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Adams: parents must help keep schools safe

Over 5,000 weapons seized this year

BY CRYSTAL LEWIS clew is @the chiefleader.com

Following the tragic mass shooting at an elementary school in Uvalde, Texas, and concerns about the growing number of weapons in city public schools, Mayor Eric Adams and Schools Chancellor David Banks called on parents to get involved in helping keep schools safe, but one parent who heads a coalition of parent advocates said the group's requests to discuss school safety have been this academic year — a sharp

ignored.

year, 5,546 knives, Tasers and other weapons were recovered from schools through had already been scheduled, May 20, NYPD First Depu-Caban said at a May 25 press and two teachers at Robb Eleconference. That represented mentary School in Uvalde. a 124-percent increase in the number of weapons seized compared to the 2018-2019 school year, which was the last year schools were fully open.

'Students don't feel safe'

Twenty guns have been found in city schools so far

increase from the five guns Since the start of the school confiscated during the last school year, according to the NYPD. The briefing, which came a day after an 18-year-Commissioner Edward old shooter killed 19 children

> "When you see these weapons, we have been very fortunate here in New York City. We have not had a mass shooting," Banks said. When we talk to the students who brought them to school, they're not meant to resolve conflicts in school

> > See **SAFETY**, page 3



Michael Appleton/Mayoral Photography Office

Mayor Eric Adams visited P.S. 234, the Independence School, in Tribeca May 25, a day after the Uvalde, Texas, school shooting. He said he would consider installing mobile weapons detectors in schools, but gave no timeline for their placement.

City's street vendors want more support, fewer fines

Advisory board makes flurry of recommendations

BY CLARISSA A. LEÓN clarissal@thechiefleader.com

After a year of deliberations and pandemic-related setbacks, the city's Street Vendor Advisory Board released a report last week outlining the state of street vending that includes a flurry of recommendations, among them that the city create a more formalized process for vendors to receive licensing help and entrepreneurial



At 'Test Kitchen,' unionization is on the front burner

Workers want recognition for company's success

BY RICHARD KHAVKINE richardk@thechiefleader.com

Workers at one of the nation's most popular TV cooking shows

are looking for more recognition. In recent weeks, about 150 phers, web developers, shoppers, America's Test Kitcher ciated magazine, Cook's Illustrated, and other publications signed union cards and, in affiliation with the Communications Workers of America, petitioned the National Labor Relations Board for a union election.

come one of the nation's most expensive cities.

"We have a lot of competitors in food media and food magazines and we are not close to what they're offering for similar positions," Sandler, 25, said last week. "So really just being able to meet market rate and match the cost of living in Boston is a big goal of ours.'

The workers are also seeking cooks, writers, editors, videogra- guaranteed annual increases, pathways for advancement and on-screen talent and others at lower contributions toward their enefit Sandler, whose mother often made dinner using Cook's Illustrated recipes when Sarah was a teenager, said she remains impressed with the dedication and talent of her co-workers, a primary reason she has not moved to another company. "That's been definitely a factor that has kept me going over the past couple of years," she said.

support.

The board also endorsed the abolition of misdemeanor and criminal penalties for infractions, which in some cases can lead to \$1,000 fines and even jail time.

violation or get a ticket to see criminal court for any vending related violations," said Mohamed Attia, director of the Street Vendor Project. "For some vendors they get tickets out, until a City Council law de-- criminal tickets — for being a little closer to the crosswalk than you're supposed to; for not having their food vendor license worn or on display to people."

A history of neglect

The board was created in 2021 to deal with longstanding vending issues. The City Council also included creating a new enforcement entity, the Office of Street Vendor Enforcement, which took over oversight from the NYPD.

The report also noted that general vendor licenses for non-veterans had remained the same since 1979, with just 853 available. While mobile food-vending licenses were ing to the board. not capped, permits were topped

Lev Radin/Sina USA via AP Images

"Nobody should get a criminal Street food vendors and customers in Corona, Queens. An advisory panel has recommended that the city abolish criminal penalties for street vendor infractions. It is also advocating for clarification of the city's myriad rules and regulations governing street vending.

> creed that they should increase by 445 each year for the next 10 years, starting next month.

With limited permits given out by the city, some vendors have opted to obtain them illegally.

We estimate more than 90 percent of these cars and trucks out there in the streets to be operating with permits that are rented from the underground markets," said Attia.

Vendors have long also expressed frustration with the extensive amounts of bureaucracy they are tasked with. Strict guidelines as to the placement, location and sizes of their carts, as well as codes regarding heath, food safety, and sanitation can create confusion, accord-

A food vendor, who declined to

give his name, said that securing a lucrative spot was akin to "street wars." He noted how he's seen many vendors lose money and work during the pandemic with little support and information from his management or the city.

20,000 vendors

In 1995, New York City law created an interagency panel called the Street Vendor Review Panel to address some of the bureaucratic red tape. But, as the advisory board's report noted, the panel has not amended street rules since the early 2000s. As a result, the advisory board's report recommended dis-

See VENDORS, page 3

The workers at Boston-based ATK, as the company is known colloquially, join a nascent organizing movement that has seen employees at Starbucks, Amazon, REI and Trader Joe's retail locations join to push for better wages and benefits and manageable workloads.

at those retailers has proved combative, ATK's workers, organizing as America's Test Kitchen United, are hopeful that the company will bargain fairly.

Test Kitchen workers lament the comparatively low pay. Yet they otherwise speak of their passion for their work, the enthusiasm and talent of their colleagues and generally well of the company itself.

But Sarah Sandler, a social-media manager at ATK, said she and her co-workers are increasingly hard-pressed to afford living in the Boston metro area, which has be-

Pandemic lit a fire

Discussions among ATK work-But if the unionizing movement ers about whether to unionize had been ongoing for about six years, although sometimes sporadically. But the pandemic brought a new level of urgency to the conversation, said Chad Chenail, a staff writer and podcast producer at ATK Kids.

With people more or less confined to their homes for weeks and even months as the virus enveloped the nation, amateur cooks found time to cultivate their skills and "ATK really hit its stride," Chenail, 30, said last week.

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Human services workers seek pay increases

City-contracted agencies call for additional funding

> **BY CLARISSA A. LEÓN** clarissal@thechiefleader.com

With negotiations on a post-pandemic city budget coming to a close, nearly 1,000 human services workers flooded City Hall last week with one laser-focused message for Mayor Eric Adams: just pay.

For the second time this year, and with signs united under the #JustPay campaign, human services workers from nearly 100 organizations rallied to demand that Adams include a 5.4-percent cost-of-living-adjustment to their wages and bring the minimum wage floor to \$21 an hour.

The increase specifically addresses human services workers whose nonprofit organizations have received contracts with the city that reimburse them for their work.

Michelle Jackson, the executive director of the Human Services Council, an advocacy organization, said it's a "no-brainer" for Adams to include the COLA in his budget this upcoming fiscal year as it'll affect the wages of nearly 80,000 New Yorkers.

"Just historically there has been this kind of chronic underfunding and divestment from the sector," she said in a phone interview. "Wages have really gotten to a crisis point and that was really apparent during the pandemic with these essential workers who were not celebrated in the same way as other essential workers.'

40% attrition rate

At the beginning of the pandemic, the human-ser-

See **SERVICE**, page 2

Chipotle workers seek better than hill of beans

BY CRYSTAL LEWIS clewis@thechiefleader.com

"Chipotle is raising the cost of its burritos but won't raise the wages of its employees? That just doesn't make sense to me," Ed Dealecio, an employee of the fast-casual restaurant chain said at a May 25 rally in Midtown, where about 200 Chipotle workers, union allies and elected officials called for pay increases and fair scheduling.

Employees at Chipotle locations across New York City, who are not unionized, have been working with organizers at 32BJ of the Service Employees International Union to improve working conditions. They are demanding a \$20 minimum wage, stable schedules and safety upgrades.

'Willing to put bodies on the line'

Following a march along Sixth Avenue, 11 people were arrested for blocking the intersection of Sixth and 56th Street, among them state Senator Jessica Ramos and six Chipotle workers.

"Workers are willing to put their bodies on the line for \$20 and a fair workweek," said Candis Tall, vice president of 32BJ. Chipotle employees at more than a dozen locations have also gone on strike over the past week.

Alyssa Roman, a 21-year-old Chipotle worker who is pregnant, has been at the forefront of the organizing effort. Earlier this year, she and her co-workers filed a petition to form a workplace safety committee guaranteed under the NY HERO Act in order to address Covid safety concerns at the chain's location at 269 Amsterdam Ave. Their request was ignored, according to 32BJ.



Photo courtesy of Assembly Member Andrew Hevesi via Twitter

Chipotle workers, elected officials and members of 32BJ SEIU rallied along Sixth Avenue in Midtown to demand that the chain pay its employees a minimum wage of \$20 an hour and provide fair scheduling in compliance with city labor laws.

"I may be small but my voice is very powerful. I am not disposable and neither is my labor and neither [are] my co-workers," said Roman, who has since transferred to another location in Manhattan. "Chipotle's CEO [Brian Niccol] was paid \$38 million in 2020 alone. I promise you, they can afford to pay us more.'

Several elected officials came out to support the workers' demands. including Assembly Member Latoya Joyner. "I'm a firm believer that those who prepare our food should not have

to worry about how they're going to pay for their next meal," she said.

City Council Member Julie Menin praised fast-food workers for their previous successful campaign to raise the minimum wage. "You all led the Fight for \$15 and now we're going to lead the Fight for \$20." she said, alluding to the nationwide effort to raise the minimum wage to \$15 that began a decade ago.

In a statement, Laurie Schalow, Chipotle's chief corporate affairs officer, said that the average hourly

wage rose 11 percent to \$17.37 per hour for 4,000 Chipotle employees across New York City. "Chipotle is committed to creating a safe and engaging work environment for its employees by offering industry-leading benefits such as debt-free degrees, tuition reimbursement up to \$5,250 per year, competitive health benefits and eligibility for quarterly bonuses for all employees," she said.

Many Chipotle employees also say they've had their hours slashed and have had trouble obtaining full-

time schedules, despite the fact that the company reported a turnover rate of 194 percent last year.

Nearly 200% turnover

The chain, which has more than 100 locations in the five boroughs, has previously come under fire for reportedly skirting labor laws. In April 2021, the city's Department of Consumer Affairs filed a complaint alleging that Chipotle violated the city's Fair Workweek Law nearly 600,000 times between November 2017 and September 2019.

The law requires fast-food businesses to provide workers with advance notice of their schedules, and prohibits employers from firing an employee or cutting workers' hours by more than 15 percent without just cause. The complaint, which has not yet been settled, alleges that Chipotle owes its employees more than \$150 million in damages.

Ramos, who chairs the state Senate's Labor Committee, forewarned the company, saying she was "watching" the behemoth burrito chain. "We have been passing laws in order to improve workers' quality of life and you have been out of compliance. We know that you can do so much better," she said.

"I am sick and tired of watching huge corporations like Chipotle exploit their workers and flagrantly ignore the law to line their own pockets," added Assembly Member Linda Rosenthal.

Julian Mitchell-Israel, field director of the newly-formed Amazon Labor Union, related to the Chipotle workers' struggles. "Just like we are fighting out in Staten Island, we have your back," he said. "One union, one fight,'

learned more of a balance, I

Those sentiments, he sug-

gested, are among the princi-

pal reasons that union orga-

nizing has flourished in the

"It's motivating," Chenail

said, "to see other groups

who are experiencing the

same thing and who are

standing up and saying that

this isn't good enough, that

think, in working life.'

last few months.

we deserve better.'

KITCHEN: Unionization is on front burner

Continued from Page 1

"And we all, as employees, sort of sacrificed a lot in order to figure out how to keep content being made, figuring everything out in the new sort of at home environment, testing recipes and making the things that we make in an entirely new way," he said.

And while success brought workers a sense of accomplishment. ATK did not share the wealth as its employees believed the company should have. "As the people making the content, we're not seeing the return on the work that we deserve. And so that real-

who have sacrificed a lot," in-cluding by taking second jobs formed decision on the merand postponing life decisions, its of unionization." such as marrying or purchasing a home, Chenail said.

The workers had set a May 31 deadline for the company to voluntarily recognize its union. In any case, a company spokesperson indicated that unionization would come down to a vote. Should the workers vote in favor, the spokesperson, Brian Franklin, said, "the company will bargain with that union in good faith. "In the upcoming weeks.

we will ensure that every

ly kind of lit a fire for people employee has the informa-

Nonetheless, ATK would prefer for the unionization effort to, at the very least. stall. "The management of the company is also proud of the fact that it has worked with, and been responsive to, employees when they raise concerns, and it would prefer to continue to work directly and collectively with employees in the future, rather than have to deal with a union on their behalf," the statement said.

But Sandler said that her

left her frustrated. She said it would be in ATK's interest for it to address the workers' concerns.

'We deserve better'

"Really the biggest reason we're doing this is because we love our jobs and the people who work at America's Test Kitchen, and we've seen really talented people have to leave the company because they

efforts to do just that have just couldn't afford to stick he said. "And a lot of people around," she said. "We just want to make it a lot more feasible and sustainable for people to stay in the long term."

Chenail said that just as the pandemic increased revenue and profits at ATK and other companies, it also lent clarity to the meaning of work, and work's place in one's life.

"It became clear to us what it means to slow down if we're not working 12 hours a day, like what that feels like,"



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Workers at America's Test Kitchen and its associated magazines, including Cook's Illustrated, have petitioned the National Labor Relations Board for a union election.

SERVICE: Organizations demand COLAs

Continued from Page 1

vices sector experienced a dramatic exodus of workers, Jackson said, noting how some organizations experienced a 40-percent attrition rate — which she says probably has stayed the same. "A lot of people have left the workforce, and we just see the essential nature of this work," she said.

The COLA adjustment would improve the lives of workers, many of whom are living on rock-bottom wages after not receiving raises in two years, Jackson added.

Nonprofits in the human services sector cast a wide net as they focus on homelessness, elder care, food pantries, mental health, foster care, persons with AIDS, child care, and many other services.

But according to a report by researchers at the New School, about two-thirds of full-time human-services workers earned salaries "below the City's near-poverty threshold" in 2019.

The authors note that the city, which has historically contracted out charitable work to nonprofits, has given out 4,600 contracts to human services organizations budgets, in which he repeat-

while, nonprofits report that vices Council says saved the the city continues to reimburse their work "at the low-est price possible."

Jackson recalled a request for proposal put the pay for a social worker with a master's degree at \$35,000. For this reason, she says, the #JustPay campaign is also seeking a COLA schedule that ensures workers will make comparable wages in the future.

The City Council in March their budget (the campaign had asked for 5.4 percent). The mayor, though, left the adjustment out of his budget requests and instead focused all comes down to this: safety, jobs, schools and housing."

Past New York City mayors have also historically left out COLA schedules from their budgets.

Governor Kathy Hochul's budget in April signed off on a 5.4-percent COLA for those in the human-services sector. Many in the sector applauded the move after having lived through several of former Governor Andrew Cuomo's

- roughly \$5.6 billion in edly deferred the COLA raisservices - in FY2022. Mean- es- moves the Human Serstate upwards of \$700 million.

Council support

Queens Council Member Tiffany Cabán, who was among several Council members attending the rally in support of the #JustPay campaign, said she was inspired by the workers, but also cited her background as reasons for her support. Cabán's included a 4-percent COLA in mother worked in human services and provided the bulk of her family's income while her father struggled with substance abuse.

'She was a lifeline for our on social services and public family, but I routinely saw safety, saying in April that "It her being undervalued," she told The Chief. "I'm inspired by these folks because they do the work no matter what no matter what — and it's because they care about people, and it's the fact that they care so deeply about the work that they do, that also makes them vulnerable to exploitation."

As for the mayor, she said they've done what they can.

'We have worked very hard to get his attention," she said. "There's no way he is at this point not taking notice."

ENROLL NOW AT NYACK.EDU

Workers at MTA division await new contract

Career and Salary unit's agreement lapsed in 2019

BY RICHARD KHAVKINE richardk@thechiefleader.com

Workers in the MTA's Career and Salary Division have been without a contract for three years, and one employee publicly berated the authority for unnecessarily delaying concluding negotiations on a new agreement.

Sonya Grey, a principal transportation planner with the agency, took the mic at the MTA's May 25 board meeting and ripped the agency for "dragging its feet," even, she said, as it closes out agreements with other workers at the authority.

She said negotiations between the MTA and TWU Local 100, which represents the roughly 1,000 workers in the division, were "on the cusp" of finalizing an agreement on a contract that would replace one that expired the year before when the pandemic hit in early 2020

"We were at the finish line," said Grev. a shop steward who has 30 years with the agency.

"There have been no new requests brought to the table by the union. All we have been receiving are excuses from Transit," she told the board.

Among those excuses, Grey said, were that other unions have arbitration cases that are a priority and we have not. We are the backbone

that there's insufficient staff within the agency's labor-relations wing to finalize details.

Board members did not address her contentions. In a statement, the MTA said only that "the parties have been in communications regarding this contract."

'We are the backbone'

The union's president, Tony Utano, said the lack of movement on the agreement reflected callous indifference on the agency's part.

"MTA executives are sending a clear message to this important group of workers: We don't really care about you. They are playing games, making lame excuses, and refusing to finalize a contract that expired three years ago," he said in a statement. "They can keep their words of praise and employee awards. We don't want them. Show some real appreciation and finalize this contract. Career and Salary workers worked through the pandemic. They've done their job. Do yours.

Among other titles, the Career and Salary Division includes assistant transit management analysts, assistant budget chiefs, staff analysts, senior training development specialists, press operators, bookbinders and computer specialists and scientists.

"As our city, state and country has been getting back to normal,

Marc A. Hermann/MTA New York City Transit

The MTA will soon be negotiating new contract terms covering about 35,000 TWU Local 100 members, including track workers, bus operators, subway conductors, station agents and dozens of other titles. Before that, though, the authority must make good on an agreement with far fewer of the local's members, those in the Career and Salary unit, whose last contract expired in 2019.

behind the scenes, working to keep to take maternity and paternity this city moving," Grey said at the meeting. "Please acknowledge our efforts and our value, and finalize our contract.'

Denise Wellington, a computer associate with the agency and a union representative, said the lack of an agreement prolonged the inability of workers at the MTA hitting us hard in our wallets?"

leave.

"We must be the only group left whom you deemed unworthy of such a benefit," she said in written comments submitted to the board. "Why do you seem to believe we are not worthy of a wage increase when everywhere you turn inflation is

Grey noted that the MTA will soon have to contend with the expiration of a four-year agreement between the MTA and Local 100 that covers more than 35,000 TWU members, including bus operators, subway conductors, track workers. station agents and dozens of other titles. That contract expires next May.

SAFETY: Adams wants more parental involvement

Continued from Page 1

They're afraid when they're going to school and when they're leaving from school to go home. They don't feel safe in the streets.

The mayor believed that increasing parent engagement was key to reducing the number of students bringing weapons into school build-

ings. "We want to mobilize parents. We want to ask parents to join us in this partnership of saving our children,' Adams said. "And this is not blaming parents ... We're asking them to foster their relationship with their child if they know of another young person in their school that's carrying a weapon. To communicate with the school personnel, so we can proactively save that child."

Parent: 'we are involved'

But Mona Davids, who heads the

from him.

"I doubt the sincerity of the mayor that he wants parents to be part of this," said Davids, who has a 14-year-old son in middle school. "It is rich and incredible of the mayor to say that he wants parents to be part of school safety when we've been having rallies over the past yearand-a-half decrying the number of weapons and violent incidents in and around our schools. He'd rather meet with drill rappers."

She called for scanning in every school, noting that many of the guns that have been seized recently were in middle schools. Fewer than 100 of the city's 1,800 schools have metal detectors permanently installed.

Adams said that he was looking into mobile devices that could be used to detect weapons in schools, although he provided no timeframe for when the new technology may be put into use.

New York City Parents Union and is We're looking at the ability of a number of people walking also a member of the New York City School Safety Coalition, said that through, not having to stop, and the latter group requested to meet the technology that we're looking with Adams when he was a mayorat can actually identify, if five peoal candidate and never heard back ple walk through at the same time,

it could identify which person out reform laws, "he doesn't need Albaof that five is actually carrying a gun," Adams said.

The mayor added that he and Banks planned to meet with unions representing school staff this week to discuss ways to secure schools, including one proposal to lock the front doors of every school building once classes start.

Hire more safety agents

Davids and Greg Floyd, the president of Teamsters Local 237, once again urged the NYPD to address the shortage of school safety agents. Unlike enacting other efforts to reduce crime, such as changing bail ny's help to do that," Davids noted.

Currently, there are more than 1,000 vacant school safety agent positions thanks to attrition, a slate of retirements and the cancellation of a 475-person class during the spring of 2021 after advocates for police-free schools opposed the proposed class. A 250-person class is in training.

Floyd pointed out that when school safety agents were fully staffed, "We had patrols that could respond outside the schools for safe corridors," he said.

The union leader also believed that the relationship between schools and the NYPD diminished

after the City Council proposed shifting oversight of school safety agents from the Police Department to the Department of Education after a Minneapolis police officer murdered George Floyd in 2020. That plan has since been scrapped by Adams.

Banks promised that he and the Mayor are "committed to ensuring that we have the requisite number of school safety agents that we need.'

'We have a lot of people who say, 'We don't need more school safety agents.' You know the people who say that? Those are the people that don't work in schools," he said. "School safety agents play a vital part.

MORE DEGREE OPTIONS. MORE CAREER



NYPD School Safety via Twitter

Two guns brought into school by a 15-year-old student were seized by school safety agents last month. During a May 25 press conference the day after the deadly school shooting in Uvalde, Texas, Mayor Eric Adams and Schools Chancellor David Banks called on parents to play a larger role within school safety.

VENDORS: City appears supportive

Continued from Page 1

banding the panel entirely.

According to the Street Vendor Project, an advocacy group with the Urban Justice Center, there are nearly 20,000 vendors in the city that include everything from street artists and T-shirt vendors to hot dog and halal carts.

In addition to the Street Vendor Project, the Street Vendor Advisory Board included, in a first, several vendors themselves, which speaks to a changing tide for street vendor representation, said a spokesperson for the City Hall.

"The changing economic landscape of our city over the past two years has underscored the urgency of creating a fair regulatory environment that balances the needs of street vendors, brick-and-mortar businesses, and consumers, while expanding economic opportunity and safety — and the administration will work in concert with the Council to implement these needed changes," the spokesperson told The Chief.

With support from the adminis-tration, Theodore Moore, vice president of policy for the New York Immigration Coalition, said board members are optimistic the city can implement many of the recommendations, which also include creating more so-called community vending marketplaces and public-private partnerships to create more commissaries. The board also hopes to provide enhancements to the Green Cart program and facilitate better access to pedestrian plazas and metered parking spots.

"I think we have a very supportive Council who wants to make it easier through legislation or for small businesses, particularly vendors, to thrive," said Moore. "And then we have a mayor who has said that he wants New York City to be more business friendly.'

City Hall spokesperson Jonah Allon said the city was working to find public and private funding sources to help implement the report's recommendations, and that City Hall would work with the Council to implement them "expeditiously."

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EDITORIAL AND COMMENTARY



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LETTERS TO THE EDITOR

Cartels wreaking havoc

TO THE EDITOR:

Toilet paper, auto microchips, lumber, meat, gasoline and now baby formula. Since March 2020, we have seen supply issues (and skyrocketing prices) for all these consumer products.

What they all have in common is that each commodity is controlled by a small number of producers. Three companies — Proctor & Gamble, Kimberly Clark and Georgia-Pacific - produce over 80 percent of toilet tissue. Most microchips are manufactured overseas, mostly in Taiwan. Most lumber production comes from three companies --- Weyerhaeuser, Georgia-Pacific and West Fraser.

A scant four companies - Cargill, Tyson, National Beef and JBS — control the entire meat processing industry. There isn't much need to discuss the petroleum industry since prices are essentially set by the **OPEC** cartel.

Now we learn that one company. Abbott, is so critical to the supply of baby formula that one safety recall can send shock waves across the country.

Decades of deregulation and unchecked business mergers, acquisitions and offshoring have essentially left America's antitrust laws ineffective. These laws, put in place during the late 19th and early 20th centuries restored competition in the marketplace and outlawed unfair business practices, cartels and monopolies. The first of these laws, the Sherman Anti-Trust Act of 1890, gave government the tools it needed to reign in capitalism's excesses.

Presidents Theodore Roosevelt and William Taft together applied this law on 120 occasions (75 by Taft) to industries including oil, railroads and tobacco, and in doing so, greatly improved the lives of Americans by encouraging competition, controlling prices and securing supply chains.

Fast forward to today and we have a fragile supply chain with little to no government oversight. If Americans want to hold the president accountable for controlling the supplies and prices of goods, then it is imperative that we give the president the necessary legal tools, like those employed by TR and Taft, needed to do so. This simple concept should be obvious to everyone — you cannot assign responsibility for a task without giving the assignee the authority to accomplish the task.

That, as they say, is Management 101.

Iosonh Cannisi

NYC can reinvent its economy by investing in its workers

The city's labor pool needs transformation

BY AMANDA FARÍAS and ANNIE GARNEVA

New York City is in recovery mode. After being the epicenter of a devastating global health pandemic, we have been left to reckon with the fact that we have to reinvent our economy and start on a path of equitable recovery with our workforce at the center. Our economy has undergone a rapid transformation requiring bold, new ideas. Many sectors are struggling to adapt, whether that is toward an increasingly tech-centered landscape or a need for large level hiring.

Our post-pandemic workforce needs to be reinvented. Businesses, especially small businesses, have been crushed by the pandemic and need flexible, strong talent to be able to come back stronger than ever. Reinventing the economy and growing the workforce is not just about opening more storefronts, it is about growing access to benefits, pay equity and upward economic mobility for both the city and its resers are — Black. Brown and immigrant communities living in the Bronx, Brooklyn and Queens — so as leaders in economic development we have to ensure their essential

needs are met too. Now more than ever, we need a new system. We must develop a robust and sustainable jobs pipeline to equip New Yorkers from childhood to adulthood with the training and opportunities they need to compete and connect to attain the careers they deserve. Too many New Yorkers have been left behind as more jobs become available in the tech, cannabis, healthcare and clean-energy sectors. To make these job pipelines efficient, our city needs to lean on our existing network of community-based organizations (CBOs) and union partners, which have successful track records of training New Yorkers to enter the labor force trained, credentialed and ready to work.

New York City is at an inflection point. We can truly reimagine its economy and build an equitable and inclusive city where no one is left at the city and state level to

idents. The pandemic made behind — but we must invest develop a detailed implemenclear who our essential work- in our present and future workforce. Providing New Yorkers with the training they need to thrive brings the city forward.

Thankfully, New York City leaders have put forward comprehensive, long-term approaches that invest in people from early education to adulthood and create accessible career pipelines into the growing sectors of our future. We applaud Mayor Eric Adams and his administration for creating a bold economic vision and prioritizing our city's economic recovery with his Blueprint to Rebuild, Renew, Reinvent NYC.

Mayor Adams' bold economic blueprint will reinvigorate our economy, provide training opportunities for CUNY students, and expand the Summer Youth Employment Program to serve 100,000 students. Similarly at the Council level, Speaker Adrienne Adams' economic vision centers on equity and lifting up the New Yorkers who have been left out of our

city's economy for too long. This is New York City's moment. We need more leaders

tation plan and commit to robust new investments that grow our re-employment, focus on training, upskilling, adult literacy programs as well as create employment pipelines to jobs with protections and a living wage. If done with equity, this transformation to workforce development can better the economy of what is already the greatest city in the world.

New York City's economic future is bright, but it's critical that we reimagine our workforce development system and ensure our workforce has a pipeline to access high-paying jobs in the industries that will fuel the city's economic recovery.

Amanda Farías represents Castle Hill, Clason Point, Soundview, Parkchester and other Bronx neighborhoods in City Council District 18 and is chair of the Council's Committee on Economic Development. Annie Garneva is interim CEO of the New York City Employment and Training Coalition, the nation's largest city-based workforce development association.

The state needs a Covid presumptive pension law

BY CHET LUKASZEWSKI

New York's essential workers are in dire need of a Covid presumptive law to help secure disability pension protections they are being denied. When Covid first struck, and most New Yorkers quarantined, socially distanced and "went remote," municipal and civil-service workers were required to go to work, out on the "front lines," and have continued to do so ever since, thereby placing them at a greater risk for families, but all New Yorkers. unexpected and out of the or-Covid exposure and infection

their occupations based in part upon a confidence that if disabled by a line-of-duty accident, they and their families would receive disability pension protections. Not only do we owe it to those who have been disabled by Covid to act now, but also to ensure that highly qualified candidates will continue to fill these essential jobs, knowing they will never be abandoned in a time of need; which protects not just them and their

Since the pandemic began, thousands of frontline workers have been rendered permanently disabled for the full-duty requirements of their job titles by the permanent effects of Covid. Many are now being denied disability pensions based upon city and state retirement systems asserting there is a lack of proof that virus contraction

Many such workers chose not prove it was a result of their line-of-duty efforts. The laws were passed to ensure those workers whose efforts benefit the general public are not denied line-of-duty disability retirement pensions.

If a Covid presumptive law is not enacted, many civil service and municipal workers will be left without a pension, and many others will only receive a much lower level of pension than they would if disabled in the line of duty in a more conventional and less dinary manner, than falling

pension protections.

In March, legislation was introduced in the U.S. Senate seeking to help those living with so-called "long Covid" symptoms. However, New York State must itself act to give direct and specific assistance to our workers who were placed in harm's way and became sick and disabled by the virus.

Retirement systems should not be permitted to deny Covid disability retirement applications by relying solely on the absence of proof of line-ofduty causation. New York's Covid Death Law included very specific guidelines. The Legislature would obviously create guidelines in a Covid presumptive pension law, similar to those in the death law and other presumptive laws. The retirement systems will have the ability to rebut the law's presumption and deny cases they feel do not fit specified criteria. Thus, only deserving applicants will receive the intended protections and benefits, which will limit the law's economic impact on taxpayers. Therefore, if a "Covid Bill" were enacted and additional accidental disability pensions were granted, it would not result in a drastic tax increase or loss of services. Disabled state and city workers currently cannot secure disability pensions based on the impossibility of providing absolute proof they contracted Covid while on the job. Lawmakers must act to protect these individuals upon whom all New Yorkers rely, who have been rendered incapable of doing their jobs by this terrible virus. Those who went to work to serve the public during the pandemic, whose lives and health have been forever altered, deserve to receive accident disability retirement pensions.

'To keep you out the dock'

TO THE EDITOR:

There has been much bemoaning from the business community over the combination of low unemployment and workers quitting jobs that pay poverty wages. They also complain about people not even applying for such jobs. Are the poorly paid finally revolting? It's about time.

Mae Anderson's front-page May 13th article, "Small businesses struggling to find enough qualified workers," shows why employers are having trouble finding people to take what can best be described by The Clash, "Career opportunities are ones that never knock."

The owner of the Sweets Cheats Bakery in Atlanta, Shirley Hughes, wonders why she's not attracting experienced bakers when she's offering \$14 to \$15 an hour. They have the nerve to ask for \$18 to \$20 an hour, which is still not much money.

On the bottom of the same front page is Crystal Lewis' "Faculty union at CUNY backs pathway to full-time jobs for adjuncts." This deals with a very reasonable proposal from the Professional Staff Congress (PSC) to fill 540 full-time faculty job vacancies at the City University of New York by hiring CUNY adjunct professors. Unlike the poorly paid adjuncts, full-time professors make between \$80,000 and \$228,024 a year.

Adjunct professors at four-year CUNY colleges must have a master's or doctoral degree. Us older folks remember when we were told that a college degree would get you a well-paying job. So 60 percent of the courses at CUNY are taught by adjuncts. This is the government's way of paying most CUNY professors poor wages.

Acting PSC chair at City College Pamela Stemberg calls most adjuncts "full-time part-timers" because they do the equivalent of full-time work by teaching at multiple colleges. The City College adjunct says, "We're already doing the work, we're just being paid one-third of the salary.

Stemberg concludes, "At some point, the great resig-nation could come to CUNY and if that happens, who's going to teach?" The fact that she has to ask that question just emphasizes the lack of decency of those who are running CUNY. Simple morality should tell you not to pay poor wages. Being warned of the consequences should not be necessary to get you to do the right thing.

Richard Warren

than the general public.

Many have died, and many more have and continue to become seriously ill. These are workers without whom New York cannot function and could not have gotten through the pandemic. They include emergency responders like police and fire personnel, as well as bus drivers, child welfare agents, maintenance personnel and many others.

The legislature must act to protect these essential workers when they are rendered disabled for their jobs by Covid by enacting a presumptive law in keeping with those previously passed, including one for 9/11 responders, to ensure they receive the disability retirement benefits they deserve.

Numerous presumptive laws have been enacted over the years, upon the realization that specific groups of state and city workers were being disabled as a result of performing their standard job duties, but proof of lineof-duty causation was not possible in seeking disability retirement.

Those laws include the socalled "Heart Bill," "Lung Bill," "Cancer Bill," "Infectious Disease Law" and "The World Trade Center Presumptive Law." These laws offer select civil service and municipal workers who become disabled and must apply for disability pensions a presumption that specific disabling conditions were the result of their line-of-duty efforts.

occurred in the line of duty. Lawmakers must act, as they did in the aftermath of 9/11, when it was realized that first responders were falling ill, but could not provide proof it was a result of their line-ofduty toxic exposures, and also as they did in 2020 in response to hundreds of workers dying from Covid, with the enactment of a Covid death benefits law, by passing a pension law that provides workers applying for disability retirement, a legal presumption they contracted the virus in the line of duty.

We must seek to ensure the pension protections of those upon whom all New Yorkers rely, who were put at risk simply by being compelled to go to work, and as a result of contracting Covid, are now permanently incapable of doing their jobs.

Presumptive laws are essential in disability pension matters where there can be no absolute proof of causation. In each instance one was enacted, it was determined that specific individuals working in public service were being rendered disabled by specific ailments but could

ill to a virus that has caused the worst pandemic in modern times.

This should not be allowed to happen. As they did in the years following the 9/11 attacks, another unprecedented event; lawmakers should act to provide accident as opposed to ordinary disability retirement benefits, or in some cases none at all; to essential workers who have suffered serious permanent health effects from Covid, thus prematurely ending their careers, and forever altering their lives.

It would seem that being required to go to work and being placed at risk for exposure to a never-before-seen, highly contagious, dangerous virus would warrant the passage of a law to ensure accident disability pension benefits to those who were rendered disabled by the virus.

Frontline workers are placed at a constant risk of contracting Covid and have been every day they have gone to work since the pandemic started. We must not forget that at the start of the pandemic the virus was at its most dangerous, as we knew very little about it or how to treat those who contracted it; that it was the first and strongest variant; and there were no vaccines or immunities vet developed.

Moreover, those workers have always believed that if disabled by their line-of-duty efforts, they would receive the appropriate disability

Chet Lukaszewski, a Mineola attorney, is an expert in securing compensation and benefits via the various New York City and State retire*ment systems and pension* funds.

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COMMENTARY

WAKE-UP CALL

For cops, and for us, qualified immunity is essential

BY RON ISAAC

"The next time a cop knocks on your window . tell him who your lawyer is!" That's ballsy advice for someone who may be suspected of driving while intoxicated. No doubt any cop so addressed will retreat upon hearing these words from a boozy motorist.

The phrase, from a latenight radio advertiser, should be trademarked as the poetic license equivalent of flesh-eating bacteria.

It is dangerous to literal-minded consumers who may be nudged into doubting that needling cops can become a contact sport with the dimmest prospect of civilian victory. But even though the sponsor is just trolling for business and does not in earnest advocate sarcastic resistance and veiled threats to law-enforcement, his direction to motorists is an example of what is becoming an increasingly disruptive tool of political expression that is sometimes appropriated by the "end justifies the means" community.

What starts as a "standing up for your rights" approach can deteriorate into anarchy when legitimate concerns about redressing bad policy are addressed by overcompensation or by sometimes pretending to miss the point and substitute for it an unrelated argument.

That's why "qualified im-

munity" for cops is essential. Opponents of "qualified immunity" claim it prevents cops from being personally liable for violations of "clearly established" constitutional rights of plaintiffs and thereby emboldens them with a license and latitude to abuse their authority.

Laws about "qualified immunity" vary in the way they're interpreted nationally (not solely with police) and I am not competent to haggle about the technical ins and outs of their applicability. My passions on the issue boil down to the destructive domino effect on New York of disciplinary practices that

Wong Maye-E/AP Photo

NYPD officers hold off protesters in Brooklyn during a during a May 31, 2020, solidarity rally following George Floyd's death.

themselves for the substanti- at least early in the process tions, they are often muzzled or contradicted by elements that are reflexively either for ios. or against police. The cop is guilty or innocent by virtue of job title and symbolism of the uniform and nothing else.

Last week, I was accused of being a cop-hater because I told a neighbor that police officers should obey the same highway code as everybody else during routine driving and should avoid even the appearance of impropriety in their transactions with merchants, for example.

Recently a different person stopped short of calling me a fascist because I expressed a general, though open-minded orientation to giving the police the benefit of the doubt,

Although cops are not above the law.

ation or dismissal of allega- of inquiry, particularly when split-second decisions had to be made in explosive scenar-

> Cops are being used as pawns in opposing arguments and ideologies. And although they are not above the law, neither are they beneath it.

> "Qualified immunity" protects cops either more or less than they deserve, depending on what side of the spiky fence you're on. If they applied excessive force or performed unreasonable searches or seizures, they remain on the hook for civil suits. That is as it should be.

But what is "excessive" force, when in a mortal struggle to subdue a drug-crazed felon? It is an impossible definition to quantify. And under the severest pressure of a moment, what is "unreasonable" in combat over a potential deadly weapon?

Isn't it necessary to first define these terms before we determine when they are being breached?

Much of the nature of a beat cop's work is inherently invasive and assertive in a way that can make susceptible people feel victimized or Schwartz, in just less than 1 falsely accused. If cops have percent of civil rights cases the perception thrust upon did NYPD uniformed officers

them that even a relatively small error in judgment can destabilize their career, families and finances, they will be extremely wary of engaging in difficult situations. That

hurts and blights the city. Who could blame them? There are battalions of lawvers, schooled in the Slip and Fall tradition, who have expanded their caseloads to any person whatsoever who seeks to retain them in any accusations of police misconduct.

They know the law of averages, which is much more reliable than the laws of equal justice as commonly flexed. As the saying goes, "keep throwing at the wall and something is bound to stick if there is a jury trial or a politically ambitious magistrate."

Cops shouldn't be kept happy solely because if they're not, they'll refuse to do their duty, as some critics summarize the position of police unions and right-wing groups. They should not be immune to the consequences of wrongdoing, but neither should their accusers enjoy impunity for knowingly false testimony.

According to a study by a

et, and in half the cases the amount was less than \$2,000. That does not seem too draconian.

But what is terrifying is the spontaneous or rehearsed entrapment of police officers by people who provoke situations in which the officer must react as an accomplice films the altercation with their camera, edits and submits it to the media or Internal Affairs.

Yes, there are people who hate cops, even the ones that walk on the edge of the Verrazzano-Narrows Bridge on a howling frigid winter day to talk a stranger out of jumping. And yes, there are people who feel that all cops are heroes, even if they needlessly kill.

idolized nor demonized.

It would be helpful to fostering positive dialogue if we could dispense with some of the childlike mythology surrounding the profession of policing. The word "cop" should not be used reflexively with "hero." "Cop" and "hero" are not synonymous. Not all cops are heroes. That observation is not tantamount to accusing them munity."

pay anything out of pock- of being rogues. Declarers of that truth should not automatically be pegged as anti-police critics.

> Cops should be judged by their individual performances in life, like the rest of us. They are far more often deserving of praise than punishment, but only the actions of individuals, not a civil service title, can earn glorification

> All people, including cops, are more or less neighbors on the spectrum of human decency and villainy. The demands of policing tend to bring out a far-higher proportion of heroic display than civilians face. Because of the nature of what they do, they are entitled to special protections.

They should not be held Cops should neither be culpable for not being supernaturally perfect. "Qualified immunity" acknowledges human fallibility, especially under intense stress in a sudden, violent emergency.

To be fair, for the morale of cops, of respect for legal precedent and common sense, and to save the skins of the residents of our city, police officers should have "qualified (if not unequivocal) im-

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are biased for or against the officer.

Even in the rare instances when facts can speak for beneath it.

neither are they

UCLA law professor, Joanna

LETTERS TO THE EDITOR

Pay fair, MTA

TO THE EDITOR:

On May 15, city transit workers received contractual wage increases, but truth be told we are victims of wage stagnation. Instead of getting hazard pay, transit workers got wages that fell behind inflation. In short, we are working harder for less.

Our wages went up by 2.75 percent (so for every \$100 we

earned we now make \$102.75). If you take that same \$100 and add the cost-of-living/rate of inflation (which in NYC is roughly 6 percent) it now costs \$106 to live in the city. So, we effectively fell behind the rise by \$3.25 in real dollars. Every transit worker knows this is Brooklyn banging pots and true when they gas up, go food shopping or purchase goods at Home Depot. When you do the math, transit workers have indeed taken a significant loss making. We made sure essen-

WORK RULES by Barbara Smaller

over this period — and that's a disgrace.

It is a disgrace for bus operators who put themselves in harm's way to keep the city moving forward during the worst days of the pandemic. I remember the people of pans for bus operators as they drove up and down their streets to show their appreciation for the sacrifices we were

tial workers got to where they had to be so that we could all get through those dark days.

Speaking for myself and not the union where I am a vice president, the idea of hazard pay seems a long way off, but the fact that our raises will not even meet inflation makes matters worse. In truth, we should get hazard pay today so that we don't fall further behind inflation. And in the next round of contract negotiations, which are fast approaching, inflation is likely to be stuck at around 5 percent so a return of a cost of living adjustment clause is in order, so we don't fall behind inflation again.

Let's face it: During this pandemic plenty of fortunes were made. Call them Pandemic Billionaires. Big Oil and corporate profits hit record highs, so transit workers will not accept "inflation" as an excuse to take meager wage increases in the coming contract. Any calls for austerity, i.e., wage depression, during negotiations will be met with the force of transit workers who sacrificed so much to keep the city and the economy from falling off the rails.

All the praise is fine, but it must be matched with deeds. We didn't sacrifice so much and work so hard only to see our living standards decline. The MTA needs to come across the table with wages that will make up for the lost ground and hazard pay must be part of that equation. Transit workers will accept nothing less.

JP Patafio

Patafio is TA Surface vice president with TWU Local 100. **DISQUALIFICATION MAY AFFECT YOU FOR LIFE**



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"Power corrupts and absolute power turns you into Elon Musk."

After Texas shooting, schools boost security, restrict visits

BY TERRY TANG

In the aftermath of the elementary school massacre in Uvalde, Texas, schools around the U.S. have brought in additional security staff and restricted visitors as they deal with a new rash of copycat threats. For some families and educators it all has added to uneasiness in the wake of the deadliest school shooting since the 2012 attack at Sandy Hook Elementary School.

Jake Green, 34, of Los Alamos, New Mexico, was jolted when he saw a plainclothes police officer for the first time while walking his 7-year-old daughter into school Friday morning. He grew up in Colorado, not far from where two Columbine High School students shot and killed 12 classmates and a teacher in 1999. Green remembers attending memorials and candlelight vigils as a fifth-grader, but he's torn about whether having police at his daughter's school is best.

"In a way, I don't really feel any safer with police around," Green said. "Seeing the police there, it really made it seem like the worst possibility was even more possible today."

Officers redeployed

In El Paso, Texas, where a gunman killed 23 people in a racist 2019 attack that targeted Hispanics at a Walmart, schools are on edge. The El Paso Independent School District has already encountered some reported threats that Most likely that's not going to stop peoturned out to be false. They were either "students joking or overly-sensitive parents," said Gustavo Reveles Acosta, a district spokesperson.

"Our community is still raw from that incident," Acosta said. "It hits us in a pretty emotional way."

The district, which has its own police department, has also stepped up patrolling at all 85 campuses. Officers have been pulled from monitoring traffic or other duties. Schools already have updated camera surveillance systems. Visitors are required to ring a doorbell and show identification before they can enter.

The district is making a point to look out for teachers' and students' mental health. A counseling team has been visiting every school to speak about the shooting in Uvalde. They are also urging people to talk in private about any distress



Jae C. Hong/AP Photo

People visit a memorial in a town square in Uvalde, Texas, honoring the victims killed in the elementary school shooting earlier in the week.

at a Forth Worth, Texas, high school said it was surreal to think the Uvalde killings happened in her home state. It also stirred memories of a lockdown at her school two months ago that was prompted by a shooting.

'I'm a little more stressed out about it because just the fear of what if that happened at my school?" said Baucom, whose last day of school was Thursday. 'Let's say we get more police officers. ple from going crazy and just shooting up schools."

Early end to school year

Schools have ramped up police presence in a host of states, including Connecticut, Michigan and New York, after the shooting Tuesday that left 19 students and two teachers dead.

In Buffalo, New York, where a white gunman fatally shot 10 people in a racist attack in a supermarket on May 14, the largest school district announced new security rules effective immediately. Any visitors — parents, siblings, vendors — have to call ahead for approval. No exceptions will be made. They may be subjected to a search by a wand detector. Doors will be locked at all times.

In Jacksonville, Florida, the Duval County Public Schools' chief of school Mia Baucom, a 15-year-old student police banned backpacks or large hand-

bags at any school through Friday, the last day of school. Small purses were allowed but could be searched.

A discredited threat against a middle school prompted a Texas school district 200 miles (320 kilometers) southeast of Uvalde to end the school year a week early. The Kingsville Independent School District announced Friday would be the last day of school. But students should not see any penalty for the premature end to the year.

In light of the tragedy in Uvalde, there has been an enormous amount of stress and trauma. Unfortunately, more stress and trauma are added with 'copy-cat threats' that start circulating such as the one that was sent today for Gillett (Middle School)," Superintendent Dr. Cissy Reynolds-Perez wrote in a statement on the district's website.

It's clear staff and students nationwide are on edge as several reports of firearm sightings on campuses have popped up in the past few days.

Two Seattle-area schools went into lockdown Friday morning and police eventually recovered an airsoft gun. The Everett, Washington, schools then had their lockdowns lifted.

Two people were arrested Thursday after a Denver high school locked down its campus. Police found a paintball gun but no other firearms. Classes were canceled anyway.

Fake IRS messages are proliferating; here's how to protect yourself

Tax

By Barry Lisak

of reports each year from ing website and entered taxpayers who receive sus- confidential information, picious emails, phone calls, visit the IRS at www.irs.gov faxes or notices claiming to be from the Internal Reve- "identity theft" for more inbe from the Internal Revenue Service.

Many of scams these use the IRS name or logo as a lure to make the communication more authentic and persuasive.

The goal of these scams Strategies known as phishing — is to trick you

into revealing personal and be the IRS but you suspect financial information. The it is bogus, do not provide scammers can then use that any personal information information, such as Social Security numbers, bank account or credit card numbers — to commit identity theft or steal money.

Here are some things the IRS wants you to know about phishing scams:

The IRS doesn't ask for detailed personal and financial information like PIN numbers, passwords or similar secret access information for credit card, bank or other accounts.

The IRS does not initiate taxpayer communications through email and won't send a message about your tax account. If you receive an email from an entity claiming to be the IRS or an IRS representative or that directs you to an IRS site, do not reply.

Do not open any attachments. Attachments may contain malicious code that will infect your computer.

Do not click any links. tax@aol.com. If you clicked on links in a

THE IRS RECEIVES thousands suspicious email or phishformation and

resources to help. Do not be

confused or misled by sites claiming to be the IRS but ending in .com, .net, .org or other designations instead of .gov. If you discover a website that claims to

on the suspicious site and report it to the IRS.

If you receive a phone call from an individual claiming to be from the IRS but you suspect they are not an IRS employee, contact the IRS at 1-800-829-1040 to determine if the IRS has a legitimate need to contact you. Report any bogus correspondence.

You can help shut down these schemes and prevent others from being victimized.

Details on how to report specific types of scams and what to do if you've been victimized are available at www.irs.gov, keyword "phishing."

Barry Lisak is an IRS enrolled agent specializing in personal and small business taxes for 30 years. Any questions can be directed to him at 516-829-7283. or mrbarry-

JUNE PRIMARY



This summer, New York will have two primary elections: June and August.

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Early Voting: June 18 - 26

Election Day: June 28

ON THE BALLOT:

- Governor
- Lieutenant Governor
- State Assembly
- Judges
- Party Positions

AUGUST PRIMARY

Early Voting: August 13 - 21

Election Day: August 23

ON THE BALLOT:

- U.S. House
- State Senate

CEO pay rose 17 percent in 2021 as profits soared

BY STAN CHOE

Even when regular workers win their biggest raises in decades, they look minuscule compared with what CEOs are getting.

The typical compensation package for chief executives who run S&P 500 companies soared 17.1 percent last year, to a median \$14.5 million, according to data analyzed for The Associated Press by Equilar.

The gain towers over the 4.4 percent increase in wages and benefits netted by private-sector workers through 2021, which was the fastest on record going back to 2001. The raises for many rank-and-file workers also failed to keep up with inflation, which reached 7 percent at the end of last year.

Stocks, profits spiked

CEO pay took off as stock prices and profits rebounded sharply as the economy roared out of its brief 2020 recession. Because much of a CEO's compensation is tied to such performance, their pay packages ballooned after years of mostly moderating growth.

In many of the most eye-popping packages, such as Expedia Group's, valued at \$296.2 million and JPMorgan Chase's \$84.4 million, boards gave particularly big grants of stock or stock options to recently appointed CEOs navigating their companies through the pandemic or to established leaders they wanted to convince to hang around.

The CEOs often can't cash in on such stock or options for years, or possibly ever, unless the company meets performance targets. But companies still must disclose estimates for how much they're worth. Only about a quarter of the typical pay package for all S&P 500 CEOs last year came as actual cash they could pocket.

Whatever its composition, the chasm in pay between CEOs and the rank-and-file workers they oversee keeps widening. At half the companies in this year's pay survey, it would take the worker at the middle of the company's pay scale at least 186 years to make what their CEO did last year. That's up from 166 a year earlier.

At Walmart, for example, the company said its median associate made \$25,335 in compensation last year. That means half its workers made more, and half made less.

Anger growing too

That's up 21 percent from \$20,942

a year earlier and came as the company's average hourly wage for U.S. associates rose from \$14.50 in January 2021 to more than \$17 currently. That increase was bigger than the raise CEO Doug McMillon got, on a percentage basis. But his 13.7 percent raise netted him a total package valued at \$25.7 million.

Anger is growing over such an imbalance. Surveys suggest Americans across political parties see CEO pay as too high, and some investors are pushing back.

Workers are trying to organize unions across the country, and the "Great Resignation" has emboldened millions to quit to find better jobs elsewhere. The U.S. government counted more than 4 million quits during April 2021 alone, the first time that happened. The monthly number has since topped 4.5 million twice.

"That is going to add a huge cost to corporate bottom lines, to have these kind of turnover rates," said Sarah Anderson, director of the global economy project at the progressive Institute for Policy Studies.

"They should be thinking about what kind of message they're sending to those people, about whether they're really valued in their jobs," Anderson said. "When the guy in the corner office is making several hundred if not thousands of times more, that's sending a really demoralizing message."

A banner year

Gains for CEO pay had been slowing in recent years, with the median rise easing from 8.5 percent in 2017 to 4.1 percent in 2019. It ticked back up to 5 percent in 2020, which was a complicated year because the pandemic shut down the economy and profits at many companies tanked.

For 2020, many companies rejiggered the intricate formulas they created to determine their CEOs' pay. The tweaks made up for losses caused by the pandemic, something many boards said was an extraordinary event outside the CEO's control.

Then came 2021. Thanks to a reopened economy, super-low interest rates from the Federal Reserve and other factors, stock prices soared and the S&P 500 jumped nearly 27 percent, setting records through the year. Earnings per share soared roughly 50 percent.

Throughout the year, CEOs had to navigate snarled supply chains and shortages of chips and other key materials that impacted businesses across industries, said Dan Laddin,



JP Morgan CEO Jamie Dimon looks on during the inauguration the new French headquarters of JP Morgan bank in Paris last June. Dimon's 2021 compensation package was valued at \$84.4 million, the fifth-highest in an AP survey.

a partner at Compensation Advisory Partners, a consulting firm that works with boards.

"All this led to a desire to really reward" executives, said Kelly Malafis, also a partner at Compensation Advisory Partners, "because the financial performance was there, and the view was that management teams were exceptional in navigating the situation and delivering results."

Last year's 17.1 percent leap for median pay of S&P 500 CEOs was the biggest since a 23.9 percent surge for 2010 compensation packages, according to the data analyzed by Equilar.

Consider Mary Barra, CEO of General Motors. Her industry was particularly hard hit by the shortage of computer chips, which snarled auto production.

'Workers generating revenue'

Even so, GM's board highlighted how the company still delivered record earnings before interest, taxes and some other items. The automaker also accelerated development of its electric vehicles. Those are two of the factors that influence Barra's pay, and her compensation climbed 25.4 percent to \$29.1 million.

"I would hope that the corporation making record profits would recognize that the workers doing the work are the ones generating the revenue," said Dave Green, a hot metal driver at a GM facility in Bedford, Indiana. "We're just trying to get by."

He cited in particular temporary workers making roughly \$16 hourly, who have to work years before coming on as full-time employees and don't get many opportunities for days off in the meantime.

"The new people coming in, their kids are not going to be able to have the opportunities my kids had," said Green, who has two daughters and started at GM as a summer helper in 1989.

Closer to the top of the rankings for CEO pay last year was JPMorgan Chase's Jamie Dimon, whose compensation package valued at \$84.4 million was the fifth-highest in the AP survey. That was up 166.7 percent from a year earlier, and most of it came from an award of stock options valued at \$52.6 million.

its electric vehicles. Those are two of the factors that influence Barra's pay, and her compensation climbed The board said it provided the options because of its desire for Dimon, who is 66, to keep leading items in its totals for compensation.

the company for significantly more years and a "unique inflection point in Mr. Dimon's tenure." It also said the options weren't a part of his regular annual compensation and that he must wait at least five years to begin exercising them.

Even so, only 31 percent of investors at JPMorgan Chase's annual meeting of shareholders recently gave a thumbs up on Dimon's pay package. The vote is only advisory, though, and doesn't force the company to make changes.

Last year, a median of 92.6 percent of shareholders approved what's called their "Say On Pay" vote in the AP's survey. That was down just a bit from 93.4 percent the year before.

The AP's and Equilar's compensation study included pay data for 340 CEOs at S&P 500 companies who have served at least two fiscal years at their companies, which filed proxy statements between Jan. 1 and April 30. Some high-profile CEOs are not included because they don't fit the criteria, such as Amazon's Andy Jassy and Twitter's Parag Agrawal. The survey does not count changes in the value of CEOs' pension benefits and some other items in its totals for compensation.

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The New York County District Attorney's Office (DANY) has an opening for a Senior Rackets Investigator in its Investigation Bureau. In this position, under supervision, with some latitude for independent judgment and initiative, the Senior Investigator is responsible for conducting a wide variety of investigations, including financial and organized crime activities. This is a sworn police officer position. The candidate must meet all qualifications to be certified as a police officer on the NYS DCJS Police registry. This position requires you have successfully completed police academy training in New York State and you are required to pass a mandatory background check to carry a firearm.

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The New York County District Attorney's Office (DANY) has an opening for an Assistant Chief Investigator in its Investigation Bureau. In this position, the Assistant Chief will be responsible for assisting with the administration, oversight, and all operations of the investigators, with the mission of supporting prosecution and investigations within DANY, as well as overseeing internal security, under the direction of the Chief Investigator.

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Senior Rackets Investigator

The New York County District Attorney's Office (DANY) has an opening for a Senior Rackets Investigator in its Investigation Bureau. In this position, under supervision, with some latitude for independent judgment and initiative, the Senior Investigator is responsible for conducting a wide variety of investigations, including counterterrorism activities. This is a sworn police officer position. The candidate must meet all qualifications to be certified as a police officer on the NYS DCJS Police registry. This position requires you have successfully completed police academy training in New York State and you are required to pass a mandatory background check to carry a firearm.

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File No.: 2018-5353/C. CITATION. THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD, FREE AND INDEPENDENT.

To: Estate of Gonzalo Clavijo, Blanca Julia Paiba de Clavijo, Luis Alejandro Clavijo Paiba, Blanca Lucia Clavijo Paiba, Leonor Clavijo Paiba, Gonzalo Alberto Clavijo Sierra, Ernesto Jorge Clavijo Sierra, Patricia Clavijo Espinosa, Marcela Teresa Clavijo Sierra, Juan Mauricio Clavijo Sierra, Angela Del Pilar Clavijo Sierra, Carlos Alfonso Clavijo Manrique, Hernan Gustavo Clavijo Rodriguez, Myriam Helena Clavijo Rodriguez, Antonio Maria Clavijo Rodriguez, Nancy Lucia Clavijo Rodriguez, Clara Ines Clavijo Rodriguez, Diana Carolina Clavijo Buritica, Nicolas Clavijo Buritica, Attorney General of the State of New The unknown distributees, legatees,

devisees, heirs at law and assignees of Adelaida Clavijo, deceased, or their estates, if any there be, whose names, places of residence and post office addresses are unknown to the petitioner and cannot with due diligence be ascertained A copy of this citation and the accounting, as well as all amendments to it, if any, shall be served on the Guardian Ad Litem, Richard Gutierrez, Esq. Being the persons interested as creditors, legatees, distributees or otherwise in the Estate of Adelaida Clavijo, deceased, who at the time of death was a resident of 41-31 51st Street, #2L, Woodside, NY 11377, in the County of Queens, State of New York. SEND GREETING: Upon the petition of LOIS M. ROSENBLATT, Public Administrator of Queens County, who maintaine har office at 88 11 Suthin Maintains her office at 88-11 Sutphin Boulevard, Jamaica, Queens County, New York 11435, as Administrator of the Estate of Adelaida Clavijo, deceased, you and each of you are hereby cited to show cause before the Surrogator at the Surrogators Count Surrogate at the Surrogate's Court of the County of Queens, to be held at the Queens General Courthouse, 6th Floor, 88-11 Sutphin Boulevard, Jamaica, City and State of New York, on the 14th day of July, 2022 at York, on the 14th day of July, 2022 at 9:30 o'clock in the forenoon, why the Account of Proceedings of the Public Administrator of Queens County, as Administrator of the Estate of said deceased, a copy of which is attached, should not be judicially settled, and why the Surrogate should not fix and allow a reasonable amount of compensation to GERARD J. SWEENEY, ESO, for legal services SWEENEY, ESQ., for legal services rendered to petitioner herein in the amount of \$18,839.63 and that the Court fix the fair and reasonable additional fee for any services to be rendered by GERARD J. SWEENEY, ESQ., hereafter in connection with proceedings on kinship, claims etc., prior to entry of a final Decree on this accounting in the amount of 6% of assets or income collected after the date of the within accounting; and why the Surrogate should not fix and allow an amount equal to one percent on said Schedules of the total assets on Schedules A, A1, and A2 plus any additional monies received subsequent to the date of this account, as the fair and reasonable amount payable to the Office of the Public Administrator for the expenses of said office pursuant to S.C.P.A. §1106(3); and why each of you claiming to be a distribute of the decedent should net astiblish proof of your kinshin. a distributee of the decedent should not establish proof of your kinship; and why the balance of said funds should not be paid to said alleged distributees upon proof of kinship, or deposited with the Commissioner of Finance of the City of New York should said alleged distributees default herein, or fail to establish proof of kinship, Dated, Attested and Sealed 11th day of May, 2022. HON. PETER J. KELLY Surrogate, Queens County, Janet Edwards Tucker Deputy Chief Clerk. GERARD J. SWEENEY, ESQ. (718) 459-9000, 1981 Marcus Avenue, Suite 200, Lake Success, New York 11042. NOTICE: Success, New York 11042. NOTICE: THIS CITATION IS SERVED UPON YOU AS REQUIRED BY LAW. YOU ARE NOT REQUIRED TO APPEAR; HOWEVER, IF YOU FAIL TO APPEAR IT WILL BE ASSUMED YOU DO NOT OBJECT TO THE YOU DO NOT OBJECT TO THE RELIEF REQUESTED. YOU HAVE A RIGHT TO HAVE AN ATTORNEY A RIGHT FOR YOU, AND YOU OR YOUR ATTORNEY MAY REQUEST A COPY OF THE FULL ACCOUNT FROM THE PETITIONER OR PETITIONER'S ATTORNEY. Accounting Citation. 5/20/22-6/10/22 051222 - 1

LEGAL NOTICES

as agent of LLC upon whom process against it may be served. The address SSNY shall mail process to Aimee Tarantino, 64 Springhill Ave., Staten Island, NY 10301. Purpose: Any lawful activity. 5/20/22-6/24/22 050922-3

NOTICE OF QUALIFICATION OF **DIAMOND DIGITAL GROUP**, **LLC.** Application for Authority filed with the Secretary of State of NY (SSNY) on 5/11/2022. Office location: New York County. LLC formed in DE on 1/04/2021. SSNY has been designed as agent upon when designated as agent upon whom process against it may be served The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is CT Corporation System, 28 Liberty Street, NY, NY 10005. The principal business address of the LLC is 1209 Orange St., Wilmington, DE 19801. Certificate of LLC filed with Secretary of State of DE located at Division of Corporations, John D. Townsend Building, 401 Federal Street, Suite 4, Dover, DE 19901. Purpose: cable and other orbications other subscription programming. 051922-15 5/27/22-7/1/22 051922-15

Notice is hereby given that an on-premise liquor license, Serial #TBA has been applied for by Downtown Avenue Hospitality LLC d/b/aRelax at Blondie's to sell beer, wine, riden end licence at establish procession. cider and liquor at retail in an on-premise Restaurant. For on premise consumption under the ABC Law at 210 Avenue A New York NY 10009. 051922-16 5/27/22-6/3/5 5/27/22-6/3/22

Notice is hereby given that a license, number 1346246 for on-premises Liquor has been applied for by the undersigned to sell liquor at retail in a tavern under the Alcoholic Beverage Control Lung at 225 Modion Average Control Law at 335 Madison Avenue, New York, NY 10017 for on-premises consumption. Company Culinary Market LLC. 051922-11 5/27/22-6/3/22 5/27/22-6/3/22

Notice is hereby given that an on-premise license, #1338112 has been applied for by Orai NYC Inc to sell beer, wine, cider and liquor at retail in an on premises BAR/TAVERN or the licenset. Even on comprises establishment. For on premises consumption under the ABC law at 212 East 52nd St New York NY 10022.051922-14 5/27/22-6/3/22

Notice is hereby given that a license, serial number 2230863 for Beer, Wine and Liquor has been applied for by the undersigned to sell Beer, Wine and Liquor at retail in a Restaurant under the Atbachalia Beargener under the Alcoholic Beverage Control Law at 1001 Benton Hollow Rd, Woodbourne, NY 12788 for onpremises consumption; Almar's Tavern Inc 051922-12 5/27/22-6/3/22

7 JEFFREY LANE LLC, Art. of Org. filed with SSNY 5-4-22. Office Location: NY County. SSNY designated as agent of the LLC for corriging and proceed SSNY shell modi service of process. SSNY shall mail a copy of any process to, c/o Dentons US LLP, attn: Benjamin Friedman, Esq., 1221 Ave. of The Americas, NY, NY, 10020. Purpose: Any lawful act or orbitivity. activity. 051922-13 5/27/22-7/1/22

NOTICE OF FORMATION OF **Mason Lane Capital LLC**. Articles of Organization filed with the Secretary of State of NY (SSNY) on 11/14/2021. Office location: New York County. SSNY has been designated as agart upon whom process grainet as agent upon whom process against it may be served The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is 110 Bank Street, 5D, New York, NY 10014. The principal business address of the LLC is 110 Bank Street, 5D, New York, NY 10014. Purpose: any lawful act or activity

5/27/22-

LEGAL NOTICES

served. SSNY shall mail process to: 28 Liberty St, NY, NY 10005. DE address of LLC: 1209 Orange St, Wilmington, DE 19801. Cert. of Formation filed with DE Secy of State, 401 Federal St, Ste 4, Dover, DE 19901. The name and address of the Reg Agent is C T and address of the Reg. Agent is C T Corporation System, 28 Liberty St, NY, NY 10005. Purpose: any lawful activity 051922-7 5/27/22-7/1/22

Notice of Qualification of **WUSNER NYC**, **LLC**. Authority filed with NY Secy of State (SSNY) on 3/17/22. Office location: New York County. LLC formed in Nevada (NV) on 9/20/21. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 375 E. Warm Springs Rd, Ste 104, Las Vegas, NV 89119. NV address of LLC: 375 E. Warm Springs Rd Ste 104 Las Vegas, NV 89119. NV address of LLC: 375 E. Warm Springs Rd, Ste 104, Las Vegas, NV 89119. Cert. of Formation filed with NV Secy of State 202 N. Carson St, Carson City, NV 89701. Purpose: any lawful activity. 051922-8 5/27/22-7/1/22

Notice of formation of **LAST MINUTE PROPERTIES LLC**, a domestic LLC. Articles of Organization filed with the Secretary of State of New York (SSNY) on March 16, 2022 with N.Y.S Office location (BRONX COUNTY) SSNY is designated as agent upon whom process against agent upon whom process against the LLC may be served. SSNY shall mail process to: LLC, 350 E. 170TH Street, BRONX, NY 10456 Purpose: Any lawful purpose. 051922-4 5/27/22-7/1/22

COPA DIGITAL GROUP, LLC, Arts. of Org. filed with the SSNY on 05/03/2022. Office loc: NY County. SSNY has been designated as agent SSNY has been designated as agent upon whom process against the LLC may be served. SSNY shall mail process to: The LLC, 31 East 21st Street, Apt 5B, NY, NY 10010. Purpose: Any Lawful Purpose. 051722-1 5/27/22-7/1/22

NOTICE OF FORMATION OF JAD CLEANING SERVICES LLC. NOTICE OF FORMATION OF JAD CLEANING SERVICES LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 11/4/2021. Office location: New York County. SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is United States Corporation Agents, Inc., 7014 13th Ave., Suite 202, Brooklyn, NY 11228. The principal business address of the LLC is 220 E. 102nd Street, New York, NY 10029. Purpose: cleaning services. 052622-1

6/3/22-7/8/22

Notice is hereby given that a license, number 1346550 for on-premises Liquor has been applied for by the undersigned to sell beer, wine, cider and liquor at retail in a Restaurant under the Alcoholic Beverage Control Law at 170 Bleecker Street, New York, NY 10012 for on-premises consumption. Nat's On Bleecker LLC. 052522-3 6/3/22-6/10/22

Notice of Formation of **ALDG PROPERTIES**, **LLC**. Arts. of Org. filed with Secy. of State of NY (SSNY) on 05/19/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to Corporation Service Co., 80 State St., Albany, NY 12207-2543. Purpose: Any lawful activity. Purpose: Any lawful activity. 052522-4 6/3/22-7/8/22

Notice of Formation of **AJOSEPHG LLC**. Arts. of Org. filed with Secy. of State of NY (SSNY) on 05/19/22. Office location: NY County. SSNY designated as agent of LLC upon whom process consist it. whom process against it may be served. SSNY shall mail process to Alan Goldman, 425 E. 58th St., Apt. 3B, NY, NY 10022. Purpose: Any lawful cativity.

6/3/22-7/8/22

LEGAL NOTICES

filed with Secy. of State of NY (SSNY) on 05/11/22. Office location: NY County. LLC formed in Delaware (DE) on 12/01/21. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to C T Corporation System, 28 Liberty St., NY, NY 10005. DE addr. of LLC: 1209 Orange St., Wilmington, DE 19801. Cert. of Form. filed with Secy. of State, Div. of Corps., 401 Federal St., Ste. 4, Dover, DE 19901. Purpose: Any lawful activity. activity. 052322-1 6/3/22-7/8/22

Notice of Formation of ZAZZY'S PIZZA, LLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 05/18/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to Bryan Zaslow, 301 E. 64th St., 7-B, NY, NY 10065. Purpose: Any lawful activity activity. 052322-2 6/3/22-7/8/22

Notice of Qualification of WILD YOGIN LLC. Appl. for Auth. filed with Secy. of State of NY (SSNY) on 05/12/22. Office location: NY County. LLC formed in Delaware (DE) on 04/25/22. Princ. office of LLC: 200 Park Ave. South, Ste. 1103, NY, NY 10003. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail It may be served. SSNY shall mail process to c/o Corporation Service Co., 80 State St., Albany, NY 12207-2543. DE addr. of LLC: 251 Little Falls Dr., Wilmington, DE 19808. Cert. of Form. filed with Secy. of State, 401 Federal St., Ste. 3, Dover, DE 19901. Purpose: Any lowful activity. Any lawful activity. 6/3/22-7/8/22 052322-3

WELLBROOK TRANSPORT LLC, Arts. of Org. filed with the SSNY on 05/23/2022. Office loc: Richmond County. SSNY has been designated as agent upon whom process against the LLC may be served. SSNY shall mail process to: The LLC, 15 Wellbrook Ave, Staten Island, NY 10314. Purpose: Any Lawful Purpose. 052422-1 6/3/22-7/8/22

NOTICE OF FORMATION OF **MIXR Media Streaming, LLC**. Articles of Organization filed with the Secretary of State of NY (SSNY) on 5/20/2022. Office location: Richmond County. SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is 78 Pleasant Valley Avenue, Staten Island, NY 10304. The principal business address of the LLC is 78 Pleasant Valley Avenue, Staten Island, NY 10304. Purpose: Media streaming and content ownership. 052522-2 6/3/22-7/8/22 NOTICE OF FORMATION OF MIXR

NOTICE OF FORMATION OF 3421 57 STREET LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 5/26/2022. Office location: New York County. SSNY has been designated as agent upon whom process against it may upon whom process against it may be served. The Post Office address to be served. The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is 34-21 57th Street, Woodside, New York 11377-2123. The principal business address of the LLC is c/o PORTES LLP, 757 Third Avenue, 20th Fl., New York, NY 10017. Purpose: any lawful act or activity. activity. 052622-2 6/3/22-7/8/22

Notice is hereby given that an Notice is hereby given that an on-premise liquor license, Serial #1345017 has been applied for by HRA Times Square, LLC d/b/a HRA Times Square to sell beer, wine, cider and liquor at retail in a restaurant. For on premises consumption under the ABC Law at 229 West 43rd Street, Unit 221 New York NY 10036. 052722-3 6/3/22-6/10/22 052722-3 6/3/22-6/10/22

Notice is hereby given that an on-premise liquor license. Serial #TBA has been applied for by OT AT OT LLC d/b/a Offside to sell beer, wine, cider and ligure to notice in a construction

and liquor at retail in a restaurant.

For on premises consumption under the ABC Law at 94 Avenue A New York NY 10009.

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Formation of A & R TARANTINO, LLC filed with the Secy. of State of NY (SSNY) on 4/22/2022. Office loc.: Richmond County. SSNY designated

Notice of Qualification of **Tmesys**, **LLC**. Authority filed with NY Secy of State (SSNY) on 5/16/22. Office location: New York County. LLC formed in Florida (FL) on 1/21/86. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 28 Liberty St, NY, NY 10005. FL address of LLC: 2415 N. Monroe St, Ste 810, Tallahassee, FL 32303. Cert. of Formation filed with FL Secy of of Formation filed with FL Secy of State, 2415 N. Monroe St, Ste 810, Tallahassee, FL 32303. The name and address of the Reg. Agent is C T Corporation System, 28 Liberty St, NY, NY 10005. Purpose: any lawful activity. 051922-5

5/27/22-7/1/22

Formation of BERNS WEINTRAUB REALTY LLC filed with the Secy. of State of NY (SSNY) on 4/25/2022. Office loc.: Richmond on 4/25/2022. Office loc.: Richmond County. SSNY designated as agent of LLC upon whom process against it may be served. The address SSNY shall mail process to 72 Sharrott Ave., Staten Island, NY 10309. Purpose: lawful activity. 051122-2 5/27/22-7/1/22

Notice of Formation of Rajiv Basu LLC. Arts. of Org. filed with Secy of State of NY (SSNY) on 5/6/22 of State of NY (SSNY) on 5/6/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: of continuen Policy Adler & Humen c/o Certilman Balin Adler & Human LLP, 90 Merrick Ave, East Meadow, NY 11554, Attn: Fred Skolnik, Esq. Purpose: any lawful activity. 051922-1 5/27/22-7/1/22

Notice of Qualification of T-SQUARED SOCIAL NY LLC Authority filed with NY Secy of State (SSNY) on 5/12/22. Office location: (SSNY) on 5/12/22. Office location: New York County. LLC formed in Delaware (DE) on 12/17/20. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 28 Liberty St, NY, NY 10005. DE address of LLC: 1209 Orange St, Wilmington, DE 19801. Cert. of Formation filed with DE Secy of State, 401 Federal St. Ste 4, Dover, DE 19901. Purpose: any lawful activity. 051922-6 5/27/22-7/1/22 5/27/22-7/1/22 051922-6

Notice of Formation of Alpha and Omega Growers, LLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 4/28/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: Greenspoon Marder, LLC, c/o Aliya Nelson, 590 Madison Ave, Ste 1800, NY, NY 10022. Purpose: anv lawful act or activity. Ste 1800, NY, N1 10042. any lawful act or activity. 5/27/22-7/1/22 051922-2

Notice of Qualification of **VERSANA LLC**. Authority filed with NY Secy of State (SSNY) on 5/9/22. Office location: New York County. LLC formed in Delaware (DE) on 7/13/21. SSNY is designated as agent of LLC upon whom process against it may be upon whom process against it may be

052522-5

NOTICE OF FORMATION OF DOMINIQUES GETAWAY LLC. Articles of Organization filed with **DOMINIQUES GETAWAY LLC.** Articles of Organization filed with the Secretary of State of NY (SSNY) on 4/21/2021. Office location: Bronx County. SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is Violet LLC served upon him/her is Violet Simpson, 3430 Boller Avenue, Bronx, NY 10475. The principal business address of the LLC is 3430 Boller Avenue, Bronx, NY 10475. Purpose: Pagl Fedta Particle Real Estate Rentals. 6/3/22-7/8/22 052422-2

Notice is hereby given that a license, serial number 1346548 for Beer, Wine serial number 1346548 for Beer, Wine and Liquor has been applied for by the undersigned to sell Beer, Wine and Liquor at retail in a Restaurant under the Alcoholic Beverage Control Law at 6612 Ave U, Brooklyn, NY 11234 for on-premises consumption; MIS TAQUITO'S INC 6/3/22-6/10/22 052422-4

Notice is hereby given that a license, serial number 1341381 for Beer, Wine and Liquor has been applied for by the undersigned to sell Beer, Wine and Liquor at retail in a Restaurant under the Alcoholic Beverage Control Law at 2701 Broadway New York NY Law at 2701 Broadway, New York, NY 10025 for on-premises consumption; SHREE SETHIYA INC 6/3/22-6/10/22 052422-5

Notice of Qualification of **STORAGE46 LLC**. Appl. for Auth.



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Biden, cops and advocates forged deal on policing only after contentious talks

BY CHRIS MEGERIAN

Jim Pasco, the executive director for the Fraternal Order of Police, was watching football on a Sunday afternoon when he got a call from Susan Rice, the top domestic policy adviser at the White House.Negotiations over an executive order to address racism and policing were in danger of breaking down after a draft was leaked that law enforcement groups believed was too harsh toward officers. Now Rice was looking to get things back on track.

'She said they wanted to start over," Pasco said as he looked back on that day earlier this year. "And they wanted to deal with us in total confidence.

He agreed. The result was the executive order that President Joe Biden signed last week during a ceremony that, improbably, brought together law enforcement leaders. civil rights activists and families of people who had been killed by police.

"This is a moment where we have come together for something that is not perfect, but it's very good," Rice said. "And it moves the needle substantially.'

No one who believes that American policing needs to be overhauled

— including the president himself — thinks the final order goes far enough. It does not directly affect local departments, which have the most interactions with citizens, nor does it necessarily represent permanent change. The next administration could swiftly undo it.

However, many civil rights advocates consider it an important step forward, and maybe even a building block toward more expansive legislation that has so far been elusive.

"We have to keep the dialogue going." said Marc Morial, president of the National Urban League. "And I think this helps create the sense that we can talk, and if we do talk, we'll find some common ground."

A new strategy

Biden's original hope was for Congress to pass bipartisan legislation named for George Floyd, the Black man who was murdered by Minneapolis police during an arrest in 2020.

However, the first anniversary of Floyd's death passed last year without a deal, and negotiations eventually broke down. White House officials began focusing on a potential executive order.

Previous presidents, too, have attempted to make improvements to America's law enforcement system, but Biden faced particular pressure to find the right balance.

During his campaign, Biden met with Floyd's family and pledged to make racial justice a core part of his administration.

He also had longstanding relationships with police and their unions. And he didn't want to be at odds with law enforcement when crime was a growing concern for the country, not to mention an issue ahead of this year's midterm elections.

After preliminary meetings, a draft of the order took shape, and it was circulated among various federal agencies. Then a leaked copy was posted online by the Federalist, a conservative website, in January.

"Everyone went ballistic," Pasco said. Not only did law enforcement groups dislike various parts of the draft, they felt like the administration hadn't adequately listened to their perspective.

Rice worked the phones to calm nerves, opening a new chapter in the negotiations.

In addition to Rice's team, Justice Department officials and the White House counsel's office under Dana Remus worked through the details. U.S. Representative Karen Bass, D-Calif., Senator Cory Booker, D-N.J., and Senator. Dick Durbin, D-Ill., were involved as well.

Senior administration officials described a sort of shuttle diplomacy, and they met separately with civil rights advocates and law enforcement groups while trying to keep everyone on the same page. Long days were fueled by Hershey's Kisses, M&Ms and whatever else that could be scrounged from White House desks.

Reaching a deal

Chuck Wexler, executive director of the Police Executive Research Forum, an independent policy organization, said that in Washington, 'people give you lip service." But in this case, "we had hours of discussions, very substantive discussions,



Aaron Lavinsky/Star Tribune via AP

A George Perry Floyd Square sign was unveiled May 25 in Minneapolis. The intersection where Floyd died at the hands of Minneapolis police officers was renamed in his honor Wednesday, among a series of events to remember a man whose killing forced America to confront racial injustice. In Washington, D.C., President Joe Biden signed an executive order focused on policing.

about some of the issues in there." One sensitive part of the leaked draft didn't change. The final version still says the country should "acknowledge the legacy of systemic racism in our criminal justice system and work together to eliminate the racial disparities that endure to this day."

Ebonie Riley, a senior vice president at the National Action Network, a civil rights organization led by Rev. Al Sharpton, said it was important to leave that in.

"If we continue to hide in the shadows conversations that we need to have out loud, that becomes part of the problem," she said.

To balance the tone, more language was added about "rising rates of violent crime" and how "reinforcing the partnership between law enforcement and communities is imperative for combating crime and achieving lasting public safety."

A phrase about how deadly force should only be used as "a last resort when there is no reasonable alternative" was cut. However, the executive order requires federal law

'We have come together for something that is not perfect, but it's very good'

-Susan Rice, BIDEN'S DOMESTIC POLICY ADVISER

enforcement officers to prioritize de-escalation and then intervention if they see another officer using excessive force.

A significant portion of the order is dedicated to collecting information, such as creating a database to track misconduct by federal officers and expanding tools for analyzing the use of force.

"When we talk about what a fair criminal justice system looks like, a big part of that is understanding what the data is," said Danielle Conley, the White House deputy counsel.

As an executive order, the new policies are limited to federal agencies. But administration officials plan to attach strings to federal funding to persuade local police departments to adopt similar rules.

"Simply having these words on paper is not going to save lives," said Udi Ofer, deputy national political director at the American Civil Liberties Union.

On May 15, Biden attended an annual memorial for officers killed in the line of duty. After Biden posed for photos with people at the memorial, Pasco stuck around for a private conversation.

There wasn't much time left until the second anniversary of Floyd's death, May 25, and no one at the White House wanted the day to pass without an agreement.

"We gave everything we had to give," Pasco recalled telling Biden.

The Chief

A VOICE FOR WORKERS

'And your staff made a lot of concessions, too. So as long as it remains the way it is, we're good with it.

Pasco said Biden responded, "I'm going to take a look at it, and if I see any problems, I'll let you know about it.

But there weren't any, and the deal was done.

The ceremony

Officials began inviting key players to the signing ceremony just a few days before, and some were only notified the previous day. A process that had nearly been unraveled by a leak reached the finish line without disruption.

In addition to Floyd's family, the audience included relatives of other Black people — Michael Brown, Elijah McClain, Amir Locke, Atatiana Jefferson and Breonna Taylor who had been killed by law enforcement over the years.

Not everyone was mollified. The Movement for Black Lives issued a statement calling Biden's executive order "a poor excuse for the transformation of public safety that he promised." But Derrick Johnson, president of the NAACP, argued that the order represented progress.

"If we refuse to sit at the table, or allow for the political climate to overshadow public policy opportunities, we all suffer as a result," he said.

In his speech, Biden said Congress still needed to pass legislation, but he described the executive order as "the most significant police reform in decades.'

"Let me say there are those who seek to drive a wedge between law enforcement and the people they serve, those who peddle the fiction that public trust and public safety are in opposition to one another,' Biden said.

He added, "We know that's not true.

When Biden finished, Floyd's 8-year-old daughter, Gianna, ap-"You're getting so big," proached. Biden told her.

She sat down at the desk where the president had signed the order. Vice President Kamala Harris handed her the pen that Biden had used.

"You know what she told me when I saw her when she was a little girl two years ago?" Biden said. "Seriously, she pulled me aside and she said, 'My daddy is going to change the world."

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LEGAL NOTICES	LEGAL NOTICES	LEGAL NOTICES	LEGAL NOTICES	LEGAL NOTICES	LEGAL NOTICES
Notice of Formation of 19 Squaw Road LLC . Arts. of Org. filed with Secy. of State of NY (SSNY) on 4/13/22. Office location: NY County.	G. Townsend Bldg., 401 Federal St., Ste. 4, Dover, DE 19901. Purpose: Any lawful activity. 042022-9 4/29/22-6/3/22	Notice of Formation of PRODUCT LLC . Arts. of Org. filed with Secy. of State of NY (SSNY) on 04/19/22. Office location: NY County. Princ.	Dover, DE 19901. Purpose: any lawful activity. 050222-10 5/6/22-6/10/11	NOTICE OF FORMATION OF SOURSOP PRESS LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 4/18/2022.	lawful act or activity. 050522-7 5/13/22-6/17/22
SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: The LLC, 113 East 81st Street, NY, NY 10028. Purpose: any lawful activity. 042022-8 4/29/22-6/3/22	Notice of Formation of JONAH SHY MUSIC LLC . Arts. of Org. filed with Secy. of State of NY (SSNY) on 04/08/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process	office of LLC: 1088 Park Ave., 16F, NY, NY 10128. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to Product Holdings LLC, Attn: Aaron Shapiro at the princ. office of the LLC. Purpose: Any lawful activity. 042822-3 5/6/22-6/10/22	Notice of Formation of WD MN Multi Res LLC . Arts of Org. filed with NY Secy of State (SSNY) on 4/25/22. Office location: New York County. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 385 Broome St, Apt 3R, NY, NY	Office location: Bronx County. SSNY has been designated as agent upon whom process against it may be served The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is PO Box 797, Bronx, NY 10473. The principal business address of the LLC is 2745 MICKLE,	KING ACQUISITIONS, LLC, Art. of Org. filed with SSNY 2-28-22. Office Location: NY County. SSNY designated as agent of the LLC for service of process. SSNY shall mail a copy of any process to, c/o The Yu Law Firm, P.C., 260 Madison Ave., 8th Fl., NY, NY, 10016. Purpose: Any lawful act or activity.
Notice of Formation of Fawn Kid LLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 4/12/22. Office location: NY County. SSNY designated as agent of LLC upon	to Corporation Service Co., 80 State St., Albany, NY 12207-2543. Purpose: Any lawful activity. 042022-10 4/29/22-6/3/22	Notice of Qualification of VINCERE, LLC. Appl. for Auth. filed with Secy. of State of NY (SSNY) on	10013. Purpose: any lawful activity. 050222-11 5/6/22-6/10/22	BRONX, NY 10469. Purpose: any lawful act or activity. 050522-5 5/13/22-6/17/22	050522-8 5/13/22-6/17/22 Notice of Formation of FAIRVIEW HOUSING PRESERVATION
whom process against it may be served. SSNY shall mail process to: Royal Management & Development, Inc., 7619 Little River Turnpike, Ste 650, Annandale, VA 22003. Purpose: any purposes permitted by applicable law. 042022-7 4/29/22-6/3/22	NOTICE OF FORMATION OF Kathy Brooks, LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 2/16/2022. Office location: New York County. SSNY has been designated as agent upon whom process against it may be served The Post Office address to which the SSNY shall mail a copy of	04/19/22. Office location: NY County. LLC formed in Missouri (MO) on 10/12/04. Princ. office of LLC: 207 A SW Jefferson St., Lee's Summit, MO 64063. NYS fictitious name: PROGROUP INTERNATIONAL, LLC. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to c/o Corporation Service	Heights LLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 4/20/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: The LLC, 93 4th Ave, #1289, NY, NY 10276. Purpose: any lawful activity. 050222-14 5/6/22-6/10/22	NOTICE OF QUALIFICATION OF Yieldpoint , L.P. Application for Authority filed with the Secretary of State of NY (SSNY) on 3/10/2022. Office location: New York County. LP formed in DE on 3/18/20. SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a conv of any process	CLASS B, LLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 05/04/22. Office location: NY County. Princ. office of LLC: 30 Hudson Yards, 72nd Fl., NY, NY 10001. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to Corporation Service Co., 80 State St., Albany, NY 12207. Purpose: Any
Notice of Formation of Force Creatrice LLC. Arts. of Org. filed with NY Dept. of State: 3/25/22. Office location: NY County. Sec. of State designated agent of LLC upon whom process against it may be served and shall mail process to: Validus Capital LLC, 110 W. 40th St., Ste. 900, NY, NY 10018, principal business address. Purpose: all lawful purposes.	any process against the LLC served upon him/her is 300 East 64th Street, Apt. 14C, New York, NY 10065. The principal business address of the LLC is New York. Purpose: any lawful act or activity. 042022-6 4/29/22-6/3/22 Notice of formation of Limited	Co., 80 State St., Albany, NY 12207- 2543. Cert. of Form. filed with John R. Ashcroft, MO Secy. of State, 600 West Main St., Jefferson City, MO 65101. Purpose: Insurance brokerage services. 042822-4 5/6/22-6/10/22 Notice of Formation of T.U. DOXA	Notice of Qualification of 183 AINSLIE LLC. Appl. for Auth. filed with Secy. of State of NY (SSNY) on 04/14/22. Office location: NY County. LLC formed in Delaware (DE) on 04/11/22. Princ. office of LLC: c/o Two Sigma Real Estate, 100 Ave. of the Americas, 16th Fl., NY, NY 10013. SSNY designated as agent of LLC	SSNY shall mail a copy of any process against the LP served upon him/her is 1345 Avenue of the Americas, 33rd Floor, New York, New York 10105. The principal business address of the LP is 1345 Avenue of the Americas, 33rd Floor, New York, New York 10105. Certificate of LP filed with Secretary of State of DE located at 401 Federal St., Suite 3, Dover, DE 19901. Purpose: any lawful act or	lawful activity. 051222-9 Notice of Formation of FAIRVIEW HOUSING PRESERVATION, L.P. Cert. of LP filed with Secy. of State of NY (SSNY) on 05/04/22. Office location: NY County. Princ. office
042122-3 4/29/22-6/3/22 Notice of Qualification of SH Fund GP, LLC. Authority filed with NY Dept. of State: 3/3/22. Office location: NY County. Princ. bus. addr.: POB	Liability Company ("LLC"). Name: Domain and Vorea 545 Sackett LLC. Articles of Organization filed with the Secretary of State of the State of New York ("SSNY") on April 14, 2022. N.Y. office location: New York County. The SSNY has been	LLC filed with SSNY on 03/24/2022. Office: Richmond County. SSNY designated agent of LLC upon whom process against it may be served. SSNY shall mail copy of process to LLC: Tatiana Gomez Maldonado 195 Ada Drive Staten Island, NY 10314	upon whom process against it may be served. SSNY shall mail process to the LLC at the addr. of its princ. office. DE addr. of LLC: Corporation Service Co., 251 Little Falls Dr., Wilmington, DE 19808. Cert. of Form. filed with DE Secy. of State, 401 Federal St., #4, Dover, DE 19901. Purpose: Real	activity. 050622-8 5/13/22-6/17/22 NOTICE OF FORMATION OF Bradford, Edwards & Varlack LLP. Articles of Organization filed	of LP: 30 Hudson Yards, 72nd Fl., NY, NY 10001. Latest date on which the LP may dissolve is 12/31/2121. SSNY designated as agent of LP upon whom process against it may be served. SSNY shall mail process to Corporation Service Co., 80 State St., Albany, NY 12207-2543. Name and addr. of each general partner are
735, Alpine, NJ 07620. LLC formed in DE: 4/12/21. NY Sec. of State designated agent of LLC upon whom process against it may be served and shall mail process to: Cogency Global	designated as agent of the LLC upon whom process against it may be served. The SSNY shall mail a copy of any process to Domain and Vorea 545 Sackett LLC, to The Domain	Purpose: Any lawful purpose. 042522.7 5/6-22-6/10/22	#4, Dover, DE 19901. Purpose: Real estate. 050222-12 5/6/22-6/10/22 	with the Secretary of State of NY (SSNY) on 5/29/2020. Office location: New York County. SSNY has been designated as agent upon whom process against it may be served.	and addr. of each general partner are available from SSNY. Purpose: Any lawful activity. 051222-10 5/20/22-6/24/22
Inc. (CGI), 122 E. 42nd Št., 18th Fl., NY, NY 10168. DE addr. of LLC: c/o CGI, 850 New Burton Rd., Ste. 201, Dover, DE 19904. Cert. of Form. filed with DE Sec. of State, 401 Federal St., Dover, DE 19901. Purpose: all lawful purposes. 042122-2 4/29/22-6/3/22	Companies LLC, 11 Park Place, Suite 1705, New York, New York 10007. Purpose/character of LLC is to engage in any lawful act or activity. 042022-2 4/29/22-6/3/22 SIMPLIFIED FUNDING LLC.	Member 3 LLC. Authority filed with Secy. of State of NY (SSNY) on 03/30/22. Office location: NY County. LLC formed in Delaware (DE) on 03/25/22. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: c/o Arch Companies, 15	Notice of quantization of 95 Work In Secv. of State of NY (SSNY) on 04/14/22. Office location: NY County. LLC formed in Delaware (DE) on 04/11/22. Princ. office of LLC: c/o Two Sigma Real Estate, 100 Ave. of the Americas, 16th FL, NY, NY 10013.	The Post Office address to which the SSNY shall mail a copy of any process against the LLP served upon him/her is 150 West 51st Street, No. 1121, New York, NY 10019. The principal business address of the LLP is 150 West 51st Street, No. 1121, New York, NY 10019. Purpose: any lawful	Notice of Formation of FAIRVIEW HOUSING DEVELOPER, LLC . Arts. of Org. filed with Secy. of State of NY (SSNY) on 05/04/22. Office location: NY County. Princ. office of LLC: 30 Hudson Yards, 72nd FL, NY, NY 10001 SSNY desirencted on correct
042122-2 4/29/22-6/3/22 Notice of Qualification of SH Fund , LP . Authority filed with NY Dept. of State: 3/3/22. NYS fictitious name: SH Fund, L.P. Office location: NY County. Princ. bus. addr.: POB 735.	App. for Auth. filed with the SSNY on 04/07/22. Originally filed with Secretary of State of Delaware on 04/04/22. Office: New York County. SSNY designated as agent of the LLC upon whom process against it may be served. SSNY shall mail copy	West 27th St., 6th FL, NY, NY 10001. Address to be maintained in DE: 1209 Orange St., Wilmington, DE 19801. Arts of Org. filed with the DE Secy. of State, 401 Federal St., Dover, DE 19801. Purpose: any lawful activities. 042522-4 5/6/22-6/10/22	SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to the LLC at the addr. of its princ. office. DE addr. of LLC: Corporation Service Co., 251 Little Falls Dr., Wilmington, DE 19808. Cert. of Form. filed with	Notice of Qualification of Park 53rd Owner LLC . Authority filed with NY Secy of State (SSNY) on 5/2/22. Office	NY 10001. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to Corporation Service Co., 80 State St., Albany, NY 12207. Purpose: Any lawful activity. 051222-11 5/20/22-6/24/22
Alpine, NJ 07620. LP formed in DE: 1/10/22. NY Sec. of State designated agent of LP upon whom process against it may be served and shall mail process to: Cogency Global Inc. (CGI), 122 E. 42nd St., 18th Fl., NY, NY 10168. DE addr. of LP: c/o CGI.	of process to the LLC, c/o Holm & O'Hara LLP, 3 West 35th Street, 9th Floor, New York, NY 10001. Purpose: Any lawful purpose. 042722-4 5/6/22-6/10/22 240 DHT LLC. Arts. of Org. filed	Notice of Qualification of 88 Tower Member 2 LLC . Authority filed with Secy. of State of NY (SSNY) on 03/30/22. Office location: NY County.	DE Seey. of State, 401 Federal St., #4, Dover, DE 19901. Purpose: Real estate. 050222-13 5/6/22-6/10/22 Notice of Formation of WHGA	location: New York County. LLC formed in Delaware (DE) on 3/7/22. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 1450 Broadway, NY, NY 10018. DE address of LLC: 614 N. Dupont	NOTICE OF FORMATION OF American Eagle Cleaning LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 2/28/2022. Office location: Richmond Orget SCNW, here here designed to
A50 New Burton Rd., Ste. 201, Dover, DE 19904. Name/addr. of genl. ptr. available from NY Sec. of State. Cert. of LP filed with DE Sec. of State, 401 Federal St., Dover, DE 19901. Purpose: all lawful purposes. 042122-1 4/29/22-6/3/22	with the SSNY on 03/21/2022. Office loc: NY County. SSNY has been designated as agent upon whom process against the LLC may be served. SSNY shall mail process to: The LLC, 240 East 47 Street, Apt 14D, NY, NY 10017. Purpose: Any Lawful Purpose. 042722-2 5/6/22-6/10/22	LLC formed in Delaware (DE) on 03/25/22. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: c/o Arch Companies, 15 West 27th St., 6th Fl., NY, NY 10001. Address to be maintained in DE: 1209 Orange St., Wilmington, DE 19801. Arts of Org. filed with the DE Secy. of State, 401 Federal St., Dover, DE	Hamilton Heights LLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 4/20/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: c/o West Harlem Group Assistance, Inc., 1652 Amsterdam Ave, NY, NY 10031. Purpose: any	Hwy, Ste 210, Dover, DE 19901. Cert. of Formation filed with DE Secy of State, 401 Federal St. Ste 4, Dover, DE 19901. The name and address of the Reg. Agent is C T Corporation System, 28 Liberty St, NY, NY 10005. Purpose: any lawful activity. 050622-2 5/13/22-6/17/22	County. SSNY has been designated as agent upon whom process against it may be served The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is United States Corporation Agents, Inc., 7014 13th Ave., Suite 202, Brooklyn, NY 11228. The principal business address of the LLC is 64 Clermont Pl., Staten Island,
BUZZY CANNABIS CO., LLC filed Arts. of Org. with the Sect'y of State of NY (SSNY) on 3/18/2022. Office: NY County. SSNY has been designated as agent of the LLC upon whom	Notice of Formation of OLD RARE NEW PRODUCTIONS LLC . Arts. of Org. filed with Secy. of State of NY	19801. Purpose: any lawful activities. 042522-3 5/6/22-6/10/22	lawful activity. 050222-15 5/6/22-6/10/22	RADICAL CHANGE HOME IMPROVEMENT LLC , Arts. of Org. filed with the SSNY on 01/13/2022. Office loc: Richmond County. SSNY	NY 10314. Purpose: Commercial Cleaning with a personal touch. 051322-2 5/20/22-6/24/22
process against it may be served and shall mail process to: c/o Greenberg Traurig, LLP, 54 State St., 6th Fl., Albany, NY, 12207. Purpose: any lawful act. 040722-6 4/29/22-6/3/22	(SSNY) on 04/19/22. Office location: NY County. Princ. office of LLC: 200 Park Ave. South, 8th Fl., NY, NY 10003. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to the LLC at the addr. of its princ. office. Purpose: Any lawful	JACKSON COACHING, LLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 04/07/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: Selena Jackson, 11 Stuyvesant Oval 11F, NY, NY 10009.	Heights II LLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 4/20/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: c/o West Harlem Group Assistance, Inc., 1652 Amsterdam Ave, NY, NY	has been designated as agent upon whom process against the LLC may be served. SSNY shall mail process to: Cristian Dirocie Zabala, 23 Degroot Place, Staten Island, NY 10310. Purpose: Any Lawful Purpose. 050522-9 5/13/22-6/17/22	Notice of Formation of Cary Kane PLIC . Arts. of Org. filed with Secy. of State of NY (SSNY) on 4/5/22. Office location: NY County. SSNY designated as agent of PLLC upon whom process against it may be served. SSNY shall mail process to: 1350 Broadway, NY, NY 10018.
Notice of Qualification of STEEL CAPITAL MANAGEMENT , LLC. Appl. for Auth. filed with Secy. of State of NY (SSNY) on 02/23/22. Office location: NY County. LLC	activity. 042822-2 5/6/22-6/10/22 JLUSA-BRADHURST9L, LLC.	Purpose: any lawful activities. 042522-2 5/6/22-6/10/22 	10031. Purpose: any lawful activity. 050222-16 5/6/22-6/10/22	Notice of Qualification of PIM CS , LLC . Authority filed with NY Secy of State (SSNY) on 5/4/22. Office location: New York County. LLC	Purpose: practice the profession of law. 051222-2 5/20/22-6/24/22
formed in Delaware (DE) on 05/01/20. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to c/o Corporation Service Co., 80 State St., Albany, NY 12207-2543. DE addr. of LLC: 251 Little Falls Dr., Wilmington, DE 19808. Cert. of Form. filed with Secy. of State, John	Arts. of Org. filed with the SSNY on 04/21/22. Office: New York County. SSNY designated as agent of the LLC upon whom process against it may be served. SSNY shall mail copy of process to the LLC, 2266 5th Avenue, New York, NY 10037. Purpose: Any lawful purpose. 042722-5 5/6/22-6/10/22	ue 9A LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 10/29/2021. Office location: Bronx County. SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her	Notice of Qualification of 309 EAST 94TH STREET PROPERTY OWNER LLC. Authority filed with Secy. of State of NY (SSNY) on 03/29/22. Office location: NY County. LLC formed in Delaware (DE) on 03/25/22. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail	formed in Delaware (DE) on 10/28/20. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 28 Liberty St, NY, NY 10005. DE address of LLC: 1209 Orange St, Wilmington, DE 19801. Cert. of Formation filed with DE Secy of State, 401 Federal St. Ste 4. Dover, DE 19901. The name	NOTICE OF FORMATION OF JCL CAPITAL, LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 5/10/2022. Office location: New York County. SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a copy of
		is 460 E. Fordham Rd., #2068, Bronx, NY 10458. The principal business address of the LLC is 460 E. Fordham	process to: 111 Eighth Ave., Ste. 1500, NY, NY 10011. Address to be maintained in DE: 251 Little Falls	and address of the Reg. Agent is C T Corporation System, 28 Liberty St, NY, NY 10005. Purpose: any lawful	any process against the LLC served upon him/her is 564 West 52nd Street, Unit 3I, New York, NY, 10019.

ACCOUNTING PROCEEDING FILE NO. 2018-2726/B CITATION THE PEOPLE OF THE STATE OF NEW YORK TO: Unknown Distributees Attorney General of the State of New York Phyllis T. Simmons Carolyn J. Drewery Sandra T. Johnson Peggy A. Edwards Shantell J. Lowry Jenell J. Stith Alan S. Johnson, Sr. Robert Drumheller Joachim Bolde Mrs. Thomas G. Young Lillian Waldon Roderick Thomas Sheri Franklin AARP Medicare Complete c/o R.M.S. Acct ending #8757 Allstate Indemnity Co. Policy ending Complete c/o K.M.S. Acct ending #8/b/ Allstate Indemnity Co. Policy ending #401 c/o Credit Collection Srvs. AT& Mobility LLC acct ending #5614 c/o Gatestone & Co. International Inc. Bank of America credit card acct ending #0939 c/o Capital Management Services LP Capital One, N.A. Original acct. ending #0977 c/o Stoneleigh Recovery Associates, LLC Citibank Mastercard CC ending #7450 c/o Contract Callers, Inc. Dr. Sarah Kramer Act and ing #0417 Lanax Hill Bodilary acet and ing #2049 c/o Balanced NA credit card ending #7450 c/o Contract Callers, Inc. Dr. Sarah Kramer Acct ending #0417 Lenox Hill Radiology acct ending #2949 c/o Balanced Healthcare Receivables Medical Office of Manhattan Patient ending #932 c/o Yaffe, Ruden & Associates, LLP North Shore - LIJ Medical Group, P.C. c/o Professional Claims Bureau, Inc. NSLIJ Medical PC Cardiology - Acct ending #5603/3 NYU Langone Seaport Orthopaedics c/o Convergent Health Care Recoveries Inc. acct ending #8975 PayPal Inc. acct ending #6559 c/o American Coradius Intl. LLC Silverscript Choice Member ID ending #9330 Spectrum acct ending #2668 c/o System The NY Times Client acct ending #3145 to Robert Drumheller, Joachim Bolde, Mrs. Thomas G. Young, Lillian Waldon, and Roderick Thomas, whose whereabouts are unknown, if living. Waldon, and Roderick Thomas, whose whereabouts are unknown, if living, and if they died subsequent to the decedent herein, to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names and places of residence are unknown; and to all other heirs at law, next of kin and distributees of Darial R. Sneed, a/k/a Darial Roberta Sneed, the decedent herein, if living and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained by the petitioner herein; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Darial R. Sneed, a/k/a Darial Roberta Sneed, deceased, who the estate of Darlar R. Sheed, and Darlar Roberts Sheed, decased, why at the time of her death was a resident of 161 West 61st St, New York, NY 10023; A petition having been duly filed by the Public Administrator of the County of New York, who maintains an office at 31 Chambers Street, Room 311, New York, New York 10007. YOU ARE HEREBY CITED TO SHOW CAUSE before the New York County Surrogate's Court at 31 Chambers Street, New York, New York, on July 28th 2022 in room 509, at 230 A M, why the following reliaf stated in the account of proceedings a 9:30 A.M., why the following relief stated in the account of proceedings, a copy of the summary statement thereof being attached hereto, of the Public Administrator of the County of New York as administrator of the goods, chattels and credits of said deceased, should not be granted: (i) that her account be judicially settled; (ii) that a hearing be held to determine the identity of decedent's distributes at which time proof pursuant to SCPA \$2225 may be presented, or in the alternative, that the balance of the funds in this estate be deposited with the Commissioner of Finance of the City of New York for the benefit of the decedent's unknown distributees; (iii) that the Surrogate approve the reasonable amount of compensation as reported in Schedules C and C-1 of the account of proceedings to the attorney for in Schedules C and C-1 of the account of proceedings to the attorney for the petitioner for legal services rendered to the petitioner herein; (iv) that the claim of Sheri Franklin for unpaid apartment rental expenses for the period covering April 2018 through February 2019 (\$45,210.00), penalties pursuant to rental agreement (\$2,260.50), and reimbursement for payment of apartment electric (\$856) be allowed and paid; (v) that the claim of Sheri Franklin for apartment rental expenses for the period covering July 2017 through March 2018 (\$28,770.00) be allowed and paid; (vi) that the claims of AARP Medicare Complete c/o R.M.S. Acct ending #8757, Allstate Indemnity Co. Policy ending #401 c/o Credit Collection Srvs., AT&T Mobility LLC acct ending #5614 c/o Gatestone & Co. International Inc., Bank of America credit card acct ending #0939 c/o Capital Management Services, LP, Capital One, N.A. Original acct. ending #0977 c/o Stoneleigh Recovery Associates, LLC, Citibank Mastercard CC ending #3133 c/o AscencionPoint Recovery Srvs., Citibank N/A credit card ending in #7450 c/o Contract Callers, Inc., Dr. Sarah Kramer Acct ending #0417, Lenox Hill Radiology acct ending #2949 c/o Balanced Healthcare Receivables, Medical Office of Manhattan Patient ending #932 c/o Yaffe, Ruden & Associates, LLP, North Shore - LIJ Medical Group, P.C. c/o Professional Claims Bureau, Inc. NSLIJ Medical PC Cardiology - Acct ending #5603/3, NYU Langone Seaport Orthopaedics to Convergent Healthcare Recoveries Inc. acct ending #8975, PayPal Inc. acct ending #6559 c/o American Coradius Intl. LLC, Silverscript Choice Member ID ending #9330, Spectrum acct ending #2668 c/o System, and The NY Times Client acct ending #3145, be rejected for failure to file claims in accordance with the provisions of SCPA §1803(1); (vii) that the conformed copy of an instrument purported to be the last will and testament of Darial Pohents Snead, dated Normahar 2, 1984, net the offered for purpoted for Roberta Sneed, dated November 2, 1984, not be offered for probate; (viii) that the persons above mentioned and all necessary and proper persons be cited to show cause why such relief should not be granted; (ix) that an order be granted pursuant to SCPA §307 where required or directed; and (x) for such other and further relief as the Court may deem just and proper. Dated, Attested and Sealed, May 10th, 2022 Hon. Nora S Anderson Surrogate Diana Sanabria Chief Clerk Schram Graber & Opell P.C. Counsel to the Public Administrator, New York County 11 Park Place, Suite 1008, New York, New York 10007 (212) 896-3310 Note: This citation is served upon you as required by law. You are not required to appear. If you fail to appear it will be assumed that you do not object to the relief requested. You have the right to have an attorney-at-law appear for you and you or your attorney may request a copy of the full account from the petitioner or petitioner's attorney. 051222-5 5/20/22-6/10/22

NY 10458. The principal business address of the LLC is 460 E. Fordham Rd., #2068, Bronx, NY 10458. Purpose: any lawful act or activity. 5/6/22-6/10/22 050222-1

Notice of Qualification of Veolia Water Industrial Services North Water Industrial Services North America, LLC. Authority filed with NY Secy of State (SSNY) on 6/21/21. Office location: New York County. LLC formed in Delaware (DE) on 1/1/21. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to 28 Liberty. St. NV. NV process to: 28 Liberty St, NY, NY 10005. DE address of LLC: 1209 Orange St, Wilmington, DE 19801. Cert. of Formation filed with DE Secy of State, 401 Federal St. Ste 4,

1500, NY, NY 10011. Address to be maintained in DE: 251 Little Falls Dr., Wilmington, DE 19808. Arts of Org. filed with the Secy. of State of the State of DE, John G. Townsend Bldg., 401 Federal St. - Ste. 4, Dover, DE 19901. Purpose: any lawful activities 5/6/22-6/10/22 042522-5

Notice of Formation of KHORSANDI DENTAL PRACTICE, PLLC. Arts. of Org. filed with Secy. of State of NY (SSNY) on 03/30/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 1556 20th St., Santa Monica, CA 90404. Purpose: to practice the profession of Dentistry. 042522-6 5/6/22-6/10/22

PROBATE CITATION, Estate of Robert D. Madison, File No. 2020-527B, SURROGATE'S COURT – NEW YORK COUNTY, CITATION, THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. TO Bryan Cuie. Raymond Masullo, if living and if dead to their heirs at law, next of kin and distributees, whose names and places of residence are un-known, and if they died subsequent to the decedent herein, to their executors administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown; and to all other heirs at law, next of kin and distributees of Robert D. Madison, the decedent herein, whose names and places of residence are unknown and cannot after due diligence be ascertained; and Brenda Hoy, Trish Chong, John Masullo, Kathleen Core, Va nessa Tedesco, and Olivia Gulino Tedesco. An amended petition having beer duly filed by Leo Philip Brady, who is domiciled at 3103 Fairfield Avenue Riverdale, NY 10463. YOU ARE HEREBY CITATED TO SHOW CAUSE be fore the Surrogate's Court, New York County, at 31 Chambers Street, New York, on July 11, 2022 at 9:30 o'clock in the fore noon of that day, why a decree Fork, on July 11, 2022 at 9:30 occos in the fore noon of that day, why a decree should not be made in the solate of Robert D. Madison lately domiciled at 6 West 75th Street – Apt 2C – New York, NY 10023 admitting to probate a Will dated 04/15/2013 a copy of which is attached, as the Will of Robert D. Madison deceased, relating to real and personal property, and directing that Letters Testamentary issue to Leo Philip Brady. *To all Parties: No in person appearances shall be made at the return date. If you wish to object to this matter, you may do so in writing in accordance with the annexed New York County Surrogate's Court Notice to Cited Parties. Dated, Attested and Sealed May 6, 2022. Hon. Nora S. Anderson, Surrogate. Diana Sanabria, Chief Clerk. Attorney for Petitioner: Paul R. Kenney, 212-877-4039, 155 West 72nd Street, Suite 308, New York, NY 10023. [NOTE: This citation is served upon you as required by law. You are not required to appear if you foil to appear if you fail to appear if yo required by law. You are not required to appear. If you fail to appear it will be assumed you do not object to the relief requested. You have a right to have an attorney appear for you.] SURROGATE'S COURT OF THE COUNTY OF NEW YORK 31 CHAMBERS

STREET NEW YORK, NY 10007 (646) 386-5800 NOTICE TO CITED PAR TIES You have been served with a citation for a matter that is scheduled to be heard at a New York County Surrogate's Court calendar. Please be advised that pursuant to Governor Andrew Cuomo's Executive Orders and Chief Ad-ministrative Judge Lawrence Marks' Administrative Orders now in effect in response to the COVID-19 pandemic, this court is serving the public and court users primarily through virtual or electronic appearances; inperson appear-ances are limited at this time. The citation that you have received contains a return date. Please do not appear in the courthouse on that date. The following choices are available to you: If you do not object to the relief requested, you do not need to contact the court or do anything else. If you do object to the relief sought on the citation, you or your lawyer must send a document to the court signed by you or your lawyer indicating that: You object to the relief or you are requesting discovery; OR You are requesting the opportunity to appear in person or by using Skype for Business or by telephone conference; OR You are requesting an adjournment to consult with or retain counsel. Your writter response must be received by the court three (3) business days before the re turn date and must include either an email address or telephone number, or both, where you or your lawyer can be reached during business hours. Your communication to the court may be sent by email to: Probate_General@nycourts.gov or by mail addressed to the Probate Department of this court at the communication. If your written communication to the court indicates that you would like to proceed as described in choice number 1 above, your case may be referred to a court attorney-referee for a conference. The case will be adjourned to a future date, if you request the opportunity to appear in person of by electronic means or to consult or retain counsel (choices number 2 and 3). If by electronic means or to consult or retain counsel (choices number 2 and 3). If you do not contact the court by the date on the citation, the record will reflect that you do not object to the relief requested. If an attorney plans to appear on your behalf, he or she must file a Notice of Appearance. This Notice may be filed by mail addressed to the Probate Department of this court at the address listed above or through the e-filing system (NYSCEF), at www.nycourts.gov the effle. If you have questions about responding to the citation, you may contact the Probate Department at Probate_General@nycourts.gov. Please note that court staff are prohibited from giving legal advice but they are available to answer any question about procedure. The Probate Department of the New York County Surrogate's Court. 051122-1

5/20/22-6/10/22

Corporation System, 28 Liberty St, NY, NY 10005. Purpose: any lawful activity. 050622-3 5/13/22-6/17/22

Notice of Qualification of ProSeed Notice of Qualification of **ProSeed Restoration LLC**. Authority filed with NY Secy of State (SSNY) on 5/3/22. Office location: New York County. LLC formed in Mississippi (MS) on 8/21/19. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 28 Liberty St, NY, NY 10005. MS address of LLC: 44 S 5th St Sta A Bay Springs MS 39/292 Sth St, Ste A, Bay Springs, MS 39422. Cert. of Formation filed with MS Secy of State, 401 Mississippi St, Jackson, MS 39201. The name and address of the Reg. Agent is C T Corporation System, 28 Liberty St, NY, NY 10005. Purpose: any lawful activity. 050622-5 5/13/22-6/17/22

Notice of Qualification of **RF** Managed Services, LLC. Authority filed with NY Secy of State (SSNY) on 3/16/22. Office location: New York County. LLC formed in Delaware (DE) on 4/4/03. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 28 Liberty St, NY, NY 10005. DE address of LLC: 1209 DE address of LLC: 1209 Orange St, Wilmington, DE 19801. Cert. of Formation filed with DE Secy of State, 401 Federal St. Ste 4, Dover, DE 19901. The name and address of the Reg. Agent is C T Corporation System, 28 Liberty St, NY, NY 10005. Purpose: any lawful activity. 5/13/22-6/17/22 050622-4

Notice of Qualification of **RP 475 Fifth GP LLC**. Authority filed with NY Secy of State (SSNY) on 5/5/22. Office location: New York County. LLC formed in Delaware (DE) on 4/20/22, SSNY is designated as agent 1/20/22. SSN1 is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 28 Liberty St, NY, NY 10005. DE address of LLC: 1209 Orange St, Wilmington, DE 19801. Cert. of Formation filed with DE Secy of Stote 401 Fodowal St St 4 Davag of State, 401 Federal St. Ste 4, Dover, DE 19901. The name and address of the Reg. Agent is C T Corporation
 Nystem, 28 Liberty St, NY, NY 10005.

 Purpose: any lawful activity.

 050622-6
 5/13/22-6/17/22

Notice of Qualification of SFR JV-2 2022-2 Depositor LLC. Authority filed with NY Secy of State (SSNY) on 5/3/22. Office location: New York County. LLC formed in Delaware (DE) on 4/27/22. SSNY is designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: 28 Liberty St, NY, NY 10005. DE address of LLC: 1209 Owners Ct. Wilmington DE 19801 Orange St, Wilmington, DE 19801. Cert. of Formation filed with DE Secy of State, 401 Federal St. Ste 4, Dover DE 19901. The name and address of the Reg. Agent is C T Corporation System, 28 Liberty St, NY, NY 10005. Purpose: any lawful activity. 050622-7 5/13/22-6/17/22

DMRM3, LLC, Art. of Org. filed with SSNY 4-27-22. Office Location: NY County. SSNY designated as agent of the LLC for service of process. SSNY shall mail a copy of any process to c/c Gardner Weiss & Rosenblum LLP, 270 Madison Ave., 9th Fl., NY, NY, 10016. Purpose: To engage in any LLC is 564 West 52nd Street. Unit 3I. New York, NY, 10019. Purpose: any lawful act or activity. 5/20/22-6/24/22 051222-7

Street, Unit 3I, New York, NY, 10019. The principal business address of the

Notice of Formation of CF PLAZA **H1326, LLC.** Arts. of Org. filed with Secy. of State of NY (SSNY) on 5/5/22. Office location: NY County. SSNY designated as agent of LLC upon whom process against it may be served. SSNY shall mail process to: Cogency Global Inc., 122 E 42nd St, 18th FL, NY, NY 10168. Purpose: any local-thirty thinks lawful activity. 051222-3 5/20/22-6/24/22

NOTICE OF FORMATION OF Jasper 3 LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 4/07/2022. Office location: Richmond County. Office location: Richmond County. SSNY has been designated as agent SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a copy of any process against the: LLC served upon him/her is 110 Prospect Street, Staten Island, NY 10304. The principal business address of the LLC is 110 Prospect Street, Staten Island, NY 10304. Purpose: Real Estate. 051122-75/20/22-6/24/22

NOTICE OF FORMATION OF Lindsey Brittain Collins Studio, **LLC.** Articles of Organization filed with the Secretary of State of NY (SSNY) on 3/07/2022. Office location: New York County. SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is United States Corporation Agents, Inc., 7014 13th Avenue, Suite 202, Brooklyn, NY 11228. The principal business address of the LLC is 261 Hudson St., #5H, New York, NY 10013. Purpose: any lawful act or activity 051122-8

5/20/22-6/24/22

NOTICE OF FORMATION OF Palma and Smith LLC. Articles of Organization filed with the Secretary of State of NY (SSNY) on 2/13/2022. Office location: Bronx County, SSNY Office location: Bronx County, SSNY has been designated as agent upon whom process against it may be served. The Post Office address to which the SSNY shall mail a copy of any process against the LLC served upon him/her is 1079 Adee Avenue, Bronx, NY 10469. The principal business address of the LLC is 1443 E. Gunhill Rd., Bronx, NY 10469. Purpose: any lawful act or activity. Purpose: any lawful act or activity 051122-6 5/20/22-6/24/22

2908 Avenue N, LLC filed Arts. of Org. with the Sect'y of State of NY (SSNY) on 2/23/2022. Office: NY County. SSNY has been designated as agent of the LLC upon whom process against it may be served and shall mail process to: c/o Goetz Fitzpatrick LLP, Att: Donald J. Carbone, One Penn Plaza, 31st fl., NY, NY, 10119. Purpose: any lawful act. 050922-2 5/20/22-6/24/22



FBI special agents earn \$62k-\$80k **JOB HIGHLIGHT** on postings throughout country

The Federal Bureau of Investigation is seeking police officers, military veterans and pilots. The postings, which follow 19 weeks of traineeship at the FBI Academy at Quantico, Virginia, pay from \$62,556 to \$80,721 a year.

FBI Special Agents apply their professional expertise and unique skill sets to their work every day and that includes law enforcement and military backgrounds.

Incumbents can expect continued specialized training once onboard and opportunities to work on some of the Bureau's most complex cases.

REQUIREMENTS

Applicants must adhere to strict standards of conduct; undergo a rigorous background investigation, credit checks and a polygraph in order to obtain a Top Secret Sensitive Compartmented Information (SCI) Clearance; pass a physical fitness test; be physically fit to complete training at the FBI Academy at Quantico and maintain a high level of fitness throughout their career. They must pass a medical exam, which includes, but is not limited to, meeting visual and hearing standards.

Appointees must successfully complete about 19 weeks of employment as a special agent trainee at Quantico. Upon graduation, they must be available to transfer

to one of the FBI's 56 Field Offices, ity requirements, go to fbijobs.gov/ including San Juan, Puerto Rico, or remote resident agencies satellite offices to meet the bureau's needs. Special agents rarely return to their processing office. Applicants should ensure that their families are prepared for and support this move.

Throughout their careers, special agents must be available for temporary duty assignments anywhere in the world, on either a temporary or a long-term basis. They must work a minimum of a 50-hour workweek, which may include irregular hours, and be on-call 24/7, including holidays and weekends. They also must be willing and able to participate in arrests, execute search warrants, raids and similar assignments.

For more information on eligibil-

working-at-FBI/eligibility.

QUALIFICATIONS

Successful applicants must be U.S. citizens; be at least 23 years old and not have reached their 37th birthday on appointment; and hold a bachelor's degree or higher from a U.S.-accredited college or university.

They must be able to obtain a Top Secret Clearance SCI Clearance; have two years of full-time professional work experience (see work experience waiver for exceptions); meet the FBI's Employment Eligibility requirements and possess a valid driver's license with at least six months driving experience.

The Special Agent Selection Sys- job/463469600

tem is a mentally and physically challenging process designed to find only the most capable applicants.

For more information about the SASS, physical fitness requirements and work experience waivers, please visit: https://fbijobs. gov/career-paths/special-agents.

All applicants are evaluated on core competencies of collaboration, communication, flexibility/ adaptability, initiative, interpersonal ability, leadership, organizing/ planning and problem solving/ judgment.

For complete information about the post, including full eligibility requirements and application instructions, go to www.usajobs.gov/

of the State Comptroller) \$72,735-

20-117 Associate Actuary (Life) (Teachers' Retirement System) \$79,426-\$99,192

Language) \$67,703

Treatment) \$67,703

20-517 Bank Examiner \$59,839

Specialist 1 \$50,722

20-077 Child Protective Services

20-078 Child Protective Services

20-254 Associate Psychologist \$67,703

20-256 Associate Psychologist (Spanish

20-872 Associate Psychologist (Forensic Mental Health) \$67,703 20-873 Associate Psychologist (Sex

Offender Assessment and

20-687 Audiologist 1 \$50,722-\$64,557 20-688 Audiologist 2 \$56,604-\$71,980

\$91,821

UPCOMING EXAMS LEADING TO JOBS

Below is a roundup of New York City and State exams leading to public-service positions. Most of the jobs listed are located in the New York Metropolitan area and upstate.

There are residency requirements for many New York City jobs and for state law-enforcement positions.

Prospective applicants are advised to write or call the appropriate office to make sure they meet the qualifications needed to apply for an exam. For jobs for which no written tests are given, candidates will be rated on education and experience, or by oral tests or performance exams.

DCAS Computer-based Testing and Application Centers (CTACs) have re-opened to the public. However, due to the ongoing COVID-19 pandemic, walk-ins are no longer accepted and appointments must be scheduled online through OASys for eligible list or examination related inquiries.

All examination and eligible list related notifications will be sent by email only, you will no longer receive notifications via the US mail.

All new hires must be vaccinated against the COVID-19 virus, unless they have been granted a reasonable accommodation for religion or disability. If you are offered city employment, this requirement must be met by your date of hire, unless a reasonable accommodation for exemption is received and approved by the hiring agency.

For further information about where to apply to civil service exams and jobs, visit the thechief.org/exams.

The Federal Government has decentralized its personnel operations and holds few exams on a national or regional basis. Most Federal vacancies are filled by individual agencies based on education-and-experience evaluations. For information, contact the U.S. Office of Personnel Management or individual agencies, or see www.usajobs.gov.

CITY EXAMS No scheduled exams.

CUNY EXAMS

► CLOSES JUNE 7 2069 CUNY Office Assistant \$31,929 ► OPEN CONTINUOUSLY

2059 Campus Security Assistant \$31,320 2060 Campus Peace Officer \$33,825

MTA EXAMS

► CLOSES JUNE 30 2614 Bus Operator \$25.49 per hour

NASSAU COUNTY EXAMS

- ► CLOSE JUNE 8 2024D Caseworker I \$32,855-\$72,089 2025D Caseworker I, Bilingual (Haitian-Creole Speaking) \$32,855-\$72,089 2026D Caseworker I, Bilingual (Spanish
- Health) \$59,507-\$108,383 5004 CR Nurse Practitioner I (Community Health) \$59,507-
- \$108.383 5005 CR Nurse Practitioner I (Family Health) \$59,507-\$108,383
- 5006 CR Nurse Practitioner I (Gerontology) \$59,507-\$108,383
- 5007 CR Nurse Practitioner I (Neonatology) \$59,507-\$108,383
- 5008 CR Nurse Practitioner I (Obstetrics/Gynecology) \$59,507-
- \$108,383 5009 CR Nurse Practitioner I (Oncology) \$59,507-\$108,383 5010 CR Nurse Practitioner I (Palliative
- Care) \$59,507-\$108,383 5011 CR Nurse Practitioner I (Pediatrics)
- \$59,507-\$108,383 5012 CR Nurse Practitioner I
- (Perinatology) \$59,507-\$108,383 5013 CR Nurse Practitioner I
- (Psychiatry) \$59,507-\$108,383 5014 CR Nurse Practitioner I (Women's
- Health) \$59,507-\$108,383 3138 CR(D) Occupational Therapist Assistant \$31,963-\$74,207

7288 CR(D) Occupational Therapist/

3140 CR(D) Physical Therapist Assistant

3139 CR(D) Pharmacist I \$56,636-

\$117,533

\$31.963-\$74.207

SUFFOLK COUNTY **EXAMS**

- ► CLOSE JUNE 8
- 0106 Constituent Services Supervisor (Spanish Speaking) \$49,500 2503 Mental Health Assistant \$39,620
- 3000 Casework Assistant \$37,610 3001 Casework Assistant (Spanish
- Speaking) \$37,610 3080 Community Service Worker \$34,530
- 3090 Community Service Worker (Spanish Speaking) \$34,530
- 3720 Labor Specialist Trainee \$42,752 3740 Labor Specialist Trainee (Spanish Speaking) \$42,752 7369 Urban Forester \$57,967
- ► CLOSE JULY 6
- 0205 Account Clerk \$43,100
- 0211 Account Clerk (Spanish Speaking) \$43,100
- ► OPEN CONTINUOUSLY
- 2020 Public Health Nurse I \$59,404

93-134 Physical Therapist (School

- Districts) 86-115 Physical Therapist (WCMC) 03-100 Physical Therapy Assistant (School Districts)
- 94-137 Physical Therapy Assistant
- 87-116 Physician's Assistant 86-117 Public Health Nurse \$72,635-
- \$125,175 09-002 Radiology Information Systems Analyst
- 90-118 Staff Occupational Therapist
- 90-120 Staff Physical Therapist
- 87-124 Supervising Hospital Pharmacist 99-101 Supervising Public Health Nurse
- \$81.595-\$135.715 97-363 Supervisor of Medical Social
- Work 99-102 Surgical Physician Assistant -
- Specialty Services \$96,540-\$140,776 11-531 Coordinator of Computer
 - Services
- 14-723 Database Specialist
- 20-532 Network Engineer II (BOCES #2
- 10-529 Server Engineer I \$65,210-\$81,105 10-003 Software Architect I \$77,445-
- \$103,235 20-492 Systems Engineer I
- 20-493 Systems Engineer II 10-941 Technical Support Specialist
- 95-145 Senior Medical Technologist (Chemistry)
- 95-148 Senior Medical Technologist (Microbiology) 95-149 Senior Medical Technologist
- (Stat General) 07-104 Supervisor Of Laboratories
- (General) \$78,729-\$117,831 07-102 Supervisor of Laboratories
- (Microbiology) 95-151 Supervisor of Laboratories (Special Chemistry) \$78,729-\$117,831
- 95-150 Supervisor of Labs (Anatomic Pathology) \$78,729-\$117,831 95-142 Technical Specialist (Microbiology) 02-030 Senior Assistant General Counsel

- 62-705 Librarian I
- 62-715 Librarian I (Children's Services)
- 62-741 Librarian I (Spanish Speaking) 63-020 Librarian II

► OPEN CONTINUOUSLY

\$53.549

\$64.557

\$71,980

\$54,678

\$57,877

\$118,468

\$126,712

\$91,821

\$91.821

\$72,735-\$91,821

63-034 Librarian II (Spanish Speaking) 63-045 Library Director I

20-103 Actuary Trainee (Teachers'

Retirement System) \$41,042-

20-690 Addictions Counselor 1 \$50,722-

20-691 Addictions Counselor 1 (Spanish

20-692 Addictions Counselor 2 \$56,604-

20-104 Assistant Actuary (Department

of Financial Services) \$42.883-

20-106 Assistant Actuary (Office of the

20-105 Assistant Actuary (State

20-107 Assistant Actuary (Teachers'

20-952 Assistant Clinical Physician \$105,854-\$118,468 20-951 Assistant Clinical Physician

Retirement System) \$46,344-

(Spanish Language) \$105,854-

20-959 Assistant Psychiatrist \$113,843-

20-113 Associate Actuary (Casualty)

20-114 Associate Actuary (Casualty)

20-115 Associate Actuary (Life) (Dept.

of Financial Services) \$72,735-

(State Insurance Fund) \$72,735-

(Dept. of Financial Services)

State Comptroller) \$42,883-\$54,678

Insurance Fund) \$42,883-\$54,678

Language) \$50,722-\$64,557

20-150 Direct Support Assistant Trainee (Spanish Language) \$32,972

\$32.972

\$42,631

\$50,722 20-075 Child Protective Services Specialist Trainee \$42,986 20-076 Child Protective Services Specialist Trainee (Spanish

Specialist 1 (Spanish Language)

- Language) \$42,986 20-953 Clinical Physician 1 \$117,556-
- \$141.585 20-954 Clinical Physician 1 (Spanish
- Language) \$117,556-\$141,585 20-955 Clinical Physician 2 \$129,866-
- \$155,452
- 20-956 Clinical Physician 2 (Spanish Language) \$129,866-\$155,452 20-489 Community Mental Health Nurse
- \$59,671-\$75,785 20-490 Community Mental Health Nurse (Spanish Language) \$59,671-\$75,785
- 20-969 Community Nursing Services Consultant (Home Health Services) \$63,041-\$72,012 20-531 Dental Hygienist \$43,484

Secure Care Treatment Aide Trainee \$38,875

Secure Care Treatment Aide

Trainee (Spanish Lang.) \$38,875

20-149 Direct Support Assistant Trainee

20-152 Developmental Disabilities

20-974 Dietitian 2 \$56,604-\$71,980

20-957 Dentist 1 \$105,355 20-151 Developmental Disabilities

- Speaking) \$32,855-\$72,085
- ► OPEN CONTINUOUSLY 7078 CR(D) Cytotechnologist I \$43,863-
- \$91,243 7094 CR(D) Cytotechnologist II \$52,099-
- \$108,383 7095 CR(D) Cytotechnologist III \$66,357-\$132,168
- 61-639 CR Librarian I \$43,000-\$61,333 60-180 CR Librarian I, Bilingual (Spanish
- Speaking)
- 5263 CR(D) Medical Technologist I
- \$31,963*\$74,978 5002 CR Nurse Practitioner I (Acute Care) \$59,507-\$108,383 5003 CR Nurse Practitioner I (Adult
- 9030 CR(D) Physical Therapist/Physical Therapist I \$37,463-\$140,162 9029 CR(D) Physician Assistant I \$57,200-\$118,707
 - 8049 CR(D) Radiologic Technologist (General) \$34,720-\$72,111
 - 8050 CR(D) Radiologic Technologist (Mammography) \$34,720-\$72,111
- 2641 Medical Services Specialist \$68,460 Occupational Therapist I \$37,093-
 - 2670 Emergency Medical Technician (Basic) \$37,000-\$60,000
 - 2673 Emergency Medical Technician (Critical Care) \$37,000-\$60,000

WESTCHESTER EXAMS

- ► CLOSES JUNE 3
- 67-373 Program Coordinator (Natural Resource Management)89,510 -\$118.220
- ► CLOSE JUNE 13
- 62-847 Program Administrator (Transportation Operations) \$80,775-\$107,665 69-843 Program Specialist (Specialized
- Transportation Services) \$68,010-\$84.590
- ► OPEN CONTINUOUSLY
- 06-100 Emergency Medical Technician (Basic)
- 02-108 Sanitarian Trainee \$53,760-\$67,010
- 02-600 Water/Wastewater Treatment Plant Operator/Trainee \$45,460-55.390
- 02-601 Water/Wastewater Treatment Plant Operator/Trainee
- 91-136 Paramedic (Local)
- 01-155 Cardiothoracic Surgical Physician Assistant
- 02-032 Clinical Pharmacy Specialist 02-900 Health Services Coordinator \$75,406-\$125,410
- 86-102 Hospital Pharmacist
- 93-133 Occupational Therapist (School Districts) 86-113 Occupational Therapist (WCMC)
- 94-138 Occupational Therapy Assistant

STATE EXAMS

- 20-523 Emergency Medical Technician (Paramedic) \$53,019 20-101 Actuary Trainee (Dept. of Financial Services) \$40,507-\$51,830 20-102 Actuary Trainee (State Insurance Fund) \$40,507-\$51,830
 - 20-724 State Program Examiner Trainee 1 (Fiscal) \$45,455-\$71,980

20-349 Emergency Medical Technician

- Auditor Trainee 1 (Municipal)
- Auditor Trainee 1 (Abandoned Property) 20-911 Health Care Surveyor 2 (Nursing) \$54,045-\$68,637
- 20-259 Health Information Management Administrator 1 \$53,568
- 20-282 Health Information Management Administrator 2 \$59,671
- 20-283 Health Information Management Administrator 3 \$69,603
- 20-257 Health Information Management Technician 1 \$42,986
- 20-258 Health Information Management Technician 2 \$48,027 20-100 Health Services Nurse 48,027-
- \$61,229 (Upstate), \$62,200-75,402 (Downstate)
- 20-969 Hospital Nursing Services Consultant \$63,041-\$72,012
- 20-867 Hospital Patient Services Clerk 1 (SUNY Syracuse) \$30,461
- 20-869 Hospital Patient Services Clerk 1 (SUNY Stony Brook) \$33,442
- 20-131 Legal Specialties \$56-745 \$100,091 (M/C), \$56,604-\$102,661 (PEF)
- 20-050 Licensed Master Social Worker 1 \$56.604
- 20-051 Licensed Master Social Worker 1 (Various Language Proficiencies) \$56,604
- 20-052 Licensed Master Social Worker 2 \$62,726
- 20-054 Licensed Master Social Worker 2 (Acute Care/Rehabilitation)
- 20-056 Licensed Master Social Worker 2 (Addictions)
- 20-116 Associate Actuary (Life) (Office
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WILL FILL JOBS: **CITY CERTIFICATIONS**

The Department of Citywide Administrative Services has certified sections of the eligible lists below for appointments and promotions in city agencies, subject to the 1-in-3 rule. Some of the appointments and promotions may already have been made.

OPEN COMPETITIVE

ADMINISTRATIVE ACCOUNTANT-498 eligibles between Nos. 6 and 521 on List 162 to replace 2 provisionals in Police Department.

ADMINISTRATIVE PROJECT MANAGER-94 eligibles between Nos. 6 and 366.5 on List 8042 for 1 job at Housing Authority.

ADMINISTRATIVE PUBLIC INFORMATION SPECIALIST-30 eligibles between Nos. 3 and 138 on List 8051 for 1 job in NYPD.

ASSISTANT CIVIL ENGINEER-57 eligibles between Nos. 50 and 234 on List 1101 for 1 job in Department of Buildings.

CEMENT MASON-52 eligibles between Nos. 3 and 121 on List 8027 for 1 job in Department of Parks and Recreation.

CERTIFIED IT DEVELOPER (APPLICA-TIONS)-140 eligibles (Nos. 1-140) on List 1149 for 1 job in Department of Citywide Administrative Services.

MEDIA SERVICES TECHNICIAN-6 eligibles between Nos. 8 and 60 on List 125 for any of 25 jobs in NYPD.

OFFICE MACHINE AIDE-111 eligibles be-tween Nos. 198 and 336 on List 134 for 2 jobs in Department of Health and Mental Hygiene.

PARALEGAL AIDE-10 eligibles between Nos. 287 and 599 on List 7046 for 1 job in DOB.

POLICE ADMINISTRATIVE AIDE-10 eligibles between Nos. 56 and 593 on List 1023 and 5 eligibles (Nos. 387, 796, 797, 877 and 931) on List 8069 for any of 200 jobs in NYPD.

PUBLIC HEALTH ADVISER-108 eligibles between Nos. 4 and 362 on List 180 for 2 jobs in Department of Health and Mental Hygiene.

PUBLIC HEALTH EDUCATOR-79 eligibles between Nos. 24 and 284 on List 9041 for 7 jobs in DOHMH.

SEWAGE TREATMENT WORKER-98 eligibles between Nos. 95 and 226 on List 8327 for 50 jobs in Department of Environmental Protection.

SPECIAL CONSULTANT (MENTAL HEALTH STANDARDS AND SERVICES)-20 eligibles between Nos. 254 and 706 on List 8048 for 17 jobs in DOHMH.

TELECOMMUNICATIONS ASSOCIATE (DATA)-54 eligibles between Nos. 9 and 268 on List 135 to replace 1 provisional in NYPD.

PROMOTION

ASSOCIATE STAFF ANALYST-11 eligibles between Nos. 1 and 12 on List 9537 for 1 job in DPR.

SUPERVISING SPECIAL OFFICER-46 eligibles between Nos. 18 and 185 on List 8519 for 4 jobs in Department of Homeless Services.

SUPERVISOR CARPENTER-6 eligibles (Nos. 1-6) on List 564 to replace 2 provisionals in DHS.

SUPERVISOR I (SOCIAL SERVICES)-313 eligibles between Nos. 17 and 417 on List 521 for 10 jobs in Human Resources Administration/Department of Social Services.

LABOR AROUND THE NATION

NEWS IN BRIEF

NEW JERSEY

Atlantic City casino workers to stage picket line

Workers at Atlantic City's main casinos are gambling that a picket line will help to bring about a new contract.

Employees of several casinos, represented by Local 54 of Unite Here, were scheduled to set up a picket line Wednesday evening in front of Tropicana Atlantic City after talks with the two main casino companies failed to yield a breakthrough, The Press of Atlantic City reported.

The workers' contract with the New Jersey resort town's two main casino companies expired just after midnight Wednesday.

'We're looking forward to our action Wednesday night," the local's president, Bob McDevitt, told The Press. "We have a long way to go before we get a contract. We're not far enough down the road for me to give you any kind of a prediction yet."

The employees have not yet voted to strike, and no such vote is on the calendar, the union head said.

Negotiations, chiefly about wages, have been going on for more than a month.

McDevitt said casinos are enjoying a rebound in this third year of the pandemic, buoyed particularly by internet gambling and sports betting.

Caesars Entertainment owns Caesars Atlantic City, Harrah's Resort Atlantic City and Tropicana, while MGM Resorts International owns the Borgata Hotel Casino & Spa. MGM declined to comment and representatives of Caesars did not respond to Press messages.

-R.K.

NATIONWIDE

Workplaces relying on robots to finish the job

Employers ordered 40 percent more robots during the first quarter of this year compared to the same period last year, according to a report by the Wall Street Journal. The Association for Advancing Automation, the robotics industry's trade group, found that the number of robot orders placed rose 21 percent last year, amounting to \$1.6 billion.

Experts said that the increased reliance on robotics in the automotive, food production and other industries was caused by labor shortages that have become widespread amid the pandemic. Covid-related absences and higher costs for labor have also contributed to the growth.

"The robots are becoming easier to use," said Michael Cicco, chief executive officer of FANUC America, which supplies industrial robots. "Companies used to think that automation was too hard or too expensive to implement."

While the automotive industry accounted for 71 percent of robot orders in 2016, as of last year, just 42 percent of robots were purchased for use at automotive factories because of expanded use in other sectors such as consumer products and pharmaceuticals.

Daron Acemoglu, an economics professor at Massachusetts Institute of Technology, believed that the expanded use of robots in the workplace could drive down wages unless workers were able to find jobs in other industries.

"Automation, if it goes very fast, can destroy a lot of jobs," he said. "The labor shortage is not going to last. This is temporary.' -C.L.

NATIONWIDE

Amazon shareholders nix working conditions



Doral Chenoweth III/The Columbus Dispatch via AP Images

Workers with EDP Renewables worked atop one of the company's windmills in Payne, Ohio. Similar contraptions could soon dot the nation's coastlines, and Energy Secretary Jennifer Granholm wants union workers to build the offshore wind farms.

Energy secretary: coast wind projects should be union jobs

BY JENNIFER McDERMOTT

The growing offshore wind industry is often touted as a boon for job creation, but who will do the work?

The U.S. energy secretary and Danish wind developer Orsted say they want American union workers to build offshore wind farms to dot the U.S. coastlines — the building trades workers who could otherwise be left out of a transition to renewable resources.

A majority of onshore wind and solar farms have been built either with non-union workers or without collective bargaining agreements, except for in California where unions are more involved in the industry, according to North America's Building Trades Unions. Orsted signed a project labor agreement this month with the national union representing 3 million people in the building trades to construct the company's U.S. offshore wind farms with an American union workforce.

"Our recent experience in the last two decades with onshore wind and solar has been that the majority of those projects are not built with us," NABTU cause it creates jobs, helps the local Secretary-Treasurer Brent Booker said this week. "So this is groundbreaking in setting the standard for an emerging industry here.' deploy 30 gigawatts of offshore wind my." She said she wants predominantly infrastructure.

electricity to power more than 10 million homes. Energy Secretary Jennifer Granholm visited the New London State Pier facility last week to see how Orsted, energy provider Eversource and the state of Connecticut are transforming it into a hub for the offshore wind industry.

At a press conference after, the Democratic governor and Democratic congressmen spoke about creating American jobs — messaging that will surely play into their reelection campaigns.

Governor Ned Lamont said there are "hundreds of good paying jobs right here" and "we're just getting started."

U.S. Senator Richard Blumenthal thanked the unions, saying "this is the future of energy in the United States of America right here." U.S. Representative Joe Courtney said they're maximizing every opportunity for the state to grow in a sustainable way.

U.S. Senator Chris Murphy, the only one not up for reelection, echoed the same message, saying offshore wind is the "holy grail of public policy" beeconomy, makes the country more secure and helps save the planet.

energy by 2030, generating enough American union workers to build U.S. offshore wind farms and would like to see project labor agreements in all aspects of the energy transition, drawing cheers from workers at the pier.

'That's what we'd like, all union," she told The Associated Press.

Allison Ziogas, Orsted's U.S. labor relations manager, said one of the reasons they sought the agreement with NABTU was to assure workers, particularly in the fossil fuel industry, that they can have good-paying jobs in offshore wind.

"There is not the same level or quality of jobs with the solar industry, so it's kind of created a false narrative that you can have good jobs or a healthy climate but not both," she said. "And we really recognized that if we didn't have everyone on board, we knew how things would wind up. It would wind up in gridlock."

Orsted currently has six projects in five states. The "National Offshore Wind Agreement" covers contractors working on those projects and future ones, with no termination date on the project labor agreement. It sets the terms and conditions for union workers to build offshore wind farms Granholm said the administration targets to ensure a diverse workforce. is committed to creating "union jobs It contains provisions for training to The Biden administration wants to in America in this clean energy econo- ensure they can construct the complex

audit

Amazon shareholders last week voted down a proposal calling for an independent audit of working conditions at the e-commerce behemoth's warehouses.

The proposal's defeat at the Seattle-based company's annual shareholder meeting came despite calls from activist groups and unions to improve labor conditions at the warehouses where customer orders are sorted, packaged and shipped.

Amazon had recommended shareholders vote against the proposal and 14 others presented at the meeting, a record for the company. All the resolutions were voted down by a majority of shareholders, the company said, citing preliminary voting results. It did not release shareholder vote totals Wednesday, but its expected to release them in regulatory filings.

Many of the resolutions focused on workers' rights and issues such as further disclosure of the company's lobbying and taxes. The resolutions are nonbinding, but usually pressure corporate boards to take action.

Shareholders also voted to approve compensation packages for six of Amazon's top executives, including CEO Andy Jassy. Two investor advisory firms, Glass Lewis and Institutional Shareholder Services, had recommended shareholders vote against the pay packages, arguing they were excessive.

Jassy received a compensation package worth about \$213 million last year, with nearly all of money coming through Amazon shares to be vested over 10 years.

-Associated Press

NATIONWIDE

Consumer confidence dips

U.S. consumer confidence edged lower in May as Americans' view of their present and future prospects dimmed in the midst of persistent inflation.

The Conference Board said Tuesday that its consumer confidence index dipped to 106.4 in May — still a strong reading — from 108.6 in April.

The business research group's present situation index, which measures consumers' assessment of current business and labor conditions, also fell in May to 149.6 from 152.9 in April.

The expectations index, based on consumers' sixmonth outlook for income, business and labor market conditions, also declined in May, to 77.5 from 79 in April. It was above 80 in February and remains a weak spot in the survey.

The Federal Reserve raised its main borrowing rate by a half point in early May, the main mechanism for combatting inflation. Multiple rate hikes, with the possibility of more half-point increases, are expected this year.

Inflation soared over the past year at its fastest pace in more than 40 years, with rising costs for just about everything negating Americans' pay raises.

The Labor Department reported earlier in May that consumer prices jumped 8.3 percent last month from a year ago. That was below the 8.5 percent year-over-year surge in March, which was the highest since 1981. On a monthly basis, prices rose 0.3 percent from March to April, the smallest rise in eight months.

-Associated Press

At unionized Starbucks stores, the hard work of bargaining

BY DEE-ANN DURBIN

It's become a common sight: jubilant Starbucks workers celebrating after successful votes to unionize at dozens of U.S. stores. But when the celebrations die down, a daunting hurdle remains: To win the changes they seek like better pay and more reliable schedules — unionized stores must sit down with Starbucks and negotiate a contract.

It's a painstaking process that can take years.

"The meat is at the bargaining table," said AJ Jones, Starbucks' senior vice president of global communications and a former consultant to companies during labor negotiations.

1% of stores have unionized

At least 85 of Starbucks' 9,000 company-run U.S. stores have voted to unionize since December, according to the National Labor Relations Board, and at least 10 stores have rejected the union. Many more elections are coming; at least 268 stores representing 7,244 workers across the U.S. have petitioned the NLRB to hold union elections.

The labor board says it has officially certified 64 of those 85 elections, which means Starbucks must begin bargaining with the union at those stores. So far, just three — two in Buffalo and one in Mesa, Arizona — have begun the process; many others are talking to Starbucks about dates to begin negotiating, according to Workers United, which represents the unionized stores.

All this is happening amid tensions between Workers United and the Seattle coffee giant, which opposes unionization. Already, the NLRB has filed 56 complaints against Starbucks for various labor law violations, including firing workers for union activity. Starbucks has filed two complaints against



Joshua Bessex via AP Images

Starbucks employees and supporters in Buffalo reacted as votes are read during a viewing of their union election December.

the union, saying labor organizers The company even promised one of the harassed and intimidated workers at some stores.

Starbucks CEO Howard Schultz, a longtime union foe, said during a corporate earnings call in May that the company respects the rights of Starbucks' employees and will bargain where it's required to. But he also insisted that employees don't need a union to get the best-in-class wages and benefits Starbucks provides.

"Sharing success through wins and benefits with our partners is among our core values, and has been for 50 years," Schultz said.

Company invests

Schultz then announced \$200 million in new investments for non-union stores, including raises for veteran employees and more training time for new baristas.

union's priorities — credit card tipping before the end of this year.

Schultz said federal labor law prohibits the company from automatically sharing those investments with unionized stores. But labor experts say that's a classic anti-union tactic, and Starbucks could easily offer the new benefits as part of the bargaining process.

Joe Thompson, a Starbucks worker who recently helped organize successful union elections at two stores in Santa Cruz, California, said the announcement confused and upset workers — and, for many, underscored the need for a union.

"They're literally threatening to improve the material conditions at nonunion stores," Thompson said. "But they can take those benefits away at any point. If we have our contract, they can't take those things away.'