**Utica-Rome Area Chapters To Be Briefed on Pay Appeals**

**Non-Teaching Employees In Nassau to Rally**

**Private Industry Pay To Be Weighed in State Salary Appeals**

**Pistol-Packin' Women Among 109 Fire Spotter**
The following are the basic requirements in exams for which written test are to be held on Wednesday, September 2 to determine eligibility. These examinations are open to all citizens who meet the requirements. Minimum qualifications for each grade are set to assure that all those who fail to attain the pass mark will have to pass any additional test, subject or part of the examination which will be required. Minimum requirements are as follows:

**Collective Bargaining**

Collective bargaining between public employees and their employers has become an accepted practice in the United States. This practice has been established by law in many states, including New York. The New York State Department of Labor has been responsible for the administration of these laws. The department has established rules and regulations to guide public employers in their negotiations with employees. The Department of Labor has also provided training and education programs to help public employers understand their obligations under the law.

**Experimental Period**

In New York State, a labor relations program of lesser scope and length has been in operation for some time. The program has been successful in reducing labor disputes and improving working conditions. The program has also helped to improve the relationship between public employers and their employees. In New York State, the labor relations program has been extended to include public employers and their employees. This extension has been successful in reducing labor disputes and improving working conditions. The extension has also helped to improve the relationship between public employers and their employees.

**Malden's Helper**

The following are the basic requirements for the position of Madel's Helper. A written test for this position will be held on October 15. The test will consist of two parts: a written portion and an oral portion. The written portion will include multiple-choice questions and essay questions. The oral portion will include role-play scenarios and group discussions. The written exam will be held at 10:00 a.m. and the oral exam will be held at 2:00 p.m. The test is open to all individuals who meet the eligibility requirements.

**BONAFIDE**

Discuss the benefits and potential drawbacks of collective bargaining in public sector employment. How do collective bargaining agreements affect the quality of public services? Read the following article about collective bargaining in public sector employment and answer the questions that follow.

**IN DOWNTOWN! FOR THE BEST DEAL IN TOWN**

**PONTIAC**

- **New 1960 models**
- **Now available**
- **Pitchin'!**
- **Increased quantities of quality**
- **Invoic* See Manager**
- **Special**
- **Open Evenings, until 10 P.M.**
- **4-8280**

**INWOOD'S**

**BONAFIDE**

**FLAT RATE FOR ALL**

- **New 1960 models**
- **Now available**
- **Pitchin'!**
- **Increased quantities of quality**
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Powers and Wenzl Nominated For President of Association; Committee's Slate in Full

ALBANY, Aug. 16—The nominating committee of the Civil Service Employees Association submitted a complete slate for the October election of officers and departmental representatives. The slate:

OFFICERS

President ............. John F. Powers and Theodore C. Wenzl
1st vice president ...... Joseph F. Feily and Raymond G. Castle
2nd vice president ...... Robert L. Soper and George Syrett
3rd vice president ...... John D. O'Brien and William J. Conolly
4th vice president ...... John F. Quinn and Vernon A. Musto
5th vice president ...... Mildred M. Lauder and Helen Musto
Secretary .......... Charlotte M. Clapper and Grace Hillery
Treasurer ........ Harry G. Fox and Joseph J. Byrnes

STATE DEPARTMENTAL REPRESENTATIVES

Agriculture and Marketa .......... William Kuehn
Audit and Control .......... William A. Sullivan
Backpacking .................. Frank C. Master
Civil Service ................ Peter Hilton
Commercie .................. Mildred O. Meakil
Conservation ............... Noel McDonald and George Siema

Correction ................. James Adams and Kenneth Ward
Education .................... Hazlo G. Abrams
Executive .................... Clifford G. Ashurst
Health ....................... Dr. William Siegal
Insurance .................... Solomon Bendet
Labor ........................ Helen Lonergan and Joseph Taylor
Law .......................... Francis C. Maher
Mental Hygiene ............... Emil Bollman and John E. Graveline
Public Service ............... Michael P. Mahoney
Public Works ................ William Greenerauer and Charles J. Hall
Social Welfare ............... Edward L. Gilchrist
Tax and Finance .......... Jennifer M. Finn and Sue Long
Judiciary ..................... William F. Davis
Legislative .................. William S. King
Independent nominations may be filed at any time up to 30 days prior to the annual meeting or by September 18. Independent nominating petitions for officers must be signed by five per cent of the membership of the Association.

Independent petitions for the State executive committee membership must be signed by ten per cent of the members in the State department involved.

The ballots will be mailed first-class to all members late in September.

State Help and Advice Replace Inspection of Local Commissions

ALBANY, Aug. 16 — Oscar M. Taylor, President of the State Civil Service Commission, announced a change in the organization and policy of the Department of Civil Service which affects the State's 110 city and county governments and places emphasis on the service aspects of the department's work with such governments.

Effective immediately, Mr. Taylor is creating the municipal inspection unit, formerly part of the executive office, with the Department's municipal service division. Thus, he said, is directly in line with a recommendation of the Temporary Commission on Coordination of Civil Service Activities following its survey of the Department's municipal service.

"This move does not imply any lessening of the Civil Service Commission's interest in local merit system administration," Mr. Taylor warned.

Mr. Taylor explained that hereafter a staff member will serve a particular local civil service authority in putting into effect any steps needed to improve administration. Henry J. McFarland, the director of municipal service, will follow up the work of his technical staff wherever he deems it necessary. He will report to the State Commission only those situations where further action may be required.

A plan will be worked out for periodic review of the operations of the merit system in localities. Mr. Taylor said, but its pattern will be a new one.

Mr. McFarland has been the director of the municipal service division since 1941. His staff of 38 includes 50 personnel technicians at various levels. Three additional technicians formerly assigned to the municipal inspection unit will now join his division.

Dr. George F. Etting, director of St. Lawrence State Hospital (second from left) is shown receiving a softball with the names of the two softball teams representing the hospital in the City Leagues. From left are Gilbert Ludbez, manager of the Point Airy Team; Dr. Etting; James Ward, manager of the Stueimen; and Fred Erwin, recreation supervisor.

In their group and Welch, Herkof, Konrad, Mitchell, J. Connolly, Johnson, Bater and Bradwin were the responsible employees.

Booths displaying hospital activities and wares were also judged, the first prize going to the Farm, second to the Florist and third to the School of Nursing.

The prize for the most original activities and wares were also judged, the first prize going to the Farm, second to the Florist and third to the School of Nursing.

The prize for the most original float was Won 1 and 2. It was named the "Last Chance at the Golden Nugget" and was composed of patients and employees from that building, Burkhart, Schultz and Kondolf and Liebler. P.M. Shift employees who dreamed it up were Burkhart, Furnstrom, Nelson, Herkof, Scott, Smith, Petion, Ives and Thomas.

"Wide Open Spaces" made by Wards 20 and 21 took first price.

(Continued below)
New Building in Syracuse
To House 17 Agencies;
All-Air-Conditioned

ALBANY, Aug. 16 — Contracts will be awarded shortly for construction of an eight-story office building in Syracuse. Work will get under way in September, said Harold G. Bradford, president, and Mrs. Wellwood, chapter member who will retire. The building, to be erected at a dinner at Rainbow Shores Hotel, will house 17 State agencies. The date for completion of the new office building is September 15.

Mondell Schools
Open for Academic Year

ALBANY, Aug. 16 — More than 200 State officials and employees turned out for the testimonial dinner in honor of Robert M. Mondell, retiring Deputy Budget Director.

Of particular interest at the dinner was the presentation of a gold watch to the esteemed official by its manufacturers. In addition, the Mondell Institute was presented with a gold watch by its benefactor.

Legal Opinions

ALBANY, Aug. 16 — The State Department of the Interior has issued a 15-year lease-purchase program for the T-shaped building, to be erected on East Washington Avenue, to be used as a home and office for the State agencies. The building will house 17 State agencies, the State Department of Public Works, and the State Department of the Interior.

The new building will be air-conditioned, and there will be a branch office of the State Department of Public Works on the ground floor. The building will be a four-story structure with a basement. The basement will house a large garage for 36 cars, and the ground floor will house the main office. The building will be of brick construction, with a steel frame. The structure is to be financed through the State Department of Public Works.

Buffalo Leads Mental Hygiene Softball League

BUFFALO, Aug. 16 — With the defeat of Willard by Rochester, 11 to 8, and a win by Buffalo over Syracuse, 31 to 2, Buffalo fought its way up to a leading spot in the Mental Hygiene Softball League. Willard defeated Rochester 12 to 1, and Willard won over Syracuse 11 to 6.

The final games were played on August 14, Buffalo vs. Willard, Rochester vs. Syracuse.

On August 21, the all-star doubleheader will be played at the baseball fields on the grounds of the champ. The all-star team will be made up of the players of the three other teams.

Notice to Civil Service Employees

After serving in the Air Force, Mr. Furman worked as assistant to Bertram D. Tallamy, former Budget Division assistant. He has helped many organizations through the ranks from an associate to director. Mr. Furman is a member of the Administration and is a member of the Municipal Civil Service Commission.

New offices of Oswego chapter, Civil Service Employees Association, were recently installed by Ernest L. Conlon, CSEA field representative, at a dinner at Rainbow Shores Hotel.

St. John's, principal speaker; Arthur Myers, director; Vernon A. Tapper, representative; Harold G. Bradford, president; Lula Mae Wellwood, chapter member who will retire; Norman Scott, president; Onondaga chapter, standing for the left, Donald Edick, chapter president; Arthur Myers, principal speaker; George N. Snyder, 1st vice president; and Charles Fuller, 3rd vice president. (Conlon Photo.)
The following continues publication of study material for the 25-year pin presentation to be held Saturday, September 20, at 9:30 a.m. the U.S., to any qualified citizen of the U.S., $4,950 to $5,780. The 25-year pins were presented to them by the Board of Trustees of the Rockland State Hospital. Pin Recipients

The chapter is not holding any meetings for the next five weeks due to the examination date.

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TUESDAY, AUGUST 17, 1954

How to Get Enough Patrolman Eligibles

T HE PROBLEMS of the Budget Director are many and complex, those of the Personnel Department few and simple, in aiding the solution of the NYC police problem. The Budget Director has to raise the money for not only more policemen but also for more money for all the policemen, for the Police Commissioner who demands more men wants no more men unless at higher pay.

All the Personnel Department has to do is to get the new patrolmen ready as soon as possible after the completion of the physicals which should end late this month, meanwhile get going on a new patrolman exam. The Personnel Department is not equipped to do much of the kind of work, such as making mattresses, shades, etc., the new patrolman would do in the actual job.

The Personnel Department needs more employees, more flexibility, greater adaptability to sudden demands. There should be a sufficient number of trained employees to help the computing room staff in an emergency, who could be the same employees who serve the medical-physical bureau in its hour of greatest need, for the two burdens do not coincide. A new look should be taken at the competitive salary of policemen, to keep them on the job, without pass-thanks for having passed the exam.

Outstanding Needs

The Personnel Department needs more employees, more flexibility, greater adaptability to sudden demands. There should be a sufficient number of trained employees to help the computing room staff in an emergency, who could be the same employees who serve the medical-physical bureau in its hour of greatest need, for the two burdens do not coincide. A new look should be taken at the competitive salary of policemen, to keep them on the job, without pass-thanks for having passed the exam.

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NEWSLETTER
Continued from Page 4

I ROBERT H. SHAFFER, the pre- red of the employees, by increasing the number of split shifts and work schedules that re-
i¢tor experience in government and oultandung abilities as an administra-
tor, the retirement system, and chairman of the committee that made

uUlre an average 88-cent-a-day raise is countered by work schedules that re-


Federal Jobs
Outside a State
In Wide Range

Current Civil Service listings for
U. S. jobs outside of New York
City are available from the U. S.
Civil Service Commission; in-
cluding appointments to Federal
positions at Alexandria and Arling-
ton, Va., and 10 jobs available to
apply to the U. S. Civil Service
Commission at Washington, D. C.,
by August 24.


BLUE BOOK
Dirt Protection with a
CHEMICAL

NMC Plans
To Speed Up
Recruitment

A vigorous recruitment program is
promoted by Joseph Schechter,
NMC Personnel Director. Accelerat-
ted exams and production of eligi-
bility lists will help to reduce the
number of provisions, he added, as
with the installation of the career
and salary plan.


WALTER, Aug. 16 — The 77th Department of Labor plans
to speed up its hiring program for
teachers, recommended by


NEW PLAN WEIGHED
FOR HIRING TEACHERS

WASHINGTON, Aug. 16 — The
77th Department of Labor plans
to speed up its hiring program for
teachers, recommended by


CIVILIAN SCHOOL CROSSING GUARDS have limited powers.


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616 Third Ave., at 40th St., N.Y.C.
MU 3-3616


SAYINGS ON APPLIANCES, AIR CONDITIONERS, TOYS, DRUGS, GIFTWARE, NYLONS


AMERICAN HOME CENTER

STATE
Open-Competitive
To apply by mail for any of the following State examinations, mail required applications to 39 Columbia Street, Albany, N. Y., postmarked no later than 8:30 P.M. to obtain a postmark of the date.

Applications must be typewritten or printed legibly and signed, and the application fee must be included.

No late applications will be accepted.

The following State examinations have been opened for receipt of applications.

391. SENIOR ARCHITECT.

Salary Range: $4,899 to $7,609. Application for positions in the State Architect's Office, Department of Transportation, shall be made to the District Offices; more experienced candidates should submit statements of qualifications, including two years' experience in work related to planning and designing public buildings.

392. FUEL-TECHNICAL-ENGINEER.

Salary Range: $3,900 to $5,600. Applications should be addressed to the Department of Civil Service, Albany Office Building, Room 212, Local offices of the State Department of Civil Service, and at other State offices.

393. JUNIOR WATER-TECHNICAL-ENGINEER.

Salary Range: $3,300 to $4,600. Applications must be typewritten or printed legibly and signed, and the application fee must be included.

No late applications will be accepted.

The following State examinations have been opened for receipt of applications. Last day to apply is October 23. (Friday, September 24).

397. SOCIAL WORKER - MEDICAL.

Salary Range: $3,900 to $5,400. Applications must be typewritten or printed legibly and signed, and the application fee must be included.

No late applications will be accepted.

The following State examinations have been opened for receipt of applications. Last day to apply is October 23. (Friday, September 24).

398. SUPERVISING-PSYCHIATRIC-NURSE.

Salary Range: $4,300 to $5,200. Applications must be typewritten or printed legibly and signed, and the application fee must be included.

No late applications will be accepted.

The following State examinations have been opened for receipt of applications. Last day to apply is October 23. (Friday, September 24).

399. SUPERVISING-PHARMACIST.

Salary Range: $4,300 to $5,200. Applications must be typewritten or printed legibly and signed, and the application fee must be included.

No late applications will be accepted.

The following State examinations have been opened for receipt of applications. Last day to apply is October 23. (Friday, September 24).

400. SUPERVISING-SECRETARY.

Salary Range: $4,300 to $5,200. Applications must be typewritten or printed legibly and signed, and the application fee must be included.

No late applications will be accepted.
The LEADER publishes study material for the coming State moms, license-exam test, scheduled to be held Saturday, September 10. Pay ranges from $15.50 to $43.40.

There are no educational or experience requirements. Both men and women from 11 to 40 are eligible. Veterans over 62 may defer part of their service in the army on a pro-rated basis for an equal period.

Examine each of the following statements and indicate if it is true or false. Answers are on page 224.

Healthcare providers are responsible for more accidents than the drivers. If a motor vehicle owner has applied for a license to drive, he must pass written, oral, or practical tests at the time of the exam. \[\text{true or false}\]

There are no educational or experience requirements. Both men and women from 11 to 40 are eligible. Veterans over 62 may defer part of their service in the army on a pro-rated basis for an equal period.

All motor vehicles must be equipped with a rear view mirror. \[\text{true} \]

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Pilgrim State Hospital

RESOLUTIONS unanimously adopted by the Pilgrim chapter of the Civil Service Employees Association (CSEA), were presented by the chairman, James H. Mintz, at the weekly luncheon meeting held at Robblns Hall, on Tuesday, April 15, 1954.

All matters concerning interpersonnel activities and matters pertaining to the welfare of the employees were considered. A special committee was appointed to visit the employees at the various State institutions in the Metropolitan area.

The resolutions were then submitted to the CSEA resolutions committee, for consideration.

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Central Islip

A new program of fundamentals of supervision has been established at the Central Islip State Hospital by Dr. Samuel A. Wurtele, Superintendent. The course was sponsored by the Department of Social Work and the Variation Division of the Department of Civil Service.

The course is intended to provide the student with a basic knowledge of the principles and procedures of supervision. The student will acquire an understanding of the role of the supervisor in the organization, and will be able to apply this knowledge to the supervision of employees in a hospital setting.

---

Brooklyn State Hospital

EMIL IMPHRIS, chairman of chapter president, wishes to call the members of the chapter to order. He said that equality in rating for all transportation employees such as truck drivers, motor vehicle operators, and agents, is the key to a successful movement.

An action plan was discussed under the chairmanship of Mr. and Mrs. Arthur Mann, who are assembled. Particular material should be distributed to all employees.

A dinner and dance party was given to Mrs. Elizabeth K. Churchill, the chief nurse of the hospital. Among the guests were: Mrs. Walter H. Whitman, Nelda Alexander, Judge Stuyvesant Walnwright, Robert Brady, Robert Mendenhall, and Karl H. Resniff.

The committee is grateful to the staff for the outstanding service in lending needed equipment and assistance.

---

Kings Park State Hospital

The ANNUAL Picnic of Kings Park State Hospital chapter, CSEA, National Park, Commack, on July 28, 1954, begins at 5 P.M. when a tempting feast is enjoyed by approximately 500 members, friends and guests. The committee elected was completed by 8 P.M. when Jack Mendes's orchestra began to play for dancing in the pavilion.

There were plenty of things worth judging refreshments on hand, thanks to generous donations by the following friends of the chapter: Mrs. Raymond Waterland, Mrs. Eliza Barrett, William P. Bush, Judge Prescott Huntington, Judges Hamilton P. Felton, Mrs. Louis M. H. Brinker, Mr. and Mrs. boiled ham, and Mr. and Mrs. Frank Baney, Stanley van Winkle, and Mr. and Mrs. Frank linen.

The committee is grateful to the staff for the outstanding service in lending needed equipment and assistance.
Mabel Cleland entertained at the piano.

Taylor, Mrs. Kiah, Mrs. Trimm, etc. The big bruin (Bruno Kisel) is falling away to nothing. He is in St. Lawrence State Hospital.

ATTENTION! Attention! all Administrotiva Astistaat

• Bus Maintainer $2.50
• Chemist
• Bridge & Tunnel Officer $2.50
• Clerk CAF 1-4
• Civil Engineer
• Court Attendant $3.00
• Correction Officer U.S $2.50
• Engineering Tests $3.50
• Fireman (F.D.) $2.50
• Gardener Assistant
• Fire Capt.
• Housing Officer $2.50
• H. S. Diploma Tests $3.00
• Employment Interviewer $2.50
• Internal Revenue Agent $2.50
• Investigator
• Jr. Professional Asst. $2.50
• Janitor Custodian
• Jr. Management Asst.
• Jr. Professional Asst.
• Law
• Low & Court Steno $2.50

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Police Chief Cy Donnelly of Building 49 Security, and Mrs. Buckman; Paul Hume, director of the Bell Telephone system; Joseph Perriot, president, Consolidated Edison Co.; Emil Impresa, president, Brooklyn Hospital; and Mrs. Impresa; Dr. Frank J. Fiumara, president, Kings Park Hospital; and Mr. and Mrs. Frank Cole of Brooklyn State. 

The combined direction of Conductor Robert Schulze of Kings Park and Conductor Frank O'Brien of Central Islip, the two patient-conductors, who will be playing together at K.P.H., September 9, and September 6 at Little Africa Smithtown.

The death of Judge Printed from Smithtown has made this possible, and the directions of Mr. Charles Buckman, director of Kings Park, and Dr. O'Brien, director of Central Islip, have made this program a big step towards better therapy and inter-hospital relations.

New plans for a radio and playground are being taken to shape in the administration of the recreation department. Plans for the radio coding and message sending.

Kings Park

The LAUDERDENS of Kings Park still have an ample supply of vittles, too! during the vacation months. Many of their families had a most enjoyable vacation recently.

Mrs. Joe Donnelly resigned from the nursing staff and is taking a refresher course on housekeeping. She is staying at the Clara Dixon.

Our genial officer of the law, Mr. and Mrs. Steve Nemuth, R.N., and family for Florida.

Mary Elizabeth Smith and her family for a vacation in New York.

Our genial officer of the law, Mr. and Mrs. Charles Perotta, were on a short vacation trip to Alabama, where they enjoyed a big snack. They are now back at the Clara Dixon.

The first annual exhibit of the Wheatland Art Club was held in

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World's Most Beautiful Food-Freezer-Refrigerator

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Refrigerator Defrosts itself Without buttons, dials, timers or heaters. Defrost water is evaporated automatically!

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Complete Self-Servin Service with new Pantry-Door

With

Only 4-Feet-8-Inches Tall

4-Feet-8-Inches Tall

Complete Self-Servin Service with new Pantry-Door

Only 4-Feet-8-Inches Tall

'Backyard Tans'

Mr. Morris

Other vacationers: The Danson family enjoyed life in a cottage in the Adirondacks for a week. Pastor Hoppe grabbed a one-day fishing trip to Santan. No fish, even though Ralph often sniped prime night catchers. Gorts get told of that "Seeker" song. Pastor Hoppe also made a good day to loaf. Temperature—70 degrees.

"Backyard Tans"

Art Roberts, Don Yawman, Ra. Warren, and several sets of boy caparones have come back to work. Included were those of some who have late vacations scheduled and who got to stay on the Clara Dixon. Pastor Hoppe also made a good day to loaf. Temperature—70 degrees.

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Looking Inside
(Continued from Page 2)

I

in the two jurisdictions are identical, the sound and the fury
strangely abate, a fact any impartial observer must notice. State aid
goes down again and again, but for reasons and purposes
than those debated.

The fact that NYC bears a larger share of certain costs than
publicly acknowledged up front, because 40% will be an added part of
it has been State policy to have the strong help the weak. Thus smaller
municipalities have been forced to accept the burdens for even more.
It's a sort of Point IV Program of older vintage by far than the
international one, but is in the same spirit.

McNamara's present unemployment policy is "way over
the heads of the people to whom the arguments are addressed. Who
among the public remembers what were the arguments of Governor
Doherty and those of Mr. and Mrs. Guy Gowrey were
said, except that the Governor proclaimed NYC was getting its right-
and the Mayor charged that NYC was being short-

How Much More

THE NEED for more State aid to NYC is urgent. The next session of
the State Legislature will have to vote more taxing power to NYC,
both as to amounts and new sources, and NYC will have to use taxing
power

The reclassification project, now well under way in NYC under the
joint exertions of Personnel Director Joseph Schechter and Bud-
egis, would produce politically. The accumulation of needs, and
parties to the argument.

100. Assistant labor office, $3,216 to
$3,118.
101. Associate pathologist, $3,901 to
9,350, open nationwide; no writ-
ten or oral test.
102. Associate pathologist, $3,401 to
$3,600, no written or oral tests.
103. Assistant district health office,
$3,731 to $3,211. Open na-
tionwide; no written or oral test.
104. District health officer, $3,901
to $10,138. Open nationwide and
do not later than July 1, 1955.
105. Additional revenue might not be needed to finance the 60 per-
cent that has already been realized, but the reclassification project
is thus tied down to $52,500,000. There is little reason to doubt
the earning of all interests would require much more than $52,500,000,
and the fact that reclassification will in no way alter the earnings but
only as far as it may.

No Substitution of Judgment

The FUTURISTIC development of a civil service commission on a pass mark, rating, certification, or disqualification
even after appointment, has been proved time and again.

The only ways in which the commission can prevail is, the com-
mission is wrong, but the fact, and the law, is that a commission can
prevail even if it is wrong, provided it did not offend the law or the

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by a year, with the State Taxway Administration for
employment po.
ius as you wish. You may apply at
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Who wants to get into civil service?
The immediate advances brought about by the new salary plan are of the utmost importance. Since the passage of the Salary Standardization Board Act in 1945, the State has been in dire need of a well-structured salary plan. This plan has been developed through a series of public meetings and negotiations, and it has been established to ensure that all employees are treated fairly and equally.

The new salary plan is characterized by a number of key features. First, it is designed to provide a minimum increase of 5% for all employees. This will bring the total increase to at least 10% for those who have not received raises in the past two years. Second, the plan includes a merit-based system that recognizes the hard work and dedication of all employees. Employees who demonstrate exceptional performance will be eligible for additional raises.

The new salary plan also includes a number of other important features. The minimum wage for all employees will be increased to $15 per hour, starting on October 1, 2022. This will bring the total number of state employees who earn at least the minimum wage to over 90%. In addition, the plan includes a new sick leave policy that allows employees to earn up to 160 hours of sick leave per year, which can be used for both personal and family reasons.

In conclusion, the new salary plan is a significant step forward for the State of New York. It will improve the lives of millions of employees and their families, and it will help to ensure that the State remains competitive in attracting and retaining top talent. We are grateful to Governor Cuomo and the Legislature for their leadership in this matter, and we look forward to seeing the positive results of this plan in the years to come.