

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXII, No. 8

Tuesday, October 20, 1970

Price Ten Cents

123494-COMP-DEMP-  
J ROULIER  
122 BLOOMINGROVE DR  
RENSSELAER NY 12144

## Miller Acknowledges CSEA Protest

See Page 3

### CSEA-Won Dental Plan For State Aides Explained

ALBANY—Five thousand New York State dentists have agreed to participate in the first dental insurance plan ever negotiated for State employees.

The non-contributory plan, worked out recently by the Civil Service Employees Assn.'s special dental plan committee, takes effect April 1, 1971, and covers State workers in the Administrative, Institutional, Professional - Scientific - Technical and Operational units; their dependents, and retirees.

To be eligible for the plan, an employee must have been on the payroll for at least six months and must work 20 or more hours a week.

A list of participating dentists will be sent to each employee by the insurance carrier, Group Health Dental Insurance, Inc.

The dental plan includes a \$50 yearly deductible feature for in-

dividual employees and a \$150 yearly deductible family contract and a 70-30 percent co-insurance feature after the deductible has been exhausted. This means that employees or their families do not get reimbursed for the first \$50, or \$150 as the case may be, of dental work. After they have exhausted the deductible amount, they will be reimbursed at the rate of 70 percent of the fee schedule labeled "value for deductible" put out by GHDI.

All participating dentists have agreed not to charge more for  
(Continued on Page 14)

## Wenzl Scores 'Humiliation' By State Blast Hanrahan Treatment Of Institution Teachers; Seek Fair Career Ladder

ALBANY — The Civil Service Employees Assn., representing teachers in institutions all over the State, last week confirmed its intentions to "settle the issue of a realistic career ladder for institutional teachers once and for all," in a letter to Cornelius Hanrahan, director of the State Division of Classification and Compensation.

A large number of the institutional teachers had come to Albany last week to picket the State Capital in protest of what they termed "the apparent total lack of interest in their situation."

The teachers have been requesting action on their proposals for a new career ladder, which has been before Hanra-

han's office for two years, in one form or another.

Dr. Theodore C. Wenzl, State-wide CSEA president, declared complete sympathy with the teachers' complaints in his letter to Hanrahan, stating: "These teachers took the action they did because they had no other recourse. They have been ignored, mistreated and humiliated by your office."

#### Shelter Of Law

"In dealing with public employees, it is easy for an employer to evade a problem by hiding behind the restrictive provisions of the Taylor Law, because under it New York State public employees have no ultimate defense against inequities perpetrated by administrative officials. It is particularly common to hide behind the law when the problem involves professional employees, who for the most part have no history of militancy. Due to the nature of their jobs, professional employees approach their work with a sense of dedication and responsibility that renders the idea of public demonstration and picketing (as) . . . a last ditch solution to an otherwise insurmountable problem."

"Attainment of a realistic career ladder for institution teachers has become for all practical purposes a seemingly insurmountable problem . . ."

#### NOTICE

Due to circumstances beyond The Leader's control, coverage of the Western Conference meeting must be postponed until next week's issue. The Leader sincerely regrets the delay.

They have submitted their proposals, they have gone through the prescribed channels and they have had the door to your office slammed in their faces. The career ladder proposals, meanwhile, have received a pocket veto from you."

#### Putrid Pay Scales

Wenzi went on to support the teachers' demands for higher grades and salaries, calling the current salary schedules "an insult and an outrage." He then scored Hanrahan's counter-proposals as "even worse. It actually lowers the present pay scales of some teachers."

The CSEA president then  
(Continued on Page 14)

### Mrs. Louise Feily

ALBANY — A Requiem Mass was celebrated last week for Mrs. Louise LaCoy Feily, mother of Joseph F. Feily, immediate past-president of the Civil Service Employees Assn. who served from 1959 through 1967.

Mrs. Feily succumbed last week at the age of 86 following a long illness. Interment was in Holy Sepulcher Cemetery following the Mass at St. John's Church, Rensselaer, where she was a life-long communicant.

She is also survived by another son, John H. Feily of Washington, D.C., and Mrs. John DeLanty of Albany.

### After Show Of Muscle

## Buffalo CSEA Forges \$2,350 Minimum Raise In 30-Month Contract

(From Leader Correspondent)

BUFFALO—An unprecedented work stoppage by 1,600 Buffalo white-collar workers was averted within hours of a deadline here last week when the Civil Service Employees Assn. forged a 30-month pact with the City.

The vote to approve the agreement was 380 to 94. The City had sought a court injunction to prevent a job action by the CSEA, but the courtroom and the picket line were both avoided with the last-minute settlement.

The agreement calls for a salary increase of seven percent or \$600, whichever is greater, re-

troactive to July 1;

An increase of six percent or \$600, whichever is greater, effective July 1, 1971;

An increase of \$550 or the cost-of-living effective July 1, 1972, and

Longevity steps totaling \$600

to take effect at various times during the life of the contract.

#### Other Benefits

Time-and-a-half for overtime improvements in sick leave accumulation and the vital issue of job upgrading were earmarked for a CSEA committee that plans to study job inequities.

Robert A. Milling, CSEA field representative, announced the terms of the contract he and other CSEA negotiators had labored for through the night in an often-heated session with City officials before the pact was approved by both parties.

The CSEA, representing about  
(Continued on Page 14)

## CSEA-Won Training, Development Program Details Are Revealed

ALBANY—The Civil Service Employees Assn. announced last week that it has won agreement from the State on a general plan for establishment of a \$1,750,000 training and individual development program designed to accommodate more than 20,000 State employees. The program implements part of a contract negotiated by CSEA earlier this year.

The announcement came following completion of negotiations between a special CSEA committee and representatives of the State Office of Employee Relations. The talks covered the development and application of the program.

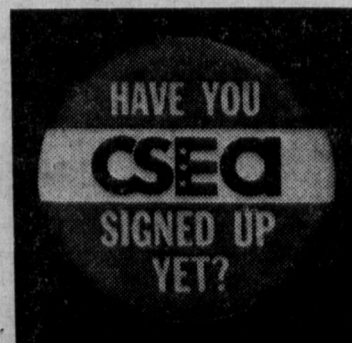
Dr. Theodore C. Wenzl, CSEA president, hailed the plan as a major step forward in effective management-employee relations.

"In seeking work benefits for the employees it represents, CSEA has always placed great emphasis on securing better job advancement opportunities for

(Continued on Page 14)

### Inside The Leader

- CSEA Member Was Arab Hostage —Page 3
- Eligible List —Page 11
- State Trooper Vote —Page 12
- Meet Engelburt Humberdinck —Page 14



See Pages 9 & 16

*Don't Repeat This!*

#### Period Of Transition

### Election Too Cloudy For Early Forecast

ELECTION DAY is only two weeks away and political trend analysts are as mystified as at the beginning of the campaign over what the voters may do inside the polling booth. In elections  
(Continued on Page 2)

# DON'T REPEAT THIS!

(Continued from Page 1)  
from coast to coast, regional political experts uniformly report that imponderables in the campaign make impossible realistic estimates as to voter preferences even with the elections so close at hand. Years may pass before crystal ball gazers and political pollsters will regain confidence in their predictions of voter preferences.

All of America is in a period of transition, and the dust has not yet settled from the blowing winds of change. Old traditional ties, which gave rise to the refrain that all persons are born either a Republican or a Democrat, have been substantially eroded. The erosion of traditional political ties has manifested itself most clearly in the southern states constituting the old Confederacy. The once "Solid South" as an impenetrable Democratic fortress no longer exists. The extension of voting rights under civil rights statutes, changes in the southern farm economy and increased industrial development have completely altered the political topography below the Mason-Dixon line.

The changes that are reshaping the new political South are reflected in all other regions of the Nation, although not with the same dramatic intensity. In these regions, new political issues that have arisen, coupled with the influx of a new generation of voters, have all but destroyed the loyalties that in past years have anchored voters to one or another of the political parties.

The war in Vietnam and international danger spots in many parts of the world add

their own complexities to difficult domestic problems. The automobile, which had once been the symbol of American freedom to move and to travel has become the villainous symbol of ecological pollution that threatens the air we breathe and the water we drink. But few guidelines can be found in Jeffersonian democratic principles to cope with the problems that loom on the horizon.

In these respects, New York is no different from most other states. Where in the not-so-dim past, most New Yorkers could fit comfortably under the umbrellas of one or the other of the two political parties, New York now has four legally established parties. Moreover, even these apparently are inadequate to cover all New Yorkers and major party candidates seek additional lines on the voting machine to attract those who presumably are disenchanted by all political parties.

Party hopping even among political leaders has become a common practice with Democratic leaders supporting Republican candidates and vice versa. Ticket splitting has become even more commonplace. Bloc voting among ethnic groups is no longer pronounced as it had been, since these groups are also divided on the problems of the war on pollution and on programs to deal with crime and narcotics addiction. On the other hand, civil service employee groups are sufficiently united in support of common objectives and are expected to hold the decisive balance of power in the election.

With the election just two

weeks away, voter opinion has not yet sufficiently jelled to make the results intelligently predictable. From available facts, it is clear only that the next State administration and the political leadership of the State Senate and Assembly will be determined by voter decisions arrived at during the last moments in the campaign.

## Civil Service Week Declared By Exec. Of Onondaga Cty.

SYRACUSE — Onondaga County Executive John H. Mulroy last week proclaimed "Civil Service Week" for County workers, singling out the Civil Service Employees Assn. for efforts to "promote efficiency in public service, and to advance the interest of all civil service employees."

Representing CSEA was a delegation headed by Richard Tarmey, fourth State vice-president. Others present were Helene Callahan, public relations chairman of the Central Conference; Charles Ecker, Central Conference president; Andrew Placito, Onondaga County chapter president; Clarence Laufer, head of the Syracuse State School chapter; Ted Brooks, Syracuse State School, and John Simeski, State University chapter.

Mulroy, in issuing the proclamation, noted that CSEA "is dedicated to the principle that government is the servant and not the master of the people."

## Dongan Guild Sets Communion B'kfst

The annual Communion Breakfast of the Dongan Guild of Catholic Employees of New York State will be held on Oct. 25, at the New York Hilton Hotel.

Lieut. Gov. Malcolm Wilson will be honorary chairman and toastmaster for this occasion. Lieut. Gov. Wilson has served the Guild in this capacity for the past 12 years and has been a member of the Guild for many years.

Michael P. Seniuk, deputy commissioner of the State Liquor Authority, has accepted to undertake the general chairmanship of the breakfast.

Marjorie Godfrey of the Workmen's Compensation Board is chairman of tickets. The Guild's department representatives will accept reservations at \$6 per person. For information call 212 488-3140.

## Flunk Inspection

The City Personnel Dept. has clarified that 36 candidates for air pollution inspector, No. 8142, failed the exam for that title.

CIVIL SERVICE LEADER  
America's Leading Weekly  
For Public Employees  
Published Each Tuesday  
669 Atlantic Street  
Stamford, Conn.

Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007  
Entered as Second-class matter and  
second-class postage paid, October 3,  
1939 at the post office at Stamford,  
Conn., under the Act of March 3,  
1879. Member of Audit Bureau of  
Circulations.  
Subscription Price \$5.00 Per Year  
Individual Copies, 10c

## Poor Exams Pose Barrier To Minority Group Hiring

ALBANY—A research report on employment testing and minority groups is being distributed by the New York State School of Industrial and Labor Relations. It was prepared by Doris B. Rosen.

In part of a series of reports entitled "Key Issues," the report examines the effect of the Tower Amendment to the Civil Rights Act of 1964.

"There is good evidence," the school states, "to support the conclusion that testing practices alone do not solve these employment problems."

"But there is also evidence to show that appropriate tests, properly used, can be helpful adjuncts in selection and placement while improperly used tests can and do discriminate against minority groups."

The Rosen report deals with recent research on the testing and cultural fairness in employment of toll collectors, office workers, machine shop trainees.

Some of the issues in testing, according to the report, are: Differential test performance of blacks and whites; cultural bias in testing, psychometric definition of bias; lack of validity in employment testing; procedure for test validation and moderator techniques in research design.

The reports are \$2 a copy, and are available by writing Cornell University, Ithaca, N.Y.

### 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.

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**FREPORT-GRAND BAHAMAS: 4 nights.** November 25 to 29 at the luxurious KING'S INN. Only \$195.00 plus \$12.00 tax: includes transfers, breakfast and dinner daily, welcome party, escorted. For information and reservations write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Tel. 212-253-4488 (after 5:00 P.M.)

**ROME AND FLORENCE — Christmas Pilgrimage to ROME —** December 24 to January 3 only \$339.00 via World Airways Jet including first class hotels transfers, Continental breakfast daily, sightseeing and excursion program, taxes and gratuities. Write to Edward Valder, 20 Bayview Avenue, East Setauket, N.Y. 11733. Tel 516 941-3713.

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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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# — De Santis 'At It Again' — CSEA Charges Troy Mgr. Reneges On Pact

TROY—Troy City Manager Ralph A. DeSantis once again has been accused by the Civil Service Employees Assn. of "not living up to his commitments" concerning the providing of benefits to City employees represented by CSEA.

CSEA field representative Thomas S. Whitney said that DeSantis had told him on Oct. 9 that he had "forgotten" about a memorandum of understanding covering vacation, sick and bereavement leave benefits which the City Manager had originally agreed to submit to the Troy City Council for approval.

"DeSantis has had this memorandum of agreement in his possession since Sept. 3 and has done nothing about it, although the Council has met in regular

session once in addition to conducting several workshops since that date," Whitney charged.

"The City Manager had agreed to submit the memorandum, implementing a section of the existing contract, last May at an informal meeting with CSEA officials and representatives of the State Public Employment Relations Board," the CSEA aide said.

"CSEA agreed at that time to withdraw the unfair labor practice charge it had filed against the City if the Manager would submit the document to the Council. It was agreed to by all parties at that time that CSEA would draw up a new memorandum of understanding, submit it to PERB for review which would in turn send it to DeSantis for his action. That's as far as it got," Whitney charged.

"Once again, Mr. DeSantis has shown a complete disregard for the Taylor Law, contempt for the employees under his jurisdiction and an unwillingness to cooperate in promoting harmonious labor-management relations.

"Mr. DeSantis could make it much easier for everyone, especially himself, if he would recognize the fact that he must, under the law, work with a union in mutually resolving any labor problems that arise. We have a contract covering these employees; there is a law which provides for collective bargaining, and no amount of effort on Mr. DeSantis' part will negate the fact that he must resolve problems mutually, not through arbitrary, unilateral actions."

## Flaumenbaum Installed By Nassau Chap.

MINEOLA—Nassau County Executive Eugene H. Nickerson and Ralph G. Caso, Hempstead Town presiding supervisor and vice-chairman of the County board of supervisors, were among a score of ranking officials who attended the 22d annual installation dinner-dance of the Nassau chapter, Civil Service Employees Assn.

More than 500 attended the event, held recently at Carl Hoppl's restaurant, Baldwin.

Irving Flaumenbaum was installed as president, with the entire ticket, for the Nassau chapter. Richard Tarmey, State CSEA fourth vice-president, was the installing officer.

At the same time, Kenneth Cadieux was installed as president, along with his officers, for the Hempstead Town unit. Caso served as installing officer.

# Hijacked Syracuse Chapter Member Recalls Treatment By Arab Commandos

SYRACUSE—One member of the Civil Service Employees Assn.'s Syracuse chapter probably will never forget her 1970 Summer vacation, or at least the final week.

What started out for Mary Lou Altenburg as a carefree visit to her cousins in Germany wound up as part of an international incident that could have ended tragically.

For on Sept. 6, while on her way home, attractive 22-year-old Mary Lou became one of more than 300 hostages of the Arab commandos in Jordan.

The CSEA member and State Department of Social Services employee was aboard a Swissair DC-8 flying from Zurich to New York. The commandos took control of the plane over France and ordered the pilot to fly East.

That was about 1:30 p.m. The pilot kept the plane airborne until darkness—when the guerrillas finally told the pilot: "You either land or we'll blow up the plane." Then the commandos directed the pilot to land outside Amman on the mud strip known as Dawson Field.

The first thing the Palestinian guerrillas did after landing, said Miss Altenburg, was to "take away all our passports. They promised to give them back, but I'm still waiting for mine."

The hostages were fed—fresh bread, cheese, hot tea. "It was good, especially the fresh bread," she recalls.

The next day, after a conference with the Jordanian Army, the commandos released the women and children from that plane and the other planes holding hostages. The women and children were taken to the International Hotel in Amman and

lodged there.

Then began a week of waiting—and wondering what was going to happen.

The women talked—about their homes, their husbands still held at the planes, their families, their jobs, what they planned to do "when we get back home." They played cards. They read English newspapers available at the hotel—and the only way the hostages could find out what was being done in their case, she said.

"The hotel was flooded with newsmen—all asking questions," she remembers. She and some of the other women talked with the newsmen.

Some of the commandos tried to talk with the women hostages about the Middle East situation, she said, but "no one answered them."

The hostages were well-treated, she said—no threats, good food and unrestricted movement in the hotel. "We could go outside the hotel, but no one wanted to go very far because there was shooting going on in Amman." She ventured out about 200 feet from the entrance, but then went back, she said.

The one time they really feared for their safety, she recalled, was during the landing at night. A hijacked TWA plane was already at the landing strip, and the Swissair passengers believed it was a getaway plane for the guerrillas.

"I had some doubt, then—a little bit, anyway—about getting back alive," said Mary Lou.

At the hotel, the U.S. Embassy representatives talked with the hostages and asked all Americans to make out new passport applications and have their pictures taken for the documents. A photographer was available for the required photographs.

Finally, on Friday, she remembers, some of the hostages were given back their own passports and told they would leave that night. "Some of the women did not want to leave without their husbands who were still on the planes, but were told to be ready."

On Saturday, the men were brought to the hotel from the planes. These were the ones to be released. Some of the hostages were held a few more days.

On Sunday morning—about 6 a.m.—Swissair representatives

told the women to pack and be ready to leave. Their baggage was brought from the planes, and the women were taken to the airport on Jordanian Army buses.

Moments later, they were on their way to Nicosia, Cyprus. A few hours later, the Americans—including Mary Lou—were on their way to the United States—aboard a Swissair plane with the same flight number as the one which was hijacked. "We jokingly told each other: 'Well, we'll see you back in Jordan,'" she said.

At New York, Mary Lou was met by her parents, Mr. and Mrs. Bruno Altenburg. The family all

(Continued on Page 8)

## From DOT

## Richard E. Cleary Elected To CSEA Board Of Directors

ALBANY — Richard E. Cleary, a Department of Transportation engineer, has been elected Civil Service Employees Assn. representative for the Department of Transportation to the CSEA Board of Directors and the State Executive Committee.

The election results announced by Bernard C. Schmah, chairman of the CSEA special election procedures committee, showed Cleary winning with a total of 1,114 votes.

The special election was held as a result of the resignation of John W. Raymond, effective Oct. 1, as DOT representative.

Cleary is president of the Syracuse City chapter of CSEA and has been an active member of the organization for many years, having attended several of the CSEA Statewide conventions as a delegate. He has also served on the Special CSEA Department of Transportation Committee.

The duties of this post include attending CSEA Board of Directors meetings, which are held once a month, and State Executive Committee meetings, as well as attending the special CSEA conventions.

## City Chapter Set To Meet Oct. 29

The next regular meeting of the New York City chapter, Civil Service Employees Assn., is slated for Oct. 29 beginning at 5:15 p.m. at which time the chapter constitution and by-laws will be submitted. Gasner's Restaurant in lower Manhattan will host the meeting.



**NASSAU INSTALLS** — The newly elected officers of the Nassau chapter, Civil Service Employees Assn., were recently sworn in at the 22nd annual dinner-dance held at Carl Hoppl's in Baldwin. At far left is Richard Tarmey, fourth vice-president of CSEA, who administered the oath. In first row, left to right, are: Irving Flaumenbaum, president; Edward Perrott, first vice-president;

Alex Bozza, third vice-president; Ralph Natale, second vice-president; Blanche Rueth, County executive representative; Beatrice Jeanson, fourth vice-president; Mary Calfapietra, recording secretary, and Nicholas Abbatiello, fifth vice-president. Officers in last row are: Dudley Kingsley, sergeant-at-arms; David Silberman, financial secretary; Sally Sartor, corresponding secretary, and Sam Piscitelli, treasurer.

## Transportation Dept. Aides: Submit Your Demands Now

ALBANY—Employees of the State Department of Transportation who wish to submit demands to the DOT negotiating team of the Civil Service Employees Assn. must submit those demands by Oct. 31.

The team will be sorting out the proposals from DOT employees until that date, said team chairman Paul Cooney.

All demands, suggestions, problems, etc. should be sent in writing to Joseph P. Reedy, collective bargaining specialist, CSEA Headquarters, 33 Elk St., Albany, 12207.

# DEAR READER

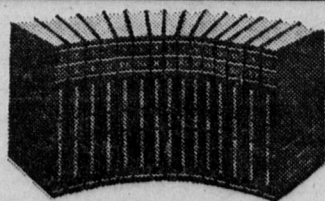
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### Impasse Hits Eden

To resolve the current impasse between the Eden Central Schools in Erie County and the Civil Service Employees Assn., the State Public Employment Relations Board has dispatched Frank Dunn of Oswego to act as fact-finder. Dunn is an assistant professor of education in the State University System.

## Connetquot Fact-Finder Favors 7.5% Pay Raise For Non-Teaching Aides

A State-appointed fact-finder has recommended at least a 7.5 percent across-the-board increase for non-professional employees in the Connetquot Central School System (Suffolk County).

The fact-finder, Earle Warren Zaidins, was assigned by the State Public Employment Relations Board under provision of the Taylor Law to recommend a

settlement in the dispute between Connetquot Board of Education and the Civil Service Employees Assn., Suffolk County chapter.

Zaidins also recommended that hourly employees receive a 20-cent per hour increase; that part-time employees be given the option of working a minimum of four hours daily; that all benefits should be pro-rated for regularly employed hourly employees against a 12-month employee; that employees working between 4 p.m. and 7 a.m. receive a shift differential; that employees be given three weeks' vacation after five years' service and four weeks after ten years' service; that any insurance benefits obtained by the teachers in their negotiations also be granted to CSEA members; that the work week be changed to Monday through Friday, and adoption of a 1/60th retirement plan, retroactive to 1938.

In recommending a salary increase, Zaidins defined the term "at least" to mean "that all employees presently enjoying a number one salary schedule, in comparison to the contiguous (school) district, will receive only a 7.5 percent increase.

All other employees will receive an increase of 7.5 percent plus whatever sums it will take to equitably bring such employees up to the number one (salary) position among contiguous districts."

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New York, N.Y. Dr. Herman P. Mantell,  
State Chairman

#### LEGAL NOTICE

SUPREME COURT: BRONX COUNTY. — In the Matter of the General Assignment for the Benefit of Creditors of: C. & F. KOSHER CATERERS, INC., Assignor, to BENJAMIN FINKEL, Assignee.

TO THE CREDITORS OF THE ABOVE ASSIGNOR:

SIRS:  
PLEASE TAKE NOTICE, that pursuant to an order of Hon. JACOB GRUMET, a Justice of this Court all creditors of this estate are required to file duly verified claims, with vouchers attached, against the above assignor, formerly doing business at 1040 Grand Concourse, Bronx, New York, with the undersigned assignee on or before the 30th day of November, 1970.  
Dated: New York, New York,  
October 5th, 1970.

Benjamin Finkel  
Assignee

FINKEL, NADLER & GOLDSTEIN  
Attorneys for Assignee  
401 Broadway  
New York, N.Y. 10013

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# Civil Service LEADER

America's Largest Weekly for Public Employees

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Published every Tuesday by

**LEADER PUBLICATIONS, INC.**

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06902

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-BEeckman 3-6010

Bronx Office: 406 East 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

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Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350

10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, OCTOBER 20, 1970

## Equal Treatment

THE New York City Patrolmen's Benevolent Assn. is urging support of a bill proposed by Bronx Congressman Mario Biaggi that deserves the attention of other civil service organizations for two very important reasons.

First of these is the basic intent of the Federal legislation, which would modify the Hatch Act and allow police officers—those off duty and not engaged in active police work—the same right to participate in the political life of this country that all other citizens have.

Another part of the measure would require that Constitutional safeguards for accused persons, as established in recent court decisions, be applied equally to policemen.

We think both of these provisions should apply to all civil service positions. It is a slur on the integrity of public employees to forbid them from political activity on the grounds that their votes could be gotten either by money or pressure. The Merit System was installed in government to prevent that very thing and such restrictions are no longer needed.

This newspaper feels very strongly about the second proposition. Over the years we have too often seen the abuse of civil servants brought up on charges of almost any kind. The basic attitude is "guilty if charged," not "guilty if proved." Time and time again we have reported cases of employees being asked to resign without a fair hearing or trial; we know of numerous cases of persons found guiltless of indictment charges, who nevertheless have had to carry the burden of having that indictment listed in their personnel file although found innocent.

In neither instance are civil servants receiving equal treatment under the law: the law as it is written and as it is understood. It is time all public employee organizations banded together in a common cause to do something about it.

## True Public Service

CIVIL servants can point with pride to the role they have taken in actively urging the public to get educated on the great dangers of drug usage and abuse. Contingents of the Statewide Civil Service Employees Assn., for instance, have held seminars on this modern peril with their organizational structure—such as on the chapter and conference levels—and have participated with other civic organizations in battling the spreading use of harmful medicines.

Recently, the CSEA's Western Conference, composed of thousands of Upstate and local government employees, devoted a good deal of their meeting to explain and warn on drug abuse. They showed films on the subject and even had an address by Congressman James F. Hastings on how the Federal Government is trying to keep track of drugs from the time they are produced in order to keep them from falling into the hands of illicit peddlers.

Nassau County chapter of the Employees Association was a pioneer in this field for public employees and one local government man, Frank Talomie, has practically been conducting a single-handed crusade to help protect the people of this State from the evil influence of a drug-oriented cultural development.

This kind of civic-mindedness is not only civil service—it is public service and in the best sense of the word.

## 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, Oct. 20

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. 8, "Patient With Peptic Ulcers." Part I. Refresher course for nurses.

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

Wednesday, Oct. 21

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. 9, "Patient with Peptic Ulcers," Part II. Refresher course for nurses.

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

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

Thursday, Oct. 22

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. 9, "Patient With Peptic Ulcers," Part II. Refresher course for nurses.

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

Friday, Oct. 23

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

11:00 p.m. (color)—Community Feedback — Community Development Agency interview.

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

Saturday, Oct. 24

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

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

Sunday, Oct. 25

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

Monday, Oct. 26

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

3:00 p.m.—Return to Nursing—No. 10, "Fluids and Electrolytes." Refresher course for nurses.

7:00 p.m.—On the Job—"Ladder Company Operation." 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.

## The Million-Dollar Motivator

OUR CIVIL SERVICE readers should be pleased to know they have been the recipients of public relations counseling worth a million dollars or more.

WE ARE NOT PULLING the \$1 million figure out of a hat—or a drum, as in the New York State lottery.

IT IS AN ACCURATE figure, and we want to make every reader privy to the progression of facts leading to that beautiful number with \$-sign attached.

DURING THE PAST 10 years we have discussed with readers of this column a number of items indispensable to all civil servants intent on achieving good public relations.

ONE VERY CRITICAL item was a civil servant's "motivation" to perform his official duties in a superior and outstanding manner.

ANOTHER EQUALLY IMPORTANT item was the civil servant's "attitude" toward his job, his community status, his civil service career, his supervisors, his colleagues and, of course, to the "cash customers"—the taxpayers.

WELL, A 28-YEAR-OLD "ball of fire" has parlayed the two key words, "motivation" and "attitude," into a \$3 million-a-year business.

HE IS JOHN R. SAUER, a Colorado farm boy, who did a pretty good job of cranking up his own "motivation" and "attitude" to build a company appropriately named Success Associates International, Inc.

HIS DENVER-BASED firm creates, designs, produces and sells management, sales, communication, motivational systems to individuals and corporations.

SAUER SAYS his programs "explain to individuals by repetitive exposure how to build new habits for achievement in their field."

"MOTIVATION AND ATTITUDE," he says, are "the volatile agents of the mind."

THIS COLUMN NEVER described "motivation and attitude" as accurately as Sauer.

BUT WE CERTAINLY repeated often enough that civil servants can do a superb job only when properly motivated—with decent salaries and by knowledgeable, intelligent supervisors and executives.

WE HAVE EMPHASIZED again and again that a civil servant's attitude toward his job, his agency and his colleagues had a great deal to do with the final performance of his duties.

THIS COLUMN NEVER doubted the significance and magic of "motivation" and "attitude" for civil servants. And you can expect to hear from us again on the same subject.

WE TOLD SAUER'S story just to reiterate to our readers the tremendous power packed by the 10-letter word "motivation" in tandem with the 8-letter word "attitude."



Medicare beneficiaries should carefully check the "Explanation of Benefits" form sent to them after Medicare has made payment for hospital or physicians' services they have received.

If the payment record is incorrect, the beneficiary should report any discrepancy to his social security office or to the Medicare paying agent immediately, Hyman H. Siegel, social security district manager, declared.

Siegel emphasized that errors in billing can occur. A careful check of payment records can prevent fraud or error, he added.

"In a program as large as Medicare," Siegel said, "with over 122 million bills received each year, even a tiny percentage of incorrect billings can add up to a lot of money." By reporting any apparent mistakes, Siegel added, Medicare beneficiaries can help keep costs down.

Of 2,500 cases of errors or discrepancies in Medicare bills reported by beneficiaries, Medicare carried, intermediaries and others, and recorded in the SSA's central control system, over half turned out to be the result of clerical error or misunderstanding. But others did reveal evidence of attempts at abuse or intent to defraud.

But it is SSA policy, Siegel said, to carefully check all reports and other evidence of irregularity to assure that incorrect payments are not made.

# Why everyone's out to squash the Bug.

## And why they can't.

Small cars are very big now. And we made it happen. We asked people to think small and they did.

So now everybody's making small cars for the first time.

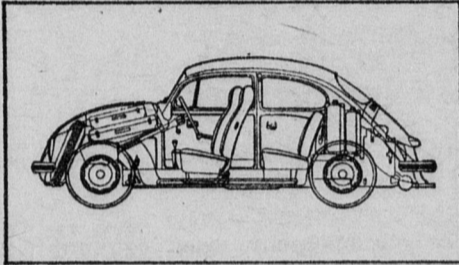
But we've been making small cars for 25 years.

So anybody who gets into the game now has to play by our rules.

We learned by our mistakes, and we made our mistakes years ago.

We don't make them anymore; we make Volkswagens. There are 12 million VWs all over the world, with about 4 million here in the U.S.A.

And, in a way, every VW we make is a



little better than the one we made before.

Because we make about 5,000 changes every year that we don't even talk about. We simply do what needs doing to make the VW work better all the time. Not to look different all the time.

So what have we got to show for 25 years?

Only the most highly developed car on the road.

Take any old Volkswagen from any old year. It will still be airtight.

We never knew how to make it any other way, and we still don't. It still helps to open a window to close a door, even on an old one.

Take any new Volkswagen.

If there's a nick in the paint or on the chrome, somebody else put it there. Not us.

You won't find a jumble of wires under the dashboard. Just smooth, painted steel.

Under the hood? Shiny and smooth.

Around the engine? Shiny and smooth.

Even if you removed the door panel, you'd find it the same. Smooth and shiny.

If you saw the way we made them, you'd know why this is true.

One in eight VW employees is an inspector. And the head inspector reports to the head of the company, not to the head salesman.

Only one other car maker in the world does this; their prices start at \$5,000.

Every wheel rim we turn out is inspected. 100% of them. Every brake drum. Every gas tank.

Every engine is run in before it becomes part of the car. And after.

Every part that has to do with safety is in-

dividually inspected and then individually stamped with the inspector's initials.

(We also have inspectors who inspect inspectors. And until a man does it right, we don't let him put his hands on it.)

When a VW gets to the end of the line, an inspector checks to see that the engine, the electrical system, the brakes, and everything else that makes a VW stop and go puts out what we put in.

We make 5,000 cars a day; we check 5,000 cars a day.

Speaking of testing, we have 2 test tracks that are literally Hell on wheels. With hills and valleys and hairpin turns and cobblestone stretches that simply aren't found on American roads.

Every change we make (or don't make) lives or dies on one of our tracks.

By changing the way we change and testing the way we test, the Volkswagen we sell today is a whole other machine.

Over the years, we have practically doubled the VW's horsepower, but the engine should last even longer.

The luggage space is far greater. The car is quieter and rides better. You still get about 26 miles to a gallon.

We've added thoughtful little things like a door pocket for the driver. And a pop-up shield to protect the dashboard when you slide out the ashtray.

Happily, we can sell you a Beetle for a mere \$1780.\*

And we give you interest on your money by not losing interest in your car.

We are the only car people in the world with Medi-car, the Volkswagen Diagnosis System.

As part of our continuing madness, we give you 4 free top-to-bottom checkups when you buy a new VW.

You just maintain your car according to the Volkswagen maintenance schedule. If any factory part is defective in material or workmanship, any U.S. or Canadian VW dealer will repair or replace it, within 24 months or 24,000 miles, whichever comes first. And he will do it free of charge.

In short, whatever Medi-car finds that's covered by our guarantee gets fixed free.

Every VW dealer has this electronic Medi-car equipment, and if you already own a VW, you can get the checkups for just a few dollars.

On that topic, if you do own an older Volkswagen (even a '49), and need a part, don't worry. You can drive into any VW dealer's and he won't raise an eyebrow.

He will congratulate you and fix it.

Because most VW parts, changed though they may be, still fit most VWs.

We let other people make their cars bigger and smaller and taller and shorter.

We just go on making ours longer.

**VOLKSWAGEN OF AMERICA, INC.**

\*MANUFACTURER'S SUGGESTED RETAIL PRICE SEDAN 111 EAST COAST P.O.E. LOCAL TAXES AND OTHER DEALER DELIVERY CHARGES, IF ANY, ADDITIONAL.

Come in and see it today at your Authorized Volkswagen Dealer.





**HONORED** — Mrs. Melba Binn, former president of the Rochester chapter, Civil Service Employees Assn. and the Western Conference, was honored recently by the chapter on her retirement from State service. Among the dais guests present at the ceremonies were, left to right:

George DeLong, CSEA fifth vice-president; Pauline Fitchpatrick, former Conference president and vice-president of the Mental Hygiene Employees Assn.; Samuel Grossfield, chapter president and dinner toastmaster; Mrs. Binn; Claude Rowell, former chapter and CSEA vice-president, and John Gallagher, CSEA State treasurer.

## MH Departmental Negotiators Reveal Additional Proposals As Submitted By CSEA Members

ALBANY — The Mental Hygiene departmental negotiations committee of Civil Service Employees Assn. has released more of the proposals submitted to it by CSEA members employed by the Department of Mental Hygiene.

They are:

When there is a staff attendant on the 4-12, 12-8 shifts acting in a supervisory capacity, then such an employee should be paid on the Supervising Attendant grade level.

Work week defined.

Negotiations at the institutions to begin.

Provide copies of appropriate CSEA contract and membership packets to all new employees within the first day of employment.

Holiday options to be extended to all new employees on entering into service.

When a day nurse's supervisor must relieve on the 4-12 and 12-8 in New York City where the night work differential is \$1,200, the relieving supervisor should be paid on the \$1,200 differential and not on the \$300 inconvenience pay.

Bi-weekly list of all new employees and terminations, transfers to other work locations, as well as home addresses to be supplied by the institution.

CSEA be granted, as in the past, access to employees during working hours on an indi-

vidual basis, for the sole purpose of insurance solicitation for life insurance as well as accident and health insurance.

Day care nurseries to be provided in all institutions.

Payment for overtime and holidays to be received within the following pay period.

Stop staffing of new hospitals with items already allotted to present institutions.

Anything in excess of normal work day to be compensated at 1½ times the daily rate.

Employees who have fulfilled all qualifications and hold a provisional item, their state of probationary period begins from the date they started work in the item.

Job descriptions and lines of responsibility under unitization to be revised and updated.

All teachers in State service get preference to teach educational programs within the institutions at the going rate.

36-hour work week for clerical employees during the Summer months.

All offices should be air-conditioned.

All manual typewriters should be replaced by electric typewriters.

When new forms come down from 44 Holland Ave., there should be instruction given in processing these forms.

Upon completion, Occupational Therapy Traineeship courses should be equivalent to one year of college.

Reference Article 12 of Contract — Continuous Duty. Proposed:

(a) That there shall be immediate, full, Statewide and uniform implementation of this

Article.

(b) That Article 12 apply to all physicians doing night duty and shall include those physicians in residency training.

(c) Recognizing practical difficulties, due to staff shortages, etc. in implementing this Article, there be further negotiations as to other methods of compensation to physicians on continuous duty of 24 hours.

(d) Notwithstanding, it is demanded that there be immediate written orders from the Department as to implementation of this Article.

Reference Article 27 — Benefits Guaranteed. Proposed: In reference to the Departmental Memorandum 52 — Staff and Employees Housing, it is demanded that the Department fully repudiate this directive on the grounds that it is entirely in violation of Article 27.

Reference Article 27 — Benefits Guaranteed. Proposed: 1. There be full explanation and clarification by Department as to term non-medical Chief of Service including details as to responsibilities, qualifications and method of appointment. 2. There be no further appointment of non-medical Chiefs of Staff until such time as details have been mutually agreed to in negotiation.

### Theodore J. Schoenberg

HOLMES — Theodore J. Schoenberg, 62, died Saturday at Vassar Hospital, Poughkeepsie.

Prior to his retirement last year, Mr. Schoenberg had been a correction officer at the Matteawan State Hospital, Wassaic, and a member of the hospital's Civil Service Employees Assn.

## Miller Says Admittance Of Murder Suspect At Middletown Was Error

ALBANY—The Commissioner of the State Mental Hygiene Department has assured the Civil Service Employees Assn. that last month's admittance of a man accused of murder to a State mental institution for psychiatric diagnosis was a mistake and that the mistake hopefully will not be repeated.

Commissioner Alan D. Miller agreed with CSEA President Theodore C. Wenzl last week in a letter in which he said, "... civil State hospitals are not built for the type of security which is required in these cases nor do we think they should be."

Wenzl's complaint had been fired off to Miller after a person accused of a murder and assault had been erroneously admitted to Middletown State Hospital instead of Matteawan State Hospital for the Criminally Insane, which is nearby. While at the Middletown institution, the patient assaulted and injured an employee.

"A person accused of a crime such as . . . (this) would not

normally go directly to a civil hospital," Miller wrote. Miller then admitted that the local-level decision to send the patient to Middletown had been in error. "We have reviewed our procedures," he said, "and are reasonably sure that a similar incident will not recur."

Wenzl had called on the Department of Mental Hygiene to "take immediate steps to establish special treatment centers at each institution, isolated from the regular ward areas and staffed with properly compensated and trained personnel," if civil State hospitals are compelled to accept potentially violent patients.

Miller responded: "We are presently considering a variety of solutions to this potential problem . . ." The Commissioner also promised to keep CSEA informed of events as they progress.

"I hope that this will be the last we hear of violent patients being sent to hospitals that are not equipped to handle them," Wenzl said.

## Poughkeepsie Unit Votes Support For Waryas' Candidacy

POUGHKEEPSIE — The City School District Non-teaching unit of the Civil Service Employees Assn. has urged all CSEA members to support Victor C. Waryas in his bid for election to the Assembly from the 98th District.

John Famelette and Gary Markuette of the CSEA political action committee visited Waryas at his office and questioned him on six points. Discussed were half-pay retirement after 20-years' service; full-pay retirement after 40 years; school aid for cities; State aid for Poughkeepsie and other cities to compensate for loss of taxable properties; minimum pay rate of \$2.50 per hour, and lower car insurance.

Said Famelette, committee chairman, "We urge all CSEA members in cities, towns and the State hospitals to support Victor Waryas."

## CSEA Wins Fight For East Meadow School Secretaries

MINEOLA — The Nassau County Supreme Court has ruled that the East Meadow Board of Education violated its contract with the Civil Service Employees Assn., representing East Meadow school secretaries, by refusing to allow proper vacation time for those employees during the 1969 Christmas recess.

The Court reportedly could find no justification for the action by the Board and ordered the East Meadow School District to make the proper adjustments to the secretaries' salaries or vacation time.

The Board did not appeal the Supreme Court's order.



**DINNER COMMITTEE** — Making final preparations for the Yonkers Board of Education CSEA non-teaching unit's fourth annual dinner-dance are, from left, seated, Angie DeStefano, Carrie Cava, unit president; Bette McKenna, chairman; and Pat D'Ambrosio; and standing, Dom Miccoli, James Massaro and Richard Liberatore. Others, not shown, who assisted with arrangements were Ann Wasserman, Mary Fanelli and Charles Grassi. The dance of the 500-member unit will be held on Oct. 24 at the Carvel Inn, Tuckahoe Rd., Yonkers.

## Hijacked

(Continued from Page 3)

returned to Syracuse together—on a flight arranged by Swissair.

When she finally returned to work, her co-workers and fellow CSEA members gave Mary Lou a "welcome home" party.

For Mary Lou, the experience has not spoiled her desire to fly. She intends to go up again—and also plans on visiting Europe again—by air.



## Overwhelming Early Response Reported In CSEA Drive To Sign Up New Members

"Overwhelming," that's the way Sam Emmett, chairman of the Statewide membership committee, characterized the new-member drive launched Oct. 1 by the Civil Service Employees Assn.

"Response during the first week of the campaign was terrific. It actually exceeded our forecast," said Emmett, "and from comments heard in the field there is every indication that this high level of response will continue."

Emmett indicated that the apparent success of the drive stems from the numerous incentive aspects of the program. First off, a present CSEA member in good standing who signs up a new member gets a special award certificate worth one book of stamps (\$3.00 to \$3.50 approximate retail value), redeemable

at any S & H redemption center in the U.S. PLUS a chance in the fantastic \$10,000 Super-Prize Jackpot.

The recruiter can sign up as many new members as he wants and gets as many award certificates and chances in the jackpot as new members he has signed up. Obviously, the more new members he recruits, the more award certificates he gets and the better his chances are to win the Super-Jackpot first

prize—a stunning 1971 Camaro. Other jackpot grand prizes include: RCA color television sets, Panasonic stereo receivers, and ladies' and men's Helbros wrist watches.

Secondly, there is an incentive for each newly recruited member. When he signs the special PDA card for membership in CSEA, his name automatically is entered in the Super-Prize Jackpot and he becomes eligible to win any one of the Grand Prizes, too.

Over and above the special award certificates and jackpot prizes, there is an even stronger incentive to participate in this all-out State wide membership effort. That incentive is the desire for a bigger and stronger Employees Association — one which can bargain from strength for employees on all levels of government in New York State. Every member wins in this kind of program.

Emmett praised the membership chairmen in the chapters and units for their all-important contributions in launching this huge drive. "This is a grass roots kind of program," said Emmett, "and its ultimate success lies with the membership

### Tips For Super Signer-Uppers

1. 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.
2. To get the special sign-up forms, ask the designated membership chairman or president of your chapter or unit.
3. When you approach a non-member, the first two reasons 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."
4. Remind the non-member that by signing up now he automatically enters his name for a chance in the \$10,000 Super Jackpot.
5. Be prepared to explain what kind of prizes and how many prizes are included in the jackpot.
6. 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.
7. Be sure to tear off the temporary membership card and give it to the new member.
8. Return the remainder of the form as soon as possible to the designated membership chairman of your chapter or unit.
9. 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.
10. 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.
11. Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super Sign-Up Season.

### Redemption Centers In New York State

CITY	STREET	ZIP
Albany	321 Central Avenue	12206
Auburn	135 Genesee Street	13021
Batavia	13 Bank Street	14020
Binghamton	1 Alice Street	13901
Buffalo	L. B. Smith Plaza	14218
(Abbott)	(Hens & Kelly)	
Buffalo	478 Main Street	14203
(Downtown)	(Hens & Kelly)	
Buffalo	Northtown Plaza	14226
(Northtown)	(Hens & Kelly)	
Buffalo	Transitown Plaza	14221
(Transitown)	(Hens & Kelly)	
Buffalo	So. Shore Plaza	14075
(Hamburg)	(Hens & Kelly)	
Corning	11 W. Market Street	14830
Elmira	240 W. Water Street	14902
Geneva	427 Exchange Street	14456
Glens Falls	Lake George Road	12801
Hornell	14 Seneca Street	14843
Hudson	Hudson Plaza Center	12534
(Simmon's)		
Huntington		
Station (L.I.)	604 Broad Hollow Road	11746
Ithaca	Hancock & 3rd Streets	14850
(Victory Market)		
Jamestown	567 Fairmont Avenue	14701
Johnstown	22 So. Perry Street	12095
Liberty	261 No. Main Street	12754
Lockport	54 Pine Street	14094
(Korff's Furniture Store)		
Malone	Box 372	12953
Middletown	150 North Street	10940
New York		
(Bronx-Parkchester)	1528-34 Unionport Road	10462
New York		
(Flushing)	42-25 Main Street	11355
New York		
(Staten Island)	1410 Forrest Avenue	10302
Niagara Falls	931 Niagara Avenue	14300
Norwich	3 Mitchell Street	13815
Ogdensburg	106 Ford Street	13669
Olean	112 W. State Street	14760
Oneonta	38 Chestnut Street	13820
Oswego	207 W. 1st Street	13126
Plattsburgh	95 Bridge Street	12901
Poughkeepsie	49 Market Street	12601
Rochester		
(Irondequoit)	2109 Hudson Avenue	14617
Rochester		
(Monroe)	3191 Monroe Avenue	14618
Rochester		
(Ridgmont Plaza)	2899 Ridge Road	14626
Rome	1919 Black River Road	13440
Schenectady	1610 Eastern Parkway	12309
Syracuse	Box 98, Mattydale Stat.	13211
Syracuse	2425 James Street	13206
Troy	82 Second Avenue	12182
Utica	58 Franklin Square	13503
Watertown	122 Court Street	13601
White Plains	20 Tarrytown Road	10606

and the hardworking chapter and unit membership chairmen."

Emmett also eagerly passed along a helpful tip from an obviously successful recruiter who indicated that the secret to such a program as this was

to set a specific daily goal to ask non-members the simple question, "Have you signed up yet?" According to this Super Signer-Upper, "There are prospective new members all around just waiting to be asked to join."

**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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# Elevator Starter Lists

**HE, BERNARD M BARUCH COLLEGE**  
1 Christine Brown, Anthony J Ermilio, Johnnie M Love, Dorothy V Wofford.

**HE HUNTER COLLEGE**  
1 Thomas Pollard, Joseph L McKnight, George Declet, Alphonse Declet, Dorothy M Kuster, Anthony J Detullo, Dorothy M McLean.

**HE BRONX COMM COLLEGE**  
1 Peter H Jacoby.

**HE NYC COMM COLLEGE**  
1 Gloria G Fierce, Michael Arenaro, Beryl S Dowridge, Jimella Lewis.

### PUBLIC WORKS

1 Alma G Brandon, Reginald W Nourse, Henry L Benett, Geraldine Brown, Edith B Burrows, Helen M Welscof Leola G Raymond, Mary E Parker, Clarice B Lee, Daniel J Taylor, Ruth M Tennyson, Estelle Wilkins, Henry J Lightbourn, Booker T Martin, Emma Griffin, Robert Martinez, John Robinson, Kathleen E Hinchey, Garrison L Oliver, Anastasia Wielgorz.

21 Grace M Vanlandingham, Maxine G Ross, Phinley W Radcliffe, Marlon L Snelling, Mabel R Talley, Iantha M Jordan, Esther B Godwin, Max Samuels.

### Roster Shrinks

The City Personnel Dept. has relayed the data that the roster of candidates for water plant operator has decreased by 14, due to failure on the recent practical exam.

**DEPT. OF HOSPITALS**  
1 Thomas J Coffey, William E Murphy, Clyde R Small, Vivian B Scott, Dorothy M Heine-mann, Joseph Pugliese, Michael Zaccaro, James M Lilly, Benjamin White Jr, Annie S Greer, Hazel J Willis, Andra L Jiles, Ida M Love, Raymond F Am-

## Plan Prom. Test For Supervising Tabulator Oper.

Jan. 16 will mark the test date for promotion to supervising tabulator operator, states the City Personnel Dept. in reminding applicants of the Oct. 27 filing deadline. The title is open to employees of any City agency who possess six months of seniority in the post of senior tab operator or senior keypunch operator. Eligibility also extends to persons in those titles working for the District Attorney of any of the five boroughs.

The agency list test will weigh performance, 35; seniority, 15; and the written test, 50. If a general list is established, it will use the ratio of: written, 85, and seniority, 15, with performance required for eligibility. Agency lists generally stipulate a passing grade of 75 percent on the performance exam.

A multiple-choice test is being prepared, which will have questions about: supervision, machine room management, scheduling, card design, coding, arithmetic computation and other pertinent problems. Knowledge of accounting machines and associated equipment in the card punch operation will also be evaluated.

Among the typical duties you can expect when appointed: supervising a tabulating machine room; originating wire diagrams and adaptations; examining and reviewing machine room operations from the standpoint of efficiency, and keeping overall production records. For a more elaborate job description, check out Exam Notice No. 0671, available at the Department of Personnel.

mann, Dalsy M Rhett, Anthony J Liggio, Lillian E Lewis, Viola A Roberts, John A Gesualdo, Viola A Payne.

21 Penola Worthy, Thomas Decesare, Leonard W Fass, Braxton A Dillett, Paul W Blazek, Martha B Namy, Joseph V Nicasiro, Dorothy Burnette, Reginald D Robinson, Emanuel J Perez, Wilhelmina Daniels, Rudolph Johnson, Marion L Perry, Allen R Walters, William J Walsh, Mattie B Taylor, Carl M Keen, Norvella M Bridgeford, Romeo Ruffin, Mildred P Jones.

41 Carrie M Madison, Janie Pollock, Ora L Norton, Florencio Gonzalez, Larry W Garner, Dalsy M Shavers, Bertha M Foster, Raymond T Poyer, Priscilla McKindley, Alice G Walker, Catherine Threadgill, Shirley L West, Charlotte Beach, Walter N Nicholls.

### Hallenbeck Named

**ALBANY**—Lewis W. Hallenbeck is the new regional director of Transportation for the six-county Southern Tier area.

Hallenbeck is in charge of Department of Transportation operations in Allegany, Chemung, Schuyler, Steuben, Tioga and Yates Counties. His salary is \$25,278 a year.

Until his appointment, he was serving as acting director since the retirement last July of William C. Dennis.

Hallenbeck, 50, was born in Albany and is a graduate of Union College, taking his master's degree in civil engineering from New York University. He is a retired lieutenant commander in the Naval Reserve. He first joined the department in 1949.

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# Suffolk Unit Bargainers Maintaining Demands At Contract Negotiations

(From Leader Correspondent)

**SMITHTOWN** — Negotiations between the Suffolk chapter of the Civil Service Employees Assn. and County negotiators are continuing, chapter president Frank Imholz has announced.

Imholz said the talks were still in the early phases but that indications of progress have been given. He indicated, however, that the talks could continue beyond the December budget submission date.

"I'm prepared to sit until the Fourth of July if necessary to get what we want," he said.

The chapter has demanded an immediate boost of all employees to the top seniority pay scale. The nine-step longevity scale, he said, is an illusion.

"Lots of people are with the County 10 or 12 years and, contrary to the popular notion, they're still on the lower steps because every time they earn a promotion they lose their longevity increments. We want to get the people the money now and then negotiate every year."

Reopenable items of the CSEA contract cover wages, pension and dental insurance.

The CSEA is also demanding a 20-year, half-pay retirement and full family dental coverage. Im-

holz said negotiators are exploring the idea of an independent Suffolk retirement fund.

### Bound For Broome

Daniel C. Williams, a Syracuse attorney, will serve as mediator in the dispute between the Town of Union in Broome County and the Civil Service Employees Assn.

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1 Dionne P Ogdensburg	93.0
2 Pusey R Mineola	88.6
3 Viele H Saratoga Spg	88.5
4 Dixon J Buffalo	88.1
5 Ranaldo M Sonyea	87.3
6 Ready R Oneida Cstle	87.0
7 Taylor W Perrysburg	86.1
8 Roseman B Massapequa	82.1
9 Selan L Gowanda	18.7
10 Cunningham S Flushing	80.6
11 Newell M Nanuet	79.8
12 Ryan M Bklyn	79.3
13 Quait H Groveland	79.0
14 Valentino J West Seneca	78.7
15 Owen W Stittville	77.9

**HEAD LAUNDRY SUPVR**

1 Viele H Saratoga Spg	100.5
2 Ready R Oneida Cstle	100.0
3 Taylor W Perrysburg	99.1
4 Marek F Ogdensburg	95.0
5 Selan L Gowanda	92.7
6 Roseman B Massapequa	92.6
7 Cunningham S Flushing	91.6
8 Newell M Nanuet	88.8
9 Valentino J West Seneca	88.7
10 Crane D Walworth	88.3
11 Quait H Groveland	87.5
12 Owen W Stittville	87.4
13 Roets A Ktmore	86.0
14 Bedford C Rome	82.3
15 Grant E Newark	81.1
16 Winn L Garnerville	79.3
17 Winn T Carmel	78.0
18 Henderson H NY	77.5
19 Leroy K Poughkeepsie	75.6

**COURT CLERK II, NEW YORK CITY**

1 Newman B Bronx	104.7
2 Joslin H New York	103.5
3 James F New York	102.0
4 Carey A W Hempstead	100.2
5 Rabinitzky S New York	100.0
6 Shapiro A Queens	99.5
7 Leonardi J Brooklyn	99.4
8 Duff D New Hyde Park	98.5
9 Stein M Forest Hills	98.4
10 Jaeger J Jackson Hts	98.0
11 Vignoli J Woodside	98.0
12 Schwartz M Flushing	98.0
13 Leone R Rosedale	97.8
14 Burke J Bronx	97.8
15 Rogers T Queens Vill	97.7
16 Schiel J Bronx	97.7
17 Nagby M Queens	97.4
18 Murphy W Forest Hills	97.1
19 Braunruther J Richmond HI	97.0
20 Mistofsky B Oceanside	97.0
21 Smith D Yonkers	96.9
22 Kenny J Belle Harbor	96.5
23 McLeer J Brooklyn	96.3
24 Lebowitz A N White Pns	96.1
25 Pace D Larchmont	96.0
26 O'Keefe J Larchmont	96.0
27 Washington I Jamaica	95.9
28 Miller B Glendale	95.7
29 Flynn J Brooklyn	95.7
30 Reinwall S Bronx	95.3
31 Bin W Flushing	95.2
32 Sullivan D E Northport	95.0
33 Okrent C Plainview	95.0
34 Downes R Bronx	94.9
35 Sheridan R New York	94.3
36 Brooks D New York	94.2
37 Swantek R Flushing	94.1
38 Gallati H Wantagh	94.1
39 Bassin S New York	94.0
40 Sulsky G Brooklyn	94.0
41 Goldberg R Brooklyn	94.0
42 Stewart R Elmhurst	94.0
43 Kehoe J New York	94.0
44 Lafferty J Staten Is	93.9
45 James J Woodhaven	93.7
46 Healy J Bethpage	93.5
47 Dragone C E Rockaway	93.1
48 Keating R Bronx	92.7
49 Heneghan M Stewart Mnr	92.7
50 Orher F Brooklyn	92.5
51 Olsen W Brooklyn	92.4
52 McKeon W Bronx	92.2
53 Simon H Brooklyn	92.2
54 Thau M Kew Gardens	91.8
55 Flaherty E Elmhurst	91.7
56 McGrath J Far Rockaway	91.7
57 Riordan J Elmhurst	91.6
58 Hassing A Brooklyn	91.5
59 Gastaldo E New York	91.3
60 Graziosa V Staten Is	91.2
61 Grabel J Brooklyn	91.0
62 Geraghty R Spring Val	90.7
63 Zimet J Spring Val	90.7
64 Walsh J Bronx	90.5
65 Galloway T Mahopae	90.5
66 Plumer G Brooklyn	90.5
67 Matley R Bronx	90.4
68 Sivano B Brooklyn	90.2
69 Stephens W Brooklyn	90.1
70 Sanderson E Queens	90.0
71 Levine R New York	90.0
72 Newsome R Brooklyn	90.0
73 Hyland J Rego Park	89.7
74 Greene W New York	89.6
75 Glinert I Huntington	89.6
76 Isaacs S Brooklyn	89.3
77 Spillane E New York	89.3
78 Folan J Queens Vill	89.1
79 Galamari J Bronx	89.0
80 Volpe C Bronx	89.0
81 Cirak W E Northport	88.9
82 Cassara L Queens	88.9
83 Kiseadood J Brooklyn	88.8
84 Trohn M Bronx	88.8
85 Conroy J Middle Vill	88.7
86 Schultz G Brooklyn	88.7
87 Horohoe F Staten Is	88.7
88 Brennan W New York	88.5
89 Friedman M Cedarhurst	88.4
90 Gilee M Brooklyn	88.3
91 Fleming C Hastings	88.3
92 McHale J Brooklyn	88.3
93 Parks R Bronx	88.3
94 Stevenson F New York	88.2
95 Howard R Brooklyn	88.1
96 Austin H Pearl River	88.0
97 Sands H Brooklyn	88.0
98 Compton C Bronx	87.9
99 Bannon J Selden	87.8
100 Schwager M New York	87.7
101 Vincent C Jamaica	87.5
102 O'Reilly J Queens	87.5
103 Foris J Old Bethpage	87.4
104 Barsella C Hempstead	87.1
105 Szakmary B Little Neck	87.0

106 O'Donnell J E Northport	87.0
107 Hasson P W Babylon	86.9
108 Krone H Staten Is	86.6
109 Aloisa P S Ozone Pk	86.5
110 Landers L Brooklyn	86.3
111 McNamara D New York	86.3
112 Sussman L Brooklyn	86.2
113 Pon H Brooklyn	86.2
114 Moss S Brooklyn	86.0
115 Rosenblatt A Bronx	86.0
116 Turkfeld B Staten Is	86.0
117 Doran L Garden City	86.0
118 Heitzler W Brooklyn	85.9
119 Shapiro G Brooklyn	85.7
120 Winter D Staten Is	85.7
121 O'Donohue G Brooklyn	85.7
122 Percell M New York	85.7
123 Costello J Albertson	85.6
124 Barry T Laurelton	85.6
125 Cluxton M Bronx	85.5
126 Johnson R Bronx	85.5
127 Terranera F E Northport	85.5
128 Enright M Pearl River	85.5
129 Zerrenner R Northport	85.5
130 Browne J St Albans	85.4
131 Roemer T Garrison	85.2
132 Dwyer T Staten Is	85.2
133 Slattery T Queens	85.1
134 Geffner D New York	85.1
135 Carnye J Bronx	85.1
136 McIntosh A Brooklyn	85.1
137 Dean T Brooklyn	85.0
138 Campbell C Bronx	85.0
139 Andewelt S Brooklyn	85.0
140 Handelsman W Bronxville	85.0
141 King M New York	85.0
142 Flynn J Setauket	85.0
143 Hermsstadt E Brooklyn	85.0
144 Frideman E Brooklyn	85.0
145 Scally W Kew Gardens	84.7
146 Walsh E Brooklyn	84.7
147 Lutostanski S Franklin Sq	84.7
148 Silverman J Rego Park	84.7
149 Zumpano V Bronx	84.7
150 Neuburger M Forest Hills	84.7
151 Kantor S Brooklyn	84.7
152 Berger E Flushing	84.5
153 Stein I Yonkers	84.4
154 Tersaga C Jackson Hts	84.4
155 Morrow R Rego Park	84.4
156 Rich G Elmont	84.3
157 Hertel R New Hyde Pk	84.3
158 Watson J Bronx	84.2
159 Kunkes I Rockaway Beh	84.2
160 Feeny J Staten Is	84.2
161 Charney H Brooklyn	84.1
162 Shaughnessy W L I City	84.0
163 Seldes J Brooklyn	84.0
164 Chustek G Jamaica	84.0
165 O'Shea J Brooklyn	84.0
166 Murray R Smithtown	83.8
167 Ahearn W Nesconset	83.7
168 Greenstein M Bayside	83.6
169 Clancy W New York	83.5
170 Schneider B Brooklyn	83.5
171 Giorlando S Bayside	83.4
172 McKeon E Bronx	83.3
173 Pickett A New York	83.0
174 Mapelli J Bronx	83.0
175 Ward J Brooklyn	83.0
176 Azzato C NYC	83.0
177 Wilson J Brooklyn	82.7
178 McKenna W Thornwood	82.6
179 Kenavan J Brooklyn	82.6
180 Lago P Bronx	82.6
181 Soden L Bronx	82.5
182 Stewart C Jamaica	82.4
183 Gibstein L Bronx	82.3
184 Cassidy J New York	82.2
185 Krause G Hicksville	82.1
186 Darcy A Queens	82.0
187 Palumbo J Brooklyn	81.9
188 Schwartz M Bronx	81.7
189 Brady R Sea Cliff	81.6
190 Krumsiek H Richmond HI	81.5
191 Redin B Flushing	81.4
192 Sullivan C Jamaica	81.3
193 Kilecommons P Yonkers	81.3
194 Mencher S New York	81.3
195 Wall T Rosedale	81.2
196 Amico F Middle Vill	81.2
197 Hagerty J Staten Is	81.1
198 Tanazkup S Brooklyn	81.0
199 Markunas J Massapequa	81.0
200 Evans M Brooklyn	80.8
201 Byrne F Jackson Hts	80.8
202 Kirby E New York	80.8
203 Mitchell J Brooklyn	80.7
204 Negrin M Bronx	80.7
205 Walsh R Wantagh	80.5
206 Fitzsimmons T Brooklyn	80.5
207 Larkin W New York	80.5
208 Morton J St Albans	80.4
209 Fishkin D Commack	80.3
210 Daly J New York	80.3
211 Jamet R Bronx	80.3
212 O'Reilly D Pearl River	80.1
213 Kellner M Brooklyn	80.0
214 Wolfson B Brooklyn	80.0
215 Silverman P New York	80.0
216 Manisero N Brooklyn	80.0
217 Huret H New York	80.0
218 Connolly J Brooklyn	79.9
219 English J Woodside	79.9
220 Delarosa J Brooklyn	79.7
221 Ruger J Brooklyn	79.7
222 Mermel M Brooklyn	79.7
223 Bourla M L I City	79.6
224 Reilly A Bronx	79.6
225 Warren K Brooklyn	79.5
226 Quinn R Bronx	79.5
227 Grossman S Yonkers	79.4
228 Galler G Brooklyn	79.2
229 Miller C Brooklyn	79.0
230 Hanley E Bronx	79.0
231 Dinapoli A Bronx	79.0
232 Rawle E Brooklyn	79.0
233 Taiti E New York	78.8
234 Smith A Bronx	78.7
235 White J Staten Is	78.7
236 Tomaneli M Bronx	78.6
237 Morfogenis N Ossining	78.6
238 Litterello A College Pt	78.5
239 Ferguson P New York	78.5
240 Jackel A Spring Val	78.3
241 Mangelli L Bronx	78.3
242 Cooperman C Bronx	78.3
243 Bianchi J Brooklyn	78.0
244 Rossi B New York	77.7
245 Wynne R Staten Is	77.7
246 Clarkin J Jackson Hts	77.6
247 Barkovich R Staten Is	77.6
248 Cronk F L I City	77.5
249 O'Meara H Brooklyn	77.4

250 Higgins J Far Rockaway	77.4
251 Frazier J Brooklyn	77.3
252 Daly J Terryville	77.3
253 Famulare R-Dix Hills	77.3
254 Friedler H Brooklyn	77.1
255 Adams A Flushing	76.4
256 Tobias L Bronx	76.4
257 Moskowitz A Brooklyn	76.4

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12 Healey E Levittown	93.5
13 Ryan E Garden City	92.5
14 Ward W Hicksville	91.0
15 McCarthy I Floral Park	89.5
16 Stoneberg G Westbury	89.5
17 Schneider B N Bellmore	89.5
18 Herman N Val Stream	89.5
19 Hansne W Bethpage	88.0
20 Schabert S Hicksville	88.0
21 Schumacher M Syosset	86.5
22 Sinicropi A Hicksville	85.0
23 Johnson T Freeport	85.0
24 Cacace D Massapequa Pk	82.0
25 Henken R Hempstead	82.0
26 Taylor G Hempstead	82.0
27 Rubin M East Meadow	80.5
28 Magee H Bethpage	80.5
29 Doolittle C Flora Park	79.0
30 Reidy M Wantagh	79.0
31 Reilly D Garden City	77.5
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33 Earley E Val Stream	74.5

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6 Isaacs S Brooklyn	89.3
7 Moss S Brooklyn	86.0
8 Shapiro G Brooklyn	85.7
9 Slattery T Queens	85.1
10 Dean T Brooklyn	85.0
11 Flynn J Setauket	85.0
12 Friedman E Brooklyn	84.0
13 Seldes J Brooklyn	84.0
14 Chustek G Jamaica	84.0
15 Schneider B Brooklyn	83.5
16 McKeon E Bronx	83.0
17 Mapelli J Bronx	83.0
18 Silverman P New York	83.0
19 Huret H New York	83.0
20 Connolly J Brooklyn	79.9
21 English J Woodside	79.9
22 Galler G Brooklyn	79.2
23 Rawle E Brooklyn	79.0
24 White J Staten Is	78.7
25 Friedler H Brooklyn	77.1

**COURT CLERK II, CRIMINAL COURT, NYC**

1 Newman B Bronx	104.7
2 Shapiro A Queens	99.5
3 Schwartz M Flushing	98.0
4 Pace D Larchmont	96.0
5 Miller B Glendale	95.7
6 Bassin S New York	94.0
7 Goldberg R Brooklyn	94.0
8 Grabel J Brooklyn	91.0
9 Walsh J Bronx	90.5
10 Sanderson E Queens	90.0
11 Calamari J Bronx	89.0
12 Sande H Brooklyn	88.0
13 Turkfeld B Staten Is	86.0
14 Winter D Staten Is	85.7
15 Carney J Bronx	85.1
16 Silverman J Rego Park	84.7
17 O'Shea J Brooklyn	84.0
18 Giorlando S Bayside	83.4
19 Ward J Brooklyn	83.0
20 Lago P Bronx	82.6
21 Byrne F Jackson Hts	80.8
22 Mitchell J Brooklyn	80.7
23 Wolfson B Brooklyn	80.0
24 Delarosa J Brooklyn	79.7
25 Reilly A Bronx	79.6
26 Tomaneli M Bronx	78.6
27 Litterello A College Pt	78.5
28 Bianchi J Brooklyn	78.0
29 Wynne R Staten Is	77.7
30 Clarkin J Jackson Hts	77.6

**COURT CLERK II FAMILY COURT NYC**

1 James F New York	102.0
2 Stewart R Elmhurst	94.0
3 McGrath J Far Rockaway	91.7
4 Andewelt S Brooklyn	85.0
5 Kenavan J Brooklyn	82.6
6 Darcy A Queens	82.0
7 Jamet R Bronx	80.3
8 Smith A Bronx	78.7
9 Cronk F L I City	77.5

**COURT ASSIST I SURROGATES CT SUFFOLK CNTY**

1 Smitko H Riverhead	89.6
2 Mikke A Speonk	77.1

**COURT ASSIST I FAMILY COURT SUFFOLK CNTY**

1 Koenig G Northport	96.4
2 Baylis V Islip Ter	91.0
3 Azzari K Commack	84.0
4 Scandariato F Lindenhurst	83.0
5 Stark B Islip	80.8
6 Smith M Bayport	80.7
7 Gerbino R Commack	80.0

**COURT ASSISTANT I SUPREME CT SUFFOLK CNTY**

1 Ahlstrom M Jamesport	79.6
2 Broniecki D Hampton Bay	79.3
3 Picner B Cutchogue	76.6

**COURT ASSISTANT I DISTRICT CT SUFFOLK CNTY**

1 Leppla M N Babylon	94.2
2 Curley E Commack	91.6
3 Willenbacher K Sayville	89.8

4 Basile E Lindenhurst	87.7
5 Probish E Kings Park	85.9
6 Barrett C Bay Shore	84.5
7 Pisani C East Islip	83.9
8 Redlich C Lindenhurst	81.7
9 Mosbacher G Bay Shore	80.5
10 Garrity R Smithtown	80.0
11 Patrick E Brentwood	79.7
12 Felice F Patchogue	79.0
13 Baermann M Commack	78.2
14 Amalfitano E Great River	76.0

**COURT ASSISTANT I COMM OF JURORS SUFF CNTY**

1 Akscin G Southold	85.2
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**COURT ASSISTANT II FAMILY CT SUFF CNTY**

1 Baylis V Islip Ter	88.0
2 Scandariato F Lindenhurst	81.0
3 Smith M Bayport	77.7

**COURT ASSISTANT II COUNTY CT SUFFOLK CNTY**

1 Toole G Sag Harbor	98.0
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**COURT ASSISTANT II DISTRICT CT SUFF CNTY**

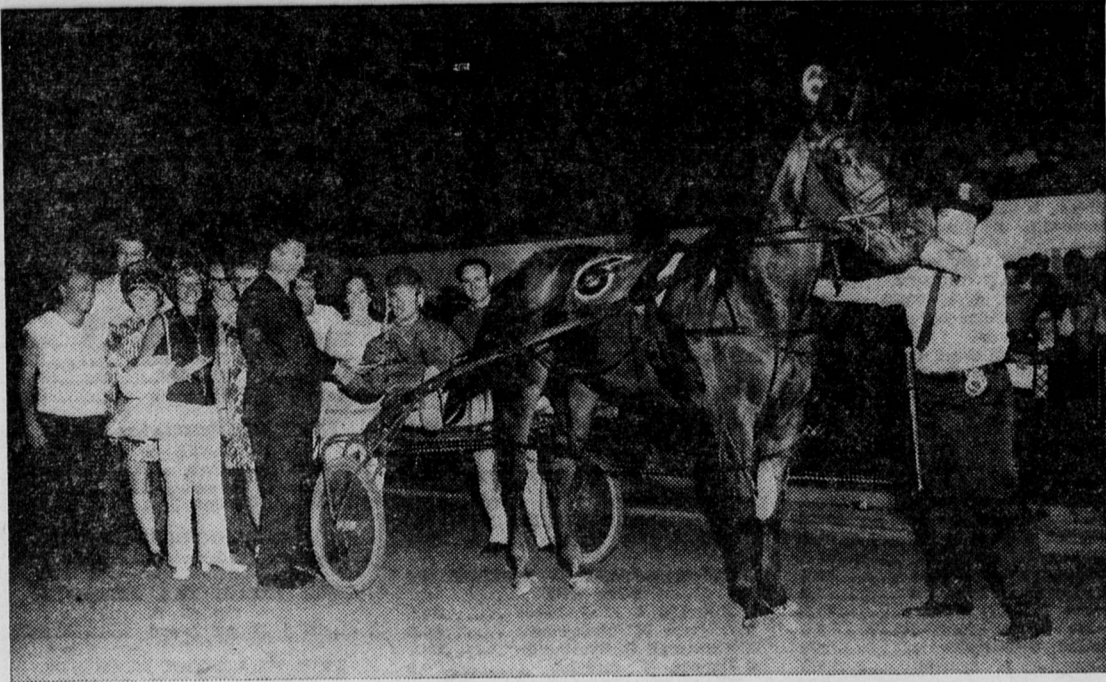
1 Mastrion A Lindenhurst	96.2
2 Cobham R Wyandanch	96.0
3 Weintraub C Huntington	92.7
4 Higgins J Babylon	90.9
5 Lapp M Bay Shore	90.3
6 Campbell G Ctl Islip	89.7
7 Livant S Babylon	88.8
8 Oberdorfer A West Islip	87.1
9 Cohen E East Islip	86.2
10 Kennedy J East Islip	85.5
11 Navarchi R Patchogue	83.2
12 Webster W Islip Ter	80.5
13 Mays P Lk Ronkonkma	76.5
14 Reardon A West Babylon	75.8

**CT ASSIST II COMM OF JURORS SUFFOLK CNTY**

1 Manna C N Babylon	86.7
2 Downs G Riverhead	81.0
3 Valdez G Riverhead	78.5

**UNIFORM COURT OFFICER, NEW YORK CITY**

1 Scott C New Hyde Pk	91.0
2 Cooper J Bronx	89.0
3 Regan M Bronx	89.0
4 Barasch N New York	87.0
5 Jackman N Brooklyn	84.0
6 Haynes E Lefrak City	84.0
7 McGinnie T Riverdale	81.0
8 Thomas B Yonkers	80.0
9 Doherty B Bronx	80.0
10 Desoye E Ozone Park</	



**THE WINNER** — Edward Dudek, president of the University of Buffalo chapter, Civil Service Employees Assn., presents plaque to Dick Welch, jockey aboard Armeo Dream, winner of the chapter's race at Buffalo Raceway recently. Sponsorship of the "Night at the Raceway" is part of the chapter's annual recreation program.

## St. Lawrence Contract Talks Dragging; CSEA Charges 'Slave Labor'

ST. LAWRENCE—The St. Lawrence County chapter of the Civil Service Employees Assn. has expressed complete dissatisfaction with the progress of contract negotiations for County workers following the first meeting between the chapter, the County and fact-finder Dr. Martin Edders, appointed by the State Public Employment Relations Board.

CSEA has been negotiating with the County for four months, and has encountered "an unwillingness to negotiate," said Edward Hannan, CSEA field representative.

According to CSEA, the County had agreed to at least four CSEA demands during mediation, but later reneged on all of them.

"What this indicates to us," said Hannan, "is that the County has a very low regard for its 600 employees. If this were not obvious during negotiations, it is certainly obvious now. If they would pull this kind of thing with PERB sitting in on the sessions, we think they would pull almost anything."

"The main issue in the dispute is salaries," Hannan said. He contended that County employees are paid less than the employees of several municipalities within the County, and far less than the employees of State facilities there.

"But these factors alone would not make the situation as frustrating as it is," said Hannan. "The County is not strapped for funds. They had a budget surplus of \$3 million last year alone. That they can continue to offer their employees subsistence-level wages with that kind of money available is incredible."

CSEA has demanded a \$750 raise, or 10 percent, whichever is greater. To date, the County's best offer is four percent. The County also wants a two-year contract, while CSEA maintains that a one-year contract is absolutely necessary "in view of the County's recalcitrant attitude in negotiations."

"To state it simply," said Hannan, "the County wants slave labor. They don't care if their salary schedule causes a high

turnover rate. They don't want qualified and dedicated personnel. They want people who will do the work for practically nothing and cause no 'trouble' by asking for a living wage. Their attitude seems to be 'if you don't like it, get out, because there are plenty more where you came from.'"

According to CSEA, the high turnover rate is actually more of a burden to the taxpayers than a higher wage scale would be.

"Inefficiency and waste are unbelievable," said Hannan. "Our people, those that want to do a good job and are staying on out of real dedication, are resisting job offers from local industry, which pays more, has better benefits and treats employees like human beings. The County would rather have its employees go on welfare, since the State reimburses the County for the major costs of welfare."

"The County is not going to pay these people because it wants to," he concluded, "but they are going to get a living wage if we have to sit at this table and fight for another four months."

Dr. Edders, the PERB fact-finder, reportedly will submit his report after one more reading with the County and CSEA.

### Named Nursing Home License Program Chief

ALBANY—William D. Parker of Saratoga County has been named head of the State Health Dept.'s new nursing home licensure program. The post pays \$16,510 a year.

Parker also will serve as executive secretary of the State Board of Examiners of Nursing Home Administrators. Prior to the appointment, Parker was a senior attorney in the department's legal office.

## Islip Election Remains Tied; Revote Nov. 6

ISLIP—A revote in the Islip Town bargaining election was declared a tie last week and a third election was ordered Nov. 6.

The 109-109 tie was announced by the State Public Employment Relations Board after the final disputed ballot had been opened at PERB's New York City office. Civil Service Employees Assn. had led the field in the first election Sept. 2, eliminating one rival union but failing to gain an absolute majority.

CSEA was ahead again in a revote two weeks later, but the outcome was clouded by contested ballots, and the opening of the last contested ballot last Thursday produced the tie between CSEA and AFSCME.

Meanwhile, Suffolk chapter president Frank Imholz had dissolved the old unit and placed it under the trusteeship of chapter vice-president Peter D'Albert. The other unit officers are to be elected Nov. 16. Imholz declared: "This has already revitalized the unit. The representation vote Nov. 6 should be decisive."

## Need Typists, Stenos At Military Academy

Vast, indeed, is the extent of vacancies waiting to be filled for stenographers and typists working at West Point, home of the U.S. Military Academy. GS-2 and GS-3 titles, offering hefty pay hikes, are involved in this case.

Either a high school diploma or six months of handling similar duties is needed to attain GS-2 rank whereas the GS-3 typist must possess a year of school above that of high school. Federal stenographers can get appointed at GS-3 provided they offer a diploma or a half-year of background in shorthand. To qualify for hiring at GS-4, however, steno prospects must produce evidence of one year of studies beyond the high school diploma.

**New Salary Cited**  
Actual pay rates at new Fed-

## State Troopers To Vote For Bargainer Next Week

ALBANY — State Police will have the opportunity to vote for a new bargaining agent next week, the Public Employment Relations Board has announced.

Two bargaining units—one consisting of troopers, BCI and non-commissioned officers, and the other of officers—will vote in separate secret mail ballot elections.

Ballots are expected to be sent out Monday, Oct. 26, and will be picked up by PERB officials at the post office on Nov. 9. The counting will take place Nov. 9 at PERB Headquarters, 50 Wolf Rd., Albany.

Voters were cautioned to mail their ballots early so they will be in the post office by the morning of Nov. 9.

The Civil Service Employees Assn., which already represents 90 percent of State employees and more than 70,000 local government employees, will appear first on the ballot for both units.

CSEA will face the Police Benevolent Assn. in the officers' unit and the PBA and the Fraternal Order of State Police, Council 50 AFSCME, in the larger unit.

CSEA Statewide president

Theodore C. Wenzl had these comments: "Now is the time for members of the State Police to give CSEA a chance to represent them and to show them what we can do. We know that they are not too satisfied with the contract PBA negotiated for them."

"CSEA wants to represent State Police. It's a challenge, and we know we can and must do better than the PBA has done in negotiations and in all other areas—grievance handling, job problems, working conditions, the whole gamut."

"I'm sure the State Police have been watching carefully the type of representation Council 82, AFSCME—Council 50's sister union—has been giving to the 6,900 members of the State Security Services Bargaining Unit. It's been a follow-the-leader brand of representation—CSEA negotiates the contracts and Council 82 accepts whatever we negotiate."

"To put it in a nutshell," Wenzl concluded, "CSEA has the power—the manpower and the resources and the desire to represent State Police fairly and thoroughly. We'd like the State Police to give us a chance."

## Onondaga C'ty Chapter Demands Free Parking For Welfare Employees

(From Leader Correspondent)

SYRACUSE — Free parking for County employees — especially those in the Department of Social Welfare — who must use their cars in their work is being sought by Onondaga chapter, Civil Service Employees Assn.

Parking spaces for all County workers is one of the issues under negotiation between the chapter's County Employees unit and the County in talks on a 1971 contract. The issue has gained added importance because the City of Syracuse is taking over operation of the parking garage and nearby lots where County employees have been parking their autos.

The garage and lots formerly were privately operated under a contract with the City. County workers fear that their monthly cost will go up and number of allotted spaces will be reduced, as parking is at a premium in the area near the County Office Building.

Andrew H. Placito Sr., president of the chapter, wrote the County's labor relations director, Edward Gusty:

"We are greatly concerned that designated free parking be provided for personnel of the Department of Social Services who by condition of employment are obligated to return to the department at various times during the work day and find it difficult under the present conditions."

He said: "On behalf of these employees of the Department of Social Services, we petition the County of Onondaga to provide designated free parking spaces and that immediate action be taken to provide same."

"We feel very strongly about this matter and wish to convey to you that this is very necessary to maintain the morale of the department and the immediate implementation thereof will decrease the loss of work time which is presently spent in finding parking space," the letter states.

eral levels amount to \$4,621 for GS-2; \$5,212 for GS-3, and \$5,823 for GS-4. Traditional fringes include annual and sick leave, paid holidays and eligibility to partake in health and life insurance, as well as retiree pension programs.

A full list of fringes and application forms can be obtained by writing W. E. Finnegan, chief of the Employment & Service Branch at the Military Academy, West Point 10966. Calls should be made to: 914-938-2115.

# For Work-Related Courses

## Hike City Reimbursement In College Refund Plan

City personnel director, Harry I. Bronstein, predicted that the College Refund Program will offer greatly increased reimbursements this term to City employees.

Beginning this Fall, the program provides full reimbursement for tuition and for general registration fees for employees in undergraduate classes at the City University. Employees who register for courses at an accredited college outside the City University or at a City University graduate school will receive reimbursement of up to \$150 a semester. In previous terms, the maximum refund was only \$50 a semester.

Employees in covered titles are encouraged, through this program, to enroll in college courses which are related to their work, will prepare for career advancement, or will lead to a degree. Participants will pay fees to the college at the time of registration, and will be reimbursed upon proof of satisfactory completion of course work.

Due to the City University's new admission policy, however, the Municipal Reduced-Rate Program will not be offered this semester.

Applications (Form DP-325A)

### Top Accounting Post

ALBANY—Everett L. Morris is moving from Maryland to Albany to become director of the accounting and tariff analysis division of the State Public Service Commission. The salary is \$32,500 a year. Morris has been employed in the Office of the Chief Accountant of the Federal Power Commission since 1964.

and registration instructions for the College Refund Program may be obtained from agency personnel officers, the Training and Career Development Division of the Department of Personnel, 220 Church St., New York 10013, phone 566-0148.

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## CSEA Gals Use Secret Plan

# Engelbert Buffs Radiate After Brief Encounter

Showing ingenuity that only Civil Service Employees Assn. members can exhibit, two women employees of the New York State Workmen's Compensation Board, 50 Park Pl., Manhattan, were granted an exclusive audience with Engelbert Humperdinck at the Americana Hotel last week.

As hundreds of adoring fans of one of the hottest names in show business strained for a glimpse of the entertainer at the hotel, Laura Cacace, stenographer, and Lillie Mark, clerk, were personally greeted by Engelbert in his suite.

The Misses Cacace's and Mark's venture is still shrouded in mystery as to how they accomplished the impossible. It was known, however, that a member of CSEA's public relations department was observed in the vicinity.

Despite the coup, the two women admitted they were in a state of shock and remember little of their conversation with the star. Both have promised not to wash their hands until Tom Jones arrives in town.

Humperdinck is currently appearing before packed houses at the Americana's Royal Box.

# DOT Employees Protesting Forced Stand-By Assignments

By WALT ADAMS

BINGHAMTON — Civil Service Employees Assn. members throughout Region 9 of the Department of Transportation are up in arms over an unsigned directive from DOT headquarters in Albany mandating so-called "duty officer" tours for personnel in grade 23 or above without any form of compensation.

A spokesman for the protestors in Binghamton, Edwin Flohr, told The Leader that under terms of the directive, employees so assigned are required to stay near their home phones for a total period of some 2½ weeks out of the year during a period assigned by Region officials. This duty may be traded off for a more desirable time if possible, but is not subject to change if a trade cannot be worked out.

The employee on duty is required to be available to receive telephone messages from an answering service which handles DOT calls during non-business hours and follow up the calls by filing appropriate reports or notifying the proper authorities for immediate action.

Flohr said this duty is more critical in the smaller regions such as Binghamton, because more individuals are required to pull the duty more often than in larger areas.

Flohr charged that the implementation of the program was carried on in what he termed "a very hush, hush" basis with the primary aim of the department to get "something for nothing."

The employees, he noted, were notified by the unsigned directive, accompanied by an outline from State Transportation Department Regional Director Joseph C. Federick, shortly after the second man in Region 9 had served his tour of duty.

Flohr said there is no compensation whatsoever offered to those who must pull the duty. The employees, he said, cannot bill the State for overtime because they are ineligible for overtime pay. Neither, he said, can the employee charge the State for the use of his private phone or room rent for the space that must be devoted to State business during the period they are

on duty.

Flohr said he has written a letter to Gov. Nelson A. Rockefeller appealing to him to intervene to stop the practice.

Flohr said regional CSEA attorney William Night of Binghamton advised employees assigned to the duty to comply with the directives to avoid possible disciplinary action until a determination can be made by higher authorities.

State CSEA officials have instituted formal grievance procedures against the Department of Transportation in an attempt at halting the practice.

Flohr said that until some positive action is taken, he and the other 20 or more Region 9 employees involved must comply with the directives.

# Score Hanrahan's Office On Humiliating Teachers

(Continued from Page 1) pointed out that Hanrahan's "delaying tactics" have indicated that he is not concerned with developing a high-quality of institutional education in New York.

"In this election year," he said, "when Governor Rockefeller is laying claim to vast improvements in the education and training facilities within the public sector, your office is actually laying the groundwork for a decline in the quality of teaching and the level of dedication in those educational facilities. To insult these teachers with your proposed low-level job gradings; to demean their work with such lack of respect for their professional careers within State service, and to offer no financial incentives for continuing these careers, is nothing short of total insensitivity toward the professed goals

# Training Program

(Continued from Page 1) the individual," Wenzl said. "This is why in negotiating liberal money benefits as we did for State workers last Winter, we also pushed hard to win approval for a much-needed training program to help the employees to do more for themselves. We are most gratified that this hard won program is now ready for final implementation."

The program will supplement programs which now accommodate about 5,000 employees. It is available only to State employees in the four bargaining units represented by CSEA.

The program is designed to develop the capabilities of employees who are hindered by lack of training and education and to help enable them to compete fairly within the State merit system.

It also provides an opportunity to professional-level State employees to further their careers in State service in the areas of supervision and specialization such as accounting, engineering, mathematics, nursing, etc.

This comprehensive training program includes:

- A \$600,000 Statewide high school equivalency training program, utilizing the available educational institutions.
- A much broader in-service manpower training program (\$385,000) designed to provide basic, advanced and professional skills required of State employees on the job.
- A comprehensive tuition support program (\$185,000) intended to assist State employees in achieving reasonable career goals within State government.
- Making available \$385,000 to support special training which will be required by Department of Mental Hygiene employees seeking promotion through career ladder systems currently being developed by the Department.

The training program worked out between CSEA and the State will be administered by the State Department of Civil Service.

of State institutional education. You pay no heed to Governor Rockefeller's avowed interest in improving this education, for you are driving away the qualified, well-educated and dedicated teachers that you now have."

Wenzl concluded by stating that Hanrahan's attitude in this particular instance was actually "flaunting the rights of public employees all over the State," and advising him to "come to the meeting prepared to make a right and just settlement with our members, the petitioners."

## Promoted

ALBANY—Charles J. O'Connor of Scotia is the new director of the State Commerce Dept.'s Bureau of Industrial Development at \$22,072 a year. O'Connor first joined the department in 1958 as an industrial development representative.



**CONGRATULATIONS** — Retired Police Chief Erastus R. VanHouten, of the Palisades Interstate Park Commission, center, receives the congratulations of his successor, Chief Edward Gleason, left, and Bradley Moore, president of the Commission's Civil Service Employees Assn. chapter, at a recent retirement dinner sponsored by the chapter at the Viking Restaurant in Garnerville.

# Dental Plan

(Continued from Page 1)

dental services than the maximum permitted amount on the GHDI schedule for each type of dental service.

The 70-30 percent co-insurance feature works like this:

For example, suppose an employee who has individual coverage (\$50 deductible) wants to have his teeth cleaned ("prophylaxis"). The maximum charge permitted for participating dentists for teeth cleaning is \$7. The maximum deductible value on the schedule provided by GHDI is also \$7.

If the employee goes to a participating dentist, and the employee has not yet had \$50 worth of dental work, he pays the permitted charge (\$7) in full.

If he has met the deductible of \$50 already, he pays the participating dentist 30 percent of the value for deductible according to the fee schedule. The dentist then files with GHDI for 70 percent payment of the value for deductible. (In this case, the employee would pay the participating dentist \$2.10 and the dentist would then file for \$4.90.)

If the employee goes to a non-participating dentist for the same teeth-cleaning and he has not yet met the \$50 deductible, the employee must pay the full cost that the dentist charges (the non-participating dentist has not agreed to charge only the permitted maximum of \$7.)

If the employee has met the deductible, and goes to a non-participating dentist for the teeth-cleaning, the employee pays the full cost of the service, and then the employee must file with GHDI for reimbursement of 70 percent of the value for deductible (in this case, the value for deductible is \$7 for teeth-cleaning, so the employee files for \$4.90, or 70 percent).

The amount of the value for deductible is in almost all cases equal to the maximum permitted charge.

GHDI and CSEA both plan to issue detailed information on the plan to all eligible State employees in the near future.

# New Region Office For Binghamton Opens October 30

BINGHAMTON — Dedication ceremonies have been set for Oct. 30 to officially open the regional office of the Civil Service Employees Assn. here. It will be located in the Security Mutual Bldg., on the corner of Exchange and Court Sts.

The ceremonies will be held at 11:30 a.m. at Room 606 in the Mutual Security Bldg., to be followed by a luncheon at the Sheraton Motor Inn in Binghamton.

# Buffalo Pact

(Continued from Page 1) 1,200 workers for City Hall and 400 employed by the Board of Education, had previously voted to take job action if the issue was not resolved.

The City countered the vote by obtaining a court injunction that might have prevented the work stoppage temporarily. CSEA officials used the word "job action" instead of strike in referring to the planned CSEA move to get around the provision of the Taylor Law that prohibits strikes by municipal employees.

Whatever the terminology, the CSEA workers had laid plans to not show up for work shifts beginning only hours after the successful negotiating session.

The City's contract with the CSEA had run out in June. CSEA claims for parity pay offers equal to other municipal unions and the increased raises given firefighters and police two years ago were major points of the negotiations.

The City had repeatedly offered the 13 percent pay raise contained in the pact, but the CSEA insisted on the job up gradings or some other financial benefit to make the union's pay equal to settlements of other unions.

# Cattaraugus C'ty Dept. Heads Request CSEA To Represent Them In Collective Bargaining

(From Leader Correspondent)

LITTLE VALLEY—A total of 17 Cattaraugus County department heads have asked the County Legislature for collective bargaining representation by the Civil Service Employees Assn.

The request was received without comment by the Legislators and includes appointed full- and part-time department heads.

The matter was referred to the Legislature's negotiating committee, which has talked with the department heads informally on two occasions.

The list of department heads requesting CSEA representation ranged from the \$26,000-a-year-County health commissioner to

part-time civil service commissioners earning \$1,642.

The CSEA was sought by the department as their "sole and exclusive bargaining agency" until December 1971 and the move, although rumored, appeared to take the Legislators by surprise.

The CSEA now holds bargaining rights for all County employees, except confidential secretaries, and certain elected positions such as legislator, sheriff, district attorney and County treasurer.

In another CSEA matter brought before the Cattaraugus lawmakers, a resolution that would chop five years off the retirement requirement for more than 500 County workers represented by CSEA was tabled.

The resolution was offered by Legislator Howard M. Paterson, a Republican, and would have substituted a 25-year career retirement plan for the present 30-year plan.

No explanation was given for the tabling.

## Albany Twy Chap. Elects New Officers

ALBANY—The new Albany Division, Thruway officers of the Civil Service Employees Assn. are: Vito Dandreano, president; J.P. Gontier, vice-president; Ralph J. Haegl, secretary; Attilio Benequista, treasurer; Don Fuller, delegate, and Ralph Campani and John Naples, alternate delegates. The entire slate will serve two-year terms.

## Court Refuses Unit For Suffolk Deputies

RIVERHEAD—A Suffolk County Supreme Court Justice has ruled that the Suffolk County Sheriff's Benevolent Assn.'s petition for a separate bargaining unit for deputy sheriffs and jail guards was untimely.

The decision, handed down recently by Justice William R. Geller, said that the petition for the separate unit was "untimely in view of the fact that more than 30 days have elapsed" since the County Public Employment Relations Board had determined that two units would be established for Suffolk County employees—one for white-collar and one for blue-collar workers.

The Suffolk County chapter of the Civil Service Employees Assn., which had represented all County employees before the unit decision, was elected by workers to represent both the white-collar and blue-collar units in an election in August.

## Genesee Parks Chapter Installs New Officers

LETCWORTH STATE PARK — The Genesee Valley Parks Commission chapter of the Civil Service Employees Assn. recently held an installation meeting at Letchworth State Park.

Sworn into office were Robert Preston, president; Charles Stroud, first vice-president; Marvin Dawley, second vice-president; Eleanor Blair, secretary, and Erwin Howden, treasurer.

Harry Johnston, CSEA field representative, was installing officer.

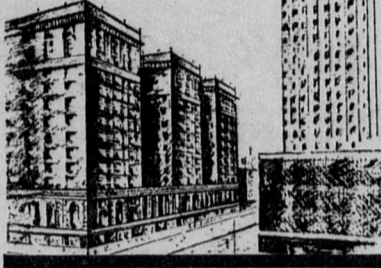
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## Great Neck Park Employees Gain \$1,000 Pay Hike

MINEOLA — A \$1,000 across-the-board pay boost has been negotiated by the Civil Service Employees Assn. on behalf of employees of the Great Neck Park District, it was announced by Nassau CSEA chapter president Irving Flaumenbaum.

In addition, the second year of a two-year contract will bring an additional pay boost of five percent or cost-of-living, whichever is greater.

The unit's objectives were pressed in negotiations led by president Stan Alsis and assisted by CSEA field representative Frank Jaquinto.

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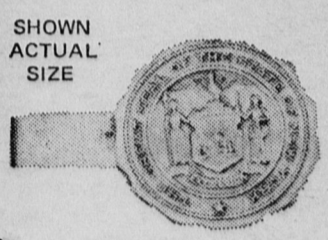
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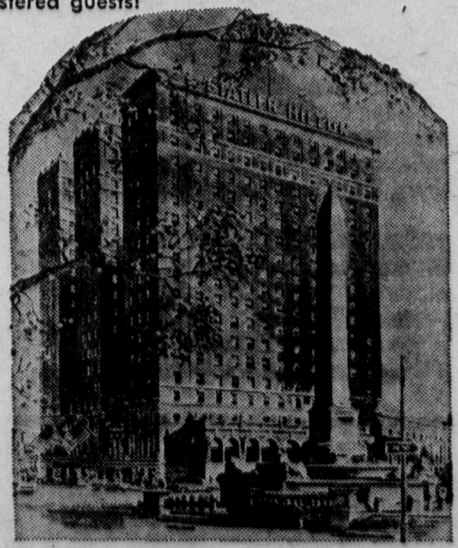
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**SUPER  
SIGN-UP  
SEASON**

**OCT. 1 - NOV. 27, 1970**

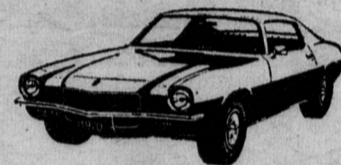
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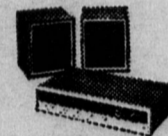
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17th-40th Prizes

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**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.