970 education scholarship awards. Recipients are, left to right: Joseph A.

Calabotta and Josephine Panowicz, children of chapter members, and Joan M. Feinen and Regina Kociecki, both chapter members who are continuing their University education. At far right, looking on, is scholarship selection panel chairman Howard Strauss.

Buffalo SUNY Chap. Presents Scholarships

(From Leader Correspondent)

BUFFALO—Members and the college-age children of two Civil Service Employees Assn. members have been chosen recipients of scholarships by the State University of Buffalo chapter, CSEA.

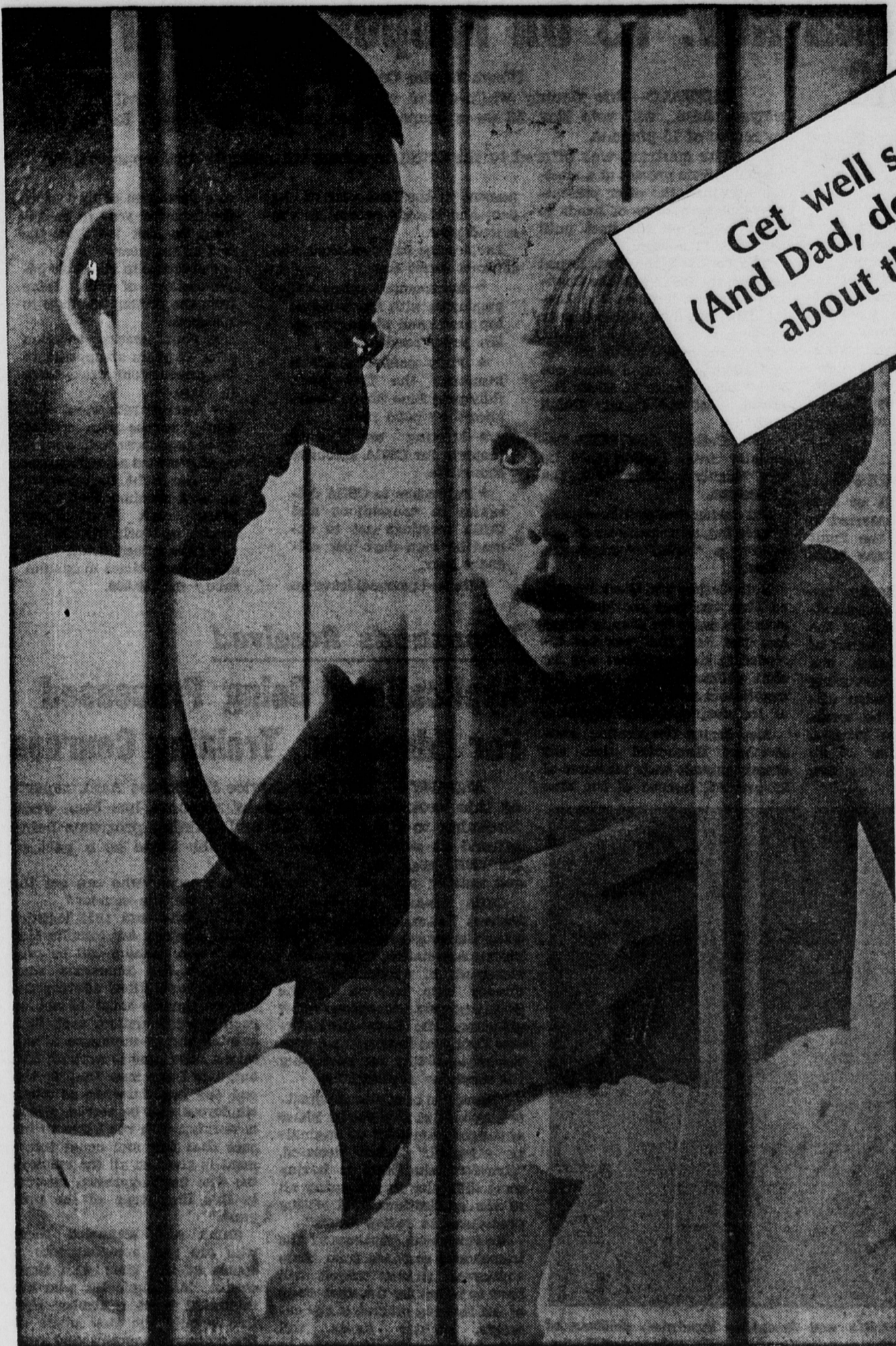
The employees, both CSEA members enrolled in evening courses at the University, were Mrs. Joan L. Feinen and Mrs. Regina Kociecki, both awarded \$50 scholarships.

Awarded \$200 scholarship each were Josephine R. Panowicz, daughter of Stanley Panowicz, and Joseph A. Calabotta, son of

MEMBERSHIP DRIVE

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FINAL 3 WEEKS



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(And Dad, don't worry
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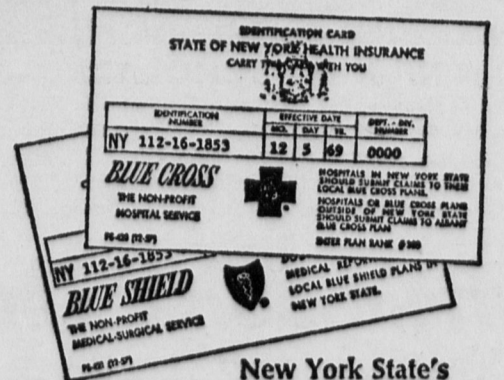
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NEW OFFICERS — The newly elected officers of the Town of Hempstead unit, Nassau chapter, Civil Service Employees Assn., were installed recently by Ralph Caso, Town presiding supervisor. Left to right are: Caso; Kenneth Cadieux, unit president; John Martinis, the stand-in for Robert Kelly, vice-president; Ralph Natale, executive representative; Tony Giannetti, treasurer; George Koch, Long Island Conference president; Winifred Franks, recording secretary; Joan Christ, the stand-in for Catherine Casey, corresponding secretary, and Helen Natale, financial secretary.

Going To Oswego

Thomas W. Welles will undertake the fact-finder's role in the dispute between the Town of Oswego and the Civil Services Employees Assn. Welles is a resident of Elmira.

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TUESDAY, NOVEMBER 10, 1970

Support Needed

THE Civil Service Employees Assn. is currently in the middle of a drive which deserves the solid support of all its present membership for a number of reasons.

The members should encourage their fellow workers who have not yet enrolled in CSEA to do so in order to carry their fair share of the burden that has won for them numerous lucrative benefits at the bargaining table.

A successful drive will result in a stronger organization in terms of membership which, in turn, results in greater strength at the bargaining table. It should be pointed out to potential members that they are actually enhancing their own future by joining CSEA.

Back To The Table

IT is heartening to see that the Civil Service Employees Assn. and the Department of Mental Hygiene have returned to the bargaining table following an impasse which has lasted several weeks. CSEA declared the impasse when the department flatly refused to accept any of the union demands concerning departmental matters.

Collective bargaining, we again remind State and local government officials, is not merely sitting down at a table and answering legitimate demands with a predetermined "No."

Rather, it is both sides sitting together, discussing the various problems encountered by the employees and coming up with a mutually agreeable solution.

The sooner that employers realized this, the sooner will both sides have easier times at the bargaining table.

or \$360 from the total benefits payable.

Q. I will be 65 on Dec. 19, 1970. Can I receive a check for December?

A. Yes. You can receive a full month benefit for December if your earnings for December do not exceed \$140.

Q. My wife is entitled to benefits on my account. Can she receive her checks when I work?

A. No. Your earnings affect your own and your wife's checks.

Q. Must I include my income from my union pension when I report my earnings to Social Security?

A. No. Income from savings investments, pensions and insurance will not affect your benefits and should not be counted in as earnings.

Q. My company was on strike during May and June and I did not work during these months. Can I receive my benefits for these months?

A. Yes. Regardless of total earnings in a year, benefits are payable for any months in which you did not earn \$140 or more.

SOCIAL SECURITY

Questions and Answers

Q. I will be 72 in November 1970, and I am still working full-time and not collecting any social security benefits. Will I be able to receive my social security checks for the entire year of 1970 regardless what I earned in 1970?

A. You can receive checks beginning with November 1970, the month that you are 72. The amount of benefits you receive during the months from January thru October depends on the total earnings for 1970 and the months you earned \$140 or less.

Q. I worked every month and earned \$2,400. How much is social security benefits will I have?

A. You are normally entitled to earn up to \$1,680 for the year. You exceeded this amount by \$720 and therefore will lose one-half of this amount

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Tuesday, Nov. 10

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 14, "Inhalation Therapy." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

Wednesday, Nov. 11

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 15, "Patient With Diabetes." Refresher course for nurses.

7:00 p.m. (color)—On the Job—"Fireboats." NYC Fire Dept. training program.

8:00 p.m. (color)—Urban Challenge—Bronx Borough Pres. Robert Abrams is host.

Thursday, Nov. 12

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 15, "Patient With Diabetes." Refresher course for nurses.

7:00 p.m. (color)—Around the clock—"Justification for the Use of Force." NYC Police Dept. training series.

Friday, Nov. 13

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

11:00 p.m. (color) — Frontline, NYC — Division of Foster Home Care, Department of Social Services.

1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

10:00 p.m.—Urban Challenge—Bronx Boro Pres. Robert Abrams is host.

Saturday, Nov. 14

6:30 p.m. (color)—Urban Challenge — with Bronx Borough Pres. Robert Abrams.

Sunday, Nov. 15

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor and guests.

Monday, Nov. 16

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—"The Patient With CVA," Part I. Refresher course for nurses.

7:00 p.m.—On the Job—NYC Fire Dept. training series.

9:00 p.m.—New York Report—Lester Smith interviews City officials.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

Those Pre-Pension Days

CIVIL SERVICE public relations has come a long way since the first Federal civil service pension was paid just over 50 years ago.

IT'S HARD TO believe that as recently as the Summer of 1920, some 80-year-olds in Federal civil service came to work in wheel chairs or on crutches because they couldn't afford to quit work.

THEY FACED A brutal choice—work until you dropped, or stop working and go to the local poorhouse.

JUST BEFORE the pension law, there were civil servants who were 88 years old with 60 years of service; 80 years old with 54 years of service; 89 years old with 37 years of service, etc.

THERE WERE NO pensions for Federal civil servants until Aug. 20, 1920, when the law became effective. The range of retirement pay then was \$150 to \$720 per year.

THAT'S A FAR cry from the demands for half-pay after 15 years now being heard in some civil service pay negotiations.

IT REQUIRED A lot of civil service public relations to make even that tiny start in 1920.

IN A SPAN OF 50 years since that very modest beginning, civil service public relations, generating through the civil service organizations, has made tremendous progress.

IT WAS A DAY-IN day-out job, year after year. There could be no letdown, or pensions and other benefits would have been sidetracked or detoured for other matters where the pressure was more sustained.

JUST TO SHOW you how effectively public relations has been cooking in favor of today's Federal civil servant, the average retirement age now is about 60 and the average service is 23 years.

THIS IS IN SHARP contrast with the first group of retirees in 1920 — 551 were 80 years old or over, the oldest being 93.

THE FACT IS that without the alertness and strengths of civil service organizations, as spokesmen for civil servants as a group and as individuals, pensions would either be in the peanut category or the work span would be so long that no retiree could really enjoy retirement.

THE BACKGROUND story of Federal pensions should be remembered any time our readers feel they can rest on their oars and forget public relations when it comes to pay, pensions and benefits.

Press For Pants-Suits In City Real Estate Dept.

Almost faster than anyone could say "stretch-suspenders," Ira Duchin, City real estate commissioner, has given the nod to female Department employees who have requested the right to wear pants-suits to work.

In a memo dated Nov. 4, Duchin disclosed how he dealt with the touchy issue: "I have been asked by several employees if the wearing of pants-suits by female employees would be considered proper attire. Permit me to say," he offered, "it would be a pleasure and welcome change to see this on the 10th, 18th,

19th and 20th floors.

"You have my fullest consent to wear pants-suits," he stated, adding "I am not even placing restrictions on the age or dimensions of those who can or cannot wear such outfits." He said he trusted the employees in their good discretion on the matter.

Wenzl Outlines State Contract

BUFFALO—Highpoints of the new State contract were recently explained by Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., at the October meeting of CSEA's Buffalo chapter. That contract, Dr. Wenzl mentioned, marks the first one hammered out since the Taylor Law was enacted.

Wenzl, talking before an audience of over 100 assembled delegates, also previewed the General Dental Health Insurance (GHDI) plan that is scheduled to take effect in a few months. The Statewide CSEA head pointed to future plans in the works: the goal of obtaining a non-contributory retirement package providing for 20 years of service, regardless of age. He urged the inclusion of automatic yearly increases for all retirees.

Celeste Rosenkrantz, on behalf of the constitution committee, submitted a final draft of constitutional changes, which won unanimous chapter support. The meeting was led by Fred Huber, chapter president.

Buffalo chapter will hold its next meeting on Nov. 18, at the Park Lane Restaurant. Members intending to come are requested to get in touch with president Huber or the other chapter officers.

Nassau CC Slate Headed By Keating

MINEOLA—Election of officers for the 400-member Nassau Community College unit was recently announced by Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn.

John Keating was elected president at a meeting July 19. Other officers are: Margaret Fitzpatrick, vice-president; John Roberts, secretary; Anna May Cooper, treasurer; George Nauss, sergeant-at-arms, and Harriet Kler, Joseph Smith, Henry Feltman and Lisa Wood, directors. Field representative Natale Zummo assisted in the conduct of the election.

Nov. 13 Session Stated By Director's Committee

ALBANY—The eight-member directors' personnel committee of the Civil Service Employees Assn. is set to meet Friday, Nov. 13, at Albany's DeWitt Clinton Hotel. Chairman A. Victor Costa said the meeting would take up matters to recommend to CSEA's Board of Directors.



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- Bronx Avoxe Corporation
- Bronx Bruckner Volkswagen, Inc.
- Bronx Jerome Volkswagen, Inc.
- Brooklyn Aldan Volkswagen, Inc.
- Brooklyn Economy Volkswagen, Inc.
- Brooklyn Kingsboro Motors Corp.
- Brooklyn Volkswagen of Bay Ridge, Inc.
- Buffalo Butler Volkswagen, Inc.
- Buffalo Jim Kelly's, Inc.
- Cortland Cortland Foreign Motors
- Elmsford Howard Holmes, Inc.
- Forest Hills Luby Volkswagen, Inc.
- Fulton Fulton Volkswagen, Inc.
- Geneva Dochak Motors, Inc.
- Glens Falls Bromley Imports, Inc.
- Hamburg Hal Casey Motors, Inc.
- Harrison Jim McGlone Motors, Inc.
- Hempstead Small Cars, Inc.
- Hicksville Walters-Donaldson, Inc.
- Hornell Suburban Motors, Inc.
- Horseheads G. C. McLeod, Inc.

- Hudson Colonial Volkswagen, Inc.
- Huntington Fearn Motors, Inc.
- Ithaca Ripley Motor Corp.
- Jamaica Mones Volkswagen, Inc.
- Jamestown Stateside Motors, Inc.
- Johnstown Vant Volkswagen, Inc.
- Kingston Amerling Volkswagen, Inc.
- LaGrangeville R.E. Ahmed Volkswagen, Ltd.
- Latham Academy Motors, Inc.
- Lockport Volkswagen Village, Inc.
- Massena Seaway Volkswagen, Inc.
- Merrick Saker Motor Corp., Ltd.
- Middle Island Robert Weiss Volkswagen, Inc.
- Middletown Gian Volkswagen Corp.
- Monticello Philipp Volkswagen, Ltd.
- Mount Kisco North County Volkswagen, Inc.
- New Hyde Park Auslander Volkswagen, Inc.
- New Rochelle County Automotive Co., Inc.
- New York City Volkswagen Bristol Motors, Inc.
- New York City Volkswagen Fifth Avenue, Inc.
- Newburgh F & C Motors, Inc.
- Niagara Falls Amendola Motors, Inc.
- Nia, Lawrence Volkswagen Five Towns, Inc.
- Oceanside Island Volkswagen, Inc.
- Olean Volkswagen of Olean, Inc.
- Oneonta John Eckert, Inc.
- Plattsburgh Celeste Motors, Inc.
- Queens Village Web Volkswagen, Inc.

- Rensselaer Cooley Volkswagen Corp.
- Riverhead Don Wald's Autohaus
- Rochester Ridge East Volkswagen, Inc.
- Rochester F. A. Motors, Inc.
- Rochester Mt. Read Volkswagen, Inc.
- East Rochester Imer Volkswagen, Inc.
- Rome Seth Huntley and Sons, Inc.
- Roslyn Dor Motors, Ltd.
- Saratoga Spa Volkswagen, Inc.
- Sayville Bianco Motors, Inc.
- Schenectady Colonie Motors, Inc.
- Smithtown George and Dalton Volkswagen, Inc.
- Southampton Lester Kaye Volkswagen, Inc.
- Spring Valley C. A. Haigh, Inc.
- Staten Island Staten Island Small Cars, Ltd.
- Syracuse Don Cain Volkswagen, Inc.
- East Syracuse Precision Autos, Inc.
- North Syracuse Finnegan Volkswagen, Inc.
- Tonawanda Granville Motors, Inc.
- Utica Martin Volkswagen, Inc.
- Valley Stream Val-Stream Volkswagen, Inc.
- Watertown Harbin Motors, Inc.
- West Nyack Foreign Cars of Rockland, Inc.
- Woodbury Courtesy Volkswagen, Inc.
- Woodside Queensboro Volkswagen, Inc.
- Yonkers Dunwoodie Motor Corp.
- Yerikown Mahagan Volkswagen, Inc.



We understand.



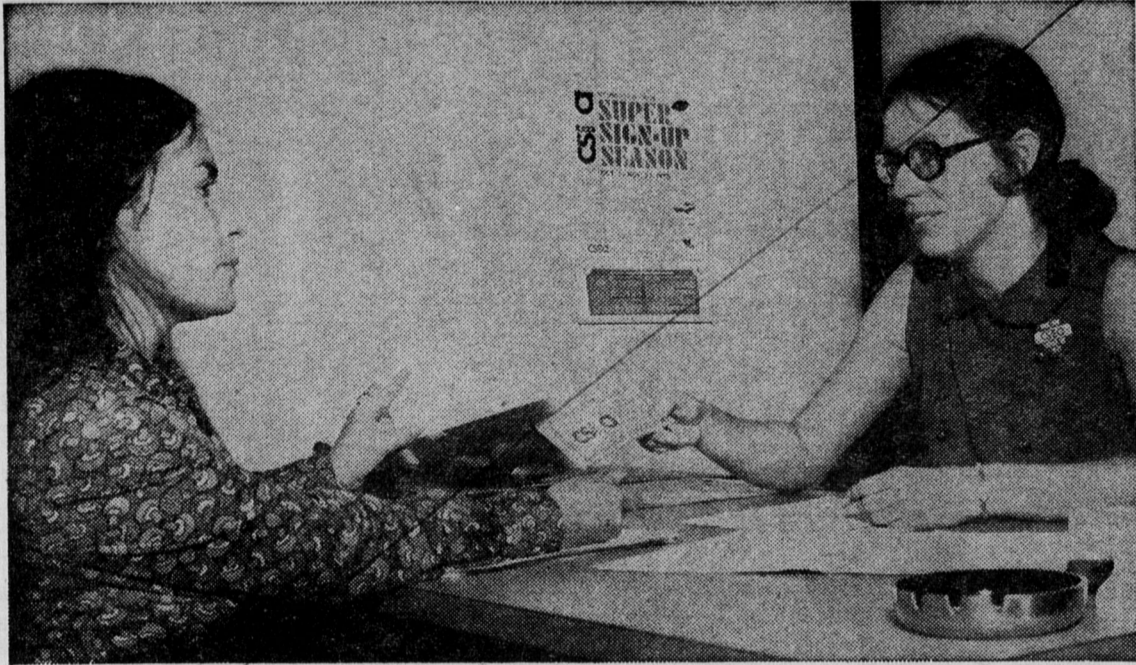
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CSEA SUPER SIGN-UP NEWS

CIVIL SERVICE LEADER, Tuesday, November 10, 1970



THE PAYOFF — Special award certificates are mailed out by Joan-Leslie Dunham, left, and Bonita Wadsworth after thorough processing and authenticating procedures at Super Sign-Up Headquarters. Award certificates are mailed to recruiters' homes immediately following the signing up of new members.



APPLICATIONS POUR IN — Jean Loker, left, and Karen Distin empty one of several mail bags crammed with new-member applications in CSEA's giant Statewide membership drive. Any CSEA member in good standing as of Oct. 1, 1970, is eligible to participate and share in a variety of exciting rewards—including the top grand prize—a stunning 1971 Camaro. CSEA members are reminded that only three weeks remain in the drive.

Membership Drive Moving Forward

(Continued from Page 1)
to give him for joining are: (A) 'Your employer knows how many members we have and the more we have, the stronger we are in negotiations with him' — (B) 'Since everyone enjoys the benefits won by CSEA, everyone should share the cost of being represented.'

"Remind the non-member that by signing up now he automatically enters his name for a chance in the \$10,000 Super Jackpot.

"Be prepared to explain what kind of prizes and how many prizes are included in the jackpot.

"When you sign up a new member, be sure to fill in each part of the form completely: (A) payroll deduction authorization card, (B) your jackpot ticket, (C) jackpot ticket for the new member, (D) temporary membership card for the new member.

"Be sure to tear off the temporary membership card and give it to the new member.

"Return the remainder of the form as soon as possible to the designated membership chairman of your chapter or unit.

"Your membership chairman will mail returns to CSEA headquarters on Friday of each week. To get your award certificate sent back to you as soon as possible, try to get your returns to the chairman in time for this weekly mailing.

"Award certificates may be redeemed at any one 45 S & H redemption centers throughout the State. While the drive is on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 3,780 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.

"Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super Sign-Up Season."

Explains Rules

Emmett also explained the rules for participation in the drive.

(1) Only CSEA members in good standing as of Oct. 1, 1970, are eligible to sign up new members.

(2) For each new member sign-

ed up during the period of Oct. 1, 1970, through Nov. 27, 1970, the person recruiting receives one special award certificate, approximate value \$3 to \$3.50, which may be redeemed at any S & H redemption center in the United States.

(3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing ten times.)

(4) The new member who is signed up during this Special Super-Signup period also receives one chance in the Super Jackpot.

(5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.

(6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.

(7) Drawing for the Super Jackpot will be held as soon as possible after the contest — prior to Christmas.

(8) No one person is eligible to win more than one jackpot prize.

(9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.

(10) The jackpot, with a total value of \$10,000, includes a 1971 Camaro as first prize; ten RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies' or men's Helbros wristwatches for prizes 17-40.

(11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the



BACKING IT — Dennis Drenzek, right, "backs" CSEA's SUPER SIGNS-UP drive all the way as recruiter Jane Holstein has Ken Buess, left, sign a new-member application after pointing out the many benefits of joining New York State's Number One Civil Service Union. There are literally thousands of eligible non-members just waiting to sign up. Have you signed one up yet?

jackpot drawing.

Cites Enthusiasm

Enthusiasm from the participants and chapter officers around the State is equally strong.

William McGowan of West Seneca State School noted that the contest is "The best thing that has ever happened to my chapter. It works."

(Continued on Page 14)

S.O.S. COUPON—If you have not received your Super Sign-Up materials as yet and you want to get in on this exciting and rewarding program, please contact the president or membership chairman of your chapter or unit immediately. If you are unable to contact either, clip the coupon below and mail it directly to Super Sign-Up Headquarters. Materials will be sent to you at once.

IMPORTANT — COUPON MUST BE FILLED OUT COMPLETELY

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IMPORTANT NOTICE MEMBERSHIP DRIVE

Several important omissions have been noted on new-member applications submitted to date. CSEA's Super Sign-Up Headquarters make the following recommendations to ensure prompt and accurate validation of applications and to expedite the mailing award certificates:

- 1) Read all instructions carefully.
- 2) Fill in all requested information on application card.
- 3) Do not detach Jackpot stubs from PDA card.
- 4) Do not sign up present CSEA members.

Special note to chapter and unit presidents and membership chairmen: Please make certain that all transmittal forms are signed properly.

Binghamton Regional Office Opened

By WALT ADAMS

BINGHAMTON — The fourth regional office of the Civil Service Employees Assn. was opened Oct. 30 here. More than 50 representatives of CSEA chapters throughout the Southern New York area joined CSEA president Dr. Theodore Wenzl and other dignitaries in formal ceremonies at the new office in Binghamton's Security Mutual Building.

Dr. Wenzl hailed the opening of the new office as yet another milestone in the history of CSEA service to its members and another step toward the improvement of that service in all areas.

Binghamton State chapter president Stanley Yaney said the two-room suite on the sixth floor, room 606, was being leased at an annual cost of some \$1,200.

The hours of operation, according to Yaney, will initially be from 11 a.m. to 1 p.m. CSEA members needing information on any job or contract-related subject are invited to stop by during those hours or telephone 723-341.

Yaney described the new headquarters as a "way station" between the Binghamton area CSEA units and the State headquarters in Albany. The office is conveniently located in the heart of the City and County municipal center of operations.

Following the formal ribbon-cutting ceremonies, those assembled repaired to the Sheraton Inn in Binghamton for a luncheon marking the occasion.

State CSEA first vice-president (Continued on Page 14)



Binghamton State chapter president Stanley Yaney goes over last minute details with receptionist Florence Drew at new regional office.



State Senator Warren Anderson of Binghamton addresses CSEA members following opening of regional office.



The ribbon is cut. Left to right are Irving Flaumenbaum, Theodore Wenzl, Stanley Yaney and Charles Ecker.

State CSEA first vice-president Irving Flaumenbaum speaks at Regional Office opening luncheon at Binghamton's Sheraton Inn.

Retiring Fredonia Aides Honored



DINNER GUESTS — Attending the first annual awards dinner of the State University of New York at Fredonia chapter of the Civil Service Employees Assn. were: seated from left, Mrs. Dorothy Dudek, wife of Edward G. Dudek, State University representative for CSEA;

Dr. Dallas Beal, acting college president and main speaker; Gerald Hackman, master of ceremonies; Mrs. Beal, and Mrs. Veronica Sharer, CSEA chapter president. Standing from left, Gerald Prechtl, Mrs. Vivian Bouquin, Lawrence Murphy and Edward Rocker, honored retirees, and Dudek.

(From Leader Correspondent)

FREDONIA—Four Civil Service Employees Assn. members at the State University of Fredonia have been honored after retiring with a total of 51 years of service.

They were: Lawrence Murphy and Gerald Prechtl, 16 years each; Mrs. Vivian Bouquin, 10 years, and Edward Rocker,

nine years.

A total of 58 other members of the 350-member CSEA chapter were honored for service of 10, 15, or 20 years.

Dr. Willard Stanley was honored for more than 25 years service, the longest in the organization.

Dr. Dallas Beal, acting head of the college, was principal speaker at the dinner.

Hakes Family Retires From West Seneca



Mr. and Mrs. Rufus Hakes

BUFFALO — A husband and wife with 22 years' total membership in the Civil Service Employees Assn. were honored recently at their retirement from the suburban West Seneca State School.

Rufus Hakes spent 10 years at the Craig Colony and Hospital and the West Seneca State School.

His wife, Ardis, spent 12 years at Allegany Central School and West Seneca.

St. Lawrence Employees Nix Mediated Offer

CANTON — St. Lawrence County employees, incensed over the "nest-feathering" tactics of the County Board of Supervisors, flatly rejected the latest salary offer arrived at through mediation.

The rejection came at a meeting of more than 200 employees, represented by the Civil Service Employees Assn., in the Canton

Club last week.

The County CSEA negotiating team, which had met earlier with a mediator assigned to the Public Employment Relations Board, recommended non-acceptance of the pact to the membership.

As a result of the rejection, PERB has scheduled a fact-finding hearing for this Friday, Nov. 13, at 1 p.m. in the County Office Building Dr. Martin Ethers, PERB-assigned fact-finder, will conduct the hearing, at which CSEA negotiators will present evidence showing that County employees are among the lowest paid workers in the area in both the public and the private sectors. The CSEA negotiators will meet Thursday with CSEA regional field supervisor John D. Corcoran to map out strategy for the Friday session.

In a related move, Corcoran has filed an improper-practice charge with PERB against the County. The CSEA chapter con-

tends that the County had illegally removed the various employees from the bargaining unit and then had given them raises in excess of what was offered to rank-and-file employees in the negotiations. "To add insult to injury," Corcoran said, "the supervisors then voted themselves a \$600 increase, far more than what they offered to their own employees."

Corcoran said that one of the employees removed from the bargaining unit was given a \$4,000

raise.

The CSEA aide also contended that the Board resolution removing certain employees from the bargaining unit was a violation of the Taylor Law. "Legally the Board has two options: (1) negotiating the exclusions with CSEA or (2) filing with PERB for decertification of the bar-

gaining representatives," he noted.

"It's time for the Board to live up its responsibilities under the Taylor Law," he said. "The County employees are entitled to a decent contract. They have exercised patience and restraint and lived up to their commitments to the negotiating process."

GOURMET'S GUIDE

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Westchester Chap. To Meet Nov. 30

PORT CHESTER—The regular quarterly meeting of the Westchester chapter, Civil Service Employees Assn., will be con-

ducted Nov. 30 at 8 p.m. in the cafeteria of the Port Chester Junior High School, corner of Westchester Ave. and Ridge St. All officers, unit presidents and members of the Executive

Council are urged to attend this important meeting. Members unable to attend are urged to send an authorized proxy so that their unit will be properly represented at the meeting.

Governor Picks Smyk For Bench

Governor Rockefeller has designated Broome County District Attorney Stephen Smyk of Binghamton as County Court Judge of Broome County. He will succeed Robert Fischer, whom the Governor had appointed earlier this year as Deputy Attorney General in charge of the Statewide Organized Crime Task Force.

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SCARSDALE ACCORD — Agreement was reached recently on a three-year contract between the Village of Scarsdale and the Scarsdale unit of the Civil Service Employees Assn., providing Village aides pay raises and multiple fringes. Signers of the pact included, seated, from left: Richard Conti, Village negotiator; Louis Carino, CSEA unit president; Mrs. Anne Novack, of the employees' negotiating team and standing, Michael DelVecchio, Westchester chapter head, who led the employees in the bargaining, and Lorna Culp, a team member.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, MANUEL GONZALEZ, Plaintiff, against HILDA CRUZ GONZALEZ, Defendant, Index No. 30833/1970. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff's Residence. SUMMONS WITH NOTICE. Plaintiff resides at 415 9th Avenue, N.Y.C., County of New York, N.Y. 10001. ACTION FOR A DIVORCE.

To the above named Defendant
YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete, if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

Dated, New York, N.Y.
February 4, 1970

IRVING EDELMAN
Attorney(s) for Plaintiff
Office and Post Office Address
217 Park Row
New York, N.Y. 10038

A judgment of absolute divorce in favor of the plaintiff dissolving forever the bonds of matrimony between the parties in this action.

Statement of Ownership, Management and Circulation.

Act of October 23, 1962; Section 4369.

Title 39, United States Code)

1. Date of Filing: October 1, 1970.

2. Title of publication: Civil Service Leader.

3. Frequency of issue: Weekly.

4. Location of known office of publication (Street, city, county, state, zip code): 669 Atlantic Street, Stamford, Conn. 06902.

5. Location of the headquarters or general business offices of the publishers (Not printers): 11 Warren Street, New York, N.Y. 10007.

6. Names and addresses of publisher, editor, and managing editor: Publisher, Leader Publications Inc.; Editor: Paul Kyer, Managing editor: None.

7. Owner (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual must be given). Leader Publications, Inc., 11 Warren Street, New York, N.Y. 10007. Holders of one percent or more of the stock of Science and Government Publications, Inc. are: Egeth & Wallach, 160 Broadway, New York, New York; Troster, Singer & Co., 74 Trinity Place, New York, New York; N. H. Mager, 1013 East Lawn Drive, Teaneck, New Jersey; Jerry Finkelstein, 812 Park Avenue, New York, New York; Shirley Finkelstein, 812 Park Avenue, New York, New York; Newton Glekel, 502 Park Avenue, New York, New York; Mrs. Lucille Kaplan, 3 East 69th Street, New York, New York; Nathaniel H. Kaplan, Victor Harz and Frederick Gelberg, Trustees U/A dtd 3/20/68, for Andrew Stein, Nathaniel H. Kaplan, Victor Harz and Frederick Gelberg, Trustees U/A dtd 3/20/68, for James A. Finkelstein, c/o Victor Harz, 630 Fifth Avenue, New York, New York; Howard Klotz, 140 Broadway, New York, N.Y.; Nathan H. Mager, et al., in trust for Alison Mager, Nathan H. Mager, et al., in trust for Peter Mager, Nathan H. Mager, 1013 East Lawn Drive, Teaneck, New Jersey; Mrs. Rose B. and Herbert Marker, 166 Montague Street, Brooklyn, New York; Norman J. Mercer, 42 Broadway, New York, New York; Stephen E. Smith, 200 Park Avenue, New York, New York; Louis Stein, 3175 J. F. Kennedy Blvd., Philadelphia, Pa.; Sigmond Wahrsager, 1 Wall Street, New York, New York.

8. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages or other securities (If there are none, so state) NONE.

10. Extent and nature of circulation:

A. Total number copies printed (Net Press Run) 198,032, average number copies each issue during preceding 12 months; 225,852, actual number of copies of single issue published nearest to filing date.

B. Paid Circulation:
1. Sales through dealers and carriers, street vendors and counter sales; 6,296, average number copies each issue during preceding 12 months; 7,000 actual number of copies of single issue published nearest to filing date.

2. Mail subscriptions: 178,608, average number copies each issue during preceding 12 months; 206,352, actual number of copies of single issue published nearest to filing date.

3. Total paid circulation: 184,904, average number copies each issue during preceding 12 months; 213,352 actual number of copies of single issue published nearest to filing date.

D. Free distribution (including samples) by mail, carrier or other means: 5,000 average number copies each issue during preceding 12 months; 5,000 actual number of copies of single issue published nearest to filing date.

E. Total distribution (Sum of C and D) 189,904, average number copies each issue during preceding 12 months; 218,352, actual number of copies of single issue published nearest to filing date.

F. Office use, left-over, unaccounted, spoiled after printing: 8,128 average number copies each issue during preceding 12 months; 7,500, actual number of copies of single issue published nearest to filing date.

G. Total (Sum of E & F—should equal net press run shown in A): 198,032, average number copies each issue during 12 months; 225,852, actual number of copies of single issue published nearest to filing date.

I certify that the statements made by me above are correct and complete.
Nathan H. Mager, Business Manager.

Howe Honored At Pact Ceremony



(From Leader Correspondent)

ROCHESTER—Members of Monroe chapter of the Civil Service Employees Assn. expressed their appreciation to Monroe County Manager Gordon A. Howe recently with a plaque when they met with him for the signing of the new 1970-1971 contract.

The plaque, signed by chapter president Vincent A. Alessi, said: "Whereas, the County Manager, Gordon A. Howe, has served with honor and distinction for more than 40 years in public office, and

"Whereas Mr. Howe has unwaveringly supported programs and policies to recognize Civil Service employees and to upgrade the quality of public service, and

"Whereas Mr. Howe also has by his own example set a high standard of public service and devotion to the public interest, now, therefore,

"Be it resolved that we, the members of the Monroe Chapter of the Civil Service Employees Association, hereby formally and officially express our thanks to County Manager Howe for his past service and support and further express our confidence in him as a professional administrator whose knowledge and experience have benefitted every county employee and every taxpayer of the county.

"Be it further resolved that a copy of this resolution shall be

UNSWERVING SUPPORT—The place was Monroe County and the ceremony followed a triumph for the Civil Service Employees Assn., the inking of a two-year contract with the County. As the ink was drying, the Monroe chapter saluted County Manager Gordon H. Howe, second left, with a plaque noting that he has "unswervingly supported programs and policies to recognize civil service employees." Flanking Howe, left to right, were Charles Carnana, chapter vice-president; Vincent Alessi, president, and Robert Dunning, a member of the chapter's negotiating team.

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Alumni Accolades

FREDONIA—Dr. Harold N. Langlitz, executive director of the State Teachers' Retirement System, has won an Outstanding Alumni Achievement award from the Alumni Association of his alma mater, the State University College at Fredonia.

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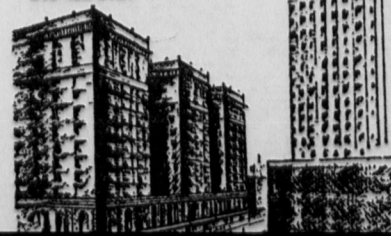
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Sharp Idea Wins Buffalo Aide \$100

(From Leader Correspondent)
 BUFFALO—Kurt E. Ruske, a member of the Civil Service Employees Assn. and a groundskeeper at the State University of New York at Buffalo, has won a \$100 prize and an award from Gov. Nelson Rockefeller for a suggestion concerning sharpening lawnmower blades.

Ruske, a native of East Prussia and an employee at the University since 1957, was awarded the prizes by Dr. Robert I. Ketter, UB president, with Edward Dudek, State University of New York CSEA representative.

His suggestion enables workers to save from three to eight hours sharpening blades and involves allowing the drive chain power mowers to sharpen the mower's blades.

His award certificate was signed by the Governor, Erska H. Poston, State Civil Service Commissioner Chairman, and Charles F. Stockmeister and Michael N. Scelsi, commissioner.



GRASS IS GREENER — The grass may be slightly greener at the State University at Buffalo, but the lawnmowers are also sharper—thanks to the winning idea of groundskeeper Kurt E. Ruske, far right, whose bounty was \$100 in green bills. Presenting Ruske an Employee Suggestion Program citation are, from left: Dr. Robert L. Ketter, SUNY at Buffalo president, and Edward Dudek, who heads the SUNY chapter of the Civil Service Employees Assn.

MH Talks

(Continued from Page 1)
 Statewide negotiations.

State-employed teachers in the above titles will be given priority in hiring for the program, Guild said. The Division of the Budget has authorized a rate of \$7 per hour for those teaching in the program.

The Department's Bureau of Education and Training also indicated that it is attempting to secure geographic differentials for those teaching in the program.

Binghamton Office

(Continued on Page 9)

dent Irving Flaumenbaum spoke briefly to the luncheon guests honoring the Binghamton chapter's efforts in securing the office.

Two surprise guests at the luncheon were State Republican Committee Chairman Charles Lanigan, in Binghamton for a day of campaigning, and State Senator Warren Anderson.

Lanigan took the opportunity to praise the work of the CSEA and congratulate the Binghamton members on their good fortune to have a regional office within their midst.

Senator Anderson, chairman of the State Senate Finance Committee, also offered his congratulations to those present. Senator Anderson pointed out that the CSEA and he would be neighbors. The Senator's Binghamton offices are on the 7th floor of the Security Mutual Building.

Membership

(Continued from Page 8)
 Judy Burgess of Ontario County feels that the drive has been so successful in her area that she is aiming at 100 percent membership by the end of the drive.

Al Veracchi of the State University at Stony Brook is confident that the drive will result in a strong chapter. "Many people were just waiting to be invited to join. With the incentive to go out and work for new members, we've been finding a large measure of success."

Terry Dawson of Creedmoor State Hospital reported that members there are beating the bushes for prospective members. "More than that," she said, "the contest shows people that CSEA is an active organization."

Someone will be driving that Camaro next year.

Will it be you?

New Director

ALBANY — State Commerce Commissioner Neal L. Moylan has named George I. Washington as director of the Department's newly established Bedford-Stuyvesant field office at 543 Nostrand Ave., Brooklyn.

Washington is former director of the department's Central Harlem field office and a graduate of City University.

Union Township, CSEA Agree To Tentative Pact

UNION—The Town of Union, Civil Service Employees Assn. and Town officials have reached a tentative agreement on a new work contract, thereby ending an impasse in negotiations declared in late September.

No details of the accord were revealed pending ratification by both parties. Word of the agreement came following a 12-hour marathon bargaining session with Public Employment Relations Board mediator Daniel Williams of Syracuse.

Town of Union Supervisor Robert Kropp told newsmen that there would be no need to alter the Town's proposed 1971 budget plan because, he said, the authors of the fiscal proposal had included enough funds to cover contract agreements earlier.

Deputy Town Attorney Richard Place said the talks had been stalled over what he described as "hang-ups" in wage and increment system details. Place said Town negotiators felt an increment system was out of date and unnecessary because the Town and the CSEA hold negotiations annually.

Spokesmen for both sides have indicated that the contract will be ratified.

Release Roster Of Non-Comp. Promotionals

ALBANY—The State Civil Service Dept. has announced its approval of the following non-competitive promotionals:

Anthony R. Granito as assistant director of fire safety, Local Government; Martin N. Vulpis director of Insurance Fund underwriting, State Insurance Fund; Harold J. Bloch, institution personnel officer, Kings Park State Hospital.

Arnold C. Harster, institution personnel officer, Rochester State Hospital; Beatrice Deri, psychiatric social work assistant 3, Pilgrim State Hospital; Wen-Ruey Ko, psychiatrist 1, Pilgrim State Hospital; Jean M. D'Amrosi, senior librarian, Office Planning Coordination; Erwin J. Kelly, supervising public employment mediator, Public Employment Relations Board.

TIMELY TIP

Do your Christmas shopping the easy, inexpensive way this year with CSEA's Super Sign-up special award certificates. Certificates (\$3 to \$3.50 approximate retail value) may be redeemed for hundreds of exciting gifts at any S & H Redemption Centers in the U.S. Start your Christmas Shopping today by signing up a new member. Or two. Or three. Or a dozen. Details on pages 9 & 16.

STATE PAY CHART

NEW YORK STATE SALARY SCHEDULE

Pay rates for employees hired by New York State on or after April 1, 1970 and those affected by the 7½ percent raise negotiated by CSEA effective on that date

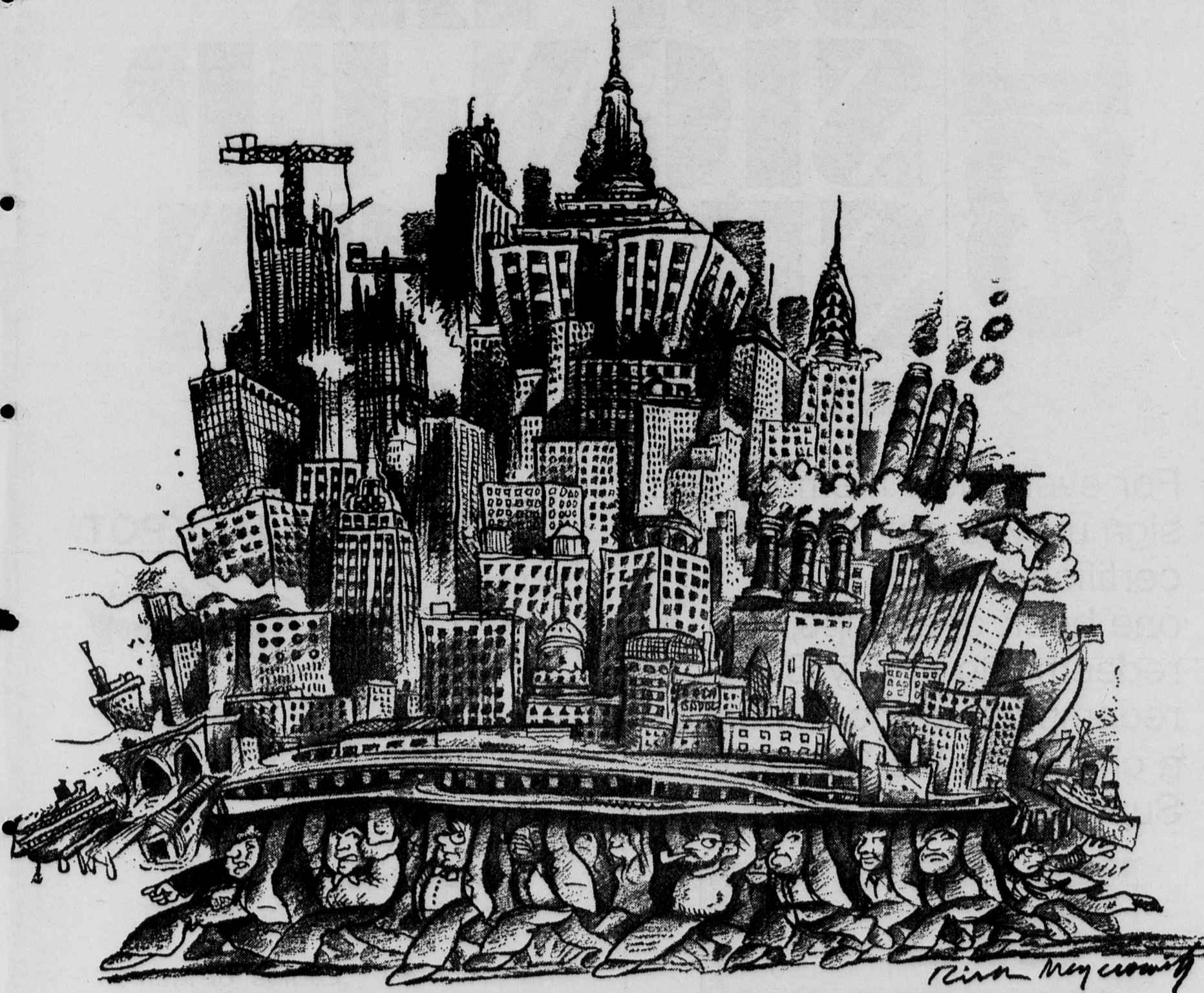
Salary Grade	Annual Increment	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Longevity Step	Extra Longevity Step
1	\$202	\$4,133	\$4,335	\$4,537	\$4,739	\$4,941	\$5,143	\$5,345	\$5,547
2	211	4,300	4,511	4,722	4,933	5,144	5,355	5,566	5,777
3	223	4,515	4,738	4,961	5,184	5,407	5,630	5,853	6,076
4	234	4,730	4,964	5,198	5,432	5,666	5,900	6,134	6,368
5	246	4,962	5,208	5,454	5,700	5,946	6,192	6,438	6,684
6	258	5,240	5,498	5,756	6,014	6,272	6,530	6,788	7,046
7	269	5,546	5,815	6,084	6,353	6,622	6,891	7,160	7,429
8	279	5,871	6,150	6,429	6,708	6,987	7,266	7,545	7,824
9	292	6,209	6,501	6,793	7,085	7,377	7,669	7,961	8,253
10	306	6,575	6,881	7,187	7,493	7,799	8,105	8,411	8,717
11	319	6,972	7,291	7,610	7,929	8,248	8,567	8,886	9,205
12	333	7,375	7,708	8,041	8,374	8,707	9,040	9,373	9,706
13	348	7,821	8,169	8,517	8,865	9,213	9,561	9,909	10,257
14	364	8,284	8,648	9,012	9,376	9,740	10,104	10,468	10,832
15	379	8,773	9,152	9,531	9,910	10,289	10,668	11,047	11,426
16	397	9,277	9,674	10,071	10,468	10,865	11,262	11,659	12,056
17	416	9,814	10,230	10,646	11,062	11,478	11,894	12,310	12,726
18	438	10,383	10,821	11,259	11,697	12,135	12,573	13,011	13,449
19	458	10,959	11,417	11,875	12,333	12,791	13,249	13,707	14,165
20	478	11,536	12,014	12,492	12,970	13,448	13,926	14,404	14,882
21	499	12,163	12,662	13,161	13,660	14,159	14,658	15,157	15,656
22	521	12,831	13,352	13,873	14,394	14,915	15,436	15,957	16,478
23	543	13,528	14,071	14,614	15,157	15,700	16,243	16,786	17,329
24	564	14,266	14,830	15,394	15,958	16,522	17,086	17,650	18,214
25	588	15,071	15,659	16,247	16,835	17,423	18,011	18,599	19,187
26	612	15,882	16,494	17,106	17,718	18,330	18,942	19,554	20,166
27	634	16,760	17,394	18,028	18,662	19,296	19,930	20,564	21,198
28	658	17,662	18,320	18,978	19,636	20,294	20,952	21,610	22,268
29	683	18,612	19,295	19,978	20,661	21,344	22,027	22,710	23,393
30	706	19,609	20,315	21,021	21,727	22,433	23,139	23,845	24,551
31	730	20,677	21,407	22,137	22,867	23,597	24,327	25,057	25,787
32	754	21,805	22,559	23,313	24,067	24,821	25,575	26,329	27,083
33	776	23,016	23,792	24,568	25,344	26,120	26,896	27,672	28,448
34	800	24,273	25,073	25,873	26,673	27,473	28,273	29,073	29,873
35	823	25,560	26,383	27,206	28,029	28,852	29,675	30,498	31,321
36	846	26,875	27,721	28,567	29,413	30,259	31,105	31,951	32,797
37	871	28,310	29,181	30,052	30,923	31,794	32,665	33,536	34,407

MEMBERSHIP DRIVE

THE SUPER SIGN-UP SEASON

FINAL 3 WEEKS

Every day somebody comes up
with another cockamamie idea about
how to solve New York's problems.



There have been a lot of crackpot suggestions about how to deal with New York's problems.

And some not so crackpot.

But there's one thing everyone agrees: The people in the New York area have a unique set of problems like no other people in the world.

Nobody pays higher taxes. Or higher rents.

Nobody lives through more crippling strikes, more dug up thoroughfares, or more all around aggravation.

No one waits longer to see a good movie, or get a leaking faucet fixed, or even just to get a waiter's attention. (Not to mention waiting for ghost trains on the Long Island and Penn Central railroads.)

And so when we created WINS, the New York area's first all news station, we decided that there was one thing a New Yorker wasn't going to have to wait for: His news.

WINS is as fast-paced in tone and style as the community itself. Because we serve a people who make news as fast as we can report it.

We didn't set out to be an "emergency station." But what we found was that in Crisis City, life is just one little emergency after another. Which makes us practically indispensable to a community like this.

We're there with *all news all the time*. 24 hours a day.

Because as bad as the news may sometimes be, New Yorkers have an insatiable need to know.

1010 WINS NEW YORK RADIO

We listen to New York. That's why New York listens to us.



MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

For every new member you sign up, you get an award certificate worth one book of stamps, redeemable at any S & H redemption center — Plus a chance in the \$10,000 Super Prize Jackpot.



\$10,000 SUPER-PRIZE JACKPOT

1st Prize

1971 Camaro



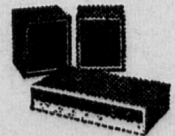
2nd-11th Prizes

RCA Color T.V. Sets



12th-16th Prizes

Panasonic Stereo
Receivers



17th-40th Prizes

Ladies' or Men's
Helbros Wristwatches

RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

- (1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
- (2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value \$3.00-\$3.50) which may be redeemed at any S & H redemption center in the United States.
- (3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
- (4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
- (5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.

- (6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
- (7) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
- (8) No one person is eligible to win more than one jackpot prize.
- (9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
- (10) The jackpot, with a total value of \$10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16, 24 ladies' or men's Helbros wristwatches for prizes 17-40.
- (11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.
- (12) Excluded from participation in the Super Sign-Up Season Jackpot prize are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.