CSEA Signs Contract, But Protests Rights Given to Rival Union

ALLEY—Angered over a State directive allowing competing unions access to State employees who are exclusively represented under contract by the Civil Service Employees Assn., CSEA leaders and State employee members of the union’s negotiating teams last week refused to attend a formal contract-signing ceremony and other administration officials.

Instead of going to the Capitol for the ceremony, the CSEA representatives quickly and quietly affixed their names to the contracts at CSEA headquarters here and returned them to the State.

As preparations were being made for the signing of the official documents in a ceremony in the Capitol’s historic “Red Room,” the union negotiators were informed of the directive issued by Melvin H. Osterman, director of the State Office of Employee Relations, to State department and agency heads and lawyers from a competing union the right to post notice of a Contract meeting State property and set up tables on State property to display their pamphlets.

Many of the negotiators balked at signing the contracts at all, but after weighing the ramifications of such a move, decided the wisest course would be to sign the agreements and deal with the directive through other means.

Wenl Sends Letter

Upon learning of the directive and its contents, CSEA president Theodore C. Wenl immediately drafted and sent a letter of protest to Governor Rockefeller, demanding that it be rescinded.

As the Letter was going to press, CSEA leaders and attorneys were studying the Osterman directive to determine what course of action the union would pursue.

Wenl said that “it is not a question of being afraid of competition—I think CSEA proved that in 1969 when we crushed another AFL-CIO union in representation elections involving most State employees. It’s a question of disruption. Service to our members will suffer if our representatives have to spend

Special To The Leader

CSEA Urges Upgrade Of Civilian Personnel In Correctional Dept.

ALBANY—The Civil Service Employees Assn. has called upon the State Department of Civil Service to act immediately on CSEA’s request to upgrade all civilian personnel in the Department of Correctional Services.

CSEA leaders expressed the urgent need for the reallocations in a letter to Bertrand F. Galvin, director of the State Division of Classification and Compensation.

The letter noted that the reallocation request was based on the “additional duties and responsibilities” of civilian employees in the department “as compared to other department employees and their counterparts in private industry and also as to their places of employment.”

CSEA told Galvin there was an “urgent need to reallocate these employees to correct an inequity which has existed for a long time. It is more important now than ever due to the changes taking place both inside and outside our prisons.”

CSEA pointed out that civilian employees will be spending more time with inmates because of the emphasis on rehabilitation, and that the risk involved in these situations justifies additional compensation.

In seeking the two grade reallocation for several thousand civilian employees in dozens of titles, union leaders urged Galvin to give CSEA’s request “the most careful consideration and earliest attention.

The titles cover a wide range of services, including administration, maintenance, teaching, supervision, farming, technical and construction, to mention a few.

CSEA compared the similarity in duties as they apply to dealing with the inmates, noting that many civilian employees have as much contact with the institutional population as do correction officers who recently were upgraded.

CSEA’s cost of operations continues to go up, just as in any other business, and that we must strive to cut costs to remain competitive and keep pace with the changing times,” the CSEA chief noted.

“Our members want to engage in political action at all levels of government; they want security and individual protection for their activities in support of CSEA; they will be faced

(Special To The Leader)

Delegates OK 25 Cents Per Wk. Dues Increase To Provide Greater Services

ALBANY—Recognizing the need to remain strong and continue the type of personalized service their union is noted for, more than 700 delegates of the Civil Service Employees Assn. last week approved a 25 cents a week dues increase which will go into effect on October 1, the start of CSEA’s fiscal year.

The increase of $13 a year brings CSEA’s annual dues up to $45.00, “a figure still well below the amount charged by other unions in the State and nation,” said Theodore C. Wenl, CSEA president.

“Our delegates recognized that CSEA’s cost of operations continues to go up, just as in any other business, and that we must strive to cut costs to remain competitive and keep pace with the changing times,” the CSEA chief noted.

(Continued on Page 14)
Restructuring Moves Into Discussion of Phase III On Staff Relationships

ALBANY—Phase I and Phase II of the restructuring changes in the constitution and the bylaws of the Civil Service Employees Assn. have been completed and are now being prepared for publication, according to restructuring committee chairman E. Ben Porter.

Phase III, said Costa, who is also statewide CSEA second vice-president, will be presented to the delegates at the statewide Nassau CSEA Is Set For Negotiations

(From Leader Correspondent)

MINOLA—The contract demands for the Nassau chapter, Civil Service Employees Assn., have been narrowed to about 50 items, it was announced this week by chapter president Irving Flammia, who has been in charge of negotiations.

In addition, the County has agreed to commence negotiations July 11, it was announced.

The package nearest final form after 60 members canvassing and program committee met. It was expected that the package would be in final form by next week, when it will be forwarded to County Executive Ralph G. Aversa and the Board of Supervisors.

The committee hoped that a smaller package would help to speed agreement, which last week was delayed for almost seven months.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND

Resolution Of L.I. Tax Aides' Grievances Seen Making Progress

(From Leader Correspondent)

MINOLA—Some progress in resolving grievances over local working conditions in the Long Island offices of the State Department of Taxation and Finance has been reported and attributed by officials of the Civil Service Employees Assn. to the stepped-up services of a field representative.

However, morale has hit a low point among more than 300 aides, according to rank-and-file members interviewed by The Leader on the job and in private locations.

Efforts to resolve about 25 questions of on-the-job health, safety and comfort in the Mineola, Wliippecand and Patchogue offices have been pressed by the union with the aid of the field representative, Nicholas Pollicino.

Several issues have been brought to satisfactory solutions. Among outstanding questions is the problem of faulty air conditioning at the Mineola office.

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In political subdivisions, contract bargaining time is all the time. School units, in general, want contracts completed by July 1 of any given year and bargaining begins anywhere from the previous January to March. Cities and counties usually run Jan. 1 to Dec. 31 for fiscal years, so bargaining begins anywhere from early Spring to Summer. There are also enough "Town" groups and failures to agree on a contract to produce a situation where bargaining goes on year around.

It is apparent, however, that most subdivision contract bargaining sessions begin between December and June. With over 600 contracts to be completed each year, proper planning is a must. Research in most instances to take four to six weeks. An important point here is that original demands have some basis in fact. This can be vital if negotiations go to mediation and fact-finding. Research will, if asked, make a recommendation on salary demands that is supportable by the facts. Here are three items that will help Research help us:

1. Supply a copy of the current salary scale and of the titles assigned to each grade.
2. Supply a current contract.
3. Supply copies of the resulting salary scale and titles assigned to each, and a copy of the new contract.

Political subdivisions have some areas of special interest in all upcoming negotiations. We are now in our sixth year of contracts negotiations under the Taylor Law. Many of our units still have not successfully attained time off for CSEA duties. This is an area of great importance and should be negotiated for every unit.

LACK OF SUCH a provision is very costly to the unit, to the chapter and to CSEA. Attendance at conventions, seminars, workshops and committee meetings can be prevented by absence of this benefit. Grievances, contract violations, and other factors dictate that time off be provided for the job to be effective. The County Executive Committee feels this when counties fail to be represented at boards of directors meetings. Committee assignments are most difficult when good people are often not available. One could go on with this but it is obvious that time off for CSEA business is a must.

Such time off is a well-accepted principle in labor-management relationships.

Discuss this with your group. Field reps and collective bargaining specialists can list many units who enjoy this privilege. Make it a priority item. Help your chapter and unit become active in the new CSEA.

Install Stroebel As President Of Labs Chap.

ALBANY — Ernst Stroebel has been installed as president of the Division of Labs and Research chapter of the Civil Service Employees Assn., at a recent dinner conducted at the Center Inn.

Other new officers of the chapter taking the oath of office were Robert Birner (Professional-Scientific-Technical), Doris Rabinowitz (Administrative), John Leon (Operational), and Joe Samson (Administrative), all vice-presidents, and Alice Bailey, treasurer. The position of secretary, recently vacated by the resignation of Dorothy Meadors, was filled by Gladys Johnson, second runner-up in the election at a recent meeting of the chapter Executive Council.

CITES Taylor Law

"The Taylor Law's stated policy calls for 'amicable and cooperative relationships between government and its employees and to protect the public interest, at all times, of the orderly and uninterrupted operation of services and functions of government.'

"By this directive the State administration is deliberately encouraging a disruption of services to the public by allowing out-of-state union organizers to instigate and instigate confusion, harass and coerce employees."
**Two Senior Steno Jobs**

The State is scouting for senior stenographers in the New York metropolitan area, and offering them a starting wage of $7,366.

Applicants must pass the written performance test, which will be held Sept. 16 at eight different locations in Brooklyn, Bayside, Manhattan, New York City, N.Y., Asheville, and Hartford, Conn.

Wage for the position, at the request of the Municipal Service Administration, has been established in the Managerial Pay Plan with a starting salary of $11,910. The order was approved May 31 by the Mayor's office.

**City Eligible Lists**

[Continued From Last Week]

Income clerks are still needed by the City Department of Social Services, which stresses that no formal experience or education requirement exists for the position.

The clerk posts, open until further notice, offer $5,500 to $6,000. Those hired perform clerical work at the state's income maintenance centers.

Specific duties may involve operating office machines such as a postage meter, Xerox, copier, adding, spirit duplicator, and filing records and other materials. Training is provided, and all employees are required to handle coded cards and add data to established statistical records.

Selection procedures center on a multiple-choice written test, consisting of general knowledge, clerical accuracy, knowledge of English grammar and usage. Final steno candidates will have material concerning legal terminology and documents.

**Support the Attica Family Memorial Fund**

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$34,000,000 TRANSPORTATION CAPITAL FACILITIES BONDS (HIGHWAYS) MATURING $1,700,000 ANNUALLY JULY 15, 1973-$1999, INCLUSIVE $72,000,000 PURE WATERS BONDS DATED AND, to clean out our stock, we are offering $1,500,000 ANNUALLY JULY 15, 1973-$2002, INCLUSIVE $1,700,000 ANNUALLY JULY 15, 1973-$2002, INCLUSIVE dated and, to clean out our stock, we are offering.

How to tell yours from theirs...

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Famous Parker Jotter ball pen writes up to five times longer than ordinary ballpoints.

* Convenient Cartridge Pencil fills with a cartridge—ends messy lead-handling forever.

$1.95 handy gift, ready to give.

Famous Jotter ball pen, personalized and monogrammed with your initial free, while you wait.

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Makes a great gift too!

With monogram... $1.98
Boiler, Purchase Inspector
Filing Period Begins July 5

July 5 is the start of filing for two City Inspector titles of boiler inspector at $9,500 and purchase inspector, shop steel, offering $10,000. Both positions have a July 25 deadline.

Boiler inspector candidates must take a practical-oral test tentatively scheduled for late September. Qualifications for the test are possession of either of two certificates: high pressure boiler operating engineer's license, issued by the City, or certificate of employment for boiler inspectors, issued by the State. No experience requirement has been set.

The practical-oral counts 100. However, a qualifying written may be conducted. Subjects likely to be covered are: boiler construction and boiler auxiliaries; repair and testing of boilers and associated equipment; electricity and controls; related building codes; public relations and report writing.

Vacancies for this title exist with the Board of Water Supply and with the Transit Authority, both situated outside the New York metropolitan area. The boiler inspector titles are with the Housing and Development Administration in New York City. Additional information may be found in the job announcements. See page 15 of The Leader for instructions on filing.

Home Economists

The City Department of Personnel has declared 36 of the 38 open competitive applicants for home economists examination 1176. The remaining candidates will be ranked on the quality of their training and experience. Filing was conducted in April.

Night Road Workers Show Increased Productivity

Transportation Administrator Constantine Sidamon-Eristoff announced the completion of the first phase of an experimental pilot program for the nighttime resurfacing of highways and arterial streets in Manhattan, Queens and Brooklyn, including streets in the central business district.

Administrator Eristoff said that the experimental project was designed to increase the productivity of Highways Department field forces by eliminating the problems created by traffic during daytime resurfacing. The equally important benefit is that the nighttime work can be performed without disrupting rush hour traffic. There is no disruption of residential areas, since the sites selected for night work are located away from residential areas.

Highways Commissioner Vincent J. Gibney said that during the first phase of the pilot program, the project laid three times the amount of asphalt they would ordinarily lay during daytime hours. "Our first phase involved two groups of Highways Department maintenance workers of 80 men each, which encompassed a portion of the FDR Drive in Manhattan and Pearl Street in Queens," Commissioner Gibney said. "The quality and pace of the work has continuously improved to the point where we are quite satisfied both with the productivity of the men, and the quality of the product."

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FOR FREE BOOK BROCHURE — LUNCHONENH MANAGEMENT
The Recent Primaries...

CIVIL service unions planning political action can learn a good deal from last week's primary contest where a significant number of Democrats and Republicans in powerful elective positions were defeated.

In most cases, the entrenched incumbents appear to have been defeated for failing to respond to the mood and desires of their constituents. This points up again the importance of political action on a local level. Members of the State Legislature and the Congress may become properly of the folks back home. Quickl become ordinary citizens if they fail to feel the pulse of the voters and do not quickly change their actions on issues of public concern.

The election of Shirley Chisholm played a significant role in the South's decision to join the Democratic Party. It helped pave the way for the nomination and election of President John F. Kennedy. It is true that the nomination for the 1972 election, like the nomination for the 1968 election, became an issue in that election campaign, even though it was not a major issue. It is also true that the nomination and election of Governor Smith of New York did not play a major role in the nomination and election of President Kennedy. However, the nomination and election of Governor Smith did not play a major role in the nomination and election of President Kennedy. He was not a major issue in the election campaign.

The interpretation urged by the teachers of the District and the Board of Education provided that sabbatical leaves were to be given to 2% of the District's teachers per year. That contract was a one-year agreement granted to the teacher on the condition that the teacher would hold the position in the school for the year 1971-72. The court held that argument to be without merit, however, and granted the sabbatical leaves to the teachers.

The CASE WAS appealed to the Appellate Division of the Supreme Court in the Second Department, which rendered an opinion in April of this year reversing the lower court and denying the sabbatical leaves which had been granted by resolution in March 1971. The Appellate Division reasoned that although the resolution was passed prior to the effective date of Section 2 of the Civil Service Law, the teachers had no existing and enforceable contractual rights to the sabbatical leaves on that date. The Appellate Division held that argument to be without merit, however, and granted the sabbatical leaves to the teachers.

& Political Action Funds

An important decision was handed down by the United States Supreme Court last week, it ruled that labor unions may legally make political contributions through separate funds financed by voluntary contributions from union members.

While the Court ruled that such funds must be funneled to a separate entity, the importance of the decision lies in the fact that a corporation set up to collect voluntary funds can have as its officers the very union officials who created the corporation.

This is a wide departure from original interpretations of the Taft-Hartley Law, which went to great lengths to prevent direct political action from union funds for various candidates.

This decision opens two doors of power for civil service unions. It requires, however, a tremendous voluntary effort by rank-and-file union membership. Public employees can now combine the power of the dollar with the strength of the civil service vote. It is in their interest that they make the most of this new opportunity.
Bronslein Feled By Public Personnel Assn.

Harry I. Bronslein, City Personnel Director and Chairman, City Civil Service Commission, will receive the New York Metropolitan Chapter Award of the Public Personnel Association.

The award is being given for his outstanding contributions to public personnel service, particularly for “his accomplishments in spearheading the development of programs to open career opportunities in the public service for the poor, the handicapped and minority groups.”

The presentation will be made at the Joint Annual Dinner of the Metropolitan Chapter of the Public Association and the Municipal Personnel Society on Tuesday, June 27, at the Renaissance Hotel Restaurant, 353 Broadway.

The Municipal Personnel Society’s Discretionary Service Award will be given to Thomas M. King, Personnel Director, U.S. Department of Health, Education and Welfare for “his major contribution toward developing a better understanding of personnel relationships in New York and public agencies.”

The featured speaker at the dinner will be Benjamin Ward, Deputy Commissioner in charge of community relations for the New York City Police Department. Late reservations may be made by calling Dayton Optem at 620-9717.

PERB Names Four Fact-Finders

ALBANY—The Public Employment Relations Board has appointed four fact-finders to try to resolve the conflicts in areas that involve the Civil Service Employees Assn.

William J. Curran, an attorney of Boston, will be fact-finder in the dispute between White Plains City Schools, Westchester County, and the Civil Service Employees Assn.

Eline Hable of Syracuse, will be fact-finder in the dispute between the Syosset Falls Central School District No. 1, Syosset Central and a group of employees.

Jonathan Liebowitz, of New York City, will be fact-finder in the dispute between the Farmingdale Union Free School District No. 22, Nassau County, and CSEA.

Harry Millas, an attorney of Pine Bush, will be a fact-finder in the dispute between the Hyde Park Board of Education, Dutchess County, and the Hyde Park CSEA unit.

July Filing

The City Department of Personnel will begin accepting applications from the general public for the exams of engineering technician, engineering technician trainee, laundry worker, attendant, race examiner, school inspector, cultural programs specialist and purchase inspector (shop steward).

School inspectors, those in charge of the 12 new elementary schools in the city and the Hyde Park CSEA unit.

MOHAWK VALLEY POLITICAL ACTION

A recent planning session of the Civil Service Employees Assn. joint political action committee of the Mohawk Valley, Citizens Committee, was held last week to discuss preparations for “Get to Know Our Candidates Night.” The group is a joint effort for political action in the upcoming legislative elections organized by six CSEA chapters in the Mohawk Valley area.

City Hall, Oneida State Hospital, Utica College, DeSales University, Department of Transportation and Onondaga County chapters.

From left to right are Lenore Foles, from the Utica State Hospital CSEA chapter; Leo Kolojar, Macey State Hospital, committee chairman; Robert Green, Utica State Hospital, and James Carter, Department of Transportation and Finance.

A. Philip Randolph is Honored At Luncheon

A testimonial luncheon was held June 24 to honor A. Philip Randolph by the A. Philip Randolph Society, which represents approximately 400 black civil servants in New York City and which is affiliated with the Federation of Negro Civil Service Employees Assn.

The luncheon, held at the St. Moritz Hotel in Manhattan, featured the announcement of an honorary scroll to Randolph and remarks by the 83-year-old labor leader.

Guests at the luncheon included Roy Innis, National Director, CORE Publications; Erwin Poston, President of the Civil Service Employees Assn. and Percy Sutton, Manhattan Borough President.

Several officers were installed by Criminal Court Judge William H. Booth, president of the American Committee on Africa.

The invocation was offered by Dr. Eugene Callender, president of the New York Urban Coalition.

UFOA Injunction Pending Decision

The temporary injunction against the Uniformed Fire Officers Assn. continued pending a decision by Justice Leopold Schwartz of the State Supreme Court.

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Mental Hygiene Workshop

CASSO — In an effort to present a more unified front, the Civil Service Employees' Association Mental Hygiene representatives have turned to informal group component at president of the various institutions.

Meeting at the Pitts Park Inn for a three-day workshop June 9-11, the presidents chose William McCarley as their chairman and Duffy as treasurer.

The presidents voted a 19-cent per member per year to go into the conference reserve for their group. This money would be used to defray costs involved in setting up two committees as set up by the President's Council. These committees are:

- To study distribution of delegates to the Board of Directors. (Mental Hygiene is slated to gain 13 new delegates as a result of the recently approved expansion of the Board in order to bring them up to a minimum across many at $1,000.)
- To study restructuring as it affects Mental Hygiene.
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- Bridging the discussion are from left, John Thomas, vice-president, and John Mroczkowski, president, both of Wilton State Hospital chapter.

During the full meeting of all delegates to the Workshop, associate counsel Jack C. Rice of CSEA's labor firm explained the background leading up to the contract negotiations and went into detail on some of his pro-action. He mentioned that the talk was when he announced that the back-pay money held on the four percent salary increases would be forthcoming within two or three weeks.

Rice also pointed out that 23 counties would be forthcoming within a week or two.

At the Saturday evening banquet, speaker Barry Taylor was principal speaker. Taylor, a professor of labor/management relations at Rensselaer Polytechnic Institute, with active professionally, since that is a way you get your name in the world.

Barry Taylor, left, mediator and professor of labor management relations specialist Jack Conoby, second speaker, from left, and Velma Lewis of the Central Office, Thelma Reynolds of Manhattan State, Marilou Newcomb of Creedmore, Sylvia Wittenbach and Virginia Stewart, both of Pilgrim State.

Subsistence Board, president of N.Y. Psychiatric Institute chapter, with Dorothy King, first vice-president of Creedmore chapter.

Mike Emery, left, second vice-president of Psychiatric Hospital chapter, and Jem Hammond, delegate from Murray State, listen attentively during discussion.

Julia Duffy, Pilgrim State chapter president, was active participant.

Conrad Jack Rice emphasized some of the contract provisions at meeting.

Della Mae Smith, friend from Craig State, tells Duffy to report back to her chapter. While Robert Fier, president of J. W. Adams State School, listens.
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Medical Director

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Delegates OK 25 Cents A Week Dues Increase
(Continued from Page 1) with repeated challenges from outside unions; they will demand and expect more services from all areas—legal representation, collective bargaining, grievance handling, to mention a few.

"Additional income is sorely needed to meet the demands and the only way we can do it is through more dues revenues," he said.

Offers Amendment
A special committee of CSEA members and leaders, aided by fiscal consultants, had recommended a bi-weekly dues increase of 25 cents, effective July 1. However, this recommendation was amended on a motion by Betty Duffy, president of the West Seneca chapter, to 35 cents a bi-weekly pay period, beginning Oct. 1. The amended proposition passed by several hundred votes after a roll call of delegates was taken.

The fiscal committee's study took into account expenditures in all areas since the advent of the Taylor Law in 1967 and projected costs for services and unforeseen expenses. The report brought to the committee's attention that both the State organization and the local chapters and units were involved year-round in negotiations and labor-management committee meetings, resolution of daily on-the-job problems, court cases and other labor matters.

Most important, the committee pointed to the need for an on-going annual contingency fund to cover CSEA expenses for membership representation activities, including such items as first aid kits for the organization on both the State and local levels, and loss of income by individuals resulting from participation in and support of CSEA activities.

"Events of the Easter week made it perfectly clear to all of us that a financial emergency fund to meet these problems was urgently needed," Wenzl said. "The loyal employees who supported their union should not suffer for making personal sacrifices in behalf of their fellow CSEA members.

Without Medical Examination

CSEA Group Life Plan Offers Conversion Of Insurance Until Sept. 1

ALBANY — The Civil Service Employees' Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1972.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1972 or whose 55th or 60th birthday is during 1972, may convert $1,000 or $2,000 of this group insurance to a permanent individual insurance.

CSEA calendar

Information for the Calendar may be submitted directly to The Leader. It should include the date, time, place, address and city for the function.

June
27—Division of Employment—Metropolitan chapter installation of officers, 6 p.m., Luigi's Restaurant, 19 Murray St., Manhattan.
29—Statewide ethics committee meeting, Rochester.
—State University committee meeting, 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
—Long Island Conference Installation of officers and dinner-dance, 6:30 p.m., Bethpage State Park Clubhouse.
July
7—Super Sign-Up Membership prize drawing.
8—Nassau County chapter picnic, Hempstead Town Park at Lido Beach.
9—Mental Hygiene Employees Assn. meeting, Syracruse County House, Syracuse.
10—Madison County chapter clambake, 1 p.m., John's hamburger Shad Exit 31, Sylvan Beach on Onondaga Lake.
12—Statewide restructuring committee meeting, 9:30 a.m., CSEA Headquarters, 33 Elk St., Albany.

Mental Hygiene
(Continued from Page 9)

Various meetings took place Saturday morning. These were broken down into Institutional, Operational, Administrative and Professional, Scientific - Technical, with contract provisions for each Unit being discussed.

Friday evening's buffet featured Albert D'Antonio, chief counselor for the Workmen's Compensation Board, as principal speaker. The dinner was followed by a program on automobile and homeowners insurance presented by Ter Bush and Powell, Inc. Other health and insurance representatives were also present. Those included Steve Wagner of GHI/ORDI, William Green of Blue Cross/Blue Shield and David Wagner of Metropolitan Life Insurance.

Numerous top CSEA officials—both elected and staff—were in attendance at the workshop. Although some were there only briefly because of the conflict of other CSEA functions during the week end.

Among the leaders were state-wide president Theodore G. Wendt, first vice-president, Thomas McConough, second vice-president A. Victor Cost, third vice-president Richard Tarnoff, treasurer Jack Gallaher, executive director Joseph Leo, director of local government affairs Joseph Dolan and various field representatives, collective bargaining specialists and other staff members.

CSEA Group Life Plan Offers Conversion Of Insurance Until Sept. 1

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(Continued from Page 4)


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**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.