CSEA ADDS MORE THAN 10,000 NEW MEMBERS IN SUPER SIGN-UP DRIVE

Wenzl Calls For All-Out Vote By State University Professionals During Representation Elections

ALBANY—The Public Employment Board has announced that professional employees at State University campuses—both teaching and non-teaching—will vote next month to select an employee organization to represent them in negotiations with the university.

Secret mail ballots will go out Tuesday, Dec. 11 to the more than 13,000 eligible voters, and will be counted by Dec. 29. PEiB officials said they will announce a deadline date for the ballots later this month.

Wenzl Urges Extra Holiday At Thanksgiving

ALBANY—The Civil Service Employees Assn. has asked Governor Rockefeller to grant the day after Thanksgiving (Nov. 27) as a day off for State employees without charge to their accumulated leave credit.

CSEA Panel Offers Findings To Survey Overtime Rules

ALBANY—State overtime pay rules were discussed when the special committee named by the Civil Service Employees Assn. met recently at the DeWitt Clinton Hotel. Specific attention was given to rules provided by chapter presidents to a series of questions.

Inside The Leader
How To Appeal
—See Page 3
Correction Committee
—See Page 19
Eric Pact OK’d
—See Page 10

MEMBERSHIP DRIVE
SUPER SIGN-UP SEASON
FINAL 2 WEEKS!

Inside the Leader
How To Appeal
—See Page 3
Correction Committee
—See Page 19
Eric Pact OK’d
—See Page 10

L. I. Conference
See Page 9

Drive Is Extended Until December

ALBANY—So successful has been the results of the special “Super Sign-Up Season” membership drive of the Civil Service Employees Assn. that the CSEA’s Board of Directors, on Friday, voted to extend the drive until Dec. 4.

To date, more than 10,000 new members have been enrolled and these figures are about 10 days late, due to mail delivery and the time necessary to post the necessary information on records.

Sam Emmett, membership committee co-chairman, urged the directors to extend the period after he reported on the success of the campaign.

The extension is good news for CSEA members who are busy in signing up new members and earning 3 & H Green Stamp certificates, valued at nearly $3.50 each. For each new member signed up, the recruiter receives an award certificate that is redeemable at any 3 & H Redemption Center. Names of both the recruiter and the new member will be entered in the Giant Jack Pot for one of 40 major prizes including a 1970 Camaro, 3 color sets, stereo receivers and wrist watches.

The grand prize winners will be chosen on Dec. 18 at a special ceremony.

Chances To Review Pact Talk

BUFFALO — The quarterly meeting of the State University at Buffalo chapter, Civil Service Employees Assn., will be conducted at 6 p.m., Dec. 3, in the Cater House Restaurant, Bailey and Walden Avenues. Negotiations with the State University system will be discussed.

See Page 9
The Swing toward Services

CIVIL SERVICE and its public relations will be profoundly affected within the next ten years as America's economy shifts from production of goods to delivery of services.

By 1980, SEVEN OF EVERY ten American workers will be providing services for others — including government services. Only three in ten will be producing goods.

At the turn of the century, it was completely the other way around — seven out of ten "making," three out of ten "doing."

For civil service, this means significant expansion in numbers of workers and a much broader spectrum of duties.

The mark of a service economy — which, in great measure, is already true of New York City — is increased employees in hospitals, universities, research institutes, government agencies and professional organizations.

For the vast array of activities generally need regulation and control, in contrast to a manufacturing economy which relies on competition, civil service will be a key factor in the orderly shift to a service economy.

This should be a challenge to civil service and its goal of striving for and achieving good public relations. It will test the efficiency of civil service and its ability to apply modern management methods to regulation and control, such as licensing and enforcement of rules.

Of course, many service industries will insist on self-policing and regulation. But as our civil service readers are aware, someone will have to watch the self-regulators, human and mechanical.

Thus, during the next ten years we will find less emphasis than the U.S. on manufacturing — meaning large corporations.

ECONOMISTS THINK that this shift from "making" to "doing" would mean less likelihood of painful recessions.

At the same time, this may also result in chronic inflation because economists believe a service economy pushes wages up because more and more people are involved and less and fewer people are made.

This will not happen suddenly but gradually over a decade, a short enough period in this fast-moving world.

We hope our civil service readers will be ready for this economic shift of gears.
EDUCATION NEGOTIATORS — Members of the Civil Service Employees Assn.'s Education Department negotiating team, prepare for negotiations with the State. Left to right are: Mary Haley; Walter Marfield; Salvatore Taverna; Eleanor Chamberlain; Bord Campbell; Robert Carruthers; John Conoby, CSEA collective bargaining specialist; Anthony Campione, CSEA research assistant; Daniel Maloney; Katherine Naumowicz; Elizabeth Sinclair, and George LaFleur.

CSEA Outlines Steps To Appeal Charges Against State Aides

ALBANY—The Civil Service Employees Assn. has outlined the procedure to be used under the CSEA State contracts by State employees who are charged with disciplinary infractions.

1. An employee served with charges who is covered by a collective bargaining agreement between the State and CSEA shall, in the Administrative, Institutional, Professional-Scientific-Technical or Operational units and any supervisors to use the special provisions of the contract concerning disciplinary proceedings, must give the request for a hearing in writing to his appointing authority in the form to provide for this purpose.

2. If an employee wishes to be covered under the contract disciplinary procedure, he must submit to the appointing authority the form to be provided within three working days of the hearing. The employee should be notified at the same time whether the CSEA representative has been authorized to represent him. Employees who have been served on the employees written notice, to select the hearing officer. If an employee wishes to be covered by a collective bargaining agreement between the State and CSEA shall, in the Administrative, Institutional, Professional-Scientific-Technical or Operational units. The next step calls for the hearing officer to be selected by the employee.

3. The next step calls for the hearing officer to be selected by the employee.

4. If an employee wishes to be covered by a collective bargaining agreement between the State and CSEA shall, in the Administrative, Institutional, Professional-Scientific-Technical or Operational units and any supervisors to use the special provisions of the contract concerning disciplinary proceedings, must give the request for a hearing in writing to his appointing authority in the form to provide for this purpose.

5. The appointing authority must receive a written designation as provided by Civil Service Law, Section 13.

6. The hearing officer's decision must be made and served on the appointing authority and CSEA within 10 calendar days of the last day of the hearing. Within five days after the hearing officer's decision has been served, the appointing authority will have a hearing. (Continued on Page 11)

TROY — The Rensselaer County chapter of the Civil Service Employees Assn. has signed a contract with the County to give 850 County workers healthy pay increases and many other benefits. Employees will receive a raise of seven percent or $500, whichever is greater, in 1971, and a six percent raise in 1972. Retirement benefits for County employees include a 25-year, half-pay plan. Mileage allowance for personal cars used for County business was increased from 18 to 12 cents a mile. The pact also provides a three percent longevity increment and many other improved provisions. The negotiating team included Ruth Owens, president of the Rensselaer County chapter; Joseph Lazarev, member of the CSEA Board of Directors and chief negotiator; Karen.

Rensselaer Aides Win Healthly Pact

ALBANY—Civil Service Employees Assn.'s Health Dept. Aides Planning Agenda For Negotiations

ALBANY—Civil Service Employees Assn.'s Health Dept. negotiating team, preparing for negotiations on the Department level and will soon be meeting with officials from the Department, CSEA leaders have announced.

Bernard J. Rous, CSEA collective bargaining specialist, is coordinating and assisting the CSEA team in its negotiations. Employees' suggestions should be sent to him at CSEA Headquarters, 53 Elk St., Albany, N. Y. 12207.

Members of the team are: Ernest Strube, chairman: John Adamski, co-chairman; Alice Bailey, Jack Gabay, Thomas Petk, Genevieve Clark, Viola Svenson, John Long, Pat Cunningham, Florence Hogan, Robert Harder, James Passamonti and Marian Wakin.

Roulier Mending After Surgery

BOSTON, MASS. — Surgeons at New England Baptist Hospital report that Joseph Roulier, director of public relations for the New York State Civil Service Employees Assn., is recovering nicely from surgery which he underwent last week. The Leader learned at press time.

He is expected to remain in the hospital for two weeks before returning to his home for further recuperation. The hospital is located at 91 Parker Hill Ave., Boston, Mass. 02120.

Sanders Selected For Ratings' Comm.

Frank A. Sanders, the third vice-president for the New York City chapter, Civil Service Employees Assn., has been chosen as a member of CSEA's special committee on work performance ratings and examinations, headed by Samuel Grossfield of Rochester.

MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

FINAL 2 WEEKS!
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, New York
Buffalo
Syracuse

FILL OUT AND MAIL TODAY...
CSEA Will Seek New Election For Employees Of Harpur FSA Charging ‘Official Obstruction’

BINGHAMTON—The Civil Service Employees Assn. has accused the management of the Faculty-Student Assn. at Harpur College here of obstructing employees’ rights to organize and bargain collectively for a new collective bargaining agreement.

CSEA regional field supervisor John D. Corcoran Jr. said today that an attorney for the FSA management had told CSEA that FSA would not agree to another representation election that would allow FSA workers to choose a bargaining agent.

Corcoran said that because of the present number of employees who are active in CSEA, we have ready 29 separate charges of improper practices to file against FSA.

Corcoran also cited certain statements from the Harpur College vice-president, management, Edward J. Demase, as evidence of the college’s unwillingness to allow another election. Demase had stated: “I would hope a corporation associated with a university (FSA) would be an enlightened management, a management of responsibility, and unions would not be needed.”

Corcoran said, “If Demase, as chairman of the Board of FSA, really means what he says, he is in effect condoning the harassment tactics that have been used against FSA workers who are active in CSEA.”

CSEA has already asked the State Labor Relations Board to conduct a new election.

New York City—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks south of City Hall, one block west of Broadway.

Applications are obtainable free either by the applicant or by request at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8770.

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

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

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 1st Avenue Line and the IND 11th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the IND 4th Avenue stop is the Chambers Street stop.

Both lines have exits near Chambers Street, a short walk from the Personnel Department.

Applications: Filing Period—Applications issued and received Monday through Friday from 8:30 a.m. to 5:30 p.m., except Thursday from 8:30 a.m. to 2:30 p.m. All the completed application forms that are received by the Personnel Department will be examined on the third day following the day that applications are received.

Applications are also obtainable at main post offices except the New York, N.Y., Post Office, Board of examiners at the particular Installations offering the test also may be applied to for further information and application forms. No return envelopes are required with mailed request for application forms.

SUNY at Potsdam

Potsdam Position

ALBANY—Francis T. Wilson, Jr., president of SUNY at Potsdam has been named to the Council of the State University at Potsdam.

New York City—Applications are also obtainable at main post offices except the New York, N.Y., Post Office, Board of examiners at the particular Installations offering the test also may be applied to for further information and application forms. No return envelopes are required with mailed request for application forms.

PLATTSBURGH—The Civil Service Employees Assn. has proposed the State University of New York at Plattsburgh reports that an unsatisfactory performance rating appeal for a stenographer at the college, Mrs. Ella Jacobs, has been sustained by the Civil Service Commission.

Mrs. Jacobs received an unsatisfactory performance rating in 1969 from her supervisor. An appeal to the performance rating appeals board at the college proved fruitless; therefore, Mrs. Jacobs, through the efforts of CSEA, appealed to the Department of Civil Service in Albany. She was recently notified that her appeal had been upheld.

An unsatisfactory performance rating makes an employee ineligible for an increment or promotion for the period of one year.

The Delehanf Institute

57 Years of educating over one half million students

Enrollment opens for next exam

PATROLMAN (N.Y.F.D.)

CORRECTION OFFICER & TRAINEE HOUSING PATROLMAN

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

Examination has been ordered for

FIREFRAN (N.Y.F.D.)

CLASSES MEET: Jamaica—Wednesday, 5:45 PM, 7:45 PM; Manhattan—Thursday, 1:15 PM, 5:30 PM, 7:30 PM

Examination has been ordered for

SUPERVISING CLERK-STENO

CLASSES MEET IN JAMAICA AND MANHATTAN

ADMINISTRATIVE ASSOCIATE EXAM

Expected in June — Classes Now Forming

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

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DELEHANTRY HIGH SCHOOL

91-01 Merrick Boulevard, Jamaica 2, Jamaica. 81-01 Reed Rd, Whitestone, N.Y. 11595. (FSA) has a ready asked the

CSEA has a ready asked the
LETTERS TO THE EDITOR

Exam Distructions

The following is a letter I have sent to the State Civil Service Department:

Marvin Buxley, Channel 31. This week’s programs est to civil service employees are convicted. Under the American system of justice, and ncessitating measures of austerity. I:00 p.m.—Return to Nursing-

The writers were disappointed at this low figure. Only 144 charged with corruption on the job And only a be more fruitfully spent if applied to a drive to publicize

THE LANDLORDS of the Mineola Public Library had us assigned to tables at the far end of this hall-like room, at which location were a number of vending machines for the discretion of the reader: cream, cake, sandwiches, etc. The whirly noises from these refrigerators and the echo of the loud speakers, made it extremely difficult to hear anything. It was impossible to transcribe what we could not hear. I am taking this means to I hear favorably as to when, the time and the place I can again under fairer conditions.

The following is a letter I have sent to the State Civil Service Department. The determination appealed from may be affirmed, reversed, or modified . . . (Sec. 76.3 CSL)

The courts have refused, however, to go along with the language of the statute, which says that the decision of such Civil Service Commission shall be final and conclusive and shall be subject to further review in any court. The Court of Appeals, in Board of Education v. Allen, reviewing a decision of the Commissioner of Education under section 310 of the Education Law, said that the scope of review by the court of a decision of the Commissioner of Education is extremely narrow. It said, . . Decisions by the Commissioner of Education are final unless purely arbitrary . . . The term arbitrary standing by itself would be quite sufficient to make it plain that only a narrow review of the Commissioner's decisions is available in the courts . . . We undertook to emphasize the point by employing the phrase purely arbitrary.

The following is a letter I have sent to the State Civil Service Department. The language of the Allen case has been extended to appeals under section 76.3 CSL, where the courts have held that they will not subject to further review in any court. The Civil Service Commission concerning a disciplinary action unless the decision of the Commission is purely arbitrary.

I APPAREL that the courts are loathe to give up the inherent authority to review administrative decisions. However, because of the language contained in section 76.3 of the Civil Service Law and the Education Law, it is apparent to me that there shall be no further judicial review only in cases where the administrative action is purely arbitrary.

A trap for school district employees exists in section 3813 of the Education Law. It provides that no action or proceeding for any cause whatever may be maintained against a school district unless a verified notice of claim is served upon the district within three months after the accrual of such claim. Even then, the action or proceeding cannot be started for 30 days after the notice of claim has been served. Most attorneys are aware of the requirement that a notice of claim must be given to a municipality within 90 days after the action is filed. The courts have held that such a notice is not subject to further review. In order to avoid the delay occasioned by the necessity of compliance with section 3813 and the possibility of losing a valid claim altogether due to a failure to serve the notice of claim, representatives of school district employ-

(Continued on Page 7)
Numbers who enter the 1970 draft ing draft vulnerability for those Bhed light on their policy regarding Service director, said that regfore the end of the year. pool too late to be inducted be-

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valve policy to ensure that no members of the 1970 draft pool are unduly subject to more than 12 months of prime vulnerability, Tarr said. "We expect that the carry-over group will be relatively small and will be inducted during the early months of 1971. However, if our estimates on the size of this group are wrong, or if draft calls are unusually low, we wanted to insure that the young men are not penalized by an indefinite extension of their liability," Tarr said.

"If any young men are not inducted in the first three months, they will be placed in a reduced priority group," Tarr said, "except for those who may be on procedural delays when the March call is issued and would have been called but for the delay." Tarr said that these men will be ordered for induction soon after they become eligible for induction.

Tarr's announcement was made in conjunction with the issuance of an Executive Order which amplified the present draft regulations with regard to the lottery system.

Law Column

(Continued from Page 6)

Negate Candidates

The City Personnel Dept. has asserted that three candidates for assistant project development coordinator were deemed

Selective Service officials have shed light on their policy regarding draft vulnerability for those young men with low lottery numbers who enter the 1970 draft pool too late to be inducted before the end of the year.

Dr. Curtis W. Tarr, Selective Service director, said that registrants whose lottery numbers were reached by their local boards during 1970, but were not issued orders for induction will be given top priority for draft calls during the first three months of 1971. They will be called ahead of members of the 1971 draft pool during those months.

Tarr said that relatively small numbers of registrants will be affected. Tarr also reaffirmed his prior announcement that no local board should induct men this year above sequence number 195. Some local boards have not reached this level in meeting their monthly calls, so that the precise number reached will vary across the country.

Those registrants who are available for induction, but whose numbers are not reached during 1970 — generally, those with sequence number above 195 — will drop into reduced priority in 1971 and should not be drafted unless there is a national emergency.

The general three-month limitation on liability is a safety valve policy to ensure that no members of the 1970 draft pool are unduly subject to more than 12 months of prime vulnerability, Tarr said. "We expect that the carry-over group will be relatively small and will be inducted during the early months of 1971. However, if our estimates on the size of this group are wrong, or if draft calls are unusually low, we wanted to insure that the young men are not penalized by an indefinite extension of their liability," Tarr said.

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Law Column

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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 of 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.

Health Insurance Plan of Greater New York
625 Madison Avenue, New York, N. Y. 10022
Super Sign-Up Drive Extended

(Continued from Page 1)

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 ain't join twice.

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

"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) When you sign up 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."

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

"To be sure to tear off the temporary membership card and give it to the new member.

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

"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.

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

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

"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.

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

"Read your Civil Service Leader every week for up-to-date news and information on CSEA's Super Sign-Up Season."

Emmett also explained the rules for participation in the drive.

Only CSEA members in good standing as of Oct. 1, 1970, are eligible to sign up new members.

For each new member signed up during the period of Oct. 1, 1970, through Dec. 4, 1970, the person recruiting receives one special award certificate, approximate value $2 to $3.50, which may be redeemed at any CSEA's Super Sign-Up redemption center in the United States.

If a person signed up ten members, his or her name will be in the Jackpot drawing.

The new member who is signed up during the above period, the person also has no 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.)

(For easy to negotiate, 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; ten RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies' or men's Helbros wrist watches. The drive, without being solicited, also will have his or her name entered into the Jackpot drawing.

Redemption Centers In New York State

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<td>Albany</td>
<td>321 Central Avenue</td>
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IMPORTANT NOTICE

MEMBERSHIP DRIVE

Several important omissions have been noted on new-member applications submitted to date. CSEA's Super Sign-Up Headquarters makes 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 defect Jackpot stubs from PDA card.
4) Do not sign up present CSEA members.

Special note to super and unit presidents and membership chairmen: Please make certain that all terms and conditions are signed properly.
Long Island Conference Stresses Unity

Political action within and outside of the Long Island Conference of the Civil Service Employees Assn.; the deploring lack of uniform treatment for part-time and seasonal employees and a mountain of Mental Hygiene Dept. employee problems were the topics that grabbed the major share of the spotlight at a recent meeting of the Conference in Baldwin.

Noting that more and more CSEA chapters and units were becoming involved in political action on the local level, Frank Imholz, who heads the Suffolk County chapter of CSEA, made an appeal to other chapter heads in attendance to work closer together for political cohesion within the Employees Association.

"When demands are made on the parent organization," Imholz declared, "the response goes to the bloc that is best organized. Attention is always paid to size, strength and organization."

He asked chapter presidents to think strongly about holding regular meetings in order to present a single, strong voice for the Conference within the apparatus of the CSEA. "Several different pitches won't gain us one thing," he said. "One united pitch can gain us almost everything."

Continued deep concern over the work and pay conditions for seasonal and part-time employees was again expressed by Lou Colby, Conference third vice-president.

Colby said the Employees Association must press even harder to obtain uniform treatment on such items as holidays, location pay, night differential pay, jury leave, social security payments and a host of other matters.

Conference president George Koch announced the revival of an old Conference activity—the annual luncheon for State legislators—and said it would again be held sometime in early January. He also announced that for the first time the Conference would sponsor a Christmas party, Dec. 17 at the Sunrise Village Restaurant, Bellmore, and that "Santa will have a little something for all who attend." Tickets are available from chapter presidents. (Continued on Page 14)
CERTIFICATE OF MERIT — Mrs. Phyllis Serebrin, Harlem Valley State Hospital food administrator, is shown presenting a certificate of merit to Joseph Eason, dining room attendant at the Wingdale institution, for his submitting of a usable idea to help toward the rehabilitation of patients by means of a vocational training program.

15.5% Pay Boost
Await County Legislative Approval of Erie Pact

BUFFALO—Members of the Erie County chapter of the Civil Service Employees Assn. have ratified a contract that the chapter won for 5,000 white-collar County workers.

CSEA chapter president George Clark, assisted by CSEA field representatives, conducted the balloting last week at a meeting at the Chuck Wagon Restaurant in nearby Lackawanna.

Clark also took the occasion to congratulate the CSEA negotiating team for their efforts in hammering out the contract. This is the first contract that CSEA has negotiated for the white-collar workers since it was elected to represent them some months ago.

The contract provides for a nine percent pay raise in the first year and six percent in the second year, or a total of 15.5 percent in two years. Employees will also receive 11 1/2 paid holidays a year.

Improved vacation benefits include two weeks after one year of service, three weeks after three years and four weeks after 12 years.

Pulmonary Blue Cross hospital insurance starts in the first year and full Blue Shield medical coverage in the second year. Accumulated sick leave, which had been 150 days, is increased to 165 days under the new pact.

The agreement also provides other benefits such as the “career pension plan” giving employees half-pay after 25 years of service; pension allowance for military service, and a death benefit up to $30,000.

The contract now must be approved by the County Legislature.

A & M Institutes Plan To Publicize Penalties

ALBANY—The State Department of Agriculture and Markets has established a new procedure of making public the penalties issued by the Department.

“Publication of this Information,” Commissioner Don Wickham said, “will certainly alert the residents of the State to the outstanding work being done by field inspectors.”

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

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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
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• Are certain “pre-existing” conditions excluded from coverage entirely? 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
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Sagglone Rapping Politic Tactics Of Panthers
ALBANY—Al Sagglone, president of the State Police
Council, reports "all policemen are disturbed and distressed at the
attitude of certain self-appointed leaders of the community,
both black and white, who have attempted to justify the
actions of the Black Panthers." He declared they were declared in
on a police officer being killed in the line of duty. No hour passes
that a policeman is not killed, or otherwise injured in the line of
duty."

Refering to a recent incident

Health Aides State

Yule Trip To N.Y.C.

ALBANY—Six busy loads of passengers will be heading to
New York City this week to shop and to enjoy the
tour of the E. Christian chapter of the Civil Service Employ-
ees Assn. The all-day "Christmas Shopping Trip" is sponsored by the
chapter's social coordinator, Henry Kohler, is limited to State Health
Department employees and their guests.

Round-trip tickets will cost $5

apiece, reported Kohler, noting

A seating chart of the 2 day

and am. return to Albany about

10 that evening.

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CANTON — The St. Lawrence County chapter of the Civil Service Employees Assn. has commented on recommendations handed down by a fact-finder from the Public Employment Relations Board, calling them "much more realistic" and encouraging to CSEA regional field supervisor John D. Corcoran, Jr., also said that the recommendations "should be extremely helpful to us because they show that what the County has so far offered is far below what is proper.

The CSEA chapter called an impasse in negotiations several weeks ago, claiming that the County Board of Supervisors was offering "a pittance in salaries" to County workers when compared to the grantable substantial raises to members of the board and to a few employees in the bargaining unit.

'The raises granted by the Board range from $1,500 to $3,000," said Corcoran, and "they were granted to employees who are covered by our existing agreement. This is a clear breach of the contract, and we have filed an unfair labor practice charge because of it.

'But even this breach of contract pales before the fact that they have voted themselves a $600 per annum raise—and the most they have received during the five weeks from the Board's last offer of June 20th," he added.

Corcoran said the County's attitude is clear.

"The Board's attitude is clear," said Corcoran. "They feel they've got the County tremendously better than what they want with it. This sorens to me to be somewhat unfair to the taxpayers, whose money fills the treasury. They Long Week End (Continued from Page 1)

In thanksgiving for the many rewards and blessings they have received during the year, and he asked that the employees be given the extra day to spend a long time with their families. Wentl also asked that those State employees who performed essential services in institutions and who must remain on duty receive compensatory time off .

MINEOLA — The Nassau County Chapter of the CSEA again upheld the Nassau County Correctional Employees Association's claim for a sole bargaining unit concept.

The board rejected a petition by a small group known as the Faculty Association of Meadowbrook Hospital, saying the group was "not the bargaining unit of the employees." The board would have contributed if he had failed to file its petition in the time allowed by law.

The ruling did not state future action, but the board held that the group had failed to file its petition because of the time allowed by law.

The committee recomme|ed

that at the next session State negotiations an amendment be made to amend Section 134 of the Civil Service Law to allow the right for all employees to present their case.

The committee recommended that at the next session the State negotiate and the Mayor sign it.

The law provides that a veterans' compensation be granted by the State Department of Veterans Affairs, which is required to pay into the retirement fund the amount he would have contributed if he had been working during the period for which he is getting credit.

Panel Findings

(From Leader Correspondent)

In Syracuse

Onondaga Chapter Wins Retirement Credits For Vets On City Payroll

The replies generated affirmative results by the committee, which as a result set forth the recommendations on overtime for the future.

1. Allow section heads, who are in the salary grade of 23 or higher, to be authorized to be called to overtime when he deems necessary for the proper operation of their departments.

2. The committee recommended that after the next session of the State legislature an amendment be made to amend Section 134 of the Civil Service Law to allow the right for all employees to present their case.

3. Specific problems relating to overtime pay were referred to the city's Committee of the Board of Education (CSEA).

4. The committee recommended that the research department send out a form letter acknowledging the questionnaire.

5. The committee felt that a procedure for payment, either on a flat rate or otherwise, be set up to compensate "Duty Officers" that must remain on duty for emergencies in their homes in the event of a strike.
Migrant Health Program Headed By Ex-Migrant

ALBANY—The State Health Dept. has chosen a one-time migrant worker to supervise its health program offered migrants in the State and to promote new health services for migrant laborers.

Irving L. Adams of Albany was named migrant health co-ordinator to the Department's Division of Community Health Services by Dr. Hollis B. Ingram, commissioner.

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(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.
(5a) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.
(6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
(7) Drawing for the Super Jackpot will be held as soon as possible after the contest — prior to Christmas.
(8) No one person is eligible to win more than one Jackpot prize.
(9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
(10) The Jackpot, with a total value of $10,000, Includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies' or men's Helbros wristwatches for prizes 17-40.
(11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the Jackpot drawing.
(12) Excluded from participation in the Super Sign-Up Season Jackpot prize are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.