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# STATE EMPLOYEE



Volume 15

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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 4

April, 1946

10c a Copy

## THE ASSOCIATION

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## This Month's Cover

### OUR NEWEST READERS

Our cover picture this month is offered at the urgent request of our circulation department for the purpose of showing the wide reader appeal of The State Employee: Since "photographs never lie," you can see on this cover absolute proof of the fact that our magazine is read in quarters least expected.

Our newest "fans" are three black bear cubs—yes, "BLACK", for the little gray fellow in the middle is the first black bear of that particular color on record. They were found on Washington's Birthday by a hunter in Ulster County, who claims their mother deserted them, and were turned over to the Conservation Department, whose Clayton B. Seagars is providing a home for them during the present housing emergency.

When found each cub weighed less than a pound and measured about eight inches in length. Now each weighs six pounds—the New York State record for a full grown black bear is 535 pounds—and each drinks about a quart of milk a day, prepared in regular baby formulas. By the end of April it is estimated each will be drinking about three quarts a day.

They have been on the air, televised, in the newsreels, photographed by national magazines and pictures agencies. Their pictures have appeared, to the knowledge of the Conservation Department, in 114 newspapers, but The State Employee has the honor of being the first magazine to use them as a cover design.

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# ASSOCIATION WON AND

Editor's Note—At this time of the year, the most important question before our Association is—what legislation was enacted affecting State civil service employees? We have delayed publishing an April issue until we could give you as complete a picture as possible of legislative and gubernatorial action on bills affecting our affairs. Until the moment of going to press, we shall endeavor to give you the latest information available and in the May issue of THE STATE EMPLOYEE we shall give you a final round-up. Herewith we present a letter to our members from President Frank L. Tolman, and in following pages we print the latest available information on legislation available.

April 1, 1946

## TO OUR MEMBERS:

We are printing for the information of our members a Report on our Legislative Program which notes action up to and including the adjournment of the Legislature on March 27th, and as much after that as we can include at press time. We had, as the Press observed, numerous victories and many defeats.

It is suggested that Association members generally, through chapter meetings and otherwise, keep advised as to the final disposition of the various legislative measures constituting our program.

It should be stressed that much unfinished work remains to be done and that the strength and effectiveness of the Association must be maintained, and increased if possible, to protect adequately the employees' interests in the revision of the salary schedules to include in the basic pay the war emergency compensation. The immediate task is to protect the employee's pocketbook. This will necessitate considerable study by the Association so that it will be in a position to prevent any injurious action to employees as to their salaries.

The Association will inform you as to Governor Dewey's action on the various 30-day bills left him so that you may record his action on the legislative report printed herewith.

The Association has appealed to the representatives of New York State in the United States Senate and House of Representatives to enact Federal legislation to exempt from Federal income tax pensions received by State and other employees from public retirement systems. There is now a bill in the House, H.R. 456, which would exempt \$1440 of such annual income. We suggest that chapters adopt resolutions in support of the exemption and forward copies of same to your Congressman and to Senators Meade and Wagner.

Sincerely yours,

FRANK L. TOLMAN,

President.

The State Employee

# LOST MUCH LEGISLATION

## REPORT ON LEGISLATIVE PROGRAM (As of the close of the Legislative Session March 27, 1946)

### Key to symbols:

- (D).....Drafted by Association and introduced at its Request  
(S).....Sponsored by the Association and drafted in co-operation with others  
(A).....Approved and supported by the Association.

### THE FOLLOWING MEASURES PASSED BOTH HOUSES OF THE LEGISLATURE AND WERE ENACTED INTO LAW BY SIGNATURE OF GOVERNOR DEWEY:

	Intro. No.	Print No.	Introducers	Committee
<b>EMERGENCY COMPENSATION (Departments) (A)</b>				
Senate	895	945	Budget Bill	Finance
Assembly	1011	1056	Budget Bill	Ways & Means
<b>Action—Became Chapter 222 of the Laws of 1946.</b>				

Grants additional emergency pay, beginning April 1, 1946, to state officers and employees, except those in the legislative and judicial branches, ranging from 30% if pay is less than \$1500, to 14% if pay is \$4,000 or more; no increase to exceed \$1,000. Also gives retroactive pension credit for previous war emergency compensation and provides that the emergency compensation is considered the same as basic salary in any retirement system.

	Intro. No.	Print No.	Introducers	Committee
<b>EMERGENCY COMPENSATION (Judiciary) (D)</b>				
Senate	1054	1151	Senator Wicks	Finance
Assembly	1110	1158	Mr. Stephens	Ways & Means
<b>Action—Became Chapter 276 of the Laws of 1946.</b>				

Grants the same increases as above to employees of the Judiciary paid from state funds.

	Intro. No.	Print No.	Introducers	Committee
<b>GENERAL FELD-HAMILTON AMENDMENTS: SECTION 41, INCREMENTS (D)</b>				
Senate	1705	1891	Senator Erwin	Civil Service
Assembly	2012	2198	Mr. Lupton	Civil Service
<b>Action—Became Chapter 238 of the Laws of 1946.</b>				

Liberalizes Feld-Hamilton Law by providing full increment upon promotion to position in overlapping grade and gives increment credit for service under temporary appointment upon permanent appointment to position in same occupational service and salary grade.

	Intro. No.	Print No.	Introducers	Committee
<b>RENEWAL PRESENT OVERTIME LAW INCLUDING VACATIONS AND HOLIDAYS (A)</b>				
Senate	896	946	Budget Bill	Finance
Assembly	1012	1057	Budget Bill	Ways & Means
<b>Action—Became Chapter 146 of the Laws of 1946.</b>				
Renews existing overtime laws for another year.				

### THE FOLLOWING MEASURES PASSED BOTH HOUSES OF THE LEGISLATURE AND WERE SENT TO GOVERNOR DEWEY FOR ACTION

	Intro. No.	Print No.	Introducers	Committee
<b>EMERGENCY COMPENSATION (Legislative) (D)</b>				
Senate	1055	1152	Senator Wicks	Finance
Assembly	1111	1748	Mr. Stephens	Ways & Means

	Intro. No.	Print No.	Introducers	Committee
<b>Action—Became Chapter 277 of the Laws of 1946.</b>				
Grants the same increases as above to employees of the Legislature.				

	Intro. No.	Print No.	Introducers	Committee
<b>MINIMUM \$1200 SALARY (D)</b>				
Senate	1257	1383	Senator Erwin	Finance
Assembly	1446	1544	Mr. Barrett	Ways & Means

Fixes minimum annual basic salary at \$1200 for all full time state employees. Emergency-compensation to be added to this minimum.

	Intro. No.	Print No.	Introducers	Committee
<b>Action—Vetoed.</b>				
<b>NURSES—PROFESSIONAL, FELD-HAMILTON LAWS, (D)</b>				
Senate	1565	1723	Sen. Anderson	Civil Service
Assembly	1719	1851	Mr. Van Duzer	Civil Service
Provides that the professional classification shall include "professional" rather than "graduate" nurses.				

	Intro. No.	Print No.	Introducers	Committee
<b>EXTEND SECTION 48-a, CIVIL SERVICE LAW (S)</b>				
Senate	2067	2337	Senator Erwin	Civil Service
Assembly	2469	2752	Mr. Lupton	Civil Service
Extends date to reclassify positions.				

**Action—Became Chapter 432 of the Laws of 1946.**

	Intro. No.	Print No.	Introducers	Committee
<b>EXTEND FELD-HAMILTON TO FOREST RANGERS (D)</b>				
Senate	655	673	Senator Stokes	Conservation
Assembly	1342	1428	Mr. Lawrence	Conservation
Extends Feld-Hamilton to include Forest Rangers.				

	Intro. No.	Print No.	Introducers	Committee
<b>EXTEND FELD-HAMILTON TO PAROLE OFFICERS (D)</b>				
Senate	2040	2301	Senator Mahoney	Finance
Assembly	2262	2508	Mr. Ostertag	Ways & Means
Extends Feld-Hamilton Law to Parole Officers				

	Intro. No.	Print No.	Introducers	Committee
<b>EXTEND PENSION CREDIT FOR LEAVE OF ABSENCE ON WAR WORK (S)</b>				
Senate	1684	2761	Senator Hults	Pensions
Assembly	2031	2786	Mr. Sellmayer	Pensions
Extends for one year time within which employee can claim credit for time he was on leave of absence to engage in war work.				

	Intro. No.	Print No.	Introducers	Committee
<b>4% INTEREST ON RETIREMENT LOANS (S)</b>				
Senate	1856	2775	Senator Hults	Pensions
Assembly	2190	3250	Mr. Sellmayer	Pensions
Reduces interest rate on retirement loans.				

	Intro. No.	Print No.	Introducers	Committee
<b>INSURE RETIREMENT LOANS (S)</b>				
Senate	2360	2774	Senator Hults	Pensions
Assembly	2701	3180	Mr. Sellmayer	Pensions

	Intro. No.	Print No.	Introducers	Committee
<b>PERMIT TRANSFER BETWEEN RETIREMENT SYSTEMS (A)</b>				
Senate	1513	1664	Senator Coudert	Pensions
Assembly	1742	1878	Mr. Oliffe	Pensions

	Intro. No.	Print No.	Introducers	Committee
<b>CONSTITUTIONAL VETERANS' PREFERENCE ENABLING ACT</b>				
Assembly	2334	3281	Ostertag	Civil Service
<b>Action—Became Chapter 521 of the Laws of 1946.</b>				

(Continued on page 131)



# SALARY SURVEY ORDERED

STATE OF NEW YORK  
DEPARTMENT OF CIVIL SERVICE

April 9, 1946  
Albany, New York

Newton J. T. Bigelow, M. D.  
Chairman,  
and Members, Salary Standardization Board,  
State Office Building,  
Albany, New York.

Gentlemen:

In his Annual Message, Governor Dewey stressed the necessity of reviewing the State's basic salary scales during this year. Changes in economic conditions have warranted the increases that the Governor has recommended in the form of additional emergency compensation. The basic scales must be completely overhauled to provide a new basic scale.

In accordance with that declaration, funds were provided for your Board to conduct the required research on which to build an up-to-date salary structure without having to resort to the emergency compensation. Governor Dewey is anxious that your work proceed with all possible speed. He desires that your researches be broad and cover at least, the following:

1. The scale and range of salaries paid by private industry and Federal, state and local governments for services comparable with those performed by State employees.
2. Salary levels in State service for positions in the same promotional series in order that increasing responsibility be properly recognized.
3. Salary levels in State service for positions requiring a high degree of technical or professional training and education should receive particular attention.

In order that permanent revisions in salaries can be effective on April 1, 1947, it will be necessary for the present salary schedules to be completely revised. This will require legislative action and your findings and recommendations should be available by January 1, 1947.

The survey you are undertaking will be the first since salary standardization became effective. It is of paramount importance to the thousands of State employees and to the efficient conduct of the State's affairs. The Administration hopes that your Board and its staff will concentrate its efforts on the study and research that is called for, and that deliberations on particular or individual appeals for re-allocation of salary can be held to the minimum. In this way the work on all salaries can move ahead faster and the interests of all employees can be served more quickly and uniformly.

Sincerely yours,

(Signed) J. EDWARD CONWAY.  
*President.*

# OUTSTANDING ADDRESSES AT 1946 DINNER MEETING

*On the following pages are presented three especially important addresses given at the Twenty-Seventh Annual Dinner of the Association this year and the preceding Special Meeting.*



1.

Governor Thomas E. Dewey in the main address at the Dinner praised state employees generally and the Association of State Civil Service Employees and declared that labor unions are unnecessary in State service.

2.

Jane Todd is Deputy State Commissioner of Commerce and a former member of the State Assembly.

She said she is trying to make equal pay for women work in New York State service as well as in industry.

3.

Laurence H. Baer, Deputy Director, Second U. S. Civil Service Region, looks for a continuation of directional recruitment in federal civil service in all of its phases, as a result of war time experience.

# Dewey Praises Civil Service Employees

*"I should like to say that I listened with great interest and respect to the remarks of Mr. McDonough,—remarks about the people in government. I listened to him say that there were a number of things, including labor unions, that were unnecessary in State service, and to his exposition that government in general should be able to rely upon their own employees to represent their own employees, and let me say that I agree with him one hundred percent."*

Thomas E. Dewey.

I have heard this audience described in so many ways that I am somewhat bewildered now. They are a combination of saints and victims. The organized proletariat in the middle class. So perhaps I may be permitted to give you my own impression, which is that as I look around this room I think probably a fair impression of it would be that it is a compromise or a combination between the social register and a college professors meeting. I never saw so many people who looked so sleeky well groomed and so scholarly at the same time. Of course, I suppose no Governor ever spoke—although that's a very broad statement—under such a variety of restrictions and stimulations. It was first suggested by your chairman and gracious toastmaster that we would shortly get on with the business of the meeting and we would be hampered only by a short speech from Dr. Tolman and the Governor.

Naturally it has been interesting to me to gather—though I wasn't told—that today's session has been largely devoted to the legislation which is pending in the Legislature. I stopped practicing law three years and two months ago, and I hired Charlie Breitler to do that for me, and he has done it ever since much better than I know how. So I don't know the contents of the bills. But I told Mr. McDonough very confidentially tonight that while I think there are defects in the Retirement System, if the bills as they are drawn (as I understand them) got through I would have to resign as Governor because I haven't got the money to

pay them, and frankly I don't intend to resign as Governor. The Retirement System I think is now costing us some \$6,000,000 a year. I shudder to think what may happen if it went up where he thinks it ought to be, and may be he is right. That I will not guarantee.

But I will guarantee this: that insofar as the proposals are concerned with making permanent the salary increments and wartime bonuses I have proposed from year to year since I have been Governor, I want you to know that I regard them as a permanent part of the State's system and have placed myself on record permanently in my annual message. It seems to me that the increases we have achieved—which in many instances have provided larger increases than particular employees have had in fifty years—are fundamental in character and are necessary in the kind of system in which we are living. I regard the pay scales which I have already recommended to the Legislature as a fundamental part of our system of compensation for the most important group of people in the management of government of the State of New York. And the only reason I am not now willing to recommend that they become permanent is that in my judgment in many respects they are inadequate. I have recommended and I believe I have procured additional money to provide the funds for a survey which will bring certain selected groups which are now underpaid up to a decent minimum so we can make the pay scales

permanent at the next session of the Legislature.

I am beginning to feel like an old man from the gracious and tender sentiments expressed by your toastmaster. I admit that I will not be 44 until the Legislature has gone home next month. Nevertheless, I have outlived one of your distinguished presidents, another has retired, and I am just getting acquainted with the third—all in three years and two months as Governor. Perhaps you have to be tougher to be Governor than president of the Civil Service Association, or maybe it is easier because your constituents don't get at you quite so easily, or you have more people to help solve problems more easily. But at this, the first meeting of the Association since 1943 when I came to Albany, I can't let the occasion pass without saying one word on behalf of a very fine gentleman whom it became my great privilege to know and to work with. I started working with civil service employees some 15 years ago as Chief Assistant to the U. S. Attorney for the Southern District of New York. I was 29 years old and what I didn't know about civil service would have filled all the books.

But we found that if we had a little morale and a touch of discipline we had a much happier office; everybody did better work. It is my experience that civil service people are like everybody else in the world except that they have a certain security in the world. They have a certain desire to get ahead which is not present in other groups. They had to take an examination to get a job and they were respected more because they had to show a little experience to get there. And they had to be a little brighter than anyone else to get that job. So by and large you find a higher degree of self-respect, a higher degree of pride in achievement in civil service than you do elsewhere.

I got off the subject because I was enthusiastic about that. I started  
(Continued on page 134)



# Jane Todd Asks Equal Pay For Women In State Service

*"Don't think that because women are women their place is back home. Many of them have to earn a living for families; they have to support themselves. We are not trying to take men's jobs. We are trying to find new job opportunities—and many of them—for women to earn their living as they have to do. That's why I hope that women may work side by side with the men so there will be equal pay for equal work."*

Jane Todd.

I am very happy to speak informally about some things which are very important in my heart and mind, and particularly to speak to the women. I have been in public life long enough to know that there are certain things a woman mustn't do, so I am just going to talk to the women and if you men want to listen, all right. I am sorry not to see more women here today, and in saying this I stick my neck right out. I say that because I am particularly interested in trying to make the equal pay for women work in New York State service as well as in industry and so I wish there were more women here so I could instill in them more fight. But I do want to tell you about it so that those women who are here today may help to point out the need for a little bit more understanding.

Very fortunately, before I finished in the Legislature, I was able to work with a fine group of women in helping to bring about the equal pay law in New York State. In doing that, in discussion when the bill was drawn up, one of the things we talked about was putting something in the bill about State service and equal pay. I was reminded by the Bill Drafting Commission that there was no need for it in my bill, that in the Civil Service law there was no discrimination because of race, color and sex. So we did not put it in because it was there as part of our State law. And we realize now that in all fields there is still not equal pay for women all along the way, but the law is a new law and we must go at it easily so as not to up-

set the applecart, and I know that in the years ahead there will be equal pay for equal work.

We based our law on discrimination because of sex because one of the troublesome things about the law in other States was that we couldn't find what was comparable in work, so we based it on equal pay regardless of sex.

I wonder how many women there are in State service. I wonder how many women, because of different titles, are doing equal work as the men. But the thing I want to do and urge the women to do is to analyze the jobs, perhaps informally in your own department, go and talk to your department head and get his backing, and see what we can do about it.

I don't like pressure groups perhaps because of my ten years up in the Legislature and I have seen many good things mistreated because great groups of people would walk up to us and hiss and defeat many good things that might have passed. Let us take the Thompson bill for Westfield and Albion employees, and other bills for people in the State Correction Department. If  
(Continued on page 121)



# Baer Sees Directional Recruitment Continuing

*"When indicated, directional recruitment will, no doubt, continue to be undertaken, especially where high-grade administrative, professional, scientific, and technical positions are involved, and in connection with such directional recruitment, we shall continue to make contact with the many excellent sources which we developed during the war."*

Lawrence H. Baer.

I am delighted to have the opportunity to talk to you this afternoon. It has enabled me to review and to take stock of some of the recruiting practices which the Federal Civil Service Commission has engaged in as a consequence of the unique and extraordinary war time pressures.

I was asked to talk to you on the subject of recruiting personnel. However, from my brief conversation with Mr. Herring I gathered that I was not to deal with recruitment in its broad sense, that is as meaning all activities involved in obtaining a supply of qualified applicants for employment. I was rather to confine my remarks to what I may call our experience in directional recruitment, and our departure from those traditional procedures which consisted largely in the posting of announcements in public places and the insertion of notices in local newspapers.

I shall, therefore briefly recall to you what, of course, most of you already know, our war time experiences in positive and directional recruiting. I shall also attempt to guess what the carry-over effect will be and what changes we may expect in Federal recruitment from those traditional procedures which pre-dated the national emergency.

Perhaps I can bring home most clearly what the extraordinary war time pressures were by citing a few figures—annual totals of appointments made to fill Federal vacancies.

From fiscal year 1921 through 1939 our annual appointments on a nationwide basis totaled anywhere from approximately 12,000 to a high

of about 76,000 in 1937. Then suddenly came the change, a remarkable change which resulted in annual appointments starting with about 124,000 in 1940 to a total of 2,697,000 in fiscal year 1943.

Under such circumstances we quickly realized that we could no longer afford the luxury of indulging in our traditional recruitment practices, practices which were largely the consequence of surplus labor markets, in a Federal economy which permitted of leisurely action. We knew that in order to compete successfully with private industry in a war time economy, we should have to depart from the old practices.

Radical changes were made in our erstwhile long, and legalistic announcements. Not only were they simplified, but they were made attractive. Color was introduced and even pictures. I feel certain that we will not permit ourselves to forget the lessons which we learned in connection with what an announcement of examination should read like and look like. Neither professional people nor persons seeking lower grade positions are inclined to show enthusiasm for a highly legalistic statement, mimeographed on cheap paper, a document which resembles a summons much more than an invitation.

We came face to face with the difficult task of securing qualified personnel for professional and scientific positions above the junior grade. Not only did we have to compete with private industry which was doing everything within its power to obtain the same kind of personnel, but we had to compete in a poor

labor market where the demand far outran the supply. All these facts, of course, are well known to you.

We developed a program which included the steps which seemed necessary to open up all possible avenues to reach sources of qualified applicants. Plans for publicity were generally begun well in advance of duplicating the examination announcements. Conferences were held with professional and administrative officials of the hiring agencies for the purpose of preparing special press releases to be sent to scientific and professional journals. A surprisingly large number of such journals printed releases. Announcements of examinations were distributed widely among professional and scientific associations and institutions and their members, trades and industrial organizations, and other appropriate groups. Announcements of examinations were also sent to the scientific departments of various industrial groups. Frequently such examination announcements with special letters of transmittal appealing for assistance in reaching qualified persons were sent to Federal administrators, prominent citizens in the region who were selected from "Who's Who," college presidents and other responsible college officers, officials connected with movements in the field in which the examination was being given, State Departments and bureaus in such fields, chambers of commerce and industry, and trade organizations and industrial firms.

In many cases notices prepared in the form of material for a newspaper story were sent to the principal newspapers of the region.

Soon we felt the necessity of hiring examiners whom we sent into communities in various sections of the country to "beat the bushes" for qualified personnel; to engage in careful personal canvassing of such sources of supply as commercial, trade, industrial, labor, professional,

(Continued on page 136)



# Association Emergency Pay Plan Adopted

State Comptroller Frank C. Moore has pointed out to State employees that under legislation, passed this year, those who are members of the New York State Employees' Retirement System will be able to include war emergency compensation with their base salaries for all pension purposes for the first time this year and retroactive back over the war years. The plan was recommended by the Association.

The attention of more than 45,000 state-employed members is directed by the Comptroller, who heads the system, to their new benefits under the War Emergency Compensation Act which, became effective April 1.

Since wartime raises took effect in 1943, emergency compensation could not be considered in establishing final average salary for pension purposes, the State Comptroller said.

"But now, both salary and emergency compensation will be pooled together and considered for retirement purposes and death benefits," he explained.

"Furthermore, the new law provides that all emergency compensation, received during the fiscal years of 1943, 1944 and 1945, can now be regarded as salary for the purposes of the pension or retirement system of which the employee is a member," he added.

He pointed out that state employees may consider total wages and increased compensation for retirement purposes regardless of their contributions, and that those employees who retired, or whose heirs received death benefits during these years, will likewise be benefited.

The new law further provides that the head of the system go through all retirements and benefits paid during these years and make adjustments, giving the new law retroactive effect back to and including 1943.

Those employees who wish to bring their total annuity savings into focus with the total compensation they have received during war

years may do so by filing a written application with the administrative head of their retirement system on or before June 30, 1946, Mr. Moore said.

These additional amounts may be paid in a lump sum or over a period of time in equal installments of payroll deductions.

However, he pointed out the share of back contributions paid by the state will be upped and the five-year salary range for establishing final average salary will be credited members without contributions by employees.

In addition, the employees may, if they elect, pay the additional contributions based on prior emergency compensation. The advantage of this latter step will be small in comparison with the benefits which will automatically accrue to employees by the proposed law calling for the state to make up its share.

As an example, an employee receiving \$1,400 a year since 1941 would have a final average salary for these five years established at the base figure of \$1,400. The proposed law would up the final average salary for this figure to \$1,512 for retirement purposes, he pointed out. The member, in the case of this example, would have the privilege of paying up a total of \$28 as his 5% of the wartime compensation for the last three years. This would serve to increase his annuity savings account by \$28. But for purposes of pension and death benefits, the state will make up its part of the added contributions, and the \$1,512 figure would automatically be credited to the employee as final average salary whether he contributed an additional amount, or not.

---

**KEEP ON  
BUYING  
VICTORY BONDS**

## HOW'S YOUR HEALTH

???

By Isabel Beardsley

A Washington official wrote a letter the other day in which he said that he was shocked to learn that an estimated 600,000 Americans right now are suffering from cancer and that 165,000 people die of this disease every year in this country—that's more than 400 people a day—including last year 18,000 children under 14.

A more interesting fact is that thirty to fifty per cent of these persons need not have died if they had only to realize that cancer, in its early stages can be cured. How could they know that they have cancer? They are warned in something the same way that the Railroad Company warns of the approach of the Empire State Express. Some drivers ignore the signal—once.

According to a cancer specialist on the staff of the State Department of Health, danger signals do not mean that cancer is present; they only mean that it may be present, and that's what you should find out. A thorough medical examination is needed to tell. Look for such danger signals as a lump under the skin, especially in the breast; a small ulcer in the mouth, on the lip or on the skin which doesn't heal within a week or two; the enlargement or change of color of a wart or mole. Don't waste time worrying, putting it off, in trying home remedies or doing nothing at all—go to a competent physician.

Remember that a least 30,000 persons are cured of cancer each year. Help increase this number and help yourself to live longer.

The State Health Department has a pamphlet on this subject. It is free on request.

# State Salaries Below Cost Of Living Level

By Phillip A. Cowen, Member, Association Salary Committee

The cost of living has increased 33 per cent or more during the last five years. This is an average of 6.6 per cent each year. A partial adjustment was made in State salaries at the lower levels in 1943. These were revised upward and applied to higher salary levels in 1945. These trends are shown in the accompanying chart.

The 1943 adjustment came when the cost of living was 18 per cent above salaries. However, the increased salaries lacked 13 per cent of meeting the cost of living.

The 1945 adjustment came when the cost of living was 23 per cent above current salaries. However, the increased salaries lacked 15 per cent of meeting the cost of living.

The 1946 adjustment (as of April 1st) finds the cost of living about 18 per cent above salaries. This increase will leave salaries about 11 per cent below the cost of living at the beginning of the year.

Two aspects of this situation are of great importance to the State employees.

1. Salaries paid State employees, even at the time of upward adjustment, do not catch up with the increasing cost of living.

Assuming that the level of State salaries matched the cost of living in 1940, the cost of living has increased faster than State salaries in the five year period. This means, in effect, that State employees have worked on a reduction in "real wages" since 1940. This "reduc-

tion" must be absorbed through a lower standard of living.

A lower standard of living means something different to various individuals. It means reductions in such items as: health measures, clothing, savings, protection (life insurance), recreation, and luxury items. For some individuals a lower standard of living may mean a reduction in food or adequacy of housing.

2. The periods of salary adjustment come so frequently that State employees carry a large burden through depressed wages for long periods of time.

Salary adjustments, when made by the State, come with the beginning of the fiscal year. This means that the State employee gets farther behind financially from April 1st to March 31st as the cost of living increases. He not only begins a fiscal year behind the "eight ball," but during the year the "eight ball" becomes larger.

For the State to place its employees at an economic disadvantage has many negative results. The total loss of purchasing power is a sizeable item. The loss to business interests is as great as the loss of the purchasing power of State employees. The loss of employee morale cannot be measured in dollars. The difficulties encountered in holding present employees and in recruiting new employees result in a reduction of essential governmental services and/or in the overloading of present employees.

## AS THE COST OF LIVING INCREASES

*State Employees get behind the "8 ball"*



*Beginning of Year*

*And the "8 ball" becomes larger*

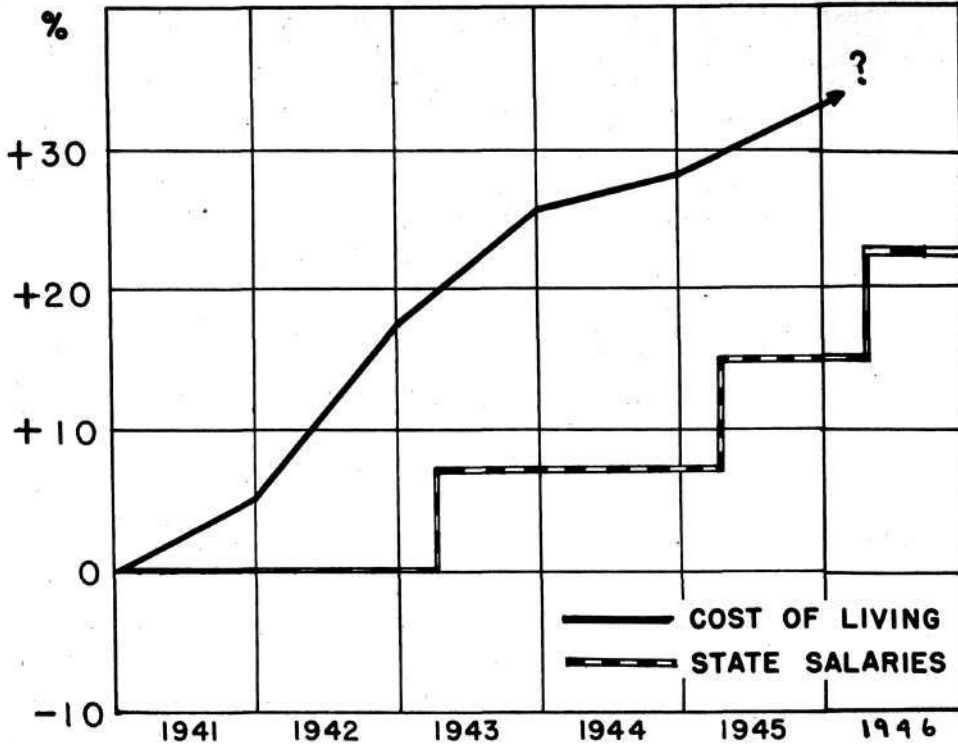


*End of Year*



# Salaries Have Not Met the Cost of Living of State Employees at the Senior Clerk Level

INCREASE



## JANE TODD ASKS FOR EQUAL PAY

(Continued from page 117)

those who are interested in those bills will talk with the chairman of the Civil Service Committee, go in and talk with the members informally and individually and present your problems to them, I think that is a better way than any pressure or any threats. I know this group doesn't threaten, but I want to tell you from my 10 years experience on the hill, we welcome people who come in and sit down and present their side of the picture, talk to us, explain it to us; we need that kind of advice, we need that kind of help. So in any kind of legislation, go in and talk to the members individually, to the people on the committee, and I am sure with a little patience—which is the one thing everybody needs in State government or Federal government—we will get there.

Dr. Tolman thought there were

a few more men in State service than women, but in Albany I think there are more women. I think we ought to find out how many women are in State service, how many titles are wrong. Let us see if we can get together, and I will be very happy to help you make the equal pay law work for New York State employees.

I am hoping in the near future that all people in State and Federal service will be paid a fair wage. I have been very much disturbed at some of the feelings and attitudes of people in general toward people in government. It is perfectly all right to pay the people in private industry a living wage, but when someone in State service wants a living wage, then the tax groups feel that because they are in State or Federal service they don't need extra money. So I was very much delighted that the Governor in his annual message stated that the bonus be made a base wage. I am hoping that eventually—and it is going to take a lot of education and understanding of our

people back home who misunderstand the facts—that in order to have the kind of a government we want they have got to pay the right kind of people to do these jobs. So I am delighted to know the Legislature will pass some of the bills but, even so, it isn't enough yet, and I am hoping that will come in the very near future.

Many people, both men and women, when I was talking about my equal pay bill and the job that women have to do as women, one of the things we found in my job and all of us on the hill, that there was a misunderstanding about women's place in State and Federal government. The first thing that happened was the fact that all women should go back home, all men and veterans were to have their jobs back, and the women were to go back home! The thing that I want to remind you about was that in 1940 we had over 5½ million women who were the sole support, the breadwinners

(Continued on page 134)

## Forward

The Association of State Civil Service Employees of the State of New York is indeed growing and expanding. We do not mean merely that it is growing in size and expanding in numbers; it is growing up and expanding in ideas and policies. No better indication of this could be presented than association constitutional amendments voted on at the Special Meeting February 28.

The following resolution was adopted:

**RESOLVED**, That Article III of the constitution of the Association be revised to give the right to vote to labor and except class employees, and this article be changed to read as follows:

### ARTICLE III

#### Membership

"All employees in the civil service of the State of New York shall be eligible for membership."

This resolution was presented at the meeting of the Association on October 16, 1945, and ordered printed. Its adoption at the special meeting makes this important amendment a part of the constitution of the Association.

Delegates to the February meeting received and ordered printed a resolution authorizing the creation of regional conference of chapters with representation on the Executive Committee where 50% of the chapters in a region join such Conference groups. The resolution will be voted upon for final approval or disapproval at the next meeting of delegates to the Association. The resolution follows:

**RESOLVED**, That Article VIII of the Constitution be amended by adding after Section 2 a new section, to be section 3, to read as follows:

"Section 3. The Executive Committee may divide the State into not more than five regions, and within each region two or more chapters may, with the approval of the Executive Committee, establish a regional conference. Every chapter in such region shall be eligible for membership in such regional conference and, so long as a majority of the chapters in such region are members, such regional conference shall be entitled to elect one representative as a member of the Executive Committee.

"The constitution and by-laws of such regional conference must be approved by the Executive Committee, and such regional conference may be dissolved by a two-third's vote of the Executive Committee of the Association at a regular or special meeting."

In addition to specific action on the constitution, the following resolution was approved:

**"RESOLVED**, That the President appoint a committee of not less than five members to study and prepare a suggested revision of the Constitution and By-Laws of the Association."

## No Strike Pledge Renewed

In addition to the important action amendments to the constitution at the meeting of delegates of the Association of February 28, the following resolution was approved:

**WHEREAS**, There is an alarming trend toward strikes of certain organizations claiming to represent public employees, thus threatening the public with untold damage, this Association reaffirms its no strike pledge given to the people of the State of New York as incorporated in present Article 5 of the By-Laws of the Association, as follows:

"This Association adopts as its policy the principle that there shall be no strike action taken by government employees."

## Group Insurance Notice

If you are a policyholder under the Association's group plans of life, accident or sickness insurance, and are temporarily off the State payroll for any cause, deductions cannot be made from your pay to keep your insurance in force. Send the Association sufficient remittance to cover the period you will be off the payroll to avoid interruption in your insurance protection.

In computing the amount to send, just multiply the semi-monthly deduction usually made from your pay by the number of semi-monthly periods you will be off the payroll.

If you are to be off the payroll for an extended period arrangements can be made for payment of your premiums on a quarterly, semi-annual or annual basis upon receipt of your first payment by the Association. REMEMBER, however, to make the necessary payment within the 31 day grace period allowed.

Check or money order in payment of premiums for Group Life Insurance should be made payable to the Association, and sent to its headquarters, Room 156, State Capitol, Albany 1, N. Y. Remittance for accident and sickness insurance premiums should be made payable to Ter Bush & Powell, Inc., and sent to 423 State Street, Schenectady, N. Y.





# The Letter Box



Mount Vernon, N. Y.  
March 27, 1946

Dear Sir:

A friend of mine in the State Service recently sent me a copy of "The State Employee" which I enjoyed reading very much. I want to compliment you on a splendid organ that covers every phase of interest to Civil Service employees.

I note, too, than an amendment has been introduced to permit other than State civil service employees to join your association. I am sure if this is adopted your membership will double. With this added strength I am sure every member will benefit by the power your association will be able to bring on legislative matters affecting civil service employees. Much of what is done in Albany on civil service matters is reflected in the local communities as our groups have something to point to when we ask for recognition.

A matter has come to my attention that may be of interest to members of your association. Some of the hospitalization and surgical plans carry more benefits in some communities than in others altho the premium is the same. By this I mean that if a hospital in one locality does not provide the services called for under a policy, the member has to pay. A hospital in another locality that does furnish the service called for saves the member the cost of same. Again, there is a difference that is allowed for doctors' services under the surgical plan. If a doctor is a member of the plan, his patient is allowed approximately 25 per cent more. If the doctor is not a member of the plan, the patient has to pay about 25 per cent more even though the premium paid is alike in both cases. Surely, in an emergency, a member is not going to shop around for a doctor who is a member of the plan in order to save some money. I believe that if our various organizations called upon the State Insurance Department to compel these insurance corporations to

issue a standard policy fixing the amount of benefits, etc., and not make the benefits contingent on local conditions, member doctors, etc., it would result in a saving to many. I will be glad to have your reaction to this suggestion.

Trusting to be able to greet you as a brother member before the end of 1946, I am

Yours very truly,  
JOHN M. REAL,  
President.


Competitive Civil Service  
Employees' Association of  
the City of Mount Vernon

*Many thanks for the good words concerning our magazine. We shall try to deserve them fully.*

*The Association heartily endorses uniformity of coverage and cost in hospitalization insurance plans and would welcome action along this line. —Ed.*

*Honigsbaum's*  
INCORPORATED  
MAIDEN LANE  
AT JAMES ST.  
ALBANY

The Peak of  
Desirability  
in  
Feminine  
Fashions



## Knowledge Is Power

Do you know State service, what state employees do for citizens generally? As a state worker you should know what services the public receives from the State. This information always comes in handy, and is available in detail in a book published by the Association, "The Story of State Government." This volume contains more than 300 pages of explanation as to what State workers do for Mr. Taxpayer.

It is a splendid gift for the youngster studying civics or the student of political science. The Association still has a limited supply of "The Story of State Government." They are available at a reduced price of only 50c to Association members only. Orders and remittances to cover may be sent to Association Headquarters.

## Auto Emblems Still Available

The Association still has a small supply of Auto Emblems available, for sale only to Association members. The price is only 80c each and should accompany orders for the emblems. This attractive emblem will look well on your new car—when you get one. Send your order to Association Headquarters.

## Veterans May Get Insurance Back

If you desire reinstatement in the group life insurance plan sponsored by the Association, notify Association Headquarters within 90 days of the date of your return to State service to secure reinstatement without medical examination.

For reinstatement in the group plan of accident and sickness insurance, notify Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y., within 30 days of return to State service.

# What's Doing in the Association



## SPECIAL MEETING BRINGS DELEGATES FROM ALL CHAPTERS

The following chapter delegates, representing every group in State service from every section of the State, attended and took an active part in the sessions of the Special Meeting of the Association in Albany on February 28:

Binghamton—Clarence Stott, Pres.; Frank M. Harris, Edward R. Brown, Omer C. Wood.  
Buffalo—Robert R. Hopkins, Pres.; Joseph Watters, V. Pres.  
Hornell—John H. Stevens, Pres.  
New York City—Charles R. Culyer, Pres.; Michael L. Porta, V. Pres.; William K. Hopkins, V. Pres.; Jos. J. Byrnes, Treas.; Kenneth A. Valentine, Fin. Secy.  
Oneonta—James H. Constable, Pres.; Anne Tolman, Charles Morehouse.  
Rochester—Raymond L. Monroe.  
Syracuse—J. G. Moyer, Pres.; Doris LeFever, Secy.; Benjamin Ungarten.  
Game Protectors—Chester W. Griffiths, Pres.  
L. I. State Parks—Harry W. Lemily, Pres.; Mrs. Marie Owens, Secy.  
Albion—Cleon Whiting, Pres.; Mrs. Alice Wagner, Secy.; Gladys Sharpe, Margaret Hill.  
Attica—Lawrence R. Law, Pres.  
Auburn—Harry M. Dillon, Pres.  
Clinton Prison—William B. Meehan, Pres.; Ted O'Keefe.  
Coxsackie—James J. Walsh, Pres.; Ralph Carpenter.  
Dannemora—Bernard Wallace, Pres.; Wesley LaPorte.  
Elmira—Edward J. Looney, Pres.  
Great Meadows—Frank B. Egan, Pres.; Leo M. Britt.  
Napanoch—James Morrow, Pres.; Vrooman Krom, Secy.  
Matteawan—Harry W. Phillips, Pres.; William McCarroll.  
Sing Sing—Walter L. Smith, Pres.; Carl Hunt.  
Wallkill—Charles A. Moore, Pres.  
Westfield—Mrs. Kate Wasserscheid, Pres.  
St. School for Blind—Harold C. Dressel, Pres.  
Biggs Memorial Hosp.—Mrs. Veda

Lawson, V. Pres.; Mary Anne Zmek, Secy.  
Gratwick (Buffalo Cancer Institute)—Dr. A. A. Thibaudeau, Pres.; Dr. W. T. Murphy.  
Ray Brook—Emmett J. Durr, Pres.; Herbert G. Neale, Treas.  
Haverstraw Reconstruction Home—Mary E. Baker, Pres.; Mrs. Mary G. Clarke.  
Brooklyn St. Hospital—William J. Farrell, Pres.; Lida McDonald, V. Pres.; Catherine Sullivan.  
Buffalo St. Hospital—Harry B. Schwartz.  
Central Islip—Frank Walsh, Pres.; Michael Murphy, Treas.  
Craig Colony—J. Walter Mannix, Pres.  
Gowanda—Priscilla Harvey, Secy.  
Harlem Valley—Gordon S. Carlile, Pres.; Willis O. Markle, V. Pres.; Mildred Adamiec, Secy.; John Unger, John Rice, Dr. Arthur Sullivan, Conrad Klingele.  
Hudson River—Guy deCordova, Pres.; Howard R. Chase, V. Pres.; Mae E. McDarthy, Secy.; August Eitzen, Treas.  
Kings Park—Elwood DeGraw, Temp. Pres.; Walter McNair.  
Letchworth Village—Hiran Phillips, Pres.; R. Roby, V. Pres.; John Harris.  
Manhattan—Patrick Geraghty, Pres.; Robert Martin, Dennis O'Shea, Mrs. Dennis O'Shea.  
Marcy—Leo F. Gurray, Pres.; Kenneth Hawken, V. Pres.; Dorris M. Peck, Treas.; Lucy Baumgras.  
Middletown—Howard Shumake, Pres.; Fred J. Walters, Secy.-Treas.  
Newark—Merton Wilson, Pres.; Robert Soper.  
Pilgrim St. Hospital—Francis Neitzel, Pres.; Charles D. Burns, V. Pres.; Mrs. Charles D. Burns, V. Pres.; Mrs. Madge Koernig, Secy.; Mrs. Louise S. Williams, Treas.;

Leon Corbett, Mrs. Leon Corbett, James Leslie, Mrs. Ercilla Schilling.  
Psychiatric Institute—Biagio Romeo, Pres.; Sidney Alexander, V. Pres.; James Carroll, Treas.  
Rochester St. Hospital—J. Gerald Zugelder, Pres.; John McDonald, Joseph Scott.  
Rome St. School (Ft. Stanwix)—Howard VanScoy, Pres.; Mrs. Hilda Shachoy, V. Pres.; Mrs. Helen Mahoney, Secy.; Mrs. Ruth G. Stedman, Treas.  
Rockland St. Hospital—Arthur J. Gifford, Pres.; Kathleen Hennessey, Secy.  
St. Lawrence St. Hospital—John A. Burham, Pres.; Janet Brainard, Irene Cunningham, Lee Keys.  
Syracuse St. School—Frederick J. Krumman, Pres.  
Utica St. Hosp.—Margaret M. Fenk, Pres.; Francis E. Hackett, Bernard Miller.  
Wassaic St. School—Herbert G. Nelson, Pres.; John O'Brien, Madeline Davis, Nellie Innocent, Charles Kearsy, Ethel West.  
Willard—Edgar E. Fritts, Pres.  
Public Service Motor Vehicle Inspectors—C. J. Atkinson, Secy.-Treas.; John S. Frawley.  
Public Works District No. 2—Marhlon G. Dapson, Pres.; Gerald M. Fenner.  
State School at Industry—Clifford B. Hall, Pres.; Joseph McMahan.  
Hudson Training School—Lafayette Simmons, Alice Peck.  
Thomas Indian School—Mrs. Joella Clark, Pres.  
Warwick—Francis A. McDonald, Pres.; Michael J. Fitzgerald, Peter Noe, Ralph J. Conkling, William E. Leonard.  
Palisades Inter-State Park Commission—Angelo J. Donato, Pres.  
State College of Agriculture—Clarence Dickens, Pres.; Paul Swartwood.  
Geneva—Jeanne Smith, Margaret Legab.  
Special Representatives—W. A. Greenauer, Public Works District No. 10; T. R. Temple, Saratoga Springs Authority.



# State Workers Generous To Poliomyelitis Fund

## REPORT OF STATE EMPLOYEE CAMPAIGN

Chairman: Hon. Joe R. Hanley, Lieutenant Governor.

Department	Amount
Agriculture and Markets .....	83.00
Audit and Control .....	320.00
Civil Service.....	80.25
Commerce .....	70.00
Conservation .....	38.44
Correction .....	136.00
Education .....	387.85
Executive	
Executive Chambers.....	18.00
Adjutant General.....	8.26
Parole .....	11.82
Health .....	174.00
Labor .....	12.00*
Labor — D.P.U.I.....	159.85
Insurance .....	55.00
Law .....	87.90
Public Service .....	18.70
Public Works .....	53.81
Public Buildings .....	92.25*
State Police .....	52.00
Mental Hygiene .....	40.34
Tax and Finance .....	530.52
Social Welfare .....	15.01
*Miscellaneous—in coin boxes— not distributed.....	8.97

(Many State employees contribute to this campaign through outside organizations to which they belong.)

Below — President Tolman gives Lt. Gov. Hanley State Employees contribution as Dorothy Sheehy and Joe Lochner look on approvingly.

MR. THOMAS J. McENANEY  
County Campaign Director

MRS. HERMANN COOPER  
Chairman, County Chapter

MR. CHARLES YOUNG  
Chairman, Sports Fund

## ALBANY COUNTY CHAPTER

### The National Foundation for Infantile Paralysis, Inc.

CAMPAIGN HEADQUARTERS ROOM NO. 1

City Hall, Maiden Lane Entrance

Albany 7, N. Y.

TELEPHONE 3-3537

March 11, 1946.

Dr. Frank L. Tolman, President,  
The Association of State Civil Service Employees,  
Room 156, State Capitol,  
Albany, N. Y.

Dear Dr. Tolman:

Check in the amount of \$ 2348.18 was received from Lt. Governor Joe R. Hanley and has been duly acknowledged.

You will be interested to know that the total collection in Albany County was \$ 33,308.93. Although this total is about \$ 1300 less than the record collection of last year we feel quite elated with the result.

In behalf of the Albany County Campaign Committee may I extend to you, your good assistants our sincere thanks for a grand job and for your fine co-operation in the interest of a very worthy cause.

Sincerely yours,



Thomas J. McEnaney, Director  
Albany County Campaign Committee  
112 State St Albany 7, N. Y.



# Civil Service Notes

Following is a complete statement of allocations and reallocations as made by the State Salary Standardization Board since March 31, 1945, when the Eighth Report of the Board, Legislative Document (1945) No. 56, was issued:

Title	Service & Grade	Salary	Increment	Title	Service & Grade	Salary	Increment
Administrative Director of Commerce .....	11-6	\$ 6700-8200	\$300	Chief Securities Accountant...	10b-6	6250-7750	300
Administrative Secretary to the Commission Against Discrimination from 11-4 to 11-4a	11-4a	4500-5500	200	Chief Self-Insurance Examiner	6-7	5500-7000	300
Administrative Supervisor of Title Abstracts.....	3-6	4000 plus		Colony Supervisor.....	1-3b	1700-2100	100
Administrator of Apprentice Training .....	5-6	4000-5000	200	Director, Bureau of Planning..	7-6c	8000-10,000	400
Agronomist .....	7-3	3120-3870	150	Director of Civil Service Examinations .....	7-6	6700-8200	300
Apprentice Training Field Representative .....	5-4	3120-3870	150	Director of Compensation Claims .....	6-8	7300 plus	
Aquatic Biologist .....	7-2	2400-3000	120	Director of Conservation Education .....	8b-6	5200-6450	250
Architectural Renderer.....	7-5	5200-6450	250	Director of Correction Reception Center.....	11-6	6700-8200	300
Arterial Highway Delineator..	7-6a	7000-8500	300	Director of Industrial Relations, Women in Industry and Minimum Wage.....	11-6	6700-8200	300
Assistant Administrator of Compensation Claims.....	6-6	4400-5400	200	Director of Industrial Safety Service .....	7-6	6700-8200	300
Assistant Architectural Specifications Writer .....	7-3	3120-3870	150	Director of Labor Elections reallocated from 5-5 to.....	5-7	5250 plus	
Assistant Colony Supervisor....	1-3a	1500-1900	100	Director of Mental Hygiene Psychiatric Social Work from 5-6 to.....	5-7	5250 plus	
Assistant Director of Compensation Claims .....	6-7	5500-7000	300	Director of Personnel and Office Administration.....	11-5	5200-6450	250
Assistant Director of Criminal Hospital from 7-5 to .....	7-5b	6200-7700	300	Director of Reconstruction Home .....	7-6c	8000-10,000	400
Assistant Director of Criminal Identification from 5-4 to.....	11-3	3500-4375	175	Director of Salary Standardization .....	7-6	6700-8200	300
Assistant Director of Correction Reception Center.....	11-5	5200-6450	250	Director of Special Investigation .....	7-6	6700-8200	300
Assistant Director of Mental Hygiene Personnel.....	11-4a	4500-5500	200	Director of Special Investigations .....	10c-6	6250-7750	300
Assistant Director of Milk Control from 4-6.....	11-4a	4500-5500	200	Director of Tuberculosis Hospital .....	7-6c	8000-10,000	400
Assistant Director of Public Relations, Education & Research .....	8b-6	5200-6450	250	Director of Unemployment Insurance Accounts.....	10b-6	6250-7750	300
Assistant Director of Tuberculosis Hospital .....	7-5b	6200-7700	300	Director, Rehabilitation of the Blind .....	5-6	4000-5000	200
Assistant Industrial Superintendent from 9b-4 to .....	9b-5	3940-4690	150	Drill Supervisor .....	9b-3b	2100-3000	120
Assistant Interviewer from 5-1a	5-1b	1500-2000	100	Elevator Maintenance Supervisor .....	9b-3a	2100-2600	100
Assistant Principal, School of Nursing .....	7-2	2400-3000	120	Executive Secretary to Medical Practice Committee.....	11-3	3100-3850	150
Assistant Soils Engineer .....	7-3	3120-3870	150	Field Investigator of Narcotic Control from 2-4 to.....	7-2	2400-3000	120
Assistant to the Blind.....	5-1a	1200-1700	100	Field Representative (Commission Against Discrimination) .....	5-5	3500-4375	175
Associate Business Consultant	2-7	5100 plus		General Mechanic from 9b-2a to .....	9b-2b	1800-2300	100
Assistant Claims Engineer.....	7-5	5200-6450	250	Health Investigator (Group of Classes) from 2-4 to.....	5-2a	1800-2300	100
Associate Industrial Consultant	2-7	5100 plus		Industrial Investigator.....	5-2a	1800-2300	100
Associate Research Engineer ..	7-5	5200-6450	250	Industrial Research Consultant	7-5a	5500-6750	250
Associate Soils Engineer.....	7-5	5200-6450	250				
Business Consultant.....	2-5	3000-3750	150				
Business Consultant.....	2-5	3000-3750	150				
Chief Industrial Investigator....	5-6	4000-5000	200				
Chief Industrial Safety Inspector .....	9a-6	4200-5200	200				



Title	Service & Grade	Salary	Increment
Industrial Superintendent from 9b-5 to .....	9b-6	4500-5500	200
Junior Building Structural Engineer .....	7-2	2400-3000	120
Junior Utility Rates Analyst.....	10b-1	1800-2300	100
Marine Academy Business Officer .....	11-4	4000-5000	200
Mental Hygiene Publications Editor .....	8b-5	4000-5000	200
Motor Carrier Investigator.....	8d-2b	2200-2700	100
Motor Equipment Maintenance Supervisor from 9b-3b to .....	9b-4	3120-3720	120
News Photographer from 8b-3 to .....	8b-4	3225-3975	150
Park Ranger .....	4-2	1500-2000	100
Personnel Aide .....	2-2a	1400-1900	100
Poultry Marketing Specialist....	4-4	2600-3225	125
Principal Salary Research Consultant .....	7-6	6700-8200	300
Principal Thoracic Surgeon from 7-6 to .....	7-6-a	7000-8500	300
Principal School of Nursing....	7-3	3120-3870	150
Rehabilitation Counsellor .....	5-2a	1800-2300	100
Salary Standardization Board Assistant .....	7-2a	2760-3360	120
Secretarial Stenographer I.....	3-3	2000-2500	100
Senior Engineering Geologist .....	7-4	4000-5000	200
Senior Field Representative (Commission Against Discrimination) .....	5-6	4000-5000	200
Senior Fish Pathologist .....	7-3	3120-3870	150
Senior Foreign Trade Consultant .....	2-6	3900-4900	200
Senior Game Pathologist.....	7-3	3120-3870	150
Senior Industrial Investigator .....	5-3a	2400-3000	120
Senior Municipal Research Assistant .....	2-5	3000-3750	150
Senior Research Assistant.....	7-3	3120-3870	150
Senior Soils Engineer .....	7-4	4000-5000	200

Title	Service & Grade	Salary	Increment
Senior State Publicity Agent..	8b-4	3225-3975	150
Senior State Publicity Editor....	8b-5	4000-5000	200
Senior Supervising Rehabilitation Counselor.....	5-4	3120-3870	150
Senior Supervisor of Welfare Institutions .....	5-4	3120-3870	150
Senior Tuberculosis Physician .....	7-4	4000-5000	200
State Publicity Aide .....	8b-2	2100-2600	100
Superintendent of Executive Mansion from 1-6 to .....	1-7	3400 plus	
Supervising Industrial Investigator .....	5-4	3120-3870	150
Supervising Park Ranger.....	4-2b	1800-2300	100
Supervising Physical Therapy Technician .....	2-4	2400-3000	120
Supervising Rehabilitation Counsellor .....	5-3b	2760-3360	120
Supervising Tuberculosis Physician .....	7-4b	5000-6000	200
Supervising Tuberculosis Roentgenologist .....	7-4b	5000-6000	200
Supervisor, Bureau of Industrial Investigation .....	11-5	5200-6450	250
Supervisor of Home and Industrial Training .....	5-3a	2400-3000	120
Supervisor of Paryoll analysis .....	10b-3	3120-3870	150
Supervisor of Prison Industries from 9b-4 to.....	9b-5	3940-4690	150
Supervisor of Public Works Purchase .....	8c-5	4350-5350	200
Tuberculosis Physician .....	7-2a	2760-3360	120
Veterans' Assistance Officer.....	5-5	3500-4375	175
Vocational Service Analyst....	5-3b	2760-3360	120
Welfare Training Consultant..	5-6	4000-5000	200
Workmen's Compensation Consultant .....	11-5	5200-6450	250
Youth Commission Education Director .....	7-5	5200-6450	250

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# What's Doing in the Departments



## New Dept. of Social Insurance Is Recommended

The New York State Economy Commission, of which Senator Arthur H. Wicks, of Kingston, is chairman, today submitted its report to the Governor and the Legislature.

This Commission, for the past several years, has been engaged in a detailed survey of the State Department of Labor, including an examination of its policies, plan of operation, methods and procedures, performance and cost, looking toward the streamlining of the Labor Department into a more compact and efficient administrative agency. The report, covering the Commission's work for the past year, recommends:

Recodification of the Labor Law because it finds that since the Labor Law was enacted in 1921, it has been subjected to numerous amendments and has become unwieldy and complicated. At times it is difficult for the Labor Department clearly to interpret or understand many and important provisions of the Labor Law. Likewise, it has become difficult for employers and workers of the State to understand the intent, force and effect thereof.

Independence of the Board of Standards and Appeals, the quasi-judicial agency within the Department, to be generally strengthened; that the Board be empowered to appoint its own personnel, but that the Industrial Commissioner should have the express right to appeal to the courts from decisions of the Board setting aside any rule or order as invalid or unreasonable.

Strengthening and speeding up of the operations of the State Board of Mediation and the State Labor Relations Board to insure prompt action in settling industrial disputes.

Program of integration of the social insurance services of the state

for the purpose of coordinating and simplifying their administration. For that purpose, the Commission recommends that the Constitution of the State be amended to create a new department of state government to be known as the Department of Social Insurance. This Department would comprise the two present social insurance programs, namely, Workmen's Compensation and Unemployment Insurance, and all social insurance programs which may be initiated in the future.

The proposed integration of these social insurance programs in a new department would provide more effective service and administration in that most important field and permit intelligent planning for new social insurance programs which are sure to follow in the future, the Commission believes, and would place the State of New York in the vanguard of progress among the states of the nation.

## State's Health Record Good As Last Year

Last year's health record for the State of New York was good with mortality trends in general moving in a favorable downward direction, according to a report prepared by Dr. Joseph V. DePorte, director of the division of vital statistics, State Health Department, for Commissioner Edward S. Godfrey, Jr.

Cupid was a busy little fellow late last year. A 25 per cent drop in marriages from 1942 to 1944 had brought that department back to normal after the spectacular 38 per cent rise in 1939, but the rapid demobilization of troops from August of last year on, sent marriages in upstate New York soaring again till they reached a point almost 40 per cent higher in the last half of 1945, than in the same months of 1944.

The birth rate of 16.8 per 1,000 population was a shade higher than the 16.6 recorded for 1944 though well

below the rate in 1942 and 1943. A large part of the increase during the war years was the result of the consummation of marriages which under normal conditions would not have occurred until a later time, if at all. Dr. DePorte's survey reveals that the war years have added to the population of the State 200,000 more births than would have occurred had the birth rate of the immediately preceding peace years been continued.

A continuation of the birth rate at the war level is quite unlikely, it is said, because this would require the maintenance of the high rate of marriage of the war years, an altogether unlikely condition, since with the depletion in the number of single persons this rate is bound to go down. The only alternative, according to Dr. DePorte, would be sizeable additions to families already established and, in his opinion, such an anticipation is not warranted by the social and economic characteristics of this age.

The total death rate in the entire State in 1945 was 11 per 1,000 population, remaining at the 1944 level. "However," Dr. DePorte states, "if one were to take into account the natural aging of the population, the 1945 death rate would actually be the lowest in the entire period of years for which accurate records have been kept."

The infant mortality rate, 32 deaths under one year per 1,000 live births, equalled the minimum established in 1942. The figure for 1944 was 33. Maternal mortality, 17 deaths per 10,000 live and still births, has never been lower though it was equalled the year before.

## Retailers Comply With New Order

Compliance of New York State's retail trade establishments with Minimum Wage Directory Order No. 7 has been better than that under previous directory orders, Industrial (Continued on page 139)



# New State Publications

**Advertising for the Small Business.** Small Business Series, No. 7, Department of Commerce, 1946, 11 pp. No charge.

This publication discusses in brief and pointed manner such topics as honesty in advertising, mail advertising, use of newspaper space, door to door methods, radio advertising, how much to spend, essentials of advertising copy, want to advertise, window display and store layout or arrangement. Available through New York State Department of Commerce, Albany, New York.

**Big Aids for Building Small Business.** Department of Commerce, 1946, 15 pp. No charge.

Explains the New York State Plan for the expansion of small business, why such a plan is sponsored by the State and how it works. Presents a three-part program involving printed materials, personalized service and local guidance. Lists the series of booklets available to those interested. Available thru New York State Department of Commerce, Albany, New York.

**Fire Prevention Education.** New York State Education Department, Bulletin No. 1311, February 15, 1946. 63 pp. 10 cents.

The purpose of this bulletin is to emphasize and analyze problems connected with fire safety and to point out an approach to their solution; to help make the schools, the home and the community safe places in which to live. Outlines objective of fire prevention instruction for children of different age groups, presents background and content material for the teacher, draws up a suggested course outline and gives the detailed method of presentation of the instructional materials. Has a bibliography of books and films pertinent to fire safety. Available through Bureau of Publications, State Education Department, Albany. Free to schools; ten cents per copy to others.

**School Lunches for your Children.** New York State Joint Legislative Committee on Nutrition, 1946. 18 pp. No charge.

This pamphlet is a reprint of cer-

tain chapters from "Nutrition in Review" mentioned in the January number of the State Employee, (1) Nutrition Education in the State of New York. (2) Nutrition for Tomorrow's Better World, and (3) School Lunches—An Investment in America. Presents the need for the school lunch program, how to develop and expand that program and some of the results it is expected to achieve. May be obtained by writing to Dr. E. R. Van Kleeck, State Education Department, Albany, New York.

**"American System of Fingerprint Classification."** Paul D. McCann. Division of Criminal Identification, New York State Department of Correction. 156 pp. No charge.

This book has a threefold purpose, (1) to afford to technical employees of the Division of Criminal Identification a composite set of rules with illustrations, to serve as a strict guide in fingerprint classification and comparison; (2) to make available to the State Department of Civil Service a manual which may be referred to in the preparing and correcting of future examinations in the identification field, and (3) to acquaint the various law enforcement agencies throughout the world with the history and operation of the Division of Criminal Identification since 1896, the first State identification unit in the country.

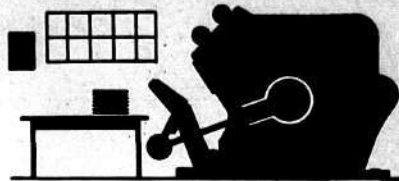
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## Food Frozen in Transit on Increase

Severe cold this winter and war-worn railroad equipment have resulted in an increase in foods damaged by freezing while en route to market, it is reported by the Farm Products Inspection Service of the State Department of Agriculture and Markets.

Potatoes, oranges, cabbage, kale and celery have led the procession of foods accidentally frozen in transit but in every case noted by the State inspectors, the freezing has been confined to the bottom layers in the cars and to bags or crates stowed nearest the car walls. The bulk of the food packed in cars in which freezing was found, escaped injury.

Some of the frozen produce, if thawed expertly, returns to condition approximating normal and can be salvaged, but generally it is charged off as a loss. Railroad companies bear the loss in cars inspected before unloading or those unloaded under protest and inspected immediately afterward.

The Bureau of Markets of the Department of Agriculture and

Markets recognizes that railroads have been confronted by severe weather conditions many times this winter and at the same time have been forced to use all available cars to keep food moving to market. No estimate was made of the damage by freezing, but veteran inspectors said it definitely has been heavier this winter than during any of the war years.

## Cow Number Peak Probably Past

The high volume of milk production during the war has been an achievement of major importance and was possible because of a favorable combination of increasing cow numbers and of generally favorable crop years in which an abundance of pasturage, grain and roughage were available.

The decline of one percent in cow numbers in New York and of three percent in the United States during the year since the wartime peak was reached on Jan. 1, 1945 may indicate the beginning of the downturn in the cow cycle, according to a Federal State report issued by the

New York State Department of Agriculture and Markets.

In New York, the current situation may be compared with that of the first World War period. Cow and heifers 2 years old and over kept for milk had reached the low number of 1,365,000 in 1914 and increased rather rapidly to 1,475,000 in 1917, dropped to 1,455,000 in 1918 and 1919, rose to a peak of 1,499,000 in 1920 and then fell rather slowly to 1,300,000 in 1927. From this low point the numbers again increased to 1,438,000 in 1933, falling sharply to 1,321,000 in 1934 and 1935 and then rising irregularly to a peak of 1,470,000 on January 1, 1945. The January 1, 1946 number of 1,455,000 is, with the exception of last year, the largest since 1922, and is identical with the numbers estimated in 1918 and 1919. A generally similar cycle of ups and downs is noticeable in the United States as a whole, though there has been a long-time upward trend due to the general expansion of the dairy industry in the western and southern states. For example, the current United States total of 26,785,000 cows and heifers 2 years old or over kept for milk, although 3 percent under the peak reached a year ago exceeds any year prior to

(Continued on page 140)

## COST OF LIVING

### CONSUMERS' PRICE INDEXES (1935-1939=100) IN LARGE CITIES COMBINED, NEW YORK AND BUFFALO

#### JANUARY 1944 - JANUARY 1946

Month	Large Cities			Month	Large Cities		
	Combined	New York	Buffalo		Combined	New York	Buffalo
1940	100.2	100.8	101.0	1945			
1944				January .....	127.1	127.9	127.4
January .....	124.2	124.7	125.2	February .....	126.9	127.4	127.6
February .....	123.8	124.2	125.0	March .....	126.8	127.1	127.2
March .....	123.8	124.7	124.8	April .....	127.1	127.4	127.1
April .....	124.6	125.3	124.9	May .....	128.1	128.5	127.8
May .....	125.1	125.8	125.8	June .....	129.0	129.7	129.4
June .....	125.4	125.9	126.3	July .....	129.4	130.6	129.3
July .....	126.1	126.5	126.6	August .....	129.3	130.0	129.4
August .....	126.4	127.2	126.3	September .....	128.9	129.5	128.5
September .....	126.5	127.1	127.1	October .....	128.9	129.4	128.6
October .....	126.5	127.1	127.1	November .....	129.3	130.4	129.4
November .....	126.6	127.3	126.7	December .....	129.9	131.1	129.8
December .....	127.0	127.9	127.1	1946			
				January .....	129.9	131.2	129.8

# ASSOCIATION WON AND LOST MUCH LEGISLATION

(Continued from page 113)

	Intro. No.	Print No.	Introducers	Committee
<b>SENIORITY ON SPECIAL LIST APPOINTMENTS (D)</b>				
Senate	1225	1343	Sen. Campbell	Military Affairs
Assembly	1491	1603	Mr. Manning	Military Affairs

Provides that application to be placed on special list may be made at any time during life of list instead of present 90 day requirement. Seniority to be determined by the date the next person below veteran on original list was appointed.

### EXCLUDE PERIOD OF MILITARY SERVICE FROM AGE REQUIREMENTS (S)

Senate	847	894	Sen. Campbell	Military Affairs
Assembly	995	1039	Mr. Manning	Military Affairs

Provides that period of military service is to be deducted from civil service age requirements.

### MEMORIAL AND ARMISTICE DAY (S)

Senate	1415	1555	Senator Wicks	Finance
Assembly	930	972	Mr. Fogarty	Ways & Means

**Action**—Became Chapter 481 of the Laws of 1946.

Provides that veterans of World War II on the above days, shall be granted leave of absence from public employment.

### EXTEND RED CROSS MILITARY SERVICE (S)

Senate	2317	1606	Sen. Hammond	Mil. Affairs
Assembly	2608	2924	Mr. Magnusson	Mil. Affairs

Extends for one year provision that Red Cross foreign duty shall be deemed as military duty.

### EXTEND VETERANS' RETIREMENT LOANS (S)

Senate	1419	1559	Senator Wicks	Pensions
Assembly	1910	2080	Mr. Ostertag	Pensions

### OVERTIME IN STATE PARKS (A)

Senate	994	2762	Senator Bennett	Labor
Assembly	808	832	Mr. Stephens	Ways & Means

Extends provisions of present law to parks and parkways.

### SIX DAY WEEK STATE POLICE (D)

Assembly	1240	3100	Mr. Lawrence	Labor
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**Action**—Vetoed.

### TRANSFER U.S.E.S. TO STATE (A)

Senate	1423	2135	Senator Condon	Labor
Assembly	1756	1892	Mr. Washburn	Labor

Provides for civil service rights of U.S.E.S. employee upon return to State service.

### TRANSFER U.S.E.S. TO STATE RETIREMENT (A)

Senate	1422	1562	Senator Condon	Labor
Assembly	1757	1893	Mr. Washburn	Labor

Provides for retirement rights of employees upon return of U.S.E.S. to state.

### MERIT AWARD BILL (D)

Senate	1018	2700	Senator Halpern	Finance
Assembly	748	3173	Mr. Van Duzer	Ways & Means

Provides for awards, including cash and salary increases, for employees who make meritorious suggestions or show outstanding ability.

	Intro. No.	Print No.	Introducers	Committee
<b>MOVING EXPENSES PAID BY STATE (D)</b>				
Senate	726	748	Senator Erwin	Finance
Assembly	369	2064	Mr. Barrett	

**Action**—To Governor—then recalled and re-committed.

Provides if employee is transferred, except at own request, state will pay \$150 of moving expenses.

### REMOVALS—TWO YEAR LIMITATION (S)

Senate	635	653	Senator Wicks	Civil Service
Assembly	284	284	Mr. Furey	Civil Service

**Action**—Vetoed.

Provides that removal proceedings, except for theft of public funds, must be brought within two years of occurrence of acts of incompetency complained of.

### INSTITUTION PATROLMEN AS PEACE OFFICERS (D)

Senate	1624	1786	Sen. Bontecou	Public Inst.
Assembly	1729	1865	Mr. Hatfield	Public Inst.

**Action**—Vetoed.

Empowers institution patrolmen as peace officers off the grounds.

### EXTEND ELIGIBLE LIST ARCHITECTS (D)

Senate	2068	2338	Senator Erwin	Civil Service
Assembly	2247	2492	Mr. Lupton	Civil Service

### REINSTATEMENT DEMOTED ENGINEERS PUBLIC WORKS DEPARTMENT (D)

Senate	2069	2339	Senator Erwin	Civil Service
Assembly	2248	2493	Mr. Lupton	Civil Service

## THE FOLLOWING MEASURES PASSED ONLY ONE BRANCH OF THE LEGISLATURE AND THUS FAILED TO GAIN LEGISLATIVE APPROVAL

### DANNEMORA AND MATTEAWAN PRISON GUARDS PAY (D)

Senate	797	839	Senator Bontecou	Finance
Assembly	2265	2511	Mr. Ryan	Ways & Means

**Action**—Passed Assembly.

Provides that Attendants in these institutions be reclassified to competitive class, present incumbents to keep positions without examination, and receive same pay as Guards and Officers in other prisons.

### INCREMENTS AFTER 5—10—15 YEARS (D)

Senate	798	840	Senator Macy	Civil Service
Assembly	732	749	Mr. Barrett	Civil Service

**Action**—Passed Assembly.

Gives on increment to employees who have been at the maximum of Feld-Hamilton salary grade for five years, another increment after 10 years, and a third increment after 15 years—aggregate not to exceed \$4,000.

### RAISE TO MAXIMUM AFTER 5 YEARS (D)

Senate	1643	1812	Senator Hollowell	Finance
Assembly	2099	2318	Mr. Finch	Ways & Means

**Action**—Passed Senate

Raises to the maximum of Feld-Hamilton salary grades employees who have been in grade for five years.

### EXTEND FELD-HAMILTON TO NIAGARA FRONTIER AUTHORITY (D)

Senate	1106	1210	Senator Burney	Finance
Assembly	1322	1406	Mr. Pillion	Ways & Means

**Action**—Passed Senate.

Pay of employees to be fixed in accordance with the Feld-Hamilton Law.



	Intro. No.	Print No.	Introducers	Committee
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**EXTEND FELD-HAMILTON TO ALL BOARDS AND AUTHORITIES (D)**

Senate	1107	1211	Senator Burney	Finance
Assembly	1321	1405	Mr. Pillion	Ways & Means

**Action**—Passed Senate

Permits public authority or other state agency not now under Feld-Hamilton Law to elect to have pay fixed in accordance with Feld-Hamilton Law.

**NEW GRADES IN ACCOUNTING & FISCAL ADMINISTRATION GROUP (D)**

Senate	2228	2517	Senator Erwin	Civil Service
Assembly	2511	2805	Mr. Lupton	Ways & Means

**Action**—Passed Senate.

New grades for Unemployment Insurance Division.

**25 YEAR RETIREMENT (UNIFORMED PRISON PERSONNEL) (D)**

Senate	2019	2280	Senator Condon	Pensions
Assembly	970	1014	Mr. Ryan	Ways & Means

**Action**—Passed Senate. Passed Assembly. **NEITHER PASSED BOTH HOUSES.**

Provides for retirement after 25 years of service—or at age sixty upon paying same contributions now paid by state police.

**EXEMPT RETIREMENT FROM ESTATE TAXES (D)**

Senate	746	787	Senator Cullen	Pensions
Assembly	834	863	Mr. Foy	Taxation

**Action**—Passed Senate.

Exempts all retirement benefits from estate tax on death of employee.

**CORRECTION RETIREMENT (WIDOW'S DEATH BENEFIT) (D)**

Assembly	971	1015	Mr. Ryan	Penal Institutions
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**Action**—Passed Assembly

If Prison Guard was eligible to retire or was receiving a retirement allowance, widow, if married for five years, shall receive annual pension of \$600. Terminates upon remarriage.

**CORRECTION RETIREMENT (OPTIONS) (D)**

Senate	1628	1790	Senator Erwin	Pensions
Assembly	1744	2523	Mr. Ryan	Pensions

**Action**—Passed Senate.

Allows members of Correction Retirement System same options as now in force for members of State Retirement System.

**MENTAL HYGIENE (OPTIONS) (S)**

Senate	2294	2583	Senator Hulst	Pensions
Assembly	2556	2856	Mr. Sellmayer	Ways & Means

**Action**—Passed Senate.

Provides members of the Mental Hygiene System with the same options now in effect for members of the State System.

**REINSTATEMENT AFTER RESIGNATION (D)**

Senate	1226	1869	Sen. Campbell	Military Affairs
Assembly	1492	1604	Mr. Manning	Military Affairs

**Action**—Passed Senate.

Provides that employee who resigned to enter military service for the sole purpose of withdrawing his contributions from the retirement system must be reinstated. Also permits discretionary reinstatement of

	Intro. No.	Print No.	Introducers	Committee
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any state, city, county or village employee who resigned during, or six months prior to entering military service.

**NO EXAMINATION FEE ON PROMOTIONS (D)**

Senate	2271	2560	Sen. Bainbridge	Civil Service
Assembly	2277	2534	Mr. Austin	Civil Service

**Action**—Passed Senate

**THE FOLLOWING MEASURES FAILED TO PASS EITHER HOUSE OF THE LEGISLATURE.**

**COST OF LIVING SALARY ADJUSTMENTS (D)**

Senate	1745	1931	Senator Condon	Finance
Assembly	1965	2145	Mr. Barrett	Ways & Means

Provides that when the cost of living rises 5% above the 1945 level, salaries \$3,000 or less will be raised 5%; those over \$3,000 raised 5% on the first \$3,000 and 2½% on the remainder and similar automatic increases whenever the cost of living rises an additional 5%.

**INCREASE TOP FELD-HAMILTON SCHEDULES (D)**

Senate	2330	2619	Senator Halpern	Finance
Assembly	2662	2979	Mr. Archinal	Ways & Means

Raises department heads to \$15,000; creates a new grade at the top of present salary scale in Professional and General Administrative Service.

**WESTFIELD AND ALBION GUARDS' PAY (D)**

Senate	1512	1663	Senator Williamson	Finance
Assembly	1686	1818	Mr. Thompson	Ways & Means

Provides that Matrons in these institutions be reclassified to competitive class, present incumbents to keep positions without examination, and receive same pay as Guards and Officers in other prisons.

**INCREASE PAY OF ARMORY EMPLOYEES (D)**

Senate	1995	2256	Senator Halpern	Finance
Assembly	2321	2585	Mr. Archinal	Ways & Means

Increases the pay of Armory employees.

**EXTEND TIME IN WHICH ARMORY EMPLOYEES CAN TRANSFER BETWEEN RETIREMENT SYSTEMS (D)**

Senate	1997	2258	Senator Halpern	Pensions
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**NURSES—PROFESSIONAL SERVICE (D)**

Senate	637	1272	Sen. Anderson	Finance Com.
Assembly	747	1292	Mr. Van Duzer	Civil Service

Provides that hospital nurses shall be transferred to Professional Service at basic salary of \$1800—\$2300.

**MINIMUM RETIREMENT ALLOWANCE (D)**

Senate	928	984	Senator Halpern	Pensions
Assembly	1323	1407	Mr. Rapp	Pensions

Provides a minimum pension of \$30 per year for thirty years. This, together with contributions, will insure a minimum \$1200 retirement allowance.

**VESTED RETIREMENT BENEFITS (D)**

Senate	1040	1120	Senator Wachtel	Pensions
Assembly	1023	1068	Mr. Knauf	Pensions

Provides vesting of retirement allowance, if state service is discontinued after five years to insure deferred retirement allowance at age sixty.

**1 YEAR DEATH BENEFIT (D)**

Senate	761	803	Senator Hulst	Pensions
Assembly	1946	2124	Mr. Sellmayer	Pensions

Intro. No.	Print No.	Introducers	Committee
			Provides that death benefit, after 12 years of service, shall be one year's pay.

**25 YEAR RETIREMENT MENTAL HYGIENE, SOCIAL WELFARE, CORRECTION (D)**  
 Assembly 1889 2051 Mr. Knauf Pensions

Provides for retirement after 25 years of service for institutional employees in these departments.

**25 YEAR OPTION FOR ALL EMPLOYEES (D)**  
 Assembly 2278 2535 Mr. Austin Ways & Means

Gives all employees of the state the option to retire after 25 years of service.

**55 YEAR RETIREMENT FOR ALL EMPLOYEES (D)**  
 Senate 1105 1209 Senator Bainbridge Pensions  
 Assembly 1282 1360 Mr. Hatfield Pensions

Provides that additional cost shall be evenly divided between employee and state.

**PENSION CREDIT FOR TIME ON PREFERRED LISTS AND LEAVE OF ABSENCE**

Senate 1353 1491 Senator Cullen Civil Service  
 Assembly 1259 1328 Mr. Shaw Civil Service

Provides that employees may get pension credit for time on preferred lists and sick leave by paying both state's share and own share.

**100% ORDINARY DISABILITY RETIREMENT**

Senate 209 209 Senator Parisi Pensions  
 Assembly 886 919 Mr. Gugino Pensions

Provides for disability retirement at 1/70th of final average salary multiplied by number of years of service instead of present 90% of 1/70th of such salary.

**TEACHERS, RETIREMENT CREDIT FOR PRIOR SERVICE (A)**

Senate 667 686 Senator Wicks Education  
 Assembly 837 866 Mr. Gugino Education

Permits teachers no longer eligible to claim credit for certain prior service, to claim and receive credit for such service for retirement.

**COMMISSION TO STUDY LIBERALIZATION OF SYSTEM (D)**

Senate 2314 2603 Senator Halpern Finance  
 Assembly 2408 2691 Mr. Foy Ways & Means

Creates commission with appropriation of \$50,000 to study and recommend plans for liberalization of State employees' retirement System.

**TIME AND ONE-HALF FOR ALL IN EXCESS OF FORTY HOURS**

Senate 1885 2096 Senator Condon Labor  
 Assembly 2592 2908 Mr. Foy Ways & Means

Provides that all departmental and institutional employees shall be paid time and one-half for all work over 40 hours in any week.

**TIME AND ONE HALF FOR ALL IN EXCESS OF FORTY HOURS (D)**

Senate 1789 1991 Senator Anderson Finance  
 Assembly 1916 2088 Mr. Knauf Ways & Means

Changes present law from straight time to time and one-half.

**FIVE DAY WEEK (D)**

Senate 1887 2098 Senator Condon Labor  
 Assembly 2047 2242 Mr. Brees Labor

Intro. No.	Print No.	Introducers	Committee
			Provides five day week for all state employees in departments and institutions.

**EXTEND 8 HOUR DAY (S)**  
 Senate 1886 2097 Senator Condon Labor  
 Assembly 2048 2243 Mr. Brees Labor

Extends present 8 hour day law to Housekeepers, domestics, vehicle operators and mechanics, farmers.

**UNEMPLOYMENT INSURANCE FOR STATE EMPLOYEES (D)**

Senate 1076 1173 Senator Halpern Labor  
 Assembly 733 1123 Mr. Barrett Labor

Extends unemployment insurance provisions to state employees, except elected officers. State shall pay cost of benefits.

**DISCRIMINATION IN PUBLIC EMPLOYMENT (D)**

Assembly 1704 1836 Mr. Fine Labor

Prohibits discrimination in rate of pay because of sex.

**HEARINGS AND COURT REVIEW OF REMOVALS (A)**

Senate 361 361 Senator Mahoney Civil Service  
 Assembly 250 250 Mr. Fine Civil Service

Provides for hearing and court review of removal proceedings against employee in competitive class.

**REMOVALS (SECTION 22) (D)**

Senate 1860 2062 Senator Cullen Civil Service  
 Assembly 2207 2466 Mr. Dillon Civil Service

Empowers civil service commission to hear all appeals in removal or disciplinary proceedings and to order reinstatement of dismissed employees.

**ON RETIREMENT GET PAID FOR ALL UNUSED SICK TIME, VACATION, HOLIDAY AND PASS TIME AND OVERTIME**

Senate 2217 2506 Senator Halpern Civil Service  
 Assembly 2572 2888 Mr. Archinal Ways & Means

**INCREMENTS FOR AGRICULTURAL INSTITUTES (A)**

Senate 1183 1986 Senator Young Finance  
 Assembly 1368 1749 Mr. MacKenzie Ways & Means

**STATE FURNISH UNIFORMS FOR PRISON AND INSTITUTION WORKERS (D)**

Senate 2275 2564 Senator Bontecou Finance  
 Assembly 2459 2742 Mr. Fine Ways & Means

**TEACHERS, SOCIAL WELFARE, MENTAL HYGIENE HOURS (D)**

Senate 1973 2234 Sen. Bainbridge Wel. & Relief  
 Assembly 2496 2779 Mr. Knauf Social Welfare

Teachers in Social Welfare work same hours as teachers in Mental Hygiene.

**PUBLIC SERVICE — POWERS OF CHAIRMAN**

Senate 2075 2345 Sen. Bewley Public Service  
 Assembly 2443 3046 Mr. Van Duzer Public Service

**MEMORIALIZE CONGRESS TO EXEMPT PENSION FROM INCOME TAX (D)**

Senate Senator Halpern Rules  
 Assembly Mr. Rabin Rules

Resolution requesting Congress to exempt pension incomes of \$2,000 and under from Federal Income Tax.

## JANE TODD ASKS FOR EQUAL PAY

(Continued from page 121)

of the family in 1940, and that is true of many more thousands because of the war. Our own State Department of Labor just finished a survey in regard to how many women have to earn their own living and you may be interested to learn that 93% of the women are the sole support of themselves and their families. Therefore, this hasn't been the result of this war, it has been the trend for many, many years. So I just want to say, don't think that because women are women their place is back home. Many of them have to earn a living for their families; they have to support themselves. We are not trying to take men's jobs. We are trying to find new job opportunities. We are trying to find new opportunities—and many of them—for women to earn their living as they have to do. That's why I hope that women may work side by side with the men so there will be equal pay for equal work.

Many people, both men and women, deplore any discussion about equal pay for women, but the modern tendency is toward job standardization and I think it is much better to have the job because of title, not because of sex. Women are as interested as men in governmental and social affairs. Maybe women, after four years without men, or perhaps now that business has to work more closely with State and Federal government, I believe women can work better with other men. This is sheer speculation on my part. It is significant that after a war women push ahead and will undoubtedly push ahead now.

Most of my life has been spent in politics and in government. I am a politician and I am proud of it. I don't mean that in the way most people speak of a politician. You are politicians, you in State service. Politics is the study of government, and that's what we are doing together, and I am hoping some day the name of politician and politics will be something we will all be proud of and we will not be ashamed to use it.

Here we are trying to emphasize that women will get their chance if

they have what it takes, and we know that we have to do a better job than men in order to get ahead. They have to work hard and effectively in order to attain leadership. They must also have a sense of humor.

One night when I was being introduced at a little meeting, we had a very new and very young district leader who was introducing me. He had introduced the Supreme Court Judge, but when it came to me he didn't know exactly how to go about it, and so he said "I want to introduce your candidate for Assemblyman in the form of a woman." The one thing which I will never forget was the experience I had when I introduced a bill which the newspapers called the "gin marriage bill," which made people stop to think for 72 hours before they got married. Of course, being an old maid they had a lot of fun with me. I remember the Sunday paper had a full page spread about the Jane Todd 72-hour bill—but it didn't say Jane Todd: it said Spinster Todd. They had a lot of fun with that bill and my family was very much upset because of the publicity. Finally my own village paper in Tarrytown decided to find out the feeling toward the bill and sent a reporter around to ask people what they thought. Everyone said it was a good bill and felt it was about time we had something like that because down in my town we had all the hasty marriages where the town clerks and Justices of the Peace would be routed out of bed by people from night clubs who decided to get married immediately and regretted it the next day. So everybody except the Justices of the Peace and the Town Clerks were very happy about it. Finally the newspaper reporter went up to a high school student and said "What do you think of the 72-hour bill?" and she said "I would like to see Jane Todd get a chance to get married and see if she could wait 72 hours!" So you see we have to have a sense of humor.

We have in our Federal government today no women in the Cabinet. On the other hand, in Governor Dewey's administration we have many more women in key jobs than in all the other states put together. It has frequently been said that women, who by a combination of adaptability and talent get into high

places, become a wedge for women who at a later time find a place for themselves. I am just trying once again to say to you women who are civil service employees that you are doing a pioneering job, that you are helping to lead the way to make it easier for women who follow you. Today, in civil service, there are many women who should be leaders, and I am hoping you will make every effort to attain such leadership in your branch of the service. I would be glad to help you. Do come in and speak with me and let me help you in any way with your problems.

## DEWEY PRAISES EMPLOYEES

(Continued from page 116)

talking about a man who was your president when I came to Albany. It became my great pleasure to know him, and to know him quite well. He was endeavoring to create some precedents to establish and strengthen the employees' own organization in place of competition he felt was unfair, unsound and bad for the public interest, and I acquired a respect and affection for him which has been rare in my own experience. It seems to me that all of us here tonight should once again, as we have on other occasions before, pay a rich, meaningful, and very grateful tribute to a grand and fine gentleman who contributed so much to the welfare of the State employees but, more importantly than that, to the kind of service the people of the State of New York get from their government—and that was Harold

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Pleasant Atmosphere

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Under the management of  
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Fisher for whom we all hold and cherish recollections.

I want to talk also about Cliff Shoro, your past president—I think he had been in office about a month when I first got to know him, and I began to hear that here was a fellow with both feet on the ground who knew what civil service was about. He came into the office on a very tough and difficult problem that he knew all about and that I didn't, and by the time he got through I knew a good deal more than I knew when I started, and from then on I had a more wholesome respect for the kind of people you select as your president. When he retired I wondered if maybe we worked our people too hard in the State government, because it seemed to me that if a man can be president of the Association of State Civil Service Employees there ought to be enough give and take in our State government so that he can give the kind of time to it that it needs. I was sorry to see Cliff Shoro quit as president and I think during the time he was there he made a real and mighty contribution to the welfare of State government.

I have already paid my compliments to Dr. Tolman but of course he hasn't resigned or died yet so I can't say all the nice things about him I would. All I can say is that he and I will still have some very good fights, and my respect and affection for him will rise over the years.

As we wait impatiently for the entertainment which is coming, and as I endeavor to walk the tightrope between the generous words of your toastmaster who said I was the interim before the entertainment, and Dr. Tolman who said I was to make a full dress speech, I would like to say a word about the Personnel Council. Last year I proposed to the Legislature that it be created, and intimated to you my first year here that it should be brought about. I believe we have made a very substantial start in the direction of creating in State service the concept that State service is basically an opportunity to do a good job and if you do it you get ahead. Of course there are a great many people who have interests outside, who in doing their job at five o'clock say "I am going to forget about the State and

go home." But there are a great many people, including some of those who have so much richness in background, so much imagination, so much capacity to enliven and make more effective and more efficient the government of the State that if the administrative heads of State government do not make it their business to encourage and stimulate, to needle those capacities as well as to reward them, then we are not doing a good job of government in New York State. Accordingly, last year I created the Personnel Council and after canvassing the entire State for somebody with enough imagination and perseverance, who would at the same time have both feet on the ground at the same moment, which is not always easy to find, I was delighted to appoint Mary Krone, and she sits here tonight. The funny thing about Miss Krone is that she comes to me about once every two months and says, "Do you know, Governor, I am not doing a very good job." She is the only one who does that. Most of them say "I am prevented from doing a good job by that heinous man, the Budget Director, or the Legislature, or the courts," or they say "I can't get the right men, or money, or material, or space, or officers." Everybody has an alibi! Mary comes around and says "I am not doing a good enough job." She says, "I want to do this, and I want to do that, and I want some authority and some people." She's the only person I know in State government who says she wants to do an awful lot more, and doesn't ask for another million dollars to do it with.

Creating any Personnel Council is basically a tremendously difficult problem. In the first place, there never has been such a thing in State government. We started with the personnel in the Department of Mental Hygiene. For 75 years everybody thought a psychiatrist can be a perfect personnel man. You know and I know that he can't. If he is any good, if he is a good psychiatrist, he's so busy and absorbed, and so completely concerned with the way people's minds are going, with studying his patients, with going to meetings, and with reading the latest products of research for treatment of mental disease, that he has neither the time, nor mentality, nor the genius for solving Charlie Jones'

problems. So we created the concept of personnel handling in the Department of Mental Hygiene. Like all good things, it isn't very good yet. For all of you people who think it has defects, I know of two for every one you know. But we have made a very good start. Sooner or later we will try to get in this biggest of all departments in the treatment of human beings, with over 100,000 patients and about 20,000 employees, the idea that in addition to the very difficult and specialized problems by way of purchase and management there is also the very important human problem of dealing with the people who take on this, the toughest of all jobs. No, I withdraw that: there is one job in State service tougher than being in the mental hospitals, and I wish I could take all the people up to see the mongoloid babies and the mental defectives all the way from one year to 70; people who just wring your heart out to look at them, and you know that those people are in all truth the first charge upon the conscience of humanity. They are there, and they are human beings. The people who take care of them, in my judgment, are saints. Next to them come the employees of mental hospitals who deal with the more than 100,000 people in our State. A substantial portion of them are curable, and if these employees are doing a good job they will restore them to society, and it would seem to me that the employees of Mental Hygiene are doing a sanctified mission in this world. And that's one of the reasons they have received a substantially larger portion of raises in these three years than they have received in their entire history in the State of New York. I believe their job is important. And I believe with better people we can do a better job. So in the whole personnel approach we are trying, in the Personnel Council, with the personnel people in the Department of Mental Hygiene, to see that the little irritations are wiped out, and we want your help and your suggestions on those jobs.

I am not a personnel expert. What I don't know would fill all the books. And Mary Krone I think of today as an expert. We are learning by practice. We want your help and your experience and your advice and

your guidance, and if one out of four of your suggestions are good, that will be wonderful because we will get one out of every four—but don't hesitate to give them to us.

Don't expect us to achieve the millennium in one year, or ten years! But the opportunity is there and I believe we are going to make real progress because I do not believe the people of New York are today getting enough from their civil servants. By that I mean that if all the \$4000 and \$8000 and \$10,000 and \$11,000 people in State service were getting loyal service, one thing we are not getting enough of is creative and imaginative ideas towards new concepts of better government. The science of government is the thing which has defied all the good minds in history. Nobody has ever created the perfect government. We have never had it. That's called politics, the science of government. And every one of you is in politics in the best sense of the word, yet we are not getting enough by way of creative and imaginative suggestions and achievement out of the people who work for the people of the State of New York. After all, the heads of the departments, the Governor, the Lieutenant Governor, the heads of the Legislature, both minority and majority parties, are harrassed to death for 12 to 16 hours a day. They can't do creative thinking. It's got to come from somebody. Government can't remain static; it has to move; it never stays the same. The people who run this government are really working too many hours. They are drawn out, exhausted at the end of an average day. The pressure on them from all groups and problems is such that they don't have the time to do creative thinking and, therefore, we have got to get that out of the people who work a normal day; people who have risen to positions of responsibility; people who should teach us how to give more and better service to the people of the State of New York for their money. If all of us would nail that to our mastheads as our first jobs, to make a creative contribution for the better service of our people, we would all make a richer contribution and be happier as a result as the years go by.

I should like to say that I listened with great interest and respect to

the remarks of Mr. McDonough,—remarks about the people in government. I listened to him say that there were a number of things, including labor unions, that were unnecessary, in State service, and to his exposition that government in general should be able to rely upon their own employees to represent their own employees, and let me say that I agree with him 100%. You may have noticed that before the announcement was made with respect to government policy for the year by the Executive Department, that each year I have conferred with the employees of the State of New York as represented by their duly chosen representatives—and only them! It is my profound conviction that the government of this State have some of the ablest people in its service. It has been my privilege to talk with them and listen to them with a wholesome and healthy respect. I have enjoyed it, and I believe your organization is in the public interest. I congratulate you and each of you who represent those 50,000 people, who represent the service of our State to its people. I know a good many of you make real sacrifices. I know that almost everyone of you have made sacrifices in doing the job which you believe is in the interest of the people. I congratulate you.

On behalf of the people of the State, I thank you, and may the Civil Service Association live long, grow stronger, and have an ever happier relationship with the Executive Department of the State government which it makes possible by reason of its loyalty and its magnificent service.

Phone 4-1188

**HOLMES BROS.**

**FLORISTS**



15 Steuben Street

ALBANY, N. Y.

## RECRUITMENT CONTINUING

(Continued from page 118)

and scientific organizations, large corporations willing to make the records of employees available for consideration for Federal service, companies going out of business, sources recommended by appointing officers, USES, veterans hospitals, state vocational rehabilitation services, the various veterans organizations, selective service boards, army and navy recruiting services, civic and fraternal organizations, alumni associations, colleges and universities, vocational schools, resident trade schools, business schools, priests, rabbis, ministers, and church organizations, and state and municipal authorities.

We became convinced that personal contact was a most effective means of inducing individuals to compete for appointments. Naturally, it was essential to select recruiters who understood the positions to be filled and knew the types of individuals required to fill them. Training was necessary to teach the effective approach; the approach for example to be used to attract a successful administrator, a reputable professional man, and persons of the junior executive type. Such recruiting contacts were the more successful if they were made by persons whom the desired applicants recognized as professional equals or as being well informed about the problems and duties of the administrator or professional man.

It became desirable to have the advice of members of the community in which recruiting was being done. As a consequence, there followed the program of obtaining the assistance of key civilians who were able to give informative suggestions and who themselves could develop recruiting sources for qualified applicants, especially for high grade positions. We chose as key civilians those who had an excellent general standing in the community. They were usually persons who had important personal contacts, belonged to civic groups, or had school, church, and other important affiliations, and usually nationally known. One

The Commission also adopted the policy of organizing committees on administrative personnel, committees whose membership was outstanding



of the functions of such regional committees on administrative personnel was to assist Regional Directors in filling key administrative positions and in bringing into the Federal Civil Service high-grade personnel.

It was only as a consequence of such wide-spread positive directional recruiting that we were able to make the volume of placements that was required.

Unfortunately, however, placements which resulted from undue emphasis on speed in some instances were achieved at the expense of quality in appointments. Steps were taken early in the emergency period to correct such undue emphasis on speed.

The Commission's present policy emphasized **quality**. The interest of sound administration requires the placing of primary emphasis on the quality of personnel recruited rather than on the speed with which personnel transactions are effected.

What of the future? Will we have learned a permanent lesson in our departure from the traditional procedures for attracting applicants for government service? I quote from Commissioner Flemming's recent statement:

"The problems and pressures of the War Program have, of course, had more of an effect upon the field of recruitment and placement than possibly any other phase of personnel administration in the Federal government . . . Right now, the Civil Service Commission does not have any lists of eligibles for regular Civil Service appointments. This means that, as far as standard Civil Service procedures are concerned, we shall have to start from scratch. This presents many difficult operating problems, but at the same time, it presents an opportunity to develop a fresh approach to principles, methods, and procedures which should govern the recruitment and placement of persons in the agencies of the Federal government . . . In determining what those principles, methods, and procedures will be, we are convinced that we should profit by many of the experiences which we had during the war. In all probability the outstanding feature of our war time experi-

ence in this field has been the close cooperation which has developed between the Civil Service Commission, as the central personnel agency, and the operating departments and agencies which it has the privilege of serving. This concept of cooperative endeavor in the field of recruitment and placement on the part of the Civil Service Commission and operating departments and agencies must be retained. The Federal government cannot possibly do the job that needs to be done in this field except as the Commission and the departments and agencies pool the resources that may be available to them."

Presumably the cooperative endeavor that Mr. Flemming mentioned will not only include in certain examinations the cooperative working out of qualifications standards, joint decisions as to whether applicants for certain positions have the required knowledge and ability, and a complete pooling of all resources so as to handle most effectively the examining process itself, but such cooperative endeavors will also include in some instances the freedom on the part of agency representatives to tap all possible resources in encouraging the right kind of persons to apply for examinations.

You know of President Truman's Executive Order of February 4th directing the Federal Civil Service Commission to resume operations

under the Civil Service Rules and authorizing the adoption of special regulations during the transitional period. I quote briefly from that executive Order to show how Mr. Flemming's quoted concept has already been activated. The Executive Order states in part:

"In order to assume the maximum utilization, in the recruitment and placement of persons for the Federal service, of the field service resources of the departments and agencies the Civil Service Commission, after consulting the departments and agencies concerned, may establish U. S. Civil Service Boards of Examiners in the field service, composed of officers or employees of the departments and agencies concerned . . . and may establish, for scientific, professional (other than legal), or technical examinations, U. S. Civil Service Committees of Expert Examiners in the departmental service in Washington composed of officers or employees of the departments and agencies concerned, who are of outstanding competence in the various scientific, professional, or technical fields for which the examinations are held.

"The work of the Boards or Committees referred to in this section in connection with the Civil Service Act, Rules and Regulations, shall be under the direction and supervision of the Commission.

"The duties performed by the members of such boards or committees shall be considered part of the duties of the office or organization in which they are serving and time shall be allowed therefor during regular working hours."

I repeat that it will be partially through the instrumentality of such Boards of Examiners that directional recruitment will be resorted to, if necessary.

In recent years we have also acted together with hiring agencies in positive recruiting activities whenever it was determined that an agency's needs could not be met through the Commission's facilities alone and that agency representatives should be designated to join Commission Recruiting Representatives in engaging in positive or di-

DE WITT CLINTON  
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afternoons from 4  
evenings from 9:30  
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The advertisement features a central illustration of a man in a suit and a woman in a dress dancing. The text is arranged around this central image, with the name of the lounge at the top, the main attraction 'DANCING MUSIC' in large bold letters, and the operating hours below. The background of the ad has a halftone dot pattern.



rectional recruitment. Such joint enterprises became known as joint recruiting. The Commission gained valuable experience in learning how effectively to pool available agency resources for recruiting purposes; presumably such experience will not be forgotten if in the future circumstances dictate the necessity of resuming such practices.

Nor are the very valuable contacts which we have built up in the schools, the colleges, and the universities to be forgotten. During the war such schools became fertile fields for recruitment. We were instrumental in assisting in the development of curricula so as to enable the schools to play their part in turning out qualified personnel to enter a career of public service in the federal government. The Veterans Preference Act of 1944 directs that no

minimum education requirements may be prescribed in any examination except for special, scientific, professional or technical positions, the duties of which the Civil Service Commission finds cannot be performed by any person who does not have such education. Education requirements are now prescribed in examinations for such positions as:

Clinical Psychologist  
Consultant in Education  
Dentist  
Dietitian  
Educational Specialist  
Medical Officer  
Nurse  
Physical Director, and Teacher

We shall no doubt continue to enjoy a very close relationship with the schools and shall continue to be instrumental in curriculum develop-

ment insofar as positions for which educational requirements may be prescribed are concerned.

When indicated, directional recruitment will, no doubt, continue to be undertaken, especially where high-grade administrative, professional, scientific, and technical positions are involved, and in connection with such directional recruitment, we shall continue to make contact with the many excellent sources which we developed during the war.

In other words, we hope to be able to carry on such recruitment in all of its phases as may be necessary not only to render sufficiently prompt service so that there will not be any undue delay, but also to do an outstanding job from a qualitative point of view.

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## What's Doing in the Departments

### RETAILERS COMPLY

(Continued from page 128)

Commissioner Edward Corsi, announces. A check by the State Labor Department throughout the State shows compliance by almost four-fifths of all stores surveyed.

Directory Order No. 7, establishing a minimum wage for workers in the retail trade industry was made effective November 12, 1945. The order will continue as a directory order said Mr. Corsi, until further notice.

### Dog Money Sets New High Mark

Outside of New York and Buffalo, where licensing is carried on independently, the State had a licensed dog population of 503, 866 in 1945 as compared with 494, 383 in 1944. When enumerators took the dog census, they counted 541,740 noses.

Total fees collected in the year's licensing operations amounted to \$1,188,156 or \$22,818 more than in 1944. The state retains only 10 per cent of this money.

### Small Business Means Business

Small business in New York State means business.

Results of the first week's State-sponsored advertisements in the newspapers in the State carrying details about the small business expansion program shows that nearly 20,000 individual requests for information and literature flooded the New York State Department of Commerce, M. P. Catherwood, Commerce Commissioner, announced.

The advertising drive is aimed at promoting new small business opportunity for veterans and others in the state and to replace the 100, 000 small business units that closed during the war. The first advertisement, in addition to stressing the opportunities in small business ventures, offered free the booklet "Big Aids for Building Business," prepared by the State Commerce Department and describing the features of its service program for small business.

In the first week over 14,000 requests came from the New York Metropolitan area alone, while the city of Buffalo netted 1000 inquiries. Upstate New York's tri-city area, Albany-Troy-Schenectady, produced over 500 prospective small business operators, while Syracuse showed

over 500 responses, Rochester nearly 300, Utica over 200 and Binghamton over 100.

The bulk of responses came as a result of ads carried in 99 daily newspapers in 76 cities, but the outlying districts reached with 488 weekly newspapers employed for the drive produced their share of requests considering that most of the newspapers carried their ads late in the first week.

### Health Chicks In State Hatcheries

Hatcheries at the Syracuse State School and Letchworth Village at Thiells, in Rockland County, are the birthplaces of all the baby chicks that every year replenish the flocks maintained on 36 institution farms the length and breadth of New York State.

From Dannemora State Hospital in Clinton County to Central Islip State Hospital in Suffolk County, and from Harlem Valley State Hospital at Wingdale in Dutchess County to the Thomas Indian School at Iroquois in Erie County, pullets and hens are vigorously laying eggs—pullets and hens which first saw light of day through incubator windows at Syracuse or Thiells—while the young roosters have gone into the frying pans for many an institution dinner.

The baby chicks which later become state-wide travelers arrive in this world under the watchful eyes of representatives of the Bureau of Institutional Farms in the New York State Department of Agriculture and Markets. And despite their incubator births, these chicks trace their parentage to hardy, proven lines of high record egg producers.

### A WORD TO THE WISE!!!

Plan your Summer vacation NOW. Many of our clients were disappointed during 1945.

RESERVATIONS BEING TAKEN FOR

BERMUDA                      ST. JOHNS & NOVA SCOTIA  
MEXICO                        YELLOWSTONE PARK  
GREAT LAKES                MISSISSIPPI RIVER CRUISES

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"Our Business Is Growing"  
UNUSUAL FLORAL ARRANGEMENTS  
We Grow Our Own

*Danker*  
FLORIST

## Post-War Trends

(Continued from page 130)

1942 except 1934, and is 25 percent above the 1918-1919 level. The cycle is ordinarily estimated as about 14 to 16 years from peak to peak, but the regularity may be upset by events such as the extensive droughts of the 1930's which forced liquidation of herds in the West and the intensive bovine disease eradication campaigns extending through the 1920's and 1930's in New York and the north-eastern states, which caused the removal of many producing animals.

In New York cow numbers have been relatively stable since the 1880's except for these cyclical ups and downs.

The increased production of milk in recent years, both in New York and the United States, has been due to improved skill in caring for cows, the effects of better breeding for more milk per cow, abundant feeding, and the fact that numbers of animals were on the high side of the cycle. In New York, the estimated average milk per cow per year in the three years, 1922-24, was 5,064 pounds, while in the three years, 1943-45, it was 5,840 pounds. The average annual total milk produced (including that for home use, farm butter making and calf feeding, as well as that sold) in New York in 1943-45 was 7,879 million pounds, in comparison with the 1922-24 average of 7,052 million pounds.

Nationally, the 1945 milk production topped all previous records, exceeded 1944 by 3 percent and was 13 percent in excess of the 1934-45 average.

## Farm Livestock Tending Downward

Dairy cattle, sheep, horses and hogs are declining in numbers in New York State while chickens and turkeys have been increasing, according to a State-Federal report from the New York State Department of Agriculture and Markets.

The decline in the number of horses started about the time the

automobile and tractor began to be important accessories to the farm and still continues. In the early days of the farm tractor, it was believed that farmers should keep their horses in addition to the tractor for their farm work, but during recent years the number of horseless farms has been on the increase.

Milk is in good demand but difficulty in obtaining satisfactory farm labor to care for the cows, coupled with a scarcity and high cost of suitable dairy feeds, is contributing to a decline in the total dairy cattle numbers.

Sheep numbers are still on the downgrade. Competition with the dairy cow and uncertainty regarding the future of wool and mutton, due to heavy production in other important sheep producing countries, are tending to further reduce the numbers.

Hog numbers in the state were over-expanded during the period of high pork and low feed prices and are now getting back to nearly normal.

Demand and resulting good prices for poultry and eggs caused a large increase in both chickens and turkeys. The heavy pressure of declining prices for the products and difficulty in obtaining feed appears to be causing a decline in demand for chicks for this season's flocks, at the present time.

## Industrial USO Calls it a Day

With the termination on February 28 of 15 USO services in war production areas because of industrial reconversion to peacetime needs, USO writes finis to a numerically small but vitally important service to several millions of war workers throughout the country during World War II.

USO, however, will continue through 1947 its services to the armed forces, although on a reduced scale. Hospitalized service men, troops in training and families of service men, troops-in-transit, men overseas in the Philippines, Hawaii and bases of the Western Hemis-

phere, will still receive services through its clubs and station lounges, and USO-Camp Shows will continue to take entertainment to all occupation troops abroad.

Serving the "religious, spiritual, welfare and educational needs" of war workers under its national charter, USO had at its peak in the fall of 1944, 227 operations near shipyards, steel and aircraft plants, armaments factories and others vitally concerned with production of material. Eighty-four of these were joint military-industrial programs, aiding isolated airfields and arsenals where overalled and uniformed forces worked side by side.

Located in boom-town areas where recreational and living resources could not support expanded war worker populations, the USO's were opened upon request of Army, Navy or welfare agencies which were concerned with the morale of "the fighting forces behind the lines."

When industrial USO went into action five years ago, America was gearing itself for the most tremendous production efforts in its history. With plant expansions and migration of people, the American map suddenly developed into a lopsided social picture.

Dedicated to the thesis that war workers were people and not machines, industrial USO purposed to create as normal a life for them as possible under the abnormal boom town conditions and to break down local resentment and disregard of the newcomers by the boom town natives. Through churches, mixed group leadership and such devices as State Night parties where new and old residents came together under the banner of their natal state, townspeople learned quietly that, all in all, war workers were just townspeople who had left their own towns to do a job in a time of national emergency.

There was one vital difference between the military USO and the industrial USO. Servicemen are guests at the USO; their expenses are paid by the American public in an annual contribution. Civilian war workers have paid their own way and run their own show. The extent of USO industrial services was to start things running and to provide professional leadership. Ac-



tivities were centered in the community.

The war production services program met a mixed reception from industrialists during its five-year history. Welcomed with open arms by plant personnel directors in many cases, it faced a lack of cooperation in other places which forced USO workers to frequent buses and employee drugstore and cafeteria hang-outs in order to announce the opening of the USOs. However, the program proved itself.

When the USO war production services ended on February 28, three operations continued as part of the transitional program of the United Service Organizations. Warner Robins, Ga., location of Robins Field; Bremerton, Wash., and Vallejo, Cal., where shipyard workers are still repairing and conditioning troopships being used to bring men home from the Pacific, still come under the category of war work—and in line with its pledge to continue where it will still serve the men who fought the war, USO will carry on activities in those towns for another six months.

trol in the New York State Department of Agriculture and Markets.

In a paper prepared for delivery at a meeting of the Italian-American Grocers Association, Inc., Mr. Plumb said the "olive oil mixtures" law became effective September 1, 1945, and caught the blenders with millions of lithographed, hard to replace, tin containers on their hands. The new law provided that the ingredients, together with the percentage of olive oil, should be permanently labeled on the container.

A conference with the sponsor of the law and representatives of the trade caused State officials to give the blenders until December 1 to dispose of their old stock of cans. Then the retailers in turn drew a period of grace until February 1 to move the containers from their shelves. So now consumers are asked to read one more label, this time when they buy a mixture of olive and vegetable oils. The label must state the percentage of vegetable oils and the percentage of olive oil contained in the mixture. Mr. Plumb said that "recognition of the extenuating circumstances avoided hardship for blenders, retailers and consumers."

Lawyer in Public Administration," prepared for the annual convention of the American Society for Public Administration, in Philadelphia, the Solicitor General said:

"In an age when one out of every seven employed persons is working for the Federal, State or local government, it is appalling how few educational institutions give any direct attention to the special problems of public administration.

"The education of public administrators today is in the same stage as legal education of fifty years ago, when the aspiring attorney read law in some other lawyer's office. Government today is too complex and its operations too important for us to be content with men who learn its operation by ear."

Mr. Judd urged expansion of college courses and graduate schools in public administration, and emphasized the need for extension courses so that persons already in government service can be more efficient public servants.

## Tin Scarcity Delays Law

How the wartime scarcity of tin caused five months postponement in enforcing a new law has been revealed by Clifford R. Plumb, director of the Bureau of Food Con-

## Urges Training Courses For Public Officials

Solicitor General Orrin G. Judd has called for the creation of training schools for public officials.

In a speech on "The Role of the

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# Have You Been Sick?

By C. A. Carlisle, Jr.

Have you been sick during the last six months or year, or have you some friends who have been sick? Perhaps they have been receiving benefits under the Group Plan of Accident and Sickness Insurance. Many hundreds of State Employees are receiving these benefits all the way from \$30.00 a month to a \$150.00 a month right along. Many hundreds of State Employees have been sick, have had operations of various kinds, long drawn out colds, influenza, pneumonia, arthritis, neuritis, etc.

When I have the privilege of traveling around from one State Department to another, and from one institution to another, and I see people who have collected on a Group Plan of Accident and Sickness Insurance over the past ten years, there are many happy faces. Many people received this money when they needed it most—when they were sick, when their income was at its lowest point. Money received under these policies is not taxable as income. Every dollar you get can go to pay the expenses for doctors, nurses, hospitals, etc. You pay no income tax on the benefits you receive under an Accident and Sickness Insurance policy from an insurance company.

In the last few months many hundreds of new applications have been coming in. People have read the articles we have issued on the Group Plan of Accident and Sickness Insurance, particularly those that tell about the million and a half of benefits that have been paid to State Employees. Also the story about the young lady up at one of our State Hospitals who collected \$75.00 a month for five full years for an accident that only broke her arm but the break has never been able to knit. It is these unforeseen conditions that require competent Accident and Sickness Coverage.

At the present time we have men all over the State soliciting this Accident and Sickness Insurance from the various departments and institutions. If there are groups in any part of the State who have a number of employees who would be interested in learning more

about the Accident and Sickness Insurance without any obligation whatever to enroll in the plan, I should be pleased to hear from them so that we might have one of our men stop in and tell them the full story, answer their questions, give them real service and let the State Employees know that the Association and Ter Bush & Powell, Inc., and the Commercial Casualty Insurance Company are interested in more than their money. They are interested in giving you satisfactory service. This has been our plan since 1936 and will always continue to be our plan with New York State Employees wherever they may be, whatever may be their trouble.

Applications, circulars, further information concerning this very fine Group Plan of Accident and Sickness Insurance written on a very broad basis at a low cost, can be obtained from Ter Bush & Powell, Inc., 423 State Street, Schenectady, New York, also from Ter Bush & Powell, Inc., Room 523, Channin Building, New York City, New York.

Remember that the Claim Officers for the Commercial Casualty Insurance Company are located in Buffalo, Rochester, Syracuse, Albany and New York City. These claim men are there to serve you. Whenever you have an accident or are sick due to illness of any kind, be sure you report your claim to the nearest claim office of the Commercial Casualty Insurance Company and you will get prompt and courteous service. Anyone who has any particular questions or is not satisfied with the treatment they are getting should write direct to C. A. Carlisle, Jr., 423 State Street, Schenectady, New York and your problem will be given personal prompt and confidential handling. If you know any of the new employees coming into State Service, particularly those younger persons anywhere from 17 years up be sure and convince them that they should write in and get an application and a circular and study this insurance plan as they are the ones who are going to get benefits from this the same as all others when they are disabled due to accident or sickness. Now is the time to investigate.

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\$ 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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