Monroe CSEA Scores A 14 1/2% Salary Boost In New Agreement

ROCHESTER — A new collective bargaining agreement, contract negotiated by the Monroe chapter of the Civil Service Employees Assn., giving a 14 1/2 percent pay raise over two years to all employees of Monroe County in Pursuit of the employees, County Administration and the State Legislature and will go into effect Jan. 1.

The contract also provides overtime pay for all work over 40 hours for employees earning $10,750 a year or less. Compensatory time will be given to 35-hour-a-week employees who work 36 to 40 hours. Other Benefits

Under the new contract, shift differential pay will be given to employees who work a majority of hours between 6 p.m. and 6 a.m.

The contract also provides for improved longevity benefits and for an increase in mileage from 10 to 11 cents per mile for employees using their own cars. Monroe County sheriff's deputies are included in the new contract and their starting pay

Legislature Nominees More Positive

Top Candidates Cautious On Pension Improvements

As Outlined In CSEA Poll

The top State candidates for office gave cautious replies as to whether or not they would support wide-sweeping changes in retirement benefits for public employees, but candidates for the Assembly and Senate who responded to a questionnaire were largely in favor of new benefits.

Their answers came from a poll conducted by the Civil Service Employees Assn. on pension proposals created by the New York City chapter of the CSEA which were later approved by Association delegates at their recent annual meeting in Buffalo. In the main, the major office seekers asserted that pension improvements were proper items for negotiation processes now in effect.

The four questions asked of the candidates were: DO YOU APPROVE OF THE FOLLOWING PENSION IMPROVEMENTS FOR PUBLIC EMPLOYEES IN NEW YORK STATE:

A. A 20-year, half-pay retirement plan?
B. Pension credit at the same rate of 2.5 continued after 20 years?
C. Full pay after 40 years’ service?
D. Retirement allowance based on the present salary of the position held by the employee at the time of his retirement (that is, if the employee retired at a salary of $8,000 and the salary for the same position today is $10,000, his retirement allowance would be based on the latter figure)?

The candidates for statewide office responded as follows:

In a joint statement, Governor Rockefeller and Lt. Gov. Malcolm Wilson said: "Retirement is understandably a matter of primary concern to the State's public employees. Future improvements must, of course, recognize and be responsive to their needs and aspirations. The State's fiscal offices must also be considered. In the past, these and other related factors have been thoroughly taken into consideration during the course of collective negotiations resulting in mutually acceptable major improvements."

"It would appear to us that this process offers more appropriate means of addressing the specific questions contained in your questionnaire. We have no doubt that, as in the past, we will reach amicable agreements reflecting our common concerns in this important matter." Arthur Goldberg, Democratic candidate for Governor, said: "I have carefully examined the Civil Service Employees Assn. questionnaire.

"I can assure you that if I am elected Governor, CSEA’s views on pension benefits and other matters will be given the fullest consideration but I have reluctantly concluded that the questions cannot be answered at this time without information concerning the budgetary impact of the proposals."


"The pension changes you seek are proper subjects for collective bargaining and should be considered accordingly. Arthur Goldberg has promised to provide true collective bargaining and he has also promised that public employees will no longer be

Wenzl Declares Turn-down Of Phone Operator Appeal

ALBANY — Leaders of the Civil Service Employees Assn. have blasted the State Civil Service Commission for turning down CSEA's request for a reallocation and reclassification of all State employees in the telephone operators series.

Word came to CSEA from John J. Mooney, assistant administrative director and counsel of the Department of Civil Service, that the appeal was denied.

CSEA's appeal was first submitted on behalf of the entire series of titles, including supervisory titles and specialized operators such as Braille and Spanish-speaking, earlier this year. That first appeal was denied on May 7 by the State Division of Classification and Compensation.

CSEA then appealed to the Civil Service Commission on June 24 of this year.

CSEA president Theodore C. Wenzl decried the decision: "CSEA submitted overwhelming evidence of the growing responsibilities of telephone operators," he said, "and the commission is in error in denying them this request for an upgrading and title change. CSEA deplores this decision as unjust and irresponsible."

CSEA had requested a change in title from telephone operator to communications coordinator for the entire series.
Nassau Chap. Gets GDH Plan With 70% Payment

MINOLEA — The Nassau chapter of the Civil Service Employees Assn., has negotiated a GDH dental plan for County employees that will provide 70 percent payment with- out deductibles or any maximum limit.

The plan will go into effect Jan. 1, 1971, and benefits are provided by the second half of the chapter's two-year contract on behalf of more than 11,000 employees.

Chapter president Irving Feinblum said that the Group Health Dental Insurance plan agreed upon will provide 70 percent reimbursement, no de- ductibles and no maximum limit, family coverage including children under 25, who see the same dentist, and their representative organizations will follow closely the trend that will be revealed in the election results. The stake of the Civil Service employee is necessarily twofold: one as a citizen and the other as a gov- ernment employee. With respect to the latter, however, the fondest hopes of civil service employees in decent salary scales and working conditions rest firmly on the shoulders of the power of their representative or- ganizations.

L. Buckley, the Conservative candidate for the United States Senate, may be elected to the office, but he is uncertain to garner an impressive total of votes which Republicans will not be able to overlook as they plan for the years ahead. Paul L. Adams, the Conservative can- didate for Governor, is certain to demonstrate vote-getting ability above the half million votes he received four years ago.

The Democratic incumbent in office, the first impulse among politicos is that these distinguished public servants will run for the posts again. This consideration will precipitate a mad scramble among younger officials to grab the big ones. With that, the inevitable a power struggle with- in the Democratic Party between the Lieut. Governor Wilson and Assembly Speaker Ferry B. Duryea as Mxm as it appears that he will be able to overlook as they

Changes in the Department of Social Welfare will follow closely the elections. The Department of Civil Service Employees Assn. has settled on a contract for employees of the Faculty Student Assn. at the State University at Plattsburgh. Departmental employees have been included in the bargaining unit.

CSEA spokesmen said that a negotiating team will be formed soon to meet with the agency for a contract for the employees.

CJO Will Honor Gov. Rockefeller

Gov. Nelson A. Rockefeller has been named "Civil Service Man of the Year" by the Council of Jewish Organizations In Civil Service, Dr. Herman P. Mantell, president, announced last week.

The citation will be presented by Charles Silver, former pres- ident of his local, to Rockefeller in a luncheon to be held on Nov. 1 at the Americana Hotel.

Previous winner of the award was Jerry Finkelman, publisher of The Leader.

DON'T REPEAT THIS!

ANDREW J. STEIN (Dem-Ub). PREFERRED.

CHRISTMAS BONANZA!

Christm't  Bonanza!

LONDON: November 25 to 29 at the elegant HOTEL BRITAIN. Only $199.00: includes transfers, sightseeing of London, membership in the Victoria Sporting Club, fully escort- ed. For information and reservations write to Mr. Randolph Jacobs, 762 East 217th St., Bronx, N.Y. 10467.

FREEPORT-GRAND BAHAMAS: 4 nights. November 25 to 29 at the luxurious Glo'S INN. Only $199.00: plus $12.00 gratuity includes transfers, breakfast and dinner daily, welcome party, escort. For information and reservations write to Mr. Scott Emmett, 160 East 26th St., Brooklyn, N.Y. 11210. Tel. 212-253-4488 (after 5 P.M.)

ROME AND FLORENCE — Christmas Pilgrimage to ROME December 24 to January 3 only $339.00: via World Travel Lines. First class air fare, morning and evening breakfast, daily sightseeing and excursion program, taxes and gratuities. Write to Edward Valder, 20 Bayview Ave, East Setauket, New York, 11733. Tel. 516-771-7717.

GREECE AND TURKEY — December 24 to January 3 Tour A — Greece only $189.00. Tour B — Greece and Turkey $429.00. 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 P.M).

FREEPORT-GRAND BAHAMAS: 4 nights. December 25 to January 3 at the luxurious Glo'S INN. $335.00: includes transfers, breakfast and dinner daily, wel- come party, escort. For information and reservations write to Mr. Scott Emmett, 160 East 26th St., Brooklyn, N.Y. 11210. Tel. 212-253-4488 (after 5 P.M.).

Thanksgiving And Christmas Bonanza!
**Drug Control** — Congressman James Hastings, standing, spoke on a new Federal measure he helped write that would keep track of billions of hallucinogenic drugs. Hastings was principal speaker at a dinner that ended a recent meeting of the Western Conference of the Civil Service Employees Assn. The Conference has taken a leading role in alerting the public in that area on the dangers of drug use. Listening are, from left, Olean Mayor William O'Smith; Frank Talomie, Conference first vice-president who conducted the meeting, and State Senator Jesse J. Present.

**Wayne County Aides Win 7 1/2% Boost In One-Year Pact**

LYONS — Employees of Wayne County will enjoy a 7 1/2 percent pay raise and other benefits as a result of a contract negotiated for them by the Wayne County chapter of the Civil Service Employees Assn. Among those raising the issue of pay, are, from left, S. Samuel Borelly, congressman James Hastings, Mrs. Margieanne Kinney, from Cattaraugus County chapter, host to the meeting, and Frank Talomie.

**Time Out** — George DeLong, right, fifth vice-president of the Civil Service Employees Assn., and S. Samuel Borelly, chairman of CSEA's County executive committee, take time out for a chat during the recent meeting of the CSEA's Western Conference at Olean.

**Allegiance** — Seen here as the Pledge of Allegiance to the Flag was taken are, from left, S. Samuel Borelly, Congressman James Hastings, Mrs. Margieanne Kinney, from Cattaraugus County chapter, host to the meeting, and Frank Talomie.

**At Olean Meeting**

The Workings Of Chapters, Drug Use Perils, Finance Are West Conference Themes

(From Leader Correspondent)

OLEAN — Education was a major theme at the recent County workshop and Western Conference meeting here in the Castle Restaurant.

Norbert Zahn, education director of the Civil Service Employees Assn., was featured speaker at the morning workshop. He explained the workings of the chapter officers manual.

The Conference's education committee took over in the afternoon meeting with a film presentation outlining the dangers of narcotics.

Rep. James F. Hastings, a Republican from nearby Allegany, capped off the day-long affair after the afternoon meeting with a film presentation outlining the dangers of narcotics.

The Cattaraugus County chapter was host for the meeting, with Margieanne Kinney acting as hostess. George W. DeLong, CSEA's fifth vice-president, represented the Statewide officers at the meeting and also Craig Colony chapter from Mt. Morris.

More than 60 CSEA members from 24 of the Conference's 38 chapters attended.

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Here are a few questions that should be answered in comparing programs:

- Are paid-in-full service benefits provided? GHdl provides paid-in-full service benefits regardless of your member's income through over 5,000 Participating dentists.

- Are there waiting periods before benefits apply? GHdl has no waiting periods for any condition at any time.

- Are certain "pre-existing" conditions excluded from coverage completely? GHdl covers pre-existing conditions.

- Are there annual and/or lifetime dollar maximums? GHdl plans have no yearly or lifetime dollar maximums.

- Are commissions payable to salesmen or brokers? GHdl pays no sales or brokerage commissions to anyone at any time.

These are only some of the items to compare. When choosing your dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—mail coupon below TODAY!
Provisions & Courses Available
Under Training, Development
Program Described In Full

ALBANY—Details of a $1,750,000 training and individual development program for State employees in the Institution, Administrative, Professional-Scientific-Technical, and Operational services bargaining units have been described by the Civil Service Employees
• Assn. and the State.

The program, broke down into many specific divisions, was provided for in the four contracts negotiated by CSEA earlier this year, and will get under way soon.

The five major provisions of the program, worked out by joint CSEA-State teams recently, are:

1. High School Equivalency Program—The present program will be expanded to provide courses for an additional 3,000 employees, a 200 percent increase. The courses will be arranged through State agencies in cooperation with the Education Department and the State University of New York. Applications should be made through local school districts or accredited correspondence schools, provided the course will assist the employee in meeting a reasonable career goal within State service, even if the course would not necessarily improve the employee's performance in his present job. No employee may receive more than $380 in tuition support funds in a fiscal year. Total of $185,000 has been set aside for this program.

2. Tuition Support for Continuing Education—Employees will receive 50 percent support refund for tuition for any course taken off the job after hours in a college, local school district or accredited correspondence school, provided the course will assist the employee in meeting a reasonable career goal within State service, even if the course would not necessarily improve the employee's performance in his present job. No employee may receive more than $300 in tuition support funds in a fiscal year.

3. In-service Maneuver Training and Skills Development—A 200 percent expansion of present in-service training courses will begin. A total of $445,000 has been set aside for this.

4. Experimental Agency Training Programs—A total of $105,000 has been set aside for experimental training programs, in order to train present or new employees to meet specific educational need within a State agency; to retain employees affected by technological change, to upgrade employee abilities, and to improve performance on examinations to develop courses in safety training, etc.

5. Special Career Ladder Programs—$375,000 will be set aside to support special training which will be required by Mental Hygiene employees seeking promotion under the new career ladder system currently being developed by the department.

6. Development of education materials, curricula and training packages—A total of $65,000 will be spent for development of curricula for courses in maintenance of hydraulic equipment, basic electricity and stationary engineering, a manual for clerical techniques.

(Continued on Page 10)

We understand.

Combopiano Leaves
Union CSEA Post
To Return To School

(From Leader Correspondent)

JAMAICA—Town of Union Civil Service Employees Assn. president Anthony Combopiano has resigned his position with the Town and the CSEA unit to return to school.

Combopiano, who has been a member of the Town Social Services Dept. for the past 3½ years, served as unit president since 1969.

Combopiano will study social sciences at the Maywood College School of Social Work in Scranton, Pa. to earn his master's degree in sociology.

Combopiano said his decision to return to school was based on the fact times are changing. The changing times, he said, bring forth new methods and challenges that must be investigated and met.

Asked about his family’s reaction to his decision, Combopiano said that there must, of course, be changes made in the family life style. These, he said, have been agreed to.

Combopiano’s wife, Helene, teaches Spanish at Binghamton Central High School.

Combopiano originally graduated from Utica College of Syracuse University in Utica before entering the field of Social Services.

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You Earn $250 a week as a COURT REPORTER
$170 a week as a LEGAL EXECUTIVE SECRETARY
Uses simple ABC’s-No prior steno or typing needed
Attend Daily, Exams Sth-fold FREE PLACEMENT

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STENO TYPE ACADEMY
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You Earn $250 a week as a COURT REPORTER
$170 a week as a LEGAL EXECUTIVE SECRETARY
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DIPLOMA COURSE, 5 WEEKS

Earn a High School Equivalency Diploma through a special State approved course. Complete at home in 5 weeks or less. Class sessions also available. Be among the more than 100,000 High School Drop-Outs who earn Equivalency Diplomas each year.

Send for Equivalency Program License by N.Y. Dept. of Education. Approval for Vets, FREE BOOKLET. ROBERTS SCHOOLS, Dept. L, 511 West 51st St., N.Y. (PL 7-0900). No salesman will call.

For information on all courses phone GR 3-6900
MANHATTAN: 115 East 15 St., Nr. 4th Ave. (All Subways)
JAMAICA: 89-25 Merrick Blvd., just Jamaica & Hillside Aves
OFFICE HOURS: Monday to Friday, 9 A.M. to 8 P.M.

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.)

EXAMINATION

JAMAICA—Wednesdays, 5:45 PM, 7:45 PM

Manhattan—Thursdays, 1:15 PM, 5:30 PM, 7:30 PM

Examination has been ordered for

SUPERVISING CLERK-STENO

CLASS MEET:
In Jamaica, Mon., 6:30 P.M. * Manhattan, Tues., 6 P.M.

Administrative
ASSOCIATE EXAM

Expected in June — Classes Now Forming

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

PRACTICAL VOCATIONAL COURSES
Licensed by State of New York. Approved for Veterans
AUTO MECHANIC * DRAFTING
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91-01 Merrick Boulevard, Jamaica
* A college preparatory co-educational, academic high school accredited by the Board of Regents.
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For information on all courses phone GR 3-6900
A County Above the Law?

WESTCHESTER County is setting no standards of respect for the law by its continued ignoring of a statute that mandates educational bonuses for social service employees. Although the State's highest courts have upheld such mandates as constitutional, invalid and the validity of such payments, Westchester officials have decided the bonuses to be "unconstitutional, invalid and unenforceable."

Now the Westchester chapter of the Civil Service Employees Assn. has taken the case to court to force the County to stop stalling.

What is unfortunate here is the fact that a dark blot has fallen on a previously highly successful record of cooperation between the County and its employees. In essence, Westchester County has set itself above the law and in the courts. So foolish and dangerous an attitude will serve no one.

Secrecy Ended

A LONG-SOUGHT goal of the civil service community in New York City and The Leader has been won—at least in major part—when Mayor John V. Lindsay and City Civil Service Commissioner Harry Bronstein announced that examination papers will be returned to candidates for promotion.

The return of these papers was routine until a few years ago when the City decided to experiment with a "secrecy program" in testing.

Evidently the City found that the experiment was a flop.

Now we call upon the State Civil Service Commission to profit from the New York City experiment and return test papers to State and local government employees involved in promotional examinations.

Agnés Kipp Honored After 40 Years Service

PURCHASE—Mrs. Agnes D. Kipp of Katonah was honored recently in recognition of her 40 years of service with the Westchester County Department of Health. In a ceremony at the Pfohlsymer Building here, a graduate of St. Mary's High School and the Hakes Business School, Mrs. Kipp joined the Health Dept. in September 1930. Her first position was with the Division of Communicable Disease, where she supervised the office procedures concerning the reporting and tabulating of communicable diseases. In 1962, she moved to the Payroll Division of the Department, where she supervised all clerical activities relative to this Division.

Mrs. Kipp is presently collection unit supervisor of the Department. She served for many years as departmental representative to the Westchester chapter, Civil Service Employees Assn.
If this is the 1971 Beetle,

The one on the top is a Beetle.
The one on the bottom is a Super Beetle.

What's the difference?

$119.
The Beetle goes for a low $1780*.
The Super Beetle, a whopping $1899*.

What do I get for more money?
The Super Beetle (on the bottom) is the most advanced Volkswagen ever. It offers nearly twice as much luggage space.
A more elegant, fully carpeted interior.
A smoother riding suspension system.
A shorter turning radius and improved brakes. (For the 84 other improvements, see your favorite VW dealer.)

What do I get for less money?
The regular Beetle (on the top) offers what the 16 million Volkswagens sold so far have always offered. Probably the most sensible way of getting from place to place ever devised by man.

Do the two cars have anything in common?

Yes. First off, there is a striking physical resemblance between the two of them.

Second, they both boast new, more powerful engines made to last even longer than the fabled VW engines of old.

Third, they are both backed by 25 years of small-car-making experience. In other words, you know what you're getting.

Is that supposed to be a dig at all the other new small cars that are being introduced for the first time this year?

No comment.

Come in and see it today at your Authorized Volkswagen Dealer.
Emmett ‘Gratified’ At Support Given ‘Super Sign-Up’ Drive;

ALBANY — “New member applications are continuing to come in at a fantastic rate,” according to Sam Emmett, chairman of the Statewide membership drive being conducted from Oct. 1 through Nov. 27 by the Civil Service Employees Assn., Inc. Emmett said that he was deeply gratified with the support given the program by the CSEA membership body as a whole.

However, he did warn against complacency. “If we are to reach our total membership goal of 200,000 or more,” he said, “we must not relax our efforts. The campaign is almost half completed and with a little extra effort on everyone’s part during the remaining period, overwhelming success can be assured.”

Emmett said there still are literally thousands of eligible non-members just waiting to be asked to join—to share in the many benefits of belonging to New York State’s Number One Civil Service Union. He suggested that every CSEA member make it a point this week to ask any non-member: “Have you signed up yet? You’ll be surprised at the percentage.”

And the percentages certainly will pay off handsomely for those present CSEA members who recruit new members. For every new member signed up, the recruiter will receive a special award certificate ($3 to $3.50 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. and is no limit also on the number of new members that one can recruit.

S.O.S. COUPON—If you have not received your Super Sign-Up materials as yet and you want to get in on this exciting and rewarding program, please contact the president or membership chairman of your chapter or unit immediately. If you are unable to contact either, clip the coupon below and mail it directly to Super Sign-Up Headquarters. Materials will be sent to you at once.

IMPORTANT — COUPON MUST BE FILLED OUT COMPLETELY

SUPER SIGN-UP HEADQUARTERS
Civil Service Employees Association, Inc.
33 Elk Street
Albany, New York 12224

You bet I want some of those rich rewards.
Send me my Super Signer-Upper kit pronto.

Name ____________________________
Street __________________________
City ___________ Zip ___________
Chapter or Unit __________
Employed by _______ State ______ County _______
Department _______ County Agency ______

WE DELIVER — Joanne Westlar receives her first special award certificate from postman after signing up a new member. Award certificates are sent to recruiters’ home immediately following processing and authenticating procedures at “Super Sign-Up” headquarters. Recruiters are advised to follow all rules carefully so that award certificate may be handled without delay.

HOT LINE — Norb Zahm, award coordinator for the Statewide membership drive, checks on one of the many details concerning the progress of the huge campaign from “Artisan Central.” Detailed charts provide headquarters with up-to-the-minute information. Chapter and unit presidents and membership chairmen are urged to make certain that all transmittal forms are properly signed before forwarding them to headquarters.

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 prices 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 45 S & H redemption centers throughout the State. The drive to be on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 5,780 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.
11. Read your Civil Service Leader every week for up-to-date news and instructions on CSEA’s Super Sign-Up Season.

IMPORTANT NOTICE

MEMBERSHIP DRIVE

Several important omissions have been noted on new-member applications submitted to date. CSEA’s Super Sign-Up Headquarters make the following recommendations to ensure prompt and accurate validation of applications and to expedite the mailing award certificates:

1) Read all instructions carefully.
2) Fill in all requested information on application card.
3) Do not detach Jackpot stubs from PDA card.
4) Do not sign up present CSEA members.

Special note to chapter and unit presidents and membership chairmen. Please make certain that all transmittal forms are signed properly.
TRANSCENDENTAL MEDITATION

Transcendental Meditation is a natural and spontaneously easy technique, to utilize our full mental potential. Gain deep rest and relaxation, and experience increased mental clarity and enjoyment in everyday activity.

FREE INTRODUCTORY LECTURE

STATE UNIV. OF N.Y. at Albany
THURSDAY, OCTOBER 29
8 P.M. LECTURE CENTER

For information about course
WRITE:
SIMS, University Bx. 1062 AA

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Special Preparation for Civil Service Tests, Switchboard, Specialized English, Typing, French, Spanish, German, Mathematics, etc.

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TRANSCENDENTAL MEDITATION

IF YOU Have Left School Without

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You are invited to send now for FREE BROCHURE and 
COMPLETE PACKAGE information to 
your nearest branch of our High School Equivalency Program:

American School, Dept. 9AP31
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115 East 15 St, Manhattan
82-28 Merrick Blvd., Jamaica

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$10.00 per lesson

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TRUCK AND BUS INSTRUCTION

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Motorcycle & Car Instruction
College Training, Private Instruction. 7 DAYS A WEEK

MODEL AUTO SCHOOL
145 W. 14th Street
Phone: CH 2-7547

THANKSGIVING VACATION

Mexico — 10 nights - 11 days December 1-11, $490.00 per couple, includes, sightseeing, evenings, First Class Hotels.

Las Vegas — 4 days - December 3, 7, 14, 21, $225.00 per couple, includes, sightseeing, transfers, taxis, Las Vegas Strip Hotels, dinner.

London — 10 nights — December 8-17, $750.00 per person, includes, sightseeing, first class Breakfas, 2nd class dinner, 1st class PICCADILLY HOTEL with bath, Victoria Club, 1st class rail tickets.

Paris — 10 nights — December 7-16, $725.00 per couple, includes, sightseeing, transfers, visas, 1st class hotel, 1st class rail tickets.

Rome — Florence — 10 nights — December 21-31, $495.00 per couple, includes, sightseeing, transfers, visas, 1st class Rail tickets.

Lisbon — Madrid — 10 nights — December 28-31, $525.00 per couple, includes, sightseeing, transfers, visas, 1st class Rail tickets.

Jamaica — 11 nights — December 28-31, $450.00 per couple, includes, sightseeing, transfers, visas, 1st class Rail tickets.

Christmas Vacation

Nassau — Bahamas — November 26th to Sunday, December 2nd, 5 nights, $325.00 per couple, includes, sightseeing, transfers, 1st class Hotels.

Bermuda — 7 nights — December 1-7, $345.00 per couple, includes, sightseeing, transfers, 1st class Hotels, extra charge for meals.

Cuba — 8 nights — December 14-21, $395.00 per couple, includes, sightseeing, transfers, 1st class Hotels.

Bermuda — 7 nights — December 28th to January 3rd, $345.00 per couple, includes, sightseeing, transfers, 1st class Hotels, extra charge for meals.

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CHRISTMAS VACATION

Nassau — Bahamas — November 26th to Sunday, December 2nd, 5 nights, $325.00 per couple, includes, sightseeing, transfers, 1st class Hotels.

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Reinstatement
Won For Islip
Rec Worker

SMITHTOWN — The Civil
Service Employees Assn. has
won reinstatement for a
fired Islip Town recreation
leader by enforcing the CSEA
contract.

In an order reinstating Miss
Carol Fitzpatrick with back pay,
Supreme Court Justice George
P. K. McNerney upheld the case
presented by CSEA regional at-
torney Lester B. Lipkin. In
Riverhead Supreme Court, Mc-
nerney said Miss Fitzpatrick
had been fired without benefit
of a hearing in violation of
Article 6 of the CSEA contract.

The contract gives job security
for employees in non-competitive
as well as competitive titles.

The Town, ruling that Miss
Fitzpatrick at the start of the
Summer, claimed that she was a
temporary employee. The CSEA
law suit, however, allowed that
she had been regularly employed
for more than three years and
was protected.

Name Anderson
To Police Sg t.
Validation Bd.

Arvid H. Anderson, chairman
of the Office of Collect-
ive Bargaining, has become
the fifth member named to
the Sergeants' Test Validation
Board. The others are Ben-
jamin C. Oll, deputy personnel di-
rector; Solomon Wiener, bureau
of exams director; Sgt. Harold
Smith and Sgt. Donald Moss.

In September, Mayor Lindsay
announced setting up a series of
test validation boards to re-
view the protests of those tak-
ing the police exams. There
were over 600 statements of pro-
test filed by petitioners who
took the test on April 12, 1969
out of 18,000 candidates. The
new board will also report its
findings to the Mayor and rec-
ommend final key answers.

The fifth job, in the fashion of the City
Civil Service Commission.

Sgt. Smith and Moss were
selected as the panel by the
Sergeants Benevolent Assn.,
while Oll and Wiener were
designated by the department of
Personnel. The fifth choice for
the board was made by the
joint selection of the other
four members.

Designated DMH
Dept. Planning Dir.

ALBANY — Kenneth V. Skri-
vanek has been named deputy
director of mental health plan-
ing for the State Mental Hy-
giene Dept. He succeeds Peter
G. Strand, who was promoted to
chief program analyst in the
Department's bureau of chil-
dren's services.

Skivanek has been serving as
a consultant in the Department's
office of manpower and em-
ployee relations. The salary for
the position is $22,074 a year. He
will serve as a liaison with Fed-
eral, State and local planning
agencies.

New Training Courses Available

(Continued from Page 5)

and other courses

Wendell Halls Plan

CSEA President Theodore C. Wenzl hailed the
new training programs as "a step forward and a
much-needed benefit which all State employees
can take advantage of.

"These programs will enable the employee
to improve his job skills and develop his full
potential. For the employee who never had the
chance to finish high school, the way is now
open to take equivalency courses and thus stand
a better chance for promotion. Employees who
want extra training can get it under the in-
service training programs, and they will be
better prepared to take civil service examinations.

There will also be safety and skills courses for
handling complicated new machinery. And, the
employee who wants to take college-level courses
that pertain to his career in State service can
have part of his tuition refunded.

"This is one of the most important benefits
CSEA has ever negotiated," Wenzl declared.
"CSEA is proud to have given the employees of
the State of New York the opportunity to better
themselves and improve their skills. And this,
too, is a benefit to the State of New York, for
only through well-trained and skilled employees
can the State render the best services to its
citizens. I am very proud of our CSEA negoti-
ating teams for their excellent work in securing
these benefits for the majority of State em-
ployees."

CSEA appointed negotiating teams from each
of the units to work out the programs for their
respective units. E. Norbert Zahm, director
of training and education for CSEA, coordinated
the negotiating sessions.

COURSES OFFERED THROUGH CSEA-NEGOTIATED TRAINING PROGRAM

<table>
<thead>
<tr>
<th>Course Title</th>
<th>ADM</th>
<th>INS</th>
<th>OPR</th>
<th>PST</th>
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<tr>
<td>Administrative Supervision SQ-14 and Over</td>
<td>X</td>
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<td>Advanced Principles of Accounting</td>
<td>X</td>
<td>X</td>
<td>X</td>
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<td>X</td>
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<td>Automotive Skills Refresher</td>
<td>X</td>
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<td>Basic Electricity</td>
<td>X</td>
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<td>Conversational Spanish</td>
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<td>X</td>
<td>X</td>
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<td>Fundamentals of Stationary Engineering, Part 1</td>
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<td>X</td>
<td>X</td>
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<td>X</td>
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<tr>
<td>Intermediate Mathematical Proficiency</td>
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<td>X</td>
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<td>Introduction to Supervisory Skills Development</td>
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<td>X</td>
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<tr>
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<td>X</td>
<td>X</td>
<td>X</td>
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</tr>
</tbody>
</table>

We endorse Governor Rockefeller enthusiastically
for re-election.

We urge you, too, to
vote for him on Nov. 3.

He has done more for
Civil Service employ-
ees than any other Gov-
er in history.

JOHN ADAMS
Buffalo, N.Y.
President, Hamilton Hosp.
Memorial Hospital
Chapter; President,
WASP; Member, State
Board of Directors.

VINCENT A. ALESSI
Rochester, N.Y.
President, Monroe County
Chapter; Member, State
Board of Directors.

ALBERT BERR lCH
Rocky Point, L.I., N.Y.
President, State
University at Stonybrook
Chapter.

DONALD BROUSE
Ogdensburg, N.Y.
President, State
University at St. Lawrence
State Hospital Chapter.

ALEX BOZZA
Albion, L.L., N.Y.
President, North
Hempstead Chapter.

KENNETH CADIEUX
N. Belmore, N.Y.
President, Local Chapter
for Town of Hempstead.

A. VICTOR COSTA
Troy, N.Y.
Past President, Capital
District Conference;
Member, State Board
of Directors.

Mrs. TERRY DAWSON
Queens Village, N.Y.
President, Local Chapter
of Creedmoor State
Chapter.

IRVING FLAUMENBAUM
Freeport, L.L., N.Y.
First Vice-President,
State Organization;
President, Nassau County
Chapter; Member, State
Board of Directors.

FRANK IMHOLZ
Stonybrook, N.Y.
President, Suffolk
County Chapter.

WILLIAM F. KUEHN
Albany, N.Y.
Past President, N.Y. State
Chapter, Department of
Agriculture and
Marketing; Member, State
Board of Directors.

AMOS ROYALS
New York, N.Y.
President, Ward's Island
Psychiatric Hospital
Chapter.

HAROLD J. RYAN
Troy, N.Y.
President, Department of
Mental Hygiene; Member, State
Board of Directors.

ERNEST K. WAGNER
Albany, N.Y.
President, Capital District
Conference; Member,
State Board of Directors.
This is why.

I'm running this time for the same basic reasons I ran the first time.
Because I like to do things for people.
Because I want to see state government continue to be creative in this period of change.
Because I like to think of myself as an optimist, an idealist, an activist and a doer.

An activist in that when I see a problem my immediate reaction is to start work on its solution.
An optimist in that I believe the human spirit can overcome despair, that it can transcend the oppressions and inequities of life.
An idealist in that I believe there is an essential goodness in man, a collective conscience in our society, and that we can draw upon them to build a better country for ourselves and our children.
And a doer in that action, and not just talk, is the essence of today's needs.

I recognize that this country has been very good to me and my family. In return, I have always wanted to do something for people.

And so I went into government and then politics. I believed I could best translate my intentions into constructive action in government—where the real action is.

That was my motivation in 1958. It remains my purpose in 1970.

From a speech delivered by Governor Rockefeller to the New York State Publishers Association on September 14 in Albany.
At Metro Conference Meeting
Conoby Reports On Contracts; Bendet On Pensions

DISAGREEMENTS over interpretation of work contracts between the State and the Civil Service Employees Assn. and heavy discussion of new pension proposals were the dominant topics at a recent meeting of the CSEA Metropolitan Conference, hosted by the Brooklyn State Hospital chapter.

Randolph V. Jacobs, Conference president, started off the meeting by announcing that with the New York City chapter rejoining the Conference and the Institute for Basic Research chapter enrolling, the Conference had now reached 100 percent membership.

There was no doubt of the seriousness of the disagreements on the new State contracts, as outlined by Jack Conoby, CSEA collective bargaining specialist. He told the Conference delegates that in many instances the State was ignoring the exclusive bargaining right of the Employees Association and was continuing to deal with other employee organizations. (Some Mental Hygiene institutions have had a lot of trouble on this issue.)

Conoby noted also that the State was being very difficult in some areas on payment of overtime; hampering access to employees and refusing to allow full bulletin board usage as outlined in the work contracts.

He also described the workings of negotiations on the Statewide level and announced that negotiations on local worksite problems, such as the State Insurance Dept. and others, would be under way at once.

The report sparked a long series of questions and answers on the whole situation, some of it conducted with considerable heat.

Pension Proposals

Solomon Bendet, CSEA second vice-president, who originated a series of new proposals on pension improvements, led a lengthy discussion of the innovations, which were sponsored by the New York City chapter, of which he is president, and later approved at the recent delegates meeting in Buffalo.

Bascially, the proposals would allow full retirement pay after 40 years' service, half pay after 20 years' service and pensions would rise as the grade from which a pensioner retired rose.

Jacobs announced the following committee chairmenships:
Anthony Fontalmo, auditing; Samuel Emmett, membership and education; Philip Wezler, social, and William Roberts, grievance.

A major portion of the recent meeting of the Metropolitan Conference of the Civil Service Employees Assn. was spent on a report of the status of current work contracts with the State, particularly in the area of contract interpretation. At the microphone is John Conoby, CSEA collective bargaining specialist. Listening, from left, are Philip Wezler, Conference second vice-president; Ellen Hostler, acting secretary; Solomon Bendet, CSEA second vice-president; Randolph V. Jacobs, Conference president; Andrew Pranito, president of Brooklyn State Hospital chapter, hosts, to the meeting; Jack Weisz, Conference first vice-president; Stanley Mailman, CSEA regional attorney, and R. Greaser, business manager at Brooklyn State.

Among the guests were Stanley Mailman, CSEA regional attorney, and Mr. and Mrs. Greaser. He is the Brooklyn Hospital business manager.

A report on preliminary plans for the annual dinner dance of the Conference was given by Philip Wezler, who is Conference social chairman, as Jacob took notes.

The treasurer's report "tells it where it's at" in terms of Conference finances and Treasurer Michael Seewach warns there could be problems in the future.

"It's this way" explains Salvatore Butero of Psychiatric Institute chapter, reporting on some contract trouble in his institution.

A question on pension proposals is listened to by Solomon Bendet, president of the New York City chapter, where new retirement goals originated. Next to him is Jacobs and seated are Pranito and Weisz.

Filling in, Ellen Hostler of Brooklyn State gives the secretary's report as Jacobs and Pranito listen.

John LoMonaco, of the Division of Employment chapter, bids for strong action in obtaining pension goals in the Legislature next year.

Among the guests were Stanley Mailman, CSEA regional attorney, and Mr. and Mrs. Greaser. He is the Brooklyn Hospital business manager.
Central Conference Meets In Syracuse For Workshop

Central Conference Delegates Push Through Snow To Act On Resolutions And Reports

By WALT ADAMS

SYRACUSE—Delegates to the Fall meeting of the Civil Service Employees Assn., were treated to a warm reception by the host chapter, the Syracuse State School, despite the uniqueness of an early snowfall which blanketed the area Friday night as late arrivals mushed their way to the Hotel's Country House. An evening of workshop activity and preliminary committee meetings kept the delegates busy into the late evening. After a morning of committee sessions, breakfast and a business luncheon, Conference president Charles Ecker called the formal business session to order.

Central Conference, Civil Service Employees Assn. was opened by the host chapter, the Syracuse State School, despite the uniqueness of an early snowfall which blanketed the area Friday night as late arrivals mushed their way to the Hotel's Country House. An evening of workshop activity and preliminary committee meetings kept the delegates busy into the late evening. After a morning of committee sessions, breakfast and a business luncheon, Conference president Charles Ecker called the formal business session to order.

Central Conf. PR Committee Hears Leader Staff Explain Editorial Services Available

(Continued on Page 17)

(From Leader Correspondent)

SYRACUSE — Leader City Editor Joe Deasy, Jr., and four Leader correspondents from the Central Conference area gathered in Syracuse on October 16 and 17 to meet with Conference delegates in an attempt to expand coverage of CSEA chapter news. The session was the third of a series of meetings held around the State. Future sessions are planned in Albany, Long Island and the Hudson Valley.

A highlight of the meeting came when Deasy and the four reporters, Joe Tierno of Utica, Joe Porcello of Syracuse, Walt Adams of Binghamton and John Brior of Watertown met with the Conference public relations committee.

Problems and ideas were discussed and exchanged by those present, including committee chairman Helene Callahan, Doris Begley of Syracuse, and members from Broome County.

(Continued on Page 17)

Political Candidates Topic Of Syracuse School Chapter Annual Dinner And Dance

(From Leader Correspondent)

SYRACUSE—A Syracuse CSEA chapter president is demanding that Adam Walinsky, Democratic candidate for State Attorney General apologize publicly for a published statement that he (Walinsky) allegedly called public employees "soft, lax and lazy."

Clarence Laufer, president of CSEA's Syracuse State School chapter challenged the Democratic candidate's statement — which he termed an unwarranted insult — during the dinner which last week climaxed the Fall meeting of the Employees Association's Central Conference and County Workshop.

Laufer was one of several speakers at the dinner in the Syracuse Countryhouse. Others included Dr. Theodore C. Wenzl, CSEA president; two Congressmen; and Joe Adams of Binghamton and John Brior of Watertown met with the Conference public relations committee. Problems and ideas were discussed and exchanged by those present, including committee chairman Helene Callahan, Doris Begley of Syracuse, and members from Broome County.

(Continued on Page 17)

Among the visitors attending the Central Conference meeting in Syracuse were, left to right: S. Samuel Borelly, chairman of the CSEA's County Executive Committee; Mrs. Thomas McDonough; Irving Fluenbenbaum, CSEA first vice-president; Mrs. John Adamski; McDonough, first vice-president of the Capitl District Conference, and Adamski, president of the Western Conference.

Friends of Irene Hillis, seated right, gather around to congratulate her on her election as president of the Mental Hygiene Employees Assn.

Public Employment Relations Board mediator and fact-finder Jerome Winterhalt discusses mediation during Central Counties Workshop luncheon. Left to right are Francis Miller, workshop chairman; Winterhalt; Hall Nedrow, workshop treasurer; S. Samuel Borelly, chairman of the CSEA County Executive Committee, and Leona Appel, workshop treasurer.

(Continued on Page 17)
CIVIL SERVICE LEADER, Tuesday, October 27, 1970

Candidates Respond to CSEA Pension Poll

(Continued from Page 1) treated as second-class citizens. It re-echo those sentiments.

State Comptroller Arthur Levit t said he was concerned about the questionnaires sent by the CSEA to its members who were not in the restricted category, concerning retirement benefits.

"As you know, I have long opposed proposals for increasing benefits to the fiscal capacity of the State. I cannot conscientiously answer "yes" or "no" to your proposals, without knowing their impact on next year's budget, and on the future finances of the State, among other factors.

"Surely, great progress has been made in recent years with the help of CSEA in making our retirement system one of the best in the nation. We should have faith that this progress will continue through the normal and orderly methods of negotiations and legislative action."

Edward V. Reegan, Republican candidate for State Comptroller, did not respond to the questionnaire.

Attorney General Louis J. Lefkowitz said: "I am pleased to reply to your letter of Sept. 24 concerning retirement benefits for public employees in New York State.

"Your representatives have achieved considerable progress in retirement benefits over the years and I trust you will agree that this connection has been consistently constructive since taking office in 1970. I trust you will continue to be so."

Adam Wainisky, Democratic candidate for Attorney General, answered yes to all four questions.

ACCORD — The Monroe Annun. and the County reached an agreement recently on a two-year contract providing benefits for the employees. Signing the pact, seated left, is County Manager Gordon Rowe while Vincent Alessi, chapter president, awaits his turn at right. Looking on as assistant to the CSEA bargains team.

(Continued from Page 1) next January will rise to $8,300 and their base pay to $15,150.

In addition, CSEA will pay up to $9,600 and base pay to $11,900.

Several candidates did not fill out the questionnaires, however, requesting more time to respond or due to the political season.

Shera's Benefits

Other new and improved benefits also are provided for sheriffs' deputies under the new contract.

"Our negotiating team feels that the County Administration negotiated in good faith and

State Assembly candidates answering Yes to all four questions were:

First Assembly District (part of Suffolk): Michael M. Condit (D); Third Assembly District (part of Suffolk): John A. T. Wely (D); Seventy-Fifth Assembly District (part of Nassau): John A. T. Wely (D).

Second Assembly District (part of Suffolk): John A. T. Wely (D); Third Assembly District (part of Suffolk & Nassau): Jack D. Malek (D); Fourth Assembly District (part of Nassau): Robert J. M. Warfield (D); Seventh Assembly District (part of Nassau): John J. Thorpe (D); Eighty-Third Assembly District (part of Nassau): John J. Thorpe (D).

Thirty-Fifth Assembly District (part of Kings): Charles John C. Williams (D); Thirtieth Assembly District (part of Kings): Dominick J. Andreassi (R); Forty-First Assembly District (part of Kings): Sidney H. Levi (D); Forty-First Assembly District (part of Kings): Sidney H. Levi (D).

Sixty-Third Assembly District (part of Suffolk): David L. Mobley (D); Thirty-Third Assembly District (part of Kings): Mary A. Beale (R); Thirty-Second Assembly District (part of Kings): Mary A. Beale (R).

Sixty-Ninth Assembly District (part of Richmond): Edward J. Amann, Jr. (R); Sixty-Second Assembly District (part of Nassau): Andrew Dieter (D); Sixtieth Assembly District (part of Nassau): Charles V. Crevecoeur (D); Sixty-Fifth Assembly District (part of Nassau): William J. Giordano (D).

Assembly District candidates answering Yes to the first three questions, but No to the fourth were:

Nineteenth AD (part of Nassau): Herbert J. Wallenstein (R); Nineteenth AD (part of Nassau): Herbert J. Wallenstein (R); Nineteenth AD (part of Nassau): Herbert J. Wallenstein (R).

Forty-Third Assembly District (part of Kings): Seymour Posen (D); Fifty-Second Assembly District (part of Kings): Seymour Posen (D); Fifty-Second Assembly District (part of Kings): Seymour Posen (D).

Sixty-Ninth Assembly District (part of Kings): Robert J. M. Warfield (D); Sixty-Second Assembly District (part of Kings): Robert J. M. Warfield (D); Sixty-Second Assembly District (part of Kings): Robert J. M. Warfield (D).

State Assembly candidates answering Yes to the first three questions, but No to the fourth were:

Tenth AD (part of Nassau): Herbert J. Posen (D); Tenth AD (part of Nassau): Herbert J. Posen (D); Tenth AD (part of Nassau): Herbert J. Posen (D).

First AD (part of Nassau): Robert J. M. Warfield (D); First AD (part of Nassau): Robert J. M. Warfield (D); First AD (part of Nassau): Robert J. M. Warfield (D).

Nineteenth AD (part of Kings): Joseph J. Crowley (D); Nineteenth AD (part of Kings): Joseph J. Crowley (D); Nineteenth AD (part of Kings): Joseph J. Crowley (D).

Assembly District candidates answering Yes to the first three questions, but No to the fourth were:

Seventeenth AD (part of Kings): Paul F. Kadlec (D); Seventeenth AD (part of Kings): Paul F. Kadlec (D); Seventeenth AD (part of Kings): Paul F. Kadlec (D).

Eighteenth AD (part of Kings): Dorothy H. Ross (D); Eighteenth AD (part of Kings): Dorothy H. Ross (D); Eighteenth AD (part of Kings): Dorothy H. Ross (D).

Nineteenth AD (part of Kings): Joseph J. Crowley (D); Nineteenth AD (part of Kings): Joseph J. Crowley (D); Nineteenth AD (part of Kings): Joseph J. Crowley (D).

Nineteenth AD (part of Kings): Joseph J. Crowley (D); Nineteenth AD (part of Kings): Joseph J. Crowley (D); Nineteenth AD (part of Kings): Joseph J. Crowley (D).

Forty-Third AD (part of Kings): Robert J. M. Warfield (D); Forty-Third AD (part of Kings): Robert J. M. Warfield (D); Forty-Third AD (part of Kings): Robert J. M. Warfield (D).

Seventeenth AD (part of Kings): Joseph J. Crowley (D); Seventeenth AD (part of Kings): Joseph J. Crowley (D); Seventeenth AD (part of Kings): Joseph J. Crowley (D).

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Assembly District candidates answering "yes" to your proposals, without knowing their impact on next year's budget, and on the future finances of the State, among other factors.

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chapler, Civil Service Employees chapter, Civil Service Employees chapter, Civil Service Employees
Charged With Illegal Action
In Boosting Some Aides’ Pay

St. Lawrence Supervisors

In Boosting Some Aides’ Pay

chapter.

Board:
i^n. field supervisor has charged that the St. Lawrence pay boosts outside their contract with the County CSEA increased the salary of Dr. Robert

that your Board, on Oct. 12, In-

cSunty Board of Supervisors has acted illegally by voting

ON

WHERE IT COUNTS

iiew York, N.Y. Dr. Herman P. Mantell, "jte Headquarters-Hotel Warwick-

It Is our understanding . . .

John D. Corcoran has writ-

HE’S DONE A LOT . . .

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LIGHT — 6 LBS.
MORE POWERFUL

EASY AND FUN TO USE
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GOOD CHAIRMAN

CIVIL SERVICE EMPLOYEES
VOTE ON YOUR OWN LINE
WHERE IT COUNTS

GOVERNOR ROCKEFELLER
HE’S DONE A LOT . . .
HELL DO MORE . . .
FOR CIVIL SERVICE

VOTE COLUMN E

Civil Service-Independents Party

State Headquarters—Hotel Warwick—New York, N.Y. Dr. Herman P. Mantell, State Chairman

Now at KUNST SALES

FIRST NEW BLENDER DESIGN IN 23 YEARS

LOW —1049 HIGH LIGHT — 6 LBS.
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SEE IT AT KUNST SALES

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NEW YORK, N.Y.
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Women’s Lib Dents Ranks Of Troopers

The man behind the shield will have to make some room for a female counterpart in the ranks of the State troopers.

After 54 years of the State Police remaining in an all-male stranglehold, reform is about to be implemented. In revealing the new move, State Police Supt. Michael E. Kirwan announced last week that the trooper forces will shortly be open to female prospects as well.

Reported Kirwan, “We could start recruiting right after April of next year.” He said the area of investigative work could prove particularly attractive to the ladies. Right now, the agency employs approximately 3,400 persons, but females are confined to clerical or administrative titles. Come 1971, that will change.

Meanwhile, the State Police’s counsel is culling over the present laws. He wants to find out whether current provision makes allowances for a women’s group within the troopers, or whether revisions in the law are needed first. Once the new setup is realized, lady troopers will have powers of arrest equal to those of male State policemen.

Governor Lauds Dr. Brind As A ‘Dedicated Servant’

ALBANY—Governor Rockefel-

ER, in a tribute to the late Dr. Charles A. Brind, former counsel to the State Education Dept., stated:

“Dr. Charles A. Brind, who served with distinction under six commissions of the State Education Dept., was an outstanding New Yorker and a dedicated servant of the people. He was a credit to his profession and to the field of public service, and will be missed. I extend my sincere condolences to Dr. Brind’s family.”

Meanwhile, the State Police’s counsel is culling over the present laws. He wants to find out whether current provision makes allowances for a women’s group within the troopers, or whether revisions in the law are needed first. Once the new setup is realized, lady troopers will have powers of arrest equal to those of male State policemen.
N. Hempstead CSEA Unit Working With United Fund; Endorses Five Candidates

MANHASSET—In a joint action, North Hempstead unit, Civil Service Employees Assn. president Alex Bozza has announced that it will act as the collection agency with the Town's 500 employees for the United Fund of Long Island and that its newly formed political action committee had met and endorsed five political candidates.

Allen C. Miller, receiver of taxes, will serve as chairman of the drive, and Bozza will assume the role of coordinator.

For those employees who wish, a payroll deduction plan will be instituted so that payments can be made throughout the year.

In the second action this week, Bozza said the members of the unit's political action committee met various candidates for interviews. The members of the committee, besides Bozza, are Pat Fiorentino, Russell Chase, Edward Swick, Jr., David Rapelyea and Kay Campbell. The interviews resulted in the announced endorsements of Robert C. Meade for the State Supreme Court; Vincent R. Bell, George Greenstein and Paul Lawrence for District Court judgeships.

"We believe these candidates' stands to be in the best interest of our union's membership," Bozza said. "We think they are exceptionally fine candidates and we are asking all of our employees to vote for them on Nov. 3."

Get Research Post At Kidney Institute

ALBANY—Dr. Ann Gabrielsen has been named principal research scientist in the State Health Dept.'s Kidney Disease Institute at $21,805 a year. She has served as a research specialist with the University of Minnesota's department of pediatrics.

Nyquist Pays Tribute To Dr. Brind's Role In Law & Education

ALBANY—State Commissioner of Education Ewald B. Nyquist paid tribute to Charles A. Brind, retired counsel for the Education Dept. on his death recently:

"Mr. Brind had a distinguished legal career and was outstanding in the development and understanding of education law. His advice was sought and freely given to other councils, to school boards, and superintendents, college presidents and trustees, the many professions licensed by the department, to legislators and citizens. His wise legal judgment and guidance are reflected in the educational system we have as well as in its quality."

Brind was president of the board of directors of Blue Cross of Northeastern New York for over 30 years, a member of the board of Albany Hospital and a director of the Albany School for Practical Nurses.

Re-elect Senator John J. MARCHI

JOHN MARCHI has been endorsed for re-election by the New York State AFL-CIO, the New York City Central Trades and Labor Council, the Citizens Union and numerous civil service and community groups.

... MAKE SURE! MAKE IT MARCHI! MARCHI MAKES SENSE!

PAID FOR BY CITIZENS FOR JOHN MARCHI
I scheduled it for Feb. 12 and 13, attorneys right, are: Vincent Walker, chairman of the State negotiating team and State representatives Daniel Ilalloran, director of personnel at Tax and Finance; CSEA team members Arthur Lakirita, tax examiner; Walter Leunber, CSEA research analyst; Hal Goldberg, tax examiner; John Dougherty, Tax and Finance chapter president; May K. Henzel, mail and supply clerk; John A. Conoby, CSEA collective bargaining specialist; Bernard Schmalt, CSEA committee chairman, corporate tax examiner; State representatives Robert Bouck and John Hamaran.

NEGOTIATING TEAM — Members of the Civil Service Employees Assn. bargaining team for the Department of Transportation caucus to determine bargaining demands for their departmental negotiations. Left to right are: Paula Radzanko, Dorothy Pearsal, CSEA research analyst; Walter Leunber, CSEA collective bargaining specialist Joseph P. Reed; Michael Batesones and committee chairman Paul Cooney. Shown with his back to the camera is Edward McGregor.

Central Conference Action (Continued from Page 13)

Other resolutions included a proposal that a grievance workshop be established by State Headquarters. The resolution was introduced by Clara Boone, chairman of the Conference grievance committee. The purpose of the workshop would be to familiarize chapter officers with grievance procedures and techniques. The resolution to urge State action for the creation of the special workshop was adopted unanimously.

Binghamton State chapter president Stanley Yaney took the opportunity to invite Conference delegates, chapter presidents and officers to Binghamton Oct. 30 to help celebrate the formal opening of the Southern Tier's new regional office on the sixth floor of Binghamton's Security Mutual Building. The new office, he said, will provide the information and assistance for CSEA members and public employees experiencing problems on the job.

Super Sign-Up (Continued from Page 8)

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Syracuse School Annual Fete (Continued from Page 13)
That's the kind of a card we wish we had time to send you whenever you or one of your dependents is hospitalized.

But if you're a STATEWIDE PLAN subscriber you know that you don't have to worry about the bills.

THE STATEWIDE PLAN is the result of years and years of study, revision and improvement so that it covers public employees best—and is based on your needs.

It is not designed to cover "nickel and dime" medical expenses. Some plans are, and fall short—when you need them most.

As we said, every benefit built into THE STATEWIDE PLAN was put there because our experience with the thousands upon thousands of public employees who are subscribers has taught us that these are the benefits you need the most.

The combination of Blue Cross for hospital bills, Blue Shield for doctor's bills supplemented by Metropolitan's Major Medical for those catastrophic bills adds up to one of the finest plans in the nation today.

If you're a public employee, and don't belong to THE STATEWIDE PLAN, we have only one question. Why?

There isn't a better plan in the state—at least not one that we know about.
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

*Medicare, most major medical insurance plans and the Blue Cross Statewide Plan for employees of New York State, local subdivisions of New York State and appropriate participating agencies are applicable at these Divisions of this fully accredited Hospital Center.

A color brochure will be sent upon request or call 516-264-6000 Extension 227 for Physical Rehabilitation Extension 280 for Mental Health.

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CANDIDATES ENDORSED — Assemblyman Emeel S. Betros, left, and State Sen. Jaq P. Rolison, Jr., right, have received the endorsement of the Hudson River State Hospital chapter of the Civil Service Employees Assn. Announcing this "first-ever" endorsement was Robert Minyard, second from left, chapter second vice-president and chairman of the chapter's political action committee, and Mrs. Nellie Davis, chapter president.

Pepper To Head
Children's Service
At Mental Hygiene

ALBANY — Dr. Bertram W. Pepper has been named associate commissioner for children's services in the State Mental Hygiene Dept. No salary was given.

In his new position, Dr. Pepper will be responsible for overseeing operations of Department facilities for mentally ill children up to the age of 16.

He has served as a staff psychiatrist at Rockland State Hospital and as associate commissioner for local services in charge of the Department's New York City regional office.

Get Kenmore Jobs

BUFFALO—Two factory inspectors with the Division of Industrial Safety in the State Labor Dept. have been named to posts with the recently organized Kenmore Housing Authority.

Win Extended Vacations

Huge 23% Salary Boost
Caps Clarkstown Pact

CLARKSTOWN—A whopping contract guaranteeing employees an average of 23 percent in pay boosts over the next two years was concluded recently by the Clarkstown unit of the Civil Service Employees Assn. and the Town of Clarkstown.

Special provisions obtained in negotiations also include employee reclassification, improved longevity increments and a new vacation schedule.

Harold Aber, president of the unit, noted that the new increments will occur in the eighth, twelfth and sixteenth year of service. On vacations, he explained, the past allows 12, 15 and 25 days of vacation for employees with one, two, three and four years of tenure respectively. A 30-day vacation will go to affected employees who have up to 20 years of seniority, while those with greater seniority are allotted a 35-day vacation.

Retirement Plan

Remaining features focus on retirement, insurance and sick leave benefits. The latest retirement package will provide the 20-year 1/50 retirement formula, allowing military service credits. Six days of annual personal leave are granted, and sick day accumulation may now be credited toward retirement. The new pact also gives employees life insurance coverage up to a $20,000 minimum.

The CSEA negotiating team was headed by Arthur F. Hug- gins and was assisted by field representative Leon Van Hou- sen, Jr., in drafting the terms of the 1971-72 contract.

Tuition Data

ALBANY—The State Labor Dept. urges employees to request Department Manual No. 1601, which explains its Tuition Support Program. The program provides financial support for courses taken by employees on a 100, 75, and 50 percent basis.

Now at

GELB SALES

Now we pay
5%
a year*
on your
Christmas Club

Be prepared for a merrier Yuletide next year. Set aside from $1 to $20 a week—and profit from the top bank dividend rate.

*When your deposit schedule is maintained for 50 weeks.

AMERICAN SAVINGS BANK
Founded 1851/Member FDIC
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1554 First Avenue at 81st Street/2852 Broadway at 111th Street
1554 First Avenue at 81st Street/2852 Broadway at 111th Street
1960 Hempstead Turnpike/East Meadow, Long Island
Nassau County Telephone (516) 538-4350

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1960 Hempstead Turnpike/East Meadow, Long Island
Nassau County Telephone (516) 538-4350
**Metro D of E**

*John Lomonaco, the members heard CSEA field representatives Adele Willo and James Perri explain how to use the Super Sign-Up Season kits in recruiting new members. To date, it was reported, nearly 40 new people have been added locally to the chapter's ranks.*

Heads up by chapter president

**Learn How To Be Recruiters**

**RE-ELECT ATTORNEY GENERAL LEFKOWITZ**

*Has protected the integrity of the merit system by* 

*Helped obtain a favorable Federal tax ruling*

**Fact:** Only one state in the union has*

*Out against the Republican national policy of increase*

**Today we have both unemployment and inflation.**

*Governor Rockefeller said "New York State operates* 

*Our subway system was the* 

**124 addicts. Today there are ten times as many addicts**

**With A Grain Of Salt**

*Take Your Rock With A Grain of Salt* 

**Political Advertisement**

*Let's Keep Attorney General Lefkowitz On The Job* 

**A TRUE FRIEND OF THE CIVIL SERVANT**

*—Authorized Legislation improving civil service employees retirement plans.*

*—Helped obtain a favorable Federal tax ruling for civil service employees who receive subsistence and maintenance on the job.*

*—Has protected the integrity of the merit system by insuring observance of civil service regulations on examinations and promotions.*

**RE-ELECT ATTORNEY GENERAL LEFKOWITZ A FIGHTER FOR THE CONSUMER**

*People for Lefkowitz 575 Madison Ave. New York, N.Y.*

*John Dooley & John F. Lomenzo, Co-Chairmen*

**Political Advertisement**

*Take Your Rock With A Grain of Salt* 

*When listening to this year's campaign promises, keep in mind some of Nelson Rockefeller's promises:*

*"I pledge no increase in taxes during the next four years."* 

**Fact:** New Yorkers pay the highest taxes in the nation. The tax burden is not fairly shared. The rich and the corporations do not pay their fair share.

*"The State is going to declare all-out war on narcotics addiction."* (1966 State of the State message).

**Fact:** The state spent over $345 million and cured only 124 addicts. Today there are ten more addicts roaming the streets than there were in 1966.

**"New York's subways are the safest in the world."** (Dr. William J. Ronan—Governor Rockefeller's MTA Chairman, New York Times, July 10).  

**Fact:** An international survey conducted by the New York Times concluded that our subway system was the least safe in the world.

**Governor Rockefeller said "New York State operates a low enforcement system with no fines."** (March 19, 1970).

**Fact:** Only one state in the union has a higher crime rate than New York State.

**Add this to the fact that the Governor has yet to speak out against the Republican national policy of increasing unemployment as the way to combat inflation. Today we have both unemployment and inflation.**

**Arthur Goldberg and Basil Paterson have said it is not the system which is at fault, but the men who run the system. They offer a new hope for New York State.**

**They can end the 12 years of Rockefeller ruin and restore our state to its former greatness.**

**ELECT ARTHUR GOLDBERG GOVERNOR - BASIL PATERSON LT. GOVERNOR**

*Endorsed by the Democratic and Liberal Party Citizens for Goldberg/Paterson—687 Fifth Avenue, New York, N.Y. 10110*

**Political Advertisement**

**Take Your Rock With A Grain of Salt**

**Florida**

**SAVE ON YOUR MOVE TO FLORIDA**

**To Southern Transfer and Storage Co. Inc.**

**Write**

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**Stuart, Florida**

**RETIEMENT HOMES — $8,000 UP**

**Everything is Included**

**166-25 Hillside Avenue—JA 6-4300**

**LONG ISLAND HOMES**

**Buy Bonds**

**OAKLAND HOMES — 2 1/2 Acreage — $24,000**

**OAKLAND HOMES — 2 1/2 Acreage — $24,000**

**HOLLYWOOD ESTATE, BOX 1672, PHONE 287-1297.**

**Hollywood Beach, Fla.**

**OCEANFRONT — BROADWALK, NOIR FERRY, 13000 SQ. FT. 3 BEDROOM 3 BATH, CASTLE, CHURCH, TOWNHOUSES. 5 BEDROOM 6 BATH, 6 BEDROOM 12 BATH, 12 BEDROOMS 24 BATH, 24 BEDROOM 48 BATH. FUN HOME FOR MILLIONS.$152 1255 1255.**

**Brooklyn, NY 11205.**

**ON THE JOB**

**Let's Keep Attorney General Lefkowitz On The Job**

**A TRUE FRIEND OF THE CIVIL SERVANT**

—Authorized Legislation improving civil service employees retirement plans.

—Helped obtain a favorable Federal tax ruling for civil service employees who receive subsistence and maintenance on the job.

—Has protected the integrity of the merit system by insuring observance of civil service regulations on examinations and promotions.

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*People for Lefkowitz 575 Madison Ave. New York, N.Y.*

*John Dooley & John F. Lomenzo, Co-Chairmen*
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 through 11th Prizes
RCA Color T.V. Sets

12th through 16th Prizes
Panasonic Stereo Receivers

17th through 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.
Cattaraugus Chapter Reopens Pact; Gains Better Pension Plan

(Frorn Leader Correspondent)
LITTLE VALLEY — The Cattaraugus County Legislature has approved, without dissent, a liberalized pension plan won in bargaining by the county chapter of the Civil Service Employees Assn.

Under the plan, the 500 County workers now represented by the CSEA substitutes, starting April 1, the 25-year career plan of the State Retirement System for the 30-year 1/60th plan now in force.

The pension plan change was formulated under a reopening clause of the County's contract with the CSEA. The clause out-lined negotiations for improvement of the 20-year plan.

An escalator clause in the contract also provides a flat five percent pay hike plus earned increments, effective Jan. 1.

Niagara Chap. Calls Impasse

(Frorn Leader Correspondent)
LOCKPORT — The Niagara County chapter of the Civil Service Employees Assn., representing 900 County white-collar workers, has declared an impasse in contract talks and requested a fact-finder from the Public Employment Relations Board.

The County offered the CSEA straight four percent pay increases in each year of a proposed two-year contract starting Jan. 1. CSEA has demanded an eight percent pay hike the first year, a seven percent raise the second year, the 25-year retirement plan and improved hospitalization and medical coverage.

"The CSEA had bargained in good faith, but received no reasonable counter-offer," commented William M. Doyle, chapter president, in declaring the impasse.

He said the two sides had met nine times before the impasse was declared.

Hearing Nov. 4 On Housing for State Employees

ALBANY — A hearing on the fourth stage grievance file by the Civil Service Employees Assn., charging the State with violating the past practices clause of its contract in connection with the State's providing housing to employees in certain departments, was held last week by the State Office of Employee Relations.

CSEA filed the grievance several weeks ago, claiming that a recent directive issued by the State Budget Director threatened to deprive certain employees of housing on institution grounds, a practice which has been in effect for many years.

Many questions concerning the scope of the directive were raised that could not be answered.

A two-week adjournment was requested by OER in order to obtain the necessary information from the various departments affected by the directive.

The hearing was rescheduled for Nov. 4.

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Shop the Food Giant
Northeast!

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GOVERNORS MOTOR INN

HOTEL WOODSTOCK
Times Square
At 43rd St.
LARGE ROOMS
LOW, LOW RATES
TO CIVIL SERVICE EMPLOYEES

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. Special arrangements for wife and family.

For the past sixteen years, Arthur Levitt, your State Comptroller, has looked after your money. As if he were a member of your own family.

He saved you $295,567,122.12 That's a total of pennies, nickels and dollars.

Re-elect Arthur Levitt.

What more could you want for your money?
Virtually every time you spend money, whether at the supermarket, department store, drugstore or at a gas station, you're being ROBBED! You're being duped, hoodwinked, and swindled out of the full value of your money by a combination of deceptive selling techniques, including Madison Avenue double-talk, mendacious salesmanship, and insidious labeling and packaging ploys. Senator including Madison Avenue double-talk, mendacious salesmanship, and insidious labeling and packaging ploys. Senator Warren Magnuson, the most alert consumer watchdog in Congress, says that deceptive selling is today's "most serious form of theft, accounting for more dollars lost each year than robbery, larceny, suicide, burglary, and rape combined."-Sidney Margolius, the dean of American consumer writers, asserts that "Nowadays in the 30 years I've been reporting on consumer problems the public has been as widely and steadily exploited as it has ever been.-As Ralph Nader, the nation's most renowned champion of consumer rights, states that "Nowadays consumers are being manipulated and defrauded not just by marginal, fly-by-night hucksters, but by America's blue-chip business. The American mercenary flimflammantry is rife throughout the nation today and the American consumer is being victimized as never before. As a partial antidote to this widespread fraud and deception, an intrepid, authoritative new publication has been launched nationwide in Moneysworth.

Moneysworth, as its name implies, aims to see that you get full value for the money you spend. It rates competitive prices, as well as competitive products as the best buys (as among cameras, hi-fi's, automobiles, and the like); it offers insights into how to save money (they will astound you with their inventiveness); and it counsels you on the management of your personal savings and investments (telling you not only how to gain maximum return, but also how to protect your money against the ravages of inflation). In short, Moneysworth is your own personal consultant, your private stockbroker, and chairman and chancellor of the exclusionists—all in one.

Perhaps the best way to describe Moneysworth for you is to list the kinds of articles it prints:

Earn 12% on Your Savings (Fully Insured)
How to Buy a New Car for $129 Over Dealer's Cost
Incorrect Billing by the Phone Company
The Advantages of a Serial Banking Account—Over $20,000 in publication.
Consumer Co-operative 
How to Buy a New Car for $129 Over Dealer's Cost

Informatio...