

Civil Service LEADER

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Eligible Lists

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IN APPRECIATION — Don Maloney, right, past president of the Chautauqua County chapter of the Civil Service Employees Assn., accepts gift in appreciation of his services to the chapter from Donald Szejbka, left, new president, at chapter's installation dinner. Looking on is CSEA director of local government affairs Joseph J. Dolan Jr.

CSEA Wins In Arbitration On Thruway

ALBANY—The Civil Service Employees Assn. has won yet another arbitration case involving employees of the New York State Thruway.

In a decision handed down by William A. Toomey Jr., an impartial arbitrator, it was ruled that the Thruway Authority violated its contract with CSEA when it assigned a parttime toll collector to work at the Canaan Barrier on Nov. 5, 1970.

CSEA brought the grievance on behalf of Sarah B. Warner, a toll collector and CSEA member. Toll collectors, maintenance and clerical workers are represented by CSEA in the 2,100-member bargaining unit.

Ms. Warner contended that the call in of a parttime toll collector to replace a scheduled toll collector absent for the day on approved leave time was a violation of Article XVI, Section M and N of the CSEA-Thruway contract.

The full-time toll collectors not on duty should have been canvassed by the Authority to determine who would be assigned the work, she alleged.

Meanwhile, the Authority contended that it had issued a directive in 1970 which provided for the use of a schedule of availability listing sheet, which was to aid the supervisor in determining who was available for overtime work opportunities, and that no employee had signed up for availability on the day in question.

In his decision, the arbitrator said that the issuance of the directive by the Authority, providing the schedule availability list, "cannot have the result of superseding and changing the working arrangements which have been arrived at as the result of collective bargaining. Article XVI is very clear in that it applies to fulltime annual salaried toll collectors and in cases of overtime they, and only they, will be considered. Nowhere are provisions made in the collective bargaining agreement for the substitution by parttime collectors in the event that overtime work opportunities are available."

A CSEA spokesman praised the decision, saying: "Policing a work contract is one of the most important functions a union can perform for its members. Once the contract is negotiated, CSEA does not forget about the employees. CSEA is always ready to fight for the rights and privileges it negotiates for its members. Only by such a close watch can we truly provide for our members the services which they expect from us."

Negotiators OK Pact Language For Four Units

(Special To The Leader)

ALBANY — The four negotiating committees of the Civil Service Employees Assn., representing State employees in the Institutional, Administrative, Professional-Scientific-Technical, and Operational Services bargaining units last week gave final approval to language of contracts affecting those employees.

The approval came after weeks of review and discussions with representatives of the Office of Employee Relations.

Following the agreement, CSEA president Theodore C. Wenzl and Melvin H. Osterman, director of the State Office of Employee Relations, jointly signed a letter of acceptance and approval of the contract agreements.

Wenzl told Osterman in the letter that the four negotiating teams "have accepted the language of these contracts as fairly reflecting the agreements reached between the State and CSEA for the four units involved on April 2, 1972."

The acceptance, Wenzl said, was contingent upon the inclusion of the following language in the paragraph relating to the four percent wage increase:

"Notwithstanding anything to the contrary, it is understood and agreed that the salary schedule established by Section 130 of the Civil Service Law as amended to implement the four percent increase herein provided shall be, in all respects, guaranteed and continued, and after April 1, 1973, the benefits therein provided, including salaries and annual increments, shall neither be improved nor impaired or diminished except pursuant to Article 14 of the Civil Service Law."

Arrangements are being made for the formal signing of the contracts.

In Grievance Case

Mental Hygiene Dept., Hospital Head Charged With Passing The Buck

BRONX — The chief administrator of the Bronx Children's Psychiatric Hospital here and the Department of Mental Hygiene have been accused by the Civil Service Employees Assn. of passing the buck in a grievance case involving the alleged illegal firing of two labor-class cleaners at the institution.

CSEA Field Representative George Bispham, who is representing the two employees in the case, said they had been summarily fired without being given hearings, which are required under Mental Hygiene regulations.

"The hospital's personnel director, Miguel Carrido, fired these people without first giving them hearings in which they could defend themselves and then be properly judged," Bispham said. "And the director of the hospital, E. Richard Feinberg, did nothing to overrule the personnel director's arbitrary decision. This is nothing short of a 'Pontius Pilate' attitude—Feinberg is trying to wash his hands

of responsibility in the case and the Department is doing nothing to interfere with the decision."

The cleaners, Willie Jones and Horace Watson, had been charged with various rule infractions

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Wenzl Issues Plea To Rank-and-File For Welfare Fund

ALBANY — Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., has issued a special plea to CSEA members across the State to donate money to the CSEA Welfare Fund, which was established recently to aid those CSEA members who will suffer financially from having participated in CSEA action during the Easter week end, 1972:

"My good friends and fellow CSEA members, I am taking opportunity to ask once again for your help to assist our loyal brothers and sisters who supported CSEA during our activities at the beginning of April.

"Although our Welfare Fund, which our Board of Directors set

up almost two months ago, has been growing, we are still far short of the amount of money we will need to assist those members who desperately need our help.

"I am sure that our State and county-employed members alike realize that a few thousand brave people carried the responsibility of CSEA action on their shoulders during this difficult time. These few employees took the risks, and the risks were worth it. For, because of their dedication and their bravery, all CSEA workers in the four CSEA bargaining units have benefitted by a salary raise and continued fringe benefits. Without the cooperation and the devotion of these employees, we could have been left with nothing, and indeed, we might have had some of the benefits we have enjoyed in the past taken away from us.

"Now these same employees need our help. Many of them will be losing pay because of their support of CSEA. Many of them who answered the CSEA call for action now need assistance in order to keep their families going, to pay their bills. They cannot afford to lose this money.

"I am asking you now to dig down deep into your pockets and come up with a donation that will help to assist these loyal people. Search your heart and your mind, and you will feel

(Continued on Page 3)

Don't Repeat This!

Strategies Of GOP, Dem Presidential Race Taking Shape

THE campaign strategies of President Richard M. Nixon and his Democratic opponent, whoever he may finally prove to be, are slowly beginning to take shape.

Obviously the President proposes to hold stage center on the international scene, the area in which he is at best and most comfortable. Last week, the President conferred with the

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RECEIVES AWARD — Nephtali Martinez, right, president of Hoch Psychiatric Hospital chapter of the Civil Service Employees Assn., accepts award for his dedication and services in the field of mental health and the community. The award was presented by Joseph Cintron, left, president of the Hispanic Association of Health Services Executives, at the CSEA chapter's recent Spring dance.

CSEA Victor In Geneseo FSA Election

GENESEO — The Civil Service Employees Assn. last week won representational rights for the 150 employees of the Faculty Student Association at the State University at Geneseo, in a hotly contested election.

CSEA scored 50 votes, while Local 466 of the Restaurant Workers won only 19. There are some 5 challenged ballots which may affect the ultimate outcome of the election, but they will be ruled on by the New York State Labor Relations Board.

Gary Johnson, CSEA field representative who worked on the election with CSEA Collective Negotiating Specialist Paul Burch, said that he will be scheduling organizational meetings for the FSA employees, to discuss the formation of a new FSA CSEA chapter, its constitution, negotiating committees, and other matters pertinent to the future representation of FSA employees at Geneseo.

Johnson said he hopes to announce the first of these meetings in the "very near future."

Metro D of E Chap. To Install June 27

Metropolitan Division of Employment chapter of the Civil Service Employees Assn. will install officers June 27 at 6 p.m. at Luigi's Restaurant, 19 Murray St., Manhattan.

Elected to serve for two-year terms are John LoMonaco, president; Anthony Brassachio, first vice-president; Ralph Fabiano, second vice-president; Joy Gottesfeld, third vice-president; George Weitz, fourth vice-president; William DeMartino, fifth vice-president; Grace Allen, recording secretary; Connie Minardi, financial secretary, and Vincent DiGrazia, treasurer.

Regional representatives are: Bronx—Ronald Faulk and Irvin Weinstein; Brooklyn—Gloria Kanfer, Ronny Kassel and Carl Lauriano; Long Island—George Popella, Bob Desidue and Leonard Handschuh; Manhattan—Julia Reidel, Irving Shalman and Leah Weinstein; Queens—Edna Reilly and Viancia Bosquez, and Westchester—Kenneth Cousins and John Tufo.

No Schedule Yet For PBA Talks

The Patrolmen's Benevolent Assn. and the City's Office of Labor Relations are still in the process of setting up a schedule of talks following rejection by PBA membership of the City's latest contract offer.

A PBA spokesman said only that negotiations would begin "shortly."

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Suffolk Unit Calls Union Challenge Remote Control Plan To Get Out Of Debt

(From Leader Correspondent)

HUNTINGTON — The Huntington Town unit of the Suffolk chapter, Civil Service Employees Assn., is being challenged by a maritime union local which is in debt approaching \$200,000 and is operated by remote control from New York City.

The challenger, Local 342 of the United Marine Division of the National Maritime Union, had last Winter run up a debt of \$167,000 and the last of its employee-officers was suspended.

No election has been called, and the local is still being run by union organizers assigned from the New York office.

This, according to CSEA's regional field supervisor, Edwin J. Cleary, adds up to the Huntington hoax. "We don't see what they have to offer, except debt and dictatorship."

The town white-collar unit, headed by president Dorothy Goetz, will vote June 28 from 3:30 to 5:30 p.m. in the town board meeting room.

In a flyer distributed by the unit, it was noted that the NMU has no experience in representing white-collar workers, had been spurned in attempting to organize support among employees of neighboring Oyster Bay Town and charges dues more than double the CSEA rate. The union charges \$72 a year, while CSEA dues are \$32.50.

Failed On Contract

In addition, CSEA officials

OCB To Decide UFA Call For Arbitration

The Board of Collective Bargaining last week heard all the testimony from the City and the Uniformed Firefighters Assn. on whether certain remaining problems in the firefighters' contract can be submitted to arbitration.

The Board will now deliberate and no indication was available from an OCB spokesman on when a decision would be reached.

noted that the union had failed to secure a contract for employees of Valley Stream Village and has lost most of its onetime membership among employees of Sanitary District 6 in West Hempstead.

A four-year-old organizing effort on Long Island has produced nothing so much as the huge debt charged against the local.

"The meetings are real short," said an unhappy member. "It's just, 'Any new business? Any old business' and that's it." A former officer, who said he had dropped out, said the employees cannot demand an election or any voice in their contract negotiations. "They can't do anything right now because they owe the union so much money."

CSEA has represented the Huntington employees successfully for more than a decade.

Installation Of L.I. Officers Will Have The Light Touch

The Long Island Conference of the Civil Service Employees Assn. will install its recently elected officers on June 30 at 8:30 p.m. in the Bethpage State Park Clubhouse.

George Koch, Conference president, announced, however, that it will be an evening of fun and frolic, not pomp and circumstance. The only "business" of the evening will be the installation.

A limited number of tickets are available from chapter presidents at \$15 per couple and must be obtained no later than June 27. The price includes dinner, an open bar and music for dancing.

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3 Conferences Debate Major CSEA Issues

More Than 5,000 New Members Join CSEA During Super Sign-Up

Campaign Has Month To Go

(Special to The Leader)

"It looks like an awful lot of people have plans for that Monte Carlo this Summer," stated Sam Emmett, chairman of the statewide Civil Service Employees Assn.'s membership committee.

A 1972 Chevrolet Monte Carlo is the grand prize in CSEA's membership drive, which is now heading into its final weeks. Other prizes include trips, color and black-and-white television sets, cassette tape recorders and radios. "But the biggest prize of all," according to Emmett, "is the increase in membership which adds tremendous strength to our bargaining power."

"CSEA has come a very long way indeed from the old days when we went before the government employers to ask—hat in hand—for salary and fringe benefits. Now, with well over 200,000 members in CSEA we are able to negotiate for those benefits we rightfully deserve."

Over 5,000 of CSEA's membership are a result of this year's

enrollment campaign. Emmett noted that a good many long-time CSEA members will be taking vacations on the incentive part of the Super Sign-Up '72 campaign: \$2 are awarded to the recruiters, who have earned two hundred dollars already," said Emmett, "and the drive still has almost a month to go." Next drawing for the prizes is scheduled to take place on July 7 with the cut-off date for submission of recruitment cards on June 23.

Emmett made the point that signing up new members (and winning prizes) is easy if some simple rules are followed:

1. Make sure the individual

you wish to sign up is not already a CSEA member.

2. Use the special sign-up forms which can be obtained from the membership chairman or president of your local chapter.

3. Offer sound reasons for joining. Two of the best are: (A) the more members we have, the stronger our bargaining power, and (B) Since everyone benefits from CSEA's bargaining, shouldn't everyone share the cost of representation?

4. Remind the non-member that he stands an excellent chance of winning one of the prizes by signing up. (And be sure to know what the prizes are.)

5. Be sure to fill in the sign-up form completely and legibly.

"If you follow those simple rules and will ask, you've got an excellent chance to be driving that new Monte Carlo or taking one of those trips," Emmett added. He said wistfully that he wished he were eligible (CSEA board members are ineligible for prizes). Brightening noticeably, he commended the County Division for the fine job they were doing and asked all CSEA'ers to give an "extra hard push" during the membership drive's final few weeks.

Nassau Picnic To Be July 8

MINEOLA — The second picnic of the Nassau chapter, Civil Service Employees Assn., has been scheduled for July 8 at the Hempstead Town Park at Lido Beach. Planners expected about 1,000 frolickers to attend.

There will be free beer, soda and ice cream. Tickets are \$1.35 per person, with children 12 or under free. The picnic will be held rain or shine because shelter is available if needed. Tickets may be secured at the chapter office in the Old Country Courthouse or from any member of the board of directors.

Monroe Banquet

ROCHESTER — Monroe County chapter of the Civil Service Employees Assn. will sponsor its annual banquet here June 23 at Logan's on Scottsville Rd. Area legislators and County officials, as well as top officials of CSEA, have been invited to witness the installation of the chapter's new officers.

Fannie Smith Ill

WATERTOWN — Fannie Smith, vice-president of the Central Conference County Workshop, has been hospitalized in the House of the Good Samaritan here.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND

Political action had the spotlight in the Western Conference; the Welfare Fund dominated discussion in the Central Conference, and the projected statewide budget and dues increase occupied center stage in the Capital District Conference as the three regional units of the Civil Service Employees Assn. met on June 9 and 10.

The Western Conference, meeting in Rochester, also installed its newly elected officers. The Central and Capital District Conferences held a joint meeting in Cooperstown, with the Central Conference installing its new leaders.

Highlights of the meetings are outlined in separate stories below:

CENTRAL/CAPITAL

COOPERSTOWN — Floyd Peashey accepted the gavel of office from outgoing Central Conference president Charles Ecker here in the Otesaga Hotel, the same location Ernest Wagner had won his second term as president of the Capital District Conference almost exactly one year before.

The three men shared the spotlight here as the two Conferences joined together for the first time to conduct a joint workshop. Although the two Conferences held separate business meetings, all other affairs were conducted together.

Highlight of the three-day meeting was the swearing-in of new officers for the Central Conference and for the Conference's County Workshop.

New Conference officers are: president Floyd Peashey of SUNY at Oswego; first vice-president Louis Sunderhaft of Oneida; second vice-president Dorothy Moses of Willard State Hospital; third vice-president Patricia Crandall of SUNY at Cortland; recording secretary Irene Carr of Oneonta; treasurer Helene Callahan of Syracuse Department of Social Services.

Workshop officers are: president Francis Miller of Oswego; vice-president Fannie Smith of Jefferson; secretary Leona Appel of Onondaga, and treasurer Marsha Coppola of Jefferson. Installation for both was conducted by Marvin Baxley, executive editor of The Leader.

Costa Urges Unity

Principal speaker at the evening banquet was statewide CSEA second vice-president A. Victor Costa, who urged the membership to unite behind the leadership of the Association. "I promise you," he said, "that within three years this Association will be so strong that your members will be grateful that they backed this policy."

During the course of the meeting, statewide first vice-president Thomas McDonough, speaking on the Welfare Fund, pledged that everyone who may suffer any financial penalty as a result of the Easter week end contract dispute "will be taken care of sooner or later." He pointed out that if each member donated just one dollar, there would be enough in the Fund for the statewide organization to meet its obligations toward those in-

(Continued on Page 9)

WESTERN

ROCHESTER — Samuel Grossfield, installed June 10 as president of the Civil Service Employees Assn.'s Western Conference, says his new administration "will do its utmost" to win the support of Western New York legislators for the CSEA and its programs.

"Chapter presidents will be urged to invite legislators to meetings and to write letters to them," he said. "Otherwise, the legislators will sit quietly and do nothing until next January."

He warned that there may be more budget cuts before January and that those cuts could affect CSEA employees.

Before turning over the office to Grossfield, outgoing president John Adamski told the 80 delegates to the two-day meeting at the Sheraton Hotel opposite the Rochester-Monroe County Airport that the sooner the CSEA gets more involved in politics the better.

"Politics is very important to us," he said. "We need to use the power of the ballot."

Installed with Grossfield, who is president of the Rochester CSEA chapter, were Edward Du-

(Continued on Page 14)

Wenzl Issues Appeal For Welfare Fund

(Continued from Page 1)

compelled to help now that they need you.

"In the name of basic justice and fellowship, I ask you to remember those fellow workers who shouldered the burden for you, and to help them now."

...

Contributions should be sent to CSEA Welfare Fund, Box 1201, Albany, New York, 12201. Checks can be made out to CSEA Welfare Fund.

At Leader presstime, the Fund

had reached a total of \$27,257.01.

Recent contributors to the Welfare Fund and the amounts they gave, are:

Oswego College chapter, \$178; Pawling Central School unit, \$25; Workmen's Compensation chapter, Albany, \$220; Southwestern chapter No. 107, Salamanca, \$277; Division of Employment, Buffalo, \$428; Grounds Dept. of Pilgrim State Hospital, \$31; Maintenance Dept. of Pilgrim State Hospital, \$86; Industrial Shop-Clothing Room-Building 38, Pilgrim State Hospital, \$17; Long Island Conference, \$100; Dutchess County chapter, Pine Plains, \$25; New York State Rehabilitation at West Haverstraw laundry employees, \$30; Public Service Commission, Water division, \$92; Metropolitan Public Service Commission, New York City, \$101; State Liquor Authority, Albany, \$50; and Capitol District and Central Conference, combined donations at a meeting, \$132.20.

In addition, dozens of individual contributors too numerous to list donated various amounts of money to the Fund.

Passes Buck

(Continued from Page 1)

by Garrido. However, Bispham pointed out, the men's supervisor had praised their work and had disagreed with the decision to fire them.

"Everyone at the hospital is convinced," Bispham said, "that the director of personnel fired the employees merely because he wanted to give their jobs to two friends of his." The personnel director had been talking about finding jobs for two good friends, Bispham said, before the firings took place.

"CSEA intends to fight this grievance to the bitter end," Bispham said, "to let these big-wigs and other administrators in the State hospital system know that we won't accept blatant injustices to public employees."

The grievance has reached the third stage.

Madison Clambake

WAMPVILLE — Madison County chapter, Civil Service Employees Assn., will hold a clambake July 9 at Johnnie's Clam Shed on Route 31, at Sylvan Beach on Oneida Lake. Admission is free for members and \$10 for guests. Tickets are available from various unit heads.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

June

- 23—Buffalo chapter dinner-dance, 7 p.m., Hearthstone Manor, 333 Dick Rd., Depew.
- 23—Bedford Hills Correctional Facility chapter dinner dance, New Holiday Inn, Mt. Kisco.
- 23—Monroe chapter annual banquet, Logan's, Scottsville Rd., Rochester.
- 24—Metropolitan Conference officer installation, 12 noon, New Hyde Park Inn, Jericho Turnpike, New Hyde Park, L.I.
- 26—Binghamton Area Retirees meeting, 2 p.m., American Legion Post No. 80, 76 Main St., Binghamton.
- 27—Division of Employment—Metropolitan chapter installation of officers, 6 p.m., Luigi's Restaurant, 19 Murray St., Manhattan.
- 30—Long Island Conference installation of officers and dinner-dance, 8:30 p.m., Bethpage State Park Clubhouse.

July

- 7—Super Sign-Up Membership prize drawing.
- 9—Mental Hygiene Employees Assn. meeting, Syracuse Country House, Syracuse.
- 9—Madison County chapter clambake, 1 p.m., Johnnie's Clam Shed, Route 31, Sylvan Beach on Oneida Lake.

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134 Police Retirees

Retirement orders were issued last week for 134 uniformed members of the Police Department, becoming effective between April 12 and 30 of this year.

Those retiring are:

Captains: William J. Lowe, William J. McGowan, Frank J. Fitzgerald.

Lieutenants: Albert A. Brust, William F. Garvey, Frank J. Parodi, Jr., Gerald J. Sheehan, Robert Como.

Sergeants: Joseph V. Vilcheck, Joseph Cooper, Edward J. Keane, W. Poznick, Robert J. Piantola, Peter J. Ford.

First Grade Detectives: Wilbert, Edward J. Quilty, John V. Dell, William J. Ridings, William M. Corbett, Jr., August G. Guerel, Stanley J. Laskowski.

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William J. Auld, John J. Callahan, Michael A. Laurie, Winston N. Williams, Frederick F. Mooney, William B. Lewis, William P. Vickers, William Polokow, Ulysses A. Ferguson, Kevin P. Moran, Lawrence D. Hill, Victor J. Dellaflora, Vincent M. DeSilva, Emery B. Maurer, Louis J. Izzo, Stanislaus A. DePresco, Howard D. Cronin, William J. Durand, Silvio Aprilante, Irwin A. Weiss, Walter N. Christoffersen, Rocco R.J. Panetta.

Policewoman: Annette Goldstein.

Sanders Elected

Frank A. Sanders has been elected to a three-year term as a director of the School of Business and Public Administration Alumni Society of the City College of New York.

Sanders is third vice-president of the New York City chapter of the Civil Service Employees Assn.

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Citizens For Cooke, Monticello, N.Y.

Postel Blasts Civil Service Abuse

City Councilman Robert Postel (D-Manhattan) last week fired a double-barreled attack on the Lindsay Administration and on current abuses of the merit system in remarks scheduled to be delivered at a June 21 meeting of the Civil Service Merit Council at 325 Broadway in Manhattan.

Postel charged that "the skyrocketing use of provisionals in City employment has created an army of Hessians at the whim and disposal of political supervisors who use them as troops in political campaigns."

He said he would prove that a high City official directed virtually all of the two dozen em-

ployees in a certain housing program to leave work and participate in a political campaign. I challenge Mayor Lindsay," Postel declared, "to deny that this was done."

Postel said he plans to ask the five City District Attorneys to investigate possible violation

(Continued on Page 7)

Justice Cooke Seeks To End Uneven Penalties In Felony Convictions

Lawrence H. Cooke, of Monticello, an Associate Justice of the Appellate Division of the Supreme Court, Third Division, has proposed the establishment of a special court with statewide jurisdiction to review criminal sentences in felony cases.

Justice Cooke also proposes that Institutes on Sentencing be established on a regular and continuing basis for criminal court judges, probation and correction personnel, for the purpose of developing meaningful and standard criteria for sentencing offenders in New York State. Justice Cooke is running in the statewide, June 20, Democratic primary for one of three vacancies on the Court of Appeals, New York State's highest court. He has been endorsed by Percy E. Sutton, Manhattan's Borough President; Antonio G. Olivieri, Manhattan Assembly 66 A.D.; and Charles Desmond, former Chief Justice of the Court of Appeals.

Assemblyman Olivieri, a member of the Joint Legislative Minority Task Force on Penal Reform, stated that he would pre-

pare legislation this fall to establish a Special Court with statewide jurisdiction which would review criminal sentences in felony cases as called for in Justice Cooke's proposal. "Under the present system, there are no established criteria for sentencing convicted criminals outside of the maximum and minimum penalties provided by law," explained Assemblyman Olivieri. "For this reason," he continued, "offender's committing the same felonies can be sentenced to varying prison terms."

Adding support to Justice Cooke's candidacy was William vanden Heuvel, chairman of the New York City Board of Correction, who said "Justice Cooke's proposal makes sense and is long overdue. Most important, it reflects the concern of one of the most important judges in the State for a problem that is deeply rooted in prison disruptions, namely, grievances against disparity in sentencing. I am deeply appreciative of Justice Cooke's initiative."

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TUESDAY, JUNE 20, 1972

Legislative Role In Labor Negotiations

ANOTHER major flaw in the Taylor Law was revealed this year when the Civil Service Employees Assn. negotiated a work contract with the Rockefeller Administration for some 140,000 State workers the CSEA represents—only to have the contract amended by the Legislature in the closing days of the 1972 session.

No one questions the right of the Legislature to have the final say on money matters. But one can question seriously the value of a collective bargaining process in which the Legislature does not participate, but in which it has the final say without any prior participation or discussion with the parties involved.

The injustice of the Legislature's amendments to the CSEA contract is further compounded by the fact that Employees Association spokesmen willingly invited members of both houses to participate in the bargaining talks.

By acting in the manner in which they did, the members of the Legislature should realize that both union and State negotiators from now on will have serious problems in coming to quiet, productive bargaining with the sword of an unthinking legislative veto of all their efforts hanging over the bargaining table.

If the Legislature persists in its right to amend negotiated contracts—which it should—then labor unions have a right to insist on legislative participation in contract talks. To that purpose we suggest that the chairmen of the Senate Finance Committee and the Assembly Ways and Means Committee assign a member of their respective committees to full participation in future labor negotiations between the State and its employees.

This same problem, by the way, exists in all political subdivisions whose employees are covered by the Taylor Law. We strongly urge participation by local legislators in negotiations in the same manner proposed above.

Questions and Answers



Q. "I am a student social security beneficiary and I worked this summer. Will this work cause me to lose benefits?"

A. If you earn more than \$1,680 during the year, some benefits will be withheld. The amount depends on how much you earn above \$1,680. One dollar in benefits is withheld for every \$2 you earn between \$1,680 and \$2,880. In addition, \$1 in benefits is withheld for every \$1 of earnings above \$2,880. However, no matter how much your total yearly earnings exceed \$1,680, you can get a check for any month in which you neither earn more than \$140 nor perform substantial services as a self-employed person.

Q. I am 67 years old and drawing my social security checks. When I applied for social security I was given a booklet telling me what reports I should make. I've misplaced the booklet. I have started to work and I want to know how to make the report.

A. First, you should figure out how much you will earn for the year. If you will earn more than \$1,680 you will need to report this. Telephone your local social security office and tell them you wish to report that you have returned to work and will earn over \$1,680 for the year. They will ask for your name and claim number, the date you began work for over \$140 a month, and how much you expect to earn for the year.

Don't Repeat This!

(Continued from Page 1)

President of Mexico and an invitation was extended to the Emperor of Japan to visit Washington later in the year. Other foreign heads of state are expected to make the trip to Washington and give further opportunity to the President to exploit his promise to bring forth a generation of peace.

Veil of Mystery

At other times, the President can send Dr. Henry Kissinger off on some secret mission. Dr. Kissinger makes good copy, and his trips abroad are sufficiently shrouded in secrecy that generate overtones of foreign intrigue and give rise to speculative hopes that the war in Vietnam will suddenly come to a halt.

The Achilles Heel in the Nixon strategy is the economy with prices continuing to increase and unemployment remaining at high levels, especially among young people and within minority groups, who may hold the balance of power in industrial states with high voting power in the Electoral College. The Democrats will necessarily concentrate their heaviest fire on shortcomings in the American economy.

In addition, the Democrats will persist in drum fire challenges directed primarily at Nixon's campaign manager John Mitchell to disclose the names of the contributors to the \$10 million campaign kitty squirreled away before the effective date of the law requiring publication of the names of all those who have contributed \$100 or more to an election campaign. Whatever may be the merits of this demand, the Democrats hope to make the secret list the focal point of a challenge to the morality and integrity of the Administration.

All Democratic contenders for the Presidential nomination, with the exception of Senator Henry Jackson, have disclosed the names of their campaign contributors, even though not required by law to do so.

An Eye On Wallace

Both Republicans and Democrats are keeping their options open on matters such as school busing, while keeping a wary eye on Gov. George C. Wallace. No one knows whether the Governor will support the Democratic ticket, the Republican ticket or run as a third party candidate. The President and the potential Democratic nominees have all gone out of their way to visit Governor Wallace in his hospital room. His decision may well depend upon his physical condition and the progress of his recovery in the weeks ahead.

President Nixon stands at the moment at his peak of popularity largely because of his progress in international affairs, aided in part by the growing bitterness among Democratic hopefuls as the Miami Nominating Convention draws closer. Senator Hubert H. Humphrey has never conceded that Senator George McGovern has the nomination all sewed up, and Senator Edmund S. Muskie is making a gallant attempt to hold his forces in line and to enlarge their number. Once the Democrats have a candidate, they will obviously try to close ranks in an effort to make a respectable showing or even scoring a victory over President Nixon, who, at this moment is clearly the favorite.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Abuse Of Grievance Procedure

In cases where attorneys representing public employees seek declaratory judgments in the courts as to the meaning of contractual provisions in collective bargaining agreements, the defense of "failure to exhaust the grievance" is being raised by the public employer as a stalling tactic. They claim that before the courts can deal with a matter of contractual interpretation, the employee organization must first use the grievance procedure of the contract. An analysis of the applicable provisions of law reveals their position is clearly wrong—unless the contract itself spells out that the particular matter in question is to be handled as a grievance.

If the contract does not, however, contain a definition of grievance which is broad enough to include the particular complaint, one must look to the law for guidance.

PRIOR TO THE TAYLOR LAW, the General Municipal Law contained provisions for the presentation and resolution of grievances, so that any municipality having 100 or more employees was required to adopt a grievance procedure in accordance with the statute or else the provisions of the statute would control. (Sec. 681-685 Gen. Mun. Law).

The statute guarantees the right of every public employee to present grievances free from interference, coercion, restraint, discrimination or reprisal. It also guarantees to the employee the right to be represented at all stages of the grievance procedure.

Those who claim the grievance procedure must be exhausted, overlook two basic principles in the law. First, the statute provides that an employee shall have the right to present a grievance. It does not mandate that a problem must be handled through the grievance procedure. Secondly, the law (Sec. 681) defines grievance as "any claimed violation, misinterpretation or inequitable application of the existing laws, rules, procedures, regulations, administrative orders or work rules of a government or a department or agency thereof, which relate to or involve employee health or safety, physical facilities, materials or equipment furnished to employees or supervision of employees; provided, however, that such term shall not include any matter involving an employee's rate of compensation, retirement benefits, disciplinary proceeding or any matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law."

It is immediately apparent that the statutory definition of grievance does not apply to matters of contract interpretation . . . these are matters which are "otherwise reviewable pursuant to law."

It appears from the statute that the grievance procedure of the General Municipal Law was intended to deal with day-to-day problems of employment and not matters of contract.

IN A 1970 SUPREME COURT decision, the court held that a question pertaining to vacation allowances in a collective bargaining agreement was not properly the subject of the General Municipal Law type of grievance procedure . . . that it was within the province of the court to decide what the contractual provisions meant.

Of course, the greatest problem with the grievance procedures in public employee-public employer collective bargaining agreements is that the final step is a presentation to a partial person or body such as the legislative body or a person or committee appointed by such body. If the public employees do not have an equal voice in the selection of the "arbitrator" or grievance board, and if that person cannot bind the public employer and employees, then the procedure is virtually valueless except as an exercise in forensics.

There is a crying need in public employment collective bargaining contracts to enlarge the use of grievance procedures and impartial third parties with authority to issue binding decisions.

This presents the only viable alternative to taking every matter of contract interpretation to the Supreme Court, where the Judges surely have enough to do without getting involved in the settlement of grievances. Arbitrators, skilled in labor relations, can provide the answers more quickly with less expense to the parties involved.

LETTERS TO THE EDITOR

More Than Prizes

Editor, The Leader:

All of page 16 of your June 6, 1972 issue is devoted to the CSEA super sign-up Membership Drive. The writeup does not give the whole story.

CSEA has so much more to offer than a jackpot of prizes!

New members will be joining an organization that works constantly to protect their rights as employees and their jobs.

Members know what united effort can do when it comes to obtaining improved salaries, working conditions and benefits.

We invite fellow employees who are not members to join. Whether or not they win a prize in the jackpot drawing, they will have CSEA working for them.

Mildred Buckley
Albany, N.Y.

Praises Bloomfield

Editor, The Leader:

I received a phone call last Thursday, June 1, 1972, from a relative of mine in Civil Service telling me that I had several paragraphs in Dr. Jack Bloomfield's column, "The Education Arena." You should know that I went to a half dozen large news stands but was told that the "Leader" is delivered on Tuesday and it is usually sold out the next day because of the new "zip" in your newspaper.

Finally, I did track down a copy and as a professional educator and ex-journalist I wish to pay my warm regards to the style, content, and current interest of Dr. Bloomfield's column. In addition, noticing the printed list of recent Board of Education examinations, which I was unaware that you printed, I am ordering your "Leader" on a regular basis from a neighborhood dealer.

Your paper is most useful, functional and interesting. Dr. Bloomfield is worth his weight in uranium, appealing as he does to the education corps of 70,000 strong. You are an asset to civil service.

SAMUEL G. GILBERT
Principal
Nathaniel Hawthorne MS

Postel Blasts

(Continued from Page 5)

of criminal and civil laws by the City and City officials in paying employees for time spent in private political campaigns.

"The taxpayers cannot be expected to finance the demoralization and destruction of the merit system," Postel said, "It is the bulwark of effective civil service.

Postel also attacked the one-in-three rule, the declination system, the use of consultants, and various forms of discrimination he alleged exist in City hiring practices.

The Councilman praised the Civil Service Merit System, which, he said has already "dramatized its effectiveness as a watchdog panel in the area of abuses of the civil service system."

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CAPITAL / CENTRAL MEETING



Shown being installed as officers of the Central Conference are, from left, recording secretary Irene Carr, treasurer Helene Callahan, third vice-president Patricia Crandall, second vice-president Dorothy Moses, first vice-president Louis Sunderhaft and president Floyd Peashey. Marvin Baxley, right, executive editor of *The Leader*, is shown administering the oath.



Central Conference County Workshop officers being sworn in by Marvin Baxley are, from left, treasurer Marsha Coppola, president Fran Miller and secretary Leona Appel.

(Continued from Page 3)
 dividual members who accepted the risks on behalf of the entire membership.

The Welfare Fund was a major subject of discussion in the afternoon meeting of the Central Conference, where it was announced that \$3,107.60 had been contributed to the Conference's own fund.

William Deck, chairman of the Conference ad hoc committee to study reimbursement to people involved in job action, explained that the purpose of

the Conference having its own separate fund is to expedite the situation. He pointed out that recipients will be asked to return the money if they receive reimbursement from any other source, such as the statewide Welfare Fund.

This brought McDonough into the discussion, saying that all contributions should be funneled through the statewide fund. However, Central Conference speakers said they hoped to provide for their own people first.

\$200 Contributed
 More than \$200 was collected at the banquet the same evening. McDonough announced to the delegates that the contributions would be divided evenly between the Central Conference Welfare and the statewide CSEA Welfare Fund.

In addition, another \$30.40 had been collected the previous night by Thomas Elhage of Oswego County and Van Robinson of Ter Bush and Powell.

The Welfare Fund was also discussed by statewide treasurer Jack Gallagher. He asked support of the projected dues increase (to be discussed at special delegates meeting June 19). The increased income would be used to establish three separate funds: Welfare, Political Action, and Representation Elections.

Gallagher stated that "for the first time I can see that there is a glimmer of hope" in resolving the computer problem. He pointed out that nearly every chapter in the Association will have rebates coming to them from 1969-72.

On another major issue currently in the CSEA limelight, Howard Cropsey, co-chairman of the Super Sign-Up '72 membership recruitment campaign, pointed out that the counties had so far accounted for more than 50 percent of the new membership enrolled during the course of the drive.

Cropsey stated that counties had added 2,727 new members; administration, 1,308, and institutions, 1,303, for a total of 5,338. He pointed out that CSEA's projected budget is based on a 10 percent membership growth, and there still remained more than a month for CSEA to reach its goal of 20,000 new members.

He cautioned school district

employees, in particular, that time was running out for them, since school would soon be recessed and they would lose the opportunity to contact their co-workers if they didn't act quickly.

Vallee Heads CD Workshop

The Central Conference County Workshop was attended by members of the Capital District County Workshop as well. The Capital District has only recently set up a separate organization for its county members, and John Vallee of Rensselaer was introduced as its newly appointed head.

CSEA associate program specialist Jack Carey told Workshop delegates that the last session of the Legislature could be called a "holding action. We didn't gain much, but neither did they."

Fran Miller then called for less patronage jobs for legislators, not more productivity for public employees, as a means of cutting the State operating expenses.

Among topics discussed at the Capital District Conference meeting were the dues increase and the contract settlement.

Approval was given to a motion by Transportation Main Office chapter president Joseph McDermott that the Conference form a committee to study and present resolutions to the statewide Board of Directors.

Separate Meeting Center

Discussion was also held on a recommendation by Capital District Conference second vice-president Jean Gray to establish a separate meeting center for use by area chapters and committees.

The Joint Capital District Conference/Central Conference had begun Saturday morning with an educational program. Featured were speeches by CSEA director of education and membership recruitment Dr. Edward Diamond, statewide restructuring committee chairman A. Victor Costa and a skit describing the functions of a Conference within the framework of the statewide organization. Eleanor Chamberlain and Maria Barone were co-chairmen of this event.

Capital District president Ernest Wagner was toastmaster for the various joint meetings. Oneonta County chapter was host chapter for the Central Conference.



Capital District president Ernest Wagner, left, and Central Conference president Charles Ecker symbolically join hands as the two conferences successfully held first joint meeting.



Mary Hart was one of four hostesses who passed the basket for contributions to Welfare Fund. Shown here is Charles Ecker making contributions. More than \$200 was collected.



Capital District County Workshop head John Vallee addresses delegates.



Capital District activities chairman Dorothy Honeywell receives flowers in engraved bowl as recipient of this year's President's Award from Ernest Wagner.



CSEA statewide second vice-president A. Victor Costa, as principal speaker, calls for unity. The former Capital District president promised the membership that unified effort would result in stronger Association.



Among those attending joint business meeting of two conferences were, from left, Phil Caruso of Utica; Louis Eddy, Loren Youngs and S. Samuel Boreilly of Oneida; statewide secretary Dorothy MacTavish; Ray Castle of Syracuse, and Jake Banek of Oneida.



Members of joint social committees are, from left, Central Conference chairman Irene Carr, Jean Gray, Grace Fitzmaurice, Jeannette Versterae, Mary Pompeii, Howard Cropsey, Mary Hart, Mary Moore, Cosmo Lembo and Capital District acting chairman Santa Orsino.



Head table guests included from left, statewide fourth vice-president William McGowan; Cleo Ecker, two-day bride of Central Conference president Charles Ecker; statewide first vice-president Thomas McDonough, and statewide treasurer Jack Gallagher.



Statewide first vice-president Thomas McDonough makes point during County Workshop meeting. Listening are, from left, Oswego vice-president Thomas Elhage, County Division president Joseph Lazarony and Herkimer County president Michael Sweet.



Part of education program was a skit explaining functions of conferences. Shown going over their lines are, from left, Dick Fina, Pat Crandall, Thomas Elhage and Joseph McDermott.



Central Conference president-elect Peashey accepts gavel from Charles Ecker.



Members of host Oneonta County chapter are, from left, Mary Tenace, first vice-president; Rita Hazlett, delegate; Dominic Chicorelli; Irene Carr, president; Dare Schaar, second vice-president, and his wife Phyllis.



Mental Hygiene Employees Assn. secretary Edna Percoco, left, and MHEA president Irene Hillis get together with Dorothy Steere, who attended her first Conference meeting as representative of Sesquahanna Valley Schools.

(Leader photos by Emmet Blum)

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3 Jackson L Evans Mills	72.4
4 Coleman W North Try	71.6
5 Moore K Albany	70.5
SENIOR CARTOGRAPHER G-18	
Test Held 1-29-72	
List Established 3-28-72	
1 Johansen K Schenectady	97.3
2 Bange J Waterford	75.2
OPTION A	
SR INTERNAL AUDITOR	
Test Held 1-29-72	
List Established 4-4-72	
1 Adriance M Nassau	86.8
2 Miller J Rensselaer	75.0
3 Embhof J Buffalo	70.3
OPTION B	
SR INTERNAL AUDITOR	
Test Held 1-29-72	
List Established 4-4-72	
1 Kane R Buffalo	93.9
2 Bestman A Bklyn	90.5
3 Neveu L Troy	88.7
4 Schirra D Buffalo	87.3
5 Frasier J Westbury	86.4
6 Maher H Delmar	86.0

7 Muehl S Albany	85.2
8 Siegel R Bklyn	85.2
9 Feinstein S Flushing	84.0
10 Hoose E Stuyvesant Fls	82.3
11 Brown A Lindenhurst	82.3
12 Kaplan M Bklyn	82.3
13 Hervieux A Loudonville	82.2
14 Kohl L Bklyn	82.0
15 Bly D Buffalo	81.7
16 Davies C Frankfort	81.7
17 Wiech S Albany	81.2
18 Goldband M Monsey	80.9
19 Kropp C NY	80.6
20 Delehanty A Albany	80.3
21 Tower R Schenectady	80.2
21A Leith J Troy	80.2
22 Weigman A Bx	80.0
23 DeLongchamp W Amsterdam	79.6
24 Sokoloff H NY	79.6
25 Fox G Elmira Hts	79.6
26 Calhoun R Saratoga	79.4
27 North R Niagara Fls	79.4
28 Mulligan G Albany	79.4
29 Dunham C Delmar	79.2
30 Duggan G Troy	78.4
31 Fetterly G Albany	78.4
32 Day M Kenmore	77.9
33 Rucker A Bklyn	77.8
34 Siegel B Jamaica	77.8
35 Thorne J Albany	77.7
36 Penna F Bklyn	76.5
37 Lebowitz H Bayonne NJ	76.5
38 Tucker W Schenectady	76.3

39 Schwager S Far Rockaway	76.2
40 Watson W Watervliet	76.1
41 Roderick P Bx	75.8
42 Angerami J Schenectady	75.7
43 Zurek E Buffalo	75.5
44 Bloom W Flushing	75.5
45 Dahlgren T Henrietta	74.9
46 Tennyson E Cobleskill	74.8
47 Rivers R Bklyn	74.8
48 Sedlmayer E Castleton	74.7
49 Cull C Ballston Spa	74.6
50 Smiech S Niagara Fls	74.6
51 Semione A Schenectady	74.6
52 Paruolo L Shirley	74.3
53 Henry S Port Henry	74.1
54 Green H Hamburg	73.8
55 Leventhal W Albany	73.0
56 Kuehn G Albany	72.8
57 Chiesa R Latham	72.2
58 Ayala E NY	72.2
59 Abatto G Albany	72.2
60 Wisneski J Loudonville	71.7
61 Spitzer R Bayside	71.2
62 Mattimore P Voorheesvill	71.1
63 Stillman M Bklyn	70.9
64 Carr G Albany	70.9
65 Tannenbaum P Bx	70.8
66 Fish R Oneida	70.7
67 Burke J Glens Falls	70.6
68 Kopmans M Bklyn	70.6
69 Carr H Castleton	70.5
70 Chillemi A Albany	70.5
71 Bellinger P Albany	70.4

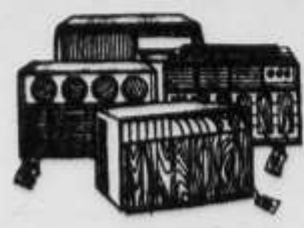
72 Baker B Troy	70.4
73 Sprissler I Albany	70.3
74 Wallace B Albany	70.3
75 Levinstein W Troy	70.3
ASSISTANT DEPUTY CHIEF ENGINEER (HIGHWAYS) G-35	
Test Held 2-72	
List Established 3-21-72	
1 Kelly R Manlius	94.5
2 Simberg R Schenectady	92.7
3 Langhorst W Binghamton	88.5
4 Bone J Delmar	88.5
5 Greenfield J Fayetteville	88.0
6 Tenhogen J Pittsford	87.0
7 Edwards R Castleton	86.0
8 Massimilian D Loudonville	84.0
9 Kopynski A E Aurora	82.0
10 Scheinbart I NYC	79.5
11 Keating R Elora	79.5
12 Ketchum W Manlius	78.0
13 Tegza M Schenectady	74.0
14 Connor J Latham	73.5
ASSOCIATE SOCIAL SECURITY DISABILITY	
Test Held 3-72	
List Established 4-4-72	
1 Sforza V LICity	91.3
2 Henig S NYC	89.4
3 Schwartz D NYC	84.5
4 Medwin G Rvr Edge NJ	84.2
5 Smalenbach W Piscataway NJ	82.4

6 Gartner F Richmond HI	51.8
7 Blum M Bklyn	81.3
8 Hoffman T NYC	78.4
9 Thom G Rego Pk	73.7
10 Wexler G NYC	73.5
11 Sforza M LICity	73.0
12 Berry G NYC	72.8
13 Buckler E Bklyn	71.6
14 Row L Bx	71.5
15 Schurzman M Staten Is	71.4
16 Davidson R Eastchester	70.6
ENGRG TECH ENVIRON QUAL	
Test Held Feb. 26, '72	
List Est. April 19, '72	
1 Foersch G East Aurora	84.0
PRIN ACCT AUDIT CLERK	
Test Held Jan. 29, '72	
List Est. Apr. 11, '72	
1 Dye I Jordan	96.8
2 Donovan T Troy	92.5
3 Cusack G Troy	90.2
4 Grzybowski S Rexford	89.6
5 Ofland M Green Island	89.3
6 Gifford H Medusa	88.9
7 Adler E Cobleskill	88.8
8 Dekarz M Lancaster	88.8
9 Smith F Hornell	88.4
10 Todd J Hornell	88.2
11 March D Schenectady	88.0
12 Oliver J Troy	88.0
13 Chiplock M Troy	87.3
14 Bates G Watervliet	87.3
15 Reynolds E Ctl Islip	87.2
16 Wright F Saranac	86.7
17 Dianni M Albany	85.6
18 McCauley E Schenectady	85.6
19 Neddo K Dover Plains	85.3
20 Dame J Loudonville	85.3
21 Davis R Arans Ctr	85.2
22 Lurie H Syracuse	85.2
23 Brown D Delmar	85.0
24 Pauley E Albany	84.9
25 Skorenski J Waterford	84.5
26 Kokalas K Binghamton	84.4
27 Palen G Schenectady	84.3
28 Pacourek C Holbrook	84.1
29 Evans S Waterford	84.1
30 Cooca C Wyanantskill	84.0
31 Spero R Bx	84.0
32 Mason J Hancock	83.9
33 Reis Y Slingerlands	83.8
34 Mathers D Utica	83.8
35 Seymour C Loudonville	83.6
36 Sivaslian A Rensselaer	83.6
37 Hislop V Albany	83.5
38 Campoli M Binghamton	83.0
39 McNerney M Buffalo	82.9
40 Odea J Watkins Glen	82.8
41 Scherry F Albany	82.8
42 Shusarenco C Nyack	82.7
43 Strobeck J Voorheesvill	82.5
44 Durkin R NY	82.4
45 Zimmer V Rensselaer	82.4
46 Albright A Albany	82.3
47 Crosby B Rensselaer	82.3
48 Patrick L Leicester	82.1
49 Silver P Ogdensburg	82.0
50 Pahl P Latham	81.9
51 Schiffhauer S Orchard Pk	81.7
52 Hogan R Loudonville	81.7
53 Torrey R Hauppauge	81.6
54 Duffy R Albany	81.6
55 McKenna E Albany	81.4
56 Gross P Rensselaer	81.3
57 Darsvill D Williamsvill	81.2
58 Roberts R Dannemora	81.0
59 Anguish D Buffalo	81.0
60 Griffith E Syracuse	81.0
61 Murray E Schenectady	80.9
62 Gregory D Waterford	80.8
63 Greenberg G Bx	80.7
64 Wendover A Highland	80.7
65 Heeder R Shodack	80.5
66 Pierce J Canadaigua	80.2
67 Reed R Waterford	80.0
68 Crooks E Staten Isl	80.0
69 Lutz D Troy	79.9
70 Brown I Mt Morris	79.8
71 Duesberg B Morrisonvill	79.7
72 Lamarche S Cohoes	79.7
73 Burke K Albany	79.6
74 Greene S Watervliet	79.5
75 Dean J Red Hook	79.5
76 Kuczkowski M Buffalo	79.5
77 Tenney A Albany	79.5
78 Russo F Cohoes	79.3
79 Mears G Albany	79.3
80 Fitzpatrick E Albany	79.4
81 Sokolosky D Syracuse	79.2
82 McClune D Albany	79.2
83 Greenfield H Lake Grove	79.2
84 Shaffer C Albany	79.1
85 Grossbard H Bklyn	79.1
86 Fuchs D Brentwood	79.0
87 Nowak E Latham	79.0
88 Relyea B Ellenville	79.0
89 Spencer J Victor	78.9
90 Robinson M Cohoes	78.8
91 O'Keefe M Whitehall	78.7
92 Tomkowski J Schenectady	78.6
93 Theall M Albany	78.4
94 McLaughlin D Guilderland	78.4
95 Hadley C Rensselaer	78.4
96 Ross G Vestal	78.3
97 Wagner D Vernon Ctr	78.3
98 Garstang H Averill Pk	78.2
99 Schaffer M Hauppauge	78.1
100 Miles J Hamburg	78.1
101 Owens C Mircola	78.0
102 Brown G Bklyn	78.0
103 Sunderland G Schodack	77.9
104 Lacross L North Troy	77.8
105 Sirek L Eggertsville	77.8
106 Kosier E Albany	77.8
107 Mudgett D Comstock	77.8
108 Masten R Amsterdam	77.6
109 Lacondre R Jamaica	77.6
110 Furokranz J West Seneca	77.6
111 Jones V Millerton	77.5
112 Cigulio J Elora	77.5
113 Buckley C Cohoes	77.4
114 Heidenrich W Kew Gardens	77.4
115 Luther D Troy	77.3
116 Reagan J Willard	77.3
117 Williams J Rensselaer	77.2
118 Zinsar B Guidrad Ctr	77.0
119 Bauman D Voorheesvill	77.0
120 Hagadora M Hornell	77.0
121 Frita B Geneva	76.8
122 McCullough A Schenectady	76.8
123 Ruck R Watervliet	76.8
124 Jenette R Dannemora	76.8
125 Malloy E Cossackie	76.7
126 Milstrey L Albany	76.7

BTU watts = ?

10 or over - very good
8 or 9 ---- good
6 or 7 ---- pass
under 6 -- flunk

Make sure any air conditioner you buy can pass this save-a-watt test.



The higher your air conditioner scores, the better—for the environment, for reliable power supply and for your electric bills.

Any air conditioner takes a lot of power to run. But some take more than others. So divide before you decide.

Divide the watts (amount of electricity consumed) of any air conditioner into its BTU (cooling power). That will give you an efficiency number usually between 5 and 12. The higher the number the better.

Chances are there'll be a stick-on tag on each model at the store you visit, telling you the efficiency number. If not, any salesman should be able to tell you the watt and BTU figures. Or just look for them on the metal plate required on every air conditioner. Usually it's under the filter cover.

Suppose you require 10,000 BTU's of cooling power, and the model you're considering consumes 1000 watts. Divide watts (1000) into BTU (10,000) and you

get 10—a very good score. Another 10,000 BTU model might consume 2000 watts. Divide and you get 5—an air conditioner to be avoided.

Air conditioners consume more than 40 percent of the electricity Con Edison customers use during peak summer hours. And about 250,000 people will buy air conditioners in our territory this year. If all are the highest scoring models instead of the lowest, Con Edison would need about 100,000 kilowatts less at peak times.

So buy an air conditioner that can pass the save-a-watt test!

You'll help protect the environment, even though when it comes to air pollution, power plants are far from the worst offenders.

You'll lessen the risk of serious power shortages.

And you'll save money on your electric bills.

Con Edison conserve energy

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A Parker Fountain Pen makes ugly look beautiful.

When you pick up a Parker Fountain Pen, something beautiful happens. You somehow rediscover the Long Lost Art of Handwriting. Maybe it's because you can feel the ink flow onto the paper. Smoothly. Effortlessly. Or because you can actually control the way a word looks. But anyway, a Parker Fountain Pen brings out a touch of the artist in you. Parker makes a \$150 14K solid gold Fountain Pen for rich artists. Or the Parker 45 for only \$5. Which is a beautiful price to pay for a work of art.



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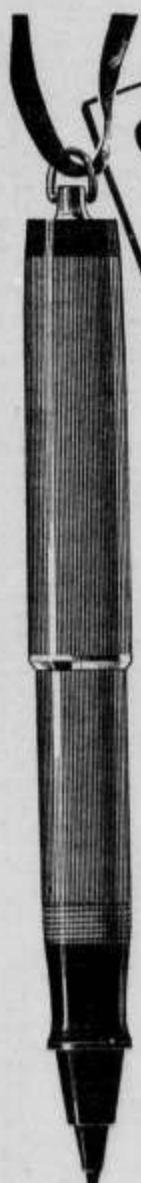


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SAVE \$2.05

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Women's with attractive black ribbon necklace.
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a great
gift



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(Continued from Page 10)

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128 Carlino F Troy	76.5	153 Stone D Albany	74.9	179 Forman H Bx	74.0	211 Canter H Latham	72.2
129 Rynski R Albany	76.4	154 Vanzandr L Albany	74.9	180 Whitney D Scottsville	74.0	212 Dickel O North Troy	72.2
130 Bergeron C Albany	76.4	155 Bellinger A Elnoora	74.8	181 McAteer M Albany	74.0	213 Terricola V Buffalo	72.2
131 Daley M Barneveld	76.3	156 Kamaris J Mt Morris	74.8	182 Gordon L Albany	74.0	214 Jastemski B Brentwood	72.1
132 Matsui G Staten Isl	76.3	157 Hundt E Islip	74.8	183 Riccardi V Mechanicvil	74.0	215 Emmanuel B Corona	72.1
133 Simekol G NY	76.2	158 Crispin P Broadalbin	74.8	184 Shudt W Waterford	74.0	216 Nimlo O Bklyn	72.0
134 Kennedy L Delanson	76.2	159 Flax C Yonkers	74.7	185 Demento B Green Is	73.9	217 Wood J Binghamton	72.0
135 Clark R Cohoes	76.1	160 Prescott B Richmondvil	74.7	186 Enziana L Tonawanda	73.9	218 Willets W Waterford	72.0
136 Ucci J Albany	76.0	161 Rowley T Ballston Lk	74.7	187 Everett J Potsdam	73.9	219 Andrisco A Delanson	71.8
137 Waiser I Ballston Spa	76.0	162 Gorton J Cohoes	74.6	188 Wilder E Gowanda	73.8	220 Smalley R Watervliet	71.8
138 Toohey M Schenectady	75.9	163 Karl D Limerick	74.6	189 Duffy J Garden City	73.6	221 Scheidelman A New Hartford	71.7
139 Branche V Albany	75.8	164 Polansky N Menands	74.6	190 Brown J Babylon	73.5	222 Cortese L P Jfesa St	71.7
140 Shea R Troy	75.7	165 Tyrrell D Delhi	74.5	191 Frolish B Saratoga Spg	73.4	223 Phillips H E Grenebush	71.7
141 Panaccione F Kerhonkson	75.5	166 Crandall I Syracuse	74.5	192 Warner R Castleton	73.3	224 Bayly B Watervliet	71.6
142 Gilmartin A Scotia	75.3	167 Coantor M Ellenville	74.4	193 Wolf A Troy	73.3	225 Roberts L Wappingers Fls	71.6
143 Frankiewicz H Bklyn	75.3	168 Mroczkowski A Cohoes	74.4	194 Cambria C Amityville	73.3	226 Liddy M Wantagh	71.6
144 Lippman R Selkirk	75.1	169 Stanton M Poughquag	74.4	195 Paige N Guiderland	73.1	227 Jayko B LICity	71.6
145 Lisowski S Utica	75.1	170 Burke J Troy	74.4	196 Overstreet G Hudson	73.0	228 Hill V Delmar	71.5
146 Matthews B Albany	75.0	171 Parent L Cohoes	74.3	197 Gloss W Albany	73.0	229 Sauer R Catskill	71.4
147 Belles M Albany	75.0	172 Lloyd D Albany	74.3	198 Schwebler S Hannacroix	73.0	230 Rinaldi F Menands	71.3
148 Sobolewski M Albany	75.0	173 Brass S Mexico	74.2	199 Rider T Troy	72.9	231 Casey J Rensselaer	71.2
149 Stevenson J Kirkwood	75.0	174 Schulz G Averill Pk	74.2	200 Lindeimer M Nassau	72.9	232 Restina F Schenectady	71.2
150 Noonan E Albany	75.0	175 Bisailion R Rotterdam	74.2	201 Murphy N Hicksville	72.8	233 Coughlin K Staten Is	71.2
151 Brooks A Gowanda	75.0	176 Sager M Buffalo	74.2	202 Krester J Holland Parnt	72.8	234 Seate M Buffalo	71.0
		177 Howe J Seneca Falls	74.1	203 Johnson L Ballston Spa	72.8	235 Sellers N Buffalo	70.8
				204 Ryall N Saratoga	72.7	236 Langley J Amsterdam	70.8
				205 Hyman D Albany	72.7	237 Maria V Painted Post	70.7
				206 Tomowski A Schenectady	72.4	238 Pelky L Schenectady	70.6
				207 Jones E Schenectady	72.4	239 Smith D Ballston Spa	70.6
				208 Clifford A Amsterada	72.3	240 Anderson M Loudonville	70.4
				209 Reksic E Albany	72.2	241 Gonnell K Albany	70.3

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STATE ISLAND 10th St. Lane	ROSELAND 10th St. Twin	WALTER 10th St. Waitfair	CONNECTICUT 10th St. Route 18	MAINE 10th St. Route 18

Have You Read The New Column?

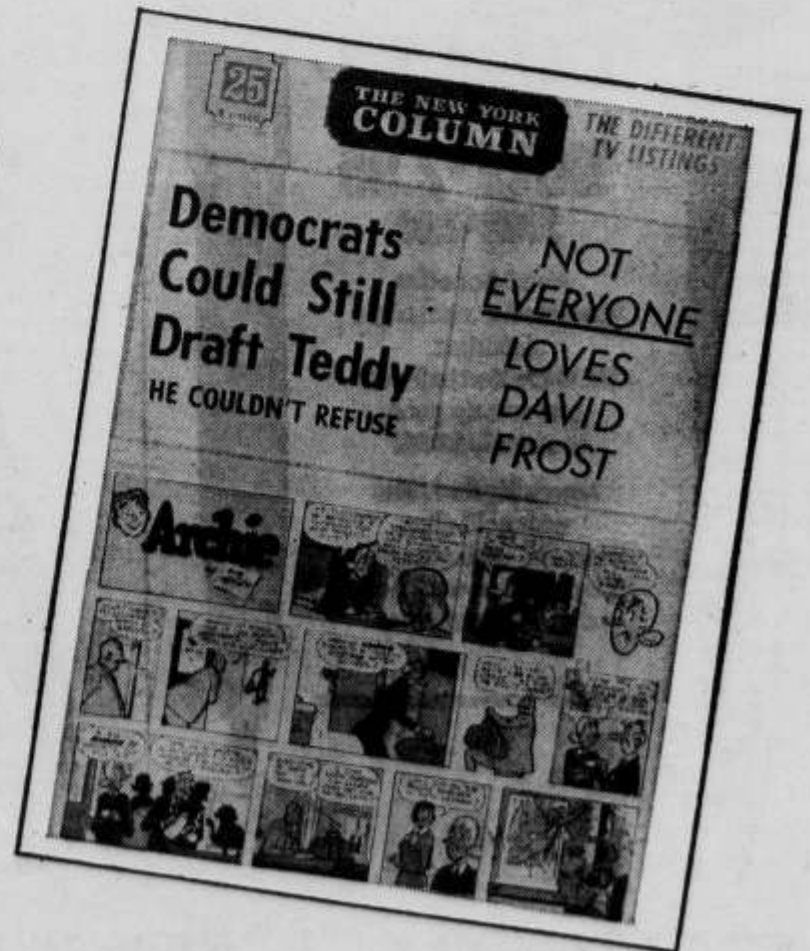
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FIRE FLIES

Paul Thayer

I was very unhappy the other night to hear a tower ladder being special called to a Bronx location to assist police in capturing some individuals who had managed to break into a warehouse. One fellow was caught on the roof and the tower ladder brought him plus cops to the ground.

Frankly I think this is bad policy and the troops feel the same way. With the monumental effort that is made to improve and maintain the firemanic image in the public

mind, we don't need things like this. We are thought of as people who are always ready to help. Our job is not to catch people but to assist them. It was significant that while this "cops-and-robbers" thing was going on, missiles were thrown from the spectators section.

The International has been promoting the slogan which has been used here quite often, namely: "Firefighters fight fires . . . not people." When photos are published showing us at jail-breaks, capturing crooks, etc., it knocks the hell out of the image. While we haven't yet been put to work using high-pressure hoses against people, it has been done in places such as Florida and the whole thing adds up to a disgusting performance. Let the firefighter put out the fires and the police take care of enforcing the law. If they have a problem, that's what they have the Police Emergency Service Division for. Let them use it.

I'm sorry to note that the present difficulty labor-wise has been termed a "withdrawal of dedication." It is no such thing. It is rather "an expression of disgust" by men who have every right to be disgusted. Since 1928 when I first shook the hand of a fire officer, who then picked me up and lifted me over the stringpiece onto the deck of the "John Purroy Mitchel" at Noble St. in Brooklyn, I have observed them well and I find that the firefighter's dedication is not something which can be turned on or off as one would spin a spigot. One doesn't acquire dedication. One is born with it, which is why PDNY is great. "Blue-shirts" and "Whitehats" provide the Department's life blood, which is that special ingredient called dedication.

The following are Ladder Companies scheduled for new apparatus: Ladder: 2, 24, 36, 47, 81, 109, 113, 132, 137 and 169.

Naturally I am delighted to see that Ladder 47 is on the list. It was the subject of a column here some weeks ago. In talking to friends with the Department about it, they were all very nice and quite understanding.

The column was read and sent along to the proper people, who made the necessary adjustments in scheduling and the whole thing was done just fine. I'm sure that it was the intention of the Department to take care of the matter in the immediate future, so let's call it a happy coincidence and good luck to 47!

That perfectly good Ladder Truck which waited so long for repairs has been fixed "good as new" and last week replaced the FWD wooden job in Ladder 50.

THE CAPE

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The other night 50 Truck interchanged with Ladder 31 and the old girl, who has plenty of get-up-and-go left in her, had a lot of fun showing off for her new company. Somebody said they thought they heard her purring. Since I think of apparatus as people, I'll buy that! Treat her kindly, troops! She's got plenty of smoke on her and is highly respectable!

One of the "Special Award" recipients at the UFA luncheon last week was retired FD photographer Jim Heffernan. His award was for a shot of a black fireman with a white retarded boy. A great picture! Jim worked during the Cavanaugh administration and distinguished himself as that member of the photo staff who would rather take pictures of fires than Commissioners. For this, he earned the displeasure of the boss and eventually put in his paper out of sheer disgust. He and I have been buddies for years and, as a photographer, I think he's tops. Jim is listed in the Queens phone book if you need a snapshot or a wedding here or there.

Well! They dumped the Fire and Police Widows Pension Bill! Mayor Lindsay with his money troubles still asked Rocky to sign it. Commissioner Lowery wrote the Governor asking him to sign it but No . . . based on a stupid view, taken by a publicity-hungry State Pension Commission, it was vetoed.

This session of the Legislature received more public exposure than any before it. If things are as bad as media exposure seem to indicate, God help us all.

Speaking of the media, a word of warning to the wise: Of late, Channel 7 "Eyewitness News" has been knocking the brains out of the Fire Department. For a while, at least, I would suggest that in quarters or at the fire scene, you be very, very careful how you talk to Channel 7. I have made my feelings known to the Commissioner, the Chief of Department and both Unions.

Parking Agents

The Transportation Administration is now filling 20 vacancies for parking enforcement agent from among 58 eligibles certified June 6 by the Department of Personnel. They include one eligible from group 2, three from group 3, and 54 from group 4, between nos 2 and 164 from exam 1047. For more information on the certification process, see the New York City Last Progress column on page 9.

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Grossfield Urges More Contacts With Legislators

(Continued from Page 3)

dek of Buffalo, first vice-president; Genevieve Clark, also of Buffalo, second vice-president; Neil Gruppo of Niagara Falls, third vice-president; Judy Burgess of Geneva, secretary, and Genevieve Luce of Silver Creek, treasurer.

Welcome Erie County

Grossfield and Adamski welcomed the Erie County chapter into the conference for the first time. Chapter president George Clark presented a \$397.50 check representing six months' dues on behalf of the chapter's 5,300 members.

The new president and the former president also warned that the CSEA faces a challenge, either before or after the signing of the new state contract, from the Service Employees International Union.

"Our contract has not been signed because some of the wording is incomplete," Adamski said. "Anyone wanting to challenge us may do so now. The state CSEA administration is anxious to get the contract signed. But there will be a challenge, before or after the signing."

Reporting for the constitution and bylaws committee, Genevieve Clark said the possibility of mail ballots was discussed, explaining that such ballots would give chapter presidents "greater opportunity" to discuss elections with chapter members.

The committee recommended that printing of the constitution and bylaws be delayed until such mandated state changes take place as the 1975 reorganization of the election of statewide vice-presidents, who will be selected from among conference presidents.

County Workshop chairman Frank Talomie said the workshop unanimously recommended that county delegates be instructed to oppose any increase in dues "at this time."

Education committee chairman Edward Dudek said his

committee members wished "a wider scope" for the Cornell University Extension Program.

Outlines Steps

Monroe County field representative Thomas Pomodoro, a CSEA collective bargaining specialist, told those attending the County Workshop that there are several steps needed to prepare for and to conduct negotiations. He listed the following:

Organize and elect a negotiating team;

Finalize the proposals for collective bargaining (try to involve all county CSEA members);

Study and learn the financial condition of the county to determine whether its a buyer's market for employees or not (determined by the number of jobs available);

Know the salary structure of county employees in surrounding counties;

Keep the county off balance by taking the initiative and holding on to it;

Agree to a good set of ground rules, including an agreement that members and taxpayers do not have access to negotiating points;

Make sure that any information given to news media is in the form of a joint CSEA-county release ("the news media will kill you if they can divide you").

Pomodoro also reminded his audience that such benefits as Blue Cross, Blue Shield and pensions are not affected by Phase II, the wage freeze.

New County Workshop leaders elected were George Clark and James Mangano, co-chairmen; Dorothy Hy, vice-chairman, and Josephine Jackson, secretary.

Present Citations

Citations committee chairman James Mangano presented citations to the following: John Adamski, Frank Talomie, Al Gallant, Vincent Alessi, James Russ, Donald Brayer, Frederick Hendel, Robert Hunt, William Gates, James Stewart, Nettle Scoon, Veronica Schraeder and Helen Mutrie.



The women were all re-elected to office in the Western Conference, while the men were installed for their first terms. From left, seated, are Judy Burgess, secretary; Genevieve Clark, second vice-president, and Genevieve Luce, treasurer. Standing, from left, are Neil Gruppo, third vice-president; Edward Dudek, first vice-president and Samuel Grossfield, president.

As president of the host Rochester State Hospital chapter, Dorothy Hall welcomed the guests after Adamski pointed out that she'll be returning to Hawaii for a visit in a few weeks.

Officers of the new retirees chapter were installed. The dinner speaker was Rochester Mayor Stephen May. Other dinner guests included Dr. Russell Barton, director of Rochester State Hospital; Arthur Kelly, representing U.S. Rep. Frank Horton, Rochester Republican; State Senator James E. Powers; CSEA statewide president Theodore Wenzl; past Conference presidents William Rossiter and Melba Binn; past statewide treasurer Jack Hennessey, and field representatives Tom Pomodoro, Gary Johnson, James Powers and Robert Young.

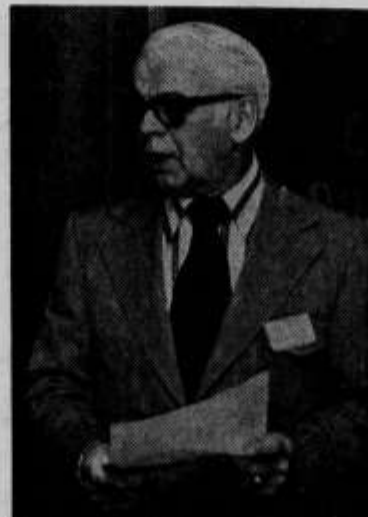
Robert Guild was master of ceremonies.



George Clark, left, and James Mangano, right, were elected co-chairmen of the Western Conference County Workshop. Serving with them will be Dorothy Hy, vice-chairman, standing, and Josephine Jackson, treasurer, seated.



Erie County president George Clark presents check for half-year's dues to Conference treasurer Genevieve Luce and president John Adamski on occasion of Erie chapter's joining the Conference.



Outgoing Conference third vice-president Al Gallant presents report to delegates.



Outgoing Conference president John Adamski stands aside to allow host chapter president Dorothy Hall of Rochester State Hospital chapter to greet delegates.

Judicial Conf. Eligible List: Interpreter

The Administrative Board of the Judicial Conference last week announced the establishment of an open competitive eligible list for interpreter (Spanish-English), from open competitive exam No. 45-210, held Nov. 20, 1971.

The eligible list covers the Supreme Courts of the First, Second and Eleventh Judicial Districts, and the Civil, Criminal and Family Courts of the Unified Court System in New York City.

The list contains 142 names.

Salary on appointment is \$9,500.

1 R A DeLeon, H Ovalle, I F Trabanco, M O Sebastian, R Jacobs, D Valcarcel, C E Soland, A F Molina, A S Goldschwartz, D H Rodriguez, L E Rodriguez, M Sanguinedo, M David, L E Davila, W Alverio, Z R Levine, D Love, A A Gonzalez, M R Lopez, E M Figuerda.

21 J A Faria, S Murphy, D F Quinn, G N Hernandez, E M Belzaguy, J V Echauri, R R Ruiz, E Diaz, M A Laborde, M Gastaldo, M Pabon, J Belaunde, J Colonmorales, L Shulman, A Cruz, P Vancier, M I Amezcaga, G Cuervo, C D Pinado, S I Brodtkin.

41 N R Caxias, A J Degraff, I Jaime, C A Martinez, E Berdecio, P A Cortes, L E Aranda, A F Brawer, E Dalmau, F Gutterman, J Santinello, C G Munoz,

J Rivera, H P Dixon, M I Pellicino, C Camacho, J J Rodriguez, P P Davila, J Rangel.

61 A C Alvarez, B Nieves, D P Rivera, B L Knowles, C F LoFaro, P E Pagan, A E Negron, D Narvaez, M C Guzman, E Perez, R Hernandez, J J Lamas, E J Torres, E L Valenzuela, J Polanco, A Pollock, D D Tamaro, Y Cruz, A Santos, J Landa.

81 E Gonzalez, C J Pineiro, J Chopin, R L Martinez, S Garcia, M Guzman, A Seraphides, A L Perez, G Perez, E Norberg, F Amacio, R Ayala, M Casanas, M A Gallo, E Ostacher, P P Colon, J J Almeida, G J Tommaso, M L Centeno, A Jarszewski.

101 J Caro, J E Burgos, J P Corrales, B Isaacson, G I Arango, M A Diaz, J R Nash, M M Celoria, I Vicente, J Campbell, A C Yanez, D Venier, A G Kaplan, F A Duran, R S Ehrlich, G L Fritz, B Beccera, M Delgado, C T Emmerman, R Brun.

121 D D Alvarez, V M Mendoza, A E Renuncio, N R Longwell, E Gonzalez, S M Grossfeld, J Caporosario, N Y Murophy, I G Morales, M M Mejia, L S Jacoby, V Galati, R Artuzrivera, L Rodriguez, J M Jorge, G M Goren, C Castro, J E Apestegui, L A Chen, J E McGovern.

141 M D Lopez, A J Amriati.

Senior Clerks

Sixteen promotions to senior clerk are planned by the Finance Administration from among 40 certifications made June 7 by the Department of Personnel. Those certified to fill these \$6,000 positions are eligible between numbers 102.7 and 150, from the list established April 27, 1970.

Eligibles

EXAM NO. 9581
SR. PUBLIC HEALTH
SANITARIANS

As a result of a decision in *Boxer v. Bronstein*, the following revised list for promotion to senior public health sanitarian, Exam No. 9581, containing 74 names, is substituted for the original list containing 69 names originally established October 30, 1970.

SR. PUBLIC HEALTH
SANITARIAN
DEPT. OF HEALTH

1 Alfred Zaher, Stanley L Braithwaite, Jerome Stolove, Elias Tornick, Kenneth I. Gill, John H Guenkel, Louis A Cohn, Melvyn D Palius, Morton W Rosenzweig, Seymour Schneider, James G Johnson, William M Howard, Luke Vescia, Irving H Rieffer, Paul N Kupreeff, John F Tychyn, Nathan Frellich, Sidney Turner, Ira S Hochman, Frank C Farrell,

21 Zachary Levy, Nathaniel Posner, Joel D Newman, Sidney B Roth, Leon Avant, Louis Yonofsky, Eugene Gaffney, John J Sanantonio, Earle M Moore, Sidney Sperber, Ralph M Donza, Salvatore Franco, Orlando E Romano, John A Waddell 2nd, Bernard Novick, Joseph M Aufrichtig, William J Doyle, William M Powers, Perry A Letsinger, Donald J Donohue,

41 Irving E Robinson, David Zeller, Herbert Baskind, Samuel A Nelkin, Bernard Taynor, Ruth L Sorkovitz, Robert E Nalecz, Alfred J Marra, Ernest C Damiano, Harold Kirschman, Irving Boxer, Jack H Kressner, Morris Shapiro, Michael Fabrizio, Walter Jacobs, George Bernstein, Harry Zelin, Alvin Golub, Samson S Siegel, Stephen F Bleier, Charles Siewert Jr, Milton Goldberg, Harvey G Dlugatch, Irving Klein, Milton L Albrecht, Nauford C Phipps, Herman R Berkowitz, Ronald F Schlessman, Melvyn Kegler, Aaron Schragar, William J Mitchell Jr, Julien D Jackson Jr, Vinicia Medici, Harry L Goldman.

Tagged Ineligible

Among recent entrants for Exam No. 1614 — supervising children's counselor — 33 were ruled not qualified.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; Board of Higher Education, 535 E. 80th St., New York 10021, phone: 360-2141; Health & Hospitals Corp., 125 Worth St., New York 10007,

Admin. Assistants

Ten promotions to administrative assistant are planned by the Housing and Development Administration from among 16 certifications made June 7 by the Department of Personnel of eligibles number 39 through 54 from the list established June 18, 1971. The post pays \$9,400 on appointment.

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phone: 566-7002, NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave of Americas, New York 10019; State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (north of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Hours are similar to the New York area office. Federal titles have no deadline unless otherwise indicated.

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- (1) Only CSEA members in good standing as of April 1 are eligible to sign up new members.
- (2) For each new member signed up during the period of April 3, 1972 through July 14, 1972, the person recruiting receives a special award check worth \$2.00 in cash.
- (3) For each new member signed up during the eligible period, the recruiter also has his name entered in the prize jackpot. (Thus if a person signs up 10 members—he has 10 chances to win a jackpot prize.)
- (4) The new member's name also goes into the jackpot drawing.
- (5) There will be three drawings. One each month. 57 prizes will be given away during the first drawing. 74 prizes will be given away during the second drawing. 109 prizes will be given away at the final drawing, approximately July 28. The Monte Carlo will be given away at the final drawing. All names received in time for the first drawing will be carried over to the second drawing . . . and so on. All winners in the first and second drawings will also be eligible for prizes in the third drawing.
- (6) To be eligible for cash awards and jackpot prizes, the recruiter must sign up new members on special Super Sign-Up/72 application forms (PDA cards) supplied to each chapter and unit prior to this drive. These cards must be filled in properly and transmitted to CSEA through the designated membership chairman in your unit or chapter.
- (7) Members of the board of directors and the State membership committee are eligible for cash awards for signing up new members —but not for jackpot prizes.



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