Membership Drive Moving Ahead At Fast Pace; Goal Of 200,000 Within Reach

“It looks like everyone wants to Camaro under his Christmas tree,” Sam Emmett, chairman of the Statewide Civil Service Employees Assn’s membership committee has reported.

A 1971 Camaro is the top prize in the CSEA’s current membership drive, which is now heading into its final weeks.

Other prizes include color television sets, stereo receivers and wrist watches among other valuable gifts.

But, perhaps, the biggest prize of all is the increase in members for the Employees Association, the largest independent union for public employees in the nation. As the union grows in membership, so too does its bargaining muscle.

“CSEA has come a long way from the days when we went before our governmental employers, had to hand, to ask — even plead — for salary and fringe benefit improvements. Now, with the strength of almost 200,000 members — voting members, I might add — we are able to demand that which is rightly ours,” Emmett said.

The incentive part of the campaign has been a help, he noted, and many of the members will be doing their shopping at the various 8 & If Green Stamp Redemption Centers around the State. For each new member signed up, CSEA members receive a free book of stamps, valued at between $3 and $3.50. The stamps are in addition to eligibility for participation in the super-prize jackpot.

Lola Tips

Emmett listed some tips for members participating in the drive. “If you follow them, you’ll find out how easy it is to bring home some additional gifts this year,” Emmett said.

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

“When you approach a non-member, the first two reasons (Continued on Page 8)

Fund Appeal Made

Kidney Affliction Endangers Wife Of Stationary Engineer

Survival of Mrs. Emma Hedson depends on obtaining a kidney or kidney machine. She is the wife of William Hedson, an 18-year veteran of State service employed as a stationary engineer.

“She is in desperate need of a kidney,” said Betsy Monopoli, the New York City chapter of the Civil Service Employees Assn. in making an appeal for help. At present, Monopoli disclosed, Mrs. Hedson is receiving intensive care at St. Joseph’s Hospital, Tunkers.

The husband, a member of the CSEA chapter, works at the Maritime College at Ft. Schuyler, the Bronx, and also lives in the (Continued on Page 2)

Teacher Career Ladder

At Leader presstime the Civil Service Employees Assn. had received word from the State that the career ladder for teachers in State institutions will become effective Thursday, Nov. 12. Further details will be carried in next week’s Leader.

Inside The Leader

Eric Contract Vote

— Page 3

New Binghamton Office

— Page 9

Barber Appeal

— Page 3
DON'T REPEAT THIS!

(Continued from Page 1) to have been changed by the election. Gov. Nelson A. Rocke-
eller, Lieutenant Governor William Wil-
son, Comptroller Arthur Levitt and Attorney General Louis F."Duryea were vice-presi-
dents once again in the com-
fortable and durable pillars of State Administ-
ration. The State Senate is genuinely guided by a
firm retns of Majority Leader Earl W. Brydges for the Repub-
licans, and Minority Leader Joseph Zaretski for the Demo-
crats. Assemblemenrmen Perry B. Drum and Frederick W. Bullock over Assembly debates with his usual grace while Minority Leader Stanley Steinhut leads the Demo-
cratic conference.

Yet beneath the surface ap-
pearance of things, churning, volatile political waters have been unleashed that may change the face of State politics for years to come. Most significant of these is the growing strength of the Conservative Party de-
monstrated by the election of James L. Buckley to the New York State Senate. J. Daniel Ma-
homey and Kieran O'Doherty, the tough�tiffs who lead the Conservative Party, have fashioned a political structure that rests on a firm populist founda-
tion, and the Republican leader-
ship of the State can only at its peril treat the Conserva-
tive Party as a minor agitator.

Just two years ago, the State Republican organization blocked-
ly Conservative Party endorse-
ment of the Nixon-Arnold ticket, a Republican decision that con-
siderable loss of the State by the National Republican ticket. There is no prospect for the endorsement of a similar ticket by the Conservative Party in Presidential election year 1972. In addition to the Buckley vic-
tory, the Conservatives sup-
ported 16 of the 23 Republican State Senators elected last fall. The Rocke-
eller Administration, obviously,
the Republicans and Conser-
vatives will both see it as a political rapprochement and negotiations towards that objec-
tive will not require the deli-
cacy nor the dalliance of a
Middle East peace conference.

The prospective alliance be-
tween the Republicans and Conser-
vatives has been moved forward by Buckley's insistence on his Republican party. Buckley's action in the fact that the Rockefeller Administra-
tion will urgently need the support
of both New York Senators on a wide variety of Federal aid programs.

In addition, the legislative leaders of the State Senate and Assembly will need to muster every possible vote on critical

Thanksgiving And Christmas Bonanza!

LONDON: November 26 to 29 at the elegant HOTEL
BRITAIN, Only $199.00 includes: taxes, sightseeing, and London membership in the Victoria Shopping Tour, fully escor-
ted. Does not include meals. For information and reservations write to Mr. Randolph Jacobs, 762 East 217th St., Bronx, N.Y., 10467.

FREEPORT-HAND BAHAMAS—4 nights. November 25 to 29 at the luxurious KING'S INN. Only $195.00 plus $12.00 gratuity per person, dinner, breakfast, taxes and gratuity daily, welcome cocktail party. For information and reservations write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. Tel. 212-235-4488 (after 5:00 P.M.)


ROME AND FLORENCE—Christmas Pilgrimage to Rome—December 24 to December 31 only $397.00 via World Airways Jet including first class hotels transfers, Continental breakfast daily, sightseeing and excursion programs, taxes and gratu-
ities. Write to Edward Valder, 20 Bayview Avenue, East Setauket, N.Y., 11733. Tel 516-941-3713.

GREECE AND TURKEY—December 24 to January 3 Tour A—Greece only $389.00. Tour B—Greece and Turkey $429.00. Price includes deluxe hotels, sightseeing and excursion pro-
en. For information and reservations write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. Tel. 212-235-4488 (after 5:00 P.M.)

LONDON: 9 nights, December 24 to January 3 at the first class HOTEL BRITAIN in fashionable Mayfair. Only $299.00 includes: transfers, sightseeing, theater party, taxes and gratu-
ities. Write to Samuel Geiger, 125 Broadway, N.Y., 10038.

THE CONCORD—$119
THE LOWEST DISCOUNT PRICES!
WHERE ALL QUOTED PRICES ARE ONLY SLIGHTLY ABOVE WHOLESALE
WASHERS DRYERS REFRIGERATORS FREEZERS RANGES DISHWASHERS COLOR TV BLACK & WHITE TV STEREO COMPONENTS RADIOS VACUUM CLEANERS SAMSONITE LUGGAGE SMITH CORONA TYPEWRITERS RANGES DISHWASHERS COLOR TV BLACK & WHITE TV WASHERS DRYERS REFRIGERATORS FREEZERS
UNDER ONLY THE FOLLOWING FEATURES, EXCLUSIVE OF CSE&RA MEMBERS, THEIR FAMILIES AND FRIENDS:
* MANUFACTURER'S GUARANTEE
* GUARANTEED SALE PRICE
* GUARANTEED HANDLING
* GUARANTEED SERVICE
* GUARANTEED DELIVERY
* GUARANTEED AFFILIATION WITH CSE&RA

SHOP FIRST THEN COME TO US WITH THE MAKE & MODEL NUMBER & WE'LL QUOTE THE LOWEST DISCOUNT PRICE!
Now AVAILABLE ALL FAMOUS BRAND CALL HOME FURNISHINGS & ACCESSORIES
FURNITURE CARPETING
HA-3-2400
215 PLACE & 42nd AVE.
BAYSIDE, N.Y. HA-3-2400
HOURS: Daily 10 AM to 9 PM, Wed. & Sat. till 5:30
(Not affiliated with any other stores.)

Thanksgiving At The Concord—$119

A fabulous holiday for you, your family and your friends at the Concord Hotel, 1060 East 28th St., Brooklyn, N.Y., 11210. Tel. 212-444-4848.

A special offer for CSE&RA members and their families, arranged by Knickerbocker Travel Service, $119 per person for three days and two nights, including meals and sightseeing — a deal you cannot afford to miss!
CSEA To Attempt Override Of Barber, Beautician Appeal
Denial By Division Of C&C

ALBANY — The Civil Service Employees Assn. has blasted the State Division of Classification and Compensation for turning down CSEA's request for the reallocation of barbers and beauticians in State Institutions.

A CSEA committee, made up of department heads and section heads, recommended the increase to the State Division of Classification and Compensation. The reallocation was recommended to avoid a strike and to improve the working conditions of barbers and beauticians.

"It is apparent to us that the Division is a dead end street for such requests," a CSEA representative stated. "We have been seeking reallocation for years, but have not received any response from the Division.

The Division has consistently ignored overwhelming evidence favoring such requests. Instead of acting on the merits of the evidence presented, the Division has established unrealistic criteria and rejected numerous requests for wholly subjective reasons.

"Funds are set aside for anticipated reallocations and reclassifications only to go unused. If a group of employees has participated reallocations and reclassifications, the Division has not acted on it!"

Planted Evidence

ALBANY — Belief it or not, a State Trooper discovered a marijuana plant in the front window of a car at the State Thruway Police Station.

Trooper R.S. Kuchesky noticed the potted plant and warned the occupants of the car were young men. Instead of the gray-haired ladies one would expect to be transporting a plant, the Trooper discovered the plant to be marijuana and the young men to have an open container of an alcoholic beverage in the car.

"It is the best contract the negotiating team could come out with," said George H. Clark Sr., president of the County CSEA.

Both Cyath and Clark repeated that the pact provided considerable gains for County workers. One item that was not included in the provisions was an additional differential, an issue the negotiators stated was affected only 89 of the chapter's 5,500 members.

Also during the meeting, some members demanded that the County provide wage increases of 20 percent, instead of the nine percent in the first year of the pact and the six percent in the second year.

Besides the pay provisions, the contract terms are:

• Incremental raises for employees with five years at top grade and nine consecutive years' service.
• Fully paid Blue Cross insurance in the first year, fully paid Blue Shield insurance in the second years.
• Meeting on County property for CSEA executive committee.
• All leave to leave CSEA delegates to conventions and CSEA meetings to exceed 56 days per calendar year.
• Unused personal leave up to a maximum of three years.

Thousands Received

Applications Being Processed For Education, Training Courses

ALBANY — The Civil Service Employees Assn. reported this week that State workers’ response has been overwhelming to the educational and training programs being offered at several locations across the State as part of the CSEA-negotiated education and training package.

CSEA education director E. Norbert Zahn, who is coordinating the programs for the Employees Association, reported that thousands of applications have already been received by the State and that processing is now moving.

The State Civil Service Dept. has been charged with the responsibility for processing the employee applications.

"There has been a much greater response to this initial phase of the program than we originally expected," Zahn declared. "Therefore, the State is having some difficulty in processing all of the applications, and setting procedures to review them."

"The program is going to the life of the State and that processing is now moving.

The contracts and training programs are being offered to employees at several locations across the State as part of the CSEA-negotiated education and training package.

The programs are being offered to employees at several locations across the State as part of the CSEA-negotiated education and training package.

CSEA education director E. Norbert Zahn, who is coordinating the programs for the Employees Association, reported that thousands of applications have already been received by the State and that processing is now moving.

"The program is going to the life of the State and that processing is now moving.

The contracts and training programs are being offered to employees at several locations across the State as part of the CSEA-negotiated education and training package.

CSEA education director E. Norbert Zahn, who is coordinating the programs for the Employees Association, reported that thousands of applications have already been received by the State and that processing is now moving.

"The program is going to the life of the State and that processing is now moving.

The contracts and training programs are being offered to employees at several locations across the State as part of the CSEA-negotiated education and training package.

CSEA education director E. Norbert Zahn, who is coordinating the programs for the Employees Association, reported that thousands of applications have already been received by the State and that processing is now moving.

"The program is going to the life of the State and that processing is now moving.

The contracts and training programs are being offered to employees at several locations across the State as part of the CSEA-negotiated education and training package.

CSEA education director E. Norbert Zahn, who is coordinating the programs for the Employees Association, reported that thousands of applications have already been received by the State and that processing is now moving.
We wish we had time to send out a card like the above everytime one of our subscribers or his dependents were hospitalized. Obviously, it's impossible. However, the nicest Get-Well Card that we know of is a paid-up hospital and doctor bill after the illness.

STATEWIDE PLAN subscribers receive very few hospital bills after an illness. Often, all hospital bills are paid in full. THE STATEWIDE PLAN has been revised and improved year after year for so many years, that today, it provides the kind of coverage that protects public employees best.

The combination of BLUE CROSS for hospital bills, BLUE SHIELD for doctor's bills supplemented by Metropolitan's Major Medical in case of a long, lingering illness, gives STATEWIDE subscribers one of the finest packages of health Insurance coverage in the nation. In fact, other states and plans use it as a model package.

If you don't have THE STATEWIDE PLAN, we have only one question to ask you. Why? There isn't a better plan in the state — at least not one that we know about.
Foreman Failures

The City Personnel Dept. has observed that 194 promotional candidates for foreman/ears and shops, failed the test administered recently.

WHY GHI?

Because... GHI protection provides tomorrow’s medical care TODAY through all of these features:

- PROTECTION WITH PREVENTIVE CARE: Home Health Care and Office Visits to Surgery; Immunizations by Specialties’ Consultations; Diagnostic X-rays and Laboratory Tests; Diagnostic Procedures in Periodic Checkups.
- PAID-IN-FULL BENEFITS FROM PARTICIPATING DOCTORS.
- FREE CHOICE OF ANY DOCTOR, ANYWHERE.
- NO INCOME LIMITATIONS.

NOTE: Remember this GHI Option in the Federal, State, or City “Choice of Plan” programs gives you the same Blue Cross hospitalization, retirement, disability and dependency protection provided by the other plans.

For information call GHI Government Unit, 212-336-7979. The GHI Building Group Health Insurance, Inc. 227 W. 40th St. N.Y. 10018

New Officers — The newly elected officers of the Town of Hempstead unit, Nassau chapter, Civil Service Employees Assn., were installed recently by Ralph Caso, Town presiding supervisor. Left to right are: Caso; Kenneth Cadieux, unit president; John Martinis, the stand-in for Robert Kelly, vice-president; Ralph Natale, executive representative; Tony Giammetti, treasurer; George Koch, Long Island Conference president; Winfred Franks, recording secretary; Joan Christ, the stand-in for Catherine Casey, corresponding secretary, and Helen Natale, financial secretary.

Going To Oswego

Thomas W. Welles will undertake the fact-finder’s role in the dispute between the Town of Oswego and the Civil Service Employees Assn. Welles is a resident of Elmira.

OFFICIAL DISCOUNT

Approved By Many Civil Service Organizations

- NEW CARS — Official car purchase plan... exactly $100 above dealers actual cost!
- CARPETING — Specially negotiated discount prices on almost all national brands.
- STEREO AND HI-FI — Stereo consoles, stereo cabinets and stereo components including amplifiers, preamplifiers, tuners, turntables, speakers and speaker systems and tape recorders.
- DIAMONDS — Uncontested value at lowest possible price!
- PIANOS - Direct factory arrangement for special discount prices. Factory showroom located in New York.
- CAMERAS AND PHOTOGRAPHIC EQUIPMENT — Cameras and accessories, movie cameras, still and movie projectors, editing, copying and developing equipment, lenses and film.

ADDITIONAL SERVICES

- MAJOR APPLIANCES — Televisions, air-conditioners, refrigerators, freezers, dishwashers, washing machines, dryers, disposals, ranges, radios, humidifiers, dehumidifiers, tape recorders and vacuum cleaners available at slightly above wholesale.
- FURNITURE — Complete lines of furniture as slightly above dealers actual cost.
- CUSTOM DRAPERIES, UPHOLSTERY AND SLIP COVERS — Exclusive service group only through United Buying Service. 13 locations throughout the metropolitan area.
- FURS — A prominent fur manufacturer and supplier to major department stores is now contracted to offer their products at discounts exclusive to United Buying Service. Fur available include Mink, Beaver, Leopard, Muskrat, Broadtail, Alaskan Seal, Persian Lamb and a variety of Fun Furs.
- LUGGAGE — Products of all leading manufacturers at special discount prices.

United Buying Service Corporation

1855 Broadway, New York, N.Y. 10023
New York: (212) LT 1-9494, PL 7-0007
New Jersey: (201) 434-6788
Long Island: (516) 488-3268

The Greatest Buying Power in Greater New York
Support Needed

The Civil Service Employees Assn. is currently in the middle of a drive which deserves the solid support of all its present membership for a number of reasons.

The members should encourage their fellow workers who have not yet enrolled in CSEA to do so in order to carry their fair share of the burden that has won for them numerous lucrative benefits at the bargaining table.

A successful drive will result in a stronger organization in terms of membership which, in turn, results in greater strength at the bargaining table. It should be pointed out to potential members that they are actually enhancing their own future by joining CSEA.

Back To The Table

It is heartening to see that the Civil Service Employees Assn. and the Department of Mental Hygiene have returned to the bargaining table following an impasse which has lasted several weeks. CSEA declared the Impasse when its full-time contract expired.

The holding” of the contract will result in a stronger organization as a group and as individuals, pensions would either be in the peanut category or the work span would be so long that no retiree could really enjoy retirement. A successful drive will result in a stronger organization which, in turn, results in greater strength at the bargaining table. It should be pointed out to potential members that they are actually enhancing their own future by joining CSEA.

Social Security

Questions and Answers

Q. I will be 62 in November 1970, and I am still working full-time and not collecting any social security benefits. Will I be able to receive my social security checks for the entire year of 1970 regardless of what I earned in 1970?

A. You can receive checks beginning with November 1970, the month that you are 62. The amount of benefits you receive during the months from January thru October depends on the total earnings for 1970 and the months you earned $40 or less.

Q. I worked every month and earned $3,400. How much is social security benefits will I have?

A. You are normally entitled to earn up to $1,800 for the year. You exceeded this amount by $700 and therefore will lose one-half of this amount or $360 from the total benefits payable.

Q. I will be 65 on Dec. 19, 1970. Can I receive a check for December?

A. Yes. You can receive a full month benefit for December if your earnings for December do not exceed $10.

Q. My wife is entitled to benefits. Can she receive her checks when I work?

A. No. Your earnings affect your own and your wife's checks. Must I include my income from my union pension when I report my earnings to Social? Security?

A. No. Income from savings investments, pensions and insurance will not affect your benefits and should not be counted in as earnings.

Q. I married my wife was on strike during May and June and I did not work during these months. Can I receive my benefits for these months?

A. Yes. Regardless of total earnings in a year, benefits are payable for any months in which you did not earn $40 or more.

CIVIL SERVICE LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by LEADER PUBLICATIONS, INC.

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007

212-REedow 3-4108

Bravo Office: 455 East 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Barry L. Coyne, Assistant Editor

N. M. Meyer, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Hellem — 302 So. Manning Blvd., IV 5-5474

KINGSTON, N.Y. — Charles Andrews — 209 Wall Street, FEderal 8-8359

10c per copy, Subscription Price $2.00 to members of the Civil Service Employees Association, $5.00 to non-members.

TUESDAY, NOVEMBER 10, 1970

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WHNY, Channel 31. This week's programs are listed below.

Tuesday, Nov. 10

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

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

6:00 p.m.—Return to Nursing—No. 15, "Patient With Diabetes." Refresher course for nurses.

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

Wednesday, Nov. 11

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

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

4:00 p.m.—Return to Nursing—No. 15, "Patient With Diabetes." Refresher course for nurses.

7:00 p.m.—On the Job—"Fireboats." NYC Fire Dept. training series.

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

Thursday, Nov. 12

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

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

10:00 p.m.—Urban Challenge—Bronx Borough Pres. Robert Abrams is host.

Saturday, Nov. 14

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

Sunday, Nov. 15

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

Monday, Nov. 16

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

3:00 p.m.—Return to Nursing—The Patient With CVA." Part 1. Refresher course for nurses.

7:00 p.m.—On the Job—NYC Fire Dept. training series.

8:00 p.m.—New York Report—Lester Smith interviews City officials.

Your Civil Service Relations IQ

By LEO J. MARGOLIN

Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration at New York University's Graduate School of Public Administration.

Those Pre-Pension Days

CIVIL SERVICE public relations has come a long way since the first Federal civil service pension was paid just over 50 years ago.

IT'S HARD TO believe that as recently as the Summer of 1920, some 80-year-olds in Federal civil service came to work in wheel chairs or on crutches because they couldn't afford to quit work.

THEY FACED a brutal choice—work until you dropped, or stop working and go to the local poorhouse.

JUST BEFORE the pension law, there were civil servants who were 88 years old with 60 years of service; 80 years old with 54 years of service; 89 years old with 37 years of service, etc.

THERE WERE NO pensions for Federal civil servants until Aug. 20, 1920, when the law became effective. The range of retirement pay then was $150 to $720 per year.

THAT'S A FAR cry from the demands for half-pay after 15 years now being heard in some civil service pay negotiations.

IT REQUIRED a lot of civil service public relations to make even that tiny start in 1920.

IN A SPAN OF 50 years since that modest beginning, civil service public relations, generating through the civil service organizations, has made tremendous progress.

IT WAS A DAY-IN-day-out job, year after year. There could be no letdown, or pensions and other benefits would have been revoked or determined for other matters where the pressure was more sustained.

JUST TO SHOW you how effectively public relations has been cooking in favor of today's Federal civil servant, the average retirement age now is about 60 and the average service is 23 years.

THIS IS IN SHARP contrast with the first group of retirees in 1920 — 551 were 80 years old or over, the oldest being 93.

THE FACT IS that without the alertness and strengths of civil service organizations, as spokesmen for civil servants as a group and as individuals, pensions would either be in the peanut category or the work span would be so long that no retiree could really enjoy retirement.

THE BACKGROUND story of Federal pensions should be remembered any time our readers feel they can rest on their oars and forget public relations when it comes to pay, pensions and benefits.

Press For Pants-Suits In City Real Estate Dept.

Almost faster than anyone could say “stretch-suspenders,” Ira Duchin, City real estate commissioner, has given the nod to female Department employees who have requested the right to wear pants-suits to work.

In a memo dated Nov. 4, Duchin disclosed how he dealt with the touchy issue: "I have been asked by several employees if the wearing of pants-suits by female employees would be considered proper attire. Permit me to say," he offered, "it would be a pleasure and welcome change to see this on the 10th, 18th, 26th and 30th floors. "You have my fullest consent to wear pants-suits," he stated, adding "I am not even placing restrictions on the age or dimensions of those who can or cannot wear such outfits." He said he trusted the employees in their good discretion on the matter.
Buffalo—Highpoints of the new State contract were recently explained by Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., at the October meeting of CGSEA's Buffalo chapter. That contract, Dr. Wenzl mentioned, marks the first one hammered out since the Taylor Law was enacted.

Wenzl, talking before an audience of over 100 assembled delegates, also previewed the General Dental Health Insurance (GDHI) plan that is scheduled to take effect in a few months. The Statewide CGSEA head pointed to future plans in the works: the goal of obtaining a non-contributory retirement package providing for 20 years of service, regardless of age. He urged the inclusion of automatic yearly increases for all retirees.

Celeste Rosenkranz, on behalf of the constitution committee, submitted a final draft of constitutional changes, which won unanimous chapter support. The meeting was led by Fred Huber, chapter president. Buffalo chapter will hold its next meeting on Nov. 15, at the Park Lane Restaurant. Members intending to come are requested to let in touch with chapter President Huber or the other chapter officers.

Nassau CC State
Headed By Keating

MINOLA—Election of officers for the 400-member Nassau Community College unit was recently announced by Irving Flumenbaum, president of the Nassau chapter, Civil Service Employees Assn.

John Keating was elected president at a meeting July 19. Other officers are: Margaret Fitzpatrick, vice-president; John Roberts, secretary; Ann Mac Cooper, treasurer; George Naus, sergeant-at-arms, and Harriet Eiler, Joseph Sullivan. Field representatives are Walter Berman and Lisa Wood, directors. Field representative Natalie Zumbo assisted in the conduct of the election.

Nov. 13 Session Slated
By Director's Committee

ALBANY—The eight-member directors' personnel committee of the Civil Service Employees Assn. is set to meet Friday, Nov. 13, at the St. Regis Hotel. Chairman A. Victor Costa said the meeting would take up matters to recommend to CGSEA's Board of Directors.

We understand.

Lower Funeral Prices
Have Always Been Traditional At
Walter B. Cooke, Inc.

FUNERAL HOMES
Call 626-8700 to reach any of our affiliated Walter B. Cooke Neighborhood funeral homes.

If a VW salesman tells you it was only driven to church on Sunday by a little old lady from Pasadena, you can believe him.
THE PAYOFF — Special award certificates are mailed out by Joan Leslie Dunham, left, and Bonita Wadsworth after thorough processing and authenticating procedures at Super Sign-Up Headquarters. Award certificates are mailed to recruiters' homes immediately following the signing up of new members.

Membership Drive Moving Forward

You 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.

Award certificates may be redeemed at any one of 45 S & H redemption centers throughout the State. Recruiters will be paid based on the addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at S & H redemption centers.

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 designated membership chairman of each chapter and unit.

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

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

Your membership chairman will return all applications received for the Super Sign-Up drive. Award certificates are mailed to recruiters' homes immediately following the signing up of new members.

APPLICATIONS POUR IN — Jean Loker, left, and Karen Distin empty one of several mail bags crammed with new-member applications in CSEA's giant Statewide membership drive. Any CSEA member in good standing as of Oct. 1, 1970, is eligible to participate and share in a variety of exciting rewards — including the top grand prize — a 1971 Camaro. CSEA members are reminded that only three weeks remain in the drive.

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.
23 Elk Street
Albany, New York 12224

You But want some of these rich rewards?
Send me my Super Sign-Up Upper Kit please.

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 rules for chapter and unit presidents and membership chairmen. Please make certain that all transmitted forms are signed properly.

CIVIL SERVICE LEADER, Tuesday, November 10, 1970
By WALT ADAMS

BINGHAMTON — The fourth regional office of the Civil Service Employees Assn. was opened Oct. 30 here. More than 30 representatives of CSEA chapters throughout the Southern New York area joined CSEA president Dr. Theodore Wenzl and other dignitaries in formal ceremonies at the new office in Binghamton’s Security Mutual Building.

Dr. Wenzl hailed the opening of the new office as yet another milestone in the history of CSEA service to its members and another step toward the improvement of that service in all areas.

Binghamton State chapter president Stanley Yaney said the two-room suite on the sixth floor, room 606, was being leased at an annual cost of some $1,200. The hours of operation, according to Yaney, will initially be from 11 a.m. to 1 p.m. CSEA members needing information on any job or contract-related subject are invited to stop by during those hours or telephone 722-3441.

Yaney described the new headquarters as a “way station” between the Binghamton area CSEA units and the State headquarters in Albany. The office is conveniently located in the heart of the City and County municipal center of operations.

Following the formal ribbon-cutting ceremonies, those assembled repaired to the Sheraton in Binghamton for a luncheon marking the occasion.

(Continued on Page 14)

Retiring Fredonia Aides Honored

DINNER GUESTS — Attending the first annual awards dinner of the State University of New York at Fredonia chapter of the Civil Service Employees Assn. were: seated from left, Mrs. Dorothy Dudek, wife of Edward G. Dudek, State University representative for CSEA; Dr. Dallas Beal, acting college president and main speaker; Gerald Hackam, master of ceremonies; Mrs. Beal, and Mrs. Vivian Bouquin, CSEA chapter president. Standing from left, Gerald Prechtl, Mrs. Vivian Bouquin, Lawrence Murphy and Edward Rocker, honored retirees, and Dudek.

(From Leader Correspondent)

FREDONIA—Four Civil Service Employees Assn. members at the State University of Fredonia have been honored after retiring with a total of 51 years of service.

They were: Lawrence Murphy and Gerald Prechtl, 16 years each; Mrs. Vivian Bouquin, 10 years, and Edward Rocker, nine years.

A total of 58 other members of the 350-member CSEA chapter were honored for service of 10, 15, or 20 years.

Dr. Willard Stanley was honored for more than 25 years service, the longest in the organization.

Dr. Dallas Beal, acting head of the college, was principal speaker at the dinner.

Hakes Family Retires From West Seneca

BUFFALO — A husband and wife with 22 years’ total membership in the Civil Service Employees Assn. were honored recently at their retirement from the suburban West Seneca State School.

Rufus Hakes spent 10 years at the Craig Colony and Hospital and the West Seneca State School. His wife, Ardis, spent 12 years at Allegany Central School and West Seneca.
St. Lawrence Employees Nix Mediated Offer

CANTON — St. Lawrence County employees, incensed over the "featherweight" tactics of the County Board of Supervisors, flatly rejected the latest salary offer arrived at through mediation. The rejection came at a meeting of more than 200 employees, represented by the County Board Employees Association, in the Canton High School last week. The County CSEA negotiating team, which had met earlier with a mediator assigned to the Public Employment Relations Board, recommended non-acceptance of the pact to the membership.

As a result of the rejection, PERB has scheduled a fact-finding hearing for this Friday, Nov. 15, at 1 p.m. in the County Office Building Dr. Martin Etters. PERB's fact-finder, will conduct the hearing, at which CSEA negotiators will present evidence showing that County employees are among the lowest paid workers in the area in both the public and the private sectors. The CSEA negotiating team will meet Thursday with CSEA regional field supervisor John D. Corcoran to map out strategy for the Friday session.

In a related move, Corcoran has filed an improper-practice charge with PERB against the County. The CSEA chapter contends that the County had illegally removed the various employees from the bargaining unit and then had given them raises in excess of what was offered to rank-and-file employees in the negotiations. "To add insult to injury," Corcoran said, "the supervisors then voted themselves a $600 increase, far more than what they offered to their own employees."

Corcoran said that one of the employees removed from the bargaining unit was given a $4,000 raise. The CSEA also contended that the Board resolution removing certain employees from the bargaining unit was a violation of the Taylor Law. "Legally the Board has two options: (1) negotiating the exclusions with CSEA or (2) filing with PERB for certification of the bargaining representatives," he said.

"It's time for the Board to live up to its responsibilities under the Taylor Law," he said. "The County employees are entitled to a decent contract. They have exercised patience and restraint and lived up to their commitments to the negotiating process."

GOURMET'S GUIDE

- MANHATTAN • AMERICAN
- JACK DEMPSEY'S 1619 BROADWAY (at 49th St.) FAMOUS THAI DINNER • AFTER THEATER • CT. 7-8630

MANERO'S STEAK HOUSE 126 W. 15th St. CH 1767 Compleat Steak Dinner $4.75 2 Biz Free Dinner Parking. Ralph Garners, host

- PERSIAN • ITALIAN • AMERICAN
- TEHERAN 45 W. 44th ST. NEW YORK'S No. 1 COCKTAIL LOUNGE FOR FREE HORS D'OEUVRES • LUNCHEON-DINNER

JAMAICA QUEENS AMERICAN
- JIM'S STEAK HOUSE 147-12 HILLSIDE AVE. JAMAICA QUEENS AMERICAN • 1907 SUBWAY STA. • KING STEAK WITH BAKED POTATO $1.50 • 516-6167

- STATEN ISLAND • AMERICAN
- DEMYAN'S 770 Van Duyse St. Stapleton, S.I. 78-337 7 Prime Steak Dinner For Two Persons, $8.95 Banquets to 300, Luncheon Tues. • Jack & Frank, Host

- BROWNS LOBSTER HOUSE • CHEF, ELAINE, JIM BROWN • STATEN ISLAND • AMERICAN • PERSIAN • ITALIAN • AMERICAN • MANHATTAN • AMERICAN • QUEENS — CONTINENTAL

- JEANTET'S 112-19 ROOSEVELT AVE, LIUX, THAN A HOME RUN FROM THE STADIUM 16TH YEARS IN FOOD AND CATERING • HA. 4-5965

SANITATION MEN (CLASS 3)
P.O. Truck Practice $10.00 per lesson TRACTOR TRAILER TRUCK and BUS INSTRUCTION For Class I - 2 & 3 LICENSE Motorcycle & Car Instruction College Trained Instructors, Private Instruction, 7 DAYS A WEEK MODEL AUTO SCHOOL 145 W. 14th StreetPhone: CH 2-7847

CHAYKIN'S REVIEW, INC. 1585 Broadway New York, N.Y. 10036 offers an ALL DAY REVIEW to be held on SATURDAY, NOVEMBER 14, 1970 for the NEW YORK CITY ACCOUNTANT EXAM covering the highlights of important topics Fee (including materials) $15.00 for further information CALL 581-4206

SCHOOL DIRECTORY
MONROE INSTITUTE — IBM COURSES Continuous Programming, Accounting, Bookkeeping, Accounting, Bookkeeping. NCE Board Approved, NCE Board of Examiners, NCE Board of Examiners. 829 E. FORDHAM ROAD, BRONX — 333-1370

KELLARD APPLIANCES 108 FULTON ST. Tel: D. 9-3640 New York, N. Y.

NEW! Cassette Tape Recorder with FM/AM Radio plus... Built-in Two-Way Power


FREE BOOKLET — BE 3-5910

ADVANCE BUSINESS INSTITUTE 81 W. 32nd St., N.Y. 1, N.Y.

INSTANT FUN! TAKES UP TO SIX RECORDS

SWINGMATE
Westchester Chap. To Meet Nov. 30

PORT CHESTER—The regular quarterly meeting of the Westchester chapter, Civil Service Employees Assn., will be con-
ducted Nov. 30 at 8 p.m. in the cafeteria of the Port Chester Junior High School, corner of Westchester Ave. and Ridge St. All officers, unit presidents and members of the Executive Council are urged to attend this important meeting. Members unable to attend are urged to send an authorized proxy so that their unit will be properly represented at the meeting.

Governor Picks Smyk For Bench

Governor Rockefeller has designated Broome County District Attorney Stephen Smyk of Binghamton as County Court Judge of Broome County. He will succeed Robert Fischer, whom the Governor had appointed earlier this year as Deputy Attorney General in charge of the Statewide Organized Crime Task Force.

SCARSDALE ACCORD — Agreement was reached recently on a three-year contract between the Village of Scarsdale and the Scarsdale unit of the Civil Service Employees Assn., providing Village aides pay raises and multiple fringes. Signers of the pact included, seated, from left: Richard Conti, Village negotiator; Louis Carino, CSEA unit president; Mrs. Anne Novack, of the employees' negotiating team and standing, Michael DelVecchio, Westchester chapter head, who led the employees in the bargaining, and Lorna Culp, a team member.

From MGM, producers of David Lean's "Doctor Zhivago"

"TOTAL ENTERTAINMENT! EXCITING! BEAUTIFUL! FUNNY!
Redford is nothing short of stunning!"
—Liz Smith, COSMOPOLITAN

"Love it or leave it"

Ryans Daughter

WORLD PREMIERE NOW

"THE ZIEGFELD"

"TOTAL ENTERTAINMENT! EXCITING! BEAUTIFUL! FUNNY!
Redford is nothing short of stunning!"
—Liz Smith, COSMOPOLITAN

Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN

There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

Now, if your annual salary is...

Less than $4,000 $100 a month
$4,000 but less than $5,000 $150 a month
$5,000 but less than $6,500 $200 a month
$6,500 but less than $8,000 $250 a month
$8,000 but less than $10,000 $300 a month
$10,000 and over $400 a month

FOR FULL INFORMATION AND RATES:
1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: TER BUSH & POWELL, INC.
   CIVIL SERVICE DEPARTMENT
   BOX 956
   SCHENECTADY, NEW YORK 12301
3. Or, call your nearest Ter Bush & Powell representative for details.

TER BUSH & POWELL, INC.
SCHENECTADY BUFFALO NEW YORK SYRACUSE

FILL OUT AND MAIL TODAY...

Ter Bush & Powell, Inc., Schenectady, New York

Please furnish me with complete information about the changes in the CSEA Accident and Sickness policy.

Name______________________________
Home Address________________________
Place of Employment___________________
Employee Item No____________________

P.S. Don't forget, new employees can apply for basic CSEA Accident and Sickness Insurance non-medically during the first 120 days of employment, providing their age is under 35 years and six months.
"TOMORROW'S MEDICAL CARE TODAY"

H.I.P. doesn't wait for tomorrow. Why should you? Let's open up a public discussion on the kind of health care Americans want but seldom get.

What kind of medical care would you like for yourself and your family?
Have you ever drawn up a medical bill of rights for yourself?
What does it include?
Try making a list. What would head your medical care inventory?
How much health protection do you need?
These questions are being asked today by labor, industry, commerce, Federal, State and local governments.
The 1970's will be a decade of profound changes in the delivery of medical services to the American people.
The changes are in the wind and before Congress. The goal is simple: Comprehensive medical care coverage for all people, for however long the need.
The achievement of universal health care protection may not be so simple. But as a people, we feel this is a national priority and the debate has begun.
H.I.P. for almost a generation has been in the forefront of group practice medicine.
H.I.P. feels that pre-paid service benefits are the best and easiest way for most people to meet their medical needs.
So do many of the authorities who are looking into America's health delivery systems.
Today, the nation's thinking has caught up to H.I.P.
We're practicing tomorrow's medicine today.
H.I.P. has achieved its eminence by providing these major benefits to all its members:
• Freedom from doctor bills
• Unlimited medical, surgical, specialist, laboratory and X-ray services
• Rare and complicated medical procedures provided without additional cost
• Fully covered emergency service, available at night, weekends, and holidays.
H.I.P. provides you with tomorrow's medicine today.
UNANSWERING SUPPORT— The place was Monroe County and the ceremony followed a triumph for the Civil Service Employees Assn., the inking of a two-year contract with the County. As the ink was drying, the Monroe chapter saluted County Manager Gordon A. Howe, second left, with a plaque noting that he has "unsurprisingly supported programs and policies to recognize civil service employees." Flanking Howe, left to right, were Charles Carman, chapter vice-president; Vincent Alesio, president, and Robert Dunning, a member of the chapter's negotiating team.

Alumni Accolades

FREDONIA—Dr. Harold N. Langlitz, executive director of the State Teachers' Retirement System, has won an Outstanding Achievement Award from the Alumni Association of his alma mater, the State University College at Fredonia.

DEWITT CLINTON

STATE & EAST STS., ALBANY
A HOTEL HOUN
A PAYOUT FOR OVER 90 YEARS WITH STATE TRAVELERS
SPECIAL RATES FOR N.Y.S. EMPLOYEES

BANQUET FACILITIES AVAILABLE
Call Albany 4-6311

THOMAS M. GORMAN, Gen. Mgr.

Stationary Engineer

NYC license required Refrigeration, ventilation & heating work preferred. Work in a modern expanding hospital complex $248.40 Per Week
10% Diff for aff/s Call 247-1090

PARK RIDGE BENEFIT

459-4600, Ext 331

BROOKDALE HOSPITAL CENTER

Linden Blvd., Rockaway Pkwy, Bklyn

29% OFF TO STATE WORKERS
ON ALL MUSICAL INSTRUMENTS

HILTON MUSIC CENTER
146 CENTRAL AVE. Opp. State Bank
ALBANY 10-2993

In Syracuse

• STATE RATE
• FREE OVERNIGHT PARKING

New when you visit Hotel Syracuse, it's the convenient lodging at the state rate, but free parking too, any day from 5 p.m. to 9 a.m. Special arrangements for wife and family.

Hotel Syracuse

Downtown

AT MONA PLAZA
515-422-5621

Real Estate

HOLLYWOOD GARDENS
25,990
DET DUTCH COLONIAL
Garage, 2 beds, 2 baths, Nicely landscaped, back yard,��

CAMEBIA HEIGHTS
31,500
DET BRICK RANCH
4 bdrm, 3 bath, formal dining rm, new kitchen, garage, new paint. Price reduced for quick sale.

QUEENS VILLAGE
22,900
CAPE COD
Complexly desinged 2 bdrm ranch, Magnificent finishes and appointments, Perfect for young family. All bedrooms extra large! Call for appointment to see.

CAMEBIA HTS
28,800
RANCH
Brick designed 6 room ranch, detached landscaped grounds, finished basement, oil heat. All exterior extras included. Owner must move out of town—Serious New home owner shopping center and moving as quickly as possible.

Butterly & Green

168-25 Hills Drive AVENUE
JA 6-6300

In Sarasota, Florida

Thinking of retiring, relocating, vacationing or investing in Florida? You'll like the climate in Stuart, Florida. Best of all, you can afford it. See the friendly climate in Stuart, Florida! For reservations, please contact your local travel agent or your nearest real estate office.

John F. Miller

President, John F. Miller Real Estate

South Florida

Belo, 15, 1971

Save on Your Move to Florida

Compare our cost per 4,000 lb. to others...

Intra-Santa Barbara, California

Frequent use of air conditioning.

Write to:

John F. Miller

President, John F. Miller Real Estate

Stuart, Florida

South Florida

Belo, 15, 1971

Write to:

John F. Miller

President, John F. Miller Real Estate

Stuart, Florida

Retirement Homes—Florida

Stuart, Florida

Retirement Homes

Write for more information...
Sharp Idea Wins Buffalo Aide $100

BUFFALO—Kurt E. Ruske, a member of the Civil Service Employees Assn. and a groundskeeper at the State University of New York at Buffalo, has won a $100 prize and an award from Gov. Nelson Rockefeller for a suggestion concerning sharpening lawn mower blades.

Ruske, a native of East Prussia and an employee at the University since 1957, was awarded the prize by Dr. Robert L. Kettt, UB president, with Edward Dudek, State University of New York CSEA representative.

His suggestion enables workers to save from three to eight hours sharpening and involves allowing the drive chain power mower to sharpen the mower's blade.

His award certificate was signed by the Governor, E. H. Pofston, State Civil Service Commissioner, Chairman, and Michael N. Scelzi, commissioner.

MH Talks

(Continued from Page 1) State-employed teachers in the above titles will be given priority in hiring for the program, Guld said. The Division of the Budget has authorized a rate of $71 per hour for those teaching in the program.

The Department's Bureau of Education and Training also indicated that it is attempting to secure geographic differentials for those teaching in the program.

Binghamton Office

(Continued from Page 9) Senator Irving Flauembaum spoke briefly to the luncheon guests honoring the Chairman's efforts in securing the office.

Two surprise guests at the luncheon were State Republican Committee Chairman Charles Langlan, in Binghamton for a day of campaigning, and State Senator Warren Anderson.

Langlan took the opportunity to praise the work of the CSEA and congratulate the Binghamton members on their good fortune to have a regional office within their midst.

Senator Anderson, chairman of the State Senate Finance Committee, also offered congratulations to those present. Senator Anderson pointed out that the CSEA and he would be neighbors. The Senator's Binghamton offices are on the 7th floor of the Security Mutual Building.

GRASS IS GREENER — The grass may be slightly greener at the State University at Buffalo, but the lawnmowers are also sharper—thanks to the winning idea of groundskeeper Kurt E. Ruske, far right, whose bounty was $100 in green bills. Presenting congratulations to those present.

Robert L. Ketter, SUNY at Buffalo president, and Edward Dudek, who heads the SUNY chapter of the Civil Service Employees Assn.

Membership

(Continued from Page 8) Judy Burgess of Ontario County feels that the drive has been so successful in her area that she is aiming at 100 percent membership by the end of the drive.

At Veracelli of the State University at Stony Brook is confident that the drive will result in a strong chapter. Many people were just waiting to be invited to join. With the incentive to go out and work for new members, we've been finding a large measure of success,

Terry Dawson of Credmoor State Hospital reported that members there are beating the bushes for prospective members. More than that, she said, "the content shows that the CSEA is an active organization."

Will it be you?

New Director

ALBANY — State Commerce Commissioner Neal L. Moylan has named George C. Washington to the post of director of the Department's newly established Bed-Stuyvesant field office at 434 Monroe Ave. Brooklyn.

Washington is former director of the department's Central Harlem field office and a graduate of City University.

Union Township CSEA Agree To Tentative Pact

UNION—The Town of Union, Civil Service Employees and the Township have reached a tentative agreement on a new work contract, thereby ending an impasse in negotiations declared in late September.

No details of the accord were revealed pending ratification by both parties. Word of the agreement followed a 12-hour marathon bargaining session with Public Employment Relations Board Chairman Daniel Williams of Syracuse.

Town of Union Supervisor Robert Kropp told newsmen that there would be no need to alter the Town's proposed 1971 budget plan because, he said, the authors of the fiscal proposal had included enough funds to cover contract agreements earlier.

Deputy Town Attorney Richard Place said the talks had been stalled over what he described as "hang-ups" in wage and increment system details. Place said Town negotiators felt an increase in wages would be a key date and unnecessary because the Town and the CSEA hold negotiations annually.

Spokesmen for both sides have indicated that the contract will be ratified.

STATE PAY CHART

NEW YORK STATE SALARY SCHEDULE

Pay rates for employees hired by New York State on or after April 1, 1970 and those affected by the 7½ percent raise negotiated by CSEA effective on that date.

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Annual Earnings</th>
<th>First Year</th>
<th>Second Year</th>
<th>Third Year</th>
<th>Fourth Year</th>
<th>Fifth Year</th>
<th>Sixth Year</th>
<th>Longevity Step</th>
<th>Extra Longevity Step</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$202</td>
<td>$4,133</td>
<td>$4,335</td>
<td>$4,537</td>
<td>$4,739</td>
<td>$4,941</td>
<td>$5,143</td>
<td>$3,345</td>
<td>$5,547</td>
</tr>
<tr>
<td>2</td>
<td>223</td>
<td>4,515</td>
<td>4,718</td>
<td>4,921</td>
<td>5,124</td>
<td>5,327</td>
<td>5,530</td>
<td>3,732</td>
<td>5,934</td>
</tr>
<tr>
<td>3</td>
<td>244</td>
<td>4,921</td>
<td>5,124</td>
<td>5,327</td>
<td>5,530</td>
<td>5,733</td>
<td>5,934</td>
<td>4,136</td>
<td>6,338</td>
</tr>
<tr>
<td>4</td>
<td>255</td>
<td>5,327</td>
<td>5,530</td>
<td>5,733</td>
<td>5,934</td>
<td>6,136</td>
<td>6,338</td>
<td>4,537</td>
<td>6,740</td>
</tr>
<tr>
<td>5</td>
<td>266</td>
<td>5,733</td>
<td>5,934</td>
<td>6,136</td>
<td>6,338</td>
<td>6,540</td>
<td>6,740</td>
<td>5,143</td>
<td>7,944</td>
</tr>
<tr>
<td>6</td>
<td>277</td>
<td>6,136</td>
<td>6,338</td>
<td>6,540</td>
<td>6,740</td>
<td>6,942</td>
<td>7,143</td>
<td>5,745</td>
<td>8,744</td>
</tr>
<tr>
<td>7</td>
<td>288</td>
<td>6,540</td>
<td>6,740</td>
<td>6,942</td>
<td>7,143</td>
<td>7,345</td>
<td>7,546</td>
<td>6,347</td>
<td>9,348</td>
</tr>
<tr>
<td>8</td>
<td>299</td>
<td>6,942</td>
<td>7,143</td>
<td>7,345</td>
<td>7,546</td>
<td>7,748</td>
<td>7,949</td>
<td>6,949</td>
<td>10,148</td>
</tr>
</tbody>
</table>

STATE PAY CHART

ALBANY—The State Civil Service Dept. has announced its approval of the following non-promotional promotions: Anthony R. Granito as assistant fire marshal, Government; Martin N. Valkovich as director of the New York State Police; Harold J. Blobich, Institution personnel officer, Kings Park State Hospital.

Arnold C. Fauster, Institution personnel officer, Rochester State Hospital; Beatrice Deri, psychiatric social work assistant 3, Pilsner State Hospital, W. Penray Ko, psychiatrist 1, Pilsner State Hospital; Jean M. D'Ambrosio, senior librarian, Office Planning Coordination; Erwin J. Kelly, supervising public employment mediator, Public Employment Relations Board.

TIMELY TIP

Do your Christmas shopping the easy, inexpensive way this year with CSEA's Super Sign-up special award certificates. Certificates ($ to $50) approximate retail values may be redeemed for hundreds of exciting gifts at any $6 & H Redemption Center throughout the U.S. Start planning for Christmas shopping today by signing up a new member. Or Two or three. Or a dozen. Details on pages 9 & 16.
Everyday somebody comes up with another cockamamie idea about how to solve Newark's problems. There have been a lot of crackpot suggestions about how to deal with New York's problems. And some not so crackpot.
But there's one thing everyone agrees: The people in the New York area have a unique set of problems like no other people in the world.
Nobody pays higher taxes. Or higher rents.
Nobody lives through more crippling strikes, more dug up thoroughfares, or more all around aggravation.
No one waits longer to see a good movie, or get a leaking faucet fixed, or even just to get a waiter's attention. (Not to mention waiting for ghost trains on the Long Island and Penn Central railroads.)
And so when we created WINS, the New York area's first all news station, we decided that there was one thing a New Yorker wasn't going to have to wait for: His news.

WINS is as fast-paced in tone and style as the community itself. Because we serve a people who make news as fast as we can report it.
We didn't set out to be an "emergency station." But what we found was that in Crisis City, life is just one little emergency after another. Which makes us practically indispensable to a community like this.
We're there with all news all the time. 24 hours a day.
Because as bad as the news may sometimes be, New Yorkers have an insatiable need to know.

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 two members, his or her name will be in the jackpot drawing 10 times.)
(4) The newly signed member is eligible to sign up members in good standing as of October 1, 1970 and receive the Special Award certificate.
(5) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
(6) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
(7) No one person is eligible to win more than one jackpot prize.
(8) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
(9) 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.
(10) 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.
(11) Excluded from participation in the Super Sign-Up Season Jackpot prizes are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.