GOVERNOR SENDS PAY BILL TO LEGISLATURE

Passage Seen Certain
At Leader Presstime

Gov. Nelson A. Rockefeller last week sent to the State Legislature the necessary bill to implement a new contract, containing a pay increase and other benefits, negotiated between his administration and the Civil Service Employees Assn.

At Leader presstime, no major opposition had developed on the measure and its passage was said to be assured in both the Senate and the Assembly.

Under the new contract, some 140,000 employees in four bargaining units represented by the Employees Association, will receive a 4 percent pay hike retroactive to April 1, 1972, and a one and one-half percent further increase payable next April 1 and retroactive to this past April 1.

In commenting on the new contract, CSEA president Dr. Theodore C. Wenzl again expressed his thanks to the organization's coalition negotiating team and the deep support of the general membership during the critical days of forging a new work pact with the State.

The CSEA head also expressed regret that the new, one-year contract was arrived at under such a crisis of pressure.

"I would hope," he declared, "that our negotiations next year are conducted under more steady and calm and precise conditions. CSEA will present and document its case for workers' needs long before the expiration of the current pact."

CSEA Blasts False Rumors
Of Retirement Credit Loss
Because Of Any Job Action

ALBANY—The 200,000-member Civil Service Employees Assn. today branded as completely false a report that State employees, who are charged with participating in an alleged walkout over the Easter weekend, could lose retirement credit in addition to benefits being paid.

"Section 219 of the Civil Service Law is clear with regard to penalties," a CSEA spokesman said. "It makes no reference to loss of retirement benefits. In fact such action would be unconstitutional," he said.

The penalties for individuals in addition to a fine of two days' pay for each day of unauthorized absence, includes production for one year, with a loss of tenure. "This simply means that the employee is placed on probation for one year and loses protection of Section 75 of the Civil Service Law for that period," the spokesman stated. "He continues to earn normal retirement credit during the probationary period."

"We hope that the administration is not putting out these erroneous reports with the intention of instilling fear in our members. It will only serve to antagonize them and further inflame an already volatile situation. The State Office of Employee Relations does not make such statements, when contacted this morning by CSEA representatives," the spokesman noted.

CSEA president Theodore C. Wenzl announced that he has advised all CSEA chapters to conduct meetings of the employees who have been served with the notices. "I have also instructed our regional attorneys and field personnel to be at these meetings to explain to these employees their rights under the law and answer questions which arise in each individual."

CSEA KYNTEKALE
—Ter Bush & Powell, Inc., reports that though April 30, 1972, 37 excess of 25,000 Civil Service Employees Assn. members have requested premium quotations on their automobile and homeowners policies.

"This response on the part of the membership in less than ten weeks is tremendous," stated Ronald Lacey, the Ter Bush & Powell co-ordinating "Masterplan" with Civil Service Employees Assn. and the underwriter. Travelers Indemnity Company of America. "In addition," he continued, "sales are being made at a faster rate than originally anticipated.

George D. Wacholh, Jr., vice-president in charge of the civil service department, concluded that Masterplan will amply serve the needs of most CSEA members by providing broad personal insurance coverages at reduced costs through the convenience of payroll deduction.

Early Start On '73 Negotiations

No. Hempstead Unit Submits Proposals

CONTRIBUTES — Thomas Delaney, left, president of the Civil Service Employees Assn.'s Willowbrook chapter, which hosted the recent Metropolitan Conference meeting on Staten Island, was an immediate and spontaneous donor following an appeal by CSEA statewide president Theodore C. Wenzl for voluntary contributions to an Association Welfare Fund. Here Dr. Wenzl accepts Delaney's personal check for $50. Another $100 was pledged at the meeting. (For full Conference meeting coverage, see page 13.)

(Continued from Page 3)

Repeat This!
A Special Salute To Sen. Earl W. Brydges

T H E retirement of Senate Majority Leader Earl W. Brydges from his legislative responsibilities at the end of this year will bring to a close a legislative era in the history of the State. A legislative leader inevitably stamps the legislative body that he guides with the indele</p>
Leaders of the Metropolitan Division of Employment chapter met recently to coordinate their efforts on the Civil Service Employees Assn. Super Sign-Up Membership Drive. Shown here, from left, are Connie Minardi, Vincent DiGrassia, Ronny Keisel, Paul Greenberg, president John LoMonaco, William DeMartino, Joy Gottesfeld and John Payne.

**Metro D of E Ch. Holds Meeting To Publicize Membership Drive**

ALBANY — It has been announced that the Civil Service Employees Assn. membership campaign has been extended to July 14. Sam Emmett, chairman of CSEA's statewide membership drive, stated that due to the events surrounding the kick-off of the annual campaign, additional time would be added in an effort “to match the phenomenal success of the last drive.” In 1971, CSEA reported over 17,500 new members as a direct result of the membership campaign.

The extension should be good news for current membership, who can win $264 prizes by signing up new members. For each new member signed up, the recruiter’s name goes into a jack-pot from which the winner will be drawn. Sam Emmett emphasized that there is no limit as to the number of times an individual’s name may be drawn or entered into the competition, but he did laughingly caution against renaming the same member more than once or submitting a current member’s name.

For second vice-president, there are: Thomas Corridan, William Arthur, Carl Chiapparelli and Arthur Pond.

For third vice-president, there are: Andrew Freeman, Robert McManus, Irving Miller and Esther Tallamy.

For fourth vice-president, there are: Felix Livingston, George Harnow and Lester Hubbard.

Independent John Kestle is the only candidate for fifth vice-president.

Carroll Craig and Robert Fossie are seeking the post of recording secretary.

For corresponding secretary, the two candidates are Robert Flynn and Martin Avila.

Two candidates for treasurer are: Arthur Wegman and Frank G. Fardella.

**Executive Representative**

Thomas Kennedy, Edward Freijanes and Edward Valder are candidates for the post of executive representative.

The final position, that of sergeant-at-arms, is sought by Walter J. Weeks, Robert Potter and Norman Flynn.

Ballots were to be mailed to all members appearing on the official membership list maintained in Albany. However, any member who does not receive a ballot may secure a duplicate ballot by submitting proof of membership and filling out an affidavit with regional field supervisor Edwin Cleary at the Smithtown office May 12, 15, 16 and 17.

The arrangements were made by the chapter elections committee, consisting of Carolyn Wilmot, chairman, and Norman Bohrer, James Paterson, Ken San Filippo and George Hammer.

The tally will be supervised by Joseph Dolan, statewide director of local government affairs, and Bernard Schmahl, chairman of the statewide elections committee.

**Suffolk Chapter Officer Election Ballots Must Be Returned By May 22**

(From Leader Correspondent)

SMITHTOWN—Ballots mailed to members of the Suffolk chapter of the Civil Service Employees Assn. this week bear four columns of names.

The candidates are placed on the ballot as three tickets and a group of independent candidates, although none of the four columns is a complete ticket.

Ben Porter, John Bogack and James E. Cortino head the third slate as candidates for president. There is no independent candidate for president.

Meeting May 23

Ballots were to be mailed Monday from Albany CSEA Headquarters, which is conducting and supervising the voting. Ballots must be received by return mail at the Albany office by May 22. Tallying will be conducted at the Smithtown chapter office May 23, and the results announced at the annual chapter meeting that night in the Smithtown office.

Candidates for first vice-president are: George Harrington, Dorothy Widdow, Richard Bailey and Peter Yalam.

For second vice-president, there are: Thomas Corridan, William Arthur, Carl Chiapparelli and Arthur Pond.

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Agree To Discuss DOT Proposals On 4-Day Work Week

ALBANY — At Leader presstime, it was learned that representatives of the Civil Service Employees Asn. were planning to meet with officials of the State Department of Transportation and State Office of Employee Relations to discuss the DOT's proposal to establish a four-day, ten-hour work week for certain employees involved in highway construction.

The tentative plan, it was learned, would affect employees in seven engineering titles in the Professional-Scientific-Technical and Administrative Services bargaining units.

In essence, the proposal would lead to creation of three four-day rotating shifts covering Monday through Saturday, with employees working each shift being assured of two out of three weekends.

While not agreeing to the plan, CSEA officials said they were willing to hear the Department's proposal. "We'd like to review what they're planning and discuss this program with the members who would be affected," a union spokesman said.

"From what we know now, there are both advantages and disadvantages to the plan, and we would like to weigh each point before coming to any conclusion." CSEA officials view the proposal as a form of productivity improvement, a program for which is outlined in the new contract, and would expect that any plan adopted would result from joint agreement between CSEA and the Department.

Heading the list of CSEA representatives who will meet with officials from both agencies will be Timothy McNerney, DOT Regional Director and president of the Region I chapter.

False Rumors

(Continued from Page 1)

False rumors, of course, those employees who wish to respond to the charges placed against them will be provided with legal counseling by their attorneys and other legal assistance, as needed.

CSEA Calendar

Information for the CSEA calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the event.

May

9 — Erie County Library unit meeting, 7 p.m., East Delavan branch, Buffalo.
10 — Statewide Auditing Committee meeting, 9 a.m., Conference Room, CSEA Headquarters, 33 E. St., Albany.
15 — Office of General Services chapter 660 general membership meeting, 1 p.m., Cafeteria, State Campus, Albany.
16 — SUNY at Morrisville chapter officers installation, 7:30 p.m., Whitehead Restaurant, Center St., Canastota.
17 — Nassau County chapter annual general membership meeting, 8:30 p.m., auditorium, Social Services Building, Mineola.
17 — Buffalo chapter meeting, 6 p.m., Peace Suite (24th floor), M&T Bank Building, Main at Eagle St., Buffalo.
19 — Jefferson County installation dinner, Benny's Steak House, Watertown.
20 — SUNY at Syracuse chapter annual dinner-meeting, 6:15 p.m., Ramada Inn, Syracuse.
23 — Metropolitan Conference officer election, time and place to be announced.
23 — Suffolk County chapter meeting, chapter officer, Smithtown.
23 — Board of Directors meeting, 6 p.m., Conference Room, CSEA Headquarters, 33 E. St., Albany.
26 — Super Sign-Up Membership Drive, first drawing for prizes.
29 — New York City chapter officer installation, Concord, Klammola Lake, Saratoga Springs.

June

4 — County Division Workshop, Friars Tuck Inn, Cairo.
9 — Capital District and Central Conferences joint workshop, Otesaga Hotel, Cooperstown.
11 — Western Conference meeting, Sherman Inn, Rochester Airport.
24 — Metropolitan Conference officer installation, time and place to be announced.

Show of Unity By Clinton Members Gains Pay Hike

PLATTSBURGH — An overflow crowd of angry employees, an impassioned plea by a county judge and a presentation of cold, hard facts proved to be the winning combination in convincing Clinton County's Board of Legislators that more than $300 County workers represented by the Civil Service Employees Asn. deserved a decent raise this year.

Several hundred members of the Clinton County CSEA unit jammed the courthouse in this upscale city last week to make their views on the pay raise known at a public legislative session conducted under the Taylor Law.

The employees had rejected a recommendation by a State mediator which would have provided them with a salary $350 raise over two years. All of the ten County legislators, except Bernard Amell, spoke in favor of the fact-finder's recommendation. Amell said the employees should receive $300 each year of the two-year contract.

Emotions ran high as many of the employees in the audience expressed their anger at the county's finally taking the struggle to meet ends.

Then, County and Family Court Judge Robert F. Feinberg was called upon to address the legislators. By Patrick Monichino, CSEA collective bargaining specialist and chief negotiator for the CSEA unit.

CSEA members from meeting room to let Clinton County legislators know that they are united in their negotiation stance. Legislators got the message and granted salary increases retroactive to Jan. 1, with contract effective next year.

Await Action On Correction Reallocation

ALBANY — The Civil Service Employees Asn. is expecting a decision shortly on its appeal for a one-grade reallocation of certain positions in the State's correctional facilities.

The announcement, CSEA officials said, would come from the Division of Classification and Compensation of the Civil Service Department.

The positions affected include Correctional Captain, grade 21 to 22; Assistant Deputy Superintendent of Correctional Facility, grade 23 to 24; Deputy Superintendent of Correctional Facility, grade 25 to 26; Assistant Director of Correctional Facility, grade 27 to 28; Assistant Deputy Superintendent of Correctional Facility, grade 29 to 30; Deputy Superintendent of Correctional Facility, grade 31 to 32; Correctional Hospital Chief Medical Officer, grade 33 to 34; Correctional Hospital Medical Officer, grade 35 to 36; Correctional Hospital Medical Officer, grade 37 to 38; and Correctional Hospital Medical Officer, grade 39 to 40.

Civilian Appeal

CSEA also announced that it had two grade-defense appeals in which all civilian employees in Department of Correctional Services institutions were involved.

In filling the latter appeals, CSEA president Theodore C. Wenz emphasized that these civilians have a great deal of responsibility for rehabilitation of the inmates and share with correction officer personnel at least the same degree of exposure to the inmates. They face the same dangers and deserve additional compensation for this alone." He noted that 11 civilian employees at Attica State Prison were taken hostage during the uprising and four were killed. Typical positions include cooks, maintenance mechanics, vocational instructors and teachers, bakers, cooks and others.
New Super Clerk Prom. Job Opens

At Garden Preanine, a new promotional title — supervising clerk for income maintenance was announced with filling until May 26. The Department of Social Services post begins at $7,300.

The senior rank of the following are eligible: clerk; accountant; typist; bookkeeper; special officer; telephone operator; office appliance operator; bookkeeping machine operator; typewriter accountant; typewriter bookkeeper: key punch operator; tab operator.

Check Announcement No. 2059 for details, on hand at the Department of Personnel during hours listed on this page.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 61 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail should use a stamped, self-addressed envelope, or be received by the Department at least five days before the deadline.

By subway, applicants can reach the City Hall office via the IND (Chambers St.; BMT (City Hall); Lexington Ave. (Brooklyn Bridge). For advance information, call 566-7000.

Several City agencies do their own recruiting and hiring. They include: Board of Education (Goerke only); 61 Court St., Brooklyn 11201, phone: 566-8000; Board of Higher Education, 613 E. 100 St., New York 10029, phone: 566-2141; Health & Hospitals Corp., 120 Worth St., New York 10007, phone: 566-7002; NYC Transit Authority, 120 Jay St., Brooklyn 11201, phone: 566-0000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 36 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only, Telephone 264-0422. Federal entrants who are not familiar with the civil service system should contact their nearest US Employment office. They have no deadline unless otherwise indicated. If you need a

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

FILL OUT AND MAIL TODAY...

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BUFFALO SYRACUSE

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Insurance

STATE—Regional offices of the Department of Civil Service are located at: 1550 Ave of Americans, New York 10019; State Office Campus, Albany, 1226 B (1st Fl.), 1 W. Oregon St. Buffalo 14202. Applicants may obtain announcements either in person or by mail. Various State Employment Service offices can provide applications in person, but not by mail.

New York City jobs are filled at 270 Broadway, New York 10007, phone: 564-0424. Port Authority jobseekers should contact their nearest office at 111 Eighth Ave, New York 10019.

Special Notice

SUGGESTION AWARD — Matthew Breitenbach, second from left, a principal mail and supply clerk at the State Health Department's Central office in Albany, has received a $75 check for his suggestion for utilization of shelves. The idea reportedly saves the State more than $1,400. Here he is shown accepting a certificate of merit from Commissioner of Health Hollis S. Ingram, M.D., left, while Kearney Jones, director, administration and management group, and William Carnello, director, office of administrative services, observe.
Ms. Anna Bessette Honored For Nearly Four Decades Of Dedicated Service To CSEA

(From Leader Correspondent)

WINGDALE — Anna Bessette, president of the Harlem Valley State Hospital chapter of the Civil Service Employees Assn., was honored at a dinner at Berkshire Lodge, W-ingdale. Main speaker for the evening was John Deyo, CSEA field representative for four area counties.

Anna Bessette, president of the Harlem Valley State Hospital chapter of the Civil Service Employees Assn., was honored for “nearly 40 years dedicated to the cause of CSEA” at an annual membership dinner at the Berkshire Lodge recently.

Armando Moauchieft served as master of ceremonies and among those honoring Ms. Bessette were Rooney Masen, past chapter president, and John Deyo, CSEA field representative, the main speaker of the evening.

Invited guests included Lloyd W. Hale, deputy director, Dr. James Biren, the recently appointed director of Harlem Valley State Hospital, and Robert Guild, CSEA bargaining agent.

Deyo spoke on the Taylor Law and said, “CSEA believes that the State did not negotiate in good faith until it was forced to.” He recounted experiences during the recent action by public employees and said “The employees who went out on strike won for themselves a very important victory.

Political Action

“It isn’t right,” said Deyo, “for the small State employee to suffer in the public’s eye for the mistakes of the legislative body. It is being strongly considered that CSEA will meet with politicians on both local and State levels and endorse those who favor the cause of CSEA.”

Past president Masen also spoke and said, “The Albany ‘bargains’ give a snow job to the public about State spending and cutbacks, denying the employee a suitable wage increase to meet the rising costs, but yet vote themselves (unnominously) a big raise and a retirement package that is superior in comparison to other State legislatures.”

A question-and-answer period followed.

Stringing Along

May 16 through 18 has been set for a practical for puppeteer. Exam No. 1188. Some 28 entrants are being summoned.

Labor Official Reveals Trend

New York City’s employment force between 1960 and 1971 went in opposite directions on the basis of sex, reported Herbert Bierstock, regional Bureau of Labor Statistics director. During that period, the number of women employees rose by 4 percent, while the male work force fell by 18 percent.

Bierstock reported, too, that females take in close to half of the City’s white-collar job sector and about one-third of its blue-collar and service work force.

The Labor Department official predicted that white-collar employment will account for 70 percent of the available jobs in the 1970’s “resulting from replacement needs and growth” of the City.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND
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Because it protects you and your family with tomorrow’s medical care today...

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FOR THE FIRST TIME IN THE CITY’S HISTORY, COMPETITIVE EXAMINATIONS FOR THE JOB OF:

HOUSING ASSISTANT/ASISTENT DE HOGARES

Will be given in both Spanish and English. In an effort to recruit Spanish-speaking personnel and enlarge the New York City Housing Authority’s responsiveness to the community, applicants may take the Civil Service Examination either in English or in Spanish and English.

JOB DESCRIPTION

The job of Housing Assistant is the key entry level job at the New York City Housing Authority. It pays $8,000 a year to start and cada directly to the jobs of Assistant Housing Manager and Housing Manager, with a top salary of $10,000. Housing Assistants gain experience in the entire field of public housing management. They interview applicants for public housing and determine eligibility; they also deal with individual tenant problems, collect data and work with community and tenant organizations.

REQUIREMENTS

If you do not have a Bachelor’s Degree or four years’ experience in housing, you may qualify for the job if you have the satisfactory equivalent in training and experience, if you have worked as a community organization worker and have a high school diploma or its equivalent.

WHERE TO APPLY

Applications are available and will be accepted through May 23rd at the City Personnel Department’s Application Section, 49 Thomas Street, Manhattan. Applications are also available at the Management Office of the Housing Authority project, local offices of the Model Cities Administration, the Manpower and Career Development Agency and the New York State Employment Service, Professional Division. However, all applications must be filed at 49 Thomas Street.

THE TEST

The written test is scheduled for June 24, 1972.

NEW YORK CITY HOUSING AUTHORITY
Simeon Gelat, Chairman
Walter Pried, Vice Chairman
Aramis Gomez, Member

SERA REDACIONADA EN ESPAÑOL Y EN INGLÉS. EN UN EFECTIVO REEMPLAZO DE PERSONAL DE HABLA HISPÁNICA Y AUMENTAR LA SIMPATÍA HACIA LA COMUNIDAD, LOS SOLICITANTES PUEDEM TOMAR EL EXAMEN DE SERVICIO CIVIL EN INGLÉS, ESPAÑOL O EN INGLÉS.

DESCRIPCIÓN DEL EMPLEO

El puesto de Asistente de Hogares constituye la clave de entrada a la Autoridad de Hogares de la Ciudad de Nueva York. Paga $8,000 al año para empezar y progresar directamente a los puestos de Asistente de Administrador de Hogares y Administrador de Hogares, con un salario final de $10,000. Los Asistentes de Hogares obtienen experiencia en todo el campo de Administración de la vivienda pública. Ellos entrevistan solicitantes para vivienda pública y determinan su elegibilidad; también tienen que ver con los problemas individuales de los inquilinos, recogen datos e intercalan con organizaciones de la comunidad y con los residentes.

REQUISITOS

Si usted no tiene el grado de bachiller, o cuatro años de experiencia en vivienda, puede calificar para el empleo si tiene el equivalente satisfactorio en entrenamiento y experiencia incluyendo su experiencia como organizaciones de la comunidad y un diploma de equivalencia de escuela superior.

DOBLE SOLICITAR

Las solicitudes están disponibles y serán aceptadas hasta mayo 23 en el Departamento de Personal de la Ciudad, Sección de Solicitudes, 49 Thomas Street, Manhattan. Las solicitudes también están disponibles en las Oficinas de Administración de los casos de la Autoridad de Hogares; oficinas locales de la Administración de Ciudades Modelos; la oficina de Desarrollo de Potenciales Humanos y Profesionales, y las oficinas del Servicio de Empleo del Estado de Nueva York, División Profesional. Sin embargo, todas las solicitudes deben ser presentadas en el 49 de Thomas Street.

EL EXAMEN

El examen escrito está programado para el 24 de junio, 1972.

AUTORIDAD DE HOGARES DE LA CIUDAD DE N,Y.
Simeon Gelat, Presidente
Walter Pried, Vice Pres. Aramis Gomez, Miembro
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Member Audit Bureau of Circulations
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Don't Repeat This!
(Continued from Page 1)

Dear reader, the editorial team of the Civil Service Leader will be publishing a series of columns focusing on the need to correct procedures and practices in the civil service system. The first column in this series is titled "Don't Repeat This!" and is written by Richard Gaba, a member of the New York State Labor Committee.

The Columnist

Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Aftermath of Attica

For the past several years, it was the practice of the New York State Department of Correctional Services and the New York State Department of Civil Service to permit the filing of applications for correction officers at any time between the time of the correctional facility examination and the examination application form. From time to time, when examinations were scheduled, the applicants would be notified to report for the examination at the facility selected by the applicant. The last such examination was held in February 1971.

In December of 1971, notice was given to those who had filed at Attica since the last preceding examination in February of 1971, that their applications would no longer be considered active, since the examination program administered by the Department of Corrections was being canceled, and in the future the examinations would be carried out by the Civil Service Department. Thereafter, examinations were held in January 1972 for the position of correctional officer by the Civil Service Department in Rochester and in Buffalo.

THE PETITIONERS, two individuals who had filed for the examinations under the old system, commenced a proceeding in the Wyoming County Court of Common Pleas, requesting the purpose of reviewing the actions of the New York State Department of Correctional Services and the New York State Department of Civil Service cancelling the old system and starting the new system of examinations.

The proceeding was defended on the grounds that the actions taken in revoking the examination application procedure were "necessary in order to relieve a source of tension throughout the state prison system." The respondents explained that the aftermath of the tragedy in September 1971, due to the attempted late-night escape of many New York State prison inmates, caused a significant representation of minority groups in the prison population, such groups were insulated, not at all represented on the prison staffs. At Attica, where the attempted escape was actually taking place at the time of the September disturbance, there was not a single black on the custodial staff of approximately four hundred.

The respondents explained further, by way of defense to this proceeding, that it became apparent that the method of recruiting officers was becoming the responsibility of the Correctional Department, though inadvertent, was partially responsible for the racial imbalance in the prison's custodial positions, and, therefore, the Department of Civil Service embarked on a new program of recruiting officers. The examinations were carried out. Applications were accepted from anyone. However, a special recruitment effort was made in this case to attract minority group candidates. This was done by advertising the examinations and by disseminating the information about such examinations at locations in the core areas of the cities of Buffalo and Rochester.

THE COURT held that the Department of Civil Service, in accordance with the powers granted to it, properly canceled an examination procedure which no longer was appropriate and substituted therefore a new examination procedure that is calculated to meet the current needs. "A deviation from an established routine does not of itself constitute an abuse of discretion if the discretion is permitted under the frame of power. If anything, the new method employed resulted in reaching more persons than did the former method which generated interest primarily among those residing in the immediate vicinity of a correctional facility."

The court further held that while the applicants under the old system of examinations were notified of the discontinuance of that system, the Civil Service Department did not notify those applicants of the new examinations that were scheduled for Buffalo and Rochester. The notification of those examinations was carried out through the news media and actually resulted in more people taking the examinations. (Continued on Page 7)
The Best Warranty This Side of a Rolls-Royce

You can't put a price on the warranty you get with a Volkswagen. You see, a Volkswagen warranty runs twice as long as anybody else's small car warranty. And only one car, the Rolls-Royce, has one better.

Here's how it works. All you do is maintain the car according to the Volkswagen maintenance schedule. If any factory part is found to be defective in material or workmanship within 24 months or 24,000 miles, whichever comes first, Volkswagen will take care of it free of charge. See your dealer for details.

More Than 5,000 Inspections Per Car

The story behind our warranty starts at the factory. Where 110 inspection teams will do a job once or twice a day. Some of them get the once-over or twice or three times. If one of our inspectors walks away unimpressed with one of the parts, the whole car gets pulled off the line. 225 days of work, and it's worthless. We pick it up.

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No other car maker anywhere can offer you Medall-car, Volkswagen's Ultra-sensitive Electronic Diagnosis. It's designed to spot problems in your Volkswagen when they're at the minor adjustment stage. Long before they can do any real damage to your car or your wallet. Every one of our car dealers has VW Diagnosis. And you get the first four check-up free with a new VW.

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Based on what's happened in the past, no other economy car on the road holds its value after 3 or 4 years as well as a Volkswagen. So, if you're thinking about buying a new car, think about what it's going to be worth when it's an old car. Because when the time comes to part company with your VW, you won't be left holding the bag. Unless that's what you carry your money in.

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PAYROLL DEDUCTION

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Statewide president Theodore C. Wenzl, left, praises Conference president Randolph V. Jacobs and other Metropolitan area leaders who were instrumental in success of CSEA contract settlement.

Metro Conf Praised
For Crisis Leadership

By MARVIN BAXLEY

"It was not our intention to be a focal point," said Willowbrook chapter president Thomas Delaney in describing the recent contract dispute between the Civil Service Employees Assn. and the State administration.

Delaney, whose chapter hosted the April 29 meeting of the CSEA Metropolitan Conference on Staten Island, continued by saying, "Our only intention was not to look backwards, not to look sideways, but only forward. And if we helped, then we're proud."

Statewide president Theodore C. Wenzl followed Delaney's welcoming statement with, "Thank God for Willowbrook and the many others...we were successful."

Wenzl also discussed the Welfare Fund that has recently been set up. "We want to express in more than just words," he said, "to every member who may be financially harmed through putting CSEA above self."

The fund, which is being set up for voluntary contributions from individual members, chapters, conferences or affiliated organizations, received an on-the-spot boost from Delaney, who wrote out a personal check for $50.

Another $100 was pledged later in the meeting by principal speaker Arthur Rosen, president of Metropolitan Diagnostic Institute, who spoke about the services of the Institute.

Jacobs Praised

Metropolitan Conference president Randolph V. Jacobs, who had been singled out for praise of his leadership during the crisis, relinquished his gavel to first vice-president Jack Weisz for the purpose of introducing a motion.

Jacobs' motion, as accepted by the delegates, was: "Any statewide officer, member of the Board of Directors, Conference or chapter officer who fails to support and to implement fully a mandated action voted by the delegates of the Association may be removed from office after written charges have been served on said officer and an opportunity to be heard has been afforded. Such officer, if found guilty of the charges preferred, shall not be eligible to seek or to hold office for a minimum of five years."

In other action, Jacobs appointed a special committee to (Continued on Page 15)

Arthur M. Rosen, president of Metropolitan Diagnostic Institute, announces free sickle cell screening to CSEA members and families. (Leader photos by Ted Kaplan)
City's Unclaimed Checks Mean Employee Bonuses

As an ironic counterpoint to current threats of employee layoffs and furloughs, there is presently approximately $1 million in the City Treasury which belongs to thousands of City employees who never picked up their paychecks.

This week's listing of persons owed money by the City covers employees of many departments. Unclaimed checks may be for vacation pay, retractive contract settlements, overtime, uniform allowance or even regular weekly wages.

Because of space limitations, The Leader can list only those owed at least $75. Some employees listed below are owed more than $1,000.

If you find your name here, you must go to your agency's payroll office and tell them the date of the payroll from which you are owed money. After they have located the check in their records, they should fill out a Check Pay Order memorandum to the City Paymaster, a step which begins the procedure for drawing the money out of the City Treasury, where unclaimed wages are sent after being held by the departments.

Benefits of deceased employees may make claim by presenting a Surrogate's Court order, or a paid-in-full funeral bill plus death certificate.

The following persons employed by the Department of Parks are owed money from the payroll dates indicated:

- J T Bird, 12-21-69; N Humberg, 12-31-69; F Borjes, 1-1-70; D Cole, 12-31-69; M Deparue (Supp.), 12-30-69; M Dikos, 1-6-70; M Jones, 2-11-70; G Limoa, 1-31-69; W Ross (Supp.), 2-6-70; G Santiago, 2-6-70; C Vega, 11-15-69; V M West, 12-31-69; D A White, 5-26-69.

The following employees of the Environmental Protection Administration are owed money from the payroll dates indicated:

- A N Clarke, 2-14-70; R M Orens, 1-31-70; W J Mehan, 1-1-70; J T Minor, 2-7-70 and 2-28-70; J F Munday, 2-28-70; G M Orens, 1-7-70; G Fiscelli, 2-19-70; J J Rottier, 1-31, 2-14 and 2-28-70; R F Reist, 1-7-70; V J Savino, 2-28-70; J Tortora, 1-31-70.

The following Police Department employees are owed money from the payroll dates indicated:

If you pass the save-a-watt test, you'll conserve electricity. You may also breathe a little easier in three important ways.

One way involves the quality of the air you breathe. Most electricity can't be produced now without some air pollution—although electric plants are by no means the worst offenders. To protect the environment, it's wise to conserve all forms of energy all year around.

There's another way you'll breathe easier if everybody saves a watt. There'll be less chance of power shortages this summer, when demand for electricity is highest. New plants have been delayed for reasons beyond our control. That means reserves are low, and we must rely more on older plants.

There's a third way, too. You'll save money on your electric bill. The save-a-watt test in the next column points out 10 significant ways to avoid wasting electricity. Take it and pass it.

You'll help protect the environment.

You'll help reduce the risk of power shortages this summer.

And you'll save money on your electric bill.

Every "yes" answer helps to protect the environment, ease power emergencies, and reduce your bill.

1. Do I turn off the air conditioner when no one is home?

2. Do I use shades and blinds to keep out the hot sun?

3. Do I run most appliances before 8 a.m. or after 6 p.m.?

4. Do I use my dishwasher only after the evening meal?

5. Do I keep lights off when not needed for safety, health or comfort?

6. Do I use the washer and dryer only on weekends of evenings?

7. Do I turn off the kitchen range or oven when not in use?

8. Do I turn off the TV and radio when I'm not looking or listening?

9. Do I, if buying an air conditioner, buy the right size and a highly efficient one?

10. Do I avoid the coldest settings on the air conditioner?
VERSLEY, Phillip J; PEITO, Andrew; WLTZ, John T; SLLAK, Anthony; CRUSZ, Alfred; MARINACCIO, Alfred; CACCVO, James P; HURSON, Ron;


LAUREN TONO

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MAINTENANCE MAN

THE JUNIOR WINTER VACATION GUIDE

LAURENTIAN MOUNTAINS — One

61 John J; 61 Louis Ambrose; 61 Antonio Salvato; 61 Joseph S; 61 Raymond P; 61 Dominick L; 61 Rudolph L; 61 Savoy Manor Ballroom, 120 7th St., Brou. N.Y. after 11 AM.

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MAINTENANCE MAN

THE JUNIOR WINTER VACATION GUIDE

LAURENTIAN MOUNTAINS — One
Craig State Honors 86 For Long Service

Dr. Vincent I. Bonafede, director of Craig State School, has announced plans to honor 27 employees who have just completed 25 years of service to the State of New York and 41 employees who have retired during the previous year.

This annual event will take place on Wednesday evenings, May 24, 25, and 26, from 6:30 p.m. A buffet supper will be served, along with refreshments. Each of the honorees will receive a scroll for their achievement.

The speaker of the evening will be the Rev. Henry Hyman, Jewish chaplain of Craig State School.


ENGINEER RETIRES -

Sidney Richter, senior right of way agent, retired in March after 43 years of State service. A lifetime resident of New York City metropolitan area, his work in the Real Property Division has brought him into close contact with the City of New York in the State Highway Program in land acquisitions.

Many retirements of State civil servants have been reported recently to the Leader; long and dedicated careers have earned these retirees the benefits and protection negotiated for them by their organization, the Civil Service Employees Association.

The longest State service reported was a venerable fifty years by Roy C. Gillipoo, who retired April 1 as clerk of the Surrogate Court in Orange County. Prior to his forty years in that post, he served ten years in the Orange County Clerk's Office—from 1927 to 1937.

Not far behind in long service was February retiree Vivian Co- hen of Albany, who left the Department of Transportation after a State career of 49 years, serving as a principal stenographer for the past 12 of those long and varied years.

Two other DOT retirees are Harold J. Petrie of Troy and Joseph J. Lovett of Plattsburgh, both of whom retired from State service after 45 years with the DOT and its predecessor, the Department of Public Works. Petrie retired as a senior civil engineer with the Bridge Plan Review and Special Design Section in the DOT main office, and Peck left state service as an engineer specializing in land and dock work. Both men retired in March.

Another March retiree was Andrew (Ed) Barabas, employment counselor at the Bayshore office of the Division of Employment, who began his State service 35 years ago as a member of the State Police in Troop K.

He was honored April 31 at a ladies' lunch at Flynn's Restaurant in Bayshore.

Genevieve Slangerland, personnel clerk for the Workmen's Compensation Board at Syracuse, left State service March 30 after 24 years with the Board. She began her career in 1948 as a statistics clerk, and retired as a production clerk, a position she held for 16 years.

Clark Leboeuf, a past president of the Health Department, retired this month after his 45-year career with the State. He was a veteran of World War II, and he retired as business officer at Newark State School after 40 years of State service, accepting a gift from Patrick McCormick, retired senior business officer at Rochester State Hospital, at the April 31 dinner of the Western New York Association of Mental Health Administrators. Rockwood had served under McCormick at Rochester State Hospital for several years before coming to Newark State School.

Left to right are Lawrence J. Maxwell, business officer, Utica State Hospital; McCormick; Rockwood; and Louis I. Mahr, deputy director for Institutional administration, Newark State School.

Clinton Employees Gain Pay Boost

(Continued from Page 3)

Before the hearing, the CSSEA members heard calls for unity from the various chapters and unit leaders, including Jerry Bianchi, chapter president, and Frank Lawson, first vice-president. Charles Sullivan, CSSEA Board member, helped to coordinate the meeting. On a motion to support the CSSEA negotiating team in whatever action is decided, every employee stood up and was counted as being in favor.

Contract Reopen

Toward the end of the hearing, Monachino delivered a set of facts which proved beyond a doubt to the legislators that the County had the money to finance the raise being sought.

Following this, the lawmakers adjourned to a private room, and after a 20-minute caucus, returned and offered a $339 increase for this year, retroactive to Jan. 1, 1972, and agreed to meet with the negotiating team the first week in April to begin the final year of the contract. The employees ratified the one-year agreement.

RECENT RETIREE — Dr. John Lanskron, who has been assistant director of Mattewan State Hospital for 17 years, retired in March after an international career that took him from Germany, where he was born in 1904, and from France, where he settled after World War II.

He left after his most recent eight years with the State and his three years in New York, where he worked as associate clinical psychologist at the State Psychiatric Institute.

RECENT RETIREE — Allen E. Cline, recently retired as assistant professor in the Biology Department at Bard College, has been teaching at the college for 30 years.

The CSSEA Membership Drive will hold a meeting May 19 at CSEA Headquarters here.

The Capital District Retirees Meet

ALBANY — The Capital District retirees chapter of the Civil Service Employees Association will hold a meeting May 19 at CSEA Headquarters here.
Shown here, from left are: seated—vice-president Eva Nelsen, chairman Leonard Kapelman, and many State employees. Jacobs which was founded on Oct. 28, Metropolitan Conference meeting in New Dorp, Staten Island. Official letter of protest if Bendet presented from the floor.

A spokesman for Edward J. Kierman, PBA president, disclosed that the new proposals retain the same $14,300 pay minimum as the previously rejected pact but differs on work chart scheduling. The 4 p.m.—midnight shift would be distributed throughout the chart instead of one consecutive weeks, he noted, stressing that the total number would remain intact.

The pact as submitted would extend to June 30, 1973, with provisions made for retroactivity.

Wenzl Lauds Metro Conf For Leadership

(Coined from Page 10) plan for the silver anniversary observance of the Conference, which was founded on Oct. 28, 1947. Committee members includes: James Weckler, Samuel Emnett, Soro Haas and Mary Warner. New York City chapter president Soloman Bendet also kept up his running warning to the Conference about the fire hazards inherent in the World Trade Center building that will house many State employees. Jacobs promised Bendet to write an official letter of protest if Bendet would provide him with the pertinent facts.

Conference officer nominations were presented by committee co-chairman Leonard Kapelman, and additional names were presented from the floor.

Nominees are: president, Jack Wenzl of Parole and William Roberts of Willowbrook; first vice-president, Amos Royal of Manhattan State, George Weitz of Metro D or E: Salvatore Bello of Psychiatric Institute; second vice-president, Vincent Rubano of State Fund Insurance, Samuel Emnett of New York City and Pat Fraser of Willowbrook; secretary, Dorothy King of Creedmoor, and treasurer, Michael Serew of Public Service and Ronnie Smith.

In his presentation for the Metropolitan Diagnostic Institute, Arthur Rosen announced that sickle cell screening would be provided without charge to immediate families, as part of MDI's comprehensive health examination. The test is recommended for all black members, particularly those of child-bearing age.

The MDI president pointed out that MDI's comprehensive health examination was a paid-up benefit and was available without charge to GHI subscribers. MDI fee for the full examination is $60 to CSEA members with statewide HIP coverage. Some reimbursement is available from the statewide plan. The test is $60 to CSEA members with statewide HIP coverage. Some reimbursement is available from the statewide plan if the member presents a prescription from his personal physician requesting MDI to perform specific diagnostic procedures. HIP provides annual health examinations as part of the overall service. The sickle-cell screening test has been added by MDI, without charge, Rosen explained, as a service to CSEA members.

Have a Happy Anniversary Family Plan

You, your wife and all your children—including those yet to come—can be insured with one low-cost policy:

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You owe it to yourself to know all the possibilities. Call me today for complete information. And there's no obligation...except to those you love.

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ANALYSIS

NEW YORK, N.Y.

CIVIL SERVICE LEADERS, Tuesday, May 9, 1972

PBA Delegates Back Pact Vote By Membership

At Leader press time, the delegations of the PBA and Senator's Re-nevelated Annu. voted 397-136 to "poll the membership in a mail referendum" a proposed 12-month contract worked out between PBA and the City.

A spokesman for Edward J. Kierman, PBA president, disclosed that the new proposals retain the same $14,300 pay minimum as the previously rejected pact but differs on work chart scheduling. The 4 p.m.—midnight shift would be distributed throughout the chart instead of one consecutive weeks, he noted, stressing that the total number would remain intact.

The pact as submitted would extend to June 30, 1973, with provisions made for retroactivity.

Lab Techs Needed

Thirty-one applicants for laboratory technician, Exam. No. 1150, were deemed not qualified by the City Personnel Dept.
Cash in quick! For every new CSEA Member you sign up, we'll send you a check for $2.00 — instantly. We'll also enter your name, and the new member's name in the drawing for our $15,000 jackpot of prizes. There will be three drawings. The sooner you get your names in — the more chances you'll have to win. The 1972 Monte Carlo will be given away at the final drawing.

Rules for CSEA Super Sign-Up/72 Membership Drive

(1) Only CSEA members in good standing as of April 1 are eligible to sign up new members.

(2) For each new member signed up during the period of April 3, 1972 through July 14, 1972, the person recruiting receives a special award check worth $2.00 in cash.

(3) For each new member signed up during the eligible period, the recruiter also has his name entered in the prize jackpot. (Thus if a person signs up 10 members — he has 10 chances to win a jackpot prize.)

(4) The new member's name also goes into the jackpot drawing.

(5) There will be three drawings. One each month. 57 prizes will be given away during the first drawing. 74 prizes will be given away during the second drawing. 109 prizes will be given away at the final drawing, approximately July 28. The Monte Carlo will be given away at the final drawing. All names received in time for the first drawing will be carried over to the second drawing . . . and so on. All winners in the first and second drawings will also be eligible for prizes in the third drawing.

(6) To be eligible for cash awards and jackpot prizes, the recruiter must sign up new members on special Super Sign-Up/72 application forms [PDA cards] supplied to each chapter and unit prior to this drive. These cards must be filled in properly and transmitted to CSEA through the designated membership chairman in your unit or chapter.

(7) Members of the board of directors and the State membership committee are eligible for cash awards for signing up new members — but not for jackpot prizes.

GRAND PRIZE
1972 Chevrolet Monte Carlo

Three exciting trips for two abroad
(One each drawing)

10 GE Portable Color TV Sets
45 GE Cassette Tape Recorders
95 GE Pocket Transistor Radios

16 GE 15" Black and White TV Sets
70 GE "Blue Max" Radios