CSEA Wins Career Ladder For Institutional Teachers

New Program Opens Up Promotions, Pay

ALBANY—A hard, strong stance taken by the Civil Service Employees Assn. has swung the doors wide open for an improved career ladder for the State’s 2,400 teachers at State institutions, it was announced last week.

The CSEA victory provides more room for promotion and better compensation for education and experience than existed under the old system.

The expanded program was announced in a decision handed down last week by Cornelius M. Hanrahan, director of classification and compensation for the State Civil Service Dept.

Earlier, a special subcommittee of institution teachers had organized and staged a demonstration before the delegates of CSEA.

(Continued on Page 9)

N.Y. City Chapter To Honor Six Conference Presidents

The presidents of the six Civil Service Employees Assn. Conferences will be the guests of honor during the three-day workshop of CSEA’s New York City chapter, according to Solomon Bendet, chapter president.

To be honored during the workshop, May 30-June 1, at the Concord Hotel are George Koch, Long Island Conference; Nicholas Puzziferri, Southern Conference; Ernest Wagner, Capital District Conference; Charles Ecker, Central Conference, and John Adamski, Western Conference.

The workshop will include panel discussions, including but not restricted to the Pension System, Health Insurance, and Legislation.

In addition to announcing plans for the workshop during the chapter’s monthly meeting, at Casner’s Restaurant in Manhattan, Bendet reaffirmed the chapter’s intent to push for improved pension benefits before the 1971 Legislature.

“We have brought our plan to the 1971 Legislature. We have brought our plan before the delegates of CSEA and have won a mandate that these improvements be demand-

(Continued on Page 11)

Inside The Leader
Local Gov’t’s Contract Gains
See Page 3
Campus Orgs.—See Page 2
Audit & Control
Suggestions—See Page 14

Election Tumult Is Over, But Fight Goes On For Civil Service

This tumult and the shooting of the election campaign is now ended. The final results of the 1970 election campaign will soon be checked and doublechecked before the precise statistics become permanently inscribed in the political history of the State. The Election Day winners will shortly

(Continued on Page 2)
CSEA Tells SUNY Officials: No Cleanup After Campus Orgies!

BINGHAMTON—The Civil Service Employees Asm. has registered a protest with the State University at Binghamton and cleaning crews on the campus to clean up after an “Orgies

CSEA must insist that you take immediate steps to rectify this situation by directing the Maintenance and Operations superintendents and janitors and cleaners that they are not required or even asked to perform these cleaning duties in the future.”

Lochner told The Leader: “If our college authorities and State officials see fit to allow this kind of grotesque, bizarre activity to go on in a public university—something that is just an afterthought in the planning of an organization, can do about it. But there is something that CSEA, as representative for the janitors and cleaners, can do about it.

“We must draw the line some—(Continued on Page 7)"

ADVT.

A CSE&RA Special! An Extraordinary Cruise On The QE2

Sail for nine days aboard the fabulous Queen Elizabeth II starting August 18, going to Barbados, St. Lucia and St. Thomas.

The low price of $425 includes the following features, exclusive of gratuities: round-trip transfers, your meals, all tips, harbour and excursion charges.

- Guaranteed outside cabin with private shower and toilet.
- A special Dickie Suede for duty-free purchases aboard ship.
- Gala cocktail party.
- And remember—the price of $425 is guaranteed no matter how high priced a cabin you may receive.

For bookings write immediately to Mr. and Mrs. Gurney, Room 711, 515 Broadway, New York, N.Y. 10036. Telephone (212) 686-2759.

ADVT.

Thanksgiving At The Concord—$119

A fabulous holiday for you, your family and your friends at the Concord Hotel from November 25 to 29 at an unbelievably low price. Special events during this stay include: no room charge, Broadway shows every night, a cocktail party, movies, three glorious meals per day and a lot more. Third and/or fourth person in the room only $65. For information and reservations write immediately to Sam Emmett, 1060 East 28th St., Brooklyn, 11210, Telephone (212) 253-4488.

ADVT.

Thanksgiving And Christmas Bonanza!

LONDON: November 25 to 29 at the elegant HOTEL BERCOVER. Includes transfers, sightseeing of London, membership in the Victoria Sporting Club, fully escorted. Includes transfers, sightseeing of London, membership in the Victoria Sporting Club, fully escorted. Do not include meals. For information and reservations write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210.

FREEPORT-GRAND BAHAMAS: 4 nights, November 25 to 29 at the luxurious KING’S INN. Only $195.00 plus gratuities includes transfers, breakfast and dinner daily, select hotel suite. For information and reservations write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone (212) 253-4488.

ROME AND FLORENCE — Christmas Pilgrimage to ROME — December 24 to January 3 only $399.00 per person. Includes transfers, sightseeing of Rome, first-class hotels, Continental breakfast daily, sightseeing excursion program, taxes and gratuities. Write to Edward Valder, 20 Bayview Avenue, East Setauket, N.Y. 11733, 1-916-371-3701.

GREENLAND AND TURKEY — December 24 to January 3 tour A — Greece only $389.00. Tour B — Greece and Turkey $429.00. Price includes all hotels, sightseeing and excursion program and many extras. Write to Sam Emmett, 1060 E 28th St., Brooklyn, N.Y. 11210. Telephone (212) 253-4488 after 5 P.M.

LONDON: 9 nights, December 24 to January 3 at the first-class HOTEL MADISON. Includes transfers, sightseeing, theater parties, taxes and gratuities, membership in the Victoria Sporting Club, fully escorted. For information and reservations write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone (212) 253-4488 after 5 P.M.

One of Civil Service Employees Retirement Association and their immediate family, For Fall Winter program brochure, write to Mrs. A. Scott, 20 Bayview Avenue, East Setauket, N.Y. 11733, 1-916-371-3701.

READERS OF THE CIVIL SERVICE LEADER Who Never Finished High School are invited to write for FREE Brochure. Tells you how you can earn a Diploma. APPROVED FOR VETERANS TRAINING.

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Send me your free High School Brochure.

Name
Address
City State

OUR 73rd YEAR

CIVIL SERVICE LEADER, Tuesday, November 3, 1970
Ulster County Chapter
Gains 14% + Pay Boost
And Expanded Benefits

KINGSTON—The Ulster County chapter of the Civil Service Employees Assn. has reached agreement with the County on a two-year work contract that will provide County employees with a seven percent raise in the first year and seven percent in the second year for employees with two years seniority. A four percent raise for 1971, and 10 percent for dependents during 1971; and 100 percent for employees and 50 percent for dependents during 1972:

- Leave without pay for educational purposes granted without loss of status or credits earned before leave, subject to legislative approval: compensatory time for work in excess of normal work week up to 40 hours, and time-and-a-half paid for cash for work over 40 hours a week;
- Benefits, provisions for Ulster County licensed practical nurses

CSEA Local Government Division Contract Successes

21 to 59% Pay Boosts Won By Babylon CSEA

BABYLON—Wage boosts of 21 to 59 percent have been won by a Civil Service Employees Assn. contract for employees of Babylon Town.

The contract brings boosts in each year of a three-year agreement, pegging wages at the levels paid by Suffolk County by the end of the term. The boosts include a loss of employees represented by the Town unit of the Suffolk chapter of CSEA.

Among a long list of fringe benefits are provisions for:
- Longevity increment at the rates of 1%, 1½% and 2% per year
- Premium payments of $100 to $200 for certain employees gaining advanced training.
- Pay for accumulated sick leave up to 100 days for 10-year employees upon separation.
- Free State health insurance plan.
- 1½ paid holidays.
- Improved dental coverage.

Pact Talks Progress
Aired At Glens Falls Membership Meeting

GLEN FALLS—Clarification of negotiating team progress in the bargaining undertaking by the Glens Falls CSEA unit is scheduled for next week's unit meeting, held at the Esquire Restaurant here.

Edward Bettel, who heads the CSEA Glens Falls unit, denoted a major portion of the meeting to explain the steps of determination put forward by City Councilman Joseph Bloomfield. The package presented by Bloomfield, chairman of the Council's finance committee, includes 15 steps for implementation.

Other provisions of the contract include: seniority and qualifica-
tions as the basis for promotions, scheduling of overtime, shift assignments and filling of existing vacancies and new positions; work security providing for a higher rate of pay for duties performed in a higher classification: twelve days of sick leave per year or one day per month with accumulation up to 73 days;

Also, three days of personal leave per year; Statewide health insurance plan with employer.

Catskill Town Highway Unit Inks New Contract

CATSKILL—The Town of Catskill and the Greene County chapter of the Civil Service Employees Assn., Town of Catskill Highway Unit, have agreed on a two-year contract which includes a grievance procedure, final binding arbitration and a job security clause.

The contract, effective Jan. 1, 1971, contains job security provisions stating that any work normally performed by employees of the Catskill Highway Dept. will not be contracted out if it would displace current employment for those employees. The agreement also provides an increment of 30 cents per hour beginning Jan. 1, 1971, and a raise of 15 cents per hour beginning Jan. 1, 1972, and double-time payment if an employee works on any of the 11 holidays designated in the contract.

The spokesman for CSEA stated that a membership meeting was held on Oct. 19. The turnout was exceptionally good for this meeting and the stand taken by the CSEA bargaining team was given an overwhelming vote of confidence by the membership.

The president of the CSEA Fulton County chapter, William Suhl, said that CSEA was processing an unfair labor practice charge against the County, claiming that Fulton County was not bargaining in good faith.

CSEA also claims that the

(Continued on Page 11)
This is a cop...

at work

PATROLMEN'S BENEVOLENT ASSOCIATION
OF THE CITY OF NEW YORK

EDWARD J. KIERNAN, PRESIDENT
250 Broadway, New York, N.Y. 10007
ALBANY—Additional answers to the four-part questionnaire to candidates for Executive and Legislative offices. These have in general been returned to the Civil Service Employees Assn.

The questions, mandated by delegates to the recent CSEA convention in Buffalo, asked the candidates their positions on wide, sweeping changes in retirement benefits as proposed by the New York City in retirement benefits as proposed by the New York City.

The candidates who answered “Yes” to the first three questions and “No” to the last were John D. Laino (L), 28th A.D.; James W. Reilly (R), 8th A.D.; William J. Mitroff (R-C), 102nd A.D. (part of Albany and the Taylor Law, negotiations are carried out between the Executive Department and the employee organizations, and it is not intended that the Legislature intrude into those negotiations.

(Continued on Page 10)
Step In Right Direction

We are pleased that, after a long and bitter fight, a career ladder has been put into effect for the very deserving and dedicated teachers serving in State institutions.

However, we do not feel that demonstrations by the teachers should have been necessary—even though demonstrative, coupled with hard-nosed bargaining by the Civil Service Employees Assn., brought about the desired result.

Now, thanks to these two tactics, a long-suffered injustice has been corrected and the teachers will have wider career opportunities and more realistic salaries.

But a reminder to the State Civil Service Dept.—Let’s get the other career ladders working without the necessity of additional demonstrations.

To Tell The Whole Truth

INCE New York City is so busy creating committees concerning policemen, we would like to propose another—to indoctrinate the public into a more thorough understanding of the fine work of the truly brave and dedicated rank and file patrolman and firefighter who perform their tasks daily without fanfare or notice.

There is a tendency among the citizenry to forget that policemen and firemen throughout the State lay their lives on the line every day of the year. They are never "off duty."

Isn’t it about time that funds be expended to tell this story too?

While City Hall Fiddles

IN ancient Rome, the Emperor Nero accomplished the feat of achieving notoriety by frolicking around while the venerable City went up in blazes. Let not history repeat itself in New York City.

Michael Maye, who heads the 15,000-member Uniformed Firefighters Assn., laid it on the line last week when he disclosed that the City of New York is attempting to finagle figures on how many firemen and pieces of equipment must respond to the call for help.

Through its apparent guise of double-entry bookkeeping, a serious blaze requiring the equivalent of four or five alarms is numerically reduced to two or three. The sub rosa motive, we would seem, is to delude the public about the extent of the manpower shortage. In the end, the paying public gets cheated.

The Schmertz Report reportedly reinforces the case for more firemen being essential—but where is it?

City Hall seems to prefer a smokescreen. But with the power of the press to expose its "game of charades," its camouflage is sure to crumble. Let us sound a stern of concern to awaken the insensitive ones in the Mayor’s office that the Schmertz document must be released and left to public scrutiny. The deep implications of a metropolis left naked from the ravages of a fire disaster are too upsetting to contemplate. The fiddling must stop at once.
We understand.

Lower Funeral Prices

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Call 628-8700 to reach any of our affiliated Walter B. Cooke neighborhood funeral homes.

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VOTE COLUMBUS CIVIL SERVICE

INDEPENDENTS Party

for

ROCKEFELLER

CIVIL SERVICE—INDEPENDENTS PARTY

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NYC Division of Housing (NYC)


Help Wanted Male/Female

Guards

$135 Per Wk

DAY SHIFT

Opportunity for qualified individual to join the security staff at one of the finest voluntary hospitals in the United States.

Must have steady work history & recent checkable references in security work or ability to do light clerical work.

PART TIME

8 PM to Midnight

$3.60 Per Hr

+ 10% Differential

Excellent benefits including paid vacation, free Blue Cross Blue Shield Dental Plan, major medical, li& disability insurance. Apply Personnel Dept.

Lentox Hill Hospital

Park Ave. & East 77th St.
New York City TR 9-3139

This new car is the best reason not to buy a Volkswagen Beetle.

In a year when every car maker seems to be giving you one reason or another not to buy a Volkswagen Beetle, it might be a good idea to listen to the best reason:

Volkswagen's Super Beetle.

It has almost twice the luggage space as the Beetle of yesteryear.

It has a longer-lasting, more powerful engine.

It has a new suspension system for a smoother ride.

It has a flow-through ventilation system to bring in fresh air when the windows are closed.

The interior is, to be honest, much nicer.

The floor of the Super Beetle, for example, is fully carpeted.

In all, it has 89 things you could never find on a Beetle.

So of all the cars you'll hear this year by car makers that their cars are "better than a Beetle," there's only one car maker with 25 years experience in small cars to back it up.

Volkswagen.
CSEA Membership Drive

There may be 52 days remaining to Christmas, but there are only 24 left to Super-Sign-up Closing Day.

That's the word from Sam Emmett, chairman of the Civil Service Employees Assn.'s Statewide membership committee.

And what an early Christmas present is waiting under the tree for the lucky member! It's all because of the CSEA's membership drive—now heading into the home stretch—with "all systems go."

The membership, responding enthusiastically to the incentive aspects of the drive, has been signing up new members and earning special award certificates, to say nothing of the chances at the Super Jackpot prizes.

The password of the drive, which was launched October 1 and will run to November 27, is "Have you signed up yet?" Emmett has expressed pride in the current standing of the drive. "This is a really UP membership," he stated, "they're looking at this drive as a personal thing. There's not only the satisfaction of earning awards, but there is the parallel knowledge that CSEA is growing...and that's wait for under the tree."

In point of fact, the CSEA membership is enjoying an unusual—and even a unique—contest. For although the Super Sign-Up Jackpot with its fabulous prizes is on the scale of a National contest, the number of individuals participating is so much less than a National contest that each person's chances of winning are considerably enhances. And those chances will certainly pay well for CSEA members who add new members to the roster.

For every new member signed up, the recruiter will receive a special award certificate ($3 to $35.00 approximate retail value) which can be redeemed at any of the 45 S & H Redemption Centers In New York State or anywhere in the U.S. No limit exists as to the number of new members a present member may sign up.

As each new member is signed, the recruiter gets one chance in the exciting $10,000 "Super Jackpot." Grand prize in this heralded jackpot is a stunning 1971 Camaro. Other grand prizes include: RCA Color Television Sets, Panasonic Stereo Receivers, and Ladies' and Men's' Helbros wristwatches. Naturally, the more new members one signs up, the more award certificates he gets and the more chances he is of winning a Super Jackpot prize.

As each newly-recruited member is signed up, his name is automatically entered in the Jackpot, thus making him eligible to win any one of the grand prizes. As members go about seeking new members, they should keep in mind the rules of the Super Sign-Up drive. Be sure that all applications are signed and completed properly...including Social Security numbers...

"Has CSEA's incentive membership drive been successful in your chapter, and, if so, what reaction are you getting from the recruiters and the new members who are being signed up?" ANSVERS:

Judy Burgess, Ontario County:
"At the end of the second week of the drive, we had picked up more members than we had ever expected to..."

Tips For Super Signer-Uppers

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

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

3. When you approach a non-member, the first two reasons to give him for joining are: (A) "Your employer knows how many members we have, and the more we have, the stronger we are in negotiations with him."—(B) "Since everyone enjoys the benefits won by CSEA, everyone should share the cost of being represented."-

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

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

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

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

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

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

10. Award certificates may be redeemed at any one of the 45 S & H redemption centers throughout the State. While the drive is on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 3,769 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.

11. Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super Sign-Up Season.
GREENBURGH—Reports on insurance benefits, overtime compensation, increased membership and a proposed dental health insurance plan highlighted the quarterly meeting of the Southern New York Conference, Civil Service Employees Assn., conducted Friday night at Mt. Town Police Court.

Hosted by the Westchester County chapter, CSEA, the meeting was presided over by Nicholas Puzziferri, president of the Southern Conference.

Speakers included Thomas Luposello, supervisor of field representatives, who introduced representatives Felipe Amodio, Lois Cunningham, Lee Van Duzen and Ron Mazolla.

Delegates also heard from Joe Deasy, Jr., City editor of The Civil Service Leader, who spoke on the role of the publication in its service to civil service employees, and LaClaire Traver, Leader correspondent in the Conference area, who stressed the importance of both news and features about civil service employees. Discussing the use of photographs was Ted Kaplan, Leader photographer in the Southern Conference area.

Robert Dailey, a representative of the Group Health Insurance Plan, spoke and described in detail a dental plan that is being proposed for CSEA members.

Other reports included one from the insurance committee, which assured members that the fund is $32,000 in the black and that benefits are not in jeopardy; a report on overtime and compensation time-off from the Palisades Parkway Commission unit.

Discussions concerning the Department of Mental Hygiene were led by Richard Snyder of Wassaic State School.
Legislators Reply

(Continued from Page 5)onia. It would not be appropri-
tate for me, particularly in view
of my position as chairman of
the Assembly Ways & Means
Committee, to comment in ad-
cendance of such negotiations.
I think my record stands for it-
self that I have always attempted
to do what is fair for the civil
service employees, individually
and collectively."

James L. Ensmoyer, R), 136th
A.D. (Genesee, Livingston): "I
do feel . . . that I cannot answer
questions presented in your ques-
tionnaire because it appears
that these items are negotiable
between your organization and
the executive branch under the
provisions of the "Taylor Law.
An answer that I may give you
would be prejudi-
ced to this negotiation."

BrianSharoff, D), 42nd A.D.
(part of Kings): "I am not at
this time at reply to this ques-
tionnaire. However, I shall
study the recommendations you
have made and you may be as-
sured that I will give full con-
sideration to your views."

Y. Summer Carroll (R), 123th
A.D. (part of Nassau): "As you
no doubt are aware, I have al-
ways supported the CSEA posi-
tion except where the Governor
has piggy-backed the salary in-
creases of his cabinet members
and sub-cabinet staff on top of
your negotiated settlements and
there I only opposed it because I
felt that these should be dealt
with as two separate pieces of
legislation. However, I would
feel, so far as your program is
concerned, that if these are sub-
ject matters of the "Taylor Law.
If a settlement is agreed to, I
would support them as I have in
the past."

George J. Jarrell Jr. (C), 16th
A.D. (part of Nassau): "The
questions asked cannot possibly
be responded to in terms of yes
or no, and there is insufficient
time for me to expound in de-
tail the problems which we are
faced with in respect to the leg-
islation which was discussed
with your 1st vice president,
Erving Flammangbaum, several
weeks ago."

(Continued on Page 13)
YOU ARE CORDIALLY INVITED TO TAKE PART IN AN EXCITING, MONEY-SAVING PLAN which enables you, your family, and friends to dine at the finest restaurants in this area at HALF THE USUAL COST.

As a unique way of introducing themselves to you, the select restaurants described below have made this plan possible. So, by participating in DINNER FOR TWO, YOU CAN TAKE ADVANTAGE OF THIS RARE OPPORTUNITY TO

YOU WILL DINE AT THESE FABULOUS RESTAURANTS:

IN MANHATTAN

TOP OF THE SIX'S
"Top's" is the only way you will describe your evening once you have dined at the top of one of the finest and most renowned dining places. This restaurant is located at a memorable address, and the cuisine is incomparable American cuisine which is complemented by a stunning view of Manhattan.

Valid Sunday through Friday

ALAMEDA ROOM
Your home will be one of the most exciting restaurants in the city. You will never again be a "stranger" once you have dined at this prime selection of appetizers and main courses which are featured at this all-American bistro.

Valid Monday through Thursday

BOATHOUSE RESTAURANT
Join us on the water at one of the finest restaurants in the city. You will never again be a "stranger" once you have dined at this prime selection of appetizers and main courses which are featured at this all-American bistro.

Valid Monday through Thursday

TEDDY'S or THE JAPANESE STEAK HOUSE (your choice)
Don't look for a "stranger" once you have dined at this prime selection of appetizers and main courses which are featured at this all-American bistro.

Valid Monday through Thursday

BARON STEAK HOUSE
Dine in a relaxed setting that enhances the fine service of superb American and international cuisine.

15 E. 12TH ST., NEW YORK
Valid Monday through Thursday

JENEDI'S
You are certain to find your favorites from among the many excellent selections of wines, meat, and fish. It is a true "stranger" once you have dined at this prime selection of appetizers and main courses which are featured at this all-American bistro.

117 W. 56TH ST., NEW YORK
Valid Monday through Thursday

COSTA BAVARA
"Plafas Valencia" is at the head of the list of the superb authentic Spanish cuisine in the heart of Greenwich Village, but the other house specialties, meats and fish are equally worthy.

115 MAIN ST., PORT WASHINGTON, N.Y.

KEGON (JAPANESE RESTAURANT)
Dine in the splendor of an old "Japanese Country Inn" atmosphere will only be a "stranger" once you have dined at this prime selection of appetizers and main courses which are featured at this all-American bistro.

52 TH AVENUE, GREENWICH VILLAGE, NEW YORK

MACARIO'S RESTAURANT
Variety is the spice of the menu, but whatever your choice will be certain to be a memorable occasion.

80 E. 88TH ST., NEW YORK

SUN LUCK
China ONE, China is the source of the myriad dishes served amid a taste bud delight. The Mandarin and Cantonese dishes are an adventure in culinary variety.

206 MARGUERITE AVE., BERKELEY HEATH, NEW JERSEY

IN LONG ISLAND

LA VIE EN ROSE
Ducking a fork into a Suprême de Sole Monégasque, Filet Monongahery, and veal initiale is a tempting experience. And then, tempting desserts are among the excellently prepared gourmet delights served in the best French tradition.

Valid 24-26 LITTLE NECK PARKWAY, LITTLE NECK, L.I., N.Y.

OSTERIA DELL'ORSO
Romantic all-Italian: Mignonette of Beef Osier, Veal Scaloppine Rivezza, and the many other superbly prepared and impeccably served gourmet creations combine to establish this one as Long Island's finest gourmet specialty restaurants.

737 SHORE ROAD, PORT WASHINGTON, NEW YORK

CAVALIER RESTAURANT
Whichever your preference, be it Beef Bourguignon, Coq au Vin, or hearty beef and veal specialties, you are certain to find your favorites at the elegant, certifiable restaurant.

110-50 QUEENS BOULEVARD, FOREST HILLS, NEW YORK

COUSIN'S STEAK PUB
Be prepared for a royal welcome when dining at this superb restaurant which features many items in beef, veal, and seafood, and seafood, and seafood, and seafood. It is a "stranger" once you have dined at this prime selection of appetizers and main courses which are featured at this all-American bistro.

79-00 QUEENS BOULEVARD, ELMHURST, LONG ISLAND, NEW YORK

The food, in restaurant after restaurant is, quite simply, THE BEST. The low cost to you, just is simply, is almost too good to believe, but to these restaurants know that their investment in you is worthwhile, BECAUSE EVEN THOUGH YOU MAY COME IN A STRANGER, YOU WILL GO OUT A THOROUGHLY SATISFIED DINER who will want to come back again ... and again.

**HERE'S HOW IT WORKS:**

1. When you return the enrollment request along with your check for $15 you will receive a set of twelve specially prepared invitations, to your choice of one restaurant in Long Island or Manhattan restaurants, . . . for $20.00 for both.
2. Using one invitation each month, you and a guest of your choice may dine at the restaurant specified on the invitation. You may order two complete meals FROM THE RESTAURANT'S REGULAR MENU.
3. You may order ANYTHING ON THE MENU . . . from Filet to Lobster . . . or order two complete meals FROM THE RESTAURANT'S REGULAR MENU.
4. Cost of alcoholic beverages, gratuities and taxes are not included in price of meal.
5. Cost of alcoholic beverages, gratuities and taxes are not included in price of meal.

**ACT NOW!!!** Unfortunately, membership in this plan is limited, so please submit your request on or before Nov. 15, 1970.
Attention 
all New York State employees-
Blue Cross Statewide insurance plan covers
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
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STOP AT THE CONVENIENT HOTEL Woodstock
Times Square At 434th St.
LARGE ROOMS LOW, LOW RATES TO CIVIL SERVICE EMPLOYEES

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STATE RATE
FREE OVERNIGHT PARKING

Now when you visit Hotel Syracuse, you not only get comfortable, convenient lodging at the state rate, but free parking too, any day from 5 p.m. to 9:30 a.m.

Hotel Syracuse Downtown
AT MONTY PLAZA
315-420-9212

In Syracuse

STATE RATE
FREE OVERNIGHT PARKING

Now when you visit Hotel Syracuse, you not only get comfortable, convenient lodging at the state rate, but free parking too, any day from 5 p.m. to 9:30 a.m.

Hotel Syracuse Downtown
AT MONTY PLAZA
315-420-9212

The Statler Hilton
BUFFALO, NEW YORK

offers State Employees on State Sponsored business the very best for less. At only $2000 per person, State Employees will enjoy the convenience of modern, luxurious accommodations, ideal downtown location, three fine restaurants, and exquisite little boutiques and shops housed in the hotel, as well as FREE garage parking for registered guests!
Institution Career Ladder Is Bettered

(Continued from Page 1)

stratification here to emphasize their determination to get a new career ladder plan.

The committee, consisting of George Brody, William Deck, Robert P. Gibbo, Jean Sweet and Richard Higgins, met with Han- raham on Oct. 21 to present its case for the new ladder, setting a deadline of Oct. 29. According to Thomas Coyce, CSEA assistant director of research, and advisor to the teachers career ladder committee, “The new ladder is a step in the right direc- tion. These teachers, who deal with physically, mentally and socially handicapped students, are truly dedicated educators. Up until now, it has been solely the administration which kept them in the Institutional education system. That system needs to retain its prestige, and the State is finally recognizing this fact.”

The new ladder provides for four teachers steps, at salary Grades 12, 14, 15 and 17, ranging from a starting salary of $9,375 at the lowest grade to $9,141 at the beginning level of Grade 12.

Significant Increases

The salaries for all grades will be increased significantly on April 1, 1971, when the pay increase in the second year of the two-year contract negotiated by CSEA becomes effective. The Grade 12 position is for new hires with a bachelor’s degree as the sole requirement. The Grade 13 position is for a teacher with a BA degree and a provisional teaching certificate.

Super Sign-Up

(Continued from Page 8)

A new disciplinary 

Graham Rites

(Continued from Page 1)

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New York is the greatest city in the world. It has to be, when you think of what people put up with, and even take in their stride to live here.

For instance, in the past couple of years alone, we've had a garbage strike, a tugboat strike, a teachers strike and a mail strike we shared with the rest of the country.

And if that's not enough, somebody's always digging up Third Avenue during the rush hour.

Subways break down. Commuter trains don't run. Not to mention the water mains that crack with fountainlike regularity.

When we created WINS, the New York area's first all news station, we knew it was getting tough to live in New York—but we didn't know how tough.

What we found was that usually about half the news we report in a day is news that was made in New York.

Commuter problems. Wall Street's latest rises or dips.

The current demonstration at the U.N. The high cost of food, clothing, housing, and just plain living in New York.

Plus of course, our usual quota of big strikes and little aggravations.

So we keep on reporting, 24-hours a day. Because in a city like this that's just how it keeps on happening.

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The news isn't always good. But it's always there.

1010 WINS
NEW YORK RADIO
We listen to New York. That's why New York listens to us.
MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

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

$10,000 SUPER-PRIZE JACKPOT

1st Prize
1971 Camaro

2nd-11th Prizes
RCA Color T.V. Sets

12th-16th Prizes
Panasonic Stereo Receivers

17th-40th Prizes
Ladies' or Men's Helbros Wristwatches

RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

(1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
(2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value $3.00-$3.50) which may be redeemed at any S & H redemption center in the United States.
(3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
(4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
(5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.
(6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
(7) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
(8) No one person is eligible to win more than one jackpot prize.
(9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
(10) The jackpot, with a total value of $10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies' or men's Helbros wristwatches for prizes 17-40.
(11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.
(12) Excluded from participation in the Super Sign-Up Season Jackpot prize are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.