CSEA Opens Fight
Higher SalaryDifferentials
Demanded For StateNurses
Employed In New York City

ALBANY—The Civil Service Employees Assn. has demanded that geographic salary differentials for staff nurses, head nurses and supervising nurses employed in State facilities within the five boroughs of New York City be increased.

In its appeal to the State director of classification and compensation, CSEA said: "This application takes the competitive salaries of similar titles employed by the City of New York on a comparable basis with those paid by the City of New York for the same or similar positions."

The new salaries effective for City nurses, said CSEA, would only be an oral examination from being prevented to the State Civil Service Dept. to break the laws for any group, whether it be white, black or what have you. "How does it help any ethnic group by breaking the law?" he asked.

The CSEA State Aid Committee, whose membership is mainly black, had already rejected the Civil Service Dept. request for approval of the examination. After debate, the CSEA Board of Directors ordered its counsel to file suit to prevent the examination from being held.

CSEA To Fight
Discrimination
On State Exam

The Civil Service Employees Assn. will go to court to prevent the State Civil Service Dept. from conducting a competitive promotional examination that gives preference to minority groups.

The CBSE Board of Directors learned on Sept. 8 that the examination, created mainly for Spanish-speaking or black persons, would only be an oral examination and would appear to bar normal competition for the posts. The two positions are nurse-midwife and supervisor.

CSEA called for Increases in the geographic differentials as follows:

Staff nurse (all positions)—increase area geographic differential within the five boroughs of New York City from $850 per year to $880 per year.

Head nurse (all positions)— increase area geographic differential within the five boroughs of New York City from $1,000 per year to $1,300 per year.

Supervising nurse (all positions)— increase area geographic differential within the five boroughs of New York City from $1,200 per year to $1,300 per year.

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A State-appointed fact-finder has recommended a 9 percent salary increase at each step for all employees in the Board of Cooperative Educational Services First Supplementary District (Suffolk County).

The fact-finder, Joseph S. Klas, was assigned by the State Public Employment Relations Board under provision of the Education Services First Supplementary District Board of Cooperative Education Services. The $429.00 includes daily breakfast, sightseeing and excursion program, taxes, and gratuities. Write to Edward Valder, 20 Bayview Avenue, East Square Station, New York.

Price includes deluxe hotels, sightseeing and excursion program, and many extras. Write to Sam Emmett, 1060 E 28th Street, Brooklyn, N.Y. 11210. Tel 212 253-4488 (after 5:00 PM)

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GREECE AND TURKEY — Christmas Pilgrimage to Rome. 24 to January 3 only $379.00 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 Square Station, New York, N.Y. 11373. Tel 516 941-3713.

Suffolk Fact-Finder Proposes 9% Raise For BOCES Staff

Taylor Law to recommend a settlement in the impasse between the Board of Cooperative Educational Services Employees Assn., representing 23 non-instructional employees.

The fact-finder recommended that the salary increase should be effective as of June 30, 1970. Klas also recommended:

• No changes in the current work year calendar;
• Retention of the present vacation schedule providing two weeks’ vacation for up to five years’ service and three weeks for more than five years’ service;
• Change the basic work week for clerical personnel from 33 to 35 hours except during July and August when it shall be 30 hours;
• Change the basic work week for custodial personnel from 33 to 40 hours except during July and August when it shall be 35 hours.

(Continued from Page 1)

to facilities of the various State educational and administrative offices, recognize the power and a record of accomplishment.

This last is frequently a double-edged sword. In the course of his 12 years in the Executive Chambers, Governor Rockefeller has compiled a record of considerable achievement, but he is also exposed to criticism from the very people whose expectations he has not met. He is accused of the splitting, rising crime and narcotics addiction rates, increased taxes and inadequacy of schools and hospital facilities. Taking a leaf out of Mayor John V. Lindsay’s campaign book of 1970, Governor Rockefeller has been publicly assuring his men, “be廉洁 and accurate in your administration to his attempt to do too much too quickly.”

By his own estimate, the Governor is satisfied with his record of accomplishment in the civil service area. In his talk to the Civil Service Employees Assn. convention in Buffalo last week, the Governor outlined what he regards as his major contributions to the improvement of the State’s civil service and to the lot of the civil service employees. These include an 83 percent increase in the average salaries of State employees, from $4,335 in 1958 to $8,500 in 1970; the establishment of a non-contributory pension system and the vesting of pension rights after ten years employment; recognition of collective bargaining rights of civil service employees under the Taylor Law; and the fact that State employee salaries were increased during eight of the years that he has served as the State’s chief executive.

“I am especially pleased,” the Governor told the delegates to the CSEA convention, “that the Taylor Law is giving you such an effective bargaining instrument to meet the current employment conditions. As far as I am concerned, the best government in this country is the government of the County itself.

CSEA, in agreeing to fact-finding, also asked for binding arbitration. The Town flatly refused.

CSEA reports that under the current wage setup, the majority of Ramapo Town employees and their families are forced to hold more than one job to continue living in the town. “This is just one more case of taxpayer-employee being forced to underwrite the expanded payroll costs,” Joseph Governale, CSEA unit president charged.

Paul Adams

The Conservative Party candidate for Governor, Paul L. Adams, did not address the convention but made known his views in favor of prohibitions of strikes for State employees and denounced the Rockefeller Administration for using outside consultants to provide services that can better and more efficiently be performed by civil service employees.

Heart Bill Helped

Governor Rockefeller approved bills adopted by the State Legislature this last session that recognize heart and lung diseases among policemen and firefighters as occupation disabling hazards arising from the course of employment. These have long been added to a list of uniformed police and fire fighting forces throughout the State, and their benefits have been broadened, wide spread endorsements from these groups to the Governor’s candidacy.

There are three candidates for Governor, as well as other candidates for State and local elections, who can be called upon to engage the power at the polls of the civil service employees and their families. They are Rockefeller, Rogers and Kiss. This in this campaign, various candidates will do doubt continue to labor upon their civil service views in an effort to capture the mass of voting strength of the civil service employees.

This is that a campaign in a series on the three gubernatorial candidates. Profiles on the three candidates for the U.S. Senate will appear in later editions.)

CIVIL SERVICE LEADER, Tuesday, September 22, 1970

Ramapo Aides Win Fact Finding On Pact Demands

Ramp A Township, under unyielding pressure by the Civil Service Employees Assn., has asked for fact-finding following six futile negotiating sessions involving wage demands and fringe benefits by CSEA members.

Charging that they are the victims of a partisan administration, the increased cost-of-living, and spiraling tax structure, CSEA members point to the fact that their wage scale is well below that of neighboring towns.

At the last meeting between both parties, the Town offered a salary plan with a four percent increment in 1971 and a three percent wage increase in 1972. CSEA rejected the offer since the County schedule for comparable job classifications is approximately 15 percent higher and the fact that the administrators in Clarkstown recently agreed to aiease pay increases over and above the County level.

Summarization of the major CSEA proposals were: 1971—a seven percent salary increment; fully paid hospitalization and a dental plan for employees and dependents of five percent salary increase with a 5-10 percent paid differential for shift workers with double-time after a 48-hour workweek.

During negotiations, CSEA has charged that the administration, while their proposals still fell short of other towns and Rockland

Warren Stenotype 250

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In A MICROBIAL WORLD

By Arthur J. Goldberg. This tends to confirm the fact that the Governor feels his record of accomplishments is strong enough to appeal to public employment, particularly those ranging in the "pee in the sky" ragtag that usually adorns the campaign trail.

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By MARVIN BAXLEY
Rich rewards were promised in the big show-stopping song from the musical-comedy, "The Honeymooners," that opened for a limited one-performance run in Buffalo on the second day of the 60th annual Civil Service Employees Assn. meeting.

The show, an obvious pastiche on the famous television program, played to a packed house of delegates, who themselves became participants in the show (a la "Hair") when copies of The Leader were passed out to emphasize the drive.

The hit song, which admonished the audience to follow details in The Leader of the CSEA's State membership drive, was enthusiastically sung by a mixed quartet. In fact, it was the hirsute member of the quartet who offered the one bit of nudity that seems to be de rigueur for any new stage offering these days. Thus Art Bolton, Sullivan County representative to the Board of Directors, appeared with shirt wide open down to his belt buckle while the girl members were dressed stark naked in their headbands. Giving credit where it is due, the trio of beauties, that opened for a limited run of delegates, who themselves became participants in the show, was enthusiastically sung by a mixed quartet. In fact, it was the hirsute member of the quartet who offered the one bit of nudity that seems to be de rigueur for any new stage offering these days. Thus Art Bolton, Sullivan County representative to the Board of Directors, appeared with shirt wide open down to his belt buckle while the girl members were dressed stark naked in their headbands.

Although it was never in doubt as to whether Ralph would be successful in convincing his cohorts, the final act remains to be determined by the delegates and general membership in their response to the drive.

If first-nighter applause is an indication, the drive will be an overwhelming success.

CAST BOWS — Taking a curtain call, the cast encored with the CSEA Recruitment Song, the biggest hit of the show. From left to right are the happy hippies Ann Carabin, Carmen Sgarlata, and the happy homebodies Carmen Sgarlata, Mary Beth Corbett, Marilyn Jackson and Marvin Nailer.

For State And Local Employees

New Resolutions Provide CSEA With Base For 1971 Programs In Legislature

Resolutions approved by delegates attending the 60th annual meeting of the Civil Service Employees Assn. underlined their determination to work through the State Legislature as well as the State Administration to gain or change benefits, work rules, etc.

CSEA's advertising agency, carried the biggest load as Ralph (although nowhere approaching the grit of the original Jackie Gleason) with a professional aplomb rivaled by Marvin Nailer, of the CSEA public relations, in the role of Norton (the Art Carney of character).

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Chosen For Post At State Health Dept.

ALBANY—Dr. Alan R. Himan, formerly of the U.S. Public Health Service, has been named head of the State Health Department's Bureau of Epidemiology at $25,000 a year.

SECRECY OATH — In typical Honeymooners fashion, the leading players make plans for a get-rich scheme. From left to right are Carmen Sgarlata as Ralph, Marvin Nailer as Norton, Mary Beth Corbett as Alice and Marilyn Jackson as Trixie.

GRAND PRIZE — Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., is shown receiving the keys to a 1971 Chevrolet Camaro from R. M. Weiss, general manager of De Russis Cheverol in Saratoga Springs. The Camaro is the number one prize in CSEA's Super Sign-Up Season membership drive Jackpot. The prize features a 250-HF 250 cubic-inch V-8 engine, center console, power brakes and steering, automatic transmission and other extras. Other prizes in The Super Jackpot include ten RCA color TV sets, five Panasonic stereo receivers and 50 Helbros wrist watches. The gigantic membership drive will be conducted throughout New York State during the eight-week period of Oct. 1 to Nov. 27. Details are enumerated on page 28.
PBA Demands National Study To Fight Attacks On Policemen

TANNERSVILLE—Delegates to the Patrolmen’s Benevolent Ann. have urged that representatives of police associations throughout the United States be convened to study the problem of unprovoked assaults on police officers and formulate a national strategy for combating what they called a "clear and present danger to the foundation of our society."

In a resolution adopted at a meeting at the Police Recreation Centre, here, the delegates stated that the "discovery of revolutionary literature calling for the murder of policemen" throughout the country "clearly suggests the existence of a conspiracy." The resolution said that "attacks on individual policemen must be viewed as assaults against the entire community, and it is in the interest of society itself that these threats must be ended."

Delegates also unanimously endorsed a resolution which will result in policemen refusing to testify at any hearing where they are defendants unless they are brought fact-to-face with their accusers.

Guest speaker at the convention banquet was James L. Buckley, Conservative Party candidate for U.S. Senator. Buckley was earlier endorsed by the PBA.

In other action at the session:
* The delegates voiced their support of President Nixon’s law enforcement program;
* Urged Mayor Lindsay to designate a day in November as Police Memorial Day to honor New York City patrolmen who have been killed or wounded in service to the community;
* Elected retiring Police Commissioner Howard R. Leary an honorary life member of the PBA in recognition of his "achievement which have added luster to the history of New York’s Finest;" and
* Demanded that the City live up to its contract by providing parking spaces for patrolmen’s cars near precinct stations.

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The PBA’s 77th Annual Convention Centre, here, the delegates stated that the "discovery of revolutionary literature calling for the murder of policemen" throughout the country "clearly suggests the existence of a conspiracy." The resolution said that "attacks on individual policemen must be viewed as assaults against the entire community, and it is in the interest of society itself that these threats must be ended."

Delegates also unanimously endorsed a resolution which will result in policemen refusing to testify at any hearing where they are defendants unless they are brought fact-to-face with their accusers.

Guest speaker at the convention banquet was James L. Buckley, Conservative Party candidate for U.S. Senator. Buckley was earlier endorsed by the PBA.

In other action at the session:
* The delegates voiced their support of President Nixon’s law enforcement program;
* Urged Mayor Lindsay to designate a day in November as Police Memorial Day to honor New York City patrolmen who have been killed or wounded in service to the community;
* Elected retiring Police Commissioner Howard R. Leary an honorary life member of the PBA in recognition of his "achievement which have added luster to the history of New York’s Finest;" and
* Demanded that the City live up to its contract by providing parking spaces for patrolmen’s cars near precinct stations.
Stress Series Of Promotion Tests 

Hours are generally 9-5 on weekdays. The competitive category requires no previous period and are a total of $350. Notices indicate the current titles, open competitive as well as those needed to qualify. The degree of prior service in the lower titles indicated. The degree of prior service in the lower titles for September, listed alphabetically:

- assistant attorney, 700;
- assistant bridge inspector, 1200;
- auditor, 150;
- dental hygienist, 80;
- electrician, 100;
- automobile mechanic, 200;
- hotel and club inspector, 50;
- children's counselor, 150;
- dental hygienist, 80;
- electrician, 100;
- automobile mechanic, 200;
- hotel and club inspector, 50;
- student custodian engineer; senior program specialist/Model Cities, 50; supervising program specialist/Model Cities, 25; supervising housing grounds man, 200.

Prime Need: Patrolmen
The post of patrolman requires a high school diploma but no work history will be needed. With 8,000 openings, it is the title where the largest number of candidates are expected.

For those already in City civil service, the chance to upgrade your position is always welcome. There are 37 titles for promotion that require filing in September. Here are the competitive job titles for September, listed alphabetically:

- police officer, 9,000;
- patrolman, 8,000;
- pipe fitter, 400;
- school custodian engineer; senior program specialist/Model Cities, 50; supervising program specialist/Model Cities, 25; supervising housing grounds man, 200.

Board Of Ed

Needs Guards
In a bid to immediately find applicants as school guards before the September term begins, the Board of Education asked persons between the ages of 20 and 45 who are 5-foot-7 or taller to apply now. No formal education or experience requirements exist, although good moral character is needed to qualify.

At present, those appointed will earn $2.27 per hour plus various fringe benefits. Inquire at the Board of Education's application unit, 65 Court St., Brooklyn 11201, to gain further information.

If you wish to ask any questions by mail, address all correspondence to Robert P. Moran, Director of Administrative Personnel, Board of Education Office, at the location given above.

Follow Pension Policies
Be sure to keep abreast of the latest developments in the City's pension policies by following The Leader, your key to retirement planning.

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Enrollment open for next exam

Patrolman (N.Y.P.D.)
Correction Officer & Trainee Housing Patrolman

Class meets Mondays at 5:30 p.m. or 7:30 p.m.

Examination has been ordered for

Fireman (N.Y.F.D.)

Classes meet:
- Jamaica—Wednesdays, 5:45 PM, 7:45 PM
- Manhattan—Thursdays, 7:15 PM, 9:30 PM, 7:30 PM

Examination has been ordered for

Supervising Clerk-Steno

Classes meet:
- In Jamaica, Mon., 6:30 PM; 7:30 PM

Administrative Associate Exam

Expected in June — Classes Now Forming

License classes enrollment now open for Naval Engineer * Master Electrician * Refrigeration Mach. Oper.

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Here is the newspaper that tells you what is happening in civil service what is happening to the job you have and the job you want.

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jerry finkelstein, publisher

let the best man win

one public employee problem that came under particularly heavy attack by the 1,000 delegates attending a convention of the civil service employees assn. in buffalo recently was the "misuse" of oral examinations by the state civil service dept.

the department was charged with a variation of political patronage by using oral examinations to eliminate qualified persons from new jobs and/or promotions in order to place "favorites" in the positions.

"between the one-out-of-three rule and the use of oral exams, how can anyone claim that we have a truly competitive examination system?" one delegate asked.

hardly any state agency escaped scathing attacks on the use of these rules to maneuver persons in or out of positions by eliminating them with either one rule or the other or promoting them if so favored.

the evidence presented was so strong that the civil service dept. must prove without qualification that it is not the chief violator of the civil service law.

the best response would be to eliminate both the one-out-of-three rule and oral examinations at once. since state employees are willing to compete with all others on exams, the least the state can do is genuinely "let the best man win."

a dead policeman's gift

there can be no greater gift than that of saving a fellow human being. a few have shown their heroic devotion by acts of rescue. rarer, still, are the cases of persons who have been responsible for the survival of others after their own lives have ended.

such a drama unfolds with the use of a kidney from ptl. robert scheu of the e. 126th st. stationhouse in manhattan, who died last thursday. with extraordinary speed, the young policeman's kidney was flown by helicopter to a hospital in newark, n.j., there to be transplanted during a four-hour emergency operation into a 23-year-old, elizabeth man.

the family of ptl. scheu had given their permission to keep that kidney functioning and use it in the transplant if necessary. because of their courage, the recipient survived. such valiant decisions—clearly beyond the call of duty—reflect on the calibre not only of the man behind the shield but those families behind the men who display those shields.

letters to the editor

editor, the leader: new york state, a samuel gompers or a simon legree? gompers was a leader in the advancement of working people. legree was a slave driver. which is new york state? from time to time it is required that the public be informed. my compensation is either of two options. the first is to take the overtime at the time-and-one-half rate in cash, or take the time back at an hour-for-hour rate. this is a complete denial of the overtime rate, and a complete denial of the concept of the time-and-one-half rate for overtime.

it is my understanding that the labor dept. of the state of new york, requires the payment of the time-and-one-half rate. it is impossible for me to assume that the labor dept. of the state of new york would allow this practice to function in the private industry area.

some of us have a need of the time that may be accumulated by working overtime usually at a health sacrifice. should we be denied the same opportunity to enjoy that time for our own reasons, desires cash for his overtime?

this is written in the hope of publication, for it has been my experience that only in this way can i just policy be formulated.

by what name shall new york state be known?
little eva of pilgrim power-house.

herman f. brown
senior stationary engineer

civil service television

television programs of interest to civil servants are broadcast daily over wync. channel 31, this week's programs are listed below:

friday, sept. 25
3:00 a.m. (color)—around the clock—nyc police dept. training series
1:30 p.m. (color)—around the clock—nyc police dept. training series
3:00 p.m.—return to nursing—no. 25, "what's ahead for nursing?" refresher course for nurses
7:00 p.m. (color)—around the clock—nyc police dept. training series

saturday, sept. 26
9:30 a.m. (color)—around the clock—nyc police dept. training series
1:30 p.m. (color)—around the clock—nyc police dept. training series
3:00 p.m.—return to nursing—no. 1, "changing role of the nurse." refresher course for nurses
7:00 p.m. (color)—on the job—nyc fire dept. training programs

thursday, sept. 30
9:30 a.m. (color)—around the clock—nyc police dept. training series
3:00 p.m.—return to nursing—no. 1, "changing role of the nurse." refresher course for nurses
7:00 p.m. (color)—on the job—nyc fire dept. training programs

friday, sept. 25
9:30 a.m. (color)—around the clock—nyc police dept. training series
11:00 a.m. (color)—community feedback—community development agency monthly series
1:30 p.m. (color)—around the clock—nyc police dept. training series
10:00 p.m. (color)—urban challenge—host is bronx borough pres. robert abram

saturday, sept. 25
7:00 p.m. (color)—on the job—new york city fire dept. training programs

trust must prevail

honesty, integrity and forthrightness in dealing with the public, with colleagues and with other government agencies is a "must" for all civil servants who wish to maintain the highest standards of public relations.

it just can't be any other way if the business of government is to operate at maximum efficiency.

there must be mutual trust in all dealings involving civil servants. no one gives his word to provide specific material or to perform some action, this word must be kept—even if it isn't in writing.

we have urged our readers to put things in writing both for protection and to keep an accurate record. but it is not always feasible to put things in writing when civil servants are in face-to-face negotiations.

it is under such circumstances, particularly when time is of the essence, that the critical importance of mutual trust is especially meaningful.

we had occasion to have all these truisms brought home to us recently in watching negotiations between a publicly supported educational institution and a private educational organization.

shortly after the meetings began, it became quite obvious that the private educational group was negotiating in bad faith. they said they could deliver things they never intended to deliver. they promised to do things they never intended to do. just about everything they said and did was dishonest.

on the other hand, the government educators were honest and forthright. their statements were open and aboveboard, and they were ready to carry out every item of what understanding that has been reached.

on the government side, which involved several departments, the negotiations were traumatic.

on the other side, it didn't seem to bother them one bit that their conduct raised serious questions about their honesty and integrity. nor were they the slightest bit concerned that their public relations, already at a low ebb, sank underground and totally out of sight.

there is no point to a discussion of any of the unpleasant details which finally resulted in a binding contract, except to say that the bad taste and bad faith of the private educators continued unabated to the bitter end.

it was a shocking experience, but it was also an experience that had to be told to our readers for two reasons:

* continue to maintain the highest standards of integrity in your dealings with others;
* if you are certain that the other side is dealing with you in bad faith, break off negotiations immediately until you are assured that they will stop playing games in any contact you care to resume.

civil servants are entitled to reciprocal honesty and integrity at all times.
Credit Union
P.D.A. Olcayed

ALBANY—The State of New York will now allow payroll deductions for credit unions up to four times per year, it was announced this week. The Department of Audit and Control said that 47 credit unions will be allowed to participate in the payroll deductions from State employees' paychecks.

It was agreed that the minimum payroll deduction would be $5 and the maximum deduction would be $999. If an individual did not have sufficient money for any given pay period to have a deduction taken out, the credit union would have to reinitiate any such deduction if the person was off the payroll one period.

The State Comptroller's Office will provide the forms to be utilized to ensure uniformity. Any person having a credit union deduction who transfers from one department to another must first pay off that loan and initiate a new loan with the same or another credit union. In other words, only one credit union deduction may be in existence for each employee at one time.

Innovator Enriched
ALBANY—Theodore Wells has won a certificate of merit and $85 for his time and money-saving suggestion, accepted by the Thruway Authority.

Political Advertisement

DO CIVIL SERVICE PEOPLE VOTE?
YOU CAN BET THEY DO!
VOTE WHERE IT COUNTS ON YOUR OWN LINE CIVIL SERVICE INDEPENDENTS PARTY VOTE COLUMN E ROCKEFELLER HE'S DONE A LOT . . . HE'LL DO MORE . . . FOR CIVIL SERVICE Civil Service Independents Party Hotel Warwick New York, N.Y., 10019 Dr. Herman P. Manfield, State Chairman

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H.I.P.’s MPT CENTER WILL USE ADVANCED COMPUTERS NEW ENROLLEES FIRST TO PARTICIPATE

H.I.P.’s MPT Center will open in November 1970 on Fifth Avenue. The MPT Center will house facilities for carrying out over 20 separate tests designed to give your personal physician a detailed record of your state of health when you join H.I.P.

With the MPT computer printout of your health tests on his desk, your physician can then devote more of his professional time to your personal health problems. Automated multiphasic health testing is the most comprehensive series of health tests one person can be given in one place at one time.

H.I.P. urges all the new enrollees to take advantage of tomorrow's medicine today by making an early appointment for the MPT Center tests.

The MPT tests are another outstanding example of how H.I.P.’s pre-paid group practice medicine provides preventive, diagnostic and curative medical services for better health.

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This is your once-a-year opportunity to protect yourself and your family with Blue Cross plus Blue Shield and Major Medical.

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Your Blue Cross and Blue Shield benefits, supplemented by Major Medical, provide the most extensive family benefit program of any plan available to City Employees! In addition to the basic Blue Cross and Blue Shield benefits, this program provides private duty nursing, physical therapy, and home and office visits... extras that add up to $20,000 in lifetime Major Medical benefits for each member of your family. Drug coverage is also available through payroll deduction.

You have 26 days, from September 21 thru October 16, to take advantage of Blue Shield and Major Medical. For details call MU 9-2800 and ask for “City Information.”

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Candid Camera At CSEA Convention
Committees At Convention Work On CSEA Problems

HEALTH — Left to right: Russell Wachter, James Brown, Robert Mayer, Ernest Sutter, Helen Crowe, and Alice Hall.

STATE UNIVERSITY — Albert Vercetti, Edward Dubia, and Edna Randall.

STATE POLICE — Left to right: Thomas Puglise, Marcia Barrett, Nellie Diodati, and Nelly Dicks.

EXECUTIVE — Left to right: James Powell, Douglas Miller, F. Henry Giguere, and Charles Rinaldi.

LABOR — Grace Hillery and Bernard Ryan.

RESOLUTIONS — Left to right: John Carey, Dorothy Ruben, Joseph Garbarino, and Blanche Band.

SOCIAL SERVICE — Nelly Gendry, left, and Thaddeus Ciebiel.

EDUCATION — Robert Canithers, left, and Boyd Campbell.

TAXATION — Bernard Schmell, left, and John Cowby.

CONSERVATION — Robert Millin, left, and Louis Colly.

CORRECTION — Left to right: Nick Ferrari, Joseph Campbell, and Joseph Truono.

AUTHORITIES — Left to right: Frederick Ruber, Vitalie D'Antoni, and Edda Collyer.

COUNTY MEETING — Members of the Civil Service Employees' Association's county executive committee, left to right: Irving Frenkel, first vice-president of the statewide Employees' Association, S. Samuel Borelly, chairman of the committee and Richard Turner, CSEA fourth vice-president, present at a workshop session on County Division problems during the annual meeting of CSEA in Buffalo recently.

TRANSPORTATION — Left to right: Thomas Ludlow, Joseph Kelly, and Theodore Wendt, CSEA president.
Dead Patrolman's Kidney in Emergency Transplant

A 27-year-old Manhattan patrolman whose self-inflicted pistol wound had accidentally snuffed out his own life last Thursday had his kidney used posthumously in transplant surgery that helped save the life of a New Jersey youth of 23.

The chain of dramatic events began last Tuesday when Ptl. Robertacheu of the E. 126th St. construction site at Harlem River Dr. and 135th St. Police stationhouse in East Harlem found badly injured by a bullet wound, in the head, at a construction site at Harlem River Dr. and 135th St. Police theorized that he had hung his partner, his state was fast deteriorating. The patrolman's family agreed to make the kidney available for transplant, and William McDougal of Elizabeth, N.J., was in dire need of a kidney. He had been using a blood-cleansing artificial kidney at the time, but his state was fast deteriorating. To meet the emergency, a police helicopter was employed to bring the dead policeman's vital organ to Beth Israel Hospital in Newark, where a four-hour emergency operation was performed.

A team of six transplant surgeons undertook the delicate task, placing the new kidney in McDougal 58 minutes after surgery had begun. McDougal was a victim of a chronic kidney disease, and according to the hospital's records, this type of tissue was the only one that matched up to that of the deceased cop. After the close brush with death, McDougal was reported in satisfactory condition.

Hospital officials believe this to be the first time that a kidney or similar organ has been transplanted from a member of any police force, although they credit police helicopters for proving their value in emergency surgery in numerous instances to date. In addition to flying in tissue and plasma as needed, the helicopter has often been called on to transport auto and other victims to medical centers.

Prosecutor, Judge And Hangman

THE TIME has come for the government to start treating civil service employees with the same respect that it given felons.

EVEN SUSPECTS in the most heinous crimes are protected by civil rights statutes. Rules of evidence must prevail. Each step of the prosecution must be handled by a different person with an entirely different attitude towards the accused.

BUT CIVIL SERVICE employees are not given this right. When they are accused of an infraction of departmental policy or rules, they are faced by an administration that serves as accuser, prosecutor, judge, jury, bailiff and even hangman.

THAT IS WHY we need an outside hearing officer who owes no allegiance to either side but who is acceptable to both.

HE MUST be wholly disinterested.

HE MUST treat both sides equally, giving each the opportunity to present its case fairly, utilizing the rules of evidence that are afforded contestants in both civil and criminal courts and guaranteed by our National Constitution.

AN OUTSIDE hearing officer can make a decision based on the credibility of each witness—not accepting the unsubstantiated word of an Administration witness while disregarding the testimony of a defendant.

AN OUTSIDE hearing officer can say what is truth and what is fiction. Is the witness sweating profusely? Does he move his eyes back and forth? How is he pausing between words? Is he reciting something that he has studied and memorized? Is he changing his story while testifying?

ONLY AN OUTSIDE disinterested hearing officer is willing to find out what the truth is.

AND THE HEARING officer can only make a recommendation to the department head who makes the final decision.

A RECOMMENDATION was made many months ago by the Civil Service Commission to implement this type trial. But what has happened to this recommendation?

DISCIPLINARY HEARINGS within any department are quasi-criminal in nature. A man can—and has in the past—lost his job and his pension as a result. The same elements of due process must prevail in all cases in order that justice be preserved.

UNDER THE PRESENT process, a high-level management official who must parrot the Administration's policy cannot, because of personal and official feuds, find out what another management official has goofed by preferring charges when they should not have been considered.

TO FIND A man not-guilty is to say that the policy of the department is in error.

THE PRESENT trial commissioners—not all of them but most, including one before whom no member of the Uniformed Fire Officers Assn. will ever appear because of his unjust treatment of defendants—continually find that the administration is sacred and defendants are guilty even before a word of testimony is taken.

THESE MEN are nothing short of stooges for management.

THERE ARE many avenues open to us to rectify this evil perpetrated by government employers. And we will cause this injustice to be repaired.

CIVIL SERVICE employees are not second-class citizens and should not be treated as such. We are entitled to the same protection under law as any other American and we will win justice as guaranteed by our Constitution.

New York City
Chapter To Pete Bernard Eisner

Bernard Eisner, former chairman of the New York City chapter, Civil Service Uniformed Fire Officers Assn.'s auditing committee, will be honored at a luncheon on Tuesday, Oct. 8, at Oaener's Restaurant, Manhattan, marking his retirement after 33 years of service.

Eisner is a past president of the Association of New York State Insurance Dept. Examiners and a former member of the executive committee of the chapter.

The subscription of 75,000 includes gratuities, taxes, gift and a choice of menu. Arrangements are being handled by Stewart Katz, who can be reached at (212) 498-7276. Deadline for reservations will be Friday, Sept. 28.
The note to Mom in the hospital is cheerful. Debbie's sad, but she's a real trooper — she takes over Mom's duties when she's away.

But, we all know — there's more to running a family when Mom's away than doing the dishes.

In some families, the financial worry of the illness overwhelms everything else. This is not the situation when you are a STATEWIDE PLAN subscriber.

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This Week's City Eligible Lists

AIR POLLUTION INSPECTOR
1 Peter Cemashko, Harry H. A. W. V.

Real Estate License Course Opens Oct. 6
The next term in "Principles and Practices of Real Estate" begins for interested men and women interested in buying and selling property opens Tuesday, Oct. 6 at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029. This 6-month evening course is approved by the State Division on Licensing Services as equal to one year's experience towards the broker's license.

Do You Need a
High School Equivalency Diploma
for civil service
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Broadway, N.Y. 3 (at 8 St.)
Please arrive at least 15 minutes before the school.

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TRAVEL AGENT CLASS BEGINNING OCT. 8
An intensive evening training program for men and women interested in working in travel agencies, or in organizing tours, cruises, group and individual travel will open Thursday, Oct. 8, at 7 p.m., at Eastern School, 721 Broadway, N.Y. 10003. AL 4-5029. For information write or call for Form 88.

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Phone: 2-7547

For State Aides

Many Promotional Posts
To Close Filing Sept. 28

Nathan, Julius Tannenbaum.

Nearly three dozen State titles will be scheduled for promotional exams in November, the bulk of them to have their tests given Nov. 7. With the exception of the posts of correction hospital security supervisor and also draftman, filing for these exams will close on Sept. 28.

Six State agencies are involved: the State Departments of Audit & Control, Correction, Education, Social Services, and Transportation; and there are, in addition, several non-agency public and private mental titles. Grades and salaries vary, and the exam notice should be consulted for fuller data.

Interdepartmental titles include: senior draftman, G-11; principal draftman, G-15; senior stenographer, G-9; senior stenographer (law) G-9; senior clerk (N.Y. metropolitan area), G-8.

Audit & Control features the post of assistant director of general account, G-27; in Education, associate in educational testing, G-24; and in the State Dept. of Labor, G-2, job of supervising license exam license clerk. The two titles in Transportation are for senior and principal draftman, ranked G-11 and G-15 respectively. These last two will accept entries through Oct. 5.

Varied Correction Titles
Some 14 titles are up for advancement in the Correction Dept. Their number includes: correction captain (male), G-20; assistant deputy warden (male), G-22; correction deputy superintendent (female), G-22; correction deputy superintendent (male), G-22; correction deputy superintendent (male), G-22; correction hospital security supervisor, G-23; correction assistant deputy superintendent, G-22; correction deputy superintendent (female), G-22, and several general industrial foreman titles with specialties — garment manufacture, dye and paint products, soap manufacturing, and woodworking. These posts are equal at G-17.

The remaining positions are all G-25 jobs as associate social service consultants, with different areas of jurisdiction. The areas are listed as: administration, adult institutions, children's institutions, adoption, family services, juvenile correction, and medical.

For certifying the exact qualifications, State employees are urged to visit the personnel units within their departments and agencies. Application blanks and notices of examination may be obtained, also, from any regional office of the State Department of Civil Service before the deadline arrives.

Fiscal Training School To Run During Oct. 6-9

ALBANY — State Comptroller Arthur Levitt announced today that the 15th annual Training School for State and Municipal Clerks would be conducted Oct. 6-9 at Grousinger.

The school for City and Vil-


districts is sponsored by the Comptroller's Office and the New York Conference of Mayors and Municipal Officials, with cooperation of the State Assn. of City and Village Clerks and the State Assn. of Municipal Finance Officers.

Comptroller Levitt will speak at the school's banquet on Thursday, Oct. 8, at 7 p.m.

"Of special interest will be a panel presentation dealing with the fiscal officer's role in public employee relations and the duties and responsibilities of city and village clerks," Levitt remarked.

The Comptroller of the State of New York
will set up his office at The State Office Building (15th Floor), 170 Broadway, New York, N.Y. 10007.

September 30, 1970 at 12:00 o'clock Noon
(Eastern Daylight Time)

$73,000,000 SERIAL BONDS OF THE STATE OF NEW YORK

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$33,000,000 TRANSPORTATION CAPITAL FACILITIES BONDS (MASS HIGHWAYS)
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OCTOBER 1, 1971-2000, INCLUSIVE

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For information write or call for Form 88.

Alden F. Roberts, Roger A. Allere, Paul A. Tammany, John H. Cook, Al Calabrese, James A. Baglione.

For information write or call for Form 88.
Seek Spanish-Speaking Entrain Online for Special State Traineeships in Field of Youth Parole Work

Don't wait till mañana to file—it's now—for youth parole worker trainee II, paying $8,169, and youth parole worker trainee II, paying the salary range of $10,383-12,571.

The salary levels mentioned above exclude two items—a full 6 percent cost-of-living increase for the coming year, plus a $200 annual geographical differential going to aides who work in metropolitan New York or Monroe County.

To be considered as a trainee, you'll need to have completed one year of graduate study in business or have behind you one year of graduate study in social work or have behind you one year of graduate study in group care work experience with any of these areas: clinical, delinquent or disturbed children.

For Special State Traineeships

Numerous entries are expected to be filed before Oct. 5 to fill State vacancies as senior clerk. The major reason behind the prediction: standards to qualify call for only a single year of office or clerical experience, placing the title in reach of many persons.

The actual openings will all be located in the New York metropolitan area, thus automatically including the 1939 geographical differential. As a direct result, the present pay range stands at $5,746-7,091, added to which will be a 6 percent boost effective in April 1971. Featured on the written exam are about half a dozen areas: office practices; interpreting written material; articulateness; vocabulary, and supervision. While a promotion exam will be held simultaneously, the State Civil Service Dept. foresees sufficient vacancies remaining to make use of the open-competitive list as well.

Challenging Tasks

Upon appointment, challenging responsibilities lie ahead: your role would be to help delinquents or pre-delinquents understand the root of their problems and maturely adapt to socially acceptable behavior. Needed, therefore, are interview skills and a deep understanding of the emotions and problems faced by children and adolescents. Included in the objectives of this program is the counselling of juveniles and their families on personal, social, educational and job-finding situations. Professionals and social work methods are applied toward achieving this goal.

An important matter to weigh is how these positions will help your personal growth. As well as developing your human relations skills, the Department of Social Services (your employer) encourages its workers to pursue graduate study. In line with this, financial assistance and educational leave programs are featured.

For more insight into how this works, or an overview of the job in general, request Exam Notice No. 20-375. You can write the State Civil Service Dept., Albany 2226, or view the regional offices as listed in your telephone directory.

Bedford Hills Chap. Sets Election Stake

BEDFORD HILLS—The Bedford Hills Correctional Facility chapter of the Civil Service Employees Assn. has released the slate of candidates for its election of chapter officers Oct. 8. The nominees are: David Dale and Anna G. Morgan, for president; Robert Zurmis and Rose Steeke, for vice-president; Ettie Bryant and Helen Holmes, for treasurer; Edna Howie for secretary; Joseph B. Zimm and Marjorie Williams, for delegate; and Marie Daly and Leslie Talley, for alternate delegate. Write-in lines will be provided for each office.

Use Zip-Codes To Speed Your Mail
Rehabilitation Medicine at Brunswick Hospital Center

in beautiful new buildings with expert resident staffs

Physical Disabilities
An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational, and speech therapists, psychologists, and social service counselors.

The Hydrotherapy Department includes a therapeutic swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D., Medical Director

Mental Health
Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

A. W. Bortin, M.D., Medical Director
New CSEA Resolutions

(Continued from Page 5)

has engaged in strike which shall entitle the employee to answer such charges in writing and shall entitle him to a personal hearing.

Local Gov't. Only

Provide non-teaching school district employees protection under Section 2923 of the Education Law. RESOLVED, that the Association sponsor or support legislation to provide that increments of positions in political subdivisions, including school districts, who are re- allocated downward: RESOLVED, that the Association sponsor or support legislation to provide that increments of positions in political subdivisions, including school districts, who are re- allocated to a lower grade shall receive absolute salary protection in a manner similar to that of State employees.

Provide salary protection similar to that provided State employees to employees of political subdivisions whose jobs are abolished by automation; RESOLVED, that the Association sponsor and support legislation to provide that employees in the political subdivisions, including school districts, receive protection similar to that presently provided for State employees whose positions are abolished because of automation, or who are transferred, reorganized, or de- moted to other positions through no fault of their own.

Lump sum payment for accumulated unused sick leave credits upon retirement or separation from service in political subdivisions: RESOLVED, that the Association sponsor or support legislation, or take the necessary steps to arrange for lump sum payment to the employees in political subdivisions, including school districts, for accumulated unused sick leave credits, not to exceed 150 days, at time of retirement, separation from service, or upon death to beneficiary of employee.

Mandate Workmen's Compensation Insurance for political subdivisions: RESOLVED, that the Association sponsor or support legislation to provide that the State of New York mandate that political subdivisions, including school districts, carry Workmen's Compensation Insurance on all of the employees.

Transfer of sick leave credits upon employee transfer from one governmental jurisdiction to another: RESOLVED, that the Association sponsor or support legislation to provide for the transfer of unused sick leave credits upon an employee's transfer from one governmental jurisdiction within the State to another.

Repeal provision of Civil Service Law establishing intergovernmental promotions: RESOLVED, that the Association sponsor and support legislation to eliminate the provision under Section 52 of the Civil Service Law relating to intergovernmental promotions.

Non-judicial employees be returned to full jurisdiction of Civil Service Commission: RESOLVED, that the Association sponsor and support legislation to provide that all non-judicial employees of the Judicial System of the State of New York be returned to full jurisdiction of the New York State Civil Service Commission.

GREETINGS — Arthur J. Goldberg, left, Democratic candidate for Governor, gives a warm "hello" to Solomon Bendet, second vice-president of the Civil Service Employees Assn., at the CSEA convention held recently in Buffalo.

RESOLUTION — George Koch, president of the CSEA Long Island Conference, is seen as he introduced a resolution to delegates attending the annual meeting of the Employees Association, held in Buffalo. The proposal called for a $500 per member welfare fund for State and local government employees, which would be administered by CSEA.

CSEA County Div. Problem Committee Outlines Progress

BUFFALO—Joseph Lazarony, chairman of the special committee on County Division problems, told delegates to the annual Civil Service Employees Assn. meeting here recently of progress accomplished during the past year and plans for the future.

The major points discussed included the development of chapter units, the opening of chapter offices, rebates to chapters and the feasibility of regular educational seminars.

Discussed in the report were:

Item I. The first item that was discussed by the committee was the development of units within chapters. The committee in general agrees with the current constitutional provision allowing unit development based on number and/or percentage of potential members. There was some discussion as to the definition of a unit centering around the need for unit development within single employer groups. In general, this is approved and unnecessary actions to be taken at the meetings. The development of units in political subdivisions, including school districts, carry on as a separate item in an overall consideration of this issue.

Item II. The next item of discussion concerned the showing of interest requirements towards instigating a representation action before PERB. This committee recommends that the showing of interest requirements of the Taylor Law necessary to start action before the PERB be raised to coincide with the showing of interest requirements set forth in the National Labor Relations Act. It was generally felt that a 10-30 percent requirement is too little and that it allows endless and unnecessary actions to be brought before PERB.

Item III. The next topic discussed was the funding of chapter offices. It was pointed out that some difficulty had been experienced with the establishment of unit centers and that in an effort to provide the office type services made available by regional offices, this committee recommends that direct aid be granted to chapters operating chapters upon presentation of a membership basis. The amount of aid to be $1 per member to a maximum of $100 per office.

Item IV. Lack of unit rebates by chapters was discussed by the committee and it was felt that by maintaining a major portion of the rebate, the chapters can encourage participation and activity on a higher scale than at unit level. These activities could be defined as delegate meetings, conference meetings, educational forums and general chapter meetings.

Item V. The committee's conversation turned to that of a new program consisting of 3-day seminars held on a quarterly or semi-annual basis. The expenses of the chapter representative to be shared equally out of the budget. Education Fund and the various chapters. Suggested ideas to be included in these educational seminars could be considered for adoption. Grievance procedures, relationship of unit to chapter and other items of that concern to all CSEA members.

Item VI. The final item discussed was the scheduling of the Annual Meeting on the day following Labor Day holiday. The committee agrees that the inconvenience caused far exceeds any benefits afforded and would therefore, strongly recommend that the Annual Meeting be held during a week that Labor Day does not fall.

Other members of the com- mittee included: J. Albin Amsel, Edward Valerdi, Hilda Young, Arthur Czomianik, Thomas Stapleton and Frank Posta.

Safety Inspectors

(Continued from Page 1)

Kranker, agreed and instructed Stanley Malman, CSEA New York City regional attorney, to go ahead on court action to force the Department of Labor to act on either eliminating the out- of-title work or providing the proper recalculations or re-locations to compensate the titles affected. The papers were served on Sept. 8.

The Factory Inspector, Grade 12; Senior Factory Inspector, Grade 15; Associate Factory Inspector, Grade 17; Supercising Factory Inspector, Grade 20, and Chief Factory Inspector, Grade 24, all sat at the table in the Construction Safety series.

In filling his brief on the case, Malman also listed the State Department of Civil Service as respondent.

Others filing the petition with Krulwich are Joseph A. Rug- geri, Joseph Spaccio and Harry Eppig.

To Keep Informed, Follow The Leader.
BUFFALO — The Buffalo regional office of the Civil Service Employees Assn. has moved to the 13th floor of the Statler Hilton Hotel in downtown Buffalo.

CSEA has rented a two-room complex at 1317-1319 Statler from 10 a.m. to 3 p.m. weekdays.

Its negotiations with the County chapter of the CSEA have declared an impasse in their strike, in which they have reached a deadlock when we started talks on July 29, at 5:15 p.m. in Golden's Restaurant, Duane St., Solomen Bentsen, chapter president, announced last week.

Main agenda items are: Ratification of the decision to rejoin the Metropolitan Conference; Discussion of the recent annual meeting and planning for action that might be deemed necessary to implement resolutions passed by delegates.

CSEA charged that the Authority violated the past practices section of the present contract which calls for consultation and discussion with CSEA before changing any benefits or privileges currently in existence.

Search the revised list, revising the revised list, protesting the PERB's action in an Impasse resolution. Calls Impasse to Resolve Impasse In Bath.

A retired union representative from Syracuse, Jerome Winter-,


court stays throughway from implementing directive to take away aides' meal pay.

ALBANY — The Civil Service Employees Assn. has accused the State Thruway Authority of violating the contract it has with its employees after the Authority issued a directive taking away the noonday meal allowance from a substantial number of employees in travel status.

As a first step, CSEA lawyers have obtained an order from State Supreme Court Justice Russell O. Hunt in Albany blocking enforcement of the directive, which went into effect Sept. 14, and compelling the Authority to "show cause" as to why the directive should not be rescinded.

CSEA officials said the Authority directive deals with the reassignment of work locations:

"It's a cute maneuver aimed at depriving employees of an allowance to which they are entitled and which they have been receiving for a number of years," a CSEA official said.

CSEA charged that the Authority violated the past practices section of the present contract which calls for consultation and discussion with CSEA before changing any benefits or privileges currently in existence.

CSEA officials also claimed that the Authority acted arbitrarily, capriciously and in excess of its powers by changing

City Chapter Meets Sept. 29

The New York City chapter of the Civil Service Employees Assn. will hold a meeting of its executive committee on Thursday, Sept. 29, at 5:15 p.m. in Golden's Restaurant, Duane St., Solomen Bentsen, chapter president, announced last week.

Main agenda items are:

1. Ratification of the decision to rejoin the Metropolitan Conference.
2. Discussion of the recent annual meeting and planning for action that might be deemed necessary to implement resolutions passed by delegates.

20% OFF TO STATE WORKERS ON ALL DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER DINNER 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MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

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

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.