CSEA Whips SEIU 2-To-1 in Ulster Challenge

KINGSTON — The Civil Service Employees Assn. clobbered a rival union in a representation election by a nearly 2-to-1 margin, retaining the right to bargain for some 1,200 employees of Ulster County. When the mail ballots were counted in Albany, 497 Ulster County employees had voted for the CSEA. There were 284 votes for the Service Employees International Union. The latter union challenged the CSEA in a number of representation contests throughout the state but has yet to best the CSEA.

Thomas Phillips, president of the CSEA Ulster chapter, said, "I wish to thank all the employees who voted for the CSEA, and supported us so strongly during the two months of campaigning. But the real job was done by those who actively worked on the telephone squad, the people who passed out flyers for us, the people who did all the person-to-person contact.

"This victory means that the CSEA will remain the bargaining agent for all Ulster County employees; those who voted for us and those who didn't. I would hope that those who worked for the SEIU in this election will now turn their energies towards working with the CSEA and help us get the best contract possible for the employees of Ulster County."

CSEA president Theodore C. Wenzl, who was present with Mr. Phillips at the counting of ballots at the Public Employment Relations Board offices in Albany, added, "This is a tremendous victory for the CSEA. We beat them last time, but this time we beat them so decisively that it clearly demonstrates that their support is dying, while ours is growing stronger."

In 1974, the SEIU challenged the CSEA for the right to represent employees of Ulster County. The CSEA beat the other union then but only by a relatively small margin.

(Continued on Page 16)
CSEA Spikes AFSCME Raid Attempt In Suffolk County

From Leader Correspondent)

HAUPPAUGE—The Suffolk County chapter, Civil Service Employees Asn., last week beat off an attempted raid by the American Federation of State, County, and Municipal Employees—ruled to a conclusion as AFSCME withdrew its petition to the Suffolk Public Employment Relations Board for a representation election.

James Corbin, president of the Creedmoor chapter, expressed mixed feelings on the issue.

"Just to save face, AFSCME continued to maintain the appearance of a challenge," Mr. Corbin continued. "They knew the county was using the situation as a basis to appeal for more delay in the fact-finding on the county contract. They sought an irresponsible disregard for the employees need for a conclusion on this contract."

The fact-finders report is expected this week. The CSEA is demanding increments and an adequate cost-of-living wage increase.

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State Extends Trainees' Filing

ALBANY—The State Civil Service Department has extended filing for employment security claims trainees and employment security agency trainees to Aug. 23 and liberalized the education requirement.

Applications will be accepted to the Sept. 18 examination if they expect to receive a bachelor's degree by Jan. 1, 1977.

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RETIREE AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss, will conduct one-day seminars on Retirement and Pension Plan Management Tuesday, September 18, 1979. These seminars are designed to help retirees and beneficiaries understand their pension plans, the pension opportunities and their legal rights. A.I. will be held at the New York Marriott Hotel, 55 East 23rd Street, New York City, Suite 601 at 9:30 P.M. on the following Wednesdays, July 21, August 4 and 18, and September 1, 1979.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Corinne Rubenstein at (212) 689-2674 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.
Thruway Called 'Anti-Employee'

By CSEA Bargaining Specialist

Management said it would refuse to negotiate the same terms and conditions of the CSEA's labor contract. The Thruway Authority rejected the Authority's demand to drop the improper practice charges, the CSEA has rejected the concept of reducing the rate of effectiveness of the employees' negotiating team. Since June 30, the CSEA charged, the Authority has refused to extend the employees' access time under contract to negotiate their contract. The CSEA said it would grant their own time, rejected the idea of extending the period in which the Authority can be provided for under the contract. The CSEA has taken further steps to reduce the number of concessions including dropping the two improper practice charges, the CSEA has refused to negotiate the employees' labor contract, meeting on some terms, the Thruway Authority said it would grant them as their grievance representatives, denied the CSEA access to labor management meetings, refused to allow CSEA representatives to handle grievances or represent employees in disciplinary cases. The Thruway Authority adopted terms and conditions of the CSEA's labor contract which outraged the employees and the CSEA, Mr. Monachino said. The CSEA, Mr. Monachino said, adding: "The steady stream of anti-employee moves by management has reduced employees morale to the lowest point ever. But at the same time it has created a cementing effect with employees united, self-determination to fight back will be greatly strengthened."

The CSEA immediately threatened legal action to prevent that from happening, and the Authority management later declined to press its threat to withhold certain employee benefits. The Authority later stated it would return to a more positive tone, not June 30, the expiration date of the existing contract. Meanwhile, the CSEA won re-election as the union representative to contract negotiations immediately called upon the Authority to resume contract negotiations.

CSEA calendar

Information for the Calendar may be submitted directly to Thruway EARN, including the date, time, place, address and city for the function. The address is: Office Service Leader, 11 Warren St., New York, N.Y. 10007.

AUGUST

20—Office of General Services chapter 650 clambake: Krause's Halfmoon Beach, Crescent.

20—Non-Teaching School Employees Committee bus drivers' workshop: 8 p.m., Dudley Motor Lodge, Salamanca.

21—Non-Workers Employees Committee bus drivers' workshop: 10:30 a.m., Regency Motor, Thruway Exit 55, Blasdell.

21—Summoned Developmental Center chapter 431 picnic: 12 p.m., Regency Motor Lodge, Halfmoon Beach, Crescent.

23—Albany District DOT Good Will Asso.'s "Night At The Races": Saratoga Downs.

23—Town of Orangeville unit meeting: 8 p.m., Old Greenbush School.

24—West Seneca Developmental Center picnic: noon-10 p.m., Grand Genny Snow Grove, 4888 Seneca St., West Seneca.

26—Nassau County Retiree chapter general meeting: 11 a.m., American Savings Bank, East Meadow Shopping Center.

26—New York chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.

27—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., Holiday Inn West, Vesta Park Way—Route 434, Vestal.

27—Long Island Region I executive council meeting: 7:30 p.m., Med-Screening Maintenance Center, Syosset.

27—Syracuse Area Retiree chapter meeting: 12:30 p.m., Riordan's Restaurant, Market Street, Auburn.

27—Department of Motor Vehicles chapter 674 clambake: Kramer's Halfmoon Beach, Crescent.

28—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., Midtown Plaza Auditorium, 10 El Yate St., Syracuse.

28—Non-Teaching School Employees Committee bus drivers' workshop: 7 p.m., 300 Washington St., Watertown.

28—Department of Labor chapter 670 steak roast/clam steam: 1 p.m., Krause's Halfmoon Beach, Crescent.

SEPTEMBER

1—Southern Region III political action meeting: 7:45 p.m., Holiday Inn West, Newburgh.

2—New York State Thruway chapter 056 (Western Division) meeting: Facters' Forks Hotel, Broadway Street at Union Road, Niagara Falls.

4—Statewide officers' meeting: CSEA Headquarters, 33 El St., Albany.

10—New York City Region II workshop: Falls View Hotel, Ellenville.

11—Binghamton Area "Meet The Candidates" dinner-dance: 6 p.m., Fountains Pavilion, Johnson City.

Correction

GENEVA—The location of the first workshop for school bus drivers sponsored by the Civil Service Employees Asso., was incorrectly given in last week's Leader. The session is to be held Thursday, Aug. 13, at the Chauncey Ledge. 473 Hamilton St., Geneva, at 7 p.m. All other workshop sites and times are correct. The workshops, which will be held in co-meetings in five of the six CSEA Regions, are intended to familiarize drivers with changes and amendments to the New York State Traffic and Vehicle Law that took effect on July 1. The Thruway chapter is working to get the dates correct on the list in the Sept. 22 paychecks.
How To Make Your Voice Heard

MANHATTAN — A recent issue of the New York Motorist, the publication of the American Automobile Club of New York, gave some guidelines for persons wishing to express opinions to elected officials by letter.

The letter should be written on stationery bearing a personal or business letterhead, with a signature over the typed name as the end of the letter. A return address should be contained in the letter, not just on the envelope.

Identity the subject clearly and state the reason for writing your own personal experience — how the issue would affect you, your family or job — is your best supporting evidence. Avoid stereotyped phrases or writing your own personal opinions to elected officials by New York, consider the factor of timing. Try to write when a bill is still in committee and the legislator can be more responsive rather than later when the bill has already been voted upon.

In writing elected officials, the following salutations and addresses may be used:

The President, The White House, Washington, D.C. 20500. Dear Mr. President:

Hon. John Doe, U.S. Senate, Washington, D.C. 20515. Dear Senator Doe:

Hon. John Doe, House of Representatives, Washington, D.C. 20515. Dear Mr. Doe:

Hon. Hugh L. Carey, Governor of New York, Executive Chambers, Albany, N.Y. 12224. Dear Governor Carey:

Hon. John Doe, New York State Senate, Albany, N.Y. 12224. Dear Senator Doe:

Dear Mr. Doe, New York State Assembly, Albany, N.Y. 12224. Dear Assemblyman:

APPPOINT MEAD

ALBANY — Alice F. Mead, of Suffolk County, has been named as a member of the State Public Service Commission. Ms. Mead, a lawyer and a judge of the Suffolk County District Court, will be a consumer representative on the seven-member board. The appointment, effective Sept. 6, is for a term ending Feb. 1, 1981. She will succeed Alan J. Roth, of Delmar, whose term expired.

The position carries a salary of $43,050 a year and will be sent to the Senate for confirmation.

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Before you buy a dental plan, give us a call. We’ll keep you smiling.

CIVIL SERVICE LEADER, Friday, August 20, 1976

Clerk, Transcriber Jobs Open

MANHATTAN — The U.S. Civil Service Commission’s New York City area office has reopened filing for seasonal positions of clerk and of data transcriber, which require little or no experience, and are only at the Internal Revenue Service’s Brooklyn office. The jobs pay $3.03 per hour or $121.30 weekly.

Prior experience and training are no longer required to apply for the data transcriber positions. Applicants need only be able to type 25 words per minute and pass a written test of clerical ability. In addition to transcribing machine operations, the job entails editing and coding tasks or other clerical work.

Applicants for the clerk positions need either six months’ experience of any type that demonstrates ability to follow instructions or a high school diploma.

For more information about the positions, call (516) 654-6055.
CSEA Field Service Alide Position Open

ALBANY—Men or women interested in serving members of local chapters and units of the Civil Service Employees Assn., may apply for the position of field service assistant, now open in the Field Service Department's Region III office of CSEA.

The job, which has a starting salary of $12,759, requires residence in the Field Service's Region III office of CSEA.

Applications must have the ability to organize, develop and maintain local chapters and units, and programs and activities beneficial to members. The position includes adding members with employment problems, assisting in negotiating terms and conditions of employment including writing work contracts, promoting and organizing new chapters and chapters, and for attending chapter and regional meetings.

No experience is needed. The high school diploma and two years work experience in a job involving contact with the public, a bachelor's degree or specialized training in labor relations may be required. Those interested in applying for the position must write to Thomas W. Whitney, CSEA, 33 Elk St., Albany, N.Y. 12207 by Aug. 20.

M MA NURSE

ALBANY—A community mental health nurse eligible list, resulting from open competitive exam 27-522, was established July 27 by the State Civil Service Department. The list contains 531 names.

The State Civil Service Department has announced six competitive promotion examinations for Oct. 16, including supervising toll collector. Filling for all but one of the positions closes Sept. 27. Written tests will be given for seven titles Nov. 6 and oral tests will be given for the other three at a date to be announced later.

The titles requiring written tests are supervising toll collector (Exam 29-88), which pays $9,744 and is with the East Hudson Parkway Authority; senior state accountant (Exam 33-977) and state management specialist (Exams 33-977 and 33-978); social services program specialist and senior program specialist (Exams 35-907 and 35-908), which are social services program specialist (exams 24-438), which pays $1,850; journeyman personal guard (police), (exam 24-442) which also pays $1,704; highway safety technician (supervisor) (exam 24-439), which pays $1,880; and associate training technician (police), which pays $1,279.

One job, laboratory equipment technician (exam 21-408), closes Oct. 12 and is based on a rating of training and experience. Four years as a chemical equipment technician or similar capacity is required.

State Slates

ALBANY—The State Civil Service Department has announced six competitive promotion examinations for Oct. 16, including supervising toll collector. Filling for all but one of the positions closes Sept. 27. Written tests will be given for seven titles Nov. 6 and oral tests will be given for the other three at a date to be announced later.

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One job, laboratory equipment technician (exam 21-408), closes Oct. 12 and is based on a rating of training and experience. Four years as a chemical equipment technician or similar capacity is required.

Open State Computer Jobs, 5 Others

The State Civil Service Department has announced six competitive positions, ranging in salary from $10,714 to $17,175, including computer programmer.

There is a $200 added salary differential for the New York City area.

The computer jobs require as little as one year's experience or college training and pay $10,714.

For more information on the jobs including computer programmer, have Nov. 6 written examinations. These positions include: Field Services, exam 4-418; field services social worker specialist (police), exam 4-419; field services police officer (police), exam 4-420; and field services computer officer (police), exam 4-421.

CSEA Council Foresees Turmoil In Court Worker Payroll Shift

By HARRY BERKOWITZ

ALBANY—A new state law that will transfer 9,500 court employees from municipal to state payrolls April 1, 1977, was described last week as "hastily and inadvisably drawn" as concerns the rights of employees.

"The legislation was taken from James Featherstenhugh, counsel and chief lobbyist, for the Civil Service Employees Assn., which represents nearly all the state's 36,500 state-paid court employees.

He added, however, that "all subsequent legislation which has been protected by this legislation," and that no employee will suffer.

Mr. Featherstenhugh also spoke of the influx of unions which will accompany the employees into the state service, which he said will create an "administrative quagmire" for the Public Employment Relations Board, which rules on union representation.

Employees will retain all their contract benefits under the switch, including salaries, wages and hours, as long as their contracts run. New contracts will have to be negotiated with the Public Administrative Board of the Judicial Conference, Prior to April 1, 1977, uniform contracts will be approved by the Administrative Board or a local Employee Pi

meanwhile, New York City will not get all the immediate financial help it was looking for under a revised Federal Employment Relations Act, Arahamb D. Bean had planned for $24 million in savings under a change in the court's full cost in the first year and would include the probation system. These takeover costs will not include probation or district attorneys' employees, and only 21 percent of the caseload for over four years, with only 25 percent takeovers in the first year. Also, additional costs from the state will be reduced and court fees transferred in the state coffers.

New York City's lobbyist in Albany, Mickey Beller, said the move would save the city only $4,000 million in the first year and $18 million in the second year.

Nassau County expects to save more than $14 million over the next four years from the takeovers. Buffalo County expects to save $10 million saving.

New York City employees have until Nov. 3 to elect whether to continue in the city's employee retirement system or transfer to the state.

All employees being switched will be able to carry over any vacation time and sick days they have accumulated. But only up to the limit for state employees, which is 280 hours for vacation leave and 1,440 hours for sick leave.

Contributions by public employees into employee welfare programs will end April 1, with the cost amounting to weekly salary. Mr. Featherstenhugh said that the provision "may well be the subject of a federal court lawsuit," due to the free market.

Speaking from management's side of the switch, the public Employment Relations Board (No. 39-149) is open to environmental conservation employees with four years' service as their environmental conservation officer.

One year's service as motor equipment mechanic qualifies you for a junior equipment hand mechanism at the G-12 level. Applicants must be employees of the office of general services. There is presently one vacancy for the job.

A performance test will be given (No. 39-148).

Senior accountant (state systems) (No. 35-954) need one year's service in a clerical or technical position at the G-27 level (No. 39-149). It is open to environmental conservation employees with four years' service as their environmental conservation officer.

One year's experience required for appointment from the eligible list. One vacancy exists in Albany or Buffalo. Mail completed forms to the department at State Office Building Campus, Albany, N.Y.

Rensselaer Opening 3 Posts For Filing

TROY—the Rensselaer County Civil Service Commission has announced filing for senior and principal sewage treatment plant operator, which pays $9,714, a written examination will be held Sept. 23 and filing closes Oct. 15.

There are 13 vacancies for sewage treatment plant operator, which pays $9,288, A written examination will be held Sept. 23 and filing closes Oct. 15.

Physical therapist also pays $14,388, one of the new positions the state is creating at the present time. Candidates will be rated on training and experience, including a minimum of 12 hours in programing.
Workers On Welfare

In a recent story by the Albany Times-Union's John Fairhall, an official of the state Department of Mental Hygiene noted he is not surprised by a report that many Department of Mental Hygiene workers in New York City receive, in addition to their salaries, welfare assistance.

The official, John J. Lagatt, assistant commissioner for manpower and employee relations, also said: "I think it is tough for the employees and it is tough for the state." We do not think sympathy is always nice. Mr. Lagatt's comment is a curious one. He appears to feel that the situation is bad by a small amount you may still qualify for payments if you agree to sell the excess resources within a specified period of time.

We do not think it is tough for the employees and we do not think it is tough for the state. We do not think Mr. Lagatt's comment is a curious one. We do not think sympathy is always nice. We do not think Mr. Lagatt's comment is a curious one. We do not think sympathy is always nice.

THE COURT CONCLUDED that the Department of Transportation abolished their positions and laid them off in complete violation of Section 86 in that they were not notified that as veterans they had any special rights. The petitioners were denied reinstatement and the petition was dismissed. Matter of Jones v. Carey, 84 Misc. 2d 505.

THE RIGHT TO TRANSFER herein referred shall continue for a period of one year following the date of abolition of the position, and may be exercised only where a vacancy exists in an appropriate position to which transfer may be made at the time of demand for transfer. The petitioners contend that the Department of Transportation abolished their positions and laid them off in complete violation of Section 86 in that they were not notified that as veterans they had any special rights. The petitioners were denied reinstatement and the petition was dismissed. Matter of Jones v. Carey, 84 Misc. 2d 505.
Randall Donadio, court officer: “Sure, it’s worth it. Right now there is little respect for the law among employees. And that’s a problem, especially in times when strikes are being used. The civil service act protects workers, but the public is often unaware of this. This is a case where the public needs to be educated.”

Hovie Rosenberg, court officer: “I definitely think it’s worthwhile for public employees to go on strike. It’s an important means of getting your point across. Without strikes, I feel the civil and state officials take advantage of public employees. The unions must step in and fight these battles.”

Stan Bernstein, senior court officer: “Yes, I feel it’s worth it for public employees to go on strike. Just if they do it in force. Often, in strikes, everyone doesn’t pull together and unify. After a split, I’m sure I would have done worse. The way the penalties are imposed are not as severe as they would be otherwise. They’re not even distributed. One agency might have a different penalty than we do. It all depends where your agency stands politically.”

Vinnie DiBiase, senior court officer: “Yes, I feel it’s worthwhile. I feel that everyone should have the right to strike. Many agencies have penalties imposed, and there is often a monetary loss, the benefits of the policy. I believe that agencies should have a policy that allows workers to strike in certain cases.”

Dom Buggia, court officer: “Sure, we’re worth the trouble. Outside industry is getting richer even though these are the same people. We have the same problems of living as the worker on the outside. We have to pay the same bills as everyone else. Why not have the same rights? Sometimes you have to fight to get something. If you can’t fight for your rights, then what can you do?”

**LETTERS TO THE EDITOR**

A Response

(An earlier editorial on the subject of pensions by the New York State Employees Retirement System and the State Police Association."

Joe Schaefer, executive officer and chief editor, Triborough Bridge and Tunnel Authority, Manhattan

Picking VPs

Editor, The Leader:

I wish to applaud your stand in the "Don't Repeat This" column. It is a fine example of how the press can help to control the situation that has developed in the city. I hope that the city and state officials will take note of this and act accordingly.

Martin Gold, Bronx

(Continued from Page 6)

Pensions Worldwide

By A.L. Peters

The pension system in France is made of three elements. The regular social security system, a company system, and a private system. This is the way it's done. And some private benefits are added. The private system in France is based on the use of the whole nation's average earnings. Earnings here have been traditionally supplemented by pensions. A new law effective in 1978 increases social security taxes to 6.5 percent for employees and 10 percent for the bosses, with reduction of payments. The employer must provide a benefit for an employee who has the whole plan for his benefit. Social security payments must now run about $12 a week for one, $25 a week for two, $42 a week for a couple, and $12 a week for each additional child. (We figure the pound at $2.)

Germany

West Germany has a more comprehensive plan that covers all ages, regardless of salary. With private pension plans, more than 80 percent of the country's average earnings are included. Employers and employees each contribute 10 percent of covered earnings and the government covers a subsidy to support this plan. The 50 percent of coverage from time to provide minimum benefits. An employer can contract with the state to take over the whole plan if he wishes. Social security payments must now run about $12 a week for one, $25 a week for two, $42 a week for a couple, and $12 a week for each additional child.

(To Be Continued)

**Don't Repeat This!**

(Continued from last week)

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Ensign, John
Eubanks, Carl
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Faulkner, Clark
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It's difficult to tell whether James Moore is speaking to the delegates as president of Utica PC chapter 425, vice-chairman of the CSEA State Division, vice-chairman of the Mental Hygiene Presidents Council, CSEA director (Mental Hygiene, Region V) or chairman of Region V's State Workshop, but listening are workshop treasurer Anna Mae Darby, of Utica PC chapter, and workshop vice-chairman Dale Dunham, president of SUNY at Oswego chapter 611.

Eleanor Korchak, president of Binghamton chapter 602 and Region V political action chairman, leads discussion in one of the groups. To her left is Carol Alexander, recording secretary for Fort Schuyler chapter 014 of Utica.

CSEA treasurer Jack Gallagher is greeted by Central Region V State Workshop treasurer Anna Mae Darby, of Utica PC chapter 425, left, and by the chapter's Lenore Polera, who handled arrangements for the function.

Update Medical Center chapter 615 was represented at grievance workshop by David LeFever, left, and Chet Liss, shown here looking over worksheet.

Loretta Rodwell, of State University Ag and Tech College at Canton chapter 602, reads from work booklet as she contributes to group discussion.

LEFT: Seneca County Department of Transportation was represented by Glenn Baker, left, and Edwin Avery, who is president of Waterloo DOT unit. Next to them are Binghamton PC chapter 441's Clara Fruitt and Barbara Allen.

RIGHT: From right are Willard PC chapter 439's Joe McDonald, first vice-president Hugh McDonald and third v-p Nelson Barber.
Deadlines, Documentation Emphasized By Moore At Workshop On Grievances

ROME—James Moore, chairman of the Civil Service Employees Assn. Region V (Syracuse) State Workshop, led an effort to instruct members who attended in proper grievance procedure.

Meeting last month at the Beeches Motel near Rome, approximately 100 members reviewed both contract and non-contract grievance procedure.

Mr. Moore urged members to file grievances and to adhere strictly to deadlines within the grievance process.

"Don't ever lose a grievance because of untimeliness or lack of documentation, because it's a big disservice to members," Mr. Moore warned.

He also said that there is adequate state staff to handle grievances. "Don't say, 'Yes, I understand, you didn't have time to review my grievance,' if you are put off by the state. Appeal to the next step," he urged.

Members were told they have the right to know, and know well, the grievance procedure. "You're competing against $45,000 lawyers who are paid by the state to foul up your grievances," Mr. Moore asserted.

In an afternoon session Saturday, the group broke up into six smaller units led by Charles Noll, Patricia Crandall, Eleanor Korchak, Richard Cleary, James Currier and Dale Dutishan. Possible non-contract grievances such as safety or health hazards, unsatisfactory physical facilities, unfair disciplinary practices and unfair treatment by fellow workers were discussed by the groups.

Out-of-title work grievances were reviewed earlier in the day.

Mr. Currier, president of the CSEA Port Schuyler chapter, discussed one problem that comes up when CSEA members work out of title.

"A chapter president may find himself pitted against a member. You're telling a member who's comfortable with his job that you're going to yank it away from him," Mr. Currier observed.

The fact remains, Mr. Moore and others said, however, that the state is trying to have lower grade and less well-salaried employees do work that is not a part of their job description.

Charles Noll, president of Marcy Psychiatric Center chapter 414, reviews problems that his group had discussed as they probed grievance procedures. Standing by is Central Region V State Workshop chairman James Moore, who also is president of Utica Psychiatric Center chapter 435.

"We have to file these out-of-title grievances," Mr. Moore said, and left the state in the pocketbook. Then they listen. They are changing the terms and conditions of your employment without negotiating. I think we should file a grievance every time.

Mr. Moore also reminded his audience that working down—doing work of a grade level below an employee's job—is also wrong.

Before ending its Saturday session, the group recommended that a trial statewide state workshop be held.

On Friday night, Thomas McDonough, CSEA State Division chairman, made a plea for unity and an alliance between state and county delegates.

Workshop bylaws were discussed and later approved and will be sent on to the statewide charter committee for its OK.

Theodore Wenzl, CSEA president, attended as a special guest.

(Continued on Page 14)
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**State Agencies Need Clinical Physicians**

The State Department of Civil Service continually seeks clinical physicians for the Correctional Service and Department of Mental Hygiene, State University and Drug Abuse Services Departments. Starting salaries for the open-competitive jobs range between $25,161 and $31,055 a year.

For all posts no written examinations are necessary. Applicants will be required to provide their education, training and experience.

For licensed practical nurses, No. 20-136, candidates must have a license to practice as a practical nurse or have applied for a permit. Practical nurses are employed at the State Civil Service Department for 40 hours per week. Salaries range from $8,051 to $33,704 a year.

Candidates must have a state medical license. For assistant clinical physicians, residents in training and fellows also need a year's internship.

### Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychologists and medical specialists are continuously being recruited by the State Civil Service Department for posts at State agencies.

Salaries range from $3,051 to $33,704 a year.

For all posts no written examinations are necessary. Applicants will be required to provide their education, training and experience.

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in testimony before Judge Theodore A. Hardy in the Queens County

Civil Court, said "work pressures" accounted for 153 out of the 190

toons that to which he was entitled. Judge Bardy noted

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are underway for health professionals around the state to mount a

lobbying effort to modify a public disclosure order on finances

issued by Gov. Hugh L. Carey. The order would oblige state em-

ployees earning more than $30,000 a year to reveal the circumstances and amounts of outside

income. The attorney, Charles R. Sandler, of Buffalo, said that the outlook for

these two titles, as well

and food service employees. Mr. Lagatt said the DMH has

given "some recognition to the economic plight of those who are

paid at that level." One of the

remedies, he said, has been the development of a DMH career

ladder that enables seven employees to jump. It qualified, to
grade five.

Many DMH staffers, Mr. La-
gatt said, "probably have second jobs." Mr. Horan's office also said

that similar studies will be made in the future in update areas.

BASALDUA NAMED

ALBANY — State Commerce Commissioner John B. Dymon has

appointed Carlos A. Basaldua as director of New York State's European

of-

ices at Brussels. Mr. Basal-

duha will direct efforts to increase

exports of New York State

and food products.

N.Y. Steno, Typist Promo

ALBANY — Interdepart-

mental promotion examina-

tions for senior stenogra-

pher, senior typist (law) and senior typist (law) have been announced for Nov. 8 by the State Civil Service Depart-

ment. Laid-off state employees can apply.

To take the test, candidates must have at least three years' clerical or stenographic experi-

cation in small, competitive service at Grade 3 or higher by Nov. 1. To be appointed from the resulting

eligible list, candidates will need one year of such service.

In addition to written tests, candidates for the senior stenogra-

pher (exam No. 35-980) and senior typist (law) (exam No. 35-981) will have to take qualifying performance tests in

stenography. Successful candidates for these two positions, as well as for senior typist (exam No. 35-979), who have not held the

title of stenographer, typist or dictating machine transcriber, will have to pass a typing test.

For each year of seniority, 5,2 points will be added to the eligi-

bility score.

Suffolk Holds Lifeguard Test

HAUPPAUGE — The Suf-

folk Civil Service Depart-

ment has announced a pool and small water lifeguard performance examination at

iron Lake Pool, Bayview Drive, Oshawa, on Monday, Aug. 23 at

7 p.m.

The candidate must be 16 years

and present a fully completed

life guard application form.

For further information, con-

 tact Suffolk County Department of Civil Service, Lee Denni-

son Executive Office Building, Veteranas Memorial Highway, Hauppauge, N.Y. 11788; Tele-

phone (516) 978-2296.

CUT SMATT

ALBANY — A mental hygiene

therapy assistant I eligible list, resulting from open competitive

exams 24-361, was established July 19 by the State Civil Serv-

ice Department. The list contains 7,766 names.

EARNINGS REPORT

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Women's Seminar Planned

Expectations of a female manager and the female and ego discussion topics planned for the Women Managing seminar to be held in New York City Sept. 21 and 22.

The seminar will be hosted by the Center for Organizing Development of Rochester.

Participating test to themselves to discover management styles, research series for effectiveness and analyze the organizational forces influencing them toward that style. Civil servants through programs, civil service training, and moderately priced dining in our English Pub and coffee shop. Buses stop at our door to Rockefeller Center, the U.S. State Department. The reservation number is (516) 978-2366.

Suffolk Sets Five Exams

HAUPPAUGE — The Suffolk County Civil Service Department has announced filing for five open-competitive tests.

Three of the examinations will only consider training and experience. They are for assistant pharmacist (No. 16-259), which pays $13,154, and migrant worker affairs coordinator (No. 18-286), which pays $12,886. Filing for these jobs closes Aug. 25. The two other jobs are assistant public health engineer (No. 18-286), which pays $13,154, and real estate agent (No. 16-259), which pays $10,700. Filing for these jobs closes Aug. 20; a written test will be given Sept. 18.

Those seeking to register may contact the Civil Service Department, Suite 1238, 183 East Main St., Rochester 14604.
Grievance Procedures Explored At Syracuse Region Workshop

(Continued from Page 5) and cited Mr. Pace of the Fort Stanwix chapter for saving the life of a Rome Developmental Center patient who nearly drowned on a recent outing.

Lenore Poole of the Utica Psychiatric Center chapter was workshop organizer, assisting Mr. Moore. State workshop officers, besides Mr. Moore, are Mr. Dunham, vice-chairman; Jackie Burgis, secretary, and Anna Mae Darby, treasurer.

RIGHT: George McCarthy, president of St. Lawrence Psychiatric Center chapter 432, participates in discussion, as Fort Schuyler chapter 614 of Utica's Margaret Welsh, St. Lawrence P.C.'s Peter Newton and Myron Jagier listen.

Performance, Exam Group Meet

ROCHESTER — A number of controversial issues were to be discussed at a meeting with the Civil Service Employees Assn.'s statewide work performance ratings and examinations committee and state officials during the second week in August.

Samuel Grossfeld, committee chairman and president of the Rochester chapter, said the committee has not met for nearly 18 months because of time needed for contract negotiations and ratification and also because of problems connected with the new inapplicable proposals to merge with The American Federation of State, County and Municipal Employees, AFL-CIO.

For those reasons, appointments to the committee also were delayed, he said.

Unemployed business to be discussed by committee members with state officials includes a recent request to eliminate the inter-filing of civil service job candidates' examinations, otherwise known as "continuous enrollment.

Under present practice, Mr. Grossfeld said, additional examination lists are published before the names on each list are exhausted. "We want every available person to be appointed before another list is released," he said.

Another item involves the return of a probationer's right of appeal after intra-departmental review following intra-departmental review examinations. "We want this right returned to the employee," said Mr. Grossfeld.

The return of an employee's right to review both the questions and the answers after he takes an examination will also be considered. As of now, the employee may only review the answer he gave, but not the questions asked.

A limitation on the number of oral examinations, which supplements written examinations, and the conditions under which the oral examinations are given will be discussed, plus moving the places for stenographic examinations from large auditoriums to smaller halls or rooms because of auditory problems and other interruptions. "The conditions have been very poor for those taking the exams," Mr. Grossfeld asserted.

He strongly urged members with specific problems related to work performance ratings and examinations to contact him or any member of the committee before the August meeting with state officials. The problems will be added to the agenda, he said.

The meeting in Albany will be with James Demody, director of work performance ratings for the State Department of Civil Service, and Charles Wolf, who is in charge of the department's examinations division.

Committee Members

Members of the Grossfeld committee are Harriet Cherry, Mental Hygiene, Olive; Al Catt, SUNY, Stony Brook; William Gagnon, Mental Hygiene, St. Lawrence; Carl Garrand, Mental Hygiene, Wassaic; George Kaswa, State Education Department, Delmar; Lloyd Tipson, SUNY, Buffalo, and Robert Weinhelm, State Health Department, Albany.

In a meeting with CSEA staff liaison member Thomas Coyne to prepare for the August meeting, committee members paid tribute to the late Irving Handler, former assistant to Mr. Wolfe, who died several weeks ago.

"Despite the fact that he was always on the other side of the table, he was a very sincere and straightforward individual," Mr. Grossfeld said. "We respected him. He was very knowledgeable and impartial. We regret his untimely death.

Clarification Of Free Dues

(Continued from Page 1) has been misinterpreted by some members. The rules governing a dues-free membership are:

* disabled members on leave without pay are eligible for the duration of such disability and leave without pay.

Application forms for dues-free membership may be obtained from CSEA chapter presidents or by writing CSEA Headquartes, 33 Elk St., Albany, N.Y. 12207.

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 their insurance to permanent, if desired, without medical examination. The deadline for this offer is Sept. 1, 1976.

The offer provides that any actively employed insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1976 or whose 55th or 60th birthday is during 1976 may convert a permanent individual insurance. The group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12207 prior to Sept. 1, 1976. The effective date of the converted insurance will be Nov. 1, 1976, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

FILL OUT AND MAIL TODAY

CIVIL SERVICE EMPLOYEES ASSN. INC.
33 ELK STREET
ALBANY, NEW YORK 12207

PLEASE SEND ME INFORMATION CONCERNING THE "CONVERSION PRIVILEGE" OF CSEA GROUP LIFE INSURANCE.

NAME

(Please print)

HOME ADDRESS

City State Zip Code

DEPT.

DIVISION OR INSTITUTION

PAYROLL ITEM NO.

DATE OF BIRTH

SOCIAL SECURITY NO.

APPLICATION FORMS AVAILABLE FROM:

CSEA HEADQUARTERS 33 ELK ST. ALBANY, N.Y. 12207

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**WHERE TO APPLY FOR PUBLIC JOBS**

**NEW YORK CITY** — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 7, N.Y. Mail applications weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

Several City agencies do their own recruiting and hiring. They include:

- **Board of Education**: 65 Court St., Brooklyn 11201, phone: 505-8660; NYC Transit Authority: 376 Jay St., Brooklyn 11201, phone: 852-5609.

The Board of Higher Education administers testing schedules for applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 58th Floor, New York 10017 (212-434-2301, 8 a.m.-3 p.m., 8:30 a.m.-5 p.m., 1-800-431-2212; State Office Building, Albany, 12220; Suite 766, 6 W. Genesee St., Binghamton, N.Y., 13901-4103; 9 a.m.-4 p.m. Applicants may obtain announcements by writing the Albany office only or by applying in person at any of the three.

When State Employment Service offices can provide information in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Unified Court System, 61-00 Metropolitan Ave., Flushing, N.Y., 11374-0001; phone: 718-590-1234.

**FEDERAL** — The U.S. Civil Service Commission, New York Regional Office, 1 Park Avenue, 26 Federal Plaza, New York 10007. Its hours are 9 a.m. to 5 p.m., weekdays except holidays. Telephone 264-0424.

Federal entrants living outside the New York metropolitan area (New York, New Jersey, Connecticut) should contact the Syracuse Area Office, 301 Rte. Blvd. West, Syracuse 13202. Toll-free calls can be made to 1-800-522-7407. Federal titles have no deadline unless otherwise indicated.

### Agriculture

**Title** | **Salary Grade** | **Examination No.**
---|---|---
Food Inspector | GS-5 | CH-405
Waraouse Examiner | GS-5, 7 | CH-002

### Engineering and Scientific

**Engineering, Physical Sciences and Related Professions**

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS-5 to 15</td>
<td>424</td>
</tr>
</tbody>
</table>

### General

Correction Officer

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-6</td>
<td>431</td>
</tr>
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</table>

### Stenography and Typing

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-5 to 7</td>
<td>NY-509</td>
</tr>
<tr>
<td>GS-5 to 6</td>
<td>NY-506</td>
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### Medical

Autopsy Assistant

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<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-6 to 9</td>
<td>NY-843</td>
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Careers in Therapy

<table>
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<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-4, 5</td>
<td>NY-905</td>
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Medical Technician

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-6 to 11</td>
<td>NY-589</td>
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Medical Technologist

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-2, 3</td>
<td>NY-116</td>
</tr>
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</table>

Nurses

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-5 to 7</td>
<td>WA-607</td>
</tr>
<tr>
<td>GS-5 to 8</td>
<td>WA-308</td>
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Veterinarian Trainees

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<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-2, 3</td>
<td>NY-118</td>
</tr>
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</table>

### Social and Education

Social Worker

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tbody>
<tr>
<td>GS-7 to 12</td>
<td>422</td>
</tr>
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</table>

Psychologist

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
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<tr>
<td>GS-11, 12</td>
<td>WA-913</td>
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</table>

Professional Careers for Librarians

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS-5 to 12</td>
<td>426</td>
</tr>
</tbody>
</table>

### Military

Air Reserve Technician (Administrative/Clinical/Technical)

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Examination No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS-15</td>
<td>AT-109</td>
</tr>
</tbody>
</table>

### Open Continuous State Job Calendar

- **Assistant Clinical Physician** $25,161
- **Associate Actuary (Life)** $22,694
- **Supervising Actuary (Life)** $26,516
- **Principal Actuary (Life)** $22,694
- **Associate Actuary (Casualty)** $22,694
- **Supervising Actuary (Casualty)** $26,516
- **Senior Actuary (Life)** $14,142
- **Clinical Psychologist** $27,942
- **Clinical Psychologist II** $21,704
- **Compensation Examining Physician I** $27,942
- **Medical Hygienist** $12,764
- **Dietitian** $10,714
- **Supervising Dietitian** $12,760
- **Electromechanical Technician** $11,337
- **Food Service Worker** $5,827
- **Hearing Reporter** $11,337
- **Hyotology Technician** $11,337
- **Hospital Nursing Services Consultant** $11,337
- **Industrial Foreman** $10,714
- **Legal Assistant** $9,546
- **Public Librarians** $10,118
- **Nursing** $11,337
- **Nursing II ** $11,337
- **Occupational Health (Casualty)** $11,337
- **Occupational Health (Life)** $11,337
- **Off-set Printing Machine Operator** $5,450
- **Pharmacist** $12,670
- **Physical Therapist** $12,670
- **Principal Actuary (Casualty)** $22,694
- **Principal Actuary (Life)** $22,694
- **Psychiatrist** $27,942
- **Psychiatric Social Worker** $13,717
- **Public Librarians** $10,714
- **Radiology Technologist** $13,717
- **Radiology Technologist (T.B. Service)** $13,717
- **Senior Actuary (Life)** $14,142
- **Senior Librarian** $13,717
- **Senior Occupational Therapist** $13,717
- **Senior Pharmacist** $14,880
- **Senior Physical Therapist** $12,670
- **Senior Sanitary Engineer** $17,429
- **Senior Sanitary Engineer II** $17,429
- **Senior Stationary Engineer** $10,714
- **Specialties in Education** $16,358
- **Stamping Engineer** $9,546
- **Assistant Stationary Engineer** $7,716
- **Stenographer-Typist** $9,546
- **Marine Operator** $6,811

### Additional Information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, New York 12236. Applications can be filed in person only at the State Division of Public Work, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form with completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12236.
Judge Orders Back Pay And Promotion For Five Monroe County Deputies

(From Leader Correspondent)

ROCHESTER—Five Monroe County sheriff's deputies, whose demotions were protested by the Civil Service Employees Association, have been promoted to their former ranks.

In a decision filed this week, State Supreme Court Judge Austin W. Erwin ruled that Sheriff William M. Lombard failed to give any reason for demoting them when he took office in 1974. Judge Erwin also ruled that Lombard's action violated an agreement with the CSEA.

The five men were promoted on Dec. 8, 1973, by the late Sheriff Albert W. Skinner. When Sheriff Lombard took office a week later, he demoted the men to their former ranks.

The suit claimed that Sheriff Lombard failed to give any reason for demoting them and did not follow the rules for disciplinary demotions. Under the CSEA contract with the county, the Sheriff must have a good reason for making non-disciplinary demotions.

SHERIFF Lombard said the men were owed a total of about $1,000 in back pay. He said the money has not been spent and is available, but no one was sure when the men will be repaid.

Three of the men are deputies and must be promoted to service positions. Deputy Distantoff, George Reese and David Steinmiller. The other man, Cpl. Richard C. Bush, must also be promoted to sergeant.

CSEA Whips SEIU In Ulster

(Continued from Page 1)

In other CSEA Southern Region III contests, the union has beaten the SEIU in several town and school elections as well as in Orange, Ulster and Sullivan Counties. The Sullivan County victory came last month.

"Maybe the size of this victory will convince SEIU to get out of the public employee business once and for all," Dr. Wenzl said.

McDermott Urges Caution On Adopting Experimental Health Maintenance Plan

ALBANY—Joseph McDermott, president of Albany Region IV, Civil Service Employees Union, has issued a statement on an experimental Blue Cross-Blue Shield health care program that is being tried out by the Fulton-Montgomery Counties Board of Cooperative Educational Services.

"First, I must state I am not against the employer saving money or cutting costs when the savings or cost reduction does not diminish a benefit or service employees enjoy," Mr. McDermott said.

"But I do not advocate that large, multifaceted groups of public employees risk their present health care coverage under the state plan to see if a new experimental plan could provide them with a lower cost to the employer. Therefore I must suggest that CSEA and the health insurance organizations let the people experiment in small numbers, in Orange, Ulster and Sullivan Counties, course and then evaluate the results before advising other public employers who may be attracted to the program that they might benefit from a participation in it.

SWEET CORN Standard Brands, Inc., one of the nation's top manufacturers and distributors of food items, plans to produce "Made in New York" starch, sugar and syrup products in a plant at Monticello, Chenango County, the State Commerce Department notes.

Block Monroe's No-Pay Leaves

(Continued from Page 1)

THE WORKERS are interested in solving their job problems and in getting and enforcing a good contract. They know they can do through CSEA," he observed.

THE EMPLOYER is not interested in trying to phony promises by a bunch of people like the SEIU who come around every so often and accomplish nothing except to set back the employer's negotiations plans.

The workers are interested in their job problems and in getting and enforcing a good contract. They know they can do through CSEA," he observed.

NEVER IN THE HISTORY of our union has it been so vital to stick together—grow together and share the load to keep us strong in these tough times, the greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, it should be noted that one important factor is that if each of us will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between June 1 and November 30, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof. Many members are planning their Christmas shopping around this membership drive. The Christmas Club benefits for members who sign up before December 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you —at the bargaining table—and even in processing grievances. And we need you to support—morally and financially—to fight the battles ahead. Our dues are most reasonable for the services provided. So we urge you CSEA members — to do it — start signing up non-members for the future.