STATE Offers Raises of $300 to $1,000: CSEA Calls Them Inadequate Asks Dewey for Full Pay Report and Better-Wage Plan

New State Salary Proposals

ALBANY, March 5 — The specific proposals of the State administration, now in the form of bills introduced by Senator J. Walter Mahoney and Assemblyman D. McRae Stephens are these: 15 per cent increase on the first $4,000 of salary; 10 per cent increase on the next $4,000; 7 1/2 per cent on all pay above $8,000.

The minimum amount of increase would be $1,000. The two legislatures in a joint statement, said that the raises were inadequate. "Added to the 4 per cent already received in this period through annual increments, this will give the employees a raise of approximately 16 per cent average increase in pay," they said.

The legislators are in error. Only a relatively small percentage of the employees have received raises of this kind. The remainder are in the 15 per cent bracket. The Association has long contended that the legislature would not "afford such salary adjustments as the study above" under their chart for pay increases.

The quality of the performance was remarkable in that the show was put on in 20 minutes, with only the actresses' and the director's assistance. The book to get the effect over to the audience.

Facts and Policy on State Salary

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Bill Sets Up Machinery To Eliminate Security Risks from Public Jobs

No Royalty Oath Included

In New Dewey Legislation

ALBANY, May 6 — Legislation has been submitted in New York state to eliminate the 'security' positions in government service of persons concerning whom 'reasonable grounds exist' for the belief that their continued employment would endanger the security or defense of the nation and the state.

The proposed legislation carrying out a recommendation of Governor Dewey, is a temporary measure to expire on June 30, 1958. There are indications the legislation may run into some strong opposition from Democratic sources.

The proposal is applicable only to (i) 'security positions' and to (ii) 'security agencies,' both of which terms are defined in the proposed bill and are persons occupying such positions.

Persons employed in such an establishment or agency is to be kept out of government service in national security, national defense, and the national emergency, persons who are involved in such risks.

Principal features of the proposed bill are as follows:

1. A security agency or state or any of the civil divisions may be deemed a security agency in which case the authority concerned or the person in charge thereof may enter upon the position and authorize the discharge or discharge of employees, suspension or dismissal of employees, and the employment of such personnel as are necessary to the security or defense of the nation and the state.

2. An appeal to a determination of any employee in a 'security position' or to direct that his name be placed upon a preferred or removed under the authority of the proposed law will be entitled to appeal to the State Civil Service Commission, and to a hearing on his appeal to be held by the Commission or by a person or persons designated by the Commission to hear the appeal in its behalf. The Commission, or the persons designated by it, may affirm, reverse or modify the determination appealed, and to hear any other determination disposing an employee is reemployed, the employee shall be retrained in his position with the State Civil Service Commission. The Commission is also authorized to direct the transfer of a dismissed employee to a similar position in another division or department other than a national security position or to direct that his name be placed upon a preferred list pursuant to Section 31 of the Civil Service Law for reinstatement to such a position.

3. An applicant or eligible would be entitled to such a determination of the Civil Service Law.
**STATE AND COUNTY NEWS**

**Seeks to Remove 'Pull' from Civil Service**

ALBANY, March 5—Reorganization of the New York State Civil Service Commission and extension of the scope of the merit system are objectives of three bills which Senator Thomas C. Desmond has drafted.

"The bills," said Senator Desmond, a member of the Senate Committee on Civil Service and Pensions, "are designed to give new emphasis to the merit system, inject more business-like methods into selection of personnel, and help rid the Department of 'pull.'"

The bills provide:
1. Make the Civil Service Commission solely an advisory agency, headed by a State Personnel Director at the hearing on the County Budget in December, 1951.
2. Bar any Civil Service Commissioners and Secretaries of all departments. Said Senator Desmond:

"These bills are not aimed particularly at present members of the Civil Service Commission, for they inherited the defects in the personnel system which my bills touch on.

"My first bill seeks to head the Department of Civil Service with a Personnel Director who must have had at least 10 years experience in public or private personnel administration. The Civil Service Commission will lose its administrative powers and duties, and become solely an advisory, rule-making, fact-finding and appeals group. Bipartisan modernization was urged six years ago by a famous governmental research organization which pointed out that a commission is not an appropriate type of agency for day-to-day management of continuing operations, for these, an individual with univided authority and responsibility is essential."

"Influence of Patronage" "My second bill will help remove the influence of politicians from the Civil Service Commission and its staff by barring members of employees of the Commission from political party affiliation."

"My third bill will extend upward the merit system, which now enhances employees on the lower levels of departments, to include Deputy and Assistant Commissioners and Secretaries of all departments. More avenues of promotion will thus be opened up, employee morale will be raised, and there will be provided a permanent, experienced and technically competent group of assistants to department heads."

"Civil service is supposed to stand for appointment and promotion by merit alone, as opposed to patronage, position and pull. My three bills seek to strengthen the meaning of the term."

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**How Emergency Compensation Plan Works in Westchester**

WHITE PLAINS, March 5—The emergency compensation of Westchester County employees is based on the number of points the Consumer's Price Index, for the New York area is above 168 on September 15 and April 15, respectively. It was at 170 on September 15, 1950, setting a $30 emergency compensation. The policy calls for allowing them to receive the difference in addition to the $30 "new" emergency compensation.

As the Index has now passed 170, the policy will be at least 170 on April 15, 1951, the emergency compensation rate for July 1 to December 31, 1951 should be at least $120. Figured on a 15-point total rise at $15 a point.

Some Employees May Lose Under a proposed county policy, employees in lower paid categories who receive "different" emergency compensation, will not have a full $720 merged into their salaries, will not receive a full cost-of-living increase. The policy calls for allowing them no further cost-of-living adjustments after the Index reaches 170, until it has risen sufficiently to equal their differential. This runs from $10 to $15 in other salary groups.

The proposed policy was attacked by the Westchester County Competitive Civil Service Association.

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Do you want a career in your own town—or anywhere you would like to go—that offers prestige, opportunity for advancement, financial security, personal satisfaction? Nursing offers all these things—plus a splendid professional education, a chance to meet and work with some of the finest people you'll ever know.

This year a selected group of young women will begin their education for this proud profession. You can be one of them—if you act now.

If you are a normal, healthy girl, a high school graduate and over 18, you can probably meet the entrance requirements for your local School of Nursing. You will receive an education that will be useful all your life.
Chapter Activities
THE CIVIL SERVICE EMPLOYEES ASSOCIATION

Erie County

Town of Amherst Unit

A MEETING of the Town of Amherst Unit, Erie County chapter, was held at the Amherst Highway Department Headquarters, Archie Rickler president and introduced the guest of honor, Theodore Jensen, Town Highway Superintendent. Mr. Jensen stressed the importance to local government and employees in having strong representation before the State Legislature.

James Jodyt, field representative of The Civil Service Employees Association, outlined the Association’s legislative program and conducted a question and answer session on civil service matters.

A resolution was introduced requesting the Town Board to provide equal pay for equal work for all town employees. The resolution will be submitted at the next meeting of the Town Board.

Ray Brook

SECRETARY EUNICE CROSS

and Treasurer Ernest Brusso were members of the Ray Brook Chapter’s delegation to the March 1st CSEA meeting and annual dinner.

What with jovial heckling and many prizes, the large group at the February 21 chapter social had a glorious time. Mary Reexer was the door prize winner, Mrs. Kuman, Bert Friedman, William Clements, and Joseph Ryno walked away with most of the other prizes.

The next social is slated for the end of the month, with many prizes and a dinner.

Those who took advantage of the chapter’s video show on Thursday evening were: Miss Vera Brotk, who vacationed with her parents, Mr. and Mrs. Charles Brotk and family of Canton, and Miss Helen O’Brien, who visited friends in Lockport, N.Y.

Miss Gertrude Challice is scheduled to return on February 21 from her six day stay in California.

Madison County

A MEETING of the directors of Madison Chapter, Civil Service Employees Association, was held at the Oneida Senior High School building on Thursday, February 15, having been postponed from the previous Thursday because of the storm.

The meeting was conducted by Seymour H. Clark, 1st Vice President of the Chapter, who is Substitute Supervisor of the State Retirement System of the City of Oneida.

Miss Stanley explained that this chapter would meet in the past month.

The speaker was invited by the Madison chapter and the CSEA and the Niagara County Employees Association.

It was decided to call a special membership meeting committee to discuss ways and means of enlarging the membership.

CSEA and the Niagara County Employees Association.

Officers of the Niagara chapter, Civil Service Employees Association, with Walter Stanley, counsel to the State Retirement System, from left, Patricia Fay, clerk; W. A. McCarthy, president; Miss Stanley; H. L. Kayner, treasurer; H. P. Burt, president; W. H. Waller, president, was called to Albany for a meeting of the State-wide Association.

It was voted to send two representatives of Madison Chapter to the annual dinner of the Association. They are W. H. Waller, 1st Vice President, and Miss Stanley.

William Hopkins, chairman of the chapter membership committee, reported that five new members had joined in the past month.

The three men in the photo above are, left to right: James A. Stearns, 3rd vice president of the Civil Service Employees Association; Claude C. Morten, president of the Oneida chapter, and Robert W. Miller, former president. The photo was taken at a recent dinner-meeting of the county group in Mayville which was addressed by Mr. Stearns, who lectured the new president into office. Mr. Stearns is Deputy County Clerk. Mr. Miller had resigned the chapter presidency when he was named County Treasurer. Mr. Stearns complimented the chapter on its program, described the Association’s public relations program, and explained the importance of the program to local employees. Mr. Stearns also addressed employees at Newton Memorial Hospital in Canajoharie, stressing the importance of Association membership in improving pay scales and working conditions.

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AND COSTS NO MORE FOR ELECTRICITY.

WILL YOU HAVE ENOUGH LIGHT?

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McGovern Gives Pension Views at Assn. Dinner

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A Serious Attack On the Merit System

The commissioner may remove any referee. All positions of referees now in existence or hereafter created shall be in the exempt class of the classified civil service, except that the President, when holding permanent competitive class positions of referee shall retain their competitive status in such positions.

This is the wording of a proposed amendment to the labor law, introduced by Senator Hatfield and Assemblyman Wadlin, boldly designed to remove from the opera-
tions of Federal reformatories, correctional officers for duty in future examinations?

The measure (S. Intro 2054, A. Intro 2362) is a serious proposal. The measure is made for the purpose of creating a system of Federal reformatories, correctional officers for duty in future examinations?

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New York's success, are studying most essential qualities. But Polk's...
Where to Apply for Jobs

STATE—Room 2031 at 270 Broadway, New York 7, N. Y., Tel. Baruch 7-1414; State Office Building, Albany 1, N. Y. and Room 1125, 210 State Street, Sacramento 18, California. Hours 8:30 to 5:30 Monday through Friday. Saturdays, 9 to 12. Same applies to exam for county jobs.

New York 7, N. Y. (Manhattan) Opposite Civil Service Leader office. Hours 8:30 to 5:30 Monday through Friday.

N.Y.C.—Civil Service Commission, 4028 8th Avenue, N. Y. Tel. 640-5200. Hours 8:30 to 5:30 Monday through Friday.

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N.Y.C.—Civil Service Commission, 29 East 12th Street, New York 3, N. Y. Tel. 247-3333. Hours 8:30 to 5:30 Monday through Friday.

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STATE
Open-Competitive

(Continued from page 8)

**STATE Promotion**

3016. Senior Self-Insurance Examiner (Prom.), Labor, $3,774. Five annual increases to $4,402. One vacancy in Long Island State Park Commission. Fee $2. Candidates must have permanently employed in the Department of Parks and Recreation, Long Island State Park Commission, and must have been in the competitive class for at least one year immediately preceding the date of appointment. Candidates must have satisfactory health and must be able to travel throughout the State. Five annual increases to $5,232. One vacancy in the Main Office, Albany. Fee $5.


3007. Assistant Principal School Nurse, Welfare, Westchester County, $2,651. Five annual increases to $4,170. One vacancy in the Main Office. Fee $2.50.

**COUNTY**

Open-Competitive

And Promotions


(Continued on page 12)

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**Jobs in Navy Yard**

(Continued from page 8)

at least two of the following: build-ers, shovelers, new founders, grud-der, power winches, shovels, or other heavy machines. At least three months of this experience must have been on diesel equipment.

For Refrigeration and Air Con-ditioning, Mechanical and Electrical Mechanics a completed apprenticeship as an electrician or four years of practical experience in the electrical trades sufficient to convey and productive acquire-ment of trade skills to be the sub-stantial equivalent of such com-pleted apprenticeship may be substi-tuted for not more than two years of experience in the instal-lation, equipment and repair of all types of refrigeration equip-ment. Apprentices must show that their experience has included or has been supplemented by at least six months of experience on mod-ern air conditioning equipment.

Persons assigned an eligible rating in the trades listed who are to be considered for appointment in the New York Naval Shipyard may be required to qualify in a performance test.

**Physical Requirements**

Persons with physical handicaps which will not prevent their satisfactory performance in the positions are invited to apply; however, applicants must be physically able to perform the duties of the position efficiently, good vision, good mot-or skills, good muscular reaction time, and must be free from nervous disorders and other physical handicaps which may influence the performance in the position.

Any persons outside of the regular civil service age limits will be required to consider for ap-pointment any persons outside of the regular civil service age limits of 18 to 45 years, except those certified to veterans preference.

Applicants must be citizens of the United States.

Veterans Preference Applies

How to Apply

Obtain card Form 2031-ABC and application Form 40 at any first- or second-class Post Office in which the Federal Civil Service System is maintained. Applications must be submitted to the Recorder, Board of U. S. Civil Service, New York Naval Shipyard, Brooklyn 1, N. Y., or from the Director, Second U. S. Civil Service Region, Political Division, Main Office, New York 14, N. Y. Fill them out completely; be sure to state the date of the examination for which you are applying. Submit a separate application for each examination in which you desire to compete.

Applicants must be 18 years of age or over. Persons under 18 years of age may be employed only in accordance with the rules of the New York Naval Shipyard.

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Teaching Jobs
Open Overseas

To give interested public school teachers an opportunity to obtain foreign teaching positions, the New York State Employment Service has arranged for the following positions:

- New York State Employment Service will provide information and assistance to teachers interested in teaching positions in New York City and the surrounding area.
- Teachers interested in teaching positions in other parts of the United States should contact the appropriate state employment service.
- Teachers interested in teaching positions abroad should contact the appropriate foreign employment service or embassy.

COUNTY

Open-Competitive

4417. Junior Administrative Assistant
Public Welfare, Westchester County, $3,000 to $3,100. Vacancy in White Plains. Fee $3. Candidates must have graduated from a college or university with at least two years of full-time paid experience in social work or a related field, including at least one year of paid experience as a social worker. Candidates must be permanent residents of Westchester County and must be able to work full-time hours.

Preparation

2400. Case Supervisor (Proctor), Grade B (Public Assistance), Public Welfare, Proctor, $2,500 to $3,000. One vacancy. Fee $2. Candidates must have at least one year of full-time paid experience in social work or a related field, including at least six months of experience in family case work, and must have a bachelor's degree or equivalent combination of education and experience.

COUNTY

Open-Competitive

4418. Senior Social Case Worker
Public Assistance, Public Welfare, Westchester County, $2,700 to $3,810. Fee $3. Candidates must have at least two years of full-time paid experience in social work or a related field, including at least one year of experience in family case work, and must have a bachelor's degree from an accredited social work program.

Legal Notice


18 Tests in NY Open To Public

Below is a list of NY competitive exams now open. Apply until March 21.

- Buyer, $4,600
- Buyer (Chemical, Scientific), $3,600
- Buyer (Paper Products), $4,600
- Buyer (Hardware, Tools, Materials), $4,600
- Buyer (Instrumental Materials), $4,600
- Buyer (Paper, Paper Products), $4,600
- Buyer (School Furniture), $4,600
- Boroughs No. 7200 Operator, $4,600
- Boroughs No. 7800 Operator, $4,600
- Deputy Dept. of Plant Operations, $4,600

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LEGAL NOTICES

23rd Street, York M. U. T.

23rd Street, York M. U. T.
Sanitation Unions Merge Under Delury

Two AFL local unions in the NYC Department of Sanitation, Uniformed Sanitationmen's Association, Local 308, and Queens Sanitationmen's Local 43, now have amalgamated. Both operations within the framework of the American Federation of State, County and Municipal Employees, AFL.

The blending of the locals was announced by John J. Delury, President of Local 308. The membership of Local 43 voted its organization out of existence at a special meeting on Thursday, February 21.

Prior to the union Local 43 had 700 members. New York local 308 had 7,000 members. The new local 308 will include all members of the former Locals 308 and 43, plus an additional 463 members of the local sanitation service workers.

The new local is already organizing in the Queens area, it was announced.

John J. Delury, in a letter to the members of the former Local 43, said: "This was not a short-run merger. It was a historic merger. The members of a sister local in New York International took the progressive, democratic steps to choose this amalgamation at the hands of their General Representative, Jerry Black.

"Natural Result"

Mr. Delury is a member of the editorial board of the "Central Trades and Labor Council." He said: "This was not a short-run merger. It was a historic merger. The members of a sister local in New York International took the progressive, democratic steps to choose this amalgamation at the hands of their General Representative, Jerry Black. Local 308 will maintain the same physical plant and separate offices and stewards, of Local 43. James Mac- chesney, former Local 43 business manager, will be the local's business representative. J.J. Delury is a member of the board of directors of the Central Trades and Labor Council. Mr. Delury will be assisted by a committee of former Local 43 members. Horro Vanoli, Tom Di Bon and Carmine Baxo.

Technological Employment Ask at City Hall Palace

A delegation representing technical employees of NYC presented a case for higher pay at a conference of the Mayor, Charles F. Murphy, and Mr. Horowitz at City Hall. Mr. Horowitz took notes. The delegation had two Mayors in the audience, Mayor T. Israel.

"There can be no higher pay levels to Mayor Impellitteri. He promised an answer, but would not say when."

The delegation consisted of three members of the Joint Committee on Uniformed Employment, Samuel Eisenberg, New York, New York, Roberta Sefferina Colebrook, office equipment technician, and John Kassner, secretary of the Citizens' Committee on Urban Employment, 

3000 Across the Board Asked

A delegation of 3000 across the board was asked. Deducting The $75,000,000 would have meant $917,000 for 2,500 employees, the delegation told Mr. Horowitz.

"Your delegation, sir, is to increase your rates."

"Men do not grow on trees," Mr. Ziskin said. "We know it doesn't. It was the reply. "That is not true. I am in the engineering titles to provide for.

In the Board of Transportation there were said to be more engineers in New York.

The delegation said that young engineers, chemists, draftsmen, and inspectors are quitting. The City was now being paid for the higher pay in private engineering.

Want Remedy Completed

The delegation reminded the Mayor that the upgrading had been promised by former Mayor O'Dwyer to the City in order to remain in the City, with increasing average salaries. After that, the City was now being asked for complete fulfillment of the promise.

Battery Restorer

The Marine Company of England, Calif., has just put on the market a new device which comes in powder form. It claims batteries, say the company, eliminates the need for recharging. A product he said more than double the life of batteries, the price of six packers of Meriton's Battery Restorer is $5.

Electrical Wires of the City

Mr. Peston, Christian, a member of the Board of Education, and Mr. James, an employee of the Department of Education, were present. Mr. Peston discussed the condition of the wires and the need for more inspection. The Board is now planning to employ more electricians to inspect the wires and to make repairs as needed.

EMPLOYEES GET AWARDS

Eight awards and three certificates were conferred at the NYC Housing Authority under the Board of Directors. The Mayor of the City was presented with a check for $500. The Mayor is a member of the Board of Directors. The Mayor is a member of the Board of Directors.

Paul Hoffman, clerk, Grade 3, three days leave. Recommended that the Mayor be honored for his outstanding work.

Other Winners

Benjamin M. Levy, housing officer, was presented with an award for his outstanding work. He is a member of the Board of Directors. The Mayor is a member of the Board of Directors.

The Mayor awarded the Mayor's plaque to the head of the Housing Authority, who is also a member of the Board of Directors.

Mr. Peston, Christian, a member of the Board of Education, was present. He discussed the condition of the wires and the need for more inspection. The Board is now planning to employ more electricians to inspect the wires and to make repairs as needed.

Opportunity for Women in Drafting Jobs

During the past six months there has been an increasing demand for women in drafting jobs in the Army. New York is one of the places where this demand is felt.

Patified by the draft, young women are finding that this is one of the best ways to serve their country. The Army has been offering training programs for women and has been training them in drafting. The program was designed to train women in the arts of drafting and to make them useful in the service.

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AN ARCO STUDY BOOK FOR WOMEN

WASHINGTON D.C. Mayor Robert P. Wagner Jr. is out because his office ranks first among NYC departments and agencies in the safety competition. The Co-Ordinating Committee, which is the training director, decided because his office ranks first among NYC departments and agencies in the safety competition. The Co-Ordinating Committee, which is the training director, decided it would be of benefit to the city, to make it impossible for members of the uniformed force of the Board of Education to vote on the ground he will make a statement toward the loan interest. The overall rate on loans would be 1 per cent, and it is effectively an interest rate directed toward the loan interest. The overall rate on loans would be 1 per cent, and it is effectively an interest rate charged on loans to persons below the interest paid. Thus the overall rate on loans would be 1 per cent, and it is effectively an interest rate charged on loans to persons below the interest paid. Thus the

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Assn. Does a Grand Job With Annual Stunt Show

(Continued from Page 1)  
Sanford W. Blackman, Jr., of Public Works, in the role of Lieutenant Governor Moore. You've all heard the question that was asked me. Concerning retirement from the State.

Fifteen years before it's necessary. Just listen—and I'll tell you your fate.

If you're alive at Fifty-five! You'll be able to survive (that is)

If you don't have to eat to stay alive.

Anthony, Staff, and Cast

The book was written by Charles P. O'Connell, of Mental Hygiene, and the lyrics by Mr. O'Connell, Mr. Blackman, Paul D. McCann, and Michael P. Dobbard III, Budget. The cast included: Peter Potter Agriculture & Markets; Alonzo DeOreza, Jr., Lew.; Anne Marie Di Lorenzo, Audit & Control; ArleneNavert, Audit & Control; James W. Batchelor, Jr., Budget; Michael P. Dobbard III, Budget; Louis A. Lotte, Motor Vehicles; Patrick G. Rogers, Parole; Matthew W. Fonderl, Motor Vehicles; Samuel N. Blakeman, Jr., Police; Howard A. Callahan, Motor Vehicles; William J. Baker, Parole; Kenneth R. Sullivan, Sats.; Edmund Flanagan, Audit & Control; Joan M. Hurley, Audit & Control; Martin J. Hurley, Law; Greg Hoeve, Public Works; Ellen E. Deschamby, Public Works; Miriam T. Tastta, Audit & Control; Virginia Rodemaker, Motor Vehicles; Kay Kramer, Motor Vehicles; Dennis Tuomey, Motor Vehicles; Jerry Connors, Motor Vehicle. The staff consisted of: Faustine H. Spencey, General Manager; Accompanist, Elizabeth H. Conklin; Music, Frank Murphy; Costumes, Helen L. Culver; Property Managers, Charles M. Colby; Tommy Sternfeld was producer and director.

The show was given in the main ballroom of the DeWitt Clinton Hotel, on March 1, and was the concluding event of the Association's annual festivities.

140 Receive Career Tokens

ALBANY, Feb. 26—A group of 140 career employees in the State's classified service was presented a personal token in recognition of their long service at a ceremony in the First Street ballroom of the DeWitt Clinton Hotel, on March 1, and was the concluding event of the Association's annual festivities.

Available to the representatives of the Association but the findings and conclusions reached, such data as has been analyzed, have never been disclosed, despite our repeated requests for the full report. This, of course, is not unexpected, for it is the usual policy of the Department because it indicated the need for a more adequate adjustment than the one made.

4. In conference with the Administration we have reached complete agreement on the establishment of a new salary scale for employees under $1,000 and employees over $6,000. Our disagreement is primarily over the amount that should be given to employees at $2,000 and $3,000. This group, which includes over 50% of the state employees, is the backbone of the state service. The proposed increase is greatly inadequate in its application to this large group which includes many more years of experience—most of whom do not receive increments.

Asso. Amends Constitution

POLICY

The Association rejects as inadequate and discriminatory the salary adjustments proposed by legislative leaders and embodied in the bill already introduced in the Assembly.

2. The Association insists that the full report made by the Civil Service Department, after months of study, should be made public.

3. The Association directs its officers and members to exert every possible effort to have the salary adjustments proposed by the legislature by the adoption of a salary adjustment based upon 15% of the employees at $2,000, and the remaining employees, with a minimum increase of $500 and a maximum increase of $1,000.

Westchester Liberalizes Its Personnel Rules

WHITE PLAINS, March 5—The Personnel Rules of the Westchester County Service were amended by the Board of Supervisors.

Rule 4 (B) has been amended to the effect that the salary of any employee in a classified position shall not be reduced below the minimum authorized for such position. When a reduction in salary is approved, the employee shall be paid the salary which he is receiving or would be eligible to receive at the time of permanent appointment, whichever is higher. For the purpose of determining future increments he shall be credited with time served in such positions.

Asso. Amends Constitution

FACTS AND POLICY

on State Salary

(Continued from Page 1)

White Plains, March 5-Jesse B. McPard, president of the Civil Service Employees Association, reported to the National Conference of the organization.

A resolution which has not been reported to the delegates in the Assembly, but which the Committee may be brought before the Association and passed by a vote of the delegates, is the resolution to increase the salary of an incumbent of such scale, that the Board of Supervisors.

3. The Association directs its officers and members to exert every possible effort to have the salary adjustments proposed by the legislature by the adoption of a salary adjustment based upon 15% of the employees at $2,000, and the remaining employees, with a minimum increase of $500 and a maximum increase of $1,000.

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