Expect Mid-June Meeting Between Mental Hygiene Department And CSEA

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. is awaiting word from the State Department of Mental Hygiene on its request for a meeting in mid-June at which various issues affecting Mental Hygiene employees would be discussed.

Meanwhile, Commissioner of Mental Hygiene, Dr. Alan D. Miller, has informed the Employees Assn. that his department will work with CSEA in planning other quarterly meetings between the Department and the Special Mental Hygiene Committee of CSEA.

In his letter to CSEA President, Dr. Theodore C. Wenzl, Dr. Miller stated "I am looking forward to these regular quarterly meetings between the Department and the Special Mental Hygiene Committee and I can assure you that our staff will work to this end," Commissioner Miller said the meetings will deal with matters of Statewide significance, and he would try to attend as many sessions as possible.

Personal from the Department will assist in setting up the meetings are: Dr. Hugh O. Lavine, associate commissioner for Manpower and Training; Lawrence B. McArthur, assistant commissioner; and John J. Laszt, director of personnel.

Both groups have agreed to participate in planning and conducting these regular quarterly sessions as well as intermediate conferences which they agree are necessary and appropriate from time to time.

CSEA Vows To Protect Mental Hygiene Aides From Economy Cutbacks

(Special To The Leader)

ALBANY—Rumored drastic economy cutbacks affecting employees within the Department of Mental Hygiene have drawn stiff criticism from the Civil Service Employees Assn., the recognized bargaining agent for those workers and other State employees.

CSEA officials vowed that every measure would be taken to insure that these employees, making up the bulk of the State's work force, would be protected to the fullest extent.

Upon hearing of the rumors last week, CSEA president, Dr. Theodore C. Wenzl, sent strongly worded telegrams to Department and Administration officials protesting the reported economy measures.

Upon checking with officials in the Department, CSEA learned that all of the reported cutbacks, except one—prohibiting the filling of vacancies in Grade 9 and below—had not been implemented as yet, but were being considered. The official source said that the Administration recently had been called to Albany by the Department to discuss these possible economic measures. There was speculation, however, that these cutbacks, if approved, would not be applied on a Department-wide scale, but rather on an institution by institution basis.

Other Plans

Bede the freeze on filling vacancies, the other reported major cutbacks would affect overtime, promotion opportunities, subsidized education, and others.

In his telegram to Alton O. Marshall, Secretary to the Governor, last week, CSEA president, Dr. Wenzl demanded an "immediate denial of the reports and a reaffirmation of the Administration's commitment to the full staffing of all institutional and other positions and continued implementation of promotional, overtime, and other employee benefit policies..."

Dr. Wenzl said that the benefits were in effect at the time of the recent negotiations, however, that these cutbacks, if approved, would not be applied on a Department-wide scale, but rather on an institution by institution basis.

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Pension Bill Introduced: Measure Permissive For Political Subdivisions

ALBANY—The 1/60th, or one-twelfth, of annual base salary, pension benefits that the State Employees' Retirement System is designed to provide are in fact provided.

Purpose of Bill

The purpose of this bill is to establish that certain retirement benefits that the State Employees' Retirement System is designed to provide are in fact provided.

Summary of Provisions

1. State employees in the State Employees' Retirement System who receive a pension of 1/60th of final average salary for each year of service on and after April 1, 1960 would receive an additional pension which, when added to the pension otherwise provided, would provide the number of years' normal rate of contribution toward retirement under the age-60 plan.

Mrs. MacTavish Thanks Writers

ALBANY—Mrs. Dorothy E. MacTavish, Statewide secretary of the Civil Service Employees Assn., has fully recovered from her recent leg operation, and has resumed the responsibilities of her office. She appreciates the large number of well-wishes she received from the members throughout the State, and wishes to take this opportunity to thank her many friends.

Purtell Elected President Of Long Island Conference

(From Leader Correspondent)

SMITHTOWN—Thomas Purtell, president of the Central Islip State Hospital chapter, Civil Service Employees Assn., was elected last week, as the third president of the 40,000-member Long Island Conference.

Purtell was declared the winner as ballots were tallied at the headquarters of the Suffolk chapter here. Hailing president Irving Flaumenbaum, who is second-vice president of the State Association, did not stand for re-election. Arthur Miller was the first conference president.

Also selected were: George Koch of the Long Island State Parkway Police chapter, first vice president; David Silverman of the Nassau chapter, second vice president; William Stothoff of the Suffolk chapter, third vice president; Ethel Strachan of the Long Island Inter-County State Parks chapter, secretary; and Michael Murphy of the Central Islip chapter, treasurer.

They will take office at an installation dinner June 14 at the Huntington Town House, to which Governor Rockefeller, all Long Island Legislators and State CSEA president Dr. Theodore Wenzl have been invited.

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CUNNY IS Appealing PERB Ruling On Split Bargaining Unit

Last week's decision of the New York State Public Employment Relations Board (PERB) to order a split unit collective bargaining election for the faculty of City University was appealed today by the Board of Higher Education of the University.

The action reflected Schults' decision "because it arbitrarily divides the university faculty into two groups, in neither the interest of the institutional unity of the university community.

Schults declared that the PERB decision "because it arbitrarily divides the university faculty into two groups, in neither the interest of the institutional unity of the university community.

Schults noted that the Board, on April 28, 1968, had adopted a resolution stating that it "has not been and is not opposed to the principle of collective bargaining for its instructional staff."

The PERB two-unit ruling, he asserted, "would not only be detrimental to long-range collective bargaining relationships in the university, it would be inconsistent with recent attempts, in industry and private employment, to unify rather than fragment groups of employees who negotiate with a common employer."

Schults pointed out that, if allowed to stand, the PERB decision could lead to two separate and competing faculty organizations on each of the 16 campuses of the City University:

"It would be an obstacle to orderly collective bargaining," he said.

The members of the board's Committee on Collective Bargaining, other than Schults, an attorney, are George D. Brown, an architect, and Dr. Frederick H. Burkhardt, president of the American Council of Learned Societies.

Board chairman, Porter H. Chandler, also an attorney, is an ex-officio member of the committee.

The committee retained Morris Leader as counsel to the board in the PERB proceedings.

The PERB decision grew out of a petition filed last November by the Legislative Conference of the City University of New York, a faculty organization which requested State certification as "the exclusive negotiating representative for all members of the Instructional staff of the Board of Higher Education." Subsequently the United Federation of College Teachers, an affiliate of the American Federation of Teachers, AFL-CIO, intervened with PERB with a similar claim for exclusive bargaining rights.

Hearings on the case were conducted in February and March. A total of 9,005 Instructional staff members are employed by CUNY, according to a listing of faculty members filed with PERB by the Board of Higher Education.

The PERB decision was written by Paul E. Klein, director of representation for the board.

The appeal will go to the full three-member PERB board.

Use Zip-Codes to help speed your mail.
CIVIL SERVICE LEADER

Onondaga Pay Survey Withheld From Public

(From Leader Correspondent)

SYRACUSE—A survey of Onondaga County's wages and salaries and its recommendations have become a controversial issue.

County officials say the survey results and recommendations cannot be released—because they do so would endanger the county's bargaining position in negotiations now being planned with Onondaga chapter, Civil Service Employees Association, and other groups.

To an official "opinion" to County Executive John H. Mulroy, County Attorney Ell Gingold said that he believes making the survey public "would amount to unfair labor practices under the new National Labor Relations Act.

Mrs. Hilda Young, Onondaga chapter president, said she would prefer to wait until after the CSEA unit and County representatives hold their first negotiating meeting.

Costs $5,000

The survey took nearly four months to complete and cost $5,000.

William O. Goodrich

ALBANY—Public services were held in Albany today for William O. Goodrich, 57, a bacteriologist for the State Health Department for 42 years and a vice-president of the Division of Laboratories and Research chapter of the Civil Service Employees Association.

Mr. Goodrich, resident of Al- bany for the last 42 years, was stricken last Tuesday at the laboratory where he works in Albany and died later in the Albany Vet- erans Hospital.

A native of Vermont, he was a navy veteran of World War II and the Korean War.

Active in the PTA and Girl Scouts, Mr. Goodrich is survived by his wife, Lina; a daughter, two sons; four sisters, a brother, and a grandson.

1-60th Bill Introduced

(Continued from Page 1)

after April 1, 1960, or otherwise providing the County to negotiate a written agreement with CSEA representatives as being a bargaining unit. This contract covers non-teaching employees of the Civil Service Employees Asn., has been certified as the exclusive bargaining representative of chapter members; seniors in other school districts, in the area. Reedy said the difference in salaries was found as a result of a recent survey done by CSEA's Research Department.

Saratoga Springs School Dist., CSEA, Complete Pact Talks

Saratoga Springs—A ten percent across-the-board pay raise, coupled with a non-contributory retirement plan and vacation improvements highlight a contract which was finalized last week between the Civil Service Employees Asn. and the Saratoga Springs City School Dist.

The contract covers non-teaching employees of Customatic, the firm of retired fire department mechanics, and other related jobs.

Joseph P. Reedy, CSEA collective bargaining specialist, who negotiated the agreement with the bargaining team in the bargaining talks, said the pay raise will help to preserve the disparity between employees of the City School District and those in other school districts in the area. Reedy said the difference in salaries was found as a result of a recent survey done by CSEA's Research Department.

Highlights of the vacation improvements which will affect CSEA representatives as being among the best in the area, included: one week for the first year, two weeks after the first 13 months; three weeks after seven years, and four weeks after 15 years.

In addition to the raise, CSEA won a $300 differential for mechanics and other related jobs, paid for the guaranteed retirement of the latter employees up to the salaries of mechanics in other school districts.

Other major improvements contained in the contract include a five-day work week, seniority rights and job security.

Representing CSEA at the bargaining table, besides Reedy, were Ben Sawyer, unit president; Glenn Silverman, salary committees and Walter Jones, bus driver.

Education Chapter Election This Week, New Officers To Be Installed May 20

ALBANY—Education chapter, Civil Service Employees Asn., will hold elections this week for chapter offices with candidates to take place on Saturday, May 20, at the Ambassador Hotel, 500 Broadway.

A surprise event of the day will be the announcement of the winners of the scholarship awards by William Lyons, chairman, Education chapter scholarship committee. Five awards are made by the chapter annually to children of chapter members; seniors in schools who plan to enter college or schools of specialized training. Each of the winners will be introduced at the luncheon and will be presented with the accompanying parent-member.

Additional awards are to be made by the student body. The winners are to be announced by student body members.
Levitt And Staff Cited For Speed

(Special To The Leader)

ALBANY — The president of the Civil Service Employees Assn. has sent a letter to State Comptroller Arthur Levitt, praising the State official and his staff for "the efficient and conscientious manner in which the handicaps caused by the delay in the passage of the budget and the complexities inherent in the new increased salary rates..."

In his letter to the Comptroller, Dr. Theodore C. Wenzl, CSEA president, further stated: "We understand the pressure placed on your department by the necessity of preparing three completely different payrolls for each of the first three payroll periods of the current fiscal year and the prompt processing of this tremendous undertaking is deeply appreciated by all of the employees of the State..."

Aside from the letter, Dr. Wenzl told The Leader that the salary bill adopted by the Legislature contained a section which gave the Comptroller a time period extending into June for the purpose of processing and reflecting the salary changes. However, Wenzl noted, Levitt's staff ensured that the salaries for all the employees affected were reflected in the paychecks of April 24 and May 2.

The 10 percent, $600 minimum raise for virtually all State workers was won by CSEA in March during negotiations with the State.

Dudek Named

BUFFALO — Edward O. Dudek, chairman of the State University of Buffalo chapter, Civil Service Employees Assn., has been named to the Statewide Social Committee of the CSEA. Dudek lives in Elma and works at the University in the engineering and applied sciences department.
For the Alcoholic Beverage tor C. Waryas (D-98) will be the New York on the 28th day of May at 7:30 p.m. The chapter consists of the employees chapter. Civil Service employees chapter. Civil Service guest speaker at the quarterly meeting at 31 Chambers Street, in the County of New York, New York, in the City of New York, New York, in the State of New York, for the purpose of discussing the problems of the chapter. The meeting will be held at 10:00 a.m. and will last one hour.

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To Sophie Primosch, agent, if living, letter of administration, all the polls in the city of New York, New York, in the State of New York, for the purpose of choosing the Democratic nominee for the 1960 campaign.

Letters of Administration, all the polls in the city of New York, New York, in the State of New York, for the purpose of choosing the Democratic nominee for the 1960 campaign.

RFK must have had in mind that he wished to go to the people and fight for the Democratic Presidential candidate. No politician can ignore his presence on the political scene. He is a man who can influence the public opinion—no matter how powerful or secure he may be—and the Kennedy personality can win with the people.

In retrospect, political analysis are looking at the nature of the Indiana and D.C. campaigns more accurately than those of his rivals. Clearly, this is what RFK must have had in mind when he stressed in his original announcement that he would seek the nomination—and repeated oftentimes—that he wishes not to be a silver platter but would go to the people and fight for the Democratic Presidential candidate. No politician can ignore his constituencies—no matter how powerful or secure he may be—and the Kennedy personality can win with the people.

His theme in campaigning has been that the great rift in the country is not between rich and poor, but between different elements of those in lower-income groups with the greatest tension all between the Negroes in the ghettos and their working-class white neighbors—especially the white policemen. This is precisely the Kennedy theme struck home because it was precisely in the Negro wards and every section in which George Wallace did so well in 1964 that he won handily.

The moral derived from these facts appears to be plain: If the greatest problem of this country is the tension and lawlessness which springs from hostility and suspicion, then RFK has the popularity to gain the trust of the people, and with this political magic could appeal to win the votes of all the people and consequently heal the nation's wounds.

Perhaps the hardest charge of all he had to overcome was that of ruthlessness and opportunism. Kennedy competed directly to the people to overcome this negative. His campaign was not of the arm-twisting, backroom dealing type, but in the small towns and on the city squares across the land.

In this manner he apparently not only overcome the common slander and inside-fighting of a political nature, but achieved something even more profound. The people seemed to have voted for Kennedy because they sensed he understood their problems—and that he really cares. At least that's what Kennedy insiders are now saying in their reports, which indicate that the people believe he will do something about the problems of the "poor and oppressed" whether they are in the New York ghettos or the hills of eastern Kentucky.
CIVIL SERVICE LEADER

Tuesday, May 14, 1968

Civil Service Must Act

More than ever, Social Services Commissioner George K. Wyman needs a public airing on a decision to move the department’s Commission for the Blind and Visually Handicapped from New York City. Wyman, speaking in the subject last week, a letter has been circulated that admits blatantly that most agencies are being forced to move or relocate, not just because of the 65 employees involved in the Commission but also because of the very need for the move. It is not the case that some personal frivolity. If this is not true, then there is no need for the move, which will be made only if enough welfare of the blind and handicapped who need the Commission here.

From all appearances, the order to move has no other basis than some sense of expediency. If this is not true, then it can be defended. Wyman shed light on the real reasons for the transfer—for everyone’s good, including his department’s.

Your Public Relations IQ

By LEO J. MARGOLIN

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

Those Signs Again

We hate to point a finger for the third time in two years, but those signs are again—or still—muddying up government and civil service public relations.

Maybe we are impolite, but we can’t help thinking that the $14 million the N.Y. State Legislature made available to either correct or provide these signs is not being put to work fast enough.

Worse still, the most flagrant offenders are private highway contractors, certainly not the civil servants in highway departments or traffic commissions.

For example, some of the temporary signs erected by the private contractors in the subject are again— or still—muddying up government and civil service public relations.

We like to see more and more articles and ca-aufhorcd “New York Criminal Law.”

Moving Downward?

It is sometimes said that civil service employees may move up or sideways but never down. The recent case of Pick v. Hoberman shows that this saying is not necessarily true (Matter of Pick, New York Law Journal, April 8, 1968).

The Pick petitioners are marine engineers in the Fire Department of the City of New York. They are responsible for the operation of the special power pump equipment in fireboats.

They instituted an Article 78 proceeding to enjoin the Civil Service Commission from holding a promotional examination to the position of Assistant Marine Engineer (Uniformed) and to require, instead, that the Commission hold an examination for Marine Engineer (Uniformed).

The petitioner, Edward Pick, was a provisional Marine Engineer (Uniformed). His four co-petitioners were provisional Assistant Marine Engineers (Uniformed).

The record established that the Civil Service Commission created the title of Assistant Marine Engineer (Uniformed) in December 1965. Appointments were made provisionally to this title in June 1967 because there was no eligible list. Two years earlier Mr. Pick and three other firemen were not parties to the present legal proceeding, were given provisional promotions from the positions of fireman or watchman to the position of Marine Engineer (Uniformed). The last promotion examination for Marine Engineer (Uniformed) had been given in March 1964.

It appears that the duties of Assistant Marine Engineer (Uniformed) are practically the same as those of Marine Engineer (Uniformed). The petitioners contended that the failure to hold a promotional examination for Marine Engineer (Uniformed), while giving one for Assistant Marine Engineer (Uniformed), was a device to downgrade this position.

The Fire Department contended that while there are presently eighty-two permanent Marine Engineers (Uniformed), it is likely that sixty-thousand marine engineers may be that provisional Assistant Marine Engineers (Uniformed) are doing the job of Marine Engineers (Uniformed) with consequent salary savings.

Justice Peter A. Quinn reasoned that the petitioning Assistant Marine Engineers (Uniformed) had no cause for complaint because the holding of the scheduled examination would give them the opportunity to change their provisional status to a permanent one. Insofar as Pick was concerned, Judge recognized that he was adversely affected by the refusal to give an examination for Marine Engineer (Uniformed) (Uniformed). The jurist held that he should be permitted to seek redress in another proceeding.

It appears that the continued employment of the petitioning Assistant Marine Engineers (Uniformed) had no cause for complaint because the holding of the scheduled examination would give them the opportunity to change their provisional status to a permanent one. Insofar as Pick was concerned, Judge recognized that he was adversely affected by the refusal to give an examination for Marine Engineer (Uniformed) (Uniformed). The jurist held that he should be permitted to seek redress in another proceeding.

CIVIL SERVICE TELEVISION

Television programs of interest to civil servants are broadcast daily over WNYC Channel 11. Next week’s programs are listed below.

TUESDAY, MAY 14

4:00 p.m. — Around the Clock — N.Y.C. Fire Department training program. “Procedures w. Firefighters.”

7:00 p.m. — What’s New In Your School — Series on N.Y.C. schools.

WEDNESDAY, MAY 15

4:00 p.m. — Around the Clock — N.Y.C. Police Department training program.

7:30 p.m. — What’s New In Your School — Series on N.Y.C. schools.

FRIDAY, MAY 17

4:00 p.m. — Around the Clock — N.Y.C. Police Department training program. “Procedures w. Firefighters.”

10:30 p.m. — Community Action — Examination of health and welfare services.

SUNDAY, MAY 19

7:00 p.m. — Community Action — Examination of health and welfare services.

7:30 p.m. — On the Job — N.Y.C. Fire Department training program.

The Institute began at the Rehabilitation Hospital in 1947 as the Institute for the Education and Training of Nurses. It was given State approval in that year as a school of nursing.

Supervising Nurse Institute Held At Rehab Hospital

WEST HARVEYSTR- — The annual spring conference of the New York State are attending a two week Institute of Rehabilitation Nursing at the Rehabilitation Hospital, here. The institute, held semi-annually, utilizes hospital staff in its teaching program and is directed by consultant nurses—Miss Ethelmore Carey and Miss Ingrid Tharp, of the State Health Department’s Bureau of Medical Rehabilitation.

The Institute of Rehabilitation Nursing at the Rehabilitation Hospital in 1947 as the Institute for the Education and Training of Nurses. It was given State approval in that year as a school of nursing.

Ceseworker Exam

The walk-in written examination for ceseworker positions with the City was given to 1,000 candidates Saturday, according to the City Department of Personnel.

Civil Service Law & You

By WILLIAM GOFFEN

(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored “New York Criminal Law.”)

FOR EXAMPLE, some of the temporary signs erected by the private contractors in the subject are again— or still—muddying up government and civil service public relations.

Imagine a sign—the green ones especially—so totally reflected that at night it blinks red! Apparently we are not the only contractors’ vice-presidents-in-charge of signs that only the letters and the directions should be printed in luminous paint. The rest of the sign area should not, under any circumstances, reflect any light.

What makes it equally mad is that so many motorists as crunched as we are about these signs, blushingly blame” those civil service workers.” In a previous column on the highway “numbers game” we complained about precisely the same thing. The culprits, then as now, were the private contractors, who are seemingly unanswerable to anyone or anything—not even the simple rules of common sense.

On the government front, we are pleased to report some progress. True, we want things to happen quickly. But we also know there is something that is not the least of which is money—an overhead sign totally spanning one of the new highways costing at least $7,500, sometimes more.

We like to see more and more articles and ca-aufhorcd “New York Criminal Law.”

YOUR PUBLIC RELATIONS IQ

By LEO J. MARGOLIN

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

Those Signs Again

We hate to point a finger for the third time in two years, but those signs are again—or still—muddying up government and civil service public relations.

Maybe we are impolite, but we can’t help thinking that the $14 million the N.Y. State Legislature made available to either correct or provide these signs is not being put to work fast enough.

Worse still, the most flagrant offenders are private highway contractors, certainly not the civil servants in highway departments or traffic commissions.

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LEGAL NOTICE
SUPREME COURT OF THE STATE OF NEW YORK—CIVIL DIVISION—COUNTY OF NEW YORK

YOU ARE SUMMONED to serve a copy of this action and to appear in person before the Supreme Court of the State of New York, County of New York, on the 12th day of May, 1968, at the courthouse of the City of New York, to answer the complaint of

JOHN M. MIRANDA, Plaintiff.

As to whom service of this summons may be made.

If you fail to answer this complaint, judgment by default will be entered for the relief demanded.

Please note: the object of this action is to ascertain the place of your residence and to determine your domicile.

ATTORNEY FOR PLAINTIFF:

JOSE A. MIRANDA
11 West 41st Street, New York City.


For legal notices in New York County, call the office of the Clerk of the

Supreme Court of the State of New York, 113 West 73rd Street, New York, N.Y.

LEGAL NOTICE

TO THE DEFENDANT JUNIOR ALVAREZ, BECK

YOU ARE SUMMONED to serve a copy of this action and to appear in person before the Supreme Court of the State of New York, County of New York, on the 12th day of May, 1968, at the courthouse of the City of New York, to answer the complaint of

ZOE S. DIXON, Plaintiff against

ANGELICA ATTxcSO, Defendant.

As to whom service of this summons may be made.

If you fail to answer this complaint, judgment by default will be entered for the relief demanded.

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ATTORNEY FOR PLAINTIFF:

ZOE S. DIXON
113 West 73rd Street, New York City.


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LEGAL NOTICE

TO THE DEFENDANT JENNY S. SKARBINSKI, BECK

YOU ARE SUMMONED to serve a copy of this action and to appear in person before the Supreme Court of the State of New York, County of New York, on the 12th day of May, 1968, at the courthouse of the City of New York, to answer the complaint of

ZOPHIA SKARBINSKI, Plaintiff against

JEN SKARBINSKI, Defendant.

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ZOPHIA SKARBINSKI
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LEGAL NOTICE

TO THE DEFENDANT MORTIMER SCHULMAN, BECK

YOU ARE SUMMONED to serve a copy of this action and to appear in person before the Supreme Court of the State of New York, County of New York, on the 12th day of May, 1968, at the courthouse of the City of New York, to answer the complaint of

ZOE S. DIXON, Plaintiff against

MORTIMER SCHULMAN, Defendant.

As to whom service of this summons may be made.

If you fail to answer this complaint, judgment by default will be entered for the relief demanded.

Please note: the object of this action is to ascertain the place of your residence and to determine your domicile.

ATTORNEY FOR PLAINTIFF:

ZOE S. DIXON
113 West 73rd Street, New York City.


For legal notices in New York County, call the office of the Clerk of the

Supreme Court of the State of New York, 113 West 73rd Street, New York, N.Y.

Volkswagen's automatic stick shift.

It's easier to use than it is to say.

It's quite a mouthful, isn't it?

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DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

Out-of-Pocket Expenses for Doctor Visits? YES NO

Maternity Bills? YES NO

Extra Charges for Surgery? YES NO

Extra Charges for Specialist Care? YES NO

Confusion over panels of participating doctors? YES NO

Uncertainty as to services covered in full or in part? YES NO

Limitations on Certain Services? YES NO

Filling in claim forms? YES NO

Discussion of fees or income with the doctor? YES NO

If you belong to a medical plan, we suggest you check the above list* against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.

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ttry whose products and services have been in continuous and professional commer-
cial production for over 30 years.

FACT: Our growth over the past 30 years has been solid. Today we have over 300 distributors in all 50 states (and Hawaii and Alaska), and all Canadian provinces except Quebec.

FACT: This is a dignified, growing area in a professional area that can use personal respect and business acumen. It is a business that has been in continuous and professional commer-
cial production for over 30 years, and has enjoyed an uninterrupted growth.

FACT: You need no previous experience or technical knowledge. We explain and prepare you fully at company expense in the early stages of your business.

FACT: You have a wide choice of markets from coast-to-coast. Our distributors are men and women aged 18 to 70, with interests and abilities varied and diverse.

FACT: A progressive management team constantly strives to improve your chances for success in the field. We are convinced that the future of our business is the focus of our management philosophy.

FACT: There are few, if any, restrictions in your success in this field. Starting costs are $15,000, even those with no background in the field.

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FACT: You can now recover your entire initial Investment. A special enrollment bonus plan and additional cash payments are given to you for every distributor you sign up. In fact, $15,000 investment is a relatively short period of time.

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On Firearms Board

Police Commissioner Howard R. Leary has announced the appointment of Charles M. Lee as director and James W. Pay as counsel of the Firearms Control Board. The new director and counsel were sworn in at a brief ceremony at the last meeting of the Firearms Control Board.

They will direct the operations of the new board, which administers the gun control law, and which is now issuing licenses to sell and shoot guns in New York to an estimated 300,000 owners of City.

The new director, Mr. Lee, will be responsible for the administration of the board's programs and the enforcement of the gun control law. Mr. Pay will serve as the legal advisor to the board and will be responsible for the preparation of legal documents and the representation of the board in legal matters.

The appointment of Mr. Lee and Mr. Pay is a significant step in the effort to strengthen the Firearms Control Board and ensure the effective implementation of the gun control law. The board plays an important role in ensuring public safety and preventing gun violence in New York City.

Mr. Lee comes to the board with extensive experience in law enforcement and public safety. He has served in various capacities within the New York City Police Department, including as a detective and a commander. Mr. Pay, on the other hand, brings a wealth of legal expertise to the position of counsel.

The appointment of Mr. Lee and Mr. Pay is a testament to the city's commitment to enforcing the gun control law and ensuring the safety of its residents. The new directors will work closely with the board to develop and implement policies that promote public safety and prevent gun violence.

Help Wanted - Male

COLLEGE GRADUATE.

What happens to people nobody hires?

Nobody hires alcoholics. Or old. Or a blind man who can't eat around a plate with. Or a fat man who has to think when he sits down to eat. Nobody hires them. Nobody wants them. Too, we half a million of them in our fair city.

But there is an economic problem. You can't buy off poverty. Poverty is like the taint on a name. People who are referred to as jobless people who are referred to as jobless people are referred to as jobless people. And then it goes on and on. And then it goes on and turns around and tells you that they're doing it for themselves.

To be a Case Worker if you're 21-year-old good salary for 2 years.

$7200

And all the benefits the city can give you. Any college graduate. Any college grad.

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NEW YORK CITY DEPT. OF PER.

Monday, Tuesday, Wednesday, Thursday, Friday, Saturday

New York, May 14, 1968

DEPARTMENT OF REAL ESTATE

300 Lafayette St., Room S002, N.Y. 10007

Help Wanted--Male

College Graduate.

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$7200

And all the benefits the city can give you. Any college graduate. Any college grad.
PHILADELPHIA - (June 11) - Sale to Chamber St. Brooklyn Bridge er City Hall Stations)

$7,451 Collected In
CSEA March Of Dimes
Drive In Albany County

ALBANY — Thirty-eight State agencies participated in the Civil Service Employees Assn.'s drive for contributions to Albany County March of Dimes Campaign. A total of $7,451.26 was collected.

Members of the Department of Taxation and Finance under the chairmanship of Jack Dougherty, Chairman of the Department's CSEA locals, turned in $395.64, which topped the list of donors. The Department of Education, headed by Mayor Dudley A.amazon, was also very active. Roosevelt Russell, came in second with the contributions of $693.54. In place of the Department of Transportation where $799.10 was collected under the leadership of chairman Joseph Honick.

The other departments in the top ten, their chairman, and the amounts contributed were: Motor Vehicles, J. Barrett, $595.67; Division of Employment, S. Grobman, $573.81; General Services, C. Goode, $462.25; Law, J. Hardigan, $229.53; Audit and Control, D. Pasco, $225.52; Traffic, T. L. Stelzner.

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Civil Service Leader

Tuesday, May 16, 1961

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CIVIL SERVICE LEADER

News of The Schools

By A. L. PETERS

Gregg Steno Teachers Sought By MDTP

Manpower Development Training Program is seeking Gregg Steno and Typing Instructors with a pay rate of $8.60 per hour for at least six hours, regardless of assignment. Requirements for this position include a four-year college degree with a concentration in 36 hours of the field of education and four years of appropriate education courses. Applicants must also have had at least two years of on-the-job experience as secretary or stenographer. Because manpower scheduling is tight, interested persons should call or write: 110 Livingston, day or even evening. For information, call Mr. J. W. H. Smith, College of Education, University of New York.

Ed Contractors May Not Discriminate

New York City's Board of Educa
tion is moving to implement its strengthened policy of demanding that contractors hire employees from contractors who serve public schools. The Board announced that it will be introducing a tightened contract clause in bids as a way of rewarding other school children by school bus. These awards will be for the first major five years of the Board of Education under the strengthened policy.

The Board’s program requires contractors henceforth “to take affirmative action to provide equal employment opportunities with regard to race, creed, color or national origin,” including recruitment and hiring of employees by the successful bidders, their treatment during employment, rates of pay and selection for training and layoffs.

The Board’s program calls for the successful contractors to submit to the Board of Education in the next five years an employment practice plan.

H. S. Grads Have Good Work Prospects

Employment prospects range from $4,836 to $4,200 for graduates from areas near New York City high schools which offer training in the 15 areas now considered for acceptance by the Board of Education for increased educational opportunities.

The Board of Education has authorized the appointment of Dr. Bernard E. Donovan, Jr. as Superintendent of Schools in Brooklyn City. The appointment is made effective July 1, 1968.

Several Superintendents have been named by the Board of Education.

New Retirement Plan Gets Board Approval

The Board of the N.Y.S. Teachers’ Retirement System has approved a reform for full retirement and for the State Legislature, to a new basic retirement plan for the State’s 160,000 public school teachers.

The Board acted on final approval of a reform for a retirement plan which was announced here last week. The basic plan had been submitted to the Legislative Education Committee. Under it, a teacher would receive half-year retirement after 25 years of service and full retirement after 30 years of service or at age 55.

Also included in the plan is a unique supplemental pension concept which would achieve immediate benefits for current veteran teachers approaching retirement and future retirees, by increasing the pension of teachers retiring during the next eight years.

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Also included in the plan is a unique supplemental pension concept which would achieve immediate benefits for current veteran teachers approaching retirement and future retirees, by increasing the pension of teachers retiring during the next eight years.
Your Public Relations 10

(Continued from page 5)
more progress, particularly when the means are immediately at hand to eliminate a public relations hazard, which reflects adversely and unfairly on civil service.

DEWITT CLINTON

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A REQUEST FOR OVER 30 YEARS WITH STATE EYES SEEN SPECIAL RATES FOR N.Y.S. EMPLOYEES

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by

WILLIAM T. PARRY

Government Relations Manager
BLUE CROSS - BLUE SHIELD

Albany, New York

This Column will appear periodically. As a public service, Mr. Parry will answer questions relating to the Statewide Plan. Please limit your questions to Mr. Parry, Blue Cross Blue Shield Manager. The Statewide Plan, All Western Avenue, Albany, N.Y. 12203. Please do not submit questions pertaining to specific items. Only questions of general interest can be answered here.

I have a few basic questions concerning the Statewide Plan: (1) Specifically, what are my coverages for me and my family? (2) How are payments made in terms of sickness and accidents? (3) Do I pay the hospital, medical and drug bill separately and then submit an itemized statement to your office?

Coverage under the Statewide Plan consists of three separate services. Hospitalization is provided by Blue Cross; doctor's care is furnished by Blue Shield and the third part is Major Medical provided by the Metropolitan Life Insurance Co.

When you use the hospital benefits, Blue Cross will deal with and pay the hospital directly. When you use surgical benefits, Blue Shield will pay the doctor if he is a participating physician, and send the check to you if he is not a Blue Shield doctor. The Major Medical is the only portion of the program that has a deductible. During a calendar year, you must pay the first $50.00 of Major Medical expenses and then Metropolitan will pay you 80% of all the expenses included in their contract.

Several letters have been received at the Statewide Plan Office asking that a new Identification Card be furnished. The General procedure for securing a new card is as follows:

A. Participating agency employees go to the appropriate office in their own agency for replacement of their identification cards. State employees should contact the Health Insurance Section, New York State Civil Service Department, Albany, N.Y. for their replacement of ID cards.

Q. Would you please answer the following questions for me:

(1) My wife is required to make periodic visits to her doctor's office and she is also required to stay on prescription drugs. Are these expenses covered?

A. Doctor's office visits and prescription drugs are covered under the Metropolitan Major Medical coverage.

(2) My daughter must undergo a G.I. series for X-rays. Is this covered?

A. G.I. series as an out-patient are covered under the Major Medical portion of the Statewide Plan contract. If the service is rendered on an in-patient basis, the expenses are covered in full under Blue Cross.

Q. How are Major Medical claims submitted?

A. Claims may be submitted to the Major Medical portion at any time during a calendar year after the patient has satisfied the deductible. Claim forms are filled out by the contract holder and are available from your own payroll or personnel officer.

Copies of a booklet entitled "How the Statewide Plan is Available Upon Request from your personnel or payroll officer, or you may request a copy of this booklet from the Statewide Plan Coordinating Office 2118 Western Avenue, Albany, N.Y. 12203.

HAWAIIAN ON BROADWAY — In —

The Hawaii Kai service utilizes dollars featuring the latest in Hawaiian design, a complete banquet for 

Join us Thursday, Sept. 27th, 5:30 to 9:00 P.M.

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Guy Park Aprh.
Governor Rockefeller has asked the Senate to confirm his reappointment of John A. Swart, Amsterdam, as a member of the Board of Trustees of Guy Park House and Grounds.

An Unprecedented Record of Achievement By Delehanty Students

On May 6, 1968 the N.Y.C. Department of Personnel Officially established a list of 401 eligibles for promotion to the rank of LIEUTENANT in the N.Y.C. Police Department resulting from the examination held on June 24, 1967. Of the 50 highest on that list

EACH AND EVERY ONE

To All of the 401 Eligibles on the List

We Extend Heartiest Congratulations and Best Wishes

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Right Here on the Corner of Jerusalem Ave. & Old Country Rd., Hicksville
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$1,200,000, including lot and Government
rental. All items included.
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E. 115th St., 7 brm. $1,000, all 4th floor, 3rd floor, 2nd floor, 1st floor,
street parking, G.I.F. per low, low price.
J. A. LAWRENCE, 61-20 2nd Ave.

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9 Room house on 7 acres, central heat, all modern comforts, includes
state warrants. Woodland Realty. Also
Berlin, 1921, R. L., 18th Ave., all 4th floor.

House for Sale - Bronx
E. 115th St., 7 brm. $1,000, all 4th floor, 3rd floor, 2nd floor, 1st floor,
street parking, G.I.F. per low, low price.
J. A. LAWRENCE, 61-20 2nd Ave.

Farms & Country Homes - New York State
9 Room house on 7 acres, central heat, all modern comforts, includes
state warrants. Woodland Realty. Also
Berlin, 1921, R. L., 18th Ave., all 4th floor.

Beverly Hills, L.I.

CIVIL SERVICE LEADER
Page Thirteen

REAL ESTATE VALUES

Beverly Hills, L.I.

CIVIL SERVICE LEADER
Page Thirteen
**State And County Eligible Lists**

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(Continued on Page 19)
CIVIL SERVICE LEADER

"Live Up To Taylor Law"...CSEA Advises Buffalo After Pay Pact Refusal

BUFFALO—Units of the Civil Service Employees Assn., and Mrs. Wenzl, represented the CSEA at last week's tribute dinner to W. Averell Harriman.

Harriman, former governor of New York State and now ambassador-at-large for the United States, received the annual Frank Grand Ballroom of the New York Urban Development were among the speakers who addressed the event.

The development came after Mayor Frank A. Sedita released his 1968-69 budget calling for expenditures of $1.0 million.

The budget contains no pay raises for City employees but the mayor said he intends to grant pay hikes in a supplemental budget if the State Legislature "comes through" as promised, with more State aid for Buffalo.

Groups like the Buffalo Competitiveness Unit, Erie chapter, CSEA, are now negotiating with Mayor Sedita on collective bargaining agreements.

Talks have reached an impasse because of the City's professed inability to meet the cost of pay raise demands and a last-minute panel has started hearings to review the deadlock.

"What happens," a CSEA spokesman asked, "if the panel recommends wage increases and the State won't pay for it?"

The CSEA spokesman pointed out that the "deficit" nature of the City's finances will place in collective bargaining authorized under the Taylor Law.

Gov. Rockefeller is trying to persuade the Legislature to grant more State aid to Buffalo and the other "Big 5" cities.

But the governor also wants tax increases and the legislators, all of whom must run for election in November, are reluctant.

MacDonald Renamed

John W. MacDonald of Ithaca, who has been appointed to the Independent Commission by Governor Rockefeller who, at the same time, redesignated him as chairman of the five-member group.

Lillian Kent Named Outstanding Letchworth Aid

THIELS—Miss Lillian Kent, psychiatric chief supervising attendant at Letchworth Village, has been selected to receive the outstanding employee award for 1968, presented by the New York State Association for Retarded Children. This award consists of a $50 check to the employee, a certificate, and a name plate inscribed with the employee's name.

Miss Kent has served Letchworth Village for 38 years and progressed from attendant to the highest ranking attendant title at Letchworth Village. For 18 years she served as chief supervising attendant and performed her duties with efficiency and courtesy, keeping in mind the best interests of both patient and employee.

Lillian Kent attended the Letchworth Village chapter of the CSEA for over 30 years until her retirement on March 27, 1949.

Lillian Kent was a member of the Letchworth Village chapter of the CSEA for over 30 years until her retirement on March 27, 1949. She received the outstanding employee award for her years of service to the Village.

Wyatt Alexander: Wyatt Alexander was a co-founder of Wyatt Alexander, a prominent legal firm in Buffalo. He was known for his work in labor law and civil service cases.

Monday, May 15, 1969

X-Ray, Laboratory Technicians' Salary Reallocation Appeals Discussed At CSEA Meeting

(Special To The Leader)

ALBANY—State Civil Service X-ray and laboratory technicians met recently at the headquarters of the Civil Service Employees Assn., in Albany to ascertain the status of their appeal for reallocation of grades and salaries.

Discussed were various problems affecting both X-ray and laboratory technicians.

Poremski was the division of the Department of Labor, which critical shortage of technicians personnel in both State and private hospitals, was due to the expansion of those services to meet the increased demands.

A spokesman for the group said that negotiations were in progress with hospitals for technical services, and has resulted in a drastic upward version of pay schedules in private hospitals, Federal and County facilities.

State agencies have not kept pace with this development and find themselves at an obvious disadvantage competing for critical personnel, namely the normal loss of technical personnel through retirement, death or attraction to more lucrative positions.

"This occurs at a particularly critical time," the spokesman said, "as the State needs its experienced technicians to provide adequate X-ray and laboratory facilities in the field of mental hygiene.

"We are not able to train our own technicians as we have in the past, because the State license is required for the operation of a school.

"The completion of a two-year course in a State accredited school and passing a State licensing examination is in addition to a civil service examination required for employment in the State civil service.

"The number of accredited schools is limited; there are not enough X-ray schools to meet the need created by expanding medical insurance programs.

"Those attending were told that no information has been received of any survey of para-medical personnel conducted by the Division of Classification and Compensation. It was noted this survey includes 22 titles, including X-ray and laboratory technicians. The spokesman pointed out that this undoubtedly will result in a serious delay in prompt action on the X-ray and laboratory reallocation appeals.

"The group was told that there seems to be no valid reason for this delay since substantial statistical data has been submitted to the Division within the past year, which supports these appeals. The group was warned that time is an essential factor if the State intends to retain the present complement of technicians or attract new ones.

"The group was also told that they are working on legislation to overcome this delay since substantial statistical data has been submitted to the Division within the past year, which supports these appeals. The group was warned that time is an essential factor if the State intends to retain the present complement of technicians or attract new ones.

Monroe Chapter Is Seeking Candidates

ROCHESTER—The 3,000-member Monroe chapter, Civil Service Employees Assn., is accepting nominations for the board of directors for 1968-69.

Vincent A. Alesci, chapter president, and executive director of the Monroe County Family Court, said the annual installation of officials will be held June 7 at 6:30 p.m. at the Maplewood Party House, 13 S. Memorial Ave., Rochester.

AWARD PRESENTED—Officers of Letchworth Village chapter, CSEA, present the outstanding employee award for 1968 to Miss Lillian Kent, psychiatric chief supervising attendant at Letchworth Village. For 18 years she served as chief supervising attendant and performed her duties with efficiency and courtesy, keeping in mind the best interests of both patient and employee.

Lillian Kent attended the Letchworth Village chapter of the CSEA for over 30 years until her retirement on March 27, 1949.

Lillian Kent was a member of the Letchworth Village chapter of the CSEA for over 30 years until her retirement on March 27, 1949. She received the outstanding employee award for her years of service to the Village.

Wyatt Alexander: Wyatt Alexander was a co-founder of Wyatt Alexander, a prominent legal firm in Buffalo. He was known for his work in labor law and civil service cases.