

The STATE EMPLOYEE Periodical Room

OCTOBER, 1946

Vol. 15, No. 8

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TITLE (Probable)

The CIVIL SERVICE
EMPLOYEE

CIRCULATION (Possible)

200,000

ACHIEVEMENTS (Positive)

UNLIMITED

Unity - ONE ASSOCIATION - ONE PROGRAM

ALONE you cannot but

UNITED with your fellow workers you can

HELP WIN FOR STATE WORKERS:

Adequate Salaries; Liberalization of Retirement System; Unemployment Insurance; Time and one-half for Overtime; Maximum 40-hour, 5-day week for Institutional Workers; Extension of competitive civil service class; Constructive Action on all Employment Matters.

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THE STATE EMPLOYEE

Official Publication of
The Association of State Civil Service Employees of the State of New York, Inc.

Vol. 15, Number 8

October, 1946

10c a Copy

THE ASSOCIATION

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1st Vice-President - Jesse B. McFarland
2nd Vice-President - - - Leo F. Gurry
3rd Vice-President - - John F. Powers
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Theodore Becker, John Daniels, Joseph
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Tyler.



This Month's Cover

AVE ET VALE

Hail — To the future of our magazine, with all of its stimulating potentialities,

and

Farewell — To THE STATE EMPLOYEE as we have known it for the last decade and a half. Now for a new name, a broadening horizon, and a glorious future for our Association, its members, and their magazine.

And be sure to read President Tolman's editorial on page 256.

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ASSOCIATION APPROVES

In a special statement prepared for "The State Employee", Association Headquarters called attention to one of the most significant resolutions passed at the Annual Meeting. It is set apart from the other resolutions as printed below on this page.

—ED.

The high prices of food and other necessities of life, as compared with prices of like commodities when the basic salary scales for New York State employees were established in 1937, and the failure of emergency compensation approved by the last Legislature to meet the present cost of living, were fully discussed by the delegates representing State Civil Service employees throughout the State at the Annual Meeting of the Association on October 15.

It is the concensus of opinion that the Association must ask the State to meet the serious situation which faces State workers. The Association delegates adopted a strong resolution calling upon the Governor for a special session of the Legislature in November to provide additional emergency compensation to avoid the actual want and distress which must ensue in hundreds of families of State workers if no relief is provided.

There was no intent on the part of the delegates to make a political issue of the matter of a special session. It is well understood that the calling of the Legislature into special session should be resorted to only when unusual needs must be met. Such needs now exist not only for civil service employees but for the teachers in public schools as well. The session need not be called before election. If called early in November, the salary adjustments which it can then make in the light of prevailing costs of commodities will be helpful and welcome.

The resolution adopted unanimously by the more than 250 delegates follows:

"WHEREAS, Events since 1940 have resulted in a serious inflation despite price controls and

"WHEREAS, The removal of price controls has aggravated and will further aggravate this extremely serious situation and

"WHEREAS, The State Salary Standardization Board has for some time past been engaged in a study of the salaries in State service and

"WHEREAS, It is essential that action be taken at the earliest possible date to relieve State workers from actual hardship and suffering which now exists under the present inadequate salary scales be it

"RESOLVED, That the Association redouble its already vigorous efforts to induce the Salary Standardization Board to promulgate its findings and recommendations and be it further

"RESOLVED, That the Association urge the Governor to alleviate the present distressing salary situation in the State service by calling a special session of the Legislature in November and submitting to that session a recommendation for a 25% emergency bonus, in addition to the present basic scales and bonuses, which 25% increase will temporarily compensate for the increase in prices resulting directly from the recent removal of price control and pending a prompt and satisfactory final solution of the entire salary question."

IMPORTANT RESOLUTIONS

SALARY MATTERS

ADEQUATE SALARIES

"RESOLVED, That this Association urge upon the Governor and the Legislature that the basic scales of pay be increased effective at the earliest possible time to reflect the true value of all of the positions in State service and to include the full percentage increase in living costs since the present basic scales were established."

EMERGENCY PAY PLAN

"RESOLVED, That this Association urge upon the Governor and the Legislature that budgetary and statutory provisions be made at the next session of the Legislature to permit the payment to State employees of additional emergency pay above basic scales based upon percentage increases in cost of essential commodities as shown by accepted cost of living indexes and that such adjustments shall be added periodically to the basic pay scales, thus recognizing the sound principle of maintenance of real wages."

PAY FOR OVERTIME OVER 40 HOURS

"WHEREAS, The employees of all institutions must wait for legislative action to obtain the benefits of a forty hour week and

"WHEREAS, Our Counsel advises that retroactive pay would be unconstitutional,

"BE IT RESOLVED, That this Association endeavor to have the forty hour week put into effect immediately for the employees of all institutions and all time over forty hours be considered as accumulated time and be paid for when the necessary legislation can be passed to provide proper funds."

TIME AND A HALF FOR OVERTIME

"RESOLVED, That the Association urge upon the Governor and the Legislature the adoption by law at the earliest possible time of time and one half pay for all overtime worked beyond forty hours per week for all employees of the State."

IMMEDIATE AND COMPLETE HAZARDOUS AND ARDUOUS PAY

"RESOLVED, That the Association deplores the delay in according additional pay, as provided in Chapter 302 of the Laws of 1945, to all State employees engaged in hazardous or arduous duties and the inadequacy of allowances in many cases, and urges upon the Director of the Budget the immediate and complete consideration of all positions falling within this category and the payment to all employees affected of ten per cent additional pay retroactive to October 1, 1945."

PRISON PAY SCALES FOR DANNEMORA AND MATTEAWAN

"RESOLVED, That the Association deplores the failure of the Administration and the Legislature to accord to employees of Matteawan and Dannemora Institutions for insane prisoners the same scales of pay as apply in other prisons of the State, and again urges

that the principle of like pay for like work as set forth in the Civil Service Law be applied to the employees involved by prompt administrative or legislative action."

LIKE PAY FOR WOMEN

"RESOLVED, That the Association deplores the failure of the Administration and the Legislature to act to follow out the generally accepted principle of like pay for women with men when both perform the same duties, and urges the establishment of prison guard pay scales for women guards at Albion and Westfield Institutions for women."

CORNELL AND OTHER STATE COLLEGE EMPLOYEES

"RESOLVED, That the Association urge upon the Governor and the Legislature that action be taken immediately to recognize the employees of State Colleges and Schools and Experiment Stations wherever located throughout the State, when such Colleges, Schools or Experiment Stations are aided by money appropriated from State funds, as being entitled to the same salary scales as Civil Service employees of the State of New York and that such employees be accorded all rights and privileges of State Civil Service employees in departments and institutions of State government as to workmen's compensation, retirement, vacations, holidays hours of work and sick leave."

PAY AND TITLES OF ARMORY EMPLOYEES

"WHEREAS, The pay of armory employees is controlled by the Military Law, and

"WHEREAS, The pay provisions of this Law have not been revised since 1924,

"BE IT RESOLVED, That the Association urge upon the Governor and the Legislature that the Military Law be amended to provide that the emergency cost of living bonus be made a part of the permanent base pay set forth in Section 189 and that this permanent base pay be provided for all titles with the exception of the titles of Superintendents and Armorers and

"BE IT RESOLVED FURTHER, That the base pay for these two titles be increased by two dollars per day.

"BE IT FURTHER RESOLVED, That the words 'not to exceed' in connection with the pay scales in Section 189 be omitted.

"BE IT FURTHER RESOLVED, That where the title of laborer appears in the Military Law that this title be changed to the title of Armorer of the various grades; namely Technical, Expert and Armorer, and where the present title of Armorer appears that it be changed to Superintendent and Assistant Superintendent."

SALARY INCREMENT AFTER FIVE YEARS

"RESOLVED, That the Association urge upon the Governor and the Legislature amendment to the Civil Service Law to provide for payment of a single increment in the case of each employee who has served at the present maximum rate without salary promotion for five years and that similar increase be granted at each future five year period of like service up to twenty years."

MAXIMUM SALARY AFTER FIVE YEARS

"RESOLVED, That the Association urge upon the Governor and the Legislature an amendment of the Civil Service Law to provide that where an employee has served for five years or more in a position to which classified and allocated, he shall receive the maximum of the grade."

FULL PROFESSIONAL STATUS FOR REGISTERED NURSES

"RESOLVED, That all registered professional nurses in State service be raised to full professional status with appropriate salary allocations."

CAREER LAW FOR FOREST RANGERS

"RESOLVED, That the Association urge upon the Governor and the Legislature the justice and propriety of including within career service salary schedules the Forest Rangers of the state."

ADEQUATE SALARIES FOR FIRE OBSERVERS

"RESOLVED, That the Association urge upon the Salary Standardization Board a study of salaries paid to fire observers in the Conservation Department and the establishment of adequate wage scales for this position."

EXTENSION OF FULL FELD-HAMILTON COVERAGE TO PARKS

"RESOLVED, That the Association urge the immediate placing under Feld-Hamilton services and grades all employees of State Parks, Authorities and Commissions throughout the State not now so covered."

EXTENSION OF FELD-HAMILTON TO PUBLIC SERVICE REVOLVING FUND

"RESOLVED, That the Association urge approval of inclusion in the Career Service Law and salary scales of the revolving fund employees of the Department of Public Service."

EXTRA PAY FOR NIGHT WORK

"RESOLVED, That the Association urge upon the Governor and the Legislature that additional compensation be provided for employees who are required to work between the hours of 6 P. M. and 6 A. M."

HAZARDOUS PAY FOR ALL T.B. HOSPITAL EMPLOYEES

"WHEREAS, All employees of State T.B. wards and State T.B. institutions are in virtually constant contact with a contagious disease and

"WHEREAS, Even a momentary intense exposure to the tubercle bacillus can cause tuberculosis of the lungs, and

"WHEREAS, The provisions of the Hazardous Employment Compensation as interpreted by the Director of the Budget has allowed the Hazardous Employment Compensation to only a partial number of these employees, and

"WHEREAS, This method of allocation of the Hazardous Employment Compensation has a highly demoralizing effect on the rest of the employees, therefore

"BE IT RESOLVED, That the Association urge prompt action by the Director of the Budget in allowing

all the employees of said State T.B. wards and State T.B. institutions to receive the 10% Hazardous Compensation for the risk involved when employed at said T.B. wards and hospitals, same to be retroactive to October 1, 1945."

PROMPT PAYMENT OF SALARIES

"WHEREAS, Common business practices call for the payment of all financial obligations when due and whereas private employers in the State of New York are required to pay wages when due in accordance with State Labor Laws, therefore

"BE IT RESOLVED, "That the State itself be required to observe these same principles in paying employees promptly and on scheduled dates."

HOURS AND LEAVES

MAXIMUM 40-HOUR, 5-DAY WEEK WITH OVERTIME

"RESOLVED, That the Association urge upon the Legislature the adoption by law at the earliest possible time of a maximum forty hour, five day week, with additional pay for all time worked beyond forty hours per week, for all employees of the State."

UNIFORM WORK WEEK

"RESOLVED, That the Association request immediate action by the Civil Service Commission to establish uniform hours of work for office employees in all state offices; namely 37½ hours during a five day week period."

HOURS OF WORK OF INSTITUTION TEACHERS

"RESOLVED, That this Association urges adoption of hours of work schedule, holidays and vacations for teachers in state institutions comparable with such schedules common in the public school system of the State, without reduction in compensation."

VACATIONS—MILITARY LAW

"RESOLVED, That Section 189 of the Military Law be amended to provide twenty-two days vacation instead of 14 days as now provided."

SICK LEAVE AND VACATION CREDITS BEFORE RETIREMENT

"RESOLVED, That all accrued sick leaves and unused vacation credits be applied before requested retirement becomes effective."

TIME FOR CONVENTIONS

"RESOLVED, That State employees who are members of veterans or professional organizations, shall be granted time off from work to attend State and National Conventions or meetings as voting representatives or delegates of their organization, without loss of pay or other penalties."

TIME TO ATTEND ASSOCIATION MEETINGS

"RESOLVED, That the State Association urge upon all department heads that delegates to the Association meetings and members of the Association Executive Council be permitted to attend these meetings without loss of time or compensation."

(Continued on Page 261)

ASSOCIATION LEADERS - 1946-47



After many strenuous hours engaged in counting, checking and tabulating the thousands of ballots received from Association members throughout the State for the election of officers and members of the Executive Committee of the Association, the Board of Canvassers, through its chairman, Leonard F. Requa, Jr., Department of Social Welfare, announced the results at the Annual Meeting on October 15th. The following officers and members of the Executive Committee have been chosen for the ensuing Association year, all reelected, except as indicated:

- President:** Dr. Frank L. Tolman, Education Department
- 1st Vice President:** Jesse B. McFarland, Social Welfare Department
- 2nd Vice President:** Leo F. Gurry, Mental Hygiene Department
- 3rd Vice President:** John F. Powers, Labor Department
- Secretary:** Janet Macfarlane, Mental Hygiene Department
- Treasurer:** Earl P. Pfannebecker, Tax Department

MEMBERS OF EXECUTIVE COMMITTEE

Agriculture & Markets	William F. Kuehn (New Member)
Audit & Control	Martin P. Lanahan
Banking	Victor J. Paltsits (New Member)
Civil Service	Theodore Becker
Commerce	Joseph J. Horan
Conservation	William M. Foss
Correction	Leo M. Britt
Education	Dr. Wayne W. Soper
Executive Department	Charles H. Foster
Health	Charlotte Clapper
Insurance	Harry S. Deevey

Labor	Christopher J. Fee
Law	Francis C. Maher
Mental Hygiene	Arthur J. Gifford (New Member)
Public Service	Kenneth A. Valentine
Public Works	Edward J. Ramer
Social Welfare	Jesse B. McFarland
State	Isabelle M. O'Hagen
Taxation & Finance	John J. Denn, Jr. (New Member)

Pictured above, left to right, Mr. Powers, Mr. Valentine, Miss Macfarlane, Mr. Paltsits, Mr. Becker, President Tolman, Mr. McFarland, Miss Clapper, Mr. Gifford, Mr. Soper, Miss O'Hagen.

A view of the Board of Canvassers and its clerks counting and checking the ballots cast for election of officers and members of the Executive Committee. The Board and its assistants struggled all day with thousands of ballots in order to have a complete report of the results ready early in the evening of the day of the annual meeting.

Left to right are: Clerks to the Board, Jessie Napierski, Patrick DeMurio and Helen Garrah; and Board Members: Harry D. Montgomery, Law Department; Leonard F. Requa, Jr., Chairman, Social Welfare Department, and Isabelle M. O'Hagen, Department of State.



OFFICERS REPORT AT

President Frank L. Tolman

I have listened to many reports of many presidents of the Association and I found them detailed, informing and often long-winded. My instinct is to make a different kind of report, to look briefly at our record during this first year of the atomic age and the back-wash of war, and to test our accomplishments and to consider our problems against the troubled times and the frustration around us. I hope also to look ahead a bit at the times of continued trouble ahead and to lay the compass for a safe voyage to a secure future.

The past year has been one of trouble, of insecurity, of uncertainty, of economic strife, of strikes, of political breakdowns and of heartbreaks. It is against this sad background that our record must be read and judged.

As to the past year we have tried first to keep our business affairs in good order, to spend less money than we took in, to get more for what we spent and to operate more efficiently and with less lost motion.

In salaries, we agreed with the Governor on four major integrated propositions, (1) bonus 14-30% for the year 1946-47, (2) salary study to incorporate bonus in basic salary effective April 1st next year, (3) equalization of salaries with rates for similar jobs in progressive industry outside, (4) correction of inequities within the salary structure.

This commitment amounts, in my opinion, to a complete revision of salary scales of the state. The Association is fighting for salaries which are at once adequate and adjustable to living costs.

The recent hearings before the Salary Standardization Board are intended chiefly to bring out inequities, supply data and suggest needed changes.

The Association has appeared in behalf of appellants at all salary hearings, and has had a first conference with the salary board on

the methods of the salary study and the use of the salary data.

The report of the Salary Committee gives more detailed information.

The Association has had several meetings with the Comptroller and the officials of the Retirement System on proposed amendments of the retirement law. Other organizations of municipal, New York City and State organizations were represented.

The program of the Association has been the chief subject of discussion and has been accepted as essential by many of the employee groups. The pension plans of the State, the teachers and the city of New York have been compared and the State system has been found much less liberal in many respects than the New York City system. The crucial question is whether the State will largely increase its contributions to make possible the liberalization of the system.

The report of the Pension and Insurance Committee has dealt with this problem.

In insurance we have extended and increased the free insurance given to each life policy holder. Medical and surgical insurance will soon be available to supplement our hospitalization insurance.

The matter of travel expenses allowed by the State is also under review with Commissioner Moore and Mr. Goodrich.

It is my deep conviction that the Association cannot be much stronger than its various chapters. For this reason, I have tried to make it possible for every chapter to do a better job by receiving more help and more financial aid from headquarters. I have encouraged the establishment of new chapters in the various departments. I look to the new regional chapters for great work throughout the state. More power to every chapter.

The chief idealical bombshell of the year has been the proposed

new constitution of the Association. That issue is now settled. It remains for each of us to roll up our sleeves and to go to work to keep the Association in its proud place as the largest, the most intelligent and, therefore, the most influential civil service association in the State and in the United States.

Your officers have had conferences with the Civil Service Commission and the Director of the Budget on the new attendance rules for departments and for the institutions. We have urged uniform hours, vacation, sick leave, etc., for all state employees. While we have not obtained strict uniformity, we have made a long step in that direction. The five day week was established in the departments on an experimental basis for the summer months and has recently become a permanent part of the civil service rules. For the institutions, the problem was more difficult because legislation is required to put the five day week in operation there. We have, however, a solemn commitment by the Governor that a five day, forty hour week, with extra pay for all overtime beyond 40 hours will be established as promptly as the necessary legislation can be passed.

I wish to call your attention to the appointment by the Governor of the Merit Award Board established by legislation, sponsored by this Association. Awards are available for significant accomplishments and for significant suggestions for the improvement of any phase of civil service administration. This means in plain terms that something new has been added to state government service which should give it more vitality and interest for all state workers. The employee can become something more than merely a hired man. He becomes in some degree a partner in management. His brains and his use of those brains in actual work situations become of greater significance both to himself and to his career.

(Continued on Page 246)

ASSOCIATION MEETING

Treasurer Earl P. Pfannebecker

CONSOLIDATED FINANCIAL REPORT

Fiscal Year, October 1, 1945 to September 30, 1946

Cash Balance, October 1, 1945.....	\$ 26,720.34
INCOME RECEIVED:	
1945 Membership Dues.....	\$ 294.00
1946 Membership Dues.....	91,100.73
1947 Membership Dues.....	3,248.26
Group Life "T" Rate Premium Differential	12,411.20
Expense credit, Travelers Insurance Co.....	19,128.99
Sale of Advertising.....	1,575.50
Sale of Books.....	643.43
Savings Bank and Defense Bond Interest..	299.83
Sale of Tickets:	
Annual Meeting	\$ 454.50
Annual Dinner.....	1,450.50
	1,814.00
Premium Reimbursement, Ter Bush & Powell, Inc.....	60.78
Travelers Medical Waiver Expense Credit	1,018.27
Manville Case Reimbursement.....	205.00
Sale of Civil Service Examination Books ...	1,546.30
Expense credit, Ter Bush & Powell, Inc.....	200.01
Group Life Insurance Cash Premiums.....	24,478.99
Group Accident-Sickness Cash Premiums	481.40
Miscellaneous Income	199.49
TOTAL INCOME.....	158,706.18
TOTAL TO ACCOUNT FOR.....	\$185,426.52

EXPENDITURES:

Salaries: Office Employees.....	\$ 19,407.98
" Association Counsel.....	5,978.97
" Executive Representative.....	4,663.32
" Executive Secretary (9 months).....	3,713.76
" Field Representative.....	3,092.04
Expense Credit to Chapters	23,474.50
Printing & Editorial Expense—The State Employee.....	20,406.14
Other Printing	1,813.14
Net Civil Service Leader Expense.....	19,349.78
Postage	5,033.20
Telephone, Telegraph and Express.....	633.54
General Office Supplies.....	2,958.25
Purchase of Books	634.15
State and Federal Taxes.....	885.87
Insurance Premium Adjustments.....	1,168.85
Expenses All Committees and Officers (including travel expense).....	5,786.32
Employees' Annuity Premium.....	303.20
Committee on Veterans Preference	50.00
War Fund Donation	107.20
Civil Service Assembly.....	85.49
Legislative Index Service	125.00
New Office Equipment.....	298.80
Annual Meeting Expense	806.75
Annual Dinner Expense	2,180.39
Miscellaneous Expense.....	324.25
Group Life Cash Premiums Paid Ins. Co. .	23,188.46
Group Accident-Sickness Cash Premiums Paid Insurance Company.....	481.40
TOTAL EXPENDITURES	\$146,950.75
Cash Balance, September 30, 1946	38,475.77
TOTAL ACCOUNTED FOR	\$185,426.52

Above Cash Balance is made up as follows:

National Commercial Bank	\$ 15,253.30
First Trust Company.....	1,290.53
City & County Savings Bank	8,338.18
National Savings Bank	8,468.76
U. S. Defense Bonds, Series G, Nos. M476,695-6-7-8-9, held in safe Deposit box, National Commercial Bank & Trust Co.....	5,000.00
Office Imprest Fund.....	125.00

TOTAL \$ 38,475.77

TRIBUTE TO TOLMAN

To any librarian who has worked in New York State, Frank L. Tolman needs no introduction or eulogy. Few will realize that on October 1 he began his forty-first year in the service of the New York State Education Department. His smile, the twinkle in his eye and his ceaseless activity all belie the age that would make so long a period of service possible. Yet his tireless devotion has been so long and so all-pervasive that it seems as though he had always been on the job, from the very beginnings of things. To him the passing of the fortieth milestone on the road to better library service of the future is simply the passing of another milestone toward the real goal of achievement, but to his colleagues it seems a fitting time to survey his works and to wish him well for many years to come.

Dr. Tolman came from seven years of experience in the University of Chicago Library to an appointment effective October 1, 1906, as reference librarian in the New York State Library. He came at what seemed a time of cataclysmic changes in the affairs of the Library, but these were soon to be overshadowed by the great fire of 1911, and the installation of the remains of the Library in the new building in 1912.

The destruction of his library is the hardest blow for a reference librarian, but Dr. Tolman took it calmly and set about restoring order. His associates still tell thrilling stories of his climbing through the smouldering ruins of the west wing of the State Capitol, helping to salvage the few volumes that miraculously escaped the fire. But he soon transferred his activities to various warehouses and impromptu shelves, sorting thousands of boxes of duplicates and gifts which poured in after the fire. The stockpile of duplicates had long ago outgrown the Capitol, and was stored in various places, including a malt-house, with the result that the work of sorting them was carried on in clouds of dust and mold. But as one who worked with him has declared, "If Frank could stand all those cigars, I suppose he could stand anything like a little dust."

During the years that followed, he rebuilt the general reference col-

lection of the Library and made it a model of usefulness to the entire State. Of course he found time to teach in the State Library School and to write extensively for professional publications. During the first world war, he was librarian at Camp Upton.

In 1927 he was made Director of the Division of Library Extension, and ten years later added adult education to his responsibilities. As Director of Library Extension, he became godfather to all the public and

Dr. Lewis A. Wilson, Deputy State Commissioner of Education, prepared this complimentary review of Dr. Tolman's service to the State.

school libraries of the State of New York, and to all the librarians as well. He left the large library systems in the cities to carry on largely with their own initiative, and concentrated on helping the smaller struggling institutions in the lesser cities and villages. No detail of organizing or chartering the smallest library corporation, or of getting it going, was too small for him, and the flood of correspondence which constantly threatens to engulf his division, is ample testimony of the respect and esteem in which he is so widely held.

Unlike many librarians, he was no isolationist, and he fought to make librarians people like everybody else. He became a leader of all New York State employees and worked valiantly to have all librarians included in the benefits of civil service. The development of fixed and mandatory salary increments for all New York State employees was largely due to his efforts. In 1945, he was elected President of the Association of State Civil Service Employees of the State of New York, and he is being reelected for the year 1946-1947. Librarians may be proud of this recognition which has come to him as a member of their profession, and they may be equally proud of his record as a leader of public servants.

In recognition of this devoted service and his great accomplish-

ments and as an expression of well-wishing for the future, a reception was held for him in the State Library on October 22. On this occasion, a volume of letters from over four hundred friends was presented to him by Dr. Francis T. Spaulding, Commissioner of Education. Governor Thomas E. Dewey was the first contributor. He was joined by numerous other high officials of the State, including many legislators and the members of the Board of Regents of the University of the State of New York. Some three hundred of the letters came from librarians in New York State, and many were received from professional library leaders all over the country.

PRESIDENT REPORTS

(Continued from Page 244)

This merit award law will be of value just to the extent that the great body of State employees take the initiative in submitting their ideas and their accomplishments in applications for awards. The chapters of the Association have a great duty and a large opportunity here. It's up to you.

So much for the past year. The Association has, I think, made notable advances, but none of these are more than first steps toward our real objectives. Every advance made must be followed up and made more complete and permanent. We have hardly been able in these troubled times to do more than to stay about where we were a year ago. The bonus has been eaten up by rising prices. Retirement benefits are now really much less adequate than when the system was first established. The future is certainly uncertain beyond anything we have known, and only our best intelligence and united effort will find the way to the objective of our Association, a civil service merit system dedicated to service to the public, fair treatment for all employees, a career service open to all, equal and adequate pay for equal work, a standard of life that allows for durable satisfaction, and social security and some measure of contentment for all retired employees.

FOR 40 YEARS' SERVICE



"Square Deal" Promised By Standardization Board

By PHILIP E. HAGERTY

Principal Salary Research Consultant,
State Salary Standardization
Division

*(Address delivered at Annual
Meeting of the Association
Oct. 15.)*

Tonight I am talking a little out of my own element, as Dr. Tolman and members of your organization will tell you I never speak policy. I only listen for the Board. The Board speaks for itself. Tonight the situation is slightly different. I am speaking for the Board.

The work on the salary survey has continued in high gear for the past six months. The survey has involved a direct comparison of job descriptions of the positions we have surveyed with the job descriptions of our own State positions. You will note that our classification technicians made the comparisons of jobs. This is an unusual way to do this job. In other salary surveys, the usual thing is to send out abbreviated descriptions of your own jobs in questionnaire form to Joe Doakes who runs a business somewhere and say, "We have jobs like these in our organization; would you look around in yours and tell us what you pay people for doing the same things as our people do."

Before we started our survey, we made a study of other methods of getting data and found these other methods were not reliable. So, we went to Joe Doakes, sat down with him and asked him to describe every job in his organization from the lowest level up to Joe himself, the president. We wrote down every description of every job and made an organization chart of the company showing promotion lines and levels of responsibility. We did the same thing with every agency from which we got data. We took all this information back to Albany and compared the jobs with our State jobs using the information gathered in the field.

This information is now in our

files and being classified. The important difference is that we have the actual facts of what people are doing in other organizations and what they are paid for doing these things. The comparisons were made by people who are expert at classifying positions and the basic records are right in our own files.

You might be interested in the number of jobs that we covered. Very briefly, in seven other states we studied 157,000 employees; in four counties and cities of this State, 70,000 employees; in private industry of this State, 112,000 employees; and many more thousands in the Federal government.

We are trying to do as comprehensive a job as we can in the time available to us. On October 7th, the Board was presented with complete technical data on 50 jobs that had the most incumbents in them in our State service. The Board is studying all positions having 25 or more incumbents at this particular time. On October 17th, we expect to give them data on 50 more positions. We hope to give them a report every 10 days on 50 additional jobs up until the deadline date for the submission of our material to the printer.

I might add here that our Board has met with your President, Chairman of your Salary Committee, and your Counsel in an informal discussion of methods and procedures. They were able to ask us fair and frank questions and, if a question was of a policy nature the Board answered it; if technical, our staff technicians answered it. We hope to have further meetings with your staff members and get the benefit of their thinking particularly that of your Dr. Tolman who knows so much about the work of the Salary Standardization Board over the years.

Indications are that the Board will soon be in a position to decide upon tentative reallocations to proposed new salary levels. In order to effectuate these higher allocations,

an over-all revision of existing salary schedules is being written to accomplish these things: (1) increase the basic salary levels generally; (2) provide additional levels for which need was shown by our survey; (3) wherever possible, to adjust for the uneven increments resulting from the percentage feature of the emergency compensation plan now in effect.

The Board is presently devoting a day a week to hearings, to get the employee viewpoint on proper wage levels, and another day a week to studying statistical data presented by its research staff. We have a competent and conscientious staff who are all working overtime in order to finish by our deadline date. You will realize that it takes some time to have printing and binding done. We are trying to expedite the work so that we will have the report ready in January for the Governor as he asked us to. In this way we hope to have tentative allocations ready on 200 positions in State service; that will cover probably 80 or 85% of the State employees. We feel that it is a major accomplishment in being able to report on so many employees in the time we have had.

Hearings for employee groups will continue through the remainder of the fiscal year or longer, if necessary. In this way the Board will have ready for April 1, 1947 the allocations which the survey indicates are necessary, assuming that the new salary schedules are approved by the Legislature.

What does all this mean to you and the people you represent as wage earners? Just this: the Board and its staff are working very hard at their jobs. They will finish the work on time in order to carry out the mandate of the Governor to recommend a new and higher set of salary levels in which every employee will get as basic pay all that he is receiving now in his basic salary, plus emergency compensation, plus whatever upward adjustment

(Continued on Page 259)

Workers Enlisted In New Membership Activities

After only two weeks of the new Association year, beginning October 1, more than 7,000 membership payments for the new year were received at Association Headquarters, a response indicating a substantial increase over last year's total membership of 30,000. The Association goal for 1947 is 100% membership—and this means close to 50,000 State employee members in the Association if this goal is reached.

A statement from Headquarters says:

"Our Association is truly democratic. Our officers are all regular State employees elected by the vote of our entire membership, and they do not receive compensation from the Association for their outstanding services. Association finances are no secret—a financial report for the past year is printed in this issue.

"Membership is entirely voluntary and is based on employee recognition of the Association's proven ability to present employee needs in an orderly and respectable manner and to secure equitable remedies. Its program for the future, embracing improvements in working conditions sought by employees, is reasonable, and every effort will be expended to promote the program to successful fruition. Members should read carefully the resolutions adopted by delegates representing members at the Annual Meeting on October 15. These resolutions as adopted by delegates selected by the members themselves constitute the program for the ensuing year."

The Association's membership is solicited through its chapter officials, committees and representatives.

These employees are not paid to secure membership—they give unselfishly of their time and effort on behalf of their fellow employees to keep their Association strong and employees united so that the needed improvements in working conditions may be secured at the earliest possible time.

Listed herewith are membership committees which are active in the various chapters and State agencies throughout the State. Cooperate with these employees—they are interested in your welfare—by paying promptly your dues for the Association year which began October 1. Your prompt payment of dues enables the Association and its chapters to devote more time and energy towards helping you.

Binghamton Chapter

Curtis F. Gardner, Chairman, Binghamton State Hospital; Leo Bernstein, D.P.U.I.; Edward R. Brown, Public Works; Daniel E. Foley, State Insurance Fund; Mrs. Margaret Moran, Health; A. H. Schafer, Public Works; Omer C. Wood, State Armory; Ernest L. Conlon, Broome County A. B. C. Board; Norlene Curley, Margaret Doyle, Bernice French, Mrs. Mary Gardner, Mike Kriska, Clarence Mathewson, Anna Noonan, Georgianna Davis, and Marie Westlake, Binghamton State Hospital.

Buffalo Chapter

Norman Schlant, Room 208, State Office Bldg., Buffalo; Margaret Donohue, 5th. Floor, State Office Bldg.; Celeste Rosenkranz, D.P.U.I., Prudential Bldg.; Carl Krebs, Walbridge Bldg.; Agnes Kinney, 374 Delaware Avenue; LeRoy Hardy, 322 Walbridge Bldg.

Hornell Chapter

Stanley D. Sibley, Chairman, Dept. of Public Works, Hornell; Leslie Smith, Public Works Shop; Alice J. Stewart, Public Works Office; County Assistant Engineers Anthony H. O'Connor, K. F. Thompson and A. J. Muench; Judith Schreck, Public Works Clerical; Mary Kennedy, Public Works Field; Loretta S. Marks, Health; Truman A. Parish, Alfred Agricultural School; Paul B. Orvins, Alfred Agricultural School; P. H. Brunskill, Public Works Maintenance and Donald Donnell, Public Works Field Employees.

Syracuse Chapter

Catherine Power, Chairman, Syracuse Psychopathic Hospital; Mary Scanlon, Workmen's Compensation Board; Ethel Chapman, District 3, Dept. of Public Works; Etola Muckey, D.P.U.I., 214 So. Warren Street; Betty Dean, State Insurance Fund; Edward Kileen, College of Forestry; John Stapleton, Tax Department, and George Loomis, D.P.U.I., 141 James Street.

Long Island Inter-County State Park Chapter

James V. Kavanaugh, Babylon Offices, Headquarters; Fred A. Dolton, Babylon Shops-Headquarters; Edward J. Bert, Babylon Carpenter Shops-Headquarters; John L. Herba, Heckscher State Park, Islip, N. Y.; Joseph Di Giovanna, Hempstead Lake State Park; Samuel Askoff, Michael W. Sabia and Robert A. Donaldson, Jones Beach State Park; George Warren, Sunken Meadow State Park; Fred Pedersen, So. Walley Stream State Park; and Edward Ryder, Wildwood State Park.

Palisades Interstate Park Commission Chapter

Frank Woska, Bear Mountain Area; Ruth Fowler, Accounting Department; Horace Palmer, Police Department; Thomas McGovern, South Parks; Floyd Boland, Harriman Section; Patricia J. Burnell, Administration Bldg.; Dominick Ponessa, Bear Mountain Area; and Angelo J. Donato, Storehouse.

Forest Protection Chapter

William Petty, Box 210, Saranac Lake; Stanley M. Farmer, Chestertown; Moses Leonard, Raquette Lake;

(Continued on Page 265)

ATTENDANCE RULES SET

Herewith are printed in full, attendance rules for employees in New York State Departments, exclusive of institutional employees in the State Departments of Correction, Health, Mental Hygiene and Social Welfare, promulgated by the New York State Civil Service Commission and made effective October 1, 1946. Attendance rules governing employees in institutions in the departments were promulgated on December 6, 1945, by the Civil Service Commission and were printed in the January, 1946, issue of THE STATE EMPLOYEE.

Association members are urged to retain this issue of the magazine for future ready reference as to these rules.

Rule I - Attendance

1. EMPLOYMENT YEAR:

The employment year for which vacation allowance, time credits and time deductions are calculated is the fiscal year April 1st through March 31st.

2. WORKING WEEK:

The working week in administrative offices shall be 37½ hours and five days. Such offices shall, however, remain open on Saturdays for at least one-half day and shall be operated by reduced staff. The department head, subject to such labor laws as are controlling, shall establish the working week and hours of employees in field positions. Copies of schedules for the basic work week of field positions and modifications thereof shall be filed with the State Civil Service Commission.

3. OVERTIME: (applies only to overtime for which no additional compensation is provided by law.)

So far as practicable, the necessity for overtime work shall be approved in advance by the employee's immediate supervisor before any credits for overtime work shall be allowed. Overtime credit shall be granted, where earned, to all employees except where the department head designates certain executives, officers, and employees who shall not earn overtime credits because of the nature of their work and responsibilities. Employees, so designated, may be granted time off as a discretionary matter.

No credit shall be given for overtime of less than one-half hour in each day. Overtime shall be credited only in one-half hour units, and no fractional part of such a unit shall receive credit.

Time in traveling in excess of the regular working hours shall receive no credit as overtime, except as required and approved by the department head.

Overtime credits shall be used not later than the fiscal year following the one in which the overtime is earned, provided that such time off from regular working hours shall first be approved by the proper administrative officer.

Overtime credits shall not be transferable from one department to another.

Overtime available credits as of the date one year preceding that of the adoption of these rules, and still available, shall be applied to and be usable only as sick leave credits. Overtime credits earned during the year immediately preceding the date of adoption of these rules and still unused on that date, shall be considered as available for use within the twelve months following the date, provided that the taking of such time from regular working hours shall be first approved by the proper administrative officer.

4. TARDINESS:

Penalties for unexcused tardiness shall be imposed by the head of each department in conformance with established rules of the respective departments.

5. RECORD OF ATTENDANCE:

Daily time records shall be maintained showing the actual hours worked by each employee.

Rule II - Absence with Pay

1. SUNDAYS AND HOLIDAYS:

All Sundays and legal holidays occurring during the year shall be observed by the various state departments, or days shall be allowed in lieu thereof, except for employees who are paid for work on those days. An employee whose regular work week is five days, and who is required to work on a Saturday, shall be allowed time off in lieu thereof unless the employee is paid for work on that day.

2. VACATION — PERMANENT EMPLOYEES:

In addition to time off for holidays, permanent employees and those appointed for the war duration will be granted annual vacation, with pay, at the rate of four calendar weeks for one year of service.

Calculations of vacation credits shall be based on a year beginning April 1st.

Employees who serve on the basis of 5 days a week shall receive 20 working days of vacation for a year of service, and it shall be earned and credited at the rate of 1⅓ days for each month served.

Similarly, employees whose work week is 6 full working days a week shall receive 24 working days of vacation for a year of service and shall be credited at the rate of 2 days for each month served: vacation taken on Saturday shall be charged as a full day.

For the calculation of vacation credits, the time recorded on the payroll at the full rate of pay shall be considered as time "served" by the employee.

Earned vacation may be taken by the employee at the time convenient to the department, with the approval of the department head, but it can be drawn only by an employee who has completed four months of continuous State service.

Vacation earned during an employment year, but not used, may be carried over from that year to the

FOR STATE EMPLOYEES

next succeeding one only, with the approval of the department head.

Vacation credits accrued to the date that these rules are established shall be available for use not later than the fiscal year next succeeding that date and then only at a time approved by the department head.

3. VACATION — TEMPORARY EMPLOYEES:

Temporary and provisional employees who have served continuously for four months shall receive vacation credits for each month served and subsequently served, at the same rate as established for permanent employees. As previously stated, war-duration appointees shall be treated as permanent employees with regard to vacation.

4. VACATION — TRANSFER OF CREDITS:

Earned vacation should, if possible, be used by an employee prior to transfer, but vacation credits not used shall be transferred with the employee.

NOTE: The foregoing vacation rules have no application to employees paid on the hourly or per diem basis.

5. SICK LEAVE:

Each permanent, war-duration, provisional, or temporary employee shall be allowed sick leave credits at the rate of one working day per month in service, after the date that these rules take effect. These credits, together with any previous sick leave credits which would have been usable on that date, shall become cumulative up to 150 days maximum. After this maximum is reached, no more sick leave credits may be earned by the employee except to the extent of restoring credits subsequently drawn for sick leave and thereby building up accruals again to the 150 days maximum.

Calculations of sick leave shall be based on a year beginning April 1st.

The unit for computation of sick leave shall not be less than one-half day. Credits cannot be earned for the period an employee is on leave of absence without pay. For the calculation of sick leave credits, the time recorded on the payroll at the full rate of pay shall be considered as time "served" by the employee.

Sick leave with full pay shall not be granted beyond accrued credits.

In order that absence because of personal illness may be charged to accumulated sick leave, it must be reported by the employee on the first working day of such absence within such time limit as the department head may fix. Absence for illness on Saturday shall not be charged unless Saturday is a designated working day for the employee. If an employee is designated to work a half day on Saturday, then only a half day shall be charged for absence on such day.

NOTE: The foregoing sick leave rules have no application to employees paid on the hourly or per diem basis.

6. SICK LEAVE — EXTENSION AFTER ALL CREDITS USED:

At the discretion of the department head, permanent employees may also be granted sick leave with one-half pay for three months after three years of State service, after all credits have been used. An additional period of three months of leave at half pay may be granted with the approval of the department head. In special instances, sick leave with half pay may be further extended, with the approval of the department head. Leave, not exceeding eleven months without pay, may be granted in the case of employees who have served continuously for at least one year in the State service. No sick leave without pay in excess of eleven months shall be granted unless the department head has obtained from the State Civil Service Commission prior approval of such an extension. (See Civil Service Rule XVI.)

7. SICK LEAVE — PROOF OF ILLNESS:

In order to qualify for sick leave, proof of disability must be provided by the employee, satisfactory to the department head. Presentation of a physician's certificate in the prescribed form may be waived for absence up to one week. Such certificate is mandatory for absences over one week and, in protracted disability, should be presented to the department head at the end of each month of continued absence.

8. SICK LEAVE — TRANSFER OF CREDITS:

Credits shall be transferred with the employee from one department to another.

9. LEAVE DUE TO DEATH OR SERIOUS ILLNESS IN IMMEDIATE FAMILY OF EMPLOYEE:

Permanent, temporary, provisional, or war-duration employees who have served over 4 months in the department may be granted 4 working days, with pay, in any year beginning April 1st, on account of death or serious illness in the employee's immediate family, upon satisfactory evidence of such. Such absence may be extended to a maximum of 10 days, and the excess above 4 days shall be charged to sick leave, vacation, or overtime credits. The immediate family or any employee shall include grandparents, brother, sister, spouse, child, father, mother, or a person occupying the position of a parent, of the employee or of his spouse.

10. LEAVE DUE TO INJURY OR DISEASE INCURRED IN THE PERFORMANCE OF DUTY, AND COVERED BY THE COMPENSATION ACT:

Any officer or employee who is necessarily absent from duty because of occupational injury or disease, as defined by the Workmen's Compensation Law, may, pending adjudication of his case, be granted leave with full pay for a period not to exceed 6 months (exclusive of accumulated sick leave credits), on approval of the department head, after full consideration of all the facts involved and the length of service of the employee.

Should the disability persist beyond this period, plus accumulated sick leave credits, such employee may be placed on leave without pay for a further period not to exceed 11 months. When such an employee receives an allowance from the Compensation Board from which has been deducted the amount of salary paid by the State, he shall on return to active duty be recredited with the number of days of earned sick leave consumed during his period of absence. Sick leave credits shall not be earned under these circumstances for periods that an employee is on such leave without pay.

11. LEAVE FOR JURY AND COURT ATTENDANCE:

On proof of the necessity of jury service or attending court for other than personal matters, leave of absence shall be granted with pay to all employees.

12. LEAVE FOR CIVIL SERVICE EXAMINATIONS:

Permanent and war-duration employees shall be allowed time with pay to take open competitive and promotional State examinations at the appropriate center. Provisional employees shall be permitted time with pay to take the State examination in connection with the position in which they are serving provisionally. Other temporary employees may utilize earned credits for overtime or vacation for the taking of examinations.

13. LEAVE FOR DENTAL OR MEDICAL VISITS:

Discretionary with the head of the department, occasionally required medical or dental visits may be allowed permanent and war-duration employees without loss of pay. Each such absence in excess of 2 hours shall be charged to earned sick leave credits in one-half day units.

14. LEAVE FOR QUARANTINE:

Employees required to remain absent because of quarantine shall present a certificate issued by the attending physician or by the local health officer, proving the necessity thereof. Under these circumstances they shall be granted leave with pay, and no charge shall be made against sick or other leave credits if the appointing officer is satisfied that the conditions warrant such action. Prior to return to duty, a medical certificate may be required.

15. LEAVES REQUIRED BY LAW:

Heads of departments shall grant any leave of absence, with pay, required by law.

Rule III - Leaves Without Pay

1. MATERNITY LEAVE:

Existence of pregnancy must be reported in writing to the head of the department not later than the fourth month, and he shall grant the employee a leave of absence without pay up to 6 months' duration, when, in his judgment, further service would not be in the best interests of the department or of the employee. This may be extended by the department head to a total not exceeding 11 months without pay. The employee may be

permitted to reduce such leave without pay by the use of any or all earned credits. A physician's certificate may be required at the time leave is requested and prior to return to duty.

Rule IV - Leaves for Other Reasons

1. Leaves of absence without pay for reasons not covered in the foregoing rules may be granted under the provisions of Civil Service Rule XVI by the department head to permanent and war-duration employees under extenuating circumstances, but in no case shall any total continuous leave without pay exceed twelve months without approval of the State Civil Service Commission.

2. LEAVE FOR EDUCATIONAL PURPOSES:

On approval of the department head, permanent employees may be granted a leave of absence for the purpose of acquiring educational training which will increase the efficiency and usefulness of the employee to the department. No leave of absence may be granted to pursue courses of study which may be acquired on an in-service basis.

RULE V - Drawing of Earned Credits Upon Resignation

1. At the time of resignation and upon at least two weeks' notice, drawing of any accrued credits for vacation or overtime shall be allowed to an amount not to exceed 30 working days, less the total number of such credits earned during the current employment year and already drawn.

RULE VI - Suspension of Rules

These rules may be suspended in whole or in part, in an emergency, for the duration of same and to an extent made necessary by the nature of the emergency, on approval by the State Civil Service Commission of a written request by the head of the department in which the emergency exists.

**PRESERVE
these
ATTENDANCE RULES
for ready reference**

**They are important to every Civil
Service Employee**

More Than 250 Delegates Attend 36th Annual Meeting

To the seat of State Government at Albany, on October 15 came representatives of State workers from all parts of New York for the 36th Annual Meeting of the Association. Workers on State highways, employees attending the wards and patients of the State in its institutions, fire observers in obscure mountain peaks, office workers in the various departments, workers on the canals; in fact, all State workers serving citizens in their many ways, were represented at the Annual Meeting. Their deliberations and decisions chart the course of Association action during the coming years. Elsewhere in this issue are printed the resolutions adopted by the delegates at the meeting. These resolutions represent the desires of State workers for improvements in working conditions which they feel are fair and just.

The delegates who attended the Annual Meeting from the various chapters and groups throughout the State included:

Binghamton Chapter: Clarence W. F. Stott, President; Harry Howard, Mrs. Florence Drew and Omer C. Wood, Delegates.

Buffalo Chapter: Joseph T. Waters, President; Norman Schlant, Vice-President; Robert R. Hopkins, President of Western Conference; Jean Robinson and Alethea Kloeppel, Delegates.

Hornell Chapter: Harry G. Tolan, President.

New York City Chapter: C. R. Culyer, President; M. L. Porta, William K. Hopkins, J. A. Deuchar, J. J. Byrnes, Eva R. Heller, K. A. Valentine, Edith Fruchthendler, Joseph Pittari, Mae Frazee and Victor J. Palsits, Delegates.

Oneonta Chapter: Charles Moorehouse and Gladys A. Butts, Delegates.

Rochester Chapter: Raymond L. Munroe, President, and Neil Goodman, Delegate.

Syracuse Chapter: Doris LeFever, President; Catherine Powers,

Richard McGarrity, Etola Muckey and Edward Killeen, Delegates.

Civil Service Department Chapter: Theodore Becker, President; Harry G. Fox, Treasurer; Frances Becker, Vice-President; Donald G. Simmons, Secretary, and Louis Drexler, Delegate.

Forest Protection Chapter: Arthur Walsh, Jr., President.

Game Protectors Chapter: James Welsh, President, and Chester Griffiths, Delegate.

Palisades Interstate Park Commission Chapter: George Siems, President. Mrs. Marie A. Owens, Secretary; Fred Pedersen and Clyde Morris, Delegates.

Albany Correction Department Chapter: William E. Cashin and J. Stewart Burton, Delegates.

Albion State School Chapter: Alice E. Wagner, President, and Mrs. Rose Eggleston, Delegate.

Attica Chapter: Lawrence R. Law, President.

Auburn Prison Chapter: Harry M. Dillon, President.

Clinton Prison Chapter: Leon M. Armer, President, and Roy Empey, Delegate.

Coxsackie Vocational Institution Chapter: James J. Walsh, President, and Ralph Carpenter, Delegate.

Dannemora State Hospital Chapter: Wesley Laporte and Gaylord Wray, Delegates.

Elmira Reformatory Chapter: Edward J. Looney, President.

Great Meadows Prison Chapter: Frank B. Egan, President, and Leo M. Britt, Delegate.

Matteawan State Hospital Chapter: Harry Phillips, President, and William McCarroll, Delegate.

Sing Sing Prison Chapter: Walter L. Smith, President and Joseph Lane.

Napanoch Chapter: James Morrow, President, and William Paterno, Delegate.

Wallkill Prison Chapter: Joseph Wickes and William Nevel, Delegates.

Westfield State Farm Chapter:

Mrs. Kate Wasserscheid, President, and Joseph J. Lennon, Delegate.

Woodbourne Chapter: Raymond Vanderwalker and Anthony LaForte, Delegates.

Geneva Chapter: Alvin Hofer, President, and Miss Jeanne Smith, Delegate.

College of Agriculture at Ithaca Chapter: Clarence Dickents, President, Paul Swartwood and Helen B. Musto, Delegates.

James E. Christian Memorial Health Department Chapter: Charles R. Cox, President, Frank J. Smith, C. Sidney Leete, Katherine H. Campion and Clifford C. Shoro, Delegates.

Biggs Memorial Hospital Chapter: Mrs. Veda Lawson, President; Mary Anne Zmek, Secretary, and Mrs. Ruth Burt, Delegate.

Division of Laboratories and Research, Albany Chapter: Dr. Joseph Schleifstein, President; Philip Murdick, Vice-President; Alton Zimmerman and M. Frances Crouse, Delegates.

Chatwick Chapter: Dr. Walter T. Murphy and Theodore Stopen, Delegates.

Ray Brook State Hospital Chapter: Emmett J. Durr, President; Clyde Perry and Albert S. McClay, Delegates.

Department of Labor, Albany Chapter: John F. Miller, President; Margaret M. Frawley and Grace F. O'Brien, Delegates.

D.P.U.I., Albany Chapter: John Quigley, Mae VanOrder, Genevieve Murphy and Margaret Sheridan, Delegates.

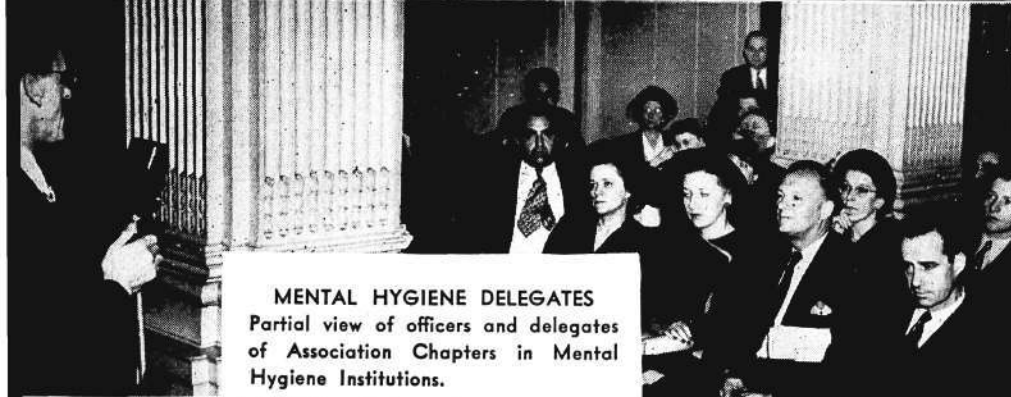
Brooklyn State Hospital Chapter: William J. Farrell, President; Lida C. McDonald, Vice-President; Katherine I. Collins, Secretary; Harry Kidd and Catherine Sullivan, Delegates.

Buffalo State Hospital Chapter: Harry B. Schwartz, President.

Central Islip State Hospital Chapter: Frank S. Walsh, President, and Michael J. Murphy, Delegate.

Craig Colony Chapter: J. Walter
(Continued on Page 268)

ASSOCIATION MEETS IN ANNUAL SESSION



MENTAL HYGIENE DELEGATES
Partial view of officers and delegates of Association Chapters in Mental Hygiene Institutions.

PRINCIPAL SPEAKER
Miss Mary Smieton, Director of Personnel, United Nations



Delegates and officials, Health Department Chapters, Charlotte Clapper, Executive Committee member, presiding.

FRONT ROW, left to right: Dr. Joseph Schleifstein, President, M. Frances Crouse, Secretary; Phillip Murdock, Vice-President, and Alton Zimmerman, Delegate, Division of Laboratories and Research, Albany Chapter; Katherine H. Campion, Delegate and Frank J. Smith, Vice-President, James E. Christian Memorial Health Department Chapter. **SECOND ROW**, left to right: Mrs. Ruth Burt, Delegate, Mary Anne Zmek, Secretary, and Mrs. Veda Lawson, President, Bligg Memorial Hospital Chapter; Charles R. Cox, President, James E. Christian Memorial Health Department Chapter; Edward Long, Representative from Mt. Morris State Hospital; Walter Murphy, and Theodore Stopen, Delegates, Roswell Park Health Institute Chapter. **STANDING IN REAR**, left to right: Albert S. McClay, Secretary, Emmett Durr, President and Clyde Perry Vice-President of the Raybrook Chapter; Peter Brusco, Treasurer and Clifford Shoro, Delegate, James E. Christian Memorial Health Dept. Chapter.

At the microphone, Fred J. Walters, Delegate from Middletown State Hospital Chapter. Guy deCordova, President of the Hudson River State Hospital Chapter, presided in the absence of Executive Committee Member Gordon Carlile who was prevented from attending by death in his immediate family.

TOASTMASTER



Charles R. Cuyler, President, New York City Chapter



DELEGATES OF CHAPTERS IN THE SOCIAL WELFARE DEPARTMENT
FRONT ROW, left to right, Charles Davis, President, Social Welfare, Albany Chapter; Mrs. Marjorie DesRoberts, Delegate, Albany Chapter; Francis A. MacDonald, President, Warwick Chapter, who presided at the meeting in the absence of Association Vice-President Jesse MacFarland, who was conducting the meeting of the Resolutions Committee; Mrs. Joe Clark, President, and Frances McHenry, Delegate, Thomas Indian School Chapter; and Michael J. Fitzgerald, Treasurer, Delegate, Warwick Chapter. **SECOND ROW**: Ann Furlong, Secretary, Emma Finn, Delegate, and Mrs. Laura L. Schaefer, President, Hudson Training School Chapter; Norman Pullan, Delegate, Thomas Indian School Chapter; Joseph McMahon, Delegate, and Clifford B. Hall, President, Industry Chapter.

Delegates representing Association members in the various chapters located in Correctional Institutions, Association Executive Committee Member Leo M. Britt of Great Meadows Prison, Comstock, presiding.

FRONT ROW, left to right are: Joseph Wicks, Delegate, and William Lavel, Vice-President, Walkkill Chapter; William Paterno, Delegate, Nanticoch Chapter; Frank B. Egan, President, Comstock Chapter; and Ben Armer, President, Clinton Prison Chapter. **SECOND ROW**, left to right: James Morrow, President, Nanticoch Chapter; Joseph J. Lennon, Delegate and Mrs. Kate Wasserscheid, President, Westfield State Farm Chapter; Anthony LaForte, Delegate, Woodbourne Chapter; Harry M. Dillon, President, Auburn Chapter; Roy Empey, Delegate Clinton Prison Chapter; and Raymond Vandewalker, Delegate, Woodbourne Chapter. **THIRD ROW**, left to right: Mrs. Alice W. Wagner, President, and Mrs. Rose Eggleston, Vice-President, and Joseph Lane, Delegate, Albion State School Chapter; Walter L. Smith, President, Sing Sing Prison Chapter; Ted O'Keefe, Delegate, Clinton Prison Chapter; and James Walsh, President, Cossack Chapter.



SOMETHING OLD AND SOMETHING NEW

The Association of State Civil Service Employees enters its new year 1946/7 with new opportunities, a new constitution and a new name. It keeps its old achievements, its old headquarters, its many chapters, and its old officers with new commissions.

The new constitution provides for a new division of the Association to consist of local civil service employees (city, town, village and school district except New York City and the five counties comprising the city). This is the natural consequence of the Fite Law extending civil service as required by the constitution to the local subdivisions of the State enacted five years ago and still being put into effect. All civil service employees in the State are subject to the same civil service laws and have the same problems and needs. First among these needs is a common front to solve these common problems.

The potential membership of the Association becomes about 250,000 or 300,000 members. There will be no organization drives to reach this potential total. A slower and more orderly procedure is preferred whereby initiative remains largely with the various local groups.

Your officers know that many small and a few large groups of local civil service workers are interested in forming chapters in the County Division.

One chief problem is to inform the widely scattered local people in a county how to proceed. We have found that some chapters have been interested and active in telling local civil service employees about our association and its achievements and in helping various groups in a county get together to consider forming a county chapter of the Association.

The Association depends on its present active members to introduce interested or likely-to-be-interested public employees to the aims and methods and achievements of our organization.

Be ready to answer such questions as the following:

Just what is your Association?

How does it operate as contrasted with the C.I.O. and A.F.L.?

What are its chief achievements?

How does it obtain its objectives?

How does it work with public officials?

Is the conference method as effective as strikes?

Does it get results through new legislation?

Local groups will need help in getting together on a county basis. Even after county chapters are formed, the group in your community will still lean strongly on your state division chapter. Joint meetings of local county and of state divisions chapters should prove useful.

I have frequently stated that the coming year will carry unparalleled problems and opportunities for the Association. Salaries will be determined for some years to come. The Salary Board will present to the Governor

and the Legislature its recommendations for new or revised salary schedules. It is expected also to suggest or make salary adjustments to meet changing salary conditions for those positions in which large number of state employees are found. This presumably will include most clerical and office jobs, many hospital positions, the more common lower engineering and technical jobs, many inspectors, labor investigators and mechanics of various sorts.

It seems probable that similar salary adjustments will proceed later in 1947 and perhaps in 1948. All this calls for whatever cooperation and advice the Salary Board may be willing to accept from the Association and for quick appeal to the Governor and legislature if that is necessary.

Pension liberalization is a second must on the Association program. We shall try to keep the retirement allowances in touch with actual economic conditions. We must, if possible, keep the pension plan relatively as good today as it was when established a quarter century ago. To accomplish this there is as much need for a minimum pension in public service as there is in industry for a minimum wage. All rights of members in the retirement system must be preserved and such rights must extend to all public employees, whether the period of public service is short or long. Employees must have the right which formerly maintained of buying increased annuities. Certain employees must be enabled to retire earlier with adequate protection and with the State paying the higher pension costs while the employee pays only the higher cost of the annuity. This all amounts to the demand that some measure of Social Security be incorporated in the Retirement law.

Much remains to be done in introducing the shorter hours in the institutions. Early in 1947 an appropriation should make possible the payment of overtime for all work beyond the required 40 hours weekly. There will doubtless be a widespread tendency to pay overtime rather than to reduce hours. It is my belief that our members want the shorter hours wherever possible and as soon as possible. Salary adjustments should be large enough to allow a living wage for 40 hours work weekly. Any attempt to base wages on the 48 hour week is contrary to administration policy as we understand it, and the sole excuse for overtime will soon be the impossibility of recruiting sufficient help. With fair salaries, this should be the exception rather than the rule.

These are a few of the objectives for which the Association is ready to fight. To win we need you—your active support and your continued interest.

Through the *State Employee* to be rechristened, and the "Civil Service Leader", we at headquarters will try to keep you in touch with rapidly moving association affairs. Through our many chapters we expect prompt action on matters for united action to meet emergencies. Special bulletins sent to the various chapters on important developments should be of interest to every member. To go forward, we must stand united.

What's Doing in the Association



Above are a few of the Presidents of Chapters of the Association located throughout the State. This picture was taken following the Annual Meeting of the Association October 15.

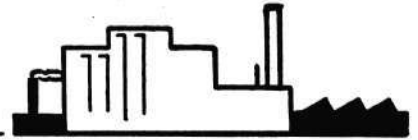
Front Row: Left to Right: Harry Schwartz, Buffalo State Hospital Chapter; Frederick J. Milliman, Gowanda State Hospital Chapter; Doris Le Fever, Syracuse Chapter; Alice Wagner, Albion State Training School Chapter; Mrs. Kate Wasserscheid, Westfield State Farm Chapter; Nellie Innocent, Wassaic State School Chapter; Frederick J. Krumman, Syracuse State School Chapter; J. Walter Mannix, Craig Colony Chapter.

Standing: Left to Right: Harry Phillips, Matteawan State Hospital Chapter; Lawrence R. Law, Attica State Prison Chapter; John Wallace, Manhattan State Hospital Chapter; Biagio Romeo, Psychiatric Institute Chapter; Alvin Hofer, Geneva Chapter; J. Gerald Zugelder, Rochester State Hospital Chapter; Francis A. MacDonald, Warwick State Training School Chapter; Charles R. Cuyler, New York City Chapter; Frank S. Walsh, Central Islip State Hospital Chapter; William J. Farrell, Brooklyn State Hospital Chapter; Fred Seminari, Rockland State Hospital Chapter; Joseph Olita, Delegate, Rockland State Hospital Chapter; John L. Murphy, Creedmoor State Hospital Chapter; Patrick Geraghty, Delegate, Manhattan State Hospital Chapter; Edward Long, Representative, Mt. Morris State Hospital Chapter.



Association President Frank L. Tolman presenting formal charter of the Civil Service Department Chapter. Officers of the chapter accepting the charter are left to right, Theodore Becker, President; Harry G. Fox, Treasurer, and Frances Becker, Vice-President. Other officers of the chapter are Donald G. Simmons, Secretary, and Louis Drexler, Delegate.

What's Doing in the Institutions



MENTAL HYGIENE DIRECTORS CONFER AT HUDSON RIVER STATE HOSPITAL

CLOCKWISE, FROM LEFT SIDE: Dr. John L. Van De Mark, director, Rochester State Hospital; Mrs. Charles J. Corbally, president, Board of Visitors, Hudson River State Hospital; Commissioner Frederick MacCurdy; Mrs. Van De Mark; Dr. John R. Ross, director, Hudson River State Hospital; Mrs. Ross; Dr. Robert C. Woodman, formerly superintendent at Middleton State Homeopathic Hospital; and Mrs. MacCurdy.

Three Key Employees in the Binghamton State Hospital Business Office Who Will Retire Within Three Months

They have a total of 123 years in State service. L. to R: C. Fred Moran, Acct. Clerk, retires Dec. 1,—35 years' service; Mrs. Eva Demer, Senior Acct. Clerk, retired Oct. 1,—44 years' service; Harry A. Hecox, Principal Acct. Clerk, retires Nov. 1,—44 years' service.

C. Fred Moran—First employed at Binghamton State Hospital August 20, 1917. He resigned August 12, 1918, to go into military service in World War I. He returned and has been at the Hospital ever since. He is very ably employed in the Business Office and will retire December 1. "Fred is a person who has never grown old with his years but has kept abreast with the times very well. We consider him a very efficient employee and one of the greatest monotony killers that ever worked in an office. To know and work with Fred is like getting out of the right side of the bed feeling swell. Upon his retirement he too will head for Florida where he expects to make his home. Although he has all our best wishes for a quiet happy life, it does seem a shame he has to go so far away so we can't see him often."

Mrs. Eva Demer—First employed at Utica State Hospital, February 23, 1903. Went to Binghamton State Hospital on January 1, 1921, and has worked in the Business Office since that date doing many jobs very well. She retired as of October 1. "We all hope that she will spend many many years in comfort and ease in her home at 11 Mozart Street in Binghamton."

Harry Hecox—First employed in Kings Park State Hospital, October 16, 1902. Employed at the Binghamton State Hospital February 1, 1914, and for many years was in charge of the Business Office. He is retiring as of November 1. Has purchased a beautiful 27 foot trailer and expects to start for Florida November 1st

with his wife, trailer, bag and baggage and well wishes of all his co-workers.



(Photo by Roy W. Gardner)

"The superiors of these three employees agree that they have done their jobs cheerfully and efficiently and well deserve a quiet peaceful life for the rest of their years, which we hope will be many."

Improvements Cited in Group Life Insurance Plan

Policyholders of the Group Life Insurance Plan sponsored by the Association should read this brief article carefully. Non-policyholders will also be interested in changes which make this low-cost life insurance even more attractive than before.

On November 1, 1945, \$250 additional insurance was accorded each member of the plan and guaranteed for one year without additional cost to the member. As of November 1, 1946, this free insurance will be increased to 10% of the amount of insurance issued each member with a minimum of free insurance of \$250, and is guaranteed until November 1, 1949, which is the 10th Anniversary of the Plan.

This extra insurance protection, without cost to the insured member is made possible by favorable mortality experience under the group plan. Of course, favorable experience will only continue as long as the number of employees insured remains high. Therefore, it is important that each insured member brings the opportunity for this low-cost life insurance to the attention of his fellow employee.

Increased Amounts of Insurance

As of November 1, 1946, the amount of insurance issued each member of the plan will be adjusted in accordance with the annual gross salary of the member, that is, basic salary plus war emergency compensation. In the past the war emergency compensation was not considered in determining the amount of insurance each member was entitled to.

This change will result in an increase of insurance protection for a large number of insured members. **The increased payroll deduction for the higher amount of insurance will be made from the last half of October salary.**

The annual salary of a member paid on a per-diem basis is determined for insurance purposes as the

per diem rate (including war emergency compensation) times 300, and, in the case of hourly rates, at 2400 times the hourly rate.

Anticipating that war emergency compensation would become part of basic salary as of April 1, 1947, many members of the group plan requested that the war emergency compensation be considered in the determination of amount of insurance to be issued each insured member. The plan provides that, effective each November 1st, the amount of insured be adjusted to salaries received. The State Insurance Law precludes individual selection of the amount of insurance under group life plans. The amount of insurance must be established in a schedule applicable to all insured members.

New Certificates

Because of changes which have occurred since the issuance of the original certificates to members insured under the plan, shortly after November 1st it is planned to issue and send to each of the thousands of insured members new certificates showing the amount of insurance in effect on November 1, 1946, and containing the amendments to the provisions of the plan generally.

More Insurance for Women

Many women have requested higher amounts of insurance than those provided under the plan. At present the maximum amount of insurance issued to women members is \$1000. This maximum was originally established at the request of the majority of women who were interested in becoming insured under the plan.

Because of requests received, effective November 1, 1946, all women insured under the plan who receive a gross salary of \$3500 or more annually will receive \$2000 amount of insurance.

New Employees

No medical examination is necessary if a new employee applies for the insurance within the first three months of employment by the State. If application is not made within

that time, a medical examination is necessary, at the expense of the insurance company.

The Group Life Plan was sponsored by the Association to fill an existing need of members, and at their request. After much study by the Association's Insurance Committee and considerable expense, an insurance contract giving the broadest coverage at the lowest cost was secured from one of the country's most reputable and largest insurance companies.

This insurance was arranged for you as an Association member. Consider the following features: **Low-cost, 10% free insurance** as of November 1, 1946; **broad coverage**—pays for death due to any cause; **same rates** apply whether you are a hospital attendant, State Trooper, or office employee; **prompt claim payments**—usually paid within 24 hours.

If you are interested, or if your fellow worker is interested, secure an application and literature on the group life insurance plan from your local chapter or from Association Headquarters, Room 156, State Capitol, Albany. Don't delay such an important matter.

"SQUARE DEAL"

(Continued from Page 248)

is called for to put State salaries in line with salaries paid in private industry and other public jurisdictions.

You can rest assured that the Board is interested in giving you a square deal, and living up to its obligation as expressed in the Career Law.

The Board will strongly uphold the expressed policy of the State to fix salaries that will "attract unusual merit and ability to the service of the State, to stimulate higher efficiency among the personnel, to provide skilled leadership, to reward merit and fitness, and to insure to the people and the taxpayers of the State the highest return in services for the necessary costs of government."

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HOW'S YOUR HEALTH?

By ISABEL BEARDSLEY

The method of spread of poliomyelitis, or infantile paralysis, has been cloaked in considerable mystery. This mystery, say the doctors who deal with the disease, disappears to a large extent when it is understood that many cases recover with no paralysis whatever and that there exists many healthy carriers of the virus causing this disease. It seems plausible, therefore, to consider that it is spread from person to person contact, much as measles and other childhood communicable diseases are spread, the apparent lack of relationship between one paralyzed case and the next, accounted for by the mild cases and carriers. As a cause of death infantile paralysis is less important than whooping cough.

Infantile paralysis occurs most often in the summer months and early fall, usually among children. Parents can do much to prevent its spread by remembering that in the beginning it resembles many other communicable diseases. If a child who has been well becomes restless, feverish and irritable, particularly if he complains of a sore, stiff neck and spine and pains in the back, arms and legs, a physician should be called promptly.

There are few things more tragic than a child with permanent paralysis and this ever present evidence of the disease is the reason infantile paralysis is feared out of proportion to its true importance. It has been estimated that even in extensive epidemics, the likelihood that a child under ten years of age will develop severe paralysis is about one in 30,000. While this estimate should help prevent panic on the part of parents when infantile paralysis exists in the community, it does not mean that nothing should be done to guard the family against the disease. If infantile paralysis is occurring in your neighborhood, permit your child to associate with other children as little as possible. Under no circumstances let him visit another child ill from any cause, no matter how trivial the illness seems to be. Observe carefully the rules and precautions prescribed by health authorities. Keep your child out of crowds. Avoid movies, theaters, parties, dances, picnics and crowded boats and trains until the epidemic is over. If you have a yard, let your child play there. If paralysis does develop remember that much can be done through the advice of experienced physicians and nurses to make normal activity possible. The State Department of Health makes available certain services to assist you and your physician in this problem.

Form 3326-24, 1935

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACTS OF CONGRESS OF AUGUST 24, 1912, AND MARCH 3, 1933

Of THE STATE EMPLOYEE published monthly except July and August
(Insert title of publication.) (State frequency of issue.)
at Albany, New York for October 1 1946.
(Name of post office and State where publication is entered.) (State frequency of issue.)
STATE OF NEW YORK
COUNTY OF ALBANY

Before me, a Notary Public in and for the State and county aforesaid, personally appeared WILLIAM F. MC DONOUGH, who, having been duly sworn according to law, deposes and says that he is the Managing Editor of the THE STATE EMPLOYEE (State whether editor, publisher, business manager, or owner.) (Insert title of publication.) and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, as amended by the Act of March 3, 1933, embodied in section 537, Postal Laws and Regulations, printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are:

Name of—	Post office address—
Publisher <u>Association of State Civil Service Employees,</u>	<u>Room 156, State Capitol, Albany, NY</u>
Editor <u>Thomas C. Stowell</u>	<u>P.O. Box 231, Capitol, Albany, NY</u>
Managing Editor <u>William F. Mc Donough</u>	<u>449 Western Ave., Albany, N.Y.</u>
Business Managers <u>William F. Mc Donough</u>	<u>" " " " " " " "</u>

2. That the owner is, (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding one per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated entity, its name and address, as well as those of each individual member, must be given.)

The Association of State Civil Service Employees of the State of New York, Inc.

3. That the known bondholders, mortgages, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.)

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner, and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him.

5. That the average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the twelve months preceding the date above above is _____ (This information is required from daily publications only.)

Sworn to and subscribed before me this 1st day of October 1946

(SEAL)

(My commission expires March 1947)

NOTE.—This statement must be made in duplicate and both copies delivered by the publisher to the postmaster, who shall send one copy to the Third Assistant Postmaster General (Division of Classification), Washington, D. C., and retain the other in the file of the post office. The publisher must publish a copy of this statement in the second issue printed next after its filing.

POSTMASTER: BE SURE TO READ AND CAREFULLY OBSERVE INSTRUCTIONS ON THE OTHER SIDE.



Photo by The Binghamton Press

WHERE ARE YOU GOING?—If you don't know, one of these new state maps—displayed by Miss Beverly L. Hanley, an employee of the Binghamton District Office, State Department of Public Works—may have the answer. The office has received first shipment of maps for free distribution to area motorists.

RESOLUTIONS

(Continued from Page 242)

GOOD FRIDAY FOR RELIGIOUS OBSERVANCE

"RESOLVED, That in order to permit many of the employees of this State who belong to the Christian religion to observe Good Friday that this day be granted for religious observance without loss of vacation or other privileges."

RETIREMENT MATTERS

LIBERALIZE PENSIONS

"RESOLVED, That this Association urges early action by the Governor and the Legislature to liberalize the State Retirement law to

- (a) establish a minimum retirement allowance of \$1,200 per annum for members who have been employees of the State on a full time permanent basis for thirty years,
- (b) permit optional retirement at age 55 with the State bearing half of costs on the same basis as provided in the New York City Retirement System,
- (c) that the death benefit be increased to an amount equal to $\frac{1}{12}$ th of the member's annual salary for each year of service to 12 years and an additional amount for each 2 years of service thereafter,
- (d) that the law provide vesting of employee's retirement allowance after 5 years of service when state service is discontinued on the same basis as provided in the Federal Retirement,
- (e) that optional retirement after 25 years of service at one-half pay be provided."

LIBERALIZE CORRECTION AND MENTAL HYGIENE RETIREMENT SYSTEMS

"RESOLVED, That the Association urge upon the Governor and the Legislature the enactment of a measure to grant to beneficiaries of members of the Correction Department Retirement System and State Hospital Retirement System options and death benefits like to those provided for members of the State Retirement System at no additional cost."

DEATH BENEFIT FOR CORRECTION RETIREMENT

"RESOLVED, That the Association urge upon the Governor and the Legislature amendment of Section 470 of the Correction Law to provide that widows of prison guards or employees of Correction Department which guards or employees were members of the Correction Department Retirement System, shall receive a pension of \$600 per year as provided in Assembly Bill,

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FLORIST

Introductory 1005, passed by both houses of the Legislature in 1945 but vetoed by the Governor."

RETIREMENT OF ARMORY EMPLOYEES

"WHEREAS, That Armory Employees within N. Y. C. were members of the New York City Pension System and did in good faith accept all obligations of that System, but due to legislation that was enacted transferring Armory maintenance from the responsibility of the City of N. Y. to the State of N. Y., and that the Armory Employees employed therein had no choice in the matter, and were compelled to accept transfer to the State Retirement System or suffer loss of their jobs, some of these employees at the time being in the Armed Forces and who also had to accept the terms as listed in Section (73) of the retirement system which has a time limitation of five years, giving the member greater or lesser pension,

"BE IT RESOLVED, That the Time Limitation in Section (73) of the N. Y. Retirement System be amended to read **Ten years in lieu of (five) years.**"

PREVIOUS SERVICE CREDIT FOR CORNELL EMPLOYEES

"RESOLVED, That the State Retirement Law be amended to permit the employees of Cornell University to pay contributions for previous service."

RETIREMENT CREDIT FOR LEAVE WITHOUT PAY

"RESOLVED, That employee be permitted to contribute his normal share plus State's share while away on uncompensated sick leave or leave of absence and that time credit for such period be considered for retirement purposes."

RETIREMENT TRANSFER OF TEACHERS

"RESOLVED, That legislation be initiated by the Association to permit teachers or instructors employed in institutions teaching or instructing who were former members of the State Teachers Retirement System to transfer to the State Employees Retirement System."

STATE PAY VETERANS' CONTRIBUTIONS TO RETIREMENT

"RESOLVED, That the Association urge upon the Governor and the Legislature appropriation of funds adequate to pay the sum of State employee contributions required to obtain time credit in the State Re-

tirement System for all periods of absence in the armed services of the United States since 1940."

EXPEDITE RETIREMENT APPLICATIONS

"WHEREAS, The average State employee making application for retirement has accumulated only a moderate financial reserve and therefore the interim of four or five months which now occurs upon retirement between the payment of the last salary check and the receipt of the first allowance works a real hardship on the average individual applying for pension,

"BE IT RESOLVED, That the Association petition the State Employment Retirement System to accelerate the handling of employees retirement applications and provide for the payment of the first retirement check within at least thirty days from the retirement date."

INCREASED ALLOWANCES FOR RETIRED EMPLOYEES

"RESOLVED, That in view of the increase in the cost of living, that this Association urge upon the Governor and the Legislature that prompt action be taken to provide increased retirement allowances for retired State employees."

CIVIL SERVICE LAW

EXTEND COMPETITIVE CIVIL SERVICE

"RESOLVED, That the Association request immediate action by the Civil Service Commission to adhere to merit plan principles established in the State Constitution and the Civil Service Law in the recruitment of workers in State service and to bring within the competitive class many of the workers now in the non-competitive or exempt classes."

INVESTIGATION OF DIVISION OF STATE POLICE

"WHEREAS, It appears that inequities exist in the Division of State Police with respect to working conditions, hours of work, opportunities for promotion, punitive transfer and other matters in connection with employment in the said Division,

"BE IT RESOLVED, That the Association urge the Governor and the Legislature to institute an investigation of the Division of State Police and

"BE IT RESOLVED FURTHER, That Legislation be enacted to bring employment in the Division of State Police under the provisions of the Civil Service Law."

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BILLING FOR HOTEL EXPENSES

"RESOLVED, That the State Association of Civil Service Employees sponsor a program for billing hotel charges for State employees traveling on official business in the same manner that the transportation requests are now handled."

SUITABLE WORK QUARTERS

"RESOLVED, That the Association urge upon the Governor that a plan be adopted under which in the rental of buildings to be used for State business and in which State employees will be permanently employed that consideration be given through proper officials of the Department of Health or the Department of Labor to assurance that the buildings rented are suitable for workers from the standpoints of conditions and facilities deemed essential for the safeguarding of health of employees."

COOPERATIVE HOUSING ASSOCIATIONS

"RESOLVED, That Association officers and headquarters take action to assist State employees interested in promoting better housing conditions to obtain assistance from the State Commissioner of Housing through the establishment of discussion courses for the purpose of formulating cooperative housing associations which could purchase apartments or land on which apartments or one family homes might be erected within commut-

ing distance of State offices where workers are employed."

THANKS TO OFFICERS AND STAFF

"RESOLVED, That the delegates express on behalf of the membership of the association sincere appreciation of and sincere gratitude for the tireless and efficient service rendered throughout the year by the officers and headquarters staff of the association."

REPRESENTATIVE ON SALARY BOARD

"WHEREAS, It is generally considered sound practice to have employees participate in any wage administration plan and

"WHEREAS, The Feld-Hamilton Law provides that the Civil Service employee members of the Salary Board shall be appointed by the Governor and

"WHEREAS, The democratic procedure would be for employees to select their own representatives be it

"RESOLVED, That this Association urge amendment of the law to permit the employees of the State to elect the employee members to serve on the Salary Board."

MISCELLANEOUS

UNEMPLOYMENT INSURANCE PROTECTION

"RESOLVED, That the Association urge immediate

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action by the State to provide unemployment insurance benefits for state employees who may become unemployed, and that the Association urge prompt executive and legislative action to provide such insurance benefits for state employees without contribution by the employees."

INCREASE IN MILEAGE AND SUBSISTENCE ALLOWANCES

"RESOLVED, That the Association urge upon the Comptroller of the State the immediate revision of rules promulgated by him to allow an increase in mileage allowance to State employees who are required to use their personally owned cars on State business and also to allow an increase in subsistence and room allowances to State employees required to travel in the performance of their duties, to meet living and automobile operation costs."

REIMBURSEMENT OF TRANSFER EXPENSES

"RESOLVED, That the Association again urge legislation to provide adequate funds to pay for the cost of transferring an employee, his family and effects to a new location in the event that a permanent employee is transferred from his present area to a new location."

STATE TO FURNISH UNIFORMS WITHOUT EXPENSE TO EMPLOYEES

"RESOLVED, That the Association urge upon the Governor and the Legislature that provision be made to supply to guards, attendants, nurses and all other employees of institutions, who are required to possess special uniforms for the discharge of their duties, such uniforms as are so required without cost to employees."

FREEDOM AS TO MEALS AND ROOMS —INSTITUTIONAL WORKERS

"RESOLVED, That the Association again urge upon Executive and Administrative authorities, that employees of the State wherever located be allowed the full cash salary attached to their positions and that they be allowed to live and to take their meals where they wish subject to reasonable time schedule within the institutions or schools."

MEAL CHARGE ARRANGEMENT FOR INSTITUTIONS

"RESOLVED, That the Association recommends that a cafeteria system be established and meal cards made available to employees in institutions wherever meals are served to employees, such cards to be furnished at present meal rates, and that such cards be punched by the person in charge of the dining room only for such meals as are actually taken by each employee and that the employee be charged only for the meals taken."

ARMORY PERSONNEL

"BE IT RESOLVED, That Paragraph C, Section 187 of the Military Law be amended to read: That an Armory heated by steam shall be provided one Engineer and upon the certificate of necessity and approval of the Commanding Officer of the Brigade to which the organization occupying such Armory Buildings, or the Commanding General of the National Guard, or the Commanding Officer of the Naval Militia, as the

case may be, one Ass't. Engineer, and if the heating or power plant consists of two (2) or more Boilers, one (1) Fireman."

MORE PRACTICAL UNIFORM

"RESOLVED, That the Association request the Department of Mental Hygiene to approve a uniform that is more practical than the one presently worn by the male attendants in state hospitals and institutions."

ENABLE ALL WORKERS TO PURCHASE AT HOSPITAL STORES

"RESOLVED, That this Association urge such action as is required to allow all employees in State institutions to purchase foods and supplies at hospital stores."

NON-PROFIT CLUB STORES AND EXCHANGES

"WHEREAS, Prices in club stores and employee exchanges could be greatly reduced for the benefit of the employees and patients in institutions be it

"RESOLVED, That purchases for the hospital club stores and employee exchanges be made with the intent of making all sundry articles available to employees and patients at lowered prices."

FREE LIVING QUARTERS FOR CERTAIN INSTITUTIONAL WORKERS

"RESOLVED, That the Association urge that living quarters be furnished without charge to all employees who are required to live on institution grounds and to be within their quarters each night except on pass days beyond the eight hour period of daily work by reason of their responsibility to the patients or wards, and responsibility for buildings or property of the State."

INSTITUTIONAL PATROLMEN MADE PEACE OFFICERS

"RESOLVED, That the Association of State Civil Service Employees of the State of New York cause to have included in laws of the State and insert into Section 154 of the Code of Criminal Procedure of the State of New York, that all Institutional Patrolmen of the Department of Mental Hygiene shall be made peace officers of the State."

MAKE POSITION SPECIFICATIONS AVAILABLE

"RESOLVED, That the Association urge upon the State Classification Board publication of complete specifications for all positions in the State service and that such specifications be printed and made available to the general public and to employees, and that any amendments thereto be published in like manner."

DISCONTINUE FEES ON PROMOTION EXAMS.

"RESOLVED, That the Association urge amendment to the Civil Service Law to provide that all persons entitled to compete in promotion examinations in State service may do so without payment of an examination fee."

PROMPT REINSTATEMENT OF EXONERATED EMPLOYEES

"RESOLVED, That the Association seek prompt amendment of the provisions of the Civil Service law applying to dismissals, suspensions or demotions to

assure that where the charges are not sustained, on appeal to the Civil Service Commission the employee is returned to the position from which dismissed, suspended or demoted and that such employees receive pay for any period of suspension."

RIGHT TO COUNSEL AT HEARINGS

"RESOLVED, That this Association urge amendment to the Civil Service Law to extend to all civil service employees the right to counsel at any hearing before any appointing officer."

RESCIND POWER TO IMPOSE FINES

"RESOLVED, That this Association urge amendment of the Civil Service Law to rescind the power of the appointing officers to impose a fine."

PROMOTION OPPORTUNITY

"RESOLVED, That the Association recommends the amendment of the Civil Service Law to protect in competitive and promotion examinations employees in promotion units of State government where advancement is limited by lack of positions in the particular unit and also that careful consideration be given to open competition to employees in more than the next lower grades."

WORKERS ENLISTED

(Continued from Page 249)

L. B. Furch, Fleishmanns; George McDonnell, Saratoga Springs; Claude Van Wie, Schoharie; Francis Hannon, 247 East State Street, Salamanca, N. Y., and Francis Meeks, R. D. No. 2, Hornell, N. Y.

Elmira Reformatory Chapter

Ange Carey, Herman Cassidy, Edward Clark, Frank Crowley, John Daly, James Floody, John Gallagher, Thomas Janes, James O'Dea, Edwin Pinckney, Stanley Rodzae, William Ryan, Kathleen Sullivan, Gerald Thomas, George Zelinski, Peter Calabrese, Gilbert Scofield and Richard Savey, Reception Center.

Albion State Training School Chapter

Miss Garnet Hicks, Chairman, Mrs. Loraine Hazard, Mrs. Beth Strickland, Mrs. Josephine Magor, Miss Lena Mae Wells, and Miss Blanche Barker.

New York City Chapter

Labor Department: Francis Conlon, Engineering and Industrial Safety; Margaret M. Shields, Standards and Appeals; Salvatore Anastasia, Bedding; Mildred Davis, Women in Industry; Frank Newman, Labor Relations; Zora S. Kopp, Research and Statistics, General Office and Industrial Board; Carmelo Ingegnieros, Benjamin Ungarten, Harold Waldhauer and Peter J. O'Regan, Workmen's Compensation.

Tax Department: Vera Burchnell, Queens Office; Walter Bradshaw, John R. Woods, Motor Vehicle Bureau, 80 Centre Street, New York City; Ella Montgomery, Files Section, New York City Office; Joseph Pittari, Income Tax Division, New York City Office; and Leonard Aster, Brooklyn Office.

State Insurance Fund: Cornelius O'Shea, General; Catherine McGuire, Executive; Francis McCarthy, Executive; Patrick Mason, Legal; Martin Vulpis, John Powers and Louis Stubenvoll, Underwriters; Lillian Gillerann, Personnel; Edmund Bozek, Irwin Schollberg and Alexander Greenfield, Claims; Margaret Milliot, Accounting; John White, Collection; Robert Moore, Accounting; Mildred Bowe, Payroll; John Marron, Safety Service; John Viggiana and Otto Theodore, Policyholders; and Robert Moore, Coordination.

Courts: Walter J. Nolan, Appellate Division, Supreme Court, 45 Monroe Place, Brooklyn; John A. Masterson, Supreme Court, Kings County, Jerolemon and Fulton Streets, Brooklyn; N. M. Danziger, Supreme Court, Bronx County, 851 Grand Concourse, Bronx; Jacob Crystal, Surrogates Court, Kings County, Hall of Records, Brooklyn; Raymond Corry, Surrogates Court, 31 Chambers Street, New York City; Vincent C. Tynann, Surrogates Court, Queens County, 88-11 Sutphin Blvd., Jamaica; Thomas C. Burns, Surrogates Court, Richmond County, Court House, Staten Island.

Armories: Walter Derby, N. Y. Naval Militia, Ft.

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of 52nd Street, Brooklyn; Adrian Jacques, 4th Regiment, 168th Street and 93rd Avenue, Jamaica; James C. Jensen, 4th Regiment, 216 Washington Street, Hemstead; Ernest Johnson, 4th Regiment, Flushing; Joseph Ackerman, 5th Regiment, 1122 Franklin Ave., Bronx; Alfred Gerstman, 5th Regiment, 171 Claremont Avenue, Brooklyn; Peter McConville, 7th Regiment; 643 Park Avenue, New York City; William L. Schneider, 8th Regiment, 29 W. Kingsbridge Road, Bronx; James C. Clifford, 9th Regiment, 126 W. 62nd Street, New York City, Stephen F. Bennett, 12th Regiment; 120 W. 62nd Street, New York City; Walter F. Rube, 13th Regiment, 357 Sumner Avenue, Brooklyn; John Machalik, 14th Regiment, 1402 8th Avenue, Brooklyn; Fred Hoeflerin, State Arsenal, 355 Marcy Avenue, Brooklyn; John Martin, 15th Regiment, 142nd Street and 5th Avenue, New York City; Charles Smith, 17th Regiment, 100 East 34th Street, New York City; John Connaughton, 23rd Regiment, 1322 Bedford Avenue, Brooklyn; Thomas Mugavain, 51st Mechanized Cavalry, 1339 Madison Avenue, New York City; Herman Johnson, 51st Mechanized Cavalry, 1579 Bedford Avenue, Brooklyn; Edward Lattanzie, 51st Mechanized Cavalry, West New Brighton, and Biagio Nuccio, 69th Regiment, 68 Lexington Avenue, New York City.

Other Departments and Agencies, New York City: Edward Kenny and Henry Albert, Div. of Veterans Affairs; Mrs. Sauve, State Maritime Academy, Fort Schuyler; Edwin C. Hart, Agriculture and Markets; Jacob Ciering, Audit and Control; Victor Palsits and J. Jennings Mahran, Banking; James M. Cunneen, Civil Service; Arthur H. Johnson, Water Power and Control Commission; Carol Schloss and Gilbert G. Weaver, Education; Solomon J. Heifetz, State Commission Against Discrimination; Elvira Hart, Division of Housing; Alvin E. Bloomquist, Division Military and Naval Affairs; Harry Kisver, State Liquor Authority; Charles O'Boyle, State Liquor Authority, Personnel Unit; Samuel C. Ashkanazy, A. B. C. Board; Sol Bendet, Insurance.

Frank Newman, State Labor Relations Board; Edith Fruchtdler, James Puccio and Kenneth A. Valentine, Public Service; Sarah L. Oram and Mae Frazee, Social Welfare, Anna A. Little, State and Nicholas Opolonick, State Racing Commission.

Auburn State Prison Chapter

Harold Collver, Prison School; C. Kenneth Mahaney, Industrial Shops; James G. Quinn, Cell Blocks; Donald K. Wilson, Chief Clerk's Office; James Clynes, Guards, 12 to 8 shift; Joseph D. O'Brien, Guards, 4 to 12 shift; and Joseph Hickey, Industrial Shops.

Clinton Prison Chapter

John Warner, Administration Building; Francis Watts, School; D. Barron Leathen, Hospital; Lloyd Kinneston, Mess Hall; Charles Seamans, Cell Blocks; Lyman Durphy, Cell Blocks; Charles Cosgrave, Shops; W. Clifford Rhodes, Powerhouse; Ellis Marshall, 4 to 12 shift; Floyd Converse, 12 to 8 shift; Wilfred Boury, William Meehan and James McCarthy, Representatives at large; Walter La Barge, Treasurer and Leon Armer, President.

Great Meadow Chapter

Frank B. Egan, Mess Hall, 11:00-7:00; Harry Wryc, Carpenter Shop, 7:30-3:30; Kenneth M. Bowden, Paint Shop, 9:30-5:30; Benedict Kirkpatrick, Cell Hall (Plumbing), 9:30-5:30; John Mack, Four Gates, 8:00-4:00 and Leo Britt, Outside Maintenance, 7:30-3:30.

Matteawan State Hospital Chapter

Michael Sholdis, James Browne, Miss Mary Devon, Mrs. Helen Masten, Louis Vix, Michael Kirby, Albert Carr, William Mahar, Frank Paterson and Harry W. Phillips.

Dannemora State Hospital Chapter

William Holzer, Bernard Wallace, Bernard Racette, Arthur Tacy, Dorothy McCasland, Albert Foster, Charles Layhee, Thomas Tobin, Wesley La Porte, Gaylord Wray, Howard St. Clair and Edward Beauchemin.

Napanoch Institution Chapter

William Paterno, Cage; Harold Butler, Laundry; George Halbig, Armory; Vrooman Krom, Industrial Building; Howard Gemmel, Administration Offices; Robert Michel, Power House and Angelo Syracuse, School.

Wallkill State Prison Chapter

Albert Kennedy, Education, Classification, Identification, Chaplains, and Administration, Roy Newkirk,

James G. Tebbutt

Marshall W. Tebbutt, Jr

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Westfield State Farm Chapter

Miss M. E. Pickett, Prison Matrons; Miss Mary Kain, Reformatory Matrons; Mrs. Harriet Clarke Sier, School; Miss Anne E. Quinn, R. N., Hospital; Ford Hall, Mechanical Division; Francis X. Jackson, Engineering Division; Everett J. Quinn, Stewart's and Clerical Division; and D. J. Downing, Secretary of Local Chapter.

Coxsackie Chapter

Sergeant John Davis, 4-12 Midnight; Sergeant John McCormick, 12-8 A. M.; Chief Carl Clark, Power House; Guard Raymond Marohn, 8-4 P. M.; Guard Gilbert Ringwood, Noon-8 P. M.; Guard John Longthorn, 8-5 P. M. (Front); Guard George Van Vleet, Farm; Nurse Ann Redmond, Hospital; Teacher Hyman Deitch, School; and Instructor Joseph Rouse, Shops.

Ray Brook State Hospital Chapter

Catherine Rice, Chairman, Administration Office; Dora Pryne, Sewing Room; Rudolph Berger, Inf. Bldg.; Mary Starks, Stewart's Office and Henry Swan, Industrial Shop.

Mount Morris Chapter

Edward Long, President; William Von Hummel, Vice President; Ruby Bryson, Secretary; and Dean Hyde, Treasurer.

Hudson River State Hospital Chapter

Margaret Scott, Administration; Charles Veith, Building Dept.; Angus Brownell, Broadacres; Lillian Eisert, Center Housekeeping; Ada Smith, Central Group; Russell Murphy, Clothing Dept.; Arthur Marx, Cottages (Male); Louis Garrison, Dental Office; John Burke, Edgewood; John Whalen, Electrical Dept.; George Magee, Engineering Dept.; Aaron Decker, Farm and Grounds; Frances Robinson, Hillcrest and Lakeview; Johanna Williams, Infirmary; Rita Barrassi, Inwood; Arthur Morris, Kitchens; Sally Gailbraith, Laboratory; Edward Britt, Motor Vehicle Dept.; George Brown, Laundry; David Whiten, Mattress Shop; George Hein, North Wing; Editha Chase, O. T. Dept.; Ann Kenny, Pilgrim Hall; Raymond Puff, Police Dept.; James Lynch, Roads and Grounds; Henry Stanton, Ryon Hall; Victor Burgiel, Sewing Room; Mary Jane Freer, Social Service; Mrs. Elizabeth Ryan, South Wing; Dr. A. Lafleur, Staff; Gertrude Miller, Stenographer; Mary Belton, Stewart's Office; Raymond Joyce Payroll Dept.; Carleton Nuhn, Telephone Office; and George Beam, Stores.

Willard State Hospital Chapter

Mrs. Ethel Nielson, Edgemere Bldg.; Mrs. Leona Bell, Pines Bldg.; Mrs. Ursula Lochren, South Wing-Chapin House; John K. Vreeland, North Wing-Chapin House; Mrs. Dora Boyce, Elliott Hall; William Nielsen, Maples Bldg.; Mrs. Anna Keady, Infirmary Bldg.; John Eddy, Hermitage Bldg.; Miles Chaffee, Sunnycroft Bldg.; Mary Gary, Grandview Bldg.; Clinton C. Vreeland, Garage; Edward Limner, Offices; Milton

Kellogg, Laundry; A. P. Kovanda, Carpenter Shop; and L. Van Huben, Power Plant.

Buffalo State Hospital Chapter

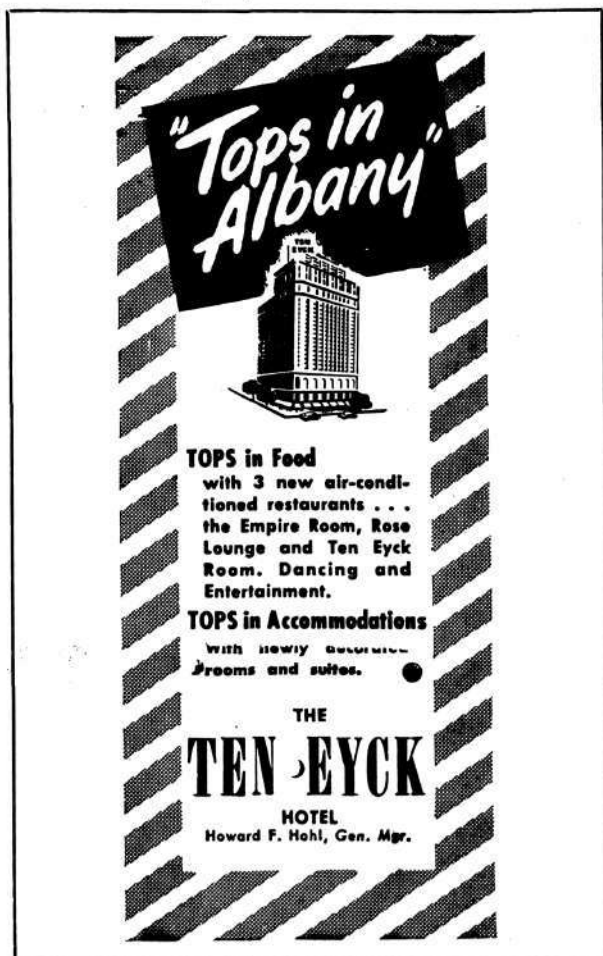
Marion Spellman, Women's Wards; Reba Golden, Reception Ser.; Marie Donovan, Administration; Harry B. Schwartz, Men's Wards; Thomas Loughlin, Maintenance Depts.; and Joseph Kieta, O. T. Department.

Craig Colony Chapter

Glenn Green, Business Office; George Northrup, Laboratory; Beulah Gedford, Business and Medical Off.; C. M. Jones, Letchworth Div.; J. J. Little, Village Green Div.; Agnes K. Story, Medical Staff; Hazel P. Crysler, Hospital Staff; Walter Link, Garden Staff; Salvatore Cipola, Loomis Division; James Kerns, Store Division; J. Fred Chichester, Industrial Group; Charles A. Palmer, Powerhouse; Warren Shamp, Laundry; William Herman, Police; Helen M. Hurley, Aster Division; Gertrude M. Jackson, Blue Division; Emma Currie, Schuyler Division; Louise Little, Murphy Division; Mabel Davis, O. T. Dept.; John M. Hughes, West House Division; and Thomas Bolton, Farm.

(To Be Concluded)

NOTICE: This list of Membership Workers will be concluded in the November issue of "The State Employee".



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THE
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250 DELEGATES

(Continued from Page 253)

Mannix, President, and Glenn Green, Treasurer.

Creedmoor State Hospital Chapter: John L. Murphy, President, Helen C. Peterson, Joseph A. Carthy, Delegates.

Gowanda State Hospital Chapter: Frederick J. Milliaman, President; Vito J. Fero and Priscilla Harvey, Delegates.

Harlem Valley State Hospital Chapter: Paul O. Becker, President; Mildred Adamiec, Willis Markle and Carl Williams, Delegates.

Hudson River State Hospital Chapter: Guy deCordova, President; Mae E. McCarthy, Vice-President, August Eitzen, Treasurer, and Louis Garrison, Delegate.

Kings Park State Hospital Chapter: Elwood DeGraw, President; Mrs. Anna Burke, Mrs. Irene Sullivan and Walter McNair, Delegates.

Letchworth Village Chapter: Mina Hardt, Secretary, and Jean Slinn, Delegate.

Manhattan State Hospital Chapter: John Wallace, President; Elizabeth McSweeney and Patrick Geraghty, Delegates.

Marcy State Hospital Chapter: Kenneth Hawkins, Vice President;

Mrs. Lucy Baumgras, Glenn Brennan and Doris Peck, Delegates.

Middletown State Hospital Chapter: Robert Skidmore, Delegate, and Fred J. Walters, Delegate.

Newark State Hospital Chapter: Robert L. Soper, President; Pauline Breen and Eva Welch, Delegates.

Pilgrim State Hospital Chapter: Francis H. Neitzel, President, and Charles Burns, Delegate.

Psychiatric Institute Chapter: Biagio Romeo, President; Sidney Alexander, Vice-President; Frank Verce, Margaret Neubart and James Carroll, Delegates.

Rochester State Hospital Chapter: J. Gerald Zugelder, President; John A. McDonald, and Joseph W. Scott, Delegates.

Rome State School Chapter: Mrs. Ruth C. Stedman, Delegate.

Rockland State Hospital Chapter: Fred Seminair, President; Kathleen L. Hennessy, Secretary, Ann LeVeau and Joseph Olita, Delegates.

St. Lawrence State Hospital Chapter: Ernest W. Richardson, President; John Burnham and Robert E. Kinch, Delegates.

Syracuse State School Chapter: Frederick J. Krumann, President, and Charles Ecker, Delegate.

Utica State Hospital Chapter: Margaret M. Fenk, President, and Vera W. Heidman, Delegate.

Wassaic State School Chapter: Nellie Innocent, President; and Herbert Nelson, Delegate.

Willard State Hospital Chapter: Lester Steen, Kenneth Favreau and Edgar E. Fritts, Delegates.

Public Service Motor Vehicle Inspectors Chapter: William B. Filkins, President; Joseph J. Lettis, Clarence J. Atkinson and John S. Frawley, Delegates.

Bridge and Grade Separation Engineers Chapter: Fred Crannage and Frank Shaw, Delegates.

Barge Canal Chapter: Clyde Pizer, President, and T. J. Connors, Delegate.

Public Works District No. 2 Chapter: Edward Perry and Walter K. Hayes, Delegates.

Public Works District No. 4 Chapter: Earl J. Bullis, Delegate.

Public Works District No. 8 Chapter: C. L. Vogt, Delegate.

Social Welfare Department, Albany Chapter: Charles Davis, President, and Mrs. Marjorie DesRoberts, Delegate.

State School at Industry Chapter: Clifford B. Hall, President, and Joseph McMahan, Delegate.

Hudson Training School Chapter: Mrs. Laura L. Schutt, President, Emma M. Finn, and Anna Furlong, Delegates.

Thomas Indian School Chapter: Mrs. Frances McHenry, Norman Pullen, Mrs. Joella Clark, Delegates.

Warwick State Training School Chapter: Francis A. MacDonald, President, and Michael J. Fitzgerald, Delegate.

Oxford Chapter: Floyd Elsbec and Clifford Utter, Delegates.

Motor Vehicle Bureau, Albany Chapter: John C. Collins, President; Mrs. Edith Flynn and May Mahoney, Delegates.

Tax Department, Albany Chapter: Arvis A. Johnson, President; Joseph Kenny and Francis Kelleher, Delegates.

INDEXES OF COST OF LIVING IN THE UNITED STATES

Large Cities Combined, New York City and Buffalo

(Average 1935-39=100)

(From U. S. Bureau of Labor Statistics)

	U. S. Large Cities		
	Combined	N. Y. City	Buffalo
1940	100.2	100.8	101.0
1941	105.2	104.7	107.5
1942	116.5	114.7	120.0
1943	123.6	123.1	126.3
1944	125.5	126.2	126.1
1945	128.4	129.1	128.5
1946			
Jan.	129.9	131.4	129.8
Feb.	129.6	131.3	129.8
Mar.	130.2	132.2	130.2
Apr.	130.9	133.5	131.2
May	131.7	134.3	132.0
June	133.3	135.8	132.6
July	141.0	143.7	139.4
Aug.	143.7	145.3	141.9

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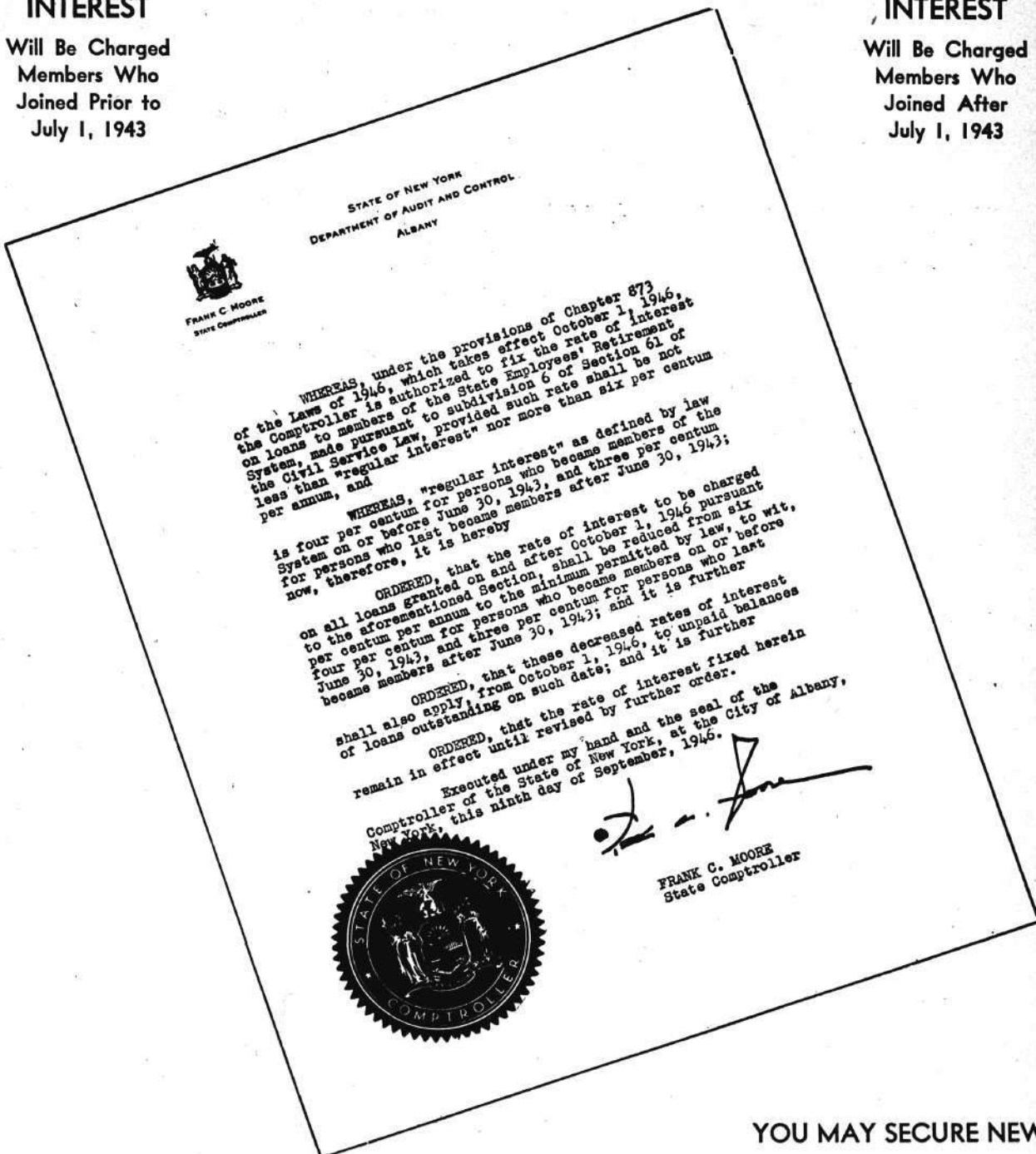
INTEREST ON MEMBER LOANS REDUCED OCTOBER 1st, 1946 NEW YORK STATE EMPLOYEES' RETIREMENT SYSTEM

**4%
INTEREST**

Will Be Charged
Members Who
Joined Prior to
July 1, 1943

**3%
INTEREST**

Will Be Charged
Members Who
Joined After
July 1, 1943



FRANK C. MOORE
State Comptroller

YOU MAY SECURE NEW
SIMPLIFIED LOAN AP-
PLICATION FROM YOUR
PAYROLL OFFICER.

NEW YORK STATE EMPLOYEES RETIREMENT SYSTEM WILL INSURE ALL LOANS AGAINST DEATH AFTER OCTOBER 1, 1946

At the Comptroller's request, legislation was enacted this year providing for the insurance of loans, in order to protect the rights of members who find it necessary to borrow from the System. Under the new act, which becomes effective on October 1, 1946, all loans outstanding and those made thereafter must be insured.

BENEFIT

Upon the death of a member the proceeds of the insurance will be paid to his estate or designated beneficiary upon application and proof of death.

INSURANCE COVERAGE

The insurance coverage is the amount of the outstanding balance of the loan subject to the time limitations set forth but in no event to exceed \$2,000.00

On and after October 1, 1946, all new loans and all outstanding loans will be insured on the following basis:

After loan has been outstanding	Insurance Coverage
30 days	25% of maximum insurance
60 days	50% of maximum insurance
90 days	100% of maximum insurance

PREMIUM

For such insurance a premium of one per centum per annum will be charged against the accumulated contributions of the member; but no premium will be charged on that portion of a new loan, or on that portion of the present value of an outstanding loan which exceeds the sum of \$2,000.

FRANK C. MOORE, State Comptroller

Amazing Sickness and Accident Policy

COSTS ONLY A FEW CENTS A DAY

Look at these low Semi - Monthly Rates

PRINCIPAL SUM \$500.00

Classification Employees with Annual Salary of	Monthly Benefit	Regular Coverage	
		Males	Females
Less than \$600.	\$ 30.	\$.45	\$.65
\$ 600. but less than \$1,000.	\$ 50.	\$.75	\$ 1.05
\$1,000. but less than \$1,200.	\$ 60.	\$.90	\$ 1.25
\$1,200. but less than \$1,600.	\$ 75.	\$ 1.10	\$ 1.55
\$1,600. but less than \$3,500.	\$100.	\$1.45	\$2.05
\$3,500. but less than \$5,000.	\$125.	\$1.80	\$2.60
\$5,000. and over	\$150.	\$2.20	\$3.10

IMPORTANT NOTICE Group Plan Accident and Sickness Insurance

If you are not a member of The Association of State Civil Service Employees of the State of New York, join now by paying your dues to a representative or by sending it to the Association, Room 156, State Capitol, Albany, N. Y. Membership is necessary for the continuance of this insurance and dues must be paid within 60 days from the effective date of your policy or it will of necessity be automatically terminated.

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Date.....

Without obligation please send me all the facts about this low cost broad form
Accident & Sickness Insurance.

MY AGE.....MY DUTIES ARE.....

I LIVE AT.....

I WORK AT.....

MY NAME IS.....

GET CASH When Disabled Due to Accident or Sickness

America finds a new, easy way to save

OUT of the war has come one blessing—a lesson in thrift for millions of those who never before had learned to save.

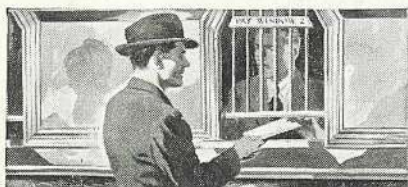
Enrolled under the Payroll Savings Plan in thousands of factories, offices, and stores, over 27 million American wage earners were purchasing "E" Bonds alone at the end of the time V-J Day arrived.

With War Bonds automatically deducted from their weekly pay, thrift was "paid" for wage earners. At the end of the war many who never before had savings accounts could scarcely believe the things they held.

The moral was plain to most. Here was a new, easy way to save; one as well suited to the future as to the past. Result: Today, millions of Americans are continuing to buy, through their Payroll Savings Plan, not War Bonds, but their peacetime equivalent—U. S. Savings Bonds.



From war to peace! War Bonds are now known as U. S. Savings Bonds, bring the same high return—\$25 for every \$18.75 at maturity.



Out of pay—into nest eggs! A wage earner can choose his own figure, have it deducted regularly from earnings under Payroll Savings Plan.



New homes to own! Thousands of new homes, like this, will be partially paid for through Bonds wisely accumulated during the next five to ten years.



Keeping cost of living in check! Buying only needed plentiful goods and saving the money which would bid up prices of scarce goods keeps your cost of living from rising. Save automatically—regularly.

Weekly Savings	SAVINGS AND INTEREST ACCUMULATED	
	In 1 Year	In 10 Years
\$ 3.75	\$195.00	\$2,163.45
6.25	325.00	3,607.54
7.50	390.00	4,329.02
9.38	487.76	5,416.97
12.50	650.00	7,217.20
15.00	780.00	8,660.42
18.75	975.00	10,828.74

Savings chart. Plan above shows how even modest weekly savings can grow into big figures. Moral: Join your Payroll Savings Plan next payday.

SAVE THE EASY WAY...

BUY YOUR BONDS

THROUGH PAYROLL SAVINGS

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