Cummings Elated Over Victory
For CSEA In White-Collar Unit;
Blue-Collar Vote Still Undecided

BUFFALO—The president of the Erie County chapter was elated over the CSEA's landslide victory in the recent representation election among white-collar workers, disappointed that the blue-collar vote was still undecided, and sorry that the two employee groups had not been separated for voting purposes.

In long-balloting Jan. 16, the CSEA polled 2,022 votes in the white-collar category to 1,185 for the New York State Nurses Assn. A total of 133 votes for no union.

But in the blue-collar category, no one employee organization received a majority of the votes cast.

The outcome of the vote still is in doubt. Neither union won a majority and 246 ballots were challenged for various reasons. Another nine were challenged because of objections filed by poll watchers.

Philip G. Kaye, PERB chairman, said all the ballots were impounded after the tally and taken out of the County by the American Arbitration Assn., which conducted the election.

Dr. David R. Kochery, PERB hearing officer, will study the objections, make recommendations, hear appeals, and suggest what course for PERB to take.

If neither union achieves a majority, a runoff election could be ordered, with the "no union" alternative dropped from the ballot. CSEA officials in Erie County were unable to estimate how long the investigation of the challenged ballots might take.

Erie County chapter president Neil Cummings expressed satisfaction with his victory in the larger white-collar category.

He said questionnaires are being sent to all white-collar workers in the big bargaining unit asking what they would like their negotiating team to seek for them, and a letter is being sent requesting the opening of negotiations with Erie County on their behalf.

On the blue-collar situation, Cummings said: "If there is a runoff election, we hope the so-called blue collar group recognizes the advantage of having a large unit represent them."

He said he did not agree with the PERB-ordered distinction between white and blue-collar employees.

"I think all County workers should be considered County workers and one single unit should represent them," he said.

Cummings said he took personal charge committee

CSEA Throws Out Copiague Teamsters

SMITHTOWN—The Teamsters Union bowed to the will of employees of the Copiague School District last week, throwing in the sponge in decertification action brought by the Civil Service Employees Assn.

Meanwhile, in the only other significant bargaining unit on Long Island to try the Teamsters—Babylon Town—the union was fighting an order of the Public Employment Relations Board for a new election.

The Copiague employees, after 18 months of Teamsters representation, had contacted CSEA and requested representation. They had signed withdrawal slips and took out membership in the CSEA. At a scheduled hearing on the decertification petition, the Teamsters submitted a consent agreement.

"You're being granted with only a $200 raise, no representation, no meetings and no follow-up on grievances," explained CSEA field representative Ed Cleary, who assisted the unit.

"Here's proof, if proof is needed, that the men of Babylon do not need to fear to leave the Teamsters, even if they are threatened. Here's proof that they can have representation by the civil servants' own organization and nothing can be done to them."

Following CSEA Action

State Promises Adjustments
In Child Care Career Ladder

OTISVILLE—Dramatic action by members of the Civil Service Employees Assn. employed by the Departments of Social Services and Mental Hygiene has produced assurances from the State Division of Classification and Compensation that definite action will be taken to adjust inequities in the Child Care Series Career Ladder.

Theodore C. Wenzl, president of CSEA, told The Leader that CSEA met recently with Division representatives from Mental Hygiene and Social Services, and the State's Western area under the direction of James Powers, regional field supervisor. Wenzl has been released from the hospital and is resting at home in Auburn.

CSEA field representative covering Suffolk, Nassau, Queens, Suffolk, and Chautauqua Counties, has suffered a heart attack and will not be able to serve these areas for some time.

Shaw's workload will be shared by other CSEA field representatives in the State's Western area under the direction of James Powers, regional field supervisor.

Shaw has been released from the hospital and is resting at home in Auburn.

State's 1/50th credit would be used in computing the retirement allowance for all years in excess of 25. It should have read that the 1/50th credit would be applied to all years in excess of 20 years service.

Many inquiries have come into CSEA headquarters as to the meaning of certain improvements in the tentative contract. CSEA in the next few weeks will attempt to advise The Leader and the employees of the meaning of the improvements that have been made in their contract.

Retiree Unit News

See Page 3

Pact Ratification Vote Scheduled
For Next Month

ALBANY—The Civil Service Employees Assn., which recently negotiated separate two-year work contracts for four negotiating units of State employees, will put the machinery in action this week for ratification of each contract by CSEA members.

CSEA's State Executive Committee, State chapter presidents and members of the four unit negotiating teams have been called to Albany this week for meetings at which the contract details will be discussed and questions answered, and the stage set for secret ballot referendum to be mailed to all CSEA members in the four State units—the institutional unit, the administrative unit, the professional-scientific-technical unit and the operational unit.

The meeting of CSEA's State Executive Committee is set for tonight, Jan. 27, at 5:30 p.m., in the DeWitt Clinton Hotel.

Scheduled for January 29 is a

CSEA Reports Clarifications
On State Pact

ALBANY—The story in last week's edition of The Leader concerning the terms of a tentative contract between the Civil Service Employees Assn. and the State contained several inadvertent errors which changed the meaning of several improvements.

Under salaries (section II), State employees must be on the payroll as of March 31, 1970 to qualify for the minimum pay raises in both years of the contract. Last week's story stated that employees on the payroll as of March 31, 1971 would qualify for the minimum raise in 1971.

Under retirement (paragraph 1a of last week's Leader), the story stated that the 1/60th credit would be used in computing the retirement allowance for all years in excess of 25. It should have read that the 1/60th credit would be applied to all years in excess of 20 years service.

Many inquiries have come into CSEA headquarters as to the meaning of certain improvements in the tentative contract. CSEA in the next few weeks will attempt to advise The Leader and the employees of the meaning of the improvements that have been made in their contract.
A Year Round Gift For Public Employees

A renewed membership in the only "In" club founded exclusively for public employees — The Civil Service Education and Recreation Association.

Bigger and better than ever because it offers you in 1970 —

• A $5,000 accidental death insurance policy for one whole year for only $2.00.
• Spectrum — a quarterly magazine of universal interest, exclusive for CSE & RA members.
• An exciting lecture-luncheon series.
• A fantastic program of travel at unbelievably low prices. (Would you believe a complete trip to Portugal for only $199, for example?). All tours absolutely not available to any one but CSE & RA members.
• Charge privileges, if you wish, thanks to co-operation with Master Charge and the statewide Marine Midland Banks.
• One membership at $6.50 applies to all immediate members of a family.

If you haven't received your exciting new copy of the CSE & RA newsletter, which gives full details on the above program, write to Civil Service Education & Recreation Assn., P.O. Box 772, Times Square Station, New York N.Y. 10036.

Run To The Sun With These CSE & RA Travel Spectaculars

Grand Bahamas—Only $195

Four days, Feb. 20 to 23. Price includes round trip jet fare, deluxe breakfast and dinner and hotel accommodations. To make your reservation, contact Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., after 5 p.m. (212) 233-4488.

VENEZUELA—Only $295

Jet directly to South America for an eight-day luxury sun vacation at the Marueto Sheraton Hotel, directly on a sandy, sunny beach. Meals included, as well as rooms and jet fare. Apply to Irving Flamenbaum, 25 Buchanan St., Freeport, N.Y., telephone (516) 688-7715. Dates are Feb. 14 to 21.

MEXICO CITY-TAXCO-ACAPULCO—Only $395

Feb. 13 to 22. Price includes jet transportation, transportation in Mexico, meals in Taxco, hotel rooms, sightseeing. Write Mr. Emmett.

Note: There are two tours available only to members of Civil Service Education & Recreation Assn. and their immediate families. If you wish, these tours may be charged to Master Charge.

AIR AND SEA CRUISES—From Only $296

Jet directly to Curacao and board the beautiful S.S. Regina for an eight-day island hopping cruise to Trinidad, Barbados, Martinique, St. Vincent and La Guaira. Departures are Feb. 7, Feb. 21 and March 7. For Feb. 7 and March 7 write to Blanche Ruth, 96 Whaley St., Freeport, N.Y., telephone (516) 498-1000. For Feb. 21 write Miss Gulli, Tohen, P.O. Box 772, Times Square Station, New York N.Y. 10036, telephone (212) PL 7-5821.

DON'T REPEAT THIS!

(Continued from Page 1)

the average American can afford to pay.

This is an area that shares in the shame and in the glories of the American tradition. The East 1171 characters, 30 words

hoovers, the most prestigious Protestant churches reflecting the innate capacity of people of different creeds to live together in harmony in a creative community.

The area is the center of some of the nation's most significant cultural and medical resources. It's western perimeter stands the Museum of Natural History and the Metropolitan Museum of Art. Towards the east stands Hunter College. At the eastern perimeter are the Cornell-New York Hospital and the N.Y.U. Medical Center. Also, along the East River is the United Nations enclave.

In standards of the city, it's transportation facilities are fine. Many of its residents can walk to work in areas of many institutions or in new office buildings that shape the area's landscape. High-rise apartments which have proliferated since demolition of the Third Avenue El have brought youth and vitality to the community. Surveys have shown that the average age of tenants in these new apartments is less than thirty years.

Pilch of the Elderly Also within the area are many substantial fine apartment houses where rentals have been frozen since the beginning of World War II. Many of these apartments are occupied by the elderly living on fixed incomes of Social Security and other pension benefits.

In view of its proximity to places of employment, restaurants, shopping centers and its highly developed community institutions, land values within the area are disproportionately high in relation to the values of the older buildings erected on the land. This circumstance has made the area the target for real estate speculators to a degree unmatched in any other area of the City.

Real estate developers, in New York City cultural institutions, the Ford Foundation, the United Nations, all gaze on the community with covetous eyes. Driven by the lowest common denominators of human greed and avarice, the obvious victims of this avarice are the residents of the old, rent-reasoned apartment houses. These have been jettisoned by relocation companies and by landlords.

(Continued on Page 5)
Erie County Victory

(Continued from Page 1)

CSEA leaders win legislative support

Key legislators were visited last week by leaders of the Civil Service Employees Assn. to win backing on the tentative State contract.

Shown are, upper left: Joseph D. Lochner, CSEA executive director; Senate majority leader Earl Brydges, and CSEA president Theodore C. Wenel; upper right, Comptroller Arthur Levitt and Wenel; lower left, Lochner, Sen. Joseph Zaretzki and Assemblyman Stanley Stelungut, the Democratic floor leaders, and Wenel; and lower right, Republican Speaker Perry B. Dur- yea, blanked by Lochner and Wenel.

Contract Ratification Vote Set

(Continued from Page 1)

in Chancellor’s Hall in the Education Building.

All members of the CSEA joint negotiating team and the four unit negotiating teams will attend the meetings to expand on the contract details printed in last week’s Leader and to answer questions.

The mailing of ratification bal- lots to CSEA members in each of the four units is set for February 2. Each unit contract will become final and binding only after a majority of the CSEA members in that unit vote to accept the contract.

Ballots must be returned to CSEA headquarters by February 16, with counting to begin on Feb-
Weather Emergency Sale!

Too much bad weather has left us with too many cars. We've got to clear them out, and we're doing it at rock-bottom to do it. Take advantage of the bad weather for the best deal you'll ever get on a car.

For example:

1970 Ford Torino
FACTORY EQUIPPED
$3,245 DELIVERED
No Destination Charge Added
ALL OTHER MODELS SIMILARLY LOW PRICED.

20TH NATIONAL ANTIQUES SHOW
Madison Square Garden Center
Exposition Round
Fri., Feb. 20 - Sun., Mar. 1
300 EXHIBITS - MODEL ROOMS
COIN SHOW
APPRAISAL CLINIC

Where to Apply for Public Jobs
The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

CITY

NEW YORK CITY—The Applications Period for the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. Telephone 686-8720.

Applications: Filing Period—Applications must be filed Monday through Friday from 9 a.m. to 5 p.m., except Thursday, noon to 5 p.m., and Saturday from 9 a.m. to 11 noon.

Application blanks are obtainable either by the applicant or by his representative at the Application Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013. Telephone 686-8720.

Mained request for application blanks must be made a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are postmarked must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the heart of the city. These are the BMT 7th Avenue Line and the IND 8th Avenue Line. The BMT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT QR and RR local's stop is City Hall. Both lines have stops at Duane Street, an exit from the Personnel Department.

STATE

State—Department of Civil Service, 1350 Ave of the Americas, N.Y., N.Y. 10036, phone 765-3811; Gov. Alfred E. Smith State Office Building and the State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After hours or on weekends, telephone. (212) 765-3811, give the job title in which you are interested, plus State and location.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

FEDERAL—New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10013. Telephone the IBT Lexington Avenue Line to Worth St. and walk two blocks west. Or take the train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices are closed on Saturdays and Sundays.

Application forms must be received at the Federal Personnel Office. Return envelopes are required with mailed requests for application forms.
DO YOU RECOGNIZE A BARGAIN WHEN YOU SEE IT? IF YOU DO, LOOK TO THE THOUSANDS OF NEW HOMES AT COCOA BEACH, FLA.

We are pleased to announce to our many old friends in Civil Service and the Retiree's Organization the great opportunity at Cocoa Beach, Fla. Due to the cut-back in employment at Cape Kennedy Space Center and the transfer to out-of-state locations, we can offer a large variety of never-lived-in homes which will suit the needs of the Retiree's neighborhood. These homes are mostly ranch, close to the beach and what makes it even better, these homes can be purchased for as little as $1,000 down and up to 25 years financing. Many of these homes are close to shopping, hospitals, doctors, amusement parks, fishing and good restaurants. There is a large selection of apartments that can be rented at very reasonable rates and much cheaper than anywhere in Florida. As a fellow retiree, Dan Leonard give you a good word, remember this is the much desired East Coast location that offers the greatest growth. Cocoa Beach area reflects the opportunity of a lifetime. Make it your business to examine the Gold Coast values and see for yourself.

Air Service from Kennedy to Orlando, St. Augustine to Cocoa Beach or give us a call at 321-246-2939 and we will pick you up at the Air Port or if you use your car, get off the tolls at Exit 22 & use the Beach Road. Bill Wiegberg, Real Estate, Daniel J. Leonard, former law enforcement Captain, Cape Royal Bldg., 1980 No. Atlantic Ave., Ron A1A, Cocoa Beach, Fla. 305-784-1776.

LOSE 10 LBS. IN 10 DAYS ON GRAPEFRUIT DIET

HOLLYWOOD CALIF. (Special) — This is the revolutionary grapefruit diet that everyone is suddenly talking about. Literally thousands upon thousands of copies have been passed from hand to hand in factories, plants and offices throughout the U.S. and Canada.

Word of its success has spread like wildfire. Because this is the diet that really works. We have testimonials in our files reporting weight losses as high as 150. If you follow it exactly you should lose 10 pounds in 10 days. There will be no weight loss in the first four days. But you will suddenly drop 5 pounds on the fifth day. Thereafter you will lose one pound a day until the 14th day. Then you will lose 1 pound every two days until you get down to your proper weight. Best of all there will be no hunger pangs. Now revised and enlarged, this new diet plan lets you stuff yourself with foods that were formerly "forbidden," such as big steaks trimmed with fat, roast or fried chicken, rich gravies, mayonnaise, lobster swimming in butter, bacon, feta, sausages and scrambled eggs. You can eat as much as you want and your weight will remain constant. A copy of this new and startlingly simple weight loss plan which shows you how to lose weight safely and quickly has been obtained by sending $2 to GRAPEFRUIT DIET PUBLISHERS, 1213 Premier Way, Calgary, Alberta, Canada. Money back guarantee. If after trying the diet plan you have not lost 7 pounds in the first seven days, and 1½ pounds every two days thereafter until your weight is down to normal, the secret behind this new "quick weight loss" diet is simple. Fat does not form fat. And the grapefruit juice in this new diet acts as a catalyst (the "trigger"), to start the fat burning process. You stuff yourself on the permitted food listed in the diet plan and still lose weight and body fluids. When the fat and bloo are gone you will cease to lose weight and your weight will remain constant. A copy of this new and startlingly successful diet plan can be obtained by sending $2 to GRAPEFRUIT DIET PUBLISHERS, 1213 Premier Way, Calgary, Alberta, Canada. Money back guarantee. If after trying the diet plan you have not lost 7 pounds in the first seven days, and 1½ pounds every two days thereafter simply return the diet plan and your $2 will be refunded promptly and without argument. Tear out this notice and keep it as a reminder. Decide now to regain the trim attractive figure of your youth, while enjoying hearty breakfast, lunches and dinners.

Dept. No. 1 - 12 -94

GRAPEFRUIT DIET PUBLISHERS
1213 Premier Way, S.W.
Calgary, Alberta
Retirees Need Help

Retired public employees throughout the State are bandoing together to secure justice from their former employers. Those who retired from the State have started the Retirees Division of the Civil Service Employees Association—the union which represents over 93 percent of State employees on the active roles. In New York City, 55,000 have joined the New York City Civil Service Retired Employees Association, within the past year. City retirees will take to the pavement on March 12 to picket City Hall and the Board of Estimate in order to demonstrate the low pensions paid to retirees.

Some will come in wheelchairs, pushed by their equally elderly spouses. The more recently retired will serve as marshals and picket leaders. And, they will be joined by many active employees during their lunch hour. For these men and women who have labored long and hard in the vineyard of public service to be forced to travel into New York City to picket their former employer in order to secure justice seems cruel indeed. But civil servants are a hard lot. They want the City to provide sufficient retirement allowances so that they are not forced to seek public assistance to supplement their meager pensions. Is it a crime to retirees to live too long after their separation from the public service? This is how they are being treated. Those who retired from the State have started the Retirement Division of the Civil Service Employees Association—aetch to non-members.

Tuesday, January 20, 1970

Your Public Relations IQ

By LEO J. MARGOLIN

Growth of Consumer Strength

Our Civil Service readers are far ahead of most citizens in knowing that consumerism is now a fact of life in the U.S. and that it’s here to stay.

THAT’S AS IT should be because our readers will be precisely the officials who handle the problems attendant to sharply rising consumer militancy.

HOWEVER, OUR readers should be equally aware that the message has not yet penetrated to many corporation, who says that the last time he visited his home office, this was the conversation between his marketing vice-president and himself:

"WHEN’S ALL this consumer nonsense going to go over?"

"IT’S NOT," said the Washington manager.

"DON’T BE STUPID," said the Washington man.

Obviously, the marketing executive had not been doing his homework. He’s probably been so busy increasing the prices of his company’s products that he overlooked the proliferation of signs and points of tough and tougher consumer protection.

This draft of an EEOC safety program was but one of many of these signs.

IT IS VERY LIKELY that, before 1966 elections, Congress will create an Office of Consumer Affairs. It will probably also act on the Administration’s proposal for a revised Code of Federal Regulations. Many cities already have laws dealing with consumer deception. Power to get restitution for many consumers is now a fact in all 50 States but in many instances an increase equal to one half the regular increment. Also many states have passed legislation making consumer fraud a crime in their courts.

NOW, NEW YORK City will have—two laws—a powerful Consumer Protection Agency, which Mayor Lindsay approved on December 30th.

PHILIP SCHRADE, lawyer who is chairman of the Consumer Advisory Council New York City’s Department of Consumer Affairs.

(Omission on Page 11)

Salary Increases On Promotion

A RETIRED civil service Superintendent of Construction sued his former employer, the Board of Education of the City of New York, for the sum of $2,000. This amount was comprised of the sum of $700 due him as a salary increase for the fiscal year terminating June 30, 1962 plus $1,350 for the fiscal year terminating June 30, 1963. He claimed these salary allowances in accordance with the applicable Board of Estimate resolutions.

THE PLAINTIFF’s salary was governed by the Career and Salary Plan adopted on July 9, 1946 by resolution of the Board of Estimate. Effective July 1, 1961 his position was reallocated from Salary Grade 18 to Salary Grade 20. Although he had attained the fourth Salary Step, his reallocation was without any salary increase at all even though the fourth Step in Grade 18. This was due to immediate monetary advantage to the plaintiff according to the Board of Estimate’s resolution as not requiring any advancement in salary upon reallocation to a higher grade. The plaintiff urged that such construction was forced and inequitable and rendered meaningless upward reallocation of grade under the Career and Salary Plan.

THE PLAINTIFF also argued that the defendant’s construction of the resolutions was inconsistent with the policy to be furthered under the Career and Salary Plan of providing fair and comparable pay for comparable work, but Judge Charles Gold logically reasoned there had been no showing of inequity in salary, whether by comparison with salaries in private employment or with those of other City employees.

PETER J. FLANAGAN, Assistant Corporation Counsel, argued for the Board of Education that the higher maximum pay of the higher grade was the only benefit provided by the Board of Estimate resolution.

THE PLAINTIFF’s position was again reallocated, this time to Salary Grade 22. As he was at the fifth Salary Step, he claimed compensation at that Step of Grade 22, but was paid the salary applicable to the fourth Salary Step of Grade 20. The resolution then was more liberal than the earlier one in that it entitled employees to a salary increase equal to the higher increment of the new scale as they achieved in the old one.

THE PLAINTIFF’s contention that this interpretation was forced and unnatural was supported by the fact that reallocation resulted in his being paid salaries that did not fit into any particular step of the higher grades. However, the Board of Estimate in its second resolution specifically countenanced this result by granting under certain circumstances an increase equal to one half the regular increment. Also, military against plaintiff’s contention that his salary should be at the corresponding step of the new salary grade was the fact that both resolutions provided that all affected employees should at least receive the minimum of the new grade. This provision would have been unnecessary if the intention were to keep the employee at the same Salary Step in the new grade as he achieved in the old one.

PLAINTIFF’s contention that this interpretation was forced and unnatural was supported by the fact that reallocation resulted in his being paid salaries that did not fit into any particular step of the higher grades. However, the Board of Estimate in its second resolution specifically countenanced this result by granting under certain circumstances an increase equal to one half the regular increment. Also, military against plaintiff’s contention that his salary should be at the corresponding step of the new salary grade was the fact that both resolutions provided that all affected employees should at least receive the minimum of the new grade. This provision would have been unnecessary if the intention were to keep the employee at the same Salary Step in the new grade as he achieved in the old one.

AS MR. FLANAGAN observed, the reallocation of grade under the first resolution was inconsistent with the policy of the plaintiff because it raised the maximum salary that an employee could ultimately earn even though it did not benefit the plaintiff immediately. Of course, the second resolution was more liberal than the earlier one in that it entitled employees to a salary increase equal to the higher increment of the new scale as they achieved in the old one.

JUDGE GOLD’s very well considered opinion accepted Mr. Flanagan’s claim that the Board of Education’s interpretation of the Board of Estimate’s resolutions was neither forced nor inequitable (Shkew v. City of New York, New York Law Journal, December 30, 1966, page 37).

Civil Service Law & You

By WILLIAM GOFFEN

(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")
Apply For Police Jobs In Syracuse Thru Tomorrow

Applications close tomorrow, January 28 for candidates for policeman in the City of Syracuse, and in towns and villages in Onondaga County. City of Syracuse policemen are paid $7,900 to $8,550 per year; trouses receive $5,550, and salaries vary according to town and villages when appointments are made there.

For further information and applications contact the Onondaga County Department of Personnel, 204 Public Safety Building, Syracuse.

Promotion Test

A practical examination was made by 45 candidates for promotion to structure maintainer, group C, New York City Transit Authority, recently.

We understand:

Lower Funeral Prices

Have Always Been Traditional At

Walter B. Cooke
FUNERAL HOMES

Call 628-8700 to reach any of our 10 neighborhood funeral homes in Manhattan and Queens.

Volkswagen Introduces Medi-car.

We don't change our car outside each year to make it look different. But we constantly change it inside to make it run better. And last longer.

This year, we're introducing the biggest change of all: A system to spot trouble early. And help extend your car's life even longer.

Medi-car. When you buy a new VW, you get a series of 4 free check-ups where we use special diagnostic equipment to check out just about everything that can affect your car's health.

Getting each check-up is as easy as getting an X-ray.

Our special equipment can see things no human eyes can. In fact, it's so advanced, it can actually spot problems before they can become real problems.

Let's say the resistance in your spark plug wires is too high.

Unchecked, that can eventually foul your plugs and cut gas mileage. But with Medi-car, equipment would.

Volkswagen Medi-car: It's a whole new way of life.
The February draft call of 19,000 young men will be determined, according to officials of the Selective Service System, to be held at No. 60 or below through the new lottery procedures.

However, a number of draft directors predict that to meet the month's quota in many instances may have to go all the way to the advised limit. Many instances may have to go all the way to the advised limit. If the lottery number would go no higher than the mid-20's, are being reiterated by the Pentagon.

January's draft call of 19,000 placed the top number at 30 to fill that month's need. The Pentagon.

Selective Service headquarters, reported that the February figure, representing the worst month in 1967, had come from White House and Pentagon agents, are an "interim measure" pending a new procedure. The new measure would be to make sure all boards are applying the same standards in determining inductees while a formula for allocating quotas among states is being formulated.

Two Plans Contrasted
A basic difference is evident in how the present system compares with the plan-in-the-making. Because there was great risk of disparity between individual draft boards and manpower resources, some system was sought to rectify the situation.

Past steps called for states to be allotted a number stemming from the sum of those successfully passed by the local boards. The inequity with the present operation is that appointees must be no older than 39, that the basis for determining the local board clerk in advance is not permissible for him to go with you in that Selective Service to determine the local board clerk may be permitted to shift the quota from a board with insufficient manpower alone with surplus men for induction.

Another new step being hammered out would allow states to be given quotas on an annual basis, rather than the month-by-month. Consequently, local boards could then be able to divide the number of jobs needed in line with the lottery number to nucleate enough for additional draft eligible.

I was granted a I-H classification after failing a physical examination at high school. Now during my first year of college I have been classified I-A. Will I be permitted to finish college under a I-C (classification)?

If you have received an Order to Report, you may request classification in I-C (C). The fact that you were classified I-A will not preclude you from receiving a I-C (C) in college. You may be classified in I-C (C) only if you are a senior in high school.

My son was sentenced to ten years in the penitentiary when he was 17 years of age. Consequently he was registered as a draft
draft. Upon release he will be over age two years of the registration and since circumstances exempt him from registering?

Will he be required to register on the day he leaves the institution?

In June of this year I will graduate from university. As an undergraduate I am required to register. Under the new measure the registration would be to make sure all boards are applying the same standards in determining inductees while a formula for allocating quotas among states is being formulated.

What facts are considered in determining a registrant's classification?

Classification is determined solely on the basis of the official Selective Service System and other such written information as may be contained in a registrant's file. The information should be summarized in writing and placed in the register.

I want my attorney to go with me when I have my personal appearance before the local board. Can anyone else to a registrant appeal a local board clerk in advance?

It is not permissible for him to go with you in that Selective Service to determine the local board clerk may be permitted to shift the quota from a board with insufficient manpower alone with surplus men for induction.

How many men have been inducted each year for the past five years?

Total inductions for each of the last five calendar years are as follows: 1963-119,265; 1964-112,386; 1965-230,991; 1966-230,991; 1967-327,184.

Can anyone else to a registrant appeal a local board clerk in advance?

It is not permissible for him to go with you in that Selective Service to determine the local board clerk may be permitted to shift the quota from a board with insufficient manpower alone with surplus men for induction.

New York City as full-time stenographers.

For further information and applications call Miss Cruz at 349-1157 or 349-1157, or write her at the New York City Department of Personnel, 130 W. Kingsbridge Rd., Room 421, New York City as full-time stenographers.

City Resuming Steno Class To Refurbish Rusty Skills

Stenographers whose skills have stagnated due to lack of recent practice will be offered the chance to take old shorthand aptitude, courtesy of retraining classes again given by the City of New York.

Supplementing once-active stenographers who have had actual office exposure but have had their skills grow rusty will be enrollees who have studied in secretarial school, but have not gotten the opportunity to apply what they learned. They can get that opportunity by taking the transcription duties in one of the many municipal government agencies through this program.

Besides the salary close to $30 a week, trainees will earn $575 to $600, and when the course is completed there will be certification of stenographer in City service. Annual raises begin from there.

To qualify, applicants must have no more than one year's experience, can read the rate of 60 words per minute and be able to type 30 words per minute. Vocations available are typist, data clerk, data clerk for 15 hours each week and work in a City agency for 20 hours. The course is provided over a period of six to eight months, and graduation can be attained in as little as two months.

The new class will be the fifth in the program. Thus far, over 140 people have completed the course and are now working for the City in various capacities.
Salary Raise Seen To Spark
February Entrants Applying
For TA Police Traineeships

The coming response to the $5,800 in Effect April 1

Salary Raise Seen To Spark
February Entrants Applying
For TA Police Traineeships

23 Subject Areas
Public Speaking, Writing Courses
Offered To City Aides Interested
In Improving Promotion Prospects

Chalk up a chance to enhance your prospects for promotion if you're an employee with the City of New York, for you have the choice to enroll in one of 23 evening courses such as Public Speaking or Effective Writing—courses designed to give you an added push in proficiency on the job.

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Broome Chapter Forms Council Of Unit Heads

(From Leader Correspondent)

BINGHAMTON—The president of the Broome County chapter, Civil Service Employees Assn., has announced the initial formation of a special CSEA council to represent all units within the county chapter.

President Joseph Gabor of the Broome County Probation Department said unit presidents would meet up the council.

Gabor said the special panel, which will act as an intermediary between the units and the State, is to meet January 26 to formally elect and select council officers.

Purpose

The Broome chapter president said the body will be primarily organizational and administrative in purpose with each individual unit continuing to handle its own internal affairs.

Gabor said the formation of such panel has been under discussion for some time.

When final plans are settled, Gabor said the council should make for a more efficient operation for the good of all CSEA units and their members by providing organizational coordination in dealings with State representatives.

Judge Nominated

Governor Rockefeller has sent to the Senate for confirmation the nomination of Gustave G. Rosenberg of New York City as a judge of the State Court of Claims. Judge Rosenberg had been serving under a recess appointment.

TRAVEL AGENCY CLASS BEGIN FEED

An intensive training program for men and women interested in working in travel agencies, or in organizing tours, group and individual travel will open Thursday, Feb. 5 at Eastern School, 721 Broadway, N.Y. 10003 AL 4-2029. Infor-
Registration of voters for community school board elections will continue through January 31, as the Board of Education is preparing for the first balloting for these officers by City residents who are not parents, will vote in school districts having jurisdiction of the school which his or her child attends.

These permanently registered children residing in the City of New York for at least 90 days prior to the date of the election, at least 21 years of age, and who are registered to vote in the City of New York, are eligible to vote. They should be filed at the nearest polling place on or before January 31, 1973. Voting is being offered the opportunity to run for membership on the boards.

Registration form, nominating petition and an application for a ballot will be available at the Office of the Board of Education.

Those persons voting as qualified voters according to the election law who are new voters; (d) voters who have changed residence since the last election, and (e) those who have lapsed registrations. Qualified persons may register at the nearest polling place on or before January 31, 1973.

The elections will take place on March 19. Polls will be open between 6 a.m. and 7 p.m. as a general rule. Regular polling places will be used in general elections. Designated in each school district.

The following categories of persons may register if they wish to vote: (a) parents wishing to vote in the school district under the jurisdiction of the school board in which their child attends; (b) persons not parents, who are not registered voters, who are not eligible to vote in any other election; (c) voters who have changed residence since the last election; (d) those who have lapsed registrations. Qualified persons may register at the nearest polling place on or before January 31, 1973.

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SAYS NO!

To C.S.E.A.-N.Y: State Contract

HERE'S WHY:

* The contract does not contain a reopener clause to cover the soaring "Cost of Living." The I.L.G.W.U. negotiated a Contract with a Reopener clause.

* The first year's salary adjustment is already inadequate, having been taken away by inflation, evidenced by published Cost of Living indexes.

* The New York City Transit Workers negotiated 18%. Why should we get less?

* Due to the delayed payment schedule every employee will lose $125.

* There has been no final resolution of the "State Aide" program which endangers the Civil Service Merit System and job of every employee:

* The "Death Gamble" in the Retirement System has not been eliminated. The interest of widows, widowers, and orphans are in danger.

* The Contract does not contain a reopener clause in the event the "AFL-CIO" unit received a better contract than the "CSEA" units.

* Pensions will now be limited to 75%.

* Many benefits, especially medical do not go into effect until the second year of the proposed contract.

Our Association has gone on record in opposition to this offer. You can too. When you receive your ballot, VOTE NO.
$ MONEY MAKING DISTRIBUTORSHIP

You read about it in Newsweek. The quick connect electronic Beer Tap that meters and measures the flow of draft beer.

- NO WASTE
- NO UNAUTHORIZED GIVE-AWAY
- NO OVER PULLS
- NO SPILLAGE

Can be set to automatically measure, meter and dispense

Create an excellent opportunity in the burglary field. Needed to care for children who are presently in hospitals and not sick, and others waiting in temporary shelters.

For many different reasons their parents cannot care for them. They may need foster homes for a few days, a few weeks or perhaps longer. Poster parents receive a monthly board rate for each child plus medical, clothing and incidental expense money.

CALL Lila D. Lotsky, Director of the New York City Bureau of Child Welfare, Department of Homefinding, 1 Lafayette St., New York 14, N.Y.

Medical Steno Spots Several large teaching hospitals require medical secretaries, requiring high school graduation plus a year's worth of experience, exist in mid-winter when the County Dept. of Health starts at $5,450 and increases to $3,450 at the end of the year. Beginners will be qualified by passing steno tests of 90 words per minute and a typing exam of 40 w.p.m. speed. For more information, contact the Department of Personnel, 40 Thomas St., to officially apply.

Engine, Tech Jobs Open Via Promotion Test Many openings are available in the engineering department. Pay is $2,800 per month. This will be obtained via the written promotion exam set for May 8, but application must be in by the Pebb 24 deadline. Qualifications set for background are at least six months as an assistant engineer. Writing their names will conclude the exam. Call 505-243-5519 or write Marketing Director, 87101.

Help Wanted M/F STENO TRANSFER OPPTY. PERMANENT VACANCY - QUEENS STATE SCHOOL, 134th St. at Lafayette, New York, N.Y. 10027. Flushing Line, Tel. 267-9190. Help Wanted M/F

SALES: Full time, 30-40/week, $200-$250 weekly. Valid driver's license required. Show prove baby photo in home to assist. Call 212-351-5050 or 212-381-4160.

HELP WANTED M/F MESSMEN - P/T MORNINGS or afternoons. Advancement opportunity. $20 to $25. Write M. J.........................................

GUYS - GALS

Have a ball of a weekend, 4 miles from Florida, 90 minutes from New York City on the Catskills for $15.00 per person, lodging only. Come to Leisureville One Bedroom Apartments. For schedule call, Gold Sprint Hotel, Jamaica, N.Y. For reservations, 1-888-959-236.

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FLORIDA

Planning to Retire, Relocate, Invest or Vacation in Florida?

Your move to Florida is good "And the people are friendly. There's leisure as well as work." Planning to Retire, Relocate, Invest or Vacation in Florida?

Farms & Country Homes, Orange County

Bulk Arrangement - Retirement Homes in the Tribeca Area

GOLDEN AGE REALTORS

102 E. First Ave., New York, N.Y. 10036

Homes For Sale - Bronx

For information and application on your area, call 212-899-3303.

For information and application on your area, call 212-899-3303.

Call 212-198-3481

Casino

Planning to Retire, Relocate, Invest or Vacation in Florida?

Coffee for a few dollars to the mus so-

Planning to Retire, Relocate, Invest or Vacation in Florida?

Coffee for a few dollars to the mus so-

Planning to Retire, Relocate, Invest or Vacuum in Florida?

Coffee for a few dollars to the mus so-

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Planning to Retire, Relocate, Invest or ...
Six Hundred Suffolk Aides Added To CSEA Roster

SMITHTOWN—The Suffolk chapter, Civil Service Employees Assn., has gained representation for an estimated 600 employees in five school districts in recent weeks.

In addition, CSEA has petitioned for and expects to win a representation election among Village School District in the Village of Mineola, Dr. Albert H. Harker, unit chairman. His helper, Patricia Chromik, and CSEA chapter president, Alphonse Briere who helped make the collection successful. The chapter also sponsored the Annual Christmas Kiddies Party for children of Division employees on Dec. 12.

SANTA AND HELPERS — The Division of Employment chapter of the Civil Service Employees Assn. in Albany sponsored the annual Christmas Collection which raised a total of $729 for the Albany Home for Children, the Jewish Community Center, and the Villa Materna of Albany. From left are Diane Pursel left, and unit secretary Doris Keast, right, and standing, from left, village attorney George Grenstein, CSEA field supervisor Arnold Moses and Nassau chapter president Irving Flaimbaum.

Levitt Receives Standing Ovation From Retirees

ALBANY—Arthur Levitt, State Comptroller, was tendered a standing ovation by the officers and members of the Capital District Retirees unit of the Civil Service Employees Assn. at the recent meeting of the unit at CSEA headquarters in Albany, where he was the principal speaker.

Levitt, who was introduced by unit chairman Dr. Albert H. Harris as "The Friend of Civil Service," told the retirees that inflation was "absolutely devastating to the people on fixed incomes." Levitt traced the historic background of the cost-of-living supplemental payments available for retired New York State employees and noted that it was the first benefit of its kind in the nation when initiated in 1967. It has be come known as "The Levit Plan" and has been widely and successfully copied by a number of other states.

Levitt explained that the Cost-of-Living Supplement is not a permanent part of the law but is voted by the Legislature each year. It is now so firmly imbedded in labor relations, the comptroller noted, that each year he has submitted a bill to make it permanent. This year, he added, he has included additional features:

- The elimination of the $8,000 ceiling, and provision to move the cost-of-living payment up to January 1st of each year.
- The date payments have been distributed herefore.

During the question and answer period, the comptroller answered questions from the floor and previously submitted written questions given to the Unit Chairman, Dr. Harris. The regular business meeting following a coffee break. Additional guest speakers were Dr. Theodore Wenzel, CSEA president; Hazel Abrams, third vice-president and chairman of the Statewide Retirees Committee; Emmett Dunn, Charlotte Clapper and Mrs. Florence Drew, members of the Statewide Retirees Committee; John Carey, CSEA pros student; and Mrs. Mary Blair, CSEA assistant program specialist.

CSEA representative in the Health Insurance Program made a report on the new salary negotiations the pact was inked recently by the Civil Service Employees Assn. at the recent meeting of the unit at CSEA headquarters.

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CSEA representative in the Health Insurance Program made a report on the new salary negotiations for the unit at CSEA headquarters.

July 4 to 18—$459

Hawaii Tour Set From Rochester

For the first time, members of Civil Service Education and Recreation Assn. will be able to join a tour of Hawaii and the American and Pan American Airlines to Los Angeles, Honolulu and San Francisco. The price of only $459 includes round trip jet fare, fare, hotel rooms, sightseeing in Los Angeles, Hawaii and San Francisco and a special party in Waikiki Beach.

Immediate application should be made to Claude E. Rowell, 64 Langslow St., Rochester, N.Y., 14629. After 5 p.m. telephone (716) 873-5607.

Nassau Nominations

Named for the board of directors were: James Callan, Anthony Greco, James Hoffman, Helen Kean, Gradon Knoff, Eleanor Koch, Buelah Monroe, Frances Reder, Harward Qun, Fred Tufte, and Rita Wallace.

Also, Kenneth Cadiere, Sal Consentino, John Martine, Augustine Lannau, Joseph P. Russo, Ruth Braverman, Muriel Donohue, Ben Gunion, Anna Weber and Thomas Biapiccola.
Operator Posts Offered

(Continued from Page 13)
and willingness to assist is indicated to callers. The business of general communication between agency staff and office post and can extend from $4,440 starting pay hinges on the precise progress in the agency's under

clerks or file clerks may well be teach to those selected for

skills.

ANNOUNCEMENTS

start today to educating yourself for tomorrow!

GOING TO NIGHT SCHOOL IS... ONE ANSWER TO GETTING AHEAD & YOU CAN LEARN WHILE YOU EARN!

Albany Business College's Evening Division is now registering for classes starting February 2, 1970

one/two year diploma programs

ACCOUNTING  RETAILING
SECRETARIAL
certificate programs

TYPWRITING  BOOKKEEPING  STENOGRAPHY
ABC SHORTHAND  STENOGRAPHIC REVIEW

data processing programs

IBM COMPUTER PROGRAMMING  COBOL  & RPG LANGUAGES
KEY PUNCH
special programs

PUBLIC RELATIONS INSTITUTE  EFFECTIVE SPEAKING SEMINAR

CALL 434-7163 FOR FREE EVENING CLASS LISTING!

this counsel from

130 Washington Avenue, Albany, N.Y. 12210

[Continued from Page 9]

and that the City's new law will combine all the best features of other anti-fray laws.

The new policy becomes effective two days from today, the City will have the authority to move against almost any type of shady business practice. The principal weapons will be the court injunction and a civil suit law obtain an injunctive and restraining customers.

However, one old but potent weapon will continue to be used effectively — publicity and exposure of fraud.

The DEPARTMENT'S Commissioner, Mrs. Bess Myerson Grant, has been wielding this weapon with dramatic results. The former Miss America has the good looks, but she also has the teeth to bite into the hides of shady and de

licious merchants.

Whether they like it or not, businessmen and their trade assi

sociations better learn some of the basics in the use of publicity as a weapon for the protection of the public Interest.

As any PUBLIC relations professional will attest, a perfectly legitimate tactic in the overall strategy of protecting the consumer from the handful shady manufacturers and merchants who have been picking the consumers' po

kets for years.

Syracuse Seeks Drivers

The Syracuse Public Library has a vacancy for bookmobile op

erators paying $5,020, that requires a high school diploma and two years' experience dealing with automotive equipment. If intere

sed write the Onondaga County Dept. of Personnel at the Public Safety Bldg. in Syracuse. Deadline for filing comes Feb. 11.

P.R. COLUMN

UN TIL THE advent of consumerism, civil servants have had to stand by helplessly while these nefarious deeds were being perpet

uated. Civil service reform relations suffered because there was little civil servants could do to right these wrongs.

FROM NOW on, the consumer will be able to strike back and civil servants will have the legal authority and mandate to assist with something more meaningful than holding the consumer's coat.
**Owasco Town Aides To Benefit From Pact Negotiated By CSEA**

OWASCO — The Cayuga County chapter of the Civil Service Employees Assn. has won a new contract for the employees of the Town of Owasco that includes pay raises, new leave provisions, binding arbitration for grievances, and many other employee benefits.

The contract covers all employees of the Town of Owasco for the period from Jan. 1, to Dec. 31, 1970 and contains a re-opener clause to allow negotiation for an individual town employee whose situation might require a departure from the general provisions of the contract.

The new contract gives CSEA the right to have a designated field representative meet with an employee on the job to discuss and administer the terms of the contract, and the right to have a representative of the CSEA insurance programs visit an employee on the job to provide protection and service claims.

Some of the main provisions of the contract are:

- **Salary and wage plan:** most civil service employees will receive a pay boost and a reduced 37½-hour work week for night employees which had been negotiated earlier.
- **Overtime:** time and one-half will be paid for overtime.
- **Vacation:** nine paid holidays.
- **Sick leave:** at the rate of 2½ days per month plus an additional 10 after 20 years of service.
- **Longevity:** longevity increments of $100 after the first five years, $200 after ten years, $300 after 15 years.
- **Grievances:** A grievance procedure is provided in the contract, with provision for binding arbitration for final settlement of grievances.

The arbitration committee would be composed of three members: one chosen by CSEA, one chosen by the Town and the third by the other two.

Louis T. Shaw, CSEA field representative, had high praise for the CSEA negotiating team and the work they did in winning this contract for Town of Owasco employees. The team was led by Edward J. Nash, president of the Cayuga County chapter of CSEA, and James F. Geh. Shaw, who negotiated the pact, suffered a heart attack and had been hospitalized he is presently recuperating at his home in Auburn.