Permanent For Local Gov’t Aides By New Legislation

Temporary Benefits Made Permanently For Local Gov’t Aides By New Legislation

Rehabilitation Center Set For Otisville With No Loss Of Current Jobs

Cost-of-Living Raises And Pension Bargaining Decisions Are Delayed

ALBANY — The State Legislature last week passed legislation for new pension systems for all public employees in the State, but these new measures are not the last word on civil service retirement plans.

Although the legislation basically goes along with retirement benefits negotiated in a three-year contract between the Civil Service Employees Assn. and the State Administration it did not settle the questions of retirement being a negotiable issue nor did it provide a supplemental cost-of-living increase in pensions for persons who retired after 1957.

In the political subdivisions the decision last the reverse occurred.

All current benefits were made permanent for employees in the State Retirement System and those employees on the job prior to July 1, 1973, can still bargain for improvements in the plans to which they now belong.

For employees hired after July 1, various pension schemes may be bargained for until 1, 1974.

This section of the new legislation is a major victory for the Civil Service Employees Assn., who bargained for these rights for local government aides under the mantle of negotiations for State employees.

It is extremely important to note, however, that making those temporary benefits permanent.

(Continued on Page 9)

About Those Asteriks

In reporting on candidates for office in statewide and local elections, the past practice of using asterisks to note incumbents was used. Since the six regional presidents and the office of executive vice-president are new, the asterisks do not apply.

Westchester Meet

The executive council of the Westchester chapter, Civil Service Employees Assn., will meet Aug. 14 at 8 p.m. at the chapter offices, 168 Maple Ave., White Plains.

Major topics on the agenda will be planning for the September CSEA delegates meeting and the appointment of a nominating committee.

CORINTH CENTRAL SCHOOL CONTRACT SIGNED — District principal Thomas Palmister, left, signs the first two-year agreement between the Corinth Central School District unit of the Civil Service Employees Assn. and the Corinth school board, as Aaron Wagner, standing, CSEA field representative looks on, and John Seaman, center, CSEA unit president and Dr. Max Vinler, school board president, sign their copies of the contract. The agreement includes a five percent raise plus increments for both years of the contract and clarifies various working conditions and employee rights.

(Continued on Page 9)
Summary Of New Pension Legislation

The new legislation affects retirement plans for existing and new public employees. It generally follows the recommendations of the select committee chaired by Judge Milton Alpert. This summary is intended to outline the major provisions of the bill.

I. MODIFICATIONS OF EXISTING RETIREMENT PLANS

1. Eligibility for Retirement
   - Effective July 1, 1972, minimum retirement age for all public employees will be 65 years of age except for police, fire, correction and sanitation, who will have no minimum age.
   - Early retirement will have a 55 year age requirement.

2. Retirement Benefits
   - Maximum pension benefits for all public employees other than the police, fire and teachers reduce before retirement will be limited to 60 percent of the first $12,000 of P&F, and 50 percent of P&F in excess of $12,000. Police and fire will earn no service credit after three years of service. The amount limitations applicable to teachers will remain unchanged.

3. Service Retirement Benefits
   - Contributions and service may continue after 25 years of service with no age limitation and receive full retirement benefits.

4. Retirement After 20 Years
   - After 20 years of service will be permitted except that the pension benefit will be limited to 2 percent per year for each year of service.

5. Credit for Service
   - Eligible part-time employees will receive credit for service, but only on a pro-rated basis.

6. Employees who change employers will normally have to render at least five years of service with the new employer in order to have the new employer included in the computation of final average salary.

7. Retirement Options
   - Employees who change employers will continue to receive their retirement benefits after joining a new employer in accordance with the terms of the pension plan.

II. EFFECTIVE DATE

The new legislation will take effect on the first day of the fiscal year following its passage.
"NO FREE RIDErs" COMMITTEE — In an effort to get 100 percent membership in the Civil Service Employees Assn. chapter at Marcy State Hospital, the local membership committee is calling itself the "No Free Riders Committee" for its intensified campaign to sign up non-members. Left to right, committee members are Steve Bogan, Joan Kettle, chairman, Pat Gray and Jim Hammond. The Marcy State Hospital CSEA chapter now has 98 percent membership and aims to sign up the remaining two percent.

Court Rules SEIU Cards 'Falsified' For Challenge

A precedent setting decision was announced last week by the New York State Public Employment Relations Board concerning a petition entered by Local 106, Service Employees International Union, which sought to represent certain full and part-time employees of the Town of Babylon, currently represented by Local 237 of the Teamsters.

According to the text of the decision the dismissal of SEIU's petition resulted from the submission of fraudulent evidence of show of interest. The signature cards signed or initialed by many of the members of the negotiating unit were found to be 'falsified.' SEIU had submitted a 36 percent showing of interest only to find that the unit contained more members than they had originally determined.

They then came up with an additional 32 cards, but because of PERB's requirement that a showing of interest must be signed and dated within six months prior to the filing of the petition ... the cards were put under suspicion.

The County Investigation revealed that 20 employees stated explicitly that they never signed cards at all. We have faced them in several representation challenges and the pattern is always the same. The employees we represent can never figure out how SEIU got the designation we represent can never figure out how SEIU has been doing it. It appears to be an underhanded process.

Pact Violation Charged by Unit

PATHOLOGIST — A violation of the contractual protections on promotion has been alleged and reversed by the Brookhaven Town unit of the Suffolk chapter, Civil Service Employees Assn.

The CSEA carried the grievance to arbitration and won a ruling that a member in the highway department had been illegally passed over on a promotion to foreman last August. The member was ordered appointed to the post with retroactive pay. "The case was handled by unit president Nick Bregel, field representative Irvin M. Schafeld and attorney Lester B. Lepland.

Schwimmer on I.S.C.

The Governor has named Cluster Schwimmer of Jamaica to the Interstate Sanitation Commission for an unexpired term ending January 1, 1977.

CSEA calendar

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

August
3—OGS chapter picnic: Kraus' Half Moon Beach, Route 9, Saratoga 585.
7—Syracuse State School chapter meeting: 12:30 p.m., Syracuse.
9—Capital District Conference 'Meet the Candidates' program at Poughkeepsie: 5:30 p.m., Italian Benevolent Society Hall, Exchange St., Colonie.
11—SUNY at Buffalo chapter picnic: Oppenheim's Park.
17—NYS chapter meeting: Friday evening, Timbers Restaurant, Colonie.
24—Motor Vehicles chapter clambake: 1-10 p.m., Latten's Grove, Colonie.
27—CSEA Board of Directors meeting.
28—DOR Region 2 clambake: Stanley's Grove, Marcy.

Fighting For Deputies

After 31 Sessions, Monroe CSEA Declares An Impasse

(From Leader Correspondent)

ROCHESTER — The Monroe chapter of the Civil Service Employees Assn. has declared an impasse between the CSEA on one side and the department and the County of Monroe on the other side of negotiations for a new contract.

Martin R. Koenig said the decision to request a state mediator in an attempt to settle the dispute came after 31 negotiating sessions over the past nine months.

Koenig noted that among the counties of the state, including Erie, Grandison and Westchester, county employees are paid more for a shorter work week.

Good Faith Bargaining

He said the deputies' requests were reasonable and were negotiated in good faith until the county and the sheriff 'would no longer attempt to compromise on any workable solution.'

Koenig said the county on several occasions ignored suggestions for alternative work schedules submitted by the CSEA negotiating team.

He also said that the sheriff's department employees now have "little or no job security. They are working under temporary and without proper legal procedure.

The men feel that a formal disciplinary and access to tenure guidelines should be a part of the contract, as well as a shorter work week.

One of the difficulties of the negotiations, Koenig said, is that the Sheriff's department works for the department and for the county.

When negotiations take place, the CSEA must attempt to deal with two representatives rather than the usual one.

He said the Public Employees Relations Board should send a mediator to Rochester within the next few weeks to resume negotiations.

Win Out-of-Title Suit in Bellport

BELLPORT — Another out-of-title grievance case has been won by the Civil Service Employees Assn. in Suffolk.

The latest case involved the assignment of an employee of the Bellport School District to the position of head custodian where she was employed as an underwriter.

Semenza Heads Guard

Stevenson Guard, Amsterdam, A native of Amsterdam, has been appointed Commander of the New York Guard to succeed Maj. Andrew Malatesta, who had resigned.

Semenza Heads Guard

Seated at the date during the presentation were Vincent Russo, president of the chapter; Catherine Hafele, president of the Dongan Guild, and Peter Sturic, president of the Columbia Association. Present among the many guests at the luncheon were Sen. Warner's daughter and son, Virginia and James. Ms. Warner's daughter was also joined by James Stevler, of Charles Shatley, and Ms. Warner's daughter was also joined by James Stevler, of Charles Shatley.

The meeting, called by president Philip L. Dohm, was attended by first vice-president Richard O'Neil, second vice-president Larry Kinnan and secretary-treasurer Leon Nelson. Al Knight, president of the New York Guard, was appointed acting secretary-treasurer in the absence of Charles Shatley. The officers were also joined by James Stevenson, president of the Capital District Army chapter.

Look announced that a meeting of officers and chapter president will be called later this summer, and that a special meeting of the Conference has been scheduled for October.

Armory Officers Meet In Albany

ALBANY — Officers of the Civil Service Employees Assn. CSEA, for whom employees hold their first cabinet meeting since their recent election at the Conference's annual meeting in Rochester earlier this past spring.

The meeting, called by president John Lock, was attended by first vice-president Richard O'Neil, second vice-president Larry Kinnan and secretary-treasurer Leon Nelson. Al Knight, president of the New York Guard, was appointed acting secretary-treasurer in the absence of Charles Shatley. The officers were also joined by James Stevenson, president of the Capital District Army chapter.

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Summary Of New Pension Legislation

(Continued from Page 3)

(Section 43).

—Ordinary disability retirement
(Section 30).

—Withdrawal of excess contributions by state-employed
members at retirement (Section 17).

—Allowance for unused sick leave for members in the em-
ploy of the State (Section 29).

—Ordinary disability retirement (Section 28).

—Pension for increased take-home pay and suspension of
contributions by local employees (Section 33).

—Non-contributory retirement plan for state and local em-
ployees (Section 36 and 37).

—1/60th non-contributory plan (Section 38).

—1/50th non-contributory plan (Section 39).

—1/40th non-contributory plan (Section 40).

For members of the New York State Policemen's and Firemen's Retirement System hired on or
after July 1, 1973 the following benefits are extended for one year:

—Special interest paid on annuity accounts (Section 16).

—Withdrawal of excess contributions by state-employed
members at retirement (Section 17).

—Allowance for unused sick leave for members in the em-
ploy of the State (Section 29).

—Ordinary disability retirement (Section 28).

—Pension for increased take-home pay and suspension of
contributions by local employees (Section 33).

—Non-contributory retirement plan for state and local em-
ployees (Section 36 and 37).

—1/60th non-contributory plan (Section 38).

—1/50th non-contributory plan (Section 39).

—1/40th non-contributory plan (Section 40).

Guaranteed 1/60th retirement benefit for state and local employees (Section 41 and 42).

1/60th career retirement plan for state and local employees (Sections 43 and 44).

1/60th twenty year retirement plan (Section 45).

For all members, current and new, of the New York State Policemen's and Firemen's Retire-
ment Systems who retired prior to 1959, the bill increases the annuity benefit by an additional
amount equal to 1/2 of the difference between the normal retirement benefit (beginning with
January 1, 1959) and the benefit that the member actually received prior to 1959. This provision
is limited to $1,000 for members retiring on or after February 1, 1963.

For all members, current and new, of the New York State Teachers' Retirement System hired
on or after July 1, 1973, who retired prior to 1959, the bill increases the annuity benefit by an
additional amount equal to 1/2 of the difference between the normal retirement benefit (beginning
with January 1, 1959) and the benefit that the member actually received prior to 1959. This provi-
sion is limited to $1,000 for members retiring on or after February 1, 1963.

Under Section 60 of the bill, the Superintendent of Insurance is required to conduct hearings to
examine the financial conditions of all retirement systems and to report his findings and rec-
ommendations by January 1, 1975.

V. MISCELLANEOUS

A new program authorizing the establishment of a comprehensive, low-cost group health insur-
ance program for malpractice and disability insurance to members of the State Teachers' Retire-
ment System will be phased in over a period of two years. The program will be administered by
the Office of the State Comptroller.

The bill also provides for the establishment of a special disability allowance program for
members of the State Teachers' Retirement System and for members of the State Police and Fire-
men's Retirement System.

The bill also requires the Board of Regents for the State University of New York to study the
financial condition of the State Teachers' Retirement System and to report its findings and rec-
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New Pension Legislation

LAST week the State Legislature passed some new pension legislation and the component sections of this recent bill still leave a lot to be settled.

On one hand, for instance, unions representing local government employees can now bargain to have temporary benefits made permanent, but the other hand, the question of whether retirement is a bargainable item for all public employees in the State is left unanswered by the new legislation; whether there is to be coalition bargaining, as originally proposed by Public Employee Commissioner for bargaining by individual unions. Apparently this question is to be settled in the 1974 session of the Legislature.

Fire, police, sanitation and teacher unions got most of what they wanted in the new bill. And the legislation does complete a vital section of a three-year work contract negotiated for the large majority of State employees by the Civil Service Employees Association.

Where the legislation falls badly short is in the area of cost-of-living increases for persons now in retirement. The bill did grant an increase in pension payments for those who left public service prior to July 1, 1957. It gave no consideration, however, to persons retired after that date.

In view of the crushing inflation that has affected the poor and the retired the most severely, the failure to recognize the plight of those who have retired in the last 15 years is absolutely deplorable and should be corrected immediately when the Legislature reconvenes. In addition, any cost of living increases should be made retroactive to 1970, the year automatic supplemental pensions were dropped for economy reasons.

The Employees Association has vowed to put the full weight of its 200,000 plus membership behind the latter proposal. The Association sees every other public employee union should willingly aim at.

Letters To The Editor

Asks Retirees To Plead Their Cause

Editor, The Leader:

Much has been and is being written about the imminent Pension Reform in New York State. The urgency of the matter has brought about a special committee of the New York State Legislature on July 25, 1973. While future changes may be necessary, the correction of past inadequacies in pension for many retired prior to 1970, and the protection of future retirees, is paramount importance.

To the Editor:

The Committee of the Finest

To Employee Relations

Mr. Gaba is a member of the Firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Status of School Nurses

A recent decision from the Dutchess County Supreme Court involved a petition filed by the Putnam Valley Central School District seeking to enjoin the Putnam Valley Federation of Teachers from taking any steps to conduct an arbitration regarding the unit placement of the school nurse.

In this case the school district had entered into a collective bargaining agreement with the Teachers Association in which the Federation of Teachers was recognized as the bargaining representative for "all professional personnel, excluding administrative staff such as the supervising principal and junior high principal, temporary personnel and per diem personnel." The issue which the Federation sought to have arbitrated was whether or not the school nurse was included within the bargaining unit described in the contract. The Federation submitted an answer conceding that it did not request recognition on behalf of the school nurse during negotiations for the current agreement and further admitting that the school district never declined such request since it had never been made.

THE COURT upheld the petition to enjoin the arbitration, holding that the power to determine issues of representation status of local employees was vested in the Public Employment Relations Board in sections 205-207 of the Civil Service Law. The Court held that since PERB was cloaked with exclusive jurisdiction to determine whether the school nurse was covered by the agreement, the issue could not be determined by an arbitrator. Application of Putnam Valley School District, 344 NYS 2d 11.

Police News

Name Tags May Go To Brass, In-house

Workers Only: Cowley

A tentative compromise plan whereby only police officers above the rank of lieutenant and uniformed workers inside station houses would wear name tags.

was reached last week.

Police Commissioner Donald Cawley had previously announced that all police officers would be required to wear name tags over their right chest pockets in addition to the badges they now wear over their left pockets and on their caps, to improve community relations by having the name tags clearly seen as people instead of numbers.

(Continued on Page 13)

AVENUE OF THE FINEST

— The new police headquarters, designed by Grossan and Partners and constructed by Casagna and Sons, is skirted by the Avenue of The Finest, which runs under the ramp to the Brooklyn Bridge. Headquarters will be officially opened October 19.

To Employee Relations

Psalm 61:2 — "Hope springs eternal in the human heart" and so the retirees of the 1960's look with that hope to their legislators at the special session where a Bill for permanent supplemental updating is being introduced by the Civil Service Employees Association. The urgency of supplemental pension for the New York State Retirees is evidenced by the number of letters written to their legislators these days. Statistics indicate a sharp rise annually of over eight hundred among New York State retirees and so it is in the content that they have seen little hope for victory.

MICHAEL J. MURPHY
President, Suffolk Area Retirees of CSEA
Rocky Point, New York

Don't Repeat This!

by RICHARD GABA

Civil Service
Law & You

(Continued from Page 1)
After 10 years of delay caused by litigation, Con Edison is moving forward to construct its 2,000,000-kilowatt Cornwall (Storm King) hydroelectric project under the license granted by the Federal Power Commission and confirmed by the highest courts of the land.

The Cornwall power plant will be located underground, within and adjacent to the Village of Cornwall, N.Y., on the Hudson River. The license granted by the FPC requires that construction begin no later than October 1974. We plan to break ground in November 1973.

We believe this decision to move forward with the Cornwall project is the most important single step we can take to provide reliable, economic and clean energy to New York City and Westchester in the years ahead.

Why is Cornwall needed?

Load projections show that although our customers' cooperation with the Save A Watt energy conservation program, and other factors, have slowed the anticipated rate of growth, another 2,000,000 kilowatts of peaking capacity will be needed in the late 1970s and early 1980s.

We will continue to encourage energy conservation (as the entire nation must do). But we must also plan to meet the foreseeable needs of the people for electric energy.

How will Cornwall work?

Cornwall is a pumped storage hydroelectric plant. Such a plant acts as a giant electric storage battery, storing surplus electric energy when it is needed. It is especially suited to utilities like Con Edison which have wide differences between their daytime and nighttime loads.

When our customers' demand for electricity is high, the water will be released from the reservoir to flow down the tunnel and back into the Hudson River. In the underground powerhouse at the lower end of the tunnel, the water will spin turbines to generate electricity.

Many utilities have constructed similar projects. For example, the Power Authority of the State of New York is just completing a pumped storage plant southwest of Albany and has requested a license for another. Other plants are in operation on the Connecticut River, Lake Michigan and elsewhere.

Why is Cornwall better than its alternatives?

The most commonly discussed alternatives are gas turbines fired by light fuel oil. Another alternative sometimes put forth is a large nuclear plant in combination with more gas turbines.

In the important areas of reliability and cost, the FPC has found the Cornwall project superior to gas turbines alone or in combination with another nuclear plant.

The FPC considered reliability in detail during its licensing proceedings. In approving the license, it said: "Pumped storage produces superior peaking power and greater reliability than any alternative available to the Con Edison system.

The FPC also stated: "If Cornwall or a pumped storage equivalent with its very fast pick-up characteristics had been available, the blackout of November 1965 might have been averted."

The Cornwall project is the most economic means of providing the 2,000,000 additional kilowatts of peaking power our customers will need in the 1980s and beyond. The delay in constructing the plant has been caused, in part, by the need for additional time to complete the necessary ecological and biological studies to measure the plant's effect on fish. If these studies show the Hudson River's fish resources are adversely affected, Con Edison will take the necessary corrective steps, including a possible abandonment of the Cornwall project.

What do the people of Cornwall think?

In a public referendum in 1964 the Village of Cornwall voted 499 to 25 in favor of transferring a village reservoir to Con Edison. In effect this was a vote on the project itself because Con Edison needs the reservoir to proceed. Con Edison will of course finance the construction of a modern replacement water system for the village.

Storm King Mountain has been saved

Storm King Mountain and the Hud- son Highlands will be as beautiful after Cornwall is completed as they are now. In fact, the waterfront near the Village of Cornwall will be greatly improved.

Originally proposed in 1962 with an above-ground powerhouse, the Cornwall project has been redesigned to place the powerhouse completely underground. All that will be visible is a low-profile, landscaped entrance to the powerhouse, an access road and the entrance to the water tunnel. These will be less conspicuous than the railroad tracks and telegraph lines already there.

Transmission lines from the plant will be underground and underwater to a point two miles inland on the opposite side of the river. And a mile-long waterfront park built by Con Edison will replace such waterfront scars as dilapidated buildings, a submerged barge and a burned-out railroad track.

The picture below shows Storm King Mountain today. It also shows how Storm King Mountain will look after the plant is constructed.

We, too, want to save the majesty and splendor of Storm King Mountain and the Hudson Highlands. At the same time, we have the legal responsibility to provide the electricity needed by our customers. The Cornwall project will help us do both.

This view of Storm King Mountain has been most often used by opponents of the Cornwall pumped storage project in support of their plea to "save Storm King Mountain." Our power plant will not be located on or under this part of the mountain. It will be built northwest of here, within and ad-join-ent to the Village of Cornwall, N.Y. The underground power plant will be located between the Penn Central railroad tracks and the Storm King Highway.
Win Fourth-Stage Grievance

Reimburse Social Services Employee For Jury Duty

A fourth-stage grievance has been won by a Civil Service Employees Assoc. member, formerly with the Department of Social Services, for reimbursement of money due her while she served on jury duty.

The employee, Arline Gilburt, had twice been granted postponements and had been instructed to request a third postponement by her supervisor.

On the day she was to meet with County Clerk's office to arrange third postponement, she became ill and was sent home by nurse. A certified letter indicating that she would be granted postponement was improperly addressed and never delivered.

Therefore, she served her jury duty, and was consequently denied 12 days pay when her department contended that it had not authorized her absence.

The Office of Employee Relations, however, in ruling on the fourth-stage grievance, determined that the employee had, to the best of her ability and through no fault of her own, complied with what she believed to be a legal demand for her services on the jury.

The OER panel stated that the record is clear that the Department's certified letter was never delivered to grievant. Grievant's appearance for jury duty in response to her summons was, to the best of her knowledge, not proper, but legally required.

Ms. Gilburt had worked closely with Edward Scherker, CSEA field representative in the Medena area, in winning her case.

Scherker lauded Ms. Gilburt's willingness to stick with the case even though it was hard. The grievance had originally been filed on June 16, 1972.

"Too often," Scherker pointed out, "employees are unwilling to fight for their rights, because of a desire not to get involved or because of fear of retribution. However, for a union to represent its members well, the members must be willing to stand up and be counted. Ms. Gilburt must be commended for her courage."

LEGAL NOTICE

Fl. No. 1175, 1973. — SUPPLEMENTAL CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To all heirs at law, next of kin, devisees, legateses, legatees, distributees, grantees, administrators and successors in interest of THEO H. D. LEVY, deceased, and the respective heirs at law, devisees, legatees, distributees, grantees, administrators and successors in interest of HETTHE D. LEVY, deceased, and the respective heirs at law, devisees, legatees, distributees, grantees, administrators and successors in interest of EDWARD D. LEM, deceased, and the respective heirs at law, devisees, legatees, distributees, grantees, administrators and successors in interest of ABRAHAM D. LEVY, deceased, and the respective heirs at law, devisees, legatees, distributees, grantees, administrators and successors in interest of JOSEPH D. LEVY, deceased, and the respective heirs at law, devisees, legatees, distributees, grantees, administrators and successors in interest of PHILIP A. LEVY, deceased, and the respective heirs at law, devisees, legatees, distributees, grantees, administrators and successors in interest of ABRAHAM D. LEVY, deceased, and the respective heirs at law, devisees, legatees, distributees, grantees, administrators and successors in interest of PHILIP A. LEVY, deceased, and why a certain writ issued by the Surrogate Court of the County of New York, as administrator of the estate of Philip Verbowbky, deceased, bearing date of April 14, 1973, and served on April 24th, 1973, to show cause why a certain writ issued by the Surrogate Court of the County of New York, as administrator of the estate of Philip Verbowbky, deceased, bearing date of April 14, 1973, and served on April 24th, 1973, yet not served upon them as required by law. You are not entitled to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have a right to have an attorney-at-law appear for you.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Administrator-General of The State of New York: Proctor, G. Verbowbky, James F. Tighe, WiPig. P. Verbowbky, deceased, as administrator of the goods, chattels and credits of said deceased. To show cause before the Surrogate's Court of the County of New York at 9:30 o'clock in the forenoon of the 18th day of September, 1973, why a writ issued by the Surrogate Court of the County of New York, as administrator of the estate of Philip Verbowbky, deceased, bearing date of April 14, 1973, and served on April 24th, 1973, yet not served upon them as required by law. You are not entitled to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have a right to have an attorney-at-law appear for you.

We believe a healthy smile is everyone's right.

Don't you agree?

If you work for a town, county, village, city or school district covered by Blue Cross and Blue Shield Plans of New York State, you already know what good plans they are.

How about dental coverage?

Ask the person in charge of your health care plan to look into the dental programs available under Blue Cross and Blue Shield Plans of New York State. These contracts provide dental insurance only.

Blue Cross & Blue Shield
Blue Cross and Blue Shield Plans of New York State

Equal Opportunity Employers
Institute Health Research chapter installation banquet. Installed were (front) Barbara Fauser, middle, treasurer, and William Madden, left, director. Regional attorney Carmen Pino, right, field representative, received a special award at the installation banquet of the Roswell Park Memorial Civil Service Employees Assn., was the installing officer and Thomas B. Christy, second from right, CSEA OFFICERS INSTALLED

Votes A Ban On

allegedly printing inaccurate re-
denounced the publication for
demanding that temporary ben-
taken all steps available

New Pension Legislation

(Continued from Page 1)

must be the result of agreement
between various units of local
government and the employee
unions in those units.

The question of future bar-
gaining on retirement and a
cost-of-living increase for
employees retired after 1951 will
have to be settled in next year's
sessions of the legislature.

At Leader press time it was
reported that one major section
of the pension legislation had
been changed concerning
management-confidential and leg-
sative employees. Funds had been
provided for membership plans for
these two groups with a $10,000
maximum for management-con-

Civil Service Employees
L.I. Conference

authorized publication known as
among other things, a new
Suffolk chapter last spring.

Some Opposed

At a meeting of the Confer-
ence executive board at the
regional headquarters here, leaders
discussed the publication for
elitism printing inaccurate re-
ports of CSEA activities. A flood
of anti-CSEA reports started af-


(Continued from Page 1)

Group insurance would be reduced by
the amount required to make up the
reduced deductions of such insurance would be
reduced accordingly.

The conversion plan features many other
items of interest to group life insurance
members. All of these interested may request
information on the conversion plan by writing to the
Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12224.

CIVIL SERVICE EMPLOYEES ASSN.
33 ELK STREET
ALBANY, NEW YORK 12224

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

NAME

HOME ADDRESS 

City State Zip Code

DEPT.
DIVISION OR 
PAYROLL

EMPLOYED INSTITUTION ITEM NO.

DATE OF BIRTH SOCIAL SECURITY NO.

Fill Out and Mail Today

Offers Conversion Of
Insurance Until Sept. 1

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent
form of Individual life insurance.

The offer provides that any actively
employed insured members of the group life insurance plan who became age 50 on
or after Jan. 1, 1973 or whose 55th or 60th birthday is during 1973 may convert $1,000 or $2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by
the amount required to make up the
reduced deductions of such insurance would be
reduced accordingly.

The conversion plan features many other
items of interest to group life insurance
members. All of these interested may request
information on the conversion plan by writing to the
Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12224.

New Pension Legislation

(Continued from Page 1)

must be the result of agreement
between various units of local
government and the employee
unions in those units.

The question of future bar-
gaining on retirement and a
cost-of-living increase for
employees retired after 1951 will
have to be settled in next year's
sessions of the legislature.

At Leader press time it was
reported that one major section
of the pension legislation had
been changed concerning
management-confidential and leg-
sative employees. Funds had been
provided for membership plans for
these two groups with a $10,000
maximum for management-con-

Civil Service Employees
L.I. Conference

authorized publication known as
among other things, a new
Suffolk chapter last spring.

Some Opposed

At a meeting of the Confer-
ence executive board at the
regional headquarters here, leaders
discussed the publication for
elitism printing inaccurate re-
ports of CSEA activities. A flood
of anti-CSEA reports started af-


(Continued from Page 1)

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CIVIL SERVICE EMPLOYEES ASSN.
33 ELK STREET
ALBANY, NEW YORK 12224

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NAME

HOME ADDRESS 

City State Zip Code

DEPT.
DIVISION OR 
PAYROLL

EMPLOYED INSTITUTION ITEM NO.

DATE OF BIRTH SOCIAL SECURITY NO.

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Court Officers Praise Proposed Security System For Courts

The recommendations of the Administrative Board of the Judicial Conference in regard to security equipment for the courts is so good that it is difficult to believe that they were not considered 10 years ago, William McDonnell, president of the Conference and Superintending Judge of the Union Court, told the 2,800 court officials who attended the Conference in New York last week.

The report said, in part: "The utility of modern security equipment for communication in courthouses as well as for other day-to-day defense and crowd control is indisputable. Equipment of this nature includes a device to be used in courtrooms on the physical structure and location and functioning as the type of case handled by the court, the number of spectators present on any given day, and a history of the building involved. The survey showed that other than in the New York Court, the use of the Supreme Court for all our satisfaction is non-existent in the State. The report made the courts the best secured in the nation, and "certainly the most modern equipped," said Sherwood."}

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POLICE NEWS

The Patrolman's Benevolent Assn. has protested the moves on the grounds that they would be subject to increased harassment from the public and their families would be endangered.

Cawley's original announcement was made the day after the Black Liberation Army had threatened to send a letter bombs to the homes of police officers.

A demonstration protesting the order was staged earlier in the week by a faction of the uniformed men. Another reason for blocking the move—that men who work in police stations might be subject to ridicule or might be accused of ethnic prejudice—was also brought up by the PBA.

Observers close to the Department said that the compromise was only a stalling maneuver leading up to complete implementation throughout the Department.

A meeting between the Commissioner and the PBA is tentatively scheduled for this week.

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THE ANCIENTS OF THE WORLD
Lunch Managers
To Get Back Pay

"The money is on the way," said Sid Sokol, general counsel for Terminal Employees Local 832, and we are hopeful that the school lunch managers' back pay will be paid in full within a month." Sokol said the back pay payroll for the School Lunch Manager Group was now in the Comptroller's office and as soon as the necessary signatures were obtained for a payroll modification, the payroll would be returned to the Board of Education for the final step in processing.

Hebert S. Bauch, president of the local, reminded the school lunch managers that there were many benefits available to them, and if they had not already received a check on the union's benefits, they should call Local 832 at CA 6-4023.
SUNY Geneseo Honors Shults, Willard
Who Are Retiring From College Council

GENESEO — The College Council recently held a dinner at the Holiday Inn to honor two of its retiring members, C. Everett Shults, of Hornell, who has been a member of this College Council for over 20 years, and former State Senator Kenneth R. Willard, of Naples, a member of the Council for 19 years. Joseph P. Quirk, chairman of the College Council, presented Shults and Willard with Distinguished Service Awards in recognition and appreciation for their years of service to the College at Geneseo.

Shults, an attorney, has been active in the affairs of the College Council and the College, serving as a member of the committee to develop criteria for the Council's Distinguished Service Award, a member of the finance committee, of the long-range planning and institutional development committee, and in 1962, as chairman of the College Council committee to establish criteria for the appointment of a President for Geneseo. In 1971, he was appointed chairman of the College Council committee to draft a statement on the purposes and powers of college councils. Shults completes a family tenure on the Geneseo College Council of 35 years which was begun by his father in 1934.

Kenneth R. Willard, an industrialist, served as a member of the New York State Assembly from 1956 to 1965 when he was elected to the New York State Senate where he served through 1977. In addition, Willard served as chairman of the Livingston County Republican Party.

As a member of the College Council, Willard served as chairman of the planning and development committee from 1962 to 1971, chairman of the Council's finance committee, and as a member of the community relations committee.

SYRACUSE FETE — Richard Cleary, left, Syracuse chapter president of the Civil Service Employees Association, and Dr. Theodore Wenck, president of CSEA, present a certificate of acknowledgment of service to CSEA to Raymond Field, center, Field, a tax examiner with the Dept. of Taxation & Finance, was honored at a testimonial dinner at the Syracuse Hotel Country House. Other guests included Joseph Murphy, former State Tax Commissioner, and Joseph Mercenario, former Syracuse District Tax Supervisor. For many years Field has been the chapter treasurer and the Department's representative of CSEA.

Nan Newman Is Toasted
By Broome Community College Chapter, CSEA

ALBANY — The Capital District Retirees chapter of the Civil Service Employees Association elected the following members to serve as its officers: John Joyce, president; Elizabeth Stephen, first vice-president; Thomas Halpin, second vice-president; Isabelle O'Hara, treasurer; and Ethel Belles, Charlotte Clapper, Robert Hunt, James McAdam, Edward Mooney, Blanche Mechanick and Helen Treiner to the executive committee.

In recognition of her long and faithful service to the county, the CSEA and her friends and associates, Ms. Newman was presented with a plaque commemorating her endeavors. Broome Community College unit president Frank P. Martin made the presentation to Ms. Newman during the unit dinner at the Stage Door in Binghamton.

Capital District Retirees
Elect Officers, Exec Comm

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Corresponding secretary and recording secretary have not been elected yet.

The chapter's next meeting will be held October 18.

Twentyman To Cortland

Mrs. Gerald Twentyman, of Homer, has been reappointed to the Council of SUNY College at Cortland for an unexpired term ending July 1, 1972.

DMV RETIREE HONORED — Thomas H. McNabough, Civil Service Employees Association, Department of Motor Vehicles chapter president and CSEA state-wide first vice-president, presents a certificate of meritorious service to Emily Bedilly at a party honoring her retirement from DMV held at the Ambassador Restaurant in Albany.

RETIREMENT FETE — Employees of Craig State School were recently honored by virtue of their retirement from New York State service. They are from left to right, rear row: James Carney, Peter Yanko, Charles Eaton, Kenneth Longneff, Antoinette Siragusa. Front row: Joseph Battaglia, Doris Mundy, Frances Kerns, Frances Dodd, Thelma Stanley, Genevieve Diciero. Not shown are: Josephine Albanese, Dr. Frank Ashley, Malone Burger, John A. Clarke, Lucy C. Fishman, retires March 31, 1972, after 27 years service. Approximately 146 friends including Field's two sons, both state policemen, honored him at a testimonial dinner at the Syracuse Hotel Country House. Other guests included Joseph Murphy, former State Tax Commissioner, and Joseph Mercenario, former Syracuse District Tax Supervisor. For many years Field has been the chapter treasurer and the Department's representative of CSEA.

Broome Community College unit president Frank P. Martin presents plaque to retiring financial aid assistant Nan Newman. Ms. Newman had served as the unit's president.
The listing below shows the status of eligible lists from which certifications have received or are expected to receive in the next 12 months. The Civil Service Personnel Department certifies eligibles, which means supplying their names to an agency as required. A medical exam will also be given prior to appointment.

Those who fail to appear when notified of an interview or decline appointment at the interview are removed from the list. The names on the list must be used by the Department when their names are placed on the List on the date of the certification.

Those certified but not interviewed remain in this list order and are resentenced when filing is reconstituted.

For more information about the content of the Department of Personnel at 546-8804 or 8809.

Assistant Civil Engineer — Transit Auth; $12,100 — 3 cert, between nos 22 & 24.

Assistant Personnel Examiner — HA, 1 job; $13,000 — 2 cert, between nos 13 & 14.

Civil Engineer (Highway Traffic) — Dpt of Traffic, 1 job; $14,000 — 2 Cert.

Assistant Rent Examiner — HDA, 22 jobs; $7,550 — 103 cert, between nos 1 & 110.

Community Liaison Trainee — HDA, 2 jobs; $6,200 — 8 cert, between nos 52 & 53.

Housekeeper — Dept of Soc Serv, 2 jobs; $6,350 — 20 cert, between nos 1 & 4.

Planner — (exam 2589, 7-25-73) — entire departmental prom lists for 3 agencies.

Senior Investigator — Fin Admin, 2 jobs; $10,400 — 2 cert, nos 37 & 39.

Senior Menagerie Keeper — Parks Dept, 1 job; $8,500 — 13 cert, between nos 17 & 29.

Stationary Engineer — MSA; $14,120 — 1 cert, no 23, from prom list (exam 2630).

Television Lighting Technician — MSA, 1 job; $9,350 — 6 cert, between nos 2 & 4.

Television Cameraman — MSA, 1 job; $9,350 — 1 cert, no 3, from exam 2630.

Supervising Investigator — HDA, 1 job; $9,900 — 2 cert, nos 1 & 2, from exam 2628.

Stationary Engineer — MSA; $14,120 — 1 cert, no 23, from prom list (exam 2630).

Statistical Analysis — BOM, 1 job; $9,750 — 1 cert, no 2, from exam 2630.

Stationary Engineer — MSA; $14,120 — 1 cert, no 23, from prom list (exam 2630).

Statistical Analyst — BOM, 1 job; $10,050 — 1 cert, no 2, from exam 2630.

Stationary Engineer — MSA; $14,120 — 1 cert, no 23, from prom list (exam 2630).

Statistical Analyst — BOM, 1 job; $10,050 — 1 cert, no 2, from exam 2630.

Statistical Analyst — BOM, 1 job; $10,050 — 1 cert, no 2, from exam 2630.
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Philip Goldberg, M.D.
Medical Director

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