Top CSEA Leaders Again Attack Pay Raise Delay & Budget Cuts; Pension Study Seen As A Stall

Wenzl, Flaumenbaum, Bendet Charge Programs, Not Aides' Benefits, Caused Fiscal Woes

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The attacks came from CSEA president Theodore C. Wenzl; Irving Flaumenbaum, CSEA first vice-president, and Solomon Bendet, CSEA second vice-president.

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CIVIL SERVICE LEADER, Thursday, March 30, 1972

THE TRANSIT BEAT

by JOHN MAYE
President, Transit Police Patrolmen's Benevolent Assn.

No Man Is An Island

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

Toward a Curtailed Workweek

FOUR-DAY WORKWEEK for civil service?

WELL, IT IS happening now in scores of businesses

throughout the country.

HUNTINGTON BEACH, Calif., is credited with being the

first in local public service to try the

four-day week, which is practically a brand-new

job in the private sector.

In EL MONTE, Calif., with

a 44-man police force, the men

work four 10-hour shifts per
da.

THE SCHEDULE IS arranged to provide extra manpower dur-
ing high crime periods at night.

SAYS CHIEF Orval Davis: "We are able to field more men

when we need them, usually without holding men over
the end of their normal work shift."?

THE FOUR-DAY WEEK, got

its start in private industry,
mostly among small, non-union
companies.

BASICALLY, THE IDEA is to

work four 10-hour days and then

have three days off. In effect, it

means packing five days' work
into four.

MORE THAN 100 companies are trying the four-day, 10-

hour per day workweek and

are most finding it successful.

11 industries have won accept-
ance among a variety of busi-
nesses, including manufacturers,
retailers, hospitals, banks, film
production.

IN CIVIL SERVICE thus far

only some of the smaller police

departments on the West Coast

are trying it.

THERE IS AN important pub-
lic relations angle in trying this

unique work plan:

"THE LARGER the company

(Continued on Page 11)
Ecker Blasts Brydges' Pension Plan Proposal

(From Leader Correspondent)

SYRACUSE—Charles J. Ecker, president of the Civil Service Employees Assn.'s Central Committee, has blasted a proposal to take the issue of pension plans for public employees out of collective bargaining.

The proposal was made by State Senator Earl W. Brydges, State Representative Majority Leader. Brydges established a special committee to study the pension plans for the trainee competitive careers exam. If he should succeed, he would establish a State pension commission rather than being involved in collective bargaining.

Ecker said his conference proposed the civil service merit system. "The majority of public employees in New York State have contributed to their pension plans for many years," Ecker said. "And they want to be able to negotiate any changes in these plans."

He pointed out that in private industry, pension plans are the "negotiated item" in contract bargaining, "even on those [plans] where public employees do not contribute to these plans."

"When employees pay into a plan, as the public employees do in New York State, they have a stake in the plan. And they should be able to have a voice in any changes being considered by their employers — the State and other governmental units whose workers are members of the New York State Retirement System," Ecker said.

Among those attending the meeting were, front row, left to right: Bud Saunders, Susan Coutier, Samuel Grossfield, Carmen Farrugia and Margaret Mishic; second row: Elaine Taylor, Mark Levinson, Leo Milhollen, Herman Ruderman, Frank Mishic and Oliffe Longhine.

Rochester Area CSEA Officials Vow Full Support To Any Action Taken To Protest Pay Raise Stall

(From Leader Correspondent)

ROCHESTER—Representatives of 7,500 State employees in the Rochester area have unanimously endorsed the Civil Service Employees Assn. in any action it takes to resolve the threat of a delay in the pay raise due April 1.

Presidents and delegates of nine CSEA chapters in Monroe and nearby counties met as a political action committee at the Carriage Top Restaurant in Penfield.

Samuel Grossfield, president of the Rochester chapter and spokesman for the group, said the committee will follow up decisions on this and other issues "very shortly" in meetings with State legislators from the Rochester area.

"If legislators withhold the contracted pay raises, they are performing an illegal act, and they can expect employees to halt work, except for essential services, in all State facilities in protest over any such action," Grossfield said.

The political action committee also protested:

• Any reduction in staff and services as a result of Governor Rockefeller's proposed budget cuts.

• The threat to close Mt. Morris Hospital and the Albion Correctional Institute in anticipation of the closing of those institutions.

• The transfer of Blue Shield from the Rochester Plan to the Albion Plan.

• The senior state employee examinations given Nov. 7, 1970, which resulted in more than 60 percent failures.

• The loss of a half-day's pay this winter after State employees were sent home from work at noon during a snowstorm under the impression that the time would not be charged to annual leave.

Grossfield said that he and other CSEA chapter presidents already have received notices of sizable numbers of layoffs of provisional and temporary employees who expected to become permanent employees when items or permanent positions became available.

These people are employed at State hospitals and other institutions in the area, he said.

Grossfield said a number of layoffs are expected soon at Mt. Morris Hospital and Albion Correctional Institute in anticipation of the closing of those institutions.

Committee chairman Samuel Grossfield, center, left, addresses Mental Hygiene Dept. delegates, with Dorothy Hall, president of the Rochester State Hospital chapter, center right, while Helen Vogel of the hospital and Herman Ruderman of the Rochester chapter look on.

Court Finds Discrimination Present In Trainee Exam

ALBANY — The Civil Service Employees Assn. has received a favorable decision from the State Supreme Court in a discrimination suit involving the State's professional careers exam. The CSEA, which represents two appellants in the exam, contends that the exam notice for four examination titles was to be given to those "who have unrecognizable identification with Black or Spanish-speaking communities."

CSEA Attorney James D. Featherstonhaugh charged that the exam notice for four examination titles was to be given to those "who have unrecognizable identification with Black or Spanish-speaking communities."

In his decision, Justice Russell O. Hunt of the Supreme Court, Albany County, maintained that "administrative action intended to confer favors upon a few and to exclude from equal protection under our law is discriminatory, a denial of equality of privileges and opportunities of equal protection of the laws."

Justice Hunt also said that the notice's "administrative action intended to confer favors upon a few and to exclude from equal protection under our law is discriminatory, a denial of equality of privileges and opportunities of equal protection of the laws."

Featherstonhaugh hailed the decision as a victory for the civil service merit system. "CSEA has fought long and hard to uphold the merit system," he said. "We will continue to be a watchdog over this system and public employees can count on us to take any action against it."

Wards Is. SH Aide Wins Reverse Of 30-Day Suspension

A 30-day suspension for Mrs. Mildred Gattly, employee of the Ward Island State Hospital, was recently overturned and reinstatement was brought about through the combined efforts of the Civil Service Employees Assn. chapter's grievance panel and its legal counsel.

Acting on a request from Mrs. Cleo Patricia Ransom, who heads the employee's grievance unit, CSEA went into action. Mrs. Gattly was brought up on disciplinary charges under Section 75, but the initial hearing was postponed 16 days until she could obtain an attorney. CSEA assigned lawyer Stanley Malin to the case.

The hearing officer conceded, during the proceedings, he could find no evidence to bear out the charges. He asked for 10 days for the employees to ascertain the facts. As a result, the chapter received word that the charges were dismissed.

Mrs. Ransom was assisted in handling the case by CSEA field representatives William Parrell, Jr. and Allen Witz. The case was attended by Anthony Solano, assistant to chapter president Amos Royals, also instrumental.

To Warren Bench

Governor Rockefeller has recommended the confirmation of John G. Lee of Lake George as Judge of the Family Court of Warren County.
Why do we Recognize Blue Shield?

Because they know what they're doing.

Blue Shield for physician's charges is the one plan that makes sense. Blue Shield invented the whole idea of prepayment for medical and surgical services and over the past 25 years they've worked out the problems with experience. They've cut red tape to a minimum which means their operating costs are probably the lowest in the business.

Another thing. Blue Shield is non-profit. And while others are too, Blue Shield benefits are the realistic, important benefits that spell the difference between worry-free recovery and financial hardship.

An overwhelming number of physicians in New York State participate in Blue Shield. In fact, most doctors cover their own families with Blue Shield. If there was a better plan — you know that we would have it.

But the fact is, There isn't.
Spark Search To Close Gap In Technical Job Openings

The twin goals of environmental conservation and the abatement of pollution are coming in for greater attention by both government and the public. To further these goals, accordingly, larger staffs must come into being, and the City Personnel Dept. has thus sounded the recruitment call for two dozen titles in the engineering and architecture fields.

For these technological posts, Thursdays have been set aside for filing. In most cases, only evaluation of training will be necessary. Engineers, for example, are required to have licenses in their specialized area.

Promotional and open-competitive openings exist with respect to these titles: air pollution control engineer; civil engineer; civil engineer/water supply; electrical engineer, and mechanical engineer.

Other titles involving technical orientation are: architect; assistant air pollution control engineer; assistant civil engineer; assistant electrical engineer; assistant engineering technician; assistant landscape architect; assistant mechanical engineer; assistant plan examiner of buildings, and assistant planner.

Also in the competitive Thursday series: engineering technician; engineering technician trainee; junior air pollution control engineer; junior architect; junior civil engineer; junior electrical engineer; junior landscape architect; junior mechanical engineer; and junior planner. Completing the series are: radio operator and senior engineering technician.

Your best bet for more data on requirements is a letter to: Department of Personnel, 40 Thomas St., New York 10012. Enclose a self-addressed, stamped envelope to ensure a reply.

Ask for the notice of examination, which includes items like current starting salary and promotional opportunity information.

A HEALTHY CONCERN

What is the state of health of your health insurance policy?

When did you last look at your health insurance policy?

Over 160 million Americans have some form of health insurance.

It sounds great.

But.

Why not set aside a night this week to read your health insurance policy? Put the benefits listed in your policy under the hot white light of today's soaring medical costs, today's demand for medical services, today's complex medical procedures.

However.

If you belong to H.I.P.'s prepaid group practice health care plan you do not have to worry about where you'll get your medical care or how you'll pay for it. It's all under one "roof"; prepaid.

At H.I.P. we urge you to use your health insurance plan coverage. We urge you to seek preventive health care. We urge you to bring your children to see their pediatrician.

We urge you to seek medical attention before minor aches and pains become chronic.

H.I.P.'s prepaid group practice means truly paid in full medical, surgical, specialist and maternity care for however long the medical need exists.

H.I.P.'s Social Services, Nutritional and Health Education programs help you to use your medical benefits wisely.

This is what tomorrow's medical care is all about.

This is why prepaid group practice health plans, such as H.I.P. are being talked about all over the country. Because H.I.P. represents the kind of health care protection all America instinctively wants for itself.

At H.I.P. you receive tomorrow's medical care today, when you need it.

RENEW LPN HIRING

At B'klyn VA Hosp.

New openings for licensed practical nurses are offered by the Veterans Administration Hospital, 800 Poly Pl., Brooklyn. This is a modern 1000-bed general, medical and surgical hospital located adjacent to Fort Hamilton Army Base facing lower New York Bay and the Verrazano-Narrows Bridge.

Starting salaries for licensed practical nurses are $6,812 and advance to $10,307, depending upon qualifications. Applicants must have completed a full-time program of study in a state-approved school of practical nursing and have current licensure in any of the 50 states.

Recent graduates may be appointed subject to obtaining their license during the first year of duty. For further information, call 836-6600, extension 389.
A Blow For Merit

THERE may be a yawning chasm in a court battle to preserve the very heart of the Merit System—appointment to civil service jobs through competitive examinations and no other basis.

Strangely enough, CSEA’s opponent in the courts is the State Civil Service Commission which wants to give preferential treatment in giving job appointments to applicants of particular ethnic backgrounds.

The Employees Association has been a leader in promoting the welfare of persons deprived of this opportunity because of prejudice but it cannot, in turn, act prejudicial toward one group at the expense of the other.

Albany Supreme Court Justice Russell G. Hunt summed it up accurately when he wrote in his opinion that “administrative action may be taken to confer benefits upon a few and to exclude others equally qualified under the law is discriminatory, a denial of equality of privilege and opportunity and of the equal protection of the law. . . .”

And that is it, in a nutshell.

The Double Standard

AS THIS newspaper was going to press, thousands of employees in the State Mental Hygiene Dept.—with the backing of the Civil Service Employees Assn.—were preparing to descend on Albany to demonstrate against the Capitol Building to protest proposed, deep cuts in Mental Hygiene Dept. funds from the new State budget.

Elsewhere throughout the State, tens of thousands of other State workers were in an uproar over threats of job layoffs and a delay for a year of a negotiated pay increase due to take effect this week on April 1.

In the meantime, let us tell you the gist of a news dispatch that came to us in the middle of all this public employee upheaval. It says, in essence, that members of the State Legislature will probably not double their salaries this year but will probably “console themselves” by voting improved pension legislation effective April 1.

It is this type of double standard that makes civil servants gape with dismay and disbelief—and anybody else that has an ounce of logic and intelligence.

Greene Designated

Governor Rockefeller has recommended the reappointment of Douglas C. Greene, of New York City, as a Board of Auditors, effective April 1.

APPOINTMENTS MADE

For Tramway Unit

Governor Rockefeller has designated for reappointment Edward J. Borsky, Richard A. Fris- ter and Lyman Perry Williams of Turin as members of the State Passenger Tramway Advisory Council, for terms ending in 1978.

Like Dynamite

One candidate was declared ineligible for Exam No. 0511. He was test for senior demolition inspector.

High Resistance

One applicant was found to be not eligible for Exam No. 0511. The test was for assistant electrical engineer.

Civil Service Law & You

By RICHARD GABA

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

Ballot Box Marksmanship

THE PERB SETS UP elections and distributes notices of elections with instructions to voters. The notices emphasize that the elections are by “Secret Ballot.” They further state, “Vote By Marking Only X In One Square. Any Other Mark Will Void Your Ballot. Mark Only One Square. X In One Square.” The ballot itself contains the statement, “Mark An X On This Ballot, In One Square Only. This Is A Secret Ballot And Must Not Be Signed.”

Both the National Labor Relations Board and the New York State Labor Relations Board place great emphasis on maintaining the secrecy of representation election.

There is no doubt that a person who marks his ballot with something other than an “X” could be identified if that was his wish. That would be true but no matter what mark was made on the ballot — so long as it is not an “X.”

In the Case of J. Barnette & Sons, 154 NLRB 665, the NLRB held that to allow an employee to identify himself on his ballot, “would remove any protection of employees from pressures, originating with either employers or unions, to prove the way in which their ballots had been cast, and thereby detract from the laboratory conditions which the Board strives to maintain in representation elections.”

It is the long-standing policy of the NLRB to invalidate any ballots which reveal the voter’s identity. The NLRB then engages in a great deal of subjective ex post facto speculation in each case as to whether or not there has been an impairment of secrecy.

The New York State Labor Relations Board does not take any such subjective flight into fancy or delve itself on the question of intent of the voter or the maintaining of secrecy. Its position has consistently been that any mark other than an X in one of the boxes voids the ballot. The specification of the NLRB is sound and does not leave room for the kind of speculation the NLRB engages in.

The SRLB has said, “It may be that the voter’s intention was clear. Intention, however, is not the sole concern in the determination of what constitutes a secret ballot. The secrecy of that ballot is, as a matter of public policy, of equal importance. The Board’s insistence that a ballot, in order to be counted, be marked exactly in accordance with its instructions, is no ‘merit formalism.’ When a voter places any type of mark other than the one expressly directed, it makes his ballot different from the others and capable of identification. Whether this was by prior arrangement or not is immaterial because secrecy is no longer assured. (Matter of Allerton, 13 SRLB 664 at 665.)

In the Colonial Sand & Stone case, the SLRB said: “Experience in conducting elections of this kind convinces the Board that to compel strict adherence to the requirement that an “X” be marked on ballots eliminates ex post facto exercise of the Board’s discretion, and is more likely to result in fair elections, free from suspicion or question.” (S SRLB 762 at 785.)

SUBJECTIVE DETERMINATIONS should be avoided; otherwise, the question of the intent of PERB elections and the secrecy attendant thereto will never be laid to rest. One can imagine innumerable situations in which a subjective determination would have to be made as to the intention of the voter. An example of such a ballot is: PERB will soon have an opportunity to decide a case involving a ballot marked other than with an X. It will be interesting to see which rule they will follow, the State or the Federal.
The Leader, this week, continues a listing of legislation affecting civil service employees which have been introduced into the State Legislature.

Bills which are both protection for, and adverse to, the civil service community are enumerated. A complete listing of the Senators and Assemblymen serving in Albany was published in recent editions. It will be repeated at intervals during the legislative session in order that readers interested in specific pieces of legislation can contact their local legislators and the sponsors of the measures. The Senate bill listing is continued. However, in most cases, companion bills have been introduced in the State Assembly.

1166 LOMBARDI, HUGHES—Would require school district, beginning in 1972 and annually thereafter, to determine amount of contributions which it will make to retirement system for teachers, for purpose of State aid, which will be paid in addition to State aid otherwise payable in amounts as determined times aid ratio or 36 percent whichever is greater, and with amount apportionment from the proceeds to be deducted in determined operating expenses, for State aid purposes. Education Comm.

1170 HUDDSON—Would credit to members of State Teachers' Retirement System, teaching service in private educational institutions in New York subject to supervision by Regents. Education Comm.

1176 HUDDSON—Would extend definition of 'licensed emergency to include vehicles owned or leased by county or town while engaged in removal of snow along county, town and county highways. Motor Vehicles Comm.

1179 LEVY—Would require that each municipality operating and maintaining police training school for enforcement of State or municipal narcotic laws, submit to local government commissioners, quarterly estimates of all anticipated expenditures for operation and maintenance of such school for less than 30 days before first day of April, July, October and January in such form and continuing such information as commissioner may require, with municipality to submit, to commissioner at end of each quarter, verified accounting of financial operation of program together with claim for reimbursement of one-half of such amounts; makes other relative provisions as to limitation of State aid. Finance Comm.

1768 NILES—Would provide that Legislature may authorize creation of State debt for bond purposes to be used for raising forces for service during Korean and Viet Nam hostilities, with maximum to be paid member for each service to be $250; if not at $500,000,000, maximum aggregate amount of State debt authorized. Judiciary Comm.

1773 NILES—Would require provisions providing that items for public assistance and care on claims and suits for personal assistance and care on claims and suits for personal injuries shall not apply to claim or award allowed pursuant to workmen's compensation and volunteer firemen's benefit law. Social Services Comm.

1783 GARCIA—Would provide that school buildings may include day care center in each building, subject to approval of State education commissioner, Education Comm.

CITIZEN'S LEADER, Thursday, March 30, 1972

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX, JAMES JEFFERSON, Defendant — Index No. 1043/71, NOT A HEARING,

ATTORNEY FOR DEFENDANT — ALEXANDER N. DIVORCE,

1112 Boulevard of the Americas, 1092 Third Avenue, New York City

YOU ARE HEREBY SUMMONED to answer the complaint of Plaintiff, in the above-entitled action, commenced by complaint of Plaintiff, in the County of New York, New York, New York County, New York. The complaint is served upon you by publication pursuant to an order of the Supreme Court of the State of New York, dated March 9th, 1971, and in case of your failure to appear or answer, judgment will be taken against you by default, based on the proof of service of process in such manner as the Supreme Court of the State of New York shall have deemed proper.

The complaint contains various causes of action against you, including Action for a Divorce, Action for Support of Minor, and related actions.


HOWARD F. TRUSSEL,
Attorney for Plaintiff.
Office and Post Office Address: 1263 Third Avenue, New York City, N.Y. 10016.

TO: JAMES JEFFERSON

2172 Westchester Avenue, New York City, N.Y. 10457
The foregoing summons is served upon you by publication pursuant to an order of the Supreme Court of the State of New York, dated March 9th, 1971, and in case of your failure to appear or answer, judgment will be taken against you by default, based on the proof of service of process in such manner as the Supreme Court of the State of New York shall have deemed proper.

The complaint contains various causes of action against you, including Action for a Divorce, Action for Support of Minor, and related actions.


HOWARD F. TRUSSEL
Attorney for Plaintiff.
Office and Post Office Address: 1263 Third Avenue, New York City, N.Y. 10016.

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BROOKLYN

DOTTIE THOMAS, Plaintiff

v.

uther, in and as abortions, New York, New York County of Brooklyn, as the place of trial. The summons is served upon you by publication pursuant to an order of the Supreme Court of the State of New York, dated March 9th, 1971, and in case of your failure to appear or answer, judgment will be taken against you by default, based on the proof of service of process in such manner as the Supreme Court of the State of New York shall have deemed proper.

The complaint contains various causes of action against you, including Action for a Divorce, Action for Support of Minor, and related actions.

Dated, New York, April 7th, 1971.

HOWARD F. TRUSSEL
Attorney for Plaintiff.
Office and Post Office Address: 1263 Third Avenue, New York City, N.Y. 10016.

NOTICE

All persons having an interest in this action, whether adverse or otherwise, are hereby put on notice that the undersigned, on or before December 31st, 1971, will apply for a final disposition of the same, and that all persons having an interest in this action are hereby required to appear and to file their answers or demurrers, if any, with the Clerk of the Court, to which the same are filed, or with the Clerk of the Circuit of the County of Brooklyn, at Brooklyn, New York, New York, New York, New York, New York, New York.

Dated, New York, October 26th, 1970.

JACOB BELLER
Attorney for Defendant.
Office and Post Office Address: 1451 E. Gun Hill Road, Bronx, New York 10471.

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF SUFFOLK

DOTTIE THOMAS, Plaintiff

v.

THE STATE OF NEW YORK, as the City of Brooklyn, as the place of trial. The summons is served upon you by publication pursuant to an order of the Supreme Court of the State of New York, dated March 9th, 1971, and in case of your failure to appear or answer, judgment will be taken against you by default, based on the proof of service of process in such manner as the Supreme Court of the State of New York shall have deemed proper.

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Dated, New York, October 26th, 1970.

JACOB BELLER
Attorney for Defendant.
Office and Post Office Address: 1451 E. Gun Hill Road, Bronx, New York 10471.

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JACOB BELLER
Attorney for Defendant.
Office and Post Office Address: 1451 E. Gun Hill Road, Bronx, New York 10471.
Civil Service Employees Assn. Mental Hygiene chapter officials from several institutions meet with State Assemblyman Willis Stephens, far right, to protest the proposed outbacks in the Mental Hygiene Dept.'s budget which would affect department employees. Left to right are William McGowan, from West Seneca State School; Ronnie Smith, Willowbrook State School; James O. Barge, Bronx State Hospital; Mrs. Julia Duffy, Filipin State Hospital; Joseph Davis, Brooklyn State Hospital; Salvatore Butero, New York Psychiatric Institute; Robert Guild, CSEA collective bargaining specialist; Mrs. Mary Blair, CSEA assistant program specialist; Mrs. Ann Beissette (partially hidden), Harlem Valley State Hospital, and Stephanie Mrs. Beissette, Mrs. Duffy, Butero and McGowan are CSEA Board of Directors members from the Mental Hygiene Dept. The group then formulated plans for the March 29 demonstrations at the Capitol.

Demonstrations In Albany

(Winddale — Harlem Valley State Hospital recently became one of the first Mental Hygiene Dept. institutions to sign a contract with the hospital team in the negotiations on salaries, retirement and working conditions in the near future. The agreement, reached after several weeks of negotiations, went into effect on March 10. Basically, the final pact consists of 14 items that cover working conditions and procedures at the hospital, and other similar improvements.

Charles Thornton, R.N., chaired the CSEA chapter's negotiating team while Lloyd W. Hale, deputy director at Harlem Valley S.H., coordinated the hospital team in the negotiating sessions.

Delhi College Assn. Aides Pick CSEA

DELHI — Employees of the College Association of Delhi, Inc. (CADI) have elected the Civil Service Employees Assn. as their bargaining representative in contract negotiations with management.

CSEA collective bargaining specialists reported that out of 118 eligible employees, 66 voted “yes” for CSEA representation as a recent election.

A negotiating team is being formed now, said CSEA chapter president Ted Badger, and the employed group plans to settle negotiations on salaries, retirement and working conditions in the near future.

The chapter is now awaiting approval of its constitution by the CSEA board of directors.

Pact Reached At Harlem Valley Hospital

(Winddale — Harlem Valley State Hospital, putting its signature on the contract recently reached between the institution and the Civil Service Employees Assn. Watching the fine print of this agreement was Lloyd W. Hale, left, who headed the hospital negotiators, and Charles Thornton, chief bargainer for the CSEA team.

No Agreement On Pension Reopener

ALBANY — The Civil Service Employees Assn. New York State committee to study retirement age, formed last year under the CSEA-State contract, has completed its study of minimum retirement age.

CSEA leaders said last week that the Association members of the joint committee have filed a separate report since no agreement could be reached.

CSEA has requested a reopening of negotiations on the retirement age question, but that request was turned down by State director of employee relations Abe Lavine, CSEA sources said.

Association members of the committee are: Thomas Umina, chairman; Steve Crandell; Neil McReine; James Scandurra; Margaret Veely, and Ernest K. Wagner.

CSEA leaders pledged that the CSEA Employees Assn. would give a top priority to reducing the retirement age in negotiations expected to begin next Fall.

Delegates Back Revenue Sharing; Support Veterans' Pension Credit Legislation

(From Leader Correspondent)

KIAMESHA LAKE — Four key resolutions on issues affecting the long-term welfare of public servants were adopted unanimously at the annual March Delegates Meeting here.

The resolutions, which were overshadowed by the immediate budgetary threats and solutions authorizing demonstrations and potential job actions, are vital to the status of civil service as a career and for the welfare of members at the Civil Service Employees Assn.

The resolutions:

* Endorsed the concept of revenue sharing and urged the President on Nixon for action to help the states maintain existing services.

* Passed a pending bill that would permit World War II veterans back retirement credits for service time at a contribution rate equal for the time they first entered the Retirement System. This would save affected employees hundreds of dollars each.

All four resolutions were offered by State first vice-president David E. Plaumenbach and were adopted unanimously.

Here's Schedule For New Pay Checks, If —

ALBANY — State employee pay raises negotiated last year by the Civil Service Employees Assn. and scheduled to take effect this April 1 will first be reflected in pay checks of April 7 for administrative personnel and April 14 for institutional employees, a CSEA spokesman pointed out. The pay period begins April 1.

According to the spokesman, under the official implementation procedure, State salary increases that are keyed to the beginning of the fiscal year, April 1, actually show up in the payroll of the bi-weekly pay period that begins closest to April 1.

Being an administrative employee, this will be the pay period of March 25-April 7, while for institutional personnel it is the period of April 1-April 14. The CSEA spokesman pointed out, however, that observance of this timetable hinges on legislative passage of the new fiscal year's budget in time for the necessary machinery to be set in motion.

CSEA also cautioned institution employees not to look for their increases in paychecks they receive this pay period to reflect any increase which might become law in the interim period between February 28 and April 14.

"In full pay status" will receive a yearly salary of at least $6,000. Employees hired more recently will receive the benefit upon attaining the necessary service level.

Harpur FSA Chap. Approved; Vote Scheduled

(Binghamton — Officials of the Faculty-Student Assn. chapter, Civil Service Employees Assn., at Harpur College, have been advised by CSEA Headquarters in Albany that approval for the chapter's charter has been granted by the Executive Board.

The chapter was formed in November to secure sole bargaining rights for employees in the food service program at the State University at Binghamton (Harpur College) campus FSA.

An election, meanwhile, to determine whether the CSEA will run the ticket to assure exclusive bargaining rights for employees in the food service program has been scheduled for the near future.

Wickham Picked

Governor Rockefeller has appointed Don J. Wickham, State Commissioner of Agriculture and Markets, as a trustee of the State University for a term ending in 1979.
Women's Lib, No Big Deal To CSEA Gals

"Women's Lib" may be hot stuff to a lot of women these days but it's never been any big deal to the gals of the Civil Service Employees Assn., many of whom have been in the front ranks of CSEA leadership in one or more roles since the organization's founding.

As a matter of fact, the goal of being the first woman president of the Employees Association has long been unobtainable. That honor was taken by Beulah Bailey Thull back in 1934 when she was elected for the first of two terms as CSEA's top officer.

Since then, one CSEA gal who has turned in a triple threat performance on leadership is Hazel Abrams, an employee of the State Education Dept. She has, in turn, served as president of the Capital District Conference, CSEA Statewide secretary and, at present, as third vice-president of the Employees Association. In addition, she is one of the very active movers of a program for retired CSEA members.

On the conference level, women have long exercised the reins of leadership. As a matter of fact, there were eight past presidents of conferences from the distaff side at the recent CSEA Delegates Meeting at the Concord Hotel and the only one we failed to capture in our picture was Mrs. Florence Drew, who served as a leader of the Central Conference. Other past presidents on hand were Mrs. Nellie Davis, Southern; Mrs. Clara Boone, Central; Grace Hillery, Celeste Rosenkrantz and Mrs. Pauline Pitchpatrick, Western, and Deloras Fussell, Capital.

A State department that has long had strong feminine leaders in the forefront is Mental Hygiene. Two of the four current department representatives on the CSEA Board of Directors are Mrs. Julia Duffy, Pilgrim State Hospital, and Mrs. Ann Besette, Hudson River State Hospital, both of whom are equally active in the affairs of their conferences.

For many years, there were more women chapter presidents than men in the County chapters of the Employees Association and one of them, Mrs. Margieann Kinney of Cattaraugus, has served in such varied capacities as chapter president, chapter delegate to the Board, delegate to CSEA conventions, publicity director, social committee chairman and what have you!

The list of top CSEA gals is, of course, a long one and we apologize to all those other ladies who rightly deserve a mention here, but whom we could not include.

At any rate, to everyone's benefit, the gals of CSEA have always had their place in the sun.

We quote this poem from a leading women's magazine to sum it up:

Women's Lib
From Adam's Rib
Is Just Impossible
According to the Gospel
So Vive la Difference!

Some past conference presidents seen here are, from left, Mrs. Nellie Davis, sell, Capital; Celeste Rosenkrantz and Southern; Mrs. Clara Boone, Central; Mrs. Pauline Pitchpatrick, Western.

Two gals who do their homework to put across the goals of the Mental Hygiene Dept. employees are Mrs. Ann Besette, left, and Mrs. Julia Duffy, who serve as departmental representatives to the CSEA Board of Directors.

County Session Tapes Available

ALBANY — A tape recording of the panel discussion held Tuesday, March 16, for County Division chapter delegates at the Civil Service Employees Assn.'s Delegates Meeting in Klamath Lake, is available for loan to any CSEA County Division representatives who wish to make use of the tape.

Joseph J. Delan Jr., CSEA director of local government affairs, said that the recording, which includes the entire panel discussion on the topic of "The Separation of Services — New Delivery System," is now available from his office at CSEA Headquarters, 33 Elk St., Albany.

Hempstead School Aides Choose CSEA

Hempstead — The Nassau County chapter of the Civil Service Employees Assn. has won representation rights for most non-professional personnel employed by the Union Free School District No. 23 of the Town of Hempstead.

The certification election was held on Feb. 18. Affected are maintenance, grounds, kitchen, and bus employees.

Ramapo 2 School Aides Select CSEA

RAMAPO — The Rockland County chapter of the Civil Service Employees Assn. has been certified to represent the employees of the Ramapo Central School District No. 2.

CSEA won certification in an election held on Feb. 11. Represented in the unit will be maintenance and special services employees, both seniors and helpers.
transfer by Authority to City of transit facilities operated by Authority in City and any other materials, supplies and properties incident to the operation thereof, with agreement to give City control of such facilities or on or before June 15, 1971, and with no provision therein to limit power granted City to manage, control or direct maintenance and operation of transit facilities or fares or services thereof.

NY City Com.

1865 BERNSTEIN — Would include hostilities participated in by U.S. military forces from June 26, 1960, to Jan. 1, 1965, instead of July 27, 1965, as services by veterans for purposes of additional credit allowed in competitive civil service examinations.

Civil Service Com.

1865 BERNSTEIN — Would require that one copy of record kept by registrars and dealers of firearms, retained in record book, be forwarded within 72 hours of division of State Police, and in manner approved by the Department of Transportation and Nassau Co. to appropriate division or unit of police dept. designated, and retain each record from presentation that record of form book shall be approved by State Police for use in civil service examinations.

JUDICIARY Com.

1867 BERNSTEIN — Would provide that no pupil shall be required to teach on such day, except as provided in terms of teachers' employment, nor shall any subject required for graduation be for such on Saturday only.

Education Com.

1883 BERNSTEIN — Would strike out provision that veteran must have been resident of State at time of entrance into U.S. armed forces for preference for civil service examinations.

JUDICIARY Com.

1885 BERNSTEIN — Would provide that amount borrowed by member of City Employment Retirement System who has been member continuously for at least three years, must be repaid before age 70, instead of 65.

NY City Com.

(Continued on Page 15)
Governor Rockefeller has announced the nominations of seven persons to the Board of Visitors to the State's new Elmira Psychiatric Center. Construction of new physical facilities for the Center is now under way.

The seven named by the Governor are: Cove C. Hoover of Elmira; Carl Leacy of Cuba; Mrs. John V. Moore of Elmira; Harry Charles Shepard, Jr. of Horseheads; Mrs. H. William Weaver of Painted Post; Dr. Harvey G. West, Watkins Glen, and Nicholas Yuris, Elmira.

Pair Designated For Oswego Unit

Leyden E. Brown of Oswego has been named as chairman of the Council of the State University of New York at Oswego. The Governor also announced the appointment of Mrs. H. Douglas Barclay of Pulaski as a member of the Council of the State University at Oswego, for a term ending July 1, 1971. The appointment requires Senate confirmation.

Members of the State University Councils serve without salary.

P.R. Column

(Continued from Page 2)

the more prior planning is required. And employees must be involved in this planning. They must feel it is their program or it is not likely to work.

THIS IS THE WARNING from the author of just about the only study on the subject. Mrs. Riva Poor. Her book, "4 days, 40 hours," is published by Thrush & Poor Publishing Co., Cambridge, Mass.

HOW THE FOUR-DAY workweek can be applied to civil service will depend on the ingenuity of civil service organizations and government personnel planners.

THE BIG PROBLEMS will be that in many areas, the government operates on a 24-hour, 7-day-a-week, 365-day-a-year basis.

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INSTALL IT YOURSELF AND SAVE
Pick up all Name Brand air conditioners at our
WAREHOUSE SALE! 1 Year Free Factory Service
We also Deliver and Install.
Aber Radio Inc., 1100 Rochester Rd.
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We understand.

LOWER FUNERAL PRICES
Have Always Been Traditional At
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FUNERAL HOMES
Call 627-8700 to reach any of our affiliated Walter B. Cooke neighborhood funeral homes.

BUY US BONDS

Get this station wagon free with every VW Campmobile.

To take advantage of this offer, buy a VW Campmobile and follow these simple directions:

Walk over to the dining room table and fold it away.
Walk over to the utility tables and fold them away.
Walk over to the full length double bed and fold it away.
Take out the child's bed.
Take out the child's cot.

Now close the door to the clothes closet.
And the 2 storage cabinets.
And the large icebox.

There you are in possession of a full fledged, 176 cubic foot Volkswagen station wagon.

The same celebrated station wagon that can seat 6 people, average 23 miles to a gallon of gas and forego water or antifreeze.

Look into it any time you want.
This offer is good forever.
problems reach proportions that demand concerted public action, be it to stem the tide of a major disaster or to prevent another one. The problem really began to gain attention when our middle class and the more affluent children and in their own living rooms. It is only recently that the medical profession has undertaken broad studies of the dangers of marijuana. Although the marijuana debate has so far produced little concrete ground from a middle ground to a violent one, it is evident that the medical profession has undertaken broad studies of the dangers of marijuana. Although the marijuana debate has so far produced little concrete ground from a middle ground to a violent one, it is evident that the medical profession has undertaken broad studies of the dangers of marijuana. Although the marijuana debate has so far produced little concrete ground from a middle ground to a violent one, it is evident that the medical profession has undertaken broad studies of the dangers of marijuana. Although the marijuana debate has so far produced little concrete ground from a middle ground to a violent one, it is evident that the medical profession has undertaken broad studies of the dangers of marijuana. Although the marijuana debate has so far produced little concrete ground from a middle ground to a violent one, it is evident that the medical profession has undertaken broad studies of the dangers of marijuana. Although the marijuana debate has so far produced little concrete ground from a middle ground to a violent one, it is evident that the medical profession has undertaken broad studies of the dangers of marijuana. Although the marijuana debate has so far produced little concrete ground from a middle ground to a violent one, it is evident that the medical profession has undertaken broad studies of the dangers of marijuana.
Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Application Section of the New York City Department of Personnel is at 49 Thomas Street, New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Canal Street.

Applications: Filing Period — Applications issued and received Monday through Thursday from 9 a.m. to 5 p.m., except Thursday from 9:30 a.m. to 5:30 p.m.; and from Saturday from 9 a.m. to 12 noon.

Application blanks are available free either by the applicant or by his representative. For the Application Section of the New York City Department of Personnel at 49 Thomas Street, New York, N.Y. 10013, telephone 616-8700.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that run through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stops at the Chambers Street stop and the IND’s Q, R local’s stop is City Hall. Both lines have exits near Chamber Street, a short walk from the Personnel Department.

STATE — Department of Civil Service has regional offices at 1130 Ave. of the Americas, N.Y. 10019, phone 785-3511; The State Office Campus, Albany 12224; Bulle 760, 1 West Broadway, Buffalo 14202; State Office Bldg. Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesday only) not open Saturdays.

After 5 p.m., telephone: (212) 765-3813, give the name of the office to which you are interested, plus your name and address.

Candidates may obtain applications only in the regional offices of the New York State Employment Service.

FEDERAL—New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Chambers and walk two blocks north, or any other route to Chambers St. or City Hall.

Monday through Friday hours are 9:30 a.m. to 6 p.m., and offices stay open until 9 p.m. on Monday, 9 a.m. to 1 p.m. The telephone is (212) 264-9426.

Applications are also obtainable at main post offices throughout the New York, N.Y., Post Office. Boards of examiners at the particular installations noted in the ads may also be applied to for further information and application forms. No forms are required with mailed requests for application forms.

There are many openings in the commercial field for Secretaries and Stenographers. Good skills are required and applicants must have experience of at least six months. Experience is of a very good opportunities for applicants to work with designers or pattern makers in the production of the garment. The experience has to be gained in the area of pattern cutting or tailoring. The pay is $75 to 140 a week.

This is a demand for Sewing Machine Operators to work with special equipment sewing button and buttonholes. May be required to use a slipkarat machine to set lining in ties. The pay range is from $64.75 to $85. Monthly work week, some piece work. . .

There is a demand for Bookkeeping Machine Operators with some knowledge of bookkeeping and typing. Knowledge of OCR or Burroughs machine or other models acceptable. Garmen experience is helpful but not required. These are Clerks with knowledge of keypads, typing and adding machine can pay $75 to 140 a week. . .

There are many job opportunities in the health field. For example, Registered Nurses are in great demand, the evening and night shift. The annual wage is $8,600 to $9,900 plus a differential from $1,500 to $2,500 for night shift.

WEST BRONX VICTOR 1434-045-2318

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3 BEDRM 1 1/2 BTHRM 113290

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Our 2 bedroom, 1 bath apartment, plus an extra bedroom, garage, Gar- den Views, pool, pool house

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20,000 acres, farm, gas, fuel, water & dryer

Laurenture $28,500

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3 1/2 baths on one floor. 3 bedrooms, plus den. Beautiful, landscaped grounds. 2 huge bedrooms, 1 V/2 baths. 3 huge bedrooms, 2 Hollywood bath. Niteclub basement. 4 bedrooms, 2 Hollywood baths. Niteclub

LAURELTON $36,500

FOUR BEDROOMS $33,000

Custom Cape — All luxury — on 1 acre perk-like plot. 1 Acre, 5 bedroom, 3 1/2 bathroom, 2 cars, basement. Mid 50's. 3 bedroom, 2 bathroom, fireplace, brick. 3 bedroom, 2 bathrooms. 2 Hollywood baths. Niteclub basement. Beautiful, landscaped grounds, 2 huge bedrooms, 1 V/2 baths. 1 acre

LONG ISLAND HOMES

CABRIL HEIGHTS $28,990

3 Bedrm Apt. on 2nd Flr. — 3rd Flr. — Furnished, 3rd flr. Conveni- ent to everything. $600 down. 3 bedrooms, 2 bath, apartment, including heat, water. $500 down. 2 bedrooms, 1 bath, apartment, including heat, water. $400 down. 3 bedroom, 2 bathroom, fireplace, brick. 3 bedroom, 2 bathrooms.

KINGSTON $8,500

WEST BRONX VIC

LAURELTON $28,500

UNION TWP. 5, REALTY

CABRIL HEIGHTS $28,990

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CSEA Leadership Blasts Anti-Employee Actions

ALBANY—The Civil Service Employees Assn. and the State Dept. of Audit and Control have been charged by the department by the CSEA, the department insisted that it did not have the power to system. "This is just one more in a series of provocations," Linden said. "First, we fought tooth and nail to negotiate a workweek for the employees. The Department consistently told us that it did not have the power to set a workweek. Now they are doing it without consulting CSEA. Instead, they issued this memo. This is clearly a violation of trust."

"This move by the Department to be unfair to the employees involved. The Department did have the right to set a workweek, as evidenced by its own announcement. Their selling repeatedly in negotiations that they did not have this power is indefensible at this point."

Linden said the employees were also angered over a section of the same memo, which announced that employees' personal leave credits could now be taken in 15-minute units. "This was an act of callousness during our talks," he stated. "The news blackout while the talks are still in progress is designed to keep us in the dark on items tentatively agreed upon."

The Department released this memo, Linden said, "to create an atmosphere of suspicion to make us question the Department's integrity."

No formal action will be taken by CSEA against the Department, Linden said. "But CSEA and the employees of Audit and Control are very disappointed in the attitude and the actions of Department officials. Negociations are continuing.

Audit & Control Dept. Ends News Blackout, CSEA Official Says

ALBANY—Violations of the news blackout on negotiations in behalf of employees of the State Dept. of Audit and Control have been charged by the department by the CSEA. The department also has been charged by the CSEA Mental Hygiene Dept. budget. 0

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Bill Affecting Civil Service

(Carried over from Page 19)

minimum retirement age or under provisions SB3-35.0 relating to separation from service without full or partial disability, an application elected options in which retirement allowances may be taken, and other benefits to be payable in manner described herein pursuant to application hereunder for pre-service retirement allowances as to presumption of retirement, N.Y. City Com.

In March, it would require that in New York City when appointment or assignment to supervisory position in school districts, whether permanent or temporary, is made, such position requires exercise of supervisory or administrative responsibilities otherwise held by appointed personnel, by person who has served by appointment under supervisory license of rank or classification equated to or higher than highest classification to be supervised shall be eligible, N.Y. City Com.

1853 CALANDRA—Would allow candidate upon completion of civil service examination in New York City, to retain examination questions pertaining to examination.

1854 CALANDRA—Would require that all employees of State wearing uniform whenever on duty shall be furnished such uniform and equipment which State shall maintain, but not remaining compensation on account of absence of fair wear and tear.

Civil Service Com.

1855 CALANDRA—Would provide that loans to members of City patrolmen's pension fund shall be insured in their entirety, instead of in amounts calculated $300 each.

NY City Com.

1855 CALANDRA—Would provide that officers who have retired from police pension fund by members, shall be repaid before age 55, according to provisions hereunder for making member otherwise eligible hereunder, not receiving compensation on account of absence of fair wear and tear.

Civil Service Com.

1855 KNOX—Would fix base for computing pension or retirement allowance of member of pension or retirement system of paid police force or department of City which shall be $300 each.

NY City Com.

1856 BLOOM—Would allow pension from police fund to be transferred directly or indirectly to other employer.

NY City Com.

1858 BLOOM—Would allow member of City Police Pension Fund who was member of State Police Retirement System or police department of contiguous county, or if residents have been in employment of, or on leave of absence from employer.

NY City Com.

1860 LENTOL—Would require New York City to provide moneys due for salary or benefits of person transferring to State Employees' Retirement System, and be reimbursed therefor because he has accepted position in State service, he shall not be subject to restrictions as to gainful occupation.

NY City Com.

1867 LANGLEY—Would provide that disability benefits resulting from line of duty injury shall not be subject to restrictions as to gainful occupation.

Civil Service Com.

1881 LENTOL—Would require New York City to assume liability for death benefits of members of State Police Retirement System or police department and to all rights granted hereunder.

NY City Com.

1903 BLOOM—Would provide that member of City Police Pension Fund, Art. 2, who has received credit for prior City service as member of any New York City Retirement System, or Education Board Retirement System, in such fund, shall have credit for prior City service in Police Dept. to determine length of service for retirement purposes, subject to provisions making member of police pension fund ineligible for retirement benefit, as result of permanency or adequacy of pension, and to provide that in case of death of person elected to retirement, as result of injury sustained while in line of duty, amount of pension and/or retirement allowance computed as at date of death, after adjustment or paymens, as the case may be.

NY City Com.

1905 BLOOM—Would provide for retirement allowance of member of City Police Department on date of retirement, instead of not less than full, instead of 1/60th of annual compensation on date of last day of employment as member of force consisting of less than 300 full time members, and who has reached age 55, according to minimum amount which he would have been entitled by such member elected by state after completing at least 20 years continuous service period, by Board of Regents.

NY City Com.

1906 BLOOM—Would provide that disability retirement allowance computed on account of disability to be paid to member of City Police Pension Fund, to be determined in part by Board of Regents, in accordance with provisions where death ensues, or results, either before or after retirement, as result of injuries received.

NY City Com.

1912 BLOOM—Would provide that annual compensation of employee be determined from instead of 1/6 of final compensation, and with such pension to be paid as retirement allowance to be increased to not less than full, instead of 1/60th of full salary payable to age 63, instead of 56, and to make member otherwise eligible for retirement benefit to whom retirement allowance was computed under terms as they exist on date of retirement, but recomputing on basis of cost of living index, and to increase or decrease according to index

NY City Com.

1913 BLOOM—Would provide that member of City Police Pension Fund, Art. 2, who has received credit for prior City service as member of any New York City Retirement System, or Education Board Retirement System, in such fund, shall have credit for prior City service in Police Dept. to determine length of service for retirement purposes, subject to provisions making member of police pension fund ineligible for retirement benefit, as result of permanency or adequacy of pension, and to provide that in case of death of person elected to retirement, as result of injury sustained while in line of duty, amount of pension and/or retirement allowance computed as at date of death, after adjustment or paymens, as the case may be.

NY City Com.

1914 BLOOM—Would provide for retirement allowance of member of City Police Department on date of retirement, instead of not less than full, instead of 1/60th of annual compensation on date of last day of employment as member of force consisting of less than 300 full time members, and who has reached age 55, according to minimum amount which he would have been entitled by such member elected by state after completing at least 20 years continuous service period, by Board of Regents.

NY City Com.

1917 BLOOM—Would provide that if payment to members of police department is transferred to negotiated agreement between agent, officer or board of City and employees, or employees' associations or professional association or society, compensation to be paid official, clerk or employee, as result of line of duty injury, and to provide that in case of death of person elected to retirement, as result of injury sustained while in line of duty, amount of pension and/or retirement allowance computed as at date of death, after adjustment or paymens, as the case may be.

NY City Com.

1919 BLOOM—Would provide for retirement allowance of member of City Police Department on date of retirement, instead of not less than full, instead of 1/60th of annual compensation on date of last day of employment, instead of 1/60th of full salary payable to age 63, instead of 56, and to make member otherwise eligible for retirement benefit to whom retirement allowance was computed under terms as they exist on date of retirement, but recomputing on basis of cost of living index, and to increase or decrease according to index.

NY City Com.

1920 LAVENITE—Would provide that disability retirement allowance computed on account of disability to be paid to member of City Police Pension Fund, to be determined in part by Board of Regents, in accordance with provisions where death ensues, or results, either before or after retirement, as result of injuries received.

NY City Com.

1920 STAFFORD—Would provide that if payment to members of police department is transferred to negotiated agreement between agent, officer or board of City and employees, or employees' associations or professional association or society, compensation to be paid official, clerk or employee, as result of line of duty injury, and to provide that in case of death of person elected to retirement, as result of injury sustained while in line of duty, amount of pension and/or retirement allowance computed as at date of death, after adjustment or paymens, as the case may be.

NY City Com.
Jack Sokolinsky accuses State of "creating" crises.

Pictured here is a general view of the more than 1,400 CSEA delegates and members who attended the delegates' session held at the Concord Hotel. The Convention was held from April 16 through 19.

Mrs. Julia Duffy, Long Island Mental Hygiene Board of Directors representative, at microphone, calls for a vast turnout of demonstrators in Albany to protest Mental Hygiene budget cuts. Fellow MH representative, Mrs. Ann Beesette, is at right.

Listening with deep concern to CSEA president Theodore C. Wenzel's remarks that State employees face one of the most critical periods since the 1930s are, among those identifiable, Nicholas Puzziferri, left, Southern Conference president, and Mrs. Julia Duffy, Pilgrim State Hospital, first row; Samuel Emmett, left, New York City chapter; Celeste Rosenkranz, Buffalo chapter, and Randolph V. Jacobs, Metro Conference president, second row; Richard Cleary, Department of Transportation delegate; Edgar Troidle, Agriculture and Markets chapter, and Harold Ryan, Audit and Control representative.

Max Benko, of the Albany Tax Dept. chapter, is seen in his familiar role of quoting from the by-laws of the Employees Association to clear up a procedural matter.

Describing the fiscal needs of the future for CSEA is its treasurer, Jack Gallagher, at microphone, while Hazel Abrams, left, Association third vice-president, and Solomon Bendet, second vice-president, study report on which the call for a dues increase was based.

A proposal that an extra day of meeting time be added to delegate conventions is made by Agnes Miller of Suffolk Psychiatric Hospital chapter.

Paul Cooney, at microphone, and Richard Cleary as seen at a meeting of Department of Transportation delegates, report the details of the success story on the drive to restore overtime and correct shift work problems that plagued snow removal workers this past Winter.

Jack Conoby, right, describes negotiations for the Tax Dept. while Bernard Schmahl, department representative, and Jack Dougherty, left, Albany Tax Dept. chapter president, give their attention.

Randolph V. Jacobs, president of the Metropolitan Conference, argues in behalf of a minimal increase in the dues of the Civil Service Employees Assn. His proposal for a 25-cent, bi-weekly increase was adopted by the delegates.