

THE
NEW YORK

C APR 20 1945

STATE LIBRARY

State Employee



Governor Dewey Signing Permanent Feld-Hamilton Bill

APRIL 1945 · VOLUME 14 · No. 3 · 10 CENTS



IMPORTANT NOTICE

Thus far, over 22,000 membership cards for 1945 have been issued. This is splendid indication of loyal support of the Association and appreciation of its accomplishments on behalf of State employees.

We are sending out a second bill to each member of last year who has not renewed.

In view of the paper shortage and necessity for rational economy along all lines, we must advise that it will be necessary for us to remove from our mailing list all members whose dues are not received prior to May first.

Also, all persons having Association Group Insurance of either kind are hereby advised that it will be necessary for us to cancel their insurance in the event that membership is not renewed promptly.

On another page of this issue there is printed an application for membership and this may be used in the event that second bill is not received by you.

Renew your membership today! And make certain of Association Group Insurance and of receipt of "The State Employee" and "Civil Service Leader." The June issue of "The State Employee" will contain report of final action by the Governor on all bills now before him.

CLIFFORD C. SHORO,
President.

The State Employee

Vol. 14, Number 3

APRIL, 1945

10 Cents a Copy

Emergency Raises

Chapter 159, Laws of 1945, means very much to State civil service employees. This is the law that sets forth that State workers shall receive increases of from ten to twenty per cent above basic cash salaries during the next fiscal year, beginning April 1st. The law applies to all State employees on all levels of pay.

Governor Thomas E. Dewey deserves and is receiving the congratulations of workers throughout the State. Governor Dewey discussed the raises with representatives of the Association prior to the announcement of his budget plans, as reported to members in special wire and bulletin sent to Association representatives on December 29th. He carried the recommendations to the Legislature in his annual budget message, as reported in "The State Employee" for February, 1945. He secured approval of the increases by the Legislature and now they are a fact.

The total distribution of this emergency compensation will amount to some thirteen and one-half million dollars, more than double the amount distributed under the 7½ to 10 per cent bonus of last year.

This welcome addition to the basic pay of State employees has been the subject of constant concern of the Association officers, committees, counsel, headquarters staff, chapter officials and representatives, and the loyal 27,000 members of the Association throughout the State. It is in the nature of a favorable answer to the thousands of words, printed and spoken, emanating from Association headquarters throughout the past war years, informing executive and legislative officers and citizens generally of the dire need of State workers for a substantial cost of living bonus.

The following is from memorandum of the Department of Civil Service dated March 16th, 1945, addressed to All Appointing Officers

setting forth in detail as to the persons entitled to the emergency compensation and other matters:

This memorandum is intended to serve as a guide for determining to whom, and in what amounts, and for what period of time the additional war emergency compensation provided by the above act, shall be paid. **Persons Entitled to Additional War Emergency Compensation**

Additional war emergency compensation is payable to all State officers and employees (officers and employees of the Judiciary and Legislature are covered by other legislation), provided such officer or employee is:

1. A permanent appointee; or
2. Rule VIII-12 Rule VIII-A or Rule VIII-C appointee; or
3. (a) A provisional appointee appointed pending the establishment of an eligible list; or
(b) A temporary appointee appointed for a period of not less than one month.

(Rule XIII-4 appointees do not receive additional war emergency compensation provided, however, that a provisional appointee or Rule VIII-9 appointee whose services are continued under Rule XIII-4, is entitled to continue to receive additional war emergency compensation).

Computation of the Amount of Additional War Emergency Compensation Authorized

Additional war emergency compensation is to be computed on the salary or compensation accrued each payroll period exclusive of any compensation paid for overtime employment and after deductions are made for maintenance, where maintenance is received, and at the following rates:

1. At the rate of 20% of such compensation, if such compensation

is less than \$1,500 per annum (provided that such additional war emergency compensation and the regular compensation shall not exceed \$1,762 per annum in the aggregate);

2. At the rate of 17½% of such compensation, if such compensation is \$1,500 or more and less than \$2,000 per annum (provided that such additional war emergency compensation and the regular compensation shall not exceed \$2,300 per annum in the aggregate);
3. At the rate of 15% of such compensation, if such compensation is \$2,000 or more and less than \$3,000 per annum (provided that such additional war emergency compensation and the regular compensation shall not exceed \$3,375 per annum in the aggregate);
4. At the rate of 12½% of such compensation, if such compensation is \$3,000 or more and less than \$4,000 per annum (provided that such additional war emergency compensation and regular compensation shall not exceed \$4,400 per annum in the aggregate);
5. At the rate of 10% of such compensation, if such compensation is \$4,000 or more per annum (provided that such additional war emergency compensation shall not exceed \$1,000 per annum).

EXAMPLE: A stenographer whose annual salary is \$1,200 per annum receives \$50 per payroll period. Such stenographer will receive an additional war emergency compensation of 20% of \$50 or \$10.00, giving her a total sum of \$60 for the payroll period.

Rate for Per Diem, Part-time and Seasonal Employees

For officers or employees on a per diem, part-time or seasonal basis, the
(Continued on page 100)

Amendments to Section 41

By JOSEPH SCHECHTER

From address delivered on March 8, 1945, before Association of State Civil Service Employees

The Hammond-Lupton bill (Senate Int. 1846, Print 2055; Assembly Int 2137, print 2372), which was sponsored by your Association, liberalizes the provisions in relation to appointment, promotion, demotion, transfer and reinstatement of employees to Feld-Hamilton positions. This bill amends Section 41 of the Civil Service Law, which section is part of the Feld-Hamilton law. This section contains important provisions covering salaries and increments and may be termed the "pay section" of the Feld-Hamilton law. This section is used as the yardstick in determining the salaries to be paid on appointment, promotion, demotion, transfer and reinstatement and in determining eligibility for annual increments. The purpose of this bill amending Section 41 is to iron out inconsistencies and inequities now existing in the Feld-Hamilton salary and increment structure.

Subdivision 4, under the existing law, provides that where an employee is transferred to a similar position, he shall be paid the same salary in such new position as he received in his former position. Again in this subdivision there was no provision to cover employees who are appointed from an open competitive or promotion list to similar grade positions. Under a strict interpretation of the law, such employees would have to start at the minimum salary grade of their new positions. Under the amendment, employees appointed to similar grade positions will be entitled by the law to receive credit for the years of service in their old positions. For example, a Typist (salary range \$1,200 to \$1,700) has been employed for two years and is receiving \$1,400. She is on an open competitive eligible list for Stenographer which is in the same salary range as Typist. Under the amendment, she will be entitled to be appointed to a Stenographer position from the open competitive list at the salary of \$1,400 which she formerly received in the position of Typist.

Subdivision 5 is an entirely new subdivision and marks a forward

step in liberalizing salary rights of certain employees. Under the present practice where a person occupies a non-Feld-Hamilton position and is appointed to a Feld-Hamilton position, he must start at the minimum salary of the Feld-Hamilton position, regardless of the salary he was receiving in his former non-Feld-Hamilton position. In many cases this would result in a substantial cut for such employee. For example, an employee holding the position of Laborer in an institution may be receiving a salary of \$1,500 which he earned by virtue of his many years of service in such position. If he desires appointment to the Feld-Hamilton position of Attendant he would have to start at \$1,300, the minimum salary for such position, and he would be sacrificing \$200. Under the amendment if such employee was occupying the position of Laborer for a period of at least one year, he would be entitled to a starting salary of \$1,500 in the position of Attendant. The amendment provides that an employee who for a period of at least one year has been continuously occupying a non-Feld-Hamilton position and who is appointed, promoted or transferred to a Feld-Hamilton position the minimum salary of which is equal to or lower than the salary then received by such employee, shall, upon such appointment, promotion or transfer be paid the same salary he was receiving in his former position, **not to exceed the maximum salary of his new position** and, for the purpose of computing future increments, he shall be credited with the number of years of service in such new position which corresponds with such salary.

Subdivision 7 of the Hammond-Lupton bill is an entirely new subdivision and again marks a great step forward in the interest of employees. Under our present practice there are many employees occupying temporary positions for the duration of the war. Some of these employees hold Rule VIII-12 appointments, which are appointments for the duration of the military leaves of absence granted to permanent incumbents who are engaged in military duty. Others hold Rule VIII-A appointments which are war dura-

tion appointments in permanent items where the State Civil Service Commission has declared it impracticable to fill such positions on a permanent basis because there is no eligible list in existence and it is impracticable to hold a competitive examination at the present time, or where there is an eligible list in existence but there are eligibles on such list in military service not available for appointment. Others may hold Rule VIII-C appointments which are emergency appointments in such positions as Staff Nurse. Under the present practice, employees holding the above temporary war duration appointments are given increments the same as permanent employees. However, when such employees are appointed on a permanent basis they do not get any credit for service in a similar war duration position and must start at the minimum salary of the permanent position. For example, an employee holding a Rule VIII-12 position of Clerk for the period of two years and receiving the salary of \$1,400 would in the event of a permanent appointment to a Clerk position be required to start at the minimum of \$1,200. This inequitable salary cut is done away with by the amendment and such employee would, under the amendment, be entitled to receive credit for the Rule VIII-12 service and would be allowed \$1,400 upon appointment on a permanent basis to such position. The amendment provides that an employee who has been continuously employed under a temporary appointment pursuant to Rule VIII-A, Rule VIII-C, or Rule VIII-12 shall, upon appointment on a permanent basis to the same or similar position, be paid the salary which he would have received in his tempo-

(Continued on page 95)

THE STATE EMPLOYEE is published monthly except, March, May, July, August, October, December. Publication office, 2 Norton Street, Albany, New York. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 10c a single copy, 30c per year. Entered as second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the Act of March 3, 1879. Letters to the Editor, contributions, news items, applications for memberships and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y.

Legislation

(Editor's Note: This shows action on some important measures as of April 1, 1945).

This has been a good year for State employees. Over forty separate bills improving the Civil Service Law, the Retirement System and employment conditions in the State service have been passed by the Legislature. Of these, 21 were drafted by the Association and introduced at its request. The remainder were either approved by the Association or were sponsored jointly with other organizations and agencies. Six of these bills have already been signed by the Governor and are now laws. The remainder of the bills will be either approved or vetoed by the Governor within 30 days following the close of the session.

The following is a summary of the bills already enacted, as well as the bills now before the Governor. A complete legislative report will be carried in the June issue of "The State Employee."

Ostertag Assembly Bill, Int. 160—Chapter 46

Amends subdivision 1 of Section 22 of the Civil Service Law to extend to honorably discharged veterans of World War II the same rights now granted by such subdivision to veterans of World War I, which include (1) the right to a hearing on charges of incompetency or misconduct prior to removal; and (2) the right to be transferred to a similar position in the same service in the event of abolition of position.

Erwin Senate Bill, Int. 564—Chapter 52

Provides that the term of eligibility of the eligible list for State Prison Guard shall be extended for a period of two years beyond the maximum term of eligibility of such list (i.e., until June 24, 1947).

Erwin Senate Bill, Int. 950—Chapter 158

Provides that the term of eligibility of the eligible list for State Title Examiner shall be extended for a period of six months beyond the maximum term of eligibility of such list (i.e., until September 19, 1945).

Manning Assembly Bill, Int. 1364—Chapter 215

Amends subdivisions 1-b, 2, 3, 7, 12 and 19 of Section 246 of the Military Law to extend from 60 to 90 days the period within which a returning veteran (1) may apply for mandatory reinstatement to his position; (2) may apply for special eligible list status in the event he is reached for certification while in military duty; and (3) may apply for military reemployment list status.

Ostertag Assembly Bill, Int. 457—Chapter 137

Amends Section 2 of Chapter 367 of the Laws of 1943 as amended by Chapter 327 of the Laws of 1944, to extend until July 1, 1946, the provisions of Section 246 (1-b) of the Military Law defining as military duty "service with the American Red Cross while with the armed forces of the United States on foreign service."

Ostertag Assembly Bill, Int. 463—Chapter 67

Amends subdivisions 2 and 3 of Section 168-a of the Labor Law to extend until April 1, 1946, the provisions of such subdivisions authorizing overtime employment of employees in State institutions under the jurisdiction of the Departments of Mental Hygiene, Correction, Health, Social Welfare, in the Division of Canals, and in the New York State School for the Blind at Batavia.

Ostertag Assembly Bill, Int. 1921—Chapter 302

Amends the Civil Service Law by adding Sections 37, 38, 39 and 45; by repealing Section 40 and enacting a new Section 40; by amending Sections 41, 42, 47 and 48-a. This law printed on page 80.

SOME OF THE BILLS PASSED BUT STILL BEFORE THE GOVERNOR

Lupton Assembly Bill, Int. 2242—

Amends Section 31 of the Civil Service Law to provide that an employee who has resigned and who has been reinstated in the service within one year thereafter shall for the purposes of Section 31 be deemed to have continuous service.

Lupton Assembly Bill, Int. 2137—

Amends Section 41 of the Civil Service Law. Printed in full as part of Feld-Hamilton Law on page 76.

Steingut Assembly Bill, Int. 766—

Amends subdivision 1-b of the Military Law to clarify the definition of Merchant Marine service that is considered military duty by indicating that such service shall consist of (1) service as an officer or member of the crew on or in connection with a vessel documented under the laws of the United States or a vessel owned by, chartered to, or operated by or for the account or use of the government of the United States; (2) as an enrollee in the United States Maritime Service on active duty; and (3) to such extent as may be prescribed by or under the laws of the United States, any period awaiting assignment to such service and any period of education or training for such service in any school or institution under the jurisdiction of the United States government. The bill also provides that the amendments made by it shall be retroactive to April 28, 1941.

Van Duzer Assembly Bill, Int. 1451—

Amends subdivision 5 of Section 246 of the Military Law to provide that if a public employee, by reason of injuries sustained or disease contracted while on military duty is incapable of efficiently performing the duties of his position after the termination of his military duty, he may, with the approval of the civil service commission having jurisdiction of such position, be transferred to any vacant position for which he has applied in writing and for which he has been found qualified, after such tests as the commission may deem appropriate, providing the salary for such position is not greater than the salary for the position to which such public employee was restored.

Assembly Rules Committee Assembly Bill, Int. 2351—

Amends subdivision 8 of Section 246 of the Military Law to provide that a public employee who is absent on military duty shall be credited with the average of the efficiency ratings which he received for the three periods immediately prior to his absence on military duty but such rating shall not be less than a passing grade for the period of such absence, nor shall it be less than the rating which he received for the period immediately prior to his absence on military duty.

Barrett Assembly Bill, Int. 2017—

Amends subdivisions 3 and 4 of Section 168-a of the Labor Law to provide (1) that during the fiscal year commencing April 1, 1944, and during any subsequent

fiscal year that Section 168-a is in effect, any employee in an institution under the jurisdiction of the Departments of Mental Hygiene, Correction, Health, Social Welfare, in the Division of Canals, and in the New York State School for the Blind in Batavia, whose hours or days of labor are limited to 48 hours per week or six days per week by law or regulation who is not allowed time off during such fiscal year for any holiday, pass day, or vacation which he was eligible to receive by law or regulation shall, upon approval of his appointing officer and the Director of the Budget be entitled to overtime compensation therefor which shall be paid within seven months after the end of such fiscal year unless equivalent time off is allowed during the five-months period following the end of such fiscal year, in addition to the regular holidays, pass days or vacation to which such employee is entitled during the fiscal year in which such additional or equivalent time off was allowed; and (2) that when an employee shall volunteer for overtime work in a position which has a title different from the title of his regular position, the hourly rate of compensation for which additional compensation is allowed shall not exceed the maximum for the position for which he shall volunteer, which rate shall include maintenance or the value thereof, commutation or additional compensation in lieu of maintenance, war emergency compensation and all other allowances now receivable by or allowable to such employee.

Hammond Senate Bill, Int. 719—

Amends Section 14-b of the Civil Service Law to provide that in addition to the prohibition against discrimination on account of race, color or creed in connection with appointment, promotion, compensation or dismissal of persons in the civil service, there shall be no discrimination because of national origin.

Crews Assembly Bill, Int. 349—

Amends Section 16 of the Civil Service Law to provide that a person holding a position in a lower grade in the department shall not be barred from a promotion examination to fill a vacancy by failure to meet educational requirements.

Fine Assembly Bill, Int. 373—

Amends Section 16 of the Civil Service Law to provide that no credit in a promotion examination shall be granted to any person for any time served as a provisional appointee, provided, however, that such provisional service shall be credited to such person in his permanent position.

Berge Assembly Bill, Int. 573—

Adds a new subdivision (21-a) to the Civil Service Law to provide (1) that a civil service commission shall not require an applicant for admission to a civil service examination to disclose if he is a disabled veteran or claims preference as such until after the applicant has received written notice that he has received a passing mark on the examination together with a notice that if he claims preference as a disabled veteran he should make such claim in writing within 20 days; and (2) that pending the expiration of such twenty-day period the civil service commission is prohibited from certifying for permanent appointment names of those who received passing marks on the examination.

Wicks Senate Bill, Int. 108—

Adds a new subdivision (3-a) to Section 22 of the Civil Service Law to provide that all removal or disciplinary proceedings provided for by such section must

be instituted within two years following the time of the incompetency or misconduct complained of and described in the charges.

Halpern Senate Bill, Int. 54—

Amends Section 40 of the Civil Service Law by taking "Hospital Nurses" out of Service 2 (junior professional service) and placing such positions in Service 7 (professional service).

Wicks Senate Bill, Int. 6—

Adds a new article (Article 7) to the Civil Service Law consisting of 16 sections (Sections 90 through 105) to grant to public employees and other persons who are ordered or directed to engage in war work (1) mandatory leaves of absence from their public positions and reinstatement rights after termination of such war work; and (2) other rights now given under Section 246 of the Military Law to public employees and persons who engage in military duty.

DeSalvio Assembly Bill, Int. 274—

Adds a new section (Section 246-b) to the Military Law to provide that an honorably discharged United States war veteran who was a resident of the State at the time of entry into military service shall be entitled to credit for such service in any pension fund or retirement system of which he is or becomes a member, provided that he contributes to such fund or system the amount he would have been required to contribute if such service was rendered to the political subdivision of the State maintaining such pension fund or retirement system.

Berge Assembly Bill, Int. 742—

Identical to DeSalvio bill described above.

Manning Assembly Bill, Int. 1692—

Adds a new section (Section 246-b) to the Military Law to provide (1) that a public officer or employee who is or becomes a member of the United States Coast Guard Temporary Reserve shall be entitled to a leave of absence with pay for a period not exceeding 30 days in any one fiscal year while engaged in the performance of ordered military duty as a member of such reserve; (2) that such public officer or employee shall not be prejudiced in any way because of his absence on such military duty; (3) that contributions to any pension or retirement system of which such person is a member shall be deducted from his salary for time spent on such military duty provided that within one year after the termination of his military duty he may contribute for any period of absence during which he receives no civil compensation and to the extent that contributions are paid, absence on such military duty shall be counted in determining the length of total service; and (4) that any such member while on such military duty or his beneficiaries shall be entitled to all the benefits of the retirement system of which he is a member except accidental disability retirement and accidental death benefit.

Mailler Assembly Bill, Int. 1915—

Amends subdivision 1-b of Section 246 of the Military Law to include in the definition of military duty "service as a commissioned officer in the United States Public Health Service on active duty in time of war" and to provide that such amendment shall be retroactive to and shall be deemed to have been in full force and effect from and after April 28, 1941.

Fogarty Assembly Bill, Int. 1290—

Amends subdivision 5 of Section 246 of the Military Law to provide (1) that a public employee who has

missed a promotion examination while in military duty shall not lose any seniority rights as a result thereof and shall be comparably rated on the comparable promotion examination given to him upon his return from military service and that if the promotion list established as a result of the examination that he missed has previously expired or been cancelled, his name shall be placed upon a special eligible list for a two-year period; and (2) that any such public employee subsequently promoted from a regular promotion eligible list or special eligible list shall be entitled to credit for seniority for all purposes from the date when he would have been reached for certification for promotion from the original promotion eligible list had his name appeared on such original eligible list with the rating ultimately received.

Halpern Senate Bill, Int. 644—

Amends subdivision 6 of Section 246 of the Military Law to provide that (1) if the name of a person or public employee is reached for certification from an eligible list while he is on military duty, his name must be certified from such list; (2) failure to appoint or promote an eligible may not be based upon his absence in military duty; (3) in the event the appointing officer fails to appoint or promote a person whose name is first among these certified, such appointing officer shall submit a report in writing to the civil service commission having jurisdiction certifying that such failure to appoint or promote was not based upon the eligible's absence on military duty and such officer shall specify the reasons for his failure to appoint or promote such eligible; (4) a copy of such report must be furnished to the eligible who upon request shall be entitled to a hearing thereon before the civil service commission, which may affirm the determination of the appointing authority or direct that the eligible involved be appointed or promoted, as the case may be.

Fine Assembly Bill, Int. 1046—

Adds a new subdivision (subdivision 6-a) to Section 246 of the Military Law to provide (1) that a public employee who was eligible for promotion while on military duty and who is actually promoted after the termination of his military duty to the position for which he was eligible, shall receive the same compensation he would have received and shall have the same rights and privileges in such position as he would have had if he had actually been promoted to such position on the date his name was first reached for promotion but was passed over because of his absence on military duty and as if he had served continuously in such position from such date; and (2) that the fact that such promotion was made within a reasonable time following the termination of his military duty, shall be presumptive evidence that

such promotion would have been made by the appointing officer or body on such date if such employee had not been absent on military duty.

Halpern Senate Bill, Int. 643—

Amends subdivision 7 of Section 246 of the Military Law to provide that an employee who receives an appointment from a special eligible list established pursuant to such subdivision shall be entitled to the same rights and privileges granted to public employees restored to their positions after a military leave of absence dating from the date such employee would have been reached for certification for appointment or promotion from the regular eligible list according to such employee's relative order of standing thereon.

Bainbridge Senate Bill, Int. 1458—

Amends Section 18-C of the Labor Law by eliminating the requirement of five years of service as the condition for per diem employees in the competitive, non-competitive or labor class of the State or any civil division or city to receive sick leave with pay of not more than 30 days in each year.

Novod Senate Bill, Int. 594—

Amends the last paragraph of Section 160 of the Labor Law to eliminate therefrom the provision which prohibited overtime work at an increased compensation upon work by or for the State or a municipal corporation.

Condon Senate Bill, Int. 1084—

Amends Section 199-a of the Labor Law to extend the prohibition against discrimination in rate of pay because of sex to employees of the State, or a city or a civil division.

W. J. Mahoney Senate Bill, Int. 859—

Amends Section 117 of the Executive Law: (1) by removing the limitation on the number of parole case supervisors that may be appointed; (2) by removing the statutory provisions fixing the salaries of parole officers, parole case supervisors and parole employment supervisors (thus covering them into the Feld-Hamilton salary structure); and (3) by changing the title of parole employment director to parole employment supervisor.

Condon Senate Bill, Int. 866—

Adds a new article (Article 14) establishing a Division of Veterans' Affairs in the Executive Department and defining its functions, powers and duties.

Burney Senate Bill, Int. 1432—

Amends subdivision 8 of Section 503 of the Public Authorities Law to provide that the compensation of employees of the Niagara Frontier Authority shall be fixed by such Authority in accordance with the Feld-Hamilton salary structure.

Cost of Living Indexes (1935-39-100) In Large Cities Combined, New York & Buffalo

The figures below bring the Cost of Living Index to date; previous figures have appeared in earlier issues since November, 1943.

	LARGE CITIES COMBINED			NEW YORK			BUFFALO		
	Dec. 1943	Jan. 1945	Feb. 1945	Dec. 1943	Jan. 1945	Feb. 1945	Dec. 1943	Jan. 1945	Feb. 1945
All items	127.0	127.1	126.8	127.9	127.9	127.4	127.1	127.4	127.6
Food	137.4	137.3	136.5	138.7	138.7	137.3	134.1	135.5	136.3
Clothing	142.8	143.0	143.3	148.6	148.7	148.8	140.9	140.3	140.8
Rent	108.3	108.3	108.3	103.5	103.5	103.5	114.8	114.8	114.8
Fuel, electric and ice	109.4	109.7	110.0	114.0	114.0	114.3	106.9	106.9	107.1
House Furnishings	143.0	143.6	143.8	136.4	136.4	136.5	143.0	142.9	138.3
Miscellaneous	123.1	123.1	123.2	125.7	125.7	125.7	126.2	125.7	125.7

Feld-Hamilton Permanent

On March 27th, 1945, Governor Thomas E. Dewey, in the presence of his Counsel, Charles D. Breitel, and of Clifford C. Shoro and Jesse B. McFarland, President and Vice President, respectively, of the Association of State Civil Service Employees, signed Chapter 302 of the Laws of 1945, marking another epoch in sound public employment practice. This law gives permanency to the Feld-Hamilton provisions, and broadens the powers for dealing with State salaries. The new law was prepared in many conferences between representatives of the Association and Civil Service Department and Budget Division representatives. We are printing the law in "The State Employee" because we believe each of our members will wish to have a copy at hand.

When the Feld-Hamilton law was approved by the Legislature of 1937, and approved by the Governor, it was welcomed by State employees as the outstanding achievement of many decades. It was studied and copied by various units of government throughout the Nation. The utter demoralization of the civil service in the late Twenties, threatening to actually eliminate the merit system, was checked only by the Association's success in interesting the Legislature in an extensive survey which they undertook at a cost of over \$100,000, and which resulted in the adoption of the Feld-Hamilton Law. This is history.

Like every other handiwork of man, it is not a perfect law. The Feld-Hamilton law has been amended and improved every year since its adoption in 1937, and further improvements will continue to be a high concern of the Association.

CHAPTER 302, LAWS OF 1945

Classification and Compensation of State Employees

§ 37. Policy of the state. In order to attract unusual merit and ability to the service of the state of New York, to stimulate higher efficiency among the personnel, to provide skilled leadership in administrative departments, to reward merit and to insure to the people and the taxpayers of the state of New York the highest return in services for the necessary costs of government, it is hereby declared to be the policy of the state, in accordance with the mandate of the constitution, to provide equal pay for equal work, and regular increases in pay in proper proportion to increase of ability, increase of output and increase of quality of work demonstrated in service.

§ 38. Salary standardization division and board established; membership, compensation. There is hereby established in the department of civil service a division to be known as the salary standardization division, the head of which shall be a salary standardization board which shall consist of five members to be appointed by the governor, to serve at his pleasure, one of whom shall be a representative of the civil service commission whose salary shall be paid from the appropriations of the department of civil service; one of whom shall be a representative of the director of the budget whose salary shall be paid from the appropriation of the division of the budget, and two of whom shall be employees of the state in the competitive or non-competitive class, whose salaries shall be paid from the appropriations of

the state departments or other agencies by which they are employed. Vacancies in the membership of the board occurring from any cause shall be filled in the same manner as the original appointment. The board shall elect a chairman and may, within the amounts appropriated therefor, appoint such officers and employees as it may require and prescribe their powers and duties, provided, however, that the director of the division shall be appointed by the civil service commission with the approval of the board. In the event one member of the board is not a state employee, the commission may fix the compensation of such member.

§ 39. Powers and duties. 1. Generally. The salary standardization board shall be charged generally with the duty and shall have the power to allocate and re-allocate all positions, other than temporary, part-time or seasonal positions, in the competitive and non-competitive classes of the classified civil service of the state of New York, except the civil divisions thereof, and except those positions, the salaries of which are otherwise fixed by statute, to an appropriate occupational service and grade specified in section forty of this article. Such board, in its discretion, may make a like allocation of seasonal positions and positions designated as labor positions in the exempt class. Such board shall assemble and maintain data relating to salary levels, working conditions, labor turnover and other facts relating to salary scales in public and private employment.

The principle of fair and equal pay for similar work shall be followed in making the allocations and reallocations provided for in this section, and all positions having the same title as approved or assigned by the classification board shall be allocated to the same grade.

2. Original allocations. A position which has not been allocated to one of the salary grades in section forty of this chapter, shall be classified by the classification board under an appropriate title and after such title has been approved by the director of the budget, shall be allocated by the salary standardization board. Such allocation may be made without prior notice to the incumbent, if any, or to the head of the department in which he is employed.

Every employee whose position is allocated for the first time and the head of the department in which he is employed shall, within a reasonable time after such allocation, be notified in writing by the salary standardization board of the official title of his position and the salary grade to which such position is allocated. Any employee feeling himself aggrieved by such allocation of his position or any department head may apply on a form prescribed and furnished by the salary standardization board, for a review and change of the allocation so made. Such application must be made within sixty days after written notice of the allocation is received. Such employee or department head or their representatives shall be afforded reasonable opportunity to present facts in support of or in relation to such application at a time and place and in such manner as may be specified by such board. Such board shall examine and review any such application and make such change in allocation as may be just and equitable.

3. Reallocations. The salary standardization board, on its own initiative, or on application of any employee or department head may, from time to time, change the allocation of any position which, in its judgment, is improperly allocated. Reasonable notice of a proposed reallocation shall be given to the employees affected thereby and to the head of the department in which they are employed. The head of any department and the employees affected or their representatives, shall be afforded reasonable opportunity to present facts relating to such reallocation at a time and place and in such manner as may be specified by such board. Every employee, whose position is reallocated, and the head of the department in which he is employed, shall, within a reasonable time after such reallocation, be notified in writing by such board of the salary grade to which such position is reallocated and the action taken by the director of the budget thereon.

4. Effective date of allocations and reallocations. The salary standardization board, after making any allocation or reallocation, shall file a certificate showing such allocation or reallocation with the director of the budget and with the commission. Any allocation or reallocation made by such board shall become effective on the first day of the fiscal year following approval by the director of the budget and the appropriation of funds therefor, except that the director of the budget may, in his discretion, authorize an effective date prior to the first day of the ensuing fiscal year.

§ 40. Salary grades; minimum salaries.

1. Allocations. All positions allocated by the salary standardization board pursuant to Section thirty-nine of this chapter, shall be allocated to an occupational service and grade as herein set forth.

2. Occupational services and grades.

1. Custodian and domestic service. The custodian and domestic service shall include cleaners, charwomen, janitors,

5. Salary rights and limitations. (a) The annual salary of any position which is allocated or reallocated by the salary standardization board shall not be reduced for the then incumbent by reason of any provision of this article so long as such position is held by the then incumbent.

(b) No employee whose salary would be increased by a reallocation of his position to a higher grade shall have any claim against the state for the difference, if any, between the salary of the position under his old allocation and that which he should receive under his new allocation for the period prior to the date such change in allocation becomes effective.

(c) In order to adjust present salaries to correspond with the salaries specified in sections forty and forty-one of this chapter, and notwithstanding the provisions of such sections, the annual salary of any employee which is less than the specified rate of compensation for his period of service in such position, shall, commencing with the first day of the fiscal year next ensuing after an allocation or a reallocation is effective, be increased annually, by the annual increment of the grade to which his position is allocated, until his annual salary corresponds with the rate of compensation to which he is entitled. The annual salary of any employee which on the first day of any fiscal year is less than the minimum salary of the grade to which his position is allocated, as specified in section forty of this chapter, shall be increased on such date to the minimum salary of such grade.

tors, elevator operators, window washers, caretakers, custodians, watchmen and other similar positions.

Rates of Compensation

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation				
				First year	Second year	Third year	Fourth year	Fifth year
2aa	\$1,200	\$1,600	\$100	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600
2b	1,300	1,700	100	1,300	1,400	1,500	1,600	1,700
3a	1,500	1,900	100	1,500	1,600	1,700	1,800	1,900
3b	1,700	2,100	100	1,700	1,800	1,900	2,000	2,100
3c	1,850	2,250	100	1,850	1,950	2,050	2,150	2,250
4	2,000	2,400	100	2,000	2,100	2,200	2,300	2,400
5	2,400	2,800	100	2,400	2,500	2,600	2,700	2,800
6	2,800	3,280	120	2,800	2,920	3,040	3,160	3,280
7	3,400+							

Are You Availing Yourself of the Association

ESTABLISHED 1898

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

Danker
FLORIST
 121 NORTH PEARL STREET

2. Junior professional service. The junior professional service shall include laboratory helpers, laboratory workers, laboratory technicians, X-ray assistants, engineering

helpers, engineering aides, assistant forest surveyors, draftsmen, surveyors, library assistants, home teachers, hospital nurses and other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1b	\$1,200	\$1,700	\$100	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700
1c	1,300	1,800	100	1,300	1,400	1,500	1,600	1,700	1,800
2a	1,400	1,900	100	1,400	1,500	1,600	1,700	1,800	1,900
2aa	1,600	2,100	100	1,600	1,700	1,800	1,900	2,000	2,100
2b	1,650	2,150	100	1,650	1,750	1,850	1,950	2,050	2,150
2c	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
3	2,000	2,500	100	2,000	2,100	2,200	2,300	2,400	2,500
3a	2,200	2,700	100	2,200	2,300	2,400	2,500	2,600	2,700
4	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
4a	2,700	3,300	120	2,700	2,820	2,940	3,060	3,180	3,300
5	3,000	3,750	150	3,000	3,150	3,300	3,450	3,600	3,750
6	3,900	4,900	200	3,900	4,100	4,300	4,500	4,700	4,900
7	5,100+								

3. Clerical, stenographic and office administrative service. The clerical, stenographic and office administrative service shall include typists, stenographers, transcribers,

clerks, file clerks, messengers, telephone operators, office appliance operators, blueprinters, photostat operators, and other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1b	\$1,200	\$1,700	\$100	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700
2	1,600	2,100	100	1,600	1,700	1,800	1,900	2,000	2,100
3	2,000	2,500	100	2,000	2,100	2,200	2,300	2,400	2,500
4	2,500	3,100	120	2,500	2,620	2,740	2,860	2,980	3,100
5	3,100	3,850	150	3,100	3,250	3,400	3,550	3,700	3,850
6	4,000+								

4. Agriculture and conservation service. The agriculture and conservation service shall include farmers,

market reporters, agricultural inspectors, agricultural supervisors and other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1b	\$1,200	\$1,700	\$100	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700
1c	1,350	1,850	100	1,350	1,450	1,550	1,650	1,750	1,850
2	1,500	2,000	100	1,500	1,600	1,700	1,800	1,900	2,000
2a	1,650	2,150	100	1,650	1,750	1,850	1,950	2,050	2,150
2b	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
2c	1,950	2,450	100	1,950	2,050	2,150	2,250	2,350	2,450
3	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
3a	2,250	2,750	100	2,250	2,350	2,450	2,550	2,650	2,750
3b	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
4	2,600	3,225	125	2,600	2,725	2,850	2,975	3,100	3,225
5	3,225	3,975	150	3,225	3,375	3,525	3,675	3,825	3,975
5a	3,700	4,450	150	3,700	3,850	4,000	4,150	4,300	4,450
6	4,200	5,200	200	4,200	4,400	4,600	4,800	5,000	5,200
6a	4,800	5,800	200	4,800	5,000	5,200	5,400	5,600	5,800
7	5,400	6,650	250	5,400	5,650	5,900	6,150	6,400	6,650
8	7,000+								

5. Welfare service. The welfare service shall include social workers, welfare investigators, rehabilitation as-

sistants, motion picture inspectors, parole officers and other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1a	\$1,200	\$1,700	\$100	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700
1b	1,500	2,000	100	1,500	1,600	1,700	1,800	1,900	2,000
2a	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
2b	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
3a	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
3b	2,760	3,360	120	2,760	2,880	3,000	3,120	3,240	3,360
4	3,120	3,870	150	3,120	3,270	3,420	3,570	3,720	3,870
5	3,500	4,375	175	3,500	3,675	3,850	4,025	4,200	4,375
6	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
7	5,250+								

6. Workmen's compensation service. The workmen's compensation service shall include claims in-

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1	\$1,400	\$1,900	\$100	\$1,400	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900
2	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
3	2,200	2,700	100	2,200	2,300	2,400	2,500	2,600	2,700
4	2,800	3,550	150	2,800	2,950	3,100	3,250	3,400	3,550
5	3,500	4,375	175	3,500	3,675	3,850	4,025	4,200	4,375
6	4,400	5,400	200	4,400	4,600	4,800	5,000	5,200	5,400
7	5,500	7,000	300	5,500	5,800	6,100	6,400	6,700	7,000
8	7,300+								

7. Professional service. The professional service shall include positions requiring training in law, science, medicine, health, graduate nursing, education adminis-

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1	\$1,800	\$2,300	\$100	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300
2	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
2a	2,760	3,360	120	2,760	2,880	3,000	3,120	3,240	3,360
3	3,120	3,870	150	3,120	3,270	3,420	3,570	3,720	3,870
3a	3,600	4,350	150	3,600	3,750	3,900	4,050	4,200	4,350
4	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
4a	4,500	5,500	200	4,500	4,700	4,900	5,100	5,300	5,500
4b	5,000	6,000	200	5,000	5,200	5,400	5,600	5,800	6,000
5	5,200	6,450	250	5,200	5,450	5,700	5,950	6,200	6,450
5a	5,500	6,750	250	5,500	5,750	6,000	6,250	6,500	6,750
5b	6,200	7,700	300	6,200	6,500	6,800	7,100	7,400	7,700
6	6,700	8,200	300	6,700	7,000	7,300	7,600	7,900	8,200
6a	7,000	8,500	300	7,000	7,300	7,600	7,900	8,200	8,500
6b	7,500	9,000	300	7,500	7,800	8,100	8,400	8,700	9,000
6c	8,000	10,000	400	8,000	8,400	8,800	9,200	9,600	10,000
7	8,500	10,500	400	8,500	8,900	9,300	9,700	10,100	10,500
7a	9,000	11,000	400	9,000	9,400	9,800	10,200	10,600	11,000
8	10,000+								

8. Business administration service. The business administration service shall include the following occupational groups and other similar groups of positions:

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1	\$1,800	\$2,300	\$100	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300
2	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
3	3,200	4,200	200	3,200	3,400	3,600	3,800	4,000	4,200
4	4,200	5,200	200	4,200	4,400	4,600	4,800	5,000	5,200
5	5,200	6,450	250	5,200	5,450	5,700	5,950	6,200	6,450
6	6,700	8,200	300	6,700	7,000	7,300	7,600	7,900	8,200
7	8,500	10,500	400	8,500	8,900	9,300	9,700	10,100	10,500
8	10,000+								

8-b. Printing and publicity group including editors, information secretaries, advertising agents, exhibit ope-

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1	\$1,600	\$2,100	\$100	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100
2	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
3	2,600	3,225	125	2,600	2,725	2,850	2,975	3,100	3,225
4	3,225	3,975	150	3,225	3,375	3,525	3,675	3,825	3,975
5	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
6	5,200	6,450	250	5,200	5,450	5,700	5,950	6,200	6,450
7	6,700+								

investigators, referees, examiners and other similar positions.

tration and supervision, library administration and supervision, veterinary science, forestry, civil service, engineering, architecture and other recognized professions.

8-a. Budget examining group including budget examiners and other similar positions.

rators and supervisors and other similar positions.

8-c. Purchase and stores group including store keepers, estimate directors, purchase investigators and other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment
1a	\$1,200	\$1,700	\$100
1b	1,500	2,000	100
2a	1,800	2,300	100
2b	2,200	2,700	100
3	2,700	3,325	125
4	3,450	4,200	150
5	4,350	5,350	200
6	5,500+		

9. Mechanical and construction service. The mechanical and construction service shall include the following occupational groups and other similar groups of positions:

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment
1a	\$1,500	\$2,000	\$100
1b	1,650	2,150	100
1c	1,800	2,300	100
2	2,100	2,600	100
3	2,500	3,125	125
4	3,000	3,750	150
5	3,600	4,500	180
6	4,200	5,200	200
7	5,500+		

9-b. General construction group, building construction group, mechanical and electrical operation group, mechanical and electrical maintenance group, marine

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment
1b	\$1,200	\$1,700	\$100
2a	1,500	2,000	100
2b	1,800	2,300	100
3a	2,100	2,600	100
3b	2,400	3,000	120
3c	2,700	3,300	120
4	3,120	3,720	120
5	3,940	4,690	150
6	4,500	5,500	200
7	5,600+		

10. Accounting and statistical service. The accounting and statistical service shall include the following occupational groups and other similar groups of positions:

Grade	Minimum Per Diem Salary	Maximum Per Diem Salary	Annual Increment
1	\$10	\$13.00	\$.60
2	14	17.50	.70
3a	18	23.00	1.00
3b	24	29.00	1.00
4	30+		

8-d. Traffic and transportation groups, including inspectors, traffic agents, traffic officers and other similar positions.

	Rates of Compensation					
	First year	Second year	Third year	Fourth year	Fifth year	Sixth year
	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700
	1,500	1,600	1,700	1,800	1,900	2,000
	1,800	1,900	2,000	2,100	2,200	2,300
	2,200	2,300	2,400	2,500	2,600	2,700
	2,700	2,825	2,950	3,075	3,200	3,325
	3,450	3,600	3,750	3,900	4,050	4,200
	4,350	4,550	4,750	4,950	5,150	5,350

9-a. Public safety and service operation group, including gas meter testers, gas inspectors, motor vehicle inspectors, telephone inspectors, electric inspectors and other similar positions.

	Rates of Compensation					
	First year	Second year	Third year	Fourth year	Fifth year	Sixth year
	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000
	1,650	1,750	1,850	1,950	2,050	2,150
	1,800	1,900	2,000	2,100	2,200	2,300
	2,100	2,200	2,300	2,400	2,500	2,600
	2,500	2,625	2,750	2,875	3,000	3,125
	3,000	3,150	3,300	3,450	3,600	3,750
	3,600	3,780	3,960	4,140	4,320	4,500
	4,200	4,400	4,600	4,800	5,000	5,200

operation group, power plant operation group, carpenters, plumbers and other similar trades groups.

	Rates of Compensation					
	First year	Second year	Third year	Fourth year	Fifth year	Sixth year
	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700
	1,500	1,600	1,700	1,800	1,900	2,000
	1,800	1,900	2,000	2,100	2,200	2,300
	2,100	2,200	2,300	2,400	2,500	2,600
	2,400	2,520	2,640	2,760	2,880	3,000
	2,700	2,820	2,940	3,060	3,180	3,300
	3,120	3,240	3,360	3,480	3,600	3,720
	3,940	4,090	4,240	4,390	4,540	4,690
	4,500	4,700	4,900	5,100	5,300	5,500

positions:

10-a. Bank examining group, including bank examiners and other similar groups of positions:

	Rates of Compensation (Per Diem)					
	First year	Second year	Third year	Fourth year	Fifth year	Sixth year
	\$10	\$10.60	\$11.20	\$11.80	\$12.40	\$13.00
	14	14.70	15.40	16.10	16.80	17.50
	18	19.00	20.00	21.00	22.00	23.00
	24	25.00	26.00	27.00	28.00	29.00

10-b. Accounting and fiscal administration group, including account examiners, accountants, auditors and

other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1	\$1,800	\$2,300	\$100	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300
2	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
3	3,120	3,870	150	3,120	3,270	3,420	3,570	3,720	3,870
4	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
5	5,000	6,250	250	5,000	5,250	5,500	5,750	6,000	6,250
6	6,250	7,750	300	6,250	6,550	6,850	7,150	7,450	7,750
7	8,000+								

10-c. Taxation group, including tax appraisers, tax accountants, tax investigators, tax examiners, tax super-

visors, tax administrative officers and administrative supervisors, and other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1a	\$1,800	\$2,300	\$100	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300
1b	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
2	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
2a	2,700	3,300	120	2,700	2,820	2,940	3,060	3,180	3,300
2b	3,000	3,600	120	3,000	3,120	3,240	3,360	3,480	3,600
3	3,120	3,870	150	3,120	3,270	3,420	3,570	3,720	3,870
3a	3,300	4,050	150	3,300	3,450	3,600	3,750	3,900	4,050
4	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
4a	4,500	5,500	200	4,500	4,700	4,900	5,100	5,300	5,500
5	5,000	6,250	250	5,000	5,250	5,500	5,750	6,000	6,250
5a	5,600	6,850	250	5,600	5,850	6,100	6,350	6,600	6,850
6	6,250	7,750	300	6,250	6,550	6,850	7,150	7,450	7,750
7	8,000+								

10-d. Insurance examining group, including insur-

ance examiners and auditors and other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1	\$2,700	\$3,300	\$120	\$2,700	\$2,820	\$2,940	\$3,060	\$3,180	\$3,300
2	3,300	4,050	150	3,300	3,450	3,600	3,750	3,900	4,050
3	4,050	4,925	175	4,050	4,225	4,400	4,575	4,750	4,925
4	4,925	5,925	200	4,925	5,125	5,325	5,525	5,725	5,925
5	6,000	7,250	250	6,000	6,250	6,500	6,750	7,000	7,250
6	7,250	9,000	400	7,250	7,650	8,050	8,450	8,850	9,000

10-e. Statistical and actuarial groups, including sta-

tisticians, actuaries and other similar positions.

Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1	\$1,500	\$2,000	\$100	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000
2	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
3	2,700	3,325	125	2,700	2,825	2,950	3,075	3,200	3,325
4	3,500	4,375	175	3,500	3,675	3,850	4,025	4,200	4,375
5	4,500	5,500	200	4,500	4,700	4,900	5,100	5,300	5,500
6	5,750	7,000	250	5,750	6,000	6,250	6,500	6,750	7,000
7	7,500+								

11. General administrative service The general administrative service shall include administrative assis-

Grade	Minimum	Maximum	Annual	Rates of Compensation					
	Annual Salary	Annual Salary	Increment	First year	Second year	Third year	Fourth year	Fifth year	Sixth year
1	\$2,000	\$2,500	\$100	\$2,000	\$2,100	\$2,200	\$2,300	\$2,400	\$2,500
2	2,500	3,100	120	2,500	2,620	2,740	2,860	2,980	3,100
3	3,100	3,850	150	3,100	3,250	3,400	3,550	3,700	3,850
3a	3,500	4,375	175	3,500	3,675	3,850	4,025	4,200	4,375
4	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
4a	4,500	5,500	200	4,500	4,700	4,900	5,100	5,300	5,500
5	5,200	6,450	250	5,200	5,450	5,700	5,950	6,200	6,450
5a	6,000	7,250	250	6,000	6,250	6,500	6,750	7,000	7,250
6	6,700	8,200	300	6,700	7,000	7,300	7,600	7,900	8,200
7	8,500	10,500	400	8,500	8,900	9,300	9,700	10,100	10,500
8	10,000+								

12. Prison safety service. The prison safety service shall include prison guards, kitchen keepers, custodial

Grade	Minimum	Maximum	Annual	Rates of Compensation					
	Annual Salary	Annual Salary	Increment	First year	Second year	Third year	Fourth year	Fifth year	Sixth year
a	\$1,300	\$1,800	\$100	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700	\$1,800
b	1,600	2,100	100	1,600	1,700	1,800	1,900	2,000	2,100
c	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
1	2,000	2,600	120	2,000	2,120	2,240	2,360	2,480	2,600
2	2,500	3,100	120	2,500	2,620	2,740	2,860	2,980	3,100
3	3,000	3,750	150	3,000	3,150	3,300	3,450	3,600	3,750
4	3,500	4,250	150	3,500	3,650	3,800	3,950	4,100	4,250
5	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
6	4,500	5,500	200	4,500	4,700	4,900	5,100	5,300	5,500
7	6,000+								

13. Labor group. This group shall include positions in the labor service of the exempt class that have been

Grade	Minimum	Maximum	Annual	Rates of Compensation			
	Annual Salary	Annual Salary	Increment	First year	Second year	Third year	Fourth year
1	\$1,200	\$1,380	\$60	\$1,200	\$1,260	\$1,320	\$1,380
2	1,260	1,440	60	1,260	1,320	1,380	1,440
3	1,320	1,500	60	1,320	1,380	1,440	1,500
4	1,380	1,560	60	1,380	1,440	1,500	1,560
5	1,440	1,620	60	1,440	1,500	1,560	1,620

3. Variable minimum salaries. Whenever the commission shall certify to the salary standardization board that it is impracticable to recruit for a position at its then minimum salary, such board may, subject to the approval of the director of the budget, increase the minimum salary of the salary grade of such position by one or two increment steps, and such new minimum shall be in effect until the commission shall certify to such board that the reasons for the original certification no longer exist. When any such increase is made, all incumbents of such positions receiving less than such new minimum salary shall have their salaries brought up to such minimum. For the purpose of computing future increments such incumbents and new employees in such positions shall be credited with the number of years of service in such positions which corresponds with such rate of compensation.

§ 41. Annual increments. 1. Rates of compensation. An employee holding a position in one of the services or occupational groups included in section forty of this chapter shall receive the minimum salary of the salary grade to which his position is allocated, plus the number of increments which corresponds with the number

tants, secretaries, administrative officers, executive secretaries and other similar positions.

officers and correctional institution teachers, instructors and supervisors.

Grade	Minimum	Maximum	Annual	Rates of Compensation					
	Annual Salary	Annual Salary	Increment	First year	Second year	Third year	Fourth year	Fifth year	Sixth year
a	\$1,300	\$1,800	\$100	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700	\$1,800
b	1,600	2,100	100	1,600	1,700	1,800	1,900	2,000	2,100
c	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
1	2,000	2,600	120	2,000	2,120	2,240	2,360	2,480	2,600
2	2,500	3,100	120	2,500	2,620	2,740	2,860	2,980	3,100
3	3,000	3,750	150	3,000	3,150	3,300	3,450	3,600	3,750
4	3,500	4,250	150	3,500	3,650	3,800	3,950	4,100	4,250
5	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
6	4,500	5,500	200	4,500	4,700	4,900	5,100	5,300	5,500
7	6,000+								

allocated by the salary board.

Grade	Minimum	Maximum	Annual	Rates of Compensation			
	Annual Salary	Annual Salary	Increment	First year	Second year	Third year	Fourth year
1	\$1,200	\$1,380	\$60	\$1,200	\$1,260	\$1,320	\$1,380
2	1,260	1,440	60	1,260	1,320	1,380	1,440
3	1,320	1,500	60	1,320	1,380	1,440	1,500
4	1,380	1,560	60	1,380	1,440	1,500	1,560
5	1,440	1,620	60	1,440	1,500	1,560	1,620

of his years of service in such position, unless his services during the year immediately preceding shall have been found to be inefficient and unsatisfactory under the rules established by the commission, which rules shall be posted or published and shall, so far as practicable, be uniform throughout the service. No employee shall receive an increment which would result in his receiving an annual salary in excess of the maximum of the grade to which his position is allocated.

2. Appointments and promotions to higher grade positions. If such employee is appointed or promoted to a position in a higher grade, the minimum salary of which is equal to or lower than the rate of compensation then received by such employee, he shall, upon such appointment or promotion, be paid the salary which he would have received in his former position on the date of such appointment or promotion, except that an employee who has been receiving the maximum rate of compensation of the grade of his former position for one year or more shall, upon such appointment or promotion, be paid the salary which corresponds with the rate of compensation immediately above such maximum rate of compensation, and, for the purpose of comput-

ing future increments, he shall be credited with the number of years of service in such position which corresponds with such rate of compensation.

3. Appointments, transfers, reinstatements and demotions to lower grade positions. If such employee is demoted to a position in a lower grade, pursuant to section thirty-one of this chapter, or is appointed, transferred, or reinstated to a position in a lower grade, he shall, upon such demotion, appointment, transfer, or reinstatement, receive the rate of compensation which corresponds with the total number of his years of service in the positions from which and to which he is demoted, appointed, transferred, or reinstated, as the case may be, and, for the purpose of computing future increments, he shall be credited with the number of years of service in such position which corresponds with such rate of compensation. If an employee is demoted to a position in a lower grade pursuant to section twenty-two of this chapter, he shall, upon such demotion, be paid the salary in such lower grade which corresponds with the number of his years of service in the grade from which he was demoted, or, in the discretion of the appointing officer, he may be paid a higher rate of compensation, not exceeding the maximum of the grade to which such position is allocated, and not exceeding the rate of compensation received prior to such demotion, and, for the purpose of computing future increments, he shall be credited with the number of years of service in such position which corresponds with such rate of compensation.

4. Appointments and transfers to similar grade positions. If such employee is transferred to a similar position, or is appointed to a position in the same salary grade, he shall be paid the same salary in such new position as he received in his former position, except that, in the case of a transfer, if such salary does not correspond with the schedule established for the new position, he shall be paid the rate of compensation for the new position which most nearly corresponds with the salary he is then receiving. An employee so appointed or transferred shall be eligible to receive the increments in the schedule established for the new position based upon the number of his years of service in the new position and in his former position.

5. Appointments, promotions, and transfers of employees occupying non-allocated positions. An employee who for a period of at least one year has been continuously occupying a position not allocated to one of the services or occupational groups described in section forty of this chapter and who is appointed, promoted, or transferred to a position allocated to one of the services or occupational groups described in such section the minimum salary of which is equal to or lower than the rate of compensation then received by such employee, shall, upon such appointment, promotion, or transfer, be paid the same salary that he was receiving in his former position immediately prior to the date of such appointment, promotion, or transfer, not to exceed the maximum salary of his new position and, for the purpose of computing future increments, he shall be credited with the number of years of service in such new position which corresponds with such rate of compensation.

6. Accrual of increments. Annual increments shall take effect on the first day of each fiscal year. Employees appointed, promoted or reinstated prior to the first day of October in any fiscal year shall be eligible to re-

ceive an increment on the first day of the next succeeding fiscal year. Employees appointed, promoted or reinstated on or after the first day of October in any fiscal year shall not be eligible to receive an increment until the first day of the second succeeding fiscal year, provided, however, that employees appointed or promoted pursuant to the provisions of subdivision two of this section on or after the first day of October in any fiscal year, who have not received an increase in salary upon such appointment or promotion, shall be eligible to receive an increment on the first day of the next succeeding fiscal year.

7. Service credit for temporary employment. An employee who has been continuously employed under temporary appointment pursuant to rule eight-a or rule eight-c or subdivision twelve of rule eight of the rules for the classified civil service of the state in a position in one of the services or occupational groups included in section forty of this chapter shall, upon appointment on a permanent basis to the same or similar position, be paid the salary which he would have received in his temporary employment on the date of such permanent appointment, and, for the purpose of computing future increments, he shall be credited with the number of years of service in such position which corresponds with such rate of compensation. An employee appointed on a permanent basis pursuant to the provisions of this subdivision on or after the first day of October in any fiscal year, who has had more than six months continuous service in his temporary and permanent position in the fiscal year, shall be eligible to receive an increment on the first day of the next succeeding fiscal year.

§ 42. Extra salary or compensation prohibited. No person holding a position or employed in any department, bureau, commission or office to which this article applies and for which a definite salary or compensation has been appropriated or designated, shall receive any extra salary or compensation in addition to that so fixed. Notwithstanding the provisions of this section, additional compensation may be authorized when in the opinion of the director of the budget, the duties to which an employee is assigned are more hazardous or arduous than those normally performed by an employee with the same title. The director of the budget is hereby authorized to increase the compensation otherwise payable to such employee by the percentage which in his opinion compensates such employee for the duties to which he is assigned. The increase in compensation shall in no event exceed ten per centum of the compensation otherwise payable, and shall have effect only with respect to services thereafter to be rendered. The director of the budget shall file with the department of civil service, the department of audit and control, the chairman of the senate finance committee and the chairman of the assembly ways and means committee a certificate showing the additional compensation authorized by him pursuant to this section. Payment of such additional compensation shall not affect the position or grade of such employee with reference to promotion or transfer and such additional compensation shall cease if such employee is transferred or assigned to duty for which additional compensation has not been authorized.

Any contribution by the state of food, lodging or maintenance, or any commutation in lieu of maintenance, except traveling expenses and field allowances,

(Continued on page 99)

The Editorial Page

AMS

THE STATE EMPLOYEE

Official Publication of
THE ASSOCIATION OF STATE CIVIL
SERVICE EMPLOYEES
OF THE STATE OF NEW YORK, Inc.
Room 156 State Capitol Albany, N. Y.

Editor Clifford C. Shoro
Art Editor Roger Stonehouse
Staff Photographer

William J. Kennedy

Editorial Board

Thomas C. Stowell
Theodore Becker
Wayne Soper
Joseph J. Horan

Association Officers

Clifford C. Shoro - - - - President
Jesse B. McFarland - First Vice-President
Leo F. Gurry - - - - Second Vice-President
John F. Powers - - - - Third Vice-President
Earl P. Pfannebecker - - - - Treasurer
John T. DeGraff - - - - Counsel
Janet Macfarlane - - - - Secretary
William F. McDonough - - - - Exec. Rep.
Joseph D. Lochner - - - - Exec. Secretary



A Wholly Unworthy Proposal

"The Moving Finger writes; and,....
having writ,
Moves on: Nor all your Piety nor
Wit
Shall lure it back to cancel half a
line,
Nor all your Tears wash out a word
of it."

The Hampton-Devaney veterans preference proposal of 1945, now the Downey-Sherman proposed constitutional amendment, was written apparently by a small overzealous committee representing a group composed of veterans of the last war. The veteran group insisted that the 1944 Legislature pass this merit system destroying amendment. The Legislature of this year simply followed suit and passed the bill.

It embodies principles which are the direct opposite of what veterans of this war and of the last war are dedicated to. It establishes discrimination in the treatment of citizens such as the Legislature outlawed in the anti-discrimination bill of this year.

There seems not the slightest doubt that a referendum submitted

to veterans would result in sending the Downey-Sherman proposal back to its authors with a definite mandate to write an amendment that would be fair to each veteran and to each citizen.

But, when the Legislature of this year passed the Downey-Sherman bill, they automatically placed before the people the question of preference for veterans, in a most objectionable form, and no piety, nor wit, nor tears can keep it from appearing on the voting machines next November.

The Legislature of this year was plainly passing a proposal, handed to them by a previous Legislature, despite its faults, on to the people. There is no doubt that they expect the people to note each feature of the proposal and take the responsibility for the decision.

Fortunately, without delaying a just preference for veterans, the citizens can vote "No" on this proposal. Fortunately, the citizens of the State, most of whom wish veterans to have a reasonable degree of preference as an offset to any handicap incident to lack of familiarity with civil service examination procedure such as would have been readily available to them had they been able to remain at their studies or work within the State, can repudiate the unfair, discriminatory Downey-Sherman amendment in November and thus demand an opportunity to approve a fair amendment in 1947. Such an amendment will be forthcoming and will be supported wholeheartedly by all citizens.

It is plain to all that examinations cannot be held or eligible lists created until all of the armed forces are demobilized. The most optimistic do not expect this before 1947. This is the expert opinion of the Army and Navy. Therefore, no veteran will suffer by defeat of this unwise measure.

It would be extremely unfair to those of our State now with the armed forces if examinations were held until the million and a half of our citizens, now with the National Army, are discharged from the service for a reasonable time. In our opinion, it was poor judgment for

any group to seek to write into the Constitution an amendment which is so glaringly discriminatory, and also ambiguous in vital particulars, on the grounds of need for haste. There is no need for the amendment now nor until all our soldiers are out of the armed services.

State employees, in common with other civic groups,—twenty-three such groups are already actively opposing adoption by the people of the Downey-Sherman proposal—must be active from now until November in informing members of their families, and all those interested in the progress which State service has made, including parent-teacher groups and labor and farm groups, of the vital need to defeat the Downey-Sherman proposed amendment and to support an honest preference amendment at the next session of the Legislature.

Don't let anyone fool anybody by a cry for haste in adopting a bad amendment. The Constitution is no place for discriminatory clauses, nor clauses so poorly fashioned that they threaten the maintenance of high efficiency in State government, a vital thing to preserve which many New York State boys are dying each day.

The Association Affords Highest Form of Effective Worker Organization

Editors's Note: the following is a statement presented at the Special Business meeting of Association delegates held at Albany, March 8, 1945.

"What shall our attitude be toward the C.I.O.," is one of the questions asked by chapter presidents and Association representatives.

The Association is an organization of workers employed in New York State civil service. Because there are over 40,000 such workers there is great need for organization. The Association has offered these workers a means of achieving success, both in the improvement of public service and in improving working conditions. The net result has been to achieve the goal of true unionism,

namely, a higher standard of efficiency of the service and a higher standard of living for the workers.

The Association has been in existence since 1910. In 1930, it expanded its membership to include non-competitive workers. A large group of non-competitive employees were then attached to the institutions of the Department of Mental Hygiene.

Prior to 1930, the Association's efforts were principally directed to preserving the merit system upon which every State worker depends for the stability of his employment. However, the Association did sponsor the Retirement System law of 1921—the first of its kind in the nation—secured Workmen's Compensation coverage for State employees, and also obtained some favorable salary adjustments from time to time.

From 1930 on, the Association has worked in season and out to bring the social and economic status of its members into line with the new concepts of American freedom and opportunity. There is no doubt but that the whole working world has had a new birth of hope through Federal and State laws adopted since 1930, and in the recognition given to organized workers during the period since 1930. This has come about largely through strong independent unions like our own and the effect of their programs, literature and activities on behalf of sound employment policies everywhere. We should remember that of the 55 million present workers in the United States, only 15 million are in the A.F.L. and C.I.O. together. This means that at least 40 million workers are either unorganized or have their own unions and employee associations.

The Association has a membership of over 70% of those eligible, and this large percentage of members in a civil jurisdiction where there has always been natural resistance to labor unions, has been a remarkable organizational achievement. No other union has been more successful in organization or in obtaining satisfactory results for its membership than the Association. No other group anywhere has established better or more intelligent means of communication with its membership, nor aided its membership more in every way in which a cooperative union can serve.

The C.I.O. was the brain child of John L. Lewis. At first, it was an

offshoot of the A.F.L. In 1936, a group of A.F.L. unions formed themselves into what was then known as the "Committee of Industrial Organizations." In 1938, in Pittsburgh, under the domination of John L. Lewis, the Committee of Industrial Organizations changed its name to the "Congress of Industrial Organizations" and the C.I.O. came into existence.

We believe it was some time in 1937 that the John L. Lewis C.I.O. group made its first attempt to raid our membership and to seek to take on the representation of State employees. We do not know just when this group took on the name of SCMWA. In the September, 1937, issue of "The State Employee," there appeared an article under the title of "Reason or Racket" which denounced the new group as unnecessary and disruptive of a worker unity already established. At that time the Association had 15,000 members. Today the Association has 27,000 members. This growth in membership is in the face of the fact that the SCMWA, since its earliest entry into State service, has promised tremendous advances and collected dues of at least \$1.00 a month, and because of the latter fact, should have very ample financial resources to develop organizational activities. It has failed to get any sizeable membership because it is wholly unnecessary to employee welfare in view of our own well established Association. Practically the same repudiation of outside unionism prevails among the employees of Ohio, California and many other jurisdictions. The public employee knows that he has within his membership the power, the intelligence and the leadership to deal best with his own employment problems.

We should remember these facts:

That SCMWA was not even heard of when the Association was securing the State Retirement System or when it was obtaining Workmen's Compensation coverage for State employees.

That the SCMWA was not in existence when the Association was obtaining the abolition of the 12-hour day.

That the SCMWA was not in existence when the Association obtained the legislative survey of civil service in 1931-32, out of which developed the Feld-Hamilton Law of 1937, and

that it had nothing whatever to do with the enactment of the Feld-Hamilton Law which has become the Magna Carta of State employees.

The SCMWA was not in existence when the Association obtained the satisfactory sick leave rules of 1933 for departmental employees, and it is a well known fact that the Association, and the Association alone, introduced and secured the more liberal sick leave rules for Mental Hygiene employees contained in Chapter 934 of the laws of 1931, and the law of 1944 which promises uniformity of leaves for all State workers.

The SCMWA has not succeeded in securing the enactment of a single law helpful to State employees since it began to seek membership among State employees, although it has sponsored scores of bills which have died in committee.

Indicative of the utter disregard for the merit system and sound promotion practices for State employees, the SCMWA has but recently taken a public stand—on the notorious Downey-Sherman veterans preference—

(Continued on page 105)



THERE'S A SHORTAGE IN OUR MIND READING DEP'T!

...But it will be easy for us to save a room for you if you let us know ahead! Send us word as much in advance as you can—when and how long you'll be here. And please be sure to let us know if there's any change in your plans!

HOME OF THE *Hawaiian Room*

Hotel Lexington

CHARLES E. ROCHESTER, Vice-Pres. and Mng. Dir.
LEXINGTON AVENUE AT 48th ST., N. Y. C., 17

Eloquent Cartoons

When a really great cartoonist singles out State employee progress for artistic expression, and when the progress is particularly the result of Association activities, we know that our members are interested in the cartoonist. And, because so many State employees see Jerry Costello's cartoons from day to day, yet never see the artist himself, we are pleased to present him to you. We are pleased also to express our appreciation of his fine, constructive work.

a clarity of expression that makes them powerful messages. Moreover, Mr. Costello is blessed with a deep sense of humor which he displays with unerring marksmanship.

Mr. Costello was born on Christmas Day, 1897, in Scranton, Pa. There his father had a studio for 50 years, and was nationally known for his pen and ink drawings and illuminated texts. Jerry studied for a time at the Philadelphia Academy of the Fine Arts and



JERRY COSTELLO AT WORK

"Cartoon by Costello" is the hallmark of top quality in the field of periodical and newspaper caricature in this country.

For unlike the axiom that a prophet is not without honor save in his own land, Jerry Costello is known far and wide in journalism as a "top-notcher."

His drawings, in black and white, pen and ink, have a peculiar strength, an intensity of feeling, and

got his first job in 1916 on The Philadelphia Press, where he drew comics and cartoons and engaged in freelance production of two-column comics for the Public Ledger and the Bulletin, two other Philadelphia newspapers.

Later, after shifting to the Scranton Republican, Mr. Costello became one of the pioneer "animated" cartoonists of the country. This was long before the days of



Costello Cartoons which appeared in "The Knickerbocker News." Left: Marked the abolition of the 12 hour day from institutional service, 1936. Right: Tells of over Thirteen Million war emergency appropriation, this year. Original cartoons graciously autographed, presented by Mr. Costello to the Association.

Walt Disney. The first animated cartoons for the screen, drawn by Costello, were produced by the William Bray studios, which is going back into the earliest days of the screen.

The tall, lanky and ever-restless Costello tired of the movie business, and in the next few years he became editorial cartoonist successively for the Binghamton Press, the Buffalo Enquirer and Courier, and the Newark, New Jersey, Star-Eagle.

Costello rebelled against the limitations of editorial expression by crossing over to New York where for a couple of years he drew the "Topsy-Turvies," a full page comic in colors for the Sunday supplement of the old New York Herald, then owned by Frank Munsey. At the same time he was producing a daily comic strip titled "Babe Ruth, Jr.," for the George Matthew Adams syndicate of New York.

Finally he accepted an offer to go to Albany, where he was promptly engaged by the management of the newly founded "Albany Evening News" as editorial cartoonist for that newspaper. Costello has been with the same paper ever since, but his cartoons now are reproduced also in other papers of the Gannett Company.

Back in 1928, Mr. Costello drew "The Life of Al Smith" in strip form for the New York Evening World and Syndicate. The strip was published in scores of

other papers throughout the country. Later the strip cartoons were re-printed in book form and thousands of copies were sold.

In 1930, Costello toured Europe for The Gannett Newspapers. He met notables in politics and society, sketching them as well as places of historic and romantic fame.

While Mr. Costello draws for a living, his talents have been given freely by him in behalf of great humanitarian causes. For years his annual appeal cartoons have been used in poster form by the Community Chest, the American Cancer Association, the USO, the National Safety Council, the Boy Scouts, and other similar organizations.

He has won first prize in the C.I.T. Foundation awards and to newspapers for cartoons in the interest of traffic safety. His cartoons have been re-published in newspapers all over the country. Today he is a member of the National Tax Foundation, which distributes his tax cartoons to magazines and newspapers in 38 states.

Mr. Costello is married and has two daughters.

And what are his hobbies?—smoking a pipe, driving, drawing (pictures, not cards); a parlor game known as "numbers"; and trying to outwit four-legged animals that say "nay-nay" but not to Costello.

Business Meeting

Over 150 delegates representing the 27,000 members of the Association gathered in Albany on March 8, 1945, to discuss pending legislation and to give impetus to the great program for employee welfare outlined at the annual meeting on October 17th, 1944, when the legislative program of the Association was adopted.

The delegates heard a complete summary of all bills before the Legislature affecting State civil service employees, delivered by Association Counsel, John T. DeGraff.

President Clifford C. Shoro presided at the sessions of the meeting and outlined the program. He gave a detailed picture of conferences held relative to important measures. He outlined the expected set-up of the Personnel Council to be appointed by the Governor to deal with major problems of employment not covered by definite laws or regulations. It is expected that this Council will prove a helpful innovation in employment history. It is contemplated that with the strengthening of the Civil Service Department under new laws and appropriations, personnel officers will become a very vital link in smoothing out the unhealthy differences in working conditions which sometimes exist and in bringing to personnel administration of State departments, institutions and agencies wherever located throughout the State, a sympathetic and fair understanding of each problem. The Personnel Council, as an overall body, will be in a position to deal promptly with any situation which cannot be settled within a particular department, institution or office. It is also hoped that with good cooperation between the Civil Service Department, the Budget Division, the Salary Standardization Board, the Classification Board and the Personnel Council, there may be immediately available at all times to appointing officers, to employees and to citizens generally, clear and complete information as to laws and rules and their application to every possible situation which could arise in State employment.

The meeting was addressed also by Joseph Schechter, Counsel to the

State Department of Civil Service, who reviewed particularly the provisions of the Association sponsored Hammond-Lupton measure to liberalize the provisions in relation to appointment, promotion, transfer and reinstatement of State employees. Part of Mr. Schechter's remarks relating to this bill appear on another page of this issue.

J. Earl Kelly, Director of the State Classification Board, spoke on the work of the Board during the past year. He stated that of the over 3,000 appeals received from employees in the Mental Hygiene institutions, 2,700 had been passed upon by the Board and the remaining 300 would be cleared up within a short time. He stated that he regretted the delay in reaching some of the institutions for initial hearings, including hearings for the employees at Matteawan and Dannemora State prisons. He indicated that hearings would be resumed within six weeks and all of the institutions covered at the earliest possible time.

Charles Dubuar, Chairman of the Association's Committee on Liberalization of the Retirement System, reviewed the activities of his Committee to secure higher minimum retirement for lower paid employees, vested rights when connection with the State was severed after a substantial number of years before present retirement age, retirement after 25 years of service, lower interest rate on borrowings and other recommendations.

Resolutions favoring action to secure fair allowance for automobile travel on State duty; attention to State Police pay, vacations and hours of work; urging prison scales for employees of Matteawan and Dannemora; higher minimum pay in institutions; and condemning bill limiting solicitation of business by the State Insurance Fund were adopted.

The constructive work of the Association in progressing legislation was praised on all sides by the delegates. There was enthusiastic response to report of the splendid membership support evidenced among State employees throughout the State. Efforts of industrial unions

to raid the membership of the Association were condemned as tending only to create disunity of State workers. The Association has supported throughout the years the aims of workers in every industry to advance their welfare and helped industrial groups very greatly in securing much that they now have in the way of better pay and working conditions. It was pointed out that the paying of membership dues or the giving of allegiance to outside unions in the face of the fact that New York State employees have in their own Association one of the strongest labor organizations in the Nation was futile and created a disunity which was readily played upon by those who wish to criticize workers unjustly.

Proposal for Study

Robert R. Hopkins, President of the Buffalo Chapter, presented for discussion a proposed amendment to Article VIII, Section 1 of the constitution, as follows:

Section 1: There shall be an Executive Committee consisting of the officers, one representative from each State Department, a **representative from each judicial district in the State** and the chairman of each standing committee. Each department representative shall be elected by ballot by the eligible members employed in his department. **Each judicial district representative shall be elected by ballot by eligible members belonging to an independent chapter in his district.** (Matter in bold face is new).

In accord with the wishes of the delegates, the President was authorized to appoint a committee to study the proposal and to suggest any action relative thereto.

The meeting was a successful one in every way. It took the place of the business meeting held annually in connection with the Annual Dinner. The Annual Dinner was not held this year in compliance with war restrictions applying nationally.

Buy Bonds Now !

For Hunters

In a move to set the open season and bag limits for pheasants in accordance with the scarcity or abundance of the birds, the Legislature has turned the responsibility for doing the job over to the Conservation Department for the next two hunting seasons. The bill, designed to maintain a balance up to the last minute between the pheasant supply and hunting pressure as based on the Department's Summer surveys, has been signed by Governor Dewey. Normally, the Legislature sets the game seasons during its Winter session six months in advance of the October hunting opening.

Because of the alarming scarcity of pheasants through the East last Fall, New York's usual two weeks' pheasant season was cut to one week in order to save as much breeding stock for this year as possible. According to Conservation Department game experts, reports have indicated that the move apparently was fruitful, judging by the flocks counted through the State during last Winter's heavy snows. The productivity of this Spring's nesting season, however, remains to be seen, the game men said. Meantime, they're keeping their fingers crossed against repetition of heavy Spring rains during the nesting period which, they say, may have been partly responsible for the scarcity of the birds.

The Conservation Department already has been empowered by the Legislature to set the annual open seasons and limits on ruffed grouse (partridge to most of you) and beaver. This year otter was added to the list for an indefinite period and, until 1947 only, the pheasant represents the fourth species to be placed under the Department's control.

The pause
that refreshes



Keeping Up-to-Date

We print below official record of the Temporary Salary Standardization Board covering Allocations and Reallocations of positions to salary grades as made by the Board from June 15 to March 21, 1945. This list is supplementary to the allocations set forth in the Seventh Report of the Temporary Standardization Board.

TITLE	Service-Grade	Service-Grade		Service-Grade
Administrative Supervisor of Law Records.....	3	6		
Asbestos Worker	9b	2b		
Assistant Director of Criminal Identification.....	from 5	3a	to 5	4
Assistant Director of Office Administration- Taxation and Finance.....	from 11	4	to 11	5
Assistant in Teacher Certification.....	from 7	2	to 7	3
Assistant Purchasing Agent.....	8c	3		
Assistant Superintendent, Law Enforcement.....	11	3		
Assistant Superintendent of Operation and Maintenance	7	7		
Associate Milk Accounts Examiner.....	10b	4		
Associate Planning Technician.....	2	6		
Attendant	from 1	2aa	to 1	2b
Barber	from 1	2b	to 1	3a
Beautician	from 1	2b	to 1	3a
Blacksmith	from 9b	2a	to 9b	2b
Chief Engineer, Public Works.....	7	8		
Chief Institution Fireman.....	from 1	3b	to 1	4
Chief Institution Patrolman.....	from 1	3b	to 1	4
Chief Laundry Supervisor.....	from 1	4	to 1	5
Chief Supervisor of Vocational Rehabilitation.....	5	7		
Court Fund Examiner.....	10b	2		
Deputy Chief Engineer.....	7	8		
Director of Local Assessments.....	10c	5		
Director of Motion Pictures.....	from 11	6	to 11	5
Director of Probation.....	5	7		
Director of Public Works Contracts and Accounts	from 10b	7	to 11	7
District Ranger	4	4		
Domestic	from 1	1b	to 1	2a
Exterminator	from 9b	1b	to 9b	2b
Groundsman	from 4	1b	to 1	2b
Head Bindery Worker.....	9b	1b		
Head Children's Supervisor.....	5	3a		
Head Institution Fireman.....	from 1	3a	to 1	3b
Head Institution Patrolman.....	from 1	3a	to 1	3b
Head Laundry Supervisor.....	from 1	3b	to 1	4
Head Maintenance Supervisor.....	9b	4		
Head Seamstress	from 1	3a	to 1	3b
Historic Site Attendant.....	1	2aa		
Historic Site Caretaker.....	1	3a		
Historic Site Superintendent.....	1	3b		
Housekeeper	from 1	2b	to 1	3a
Housing Management Field Assistant.....	7	4		
Housing Management Supervisor.....	7	5		
Industrial Shop Worker.....	from 9b	1b	to 9b	2a
Institution Fireman	from 1	2b	to 1	3a
Institution Patrolman	from 1	2b	to 1	3a
Institution Safety Supervisor.....	1	5		
Institution Steward	from 8c	3	to 8c	4
Investigator	2	4		
Junior Education Supervisor.....	7	1		
Junior Field Investigator.....	5	2a		
Launderer	from 1	2a	to 1	2b
Laundry Supervisor	from 1	3a	to 1	3b

(Continued on page 94)

Present Preference

Notice has gone to all appointing officers from the Civil Service Commission calling attention to preference which must be accorded under present provisions of the Constitution in the case of promotions where there are disabled soldiers involved. The notice which is self explanatory, follows:

When there are not more than three persons eligible for promotion in a given promotion unit, the rules of this department have permitted the appointing officer to nominate an individual for non-competitive promotion. This is based on the premise that even if all three eligibles were to pass a competitive promotion examination, the appointing officer could still select any one of the three for appointment.

This premise does not hold good where one of the three eligibles is a disabled war veteran, inasmuch as such veteran would be entitled to an absolute preference in appointment from a promotion list of any size. When a disabled veteran appears on an eligible list, the usual choice of one out of three does not apply. The disabled veteran must be appointed, and therefore, must be permitted to compete.

A competitive promotion examination can not be waived in favor of the non-competitive promotion of an employee who is not a disabled war veteran in any case where one of the eligibles for such promotion is a disabled war veteran.

Whenever you ask for non-competitive promotion of an individual because there are not more than three eligibles, it will be necessary for you to state specifically that there is no disabled war veteran among those eligible to compete.

Phone 4-1188

**HOLMES BROS.
FLORISTS**



15 Steuben Street
ALBANY, N. Y.

Keeping Up-to-Date

(Continued from page 93)

TITLE	Service-Grade	Service-Grade	Service-Grade
Legal Research Assistant.....	7	4	
Marketing Specialist	4	4	
Market Reporter	4	4	
Mortuary Assistant	1	2b	
Physical Therapy Aide.....	from 2	1b	to 1 2b
Physical Therapy Technician.....	from 2	2a	to 2 2b
Principal Housing Accountant.....	10b	5	
Principal Housing Control Architect.....	7	6	
Principal Landscape Engineer.....	7	6	
Principal Personnel Technician.....	7	5	
Principal Securities Analyst.....	10b	5	
Printing Shop Assistant Foreman.....	9b	3b	
Public Works Safety Director.....	9a	7	
Purchase Specifications Writer.....	8c	3	
Refrigeration Plant Operator.....	from 9b	2a	to 9b 2b
Seamstress	from 1	2a	to 1 2aa
Secretary-Engineer	from 7	5	to 7 6
Senior Auditor of Printing.....	10b	3	
Senior Housefather	5	2a	
Senior Housing Consultant (Community).....	2	6	
Senior Launderer	from 1	2b	to 1 3a
Senior Marketing Specialist.....	4	5	
Senior Physical Therapy Technician.....	from 2	2b	to 2 3
Senior Sewage Plant Operator.....	from 2	2b	to 9b 2b
Sewage Plant Operator.....	from 9b	2b	to 9b 2a
Special Field Investigator.....	2	4	
Student Nurse Housemother.....	1	3a	
Superintendent of Conservation Education.....	8b	5	
Superintendent of Soil Conservation.....	11	4	
Supervising Milk Control Investigator.....	4	4	
Supervising Seamstress	from 1	2b	to 1 3a
Supervisor of Historic Sites.....	7	3	
Supervisor of Mental Hygiene Physical Training	from 5	3b	to 7 3
Supervisor of Prison Industries.....	9b	4	
Watchman	from 1	2a	to 1 2aa
X-Ray Aide	from 2	1b	to 1 2b

Supplemental List of Allocations and Reallocations of Titles from March 21 to March 31, 1945:

Assistant Director of Craig Colony.....	from 7	5	to 7 5b
Assistant Director of Mental Hospital.....	from 7	5	to 7 5b
Assistant Director of Miscellaneous Taxes.....	from 10c	4	to 10c 4a
Assistant Director of State Parks.....	from 11	5	to 11 5a
Assistant Director of State School.....	from 7	5	to 7 5b
Assistant Meat Cutter.....	from 1	2b	to 1 3a
Associate Cancer Dentist.....	from 7	4	to 7 4a
Associate Dentist	from 7	4	to 7 4a
Associate Director of Mental Hospital.....	from 7	6	to 7 6a
Associate Income Tax Examiner	from 10c	3	to 10c 3a
Associate Pathologist	7	5	
Associate State Publicity Editor.....	8b	6	
Business Officer	from 11	4	to 11 4a
Corporation Tax Examiner.....	from 10c	1b	to 10c 2
Criminal Hospital Head Nurse.....	2	3	
Criminal Hospital Staff Nurse.....	from 2	2b	to 2 2c
Dental Hygienist	from 2	2a	to 2 2aa
Dentist	from 7	2	to 7 2a

Director of Clinical Laboratories.....	from 7	5	to 7	5b
Director of Craig Colony.....	from 7	7	to 7	6c
Director of Local Assessments.....	from 10c	5	to 10c	5a
Director of Mental Hospital.....	from 7	7	to 7	6c
Director of State School.....	from 7	7	to 7	6c
Director of Vocational Rehabilitation.....	11	5		
District Tax Supervisor.....	from 10c	5	to 10c	5a
Farm Budget Analyst.....	from 4	5	to 4	5a
Farmer.....	from 4	1b	to 4	1c
Farm Manager.....	from 4	3	to 4	3a
Greenhouseman.....	from 4	1b	to 4	1c
Head Farmer.....	from 4	2	to 4	2a
Head Nurse (Group of Classes).....	from 2	2b	to 2	2c
Head Poultryman.....	from 4	2	to 4	2a
Junior Laboratory Technician.....	from 2	1b	to 2	2a
Junior Tax Examiner.....	10c	1b		
Laboratory Illustrator and Photographer.....	from 2	3	to 2	3a
Laboratory Technician (Group of Classes).....	from 2	2a	to 2	2aa
Meat Cutter.....	from 1	3b	to 1	3c
Medical Technician.....	from 2	2a	to 2	2aa
Mortgage Tax Examiner.....	from 10c	1b	to 10c	2
Mortuary Assistant.....	from 1	2b	to 1	3a
Nurse-Anesthetist.....	from 2	3	to 2	3a
Pari-Mutuel Examiner.....	from 10c	1b	to 10c	2
Pasteurization Plant Operator.....	from 4	1b	to 4	1c
Practical Nurse.....	2	1c		
Publicity Production Manager.....	8b	6		
Research Interne (Budget).....	2	2aa		
Senior Cancer Dentist.....	from 7	3	to 7	3a
Senior Commodities Tax Examiner.....	from 10c	2	to 10c	2a
Senior Corporation Tax Examiner.....	from 10c	2	to 10c	2a
Senior Dentist.....	from 7	3	to 7	3a
Senior Director of Mental Hospital.....	7	7a		
Senior Director of State School.....	7	7a		
Senior Farm Manager.....	4	3b		
Senior Income Tax Examiner.....	from 10c	2	to 10c	2a
Senior Laboratory Technician.....	from 2	2b	to 2	2c
Senior Land Claims Adjuster.....	8c	5		
Senior Medical Technician.....	from 2	2b	to 2	2c
Senior Pharmacist.....	7	3		
Senior Psychiatrist (Mental Hygiene).....	7	4		
Senior Research Dentist.....	from 7	3	to 7	3a
Senior Stock Transfer Tax Examiner.....	from 10c	2	to 10c	2a
Senior Supervising Psychiatrist (Mental Hygiene).....	7	5a		
Staff Nurse.....	from 2	2a	to 2	2aa
Stock Transfer Tax Examiner.....	from 10c	1b	to 10c	2
Supervising Commodities Tax Examiner.....	from 10c	3	to 10c	3a
Supervising Corporation Tax Examiner.....	from 10c	3	to 10c	3a
Supervising Mortgage Tax Examiner.....	from 10c	3	to 10c	3a
Supervising Nurse (Group of Classes).....	from 2	3	to 2	3a
Supervising Operating Room Nurse.....	from 2	3	to 2	3a
Supervising Pari-Mutuel Examiner.....	from 10c	3	to 10c	3a
Supervising Psychiatrist (Mental Hygiene).....	7	4b		
Supervising Stock Transfer Tax Examiner.....	from 10c	3	to 10c	3a
Supervising Surgical Nurse.....	from 2	3	to 2	3a
Supervising Tax Examiner.....	from 10c	3	to 10c	3a
Supervisor of Grounds.....	from 4	2	to 4	2a
Tax Examiner (Group of Classes).....	from 10c	1b	to 10c	2

Amendments to Sec. 41

(Continued from page 76)

rary employment on the date of such permanent appointment and for the purpose of computing future increments, he shall be credited with the number of years of service in such position which corresponds with such rate of compensation. The ammendment further provides that where such employee is appointed on a permanent basis on or after the first day of October in any fiscal year and he has had more than six months of continuous service in his temporary and permanent position, combined, in the fiscal year he shall be eligible to receive an increment on the first day of the next succeeding fiscal year.



ALBANY PHONES: 5-4574 and 5-4575

CONSULT AN OCULIST

FOR YOUR EYES

FREDETTE'S

**Dispensing
Opticians**

Complete Optical Service

DIAL 4-2754

63-A Columbia St., Albany, N. Y.

Support the 7th War Loan

Letchworth Village

Letchworth Village, located at Thiells, Rockland County, three miles west of the Hudson River and of Haverstraw on the West Shore Railroad, is one of the outstanding institutions in the Mental Hygiene Department. It ranks among the first in the world in its accomplishments and in the extensiveness of its facilities for the care and training of the mentally defective. The original law providing for the Village was enacted in 1909. In 1927, it was incorporated into the Department of Mental Hygiene.

The question uppermost at Letchworth is, "What is best for the patients?" Letchworth is a school first, and secondly, a haven for the afflicted. The first superintendent of Letchworth Village was a virile, pioneering doctor from New Hampshire, affectionately called "Squash" Little. From farm boy to school teacher—a Dartmouth football star,—gaining apprenticeship in medical administration in three of Massachusetts' mental hospitals, he was called to head the first school for the mentally backward in his native State. Subsequently, he was sought for Letchworth Village and his work there marked a prominent milestone in social progress. Writing of him as "One of the Most Unforgettable Characters I have Known," Franklin B. Kirkbride, an eminent New Yorker, said:

"Here at Letchworth Village, he lived and worked for a quarter century, creating something altogether new and epoch-making. Here he advanced the standard of care and training of the dull, under-privileged human being and the world came to see, learn and follow in his footsteps."

Today, it is Dr. Harry C. Storrs who carries on the work begun by Dr. Charles S. Little. Dr. Storrs is a worthy successor. Under his leadership the Village has expanded in service and in treatment and educational activities. He directs the operation of this ten million dollar plant, with some hundred and fifty buildings, and over two thousand acres, with caution and courage. He has the responsibility for the care of nearly five thousand patients. Nearly

seven hundred employees work with him.

Many prominent men and women have had a part in the development of Letchworth Village, Governor Alfred E. Smith dedicated Stewart Hall in 1919, named in honor of William Rhinelanders Stewart; Charles H. Johnson, the popular Secretary of State Charities for many years Mrs. Mary W. Harriman, Henry M. Sage, Mrs. Charles Dana Gibson, and Franklin B. Kirkbride, are among the many distinguished citizens who have aided in the upbuilding of Letchworth Village.

patients because of their limited mentalities, must be looked after by the doctors, teachers, nurses and attendants. None of the required physical and mental care would be complete if it were not performed in the kindly spirit essential to all contact with the handicapped

Someone has said, in substance, "Somehow or other, though we do not know what happiness is, we must try to give happiness to others." Quiet, thoughtful tolerance and friendliness alone can create the atmosphere needed for the guidance and training of the mentally slow



ONE OF ATTRACTIVE BUILDINGS AT LETCHWORTH

It would take far more space than we have available to tell the story of all of the activities involved in the operation of the Village. It would be edifying and instructive if every citizen of the State could see at first hand the day to day regimen from dormitory to dining room, to school room, to play periods, to healthful, useful work-time, which makes up the life of the patients. Each of them is a ward of the State whose feeding, clothing, bathing care and training are patterned on a scientific design. Physical needs overlooked by the

who are handicapped through no fault of their own. There is a vital need for the most conscientious selection of workers in institutions of this character. It is not strange that the Association is constantly pointing out the fairness and justice of seeking to reward in economic ways those willing to do such work.

Letchworth Village has a splendid farm. It is productive because of its soil, because of the intelligence, industry and efficiency displayed by those who work on it. Field crops, milk, chickens and pigs are included

in the farm operations. The wholesale value of farm products for the fifteen months ending in March, 1944, amounted to over \$200,000, and the farm showed a net profit of over \$65,000. But the money value is secondary to the value of the healthful training made possible for the patients. Institution farms serve a dual purpose. But the most important function of the farm at Letchworth is to bring God's out-of-doors to the children of the School and to help them to cultivate with their own hands the grains and roots and flowers. This they come to enjoy

at Letchworth for the way in which they have stuck to their jobs. The temptation of war work with high wages was shunned by the many. There was disappointment with the first fruits of the Feld-Hamilton career plan. Sound as this plan is, it requires, as do all other pay plans, that there be awareness and appreciation of the peculiar tasks of the workers and of the particular environment in which they must work. It is hardly in line with Feld-Hamilton principles, as set forth in the statement of ideals aimed at under this plan, to seek to make its full

There is much planning for the future and for the part which Letchworth must play in the post-war period. It will ever be the fond hope of humanity that adequate medical care, the reduction of mental defect, and the development of a sounder race will eventually make the need of the Village and other institutions like it, unnecessary. In the meantime, the State of New York accepts the principle of public care for the mentally ill and handicapped in the population. Letchworth Village meets the challenge with progressive attention to the needs of this unfortunate group and with a trained and efficient personnel dedicated to the welfare and happiness of each of the patients.



GIRLS ON RECREATION GROUNDS, LETCHWORTH VILLAGE

through the kindly guidance of men and women workers who too love the sun and the shower, the spring-time and the harvest.

Many types of research and special study are conducted at Letchworth. Physical care and school work come first. The occupational therapy department is active. Recreational opportunities for the boys and girls are carefully planned. And through scientific investigation and study, the personnel of the institution seek constantly to enlarge their understanding of the medical, psychological and social nature of the problem of mental defect.

Too much praise cannot be given to the men and women who labor

operation possible with inadequate salary scales. Adjustments have been made and more will be made. The fault is in application of the principles and not with the plan itself. People who do the kind of work necessary to the success of Letchworth Village and other institutions caring for the mentally ill and defective, and who devote themselves to a career of humanitarian service in such an environment, deserve plainly to be given rewards in the form of salary, maintenance and retirement benefits that are proper and just and commensurate with their difficult tasks. Social and economic progress portends increasing recognition of this truth.

State Mediation Board Averts 39 Strikes

The State Board of Mediation during February averted strike action in 39 employer-employee disputes involving 4,215 employees, terminated seven strikes involving 430, and arbitrated 72 questions, according to a recent report of Chairman Arthur S. Meyer. Two of the strikes before the Board during February, involving 216, were continued from January, and five, involving 214, were begun during February. No strikes were carried over on the Board's calendar from February to March. The strikers won three of the strikes, involving 27, and four, involving 203, were settled by compromise. Wages were the principal issue in three of the strikes begun during February, and discharge of employees and working conditions were the principal issues in one instance each.

THE CAPITOL RESTAURANT

IN THE STATE CAPITOL

Splendid Food

Pleasant Atmosphere

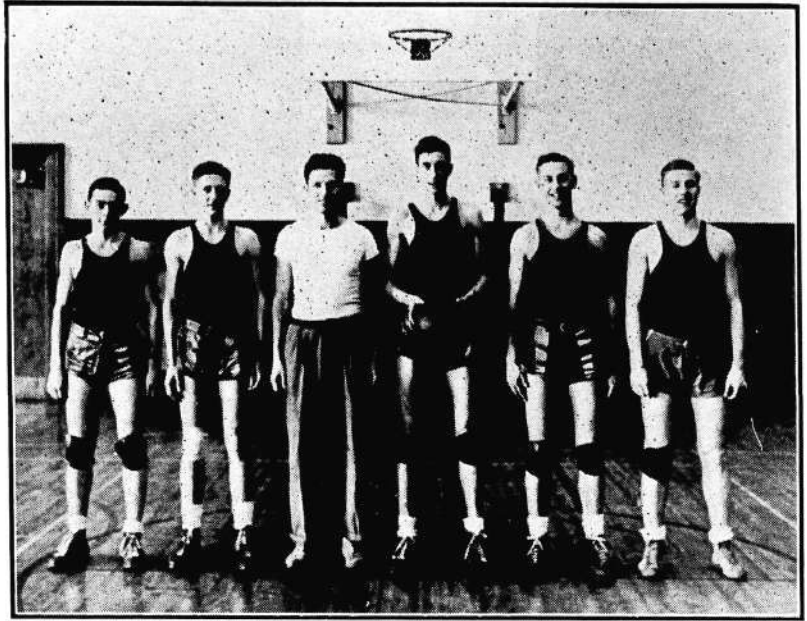
Open Daily from 7 A.M. to 7 P.M.
Saturdays from 7 A.M. to 3 P.M.

Under the management of
PETER GIFTOS

Hudson River Chapter Always Active

On March 3, 1945, the Hudson River State Hospital Employees Association sponsored a Basketball Banquet for the Dutchess County Championship Basketball team of the Franklin Delano Roosevelt High School, Hyde Park, N. Y. This team won 12 out of 14 games played, and won all of the League games. Due to its splendid sportsmanship and team work, as observed by many of the members of the Association, it was decided that this good work should not go by unrecognized, particularly as many of both squads would be in the Armed Forces of the United States before very long and the members felt that such a party as they were able to give them would carry a lasting, happy remembrance and show them that their neighbors recognize their hard fought victories on the courts. The last game they played was lost due to the fact that two of the team, Robert Goth and Frank King, had been inducted into the Army the morning of the game with Highland; and, Highland also had a wonderful team.

The Banquet was a grand success with many fine speeches, particularly the speech of the evening by Judge L. Gordon Flannery. A sterling silver basketball was given to each member of the Varsity Squad, engraved with the letters R.H.S. 44-45 Champions.



MEMBERS OF THE DUTCHESS COUNTY CHAMPIONSHIP BASKETBALL TEAM OF THE FRANKLIN DELANO ROOSEVELT HIGH SCHOOL, HYDE PARK, FETED BY HUDSON RIVER STATE HOSPITAL CHAPTER OF THE ASSOCIATION. Left to right: Robert Goth, Wayne Sunderland, Clyde Purdy, Manager, Edward Boudreau, Frank King, Paul Taylor, Jr.

Patron

ALBANY'S COMPLETE FUEL SERVICE

Quality Fuels to meet each requirement. Engineer and combustion service for all equipment.

SERVICE
and
REPLACEMENTS

Use D & H Cone-Cleaned Anthracite

Herzog & Vernoy, Inc.
COAL, COKE, FUEL OIL
TELEPHONE 5-3581

Come...for Fun!
AFTERNOON OR EVENING
**DE WITT CLINTON
COCKTAIL LOUNGE**

MUSIC
DANCING
ENTERTAINMENT

Daily (Except Sunday) 4 to 8:30
Evenings from 9:30

Feld-Hamilton Now Permanent

(Continued from page 87)

shall be considered as part of the salary established by section forty of this chapter. The fair value of such food, lodging, maintenance or commutation shall be determined by the director of the budget and may in his discretion be deducted from the salary established by said section. No employee shall board or lodge away from any institution or hospital, which regularly furnishes food, lodging or maintenance, without the permission of the head of the institution or department by which he is employed. The director of the budget may deduct from the salary of any employee who fails to obtain such permission, the fair value of food, lodging or maintenance which such institution or hospital has offered to furnish to such employee.

§ 45. Nothing in this article shall be construed to effect a transfer to the competitive class of the civil service of any employee not heretofore included in such service.

§ 47. Powers and duties. The division hereby established shall be charged generally with the duty and shall have the power to classify all positions in the classified civil service of the state provided, however, that no employee, either by reclassification, change of title or otherwise, shall be promoted, demoted, transferred, suspended or reinstated except in accordance with the provisions of this chapter. A preferred list established pursuant to section thirty-one of this chapter shall have no priority with reference to a new position created by the reclassification of an existing position pursuant to this section. Any reclassification or change of title recommended by the classification division pursuant to the provisions of this article shall become effective on the first day of the fiscal year following approval by the director of the budget and the appropriation of funds therefor, except that the director of the budget may, in his discretion, authorize an effective date prior to the first day of the ensuing fiscal year. The annual salary of any position which is classified or reclassified by the classification division shall not be

reduced for the then incumbent by reason of any provision of this article so long as such position is held by the then incumbent. No employee whose salary would be increased by such reclassification or change of title of his position shall have any claim against the state for the difference, if any, between the salary of his position under his old title and that which he should receive under his new title for the period prior to the date such change in title becomes effective. In addition to those elsewhere prescribed the division shall have the following powers and duties:

1. To ascertain and record the duties of all positions in the classified service of the state, establish adequate specifications showing the qualifications for and the nature and extent and scope of the duties and responsibilities of such positions, and assign uniform titles to positions that are so substantially similar in the essential character and scope of their duties and responsibilities and in the qualification requirements thereof that the same descriptive title may be used to designate them, that the same qualifications for appointment thereto may be reasonably required, and that the same tests for fitness may be established.

2. To investigate all matters affecting the classification of positions, to hear and determine all complaints and grievances with respect to the classification of positions and, from time to time, to review the duties, responsibilities and qualification requirements of such positions and to make such revisions in the classification of positions as changes in the state service may require.

§ 9. Any position which is allocated prior to April first, nineteen hundred forty-five, to a salary grade which has a minimum salary of less than one thousand two hundred dollars per annum is hereby allocated, effective April first, nineteen hundred forty-five, to the minimum salary grade of the occupational service to which such position is now allocated. All other allocations made by the temporary salary standardization board are hereby ratified and confirmed and such allocations shall remain in full force and effect unless changed by the salary standardization board in accordance with the provisions of this act.

HERE'S A MEMBERSHIP RENEWAL BLANK!

Print Last Name Above	First Name	Initial	Date Recd.
RESIDENCE			DO NOT WRITE IN THIS SPACE
WORK ADDRESS			
DEPT. EMPLOYED	TITLE		
INSTITUTION OR DIVISION	CHAPTER		



MEMBERSHIP APPLICATION

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

Room 156, State Capitol, Albany, New York

Renewal

New

(Dues to Dec. 31, 1945—\$1.50, \$1.00 of which is for a year's subscription to the Civil Service Leader and 30c for a year's subscription to The State Employee)

Edward C. Sheridan

Edward C. Sheridan, retired Supervisor of the Dannemora State Hospital, died at his home in Dannemora, New York, on January 27, 1945. Born in Pittsfield, Massachusetts, June 20, 1875, Mr. Sheridan was a resident of that community until he entered the Armed Forces of his country and served meritoriously in the Spanish-American war with Company C, 11th Infantry Regiment.

After recuperating sufficiently from malaria, contracted in the service, Mr. Sheridan entered State service at the Criminal Insane Hospital at Dannemora, New York. Armed with certain simple basic beliefs he soon won promotion to the top position of the uniformed personnel and until his retirement consistently worked with a common passion for the job "well done."

Services held for Mr. Sheridan included a solemn Mass of requiem, a military escort composed of Army Air Forces personnel at the Convalescent Hospital, Plattsburgh, New York. Honorary Pallbearers: Dr. Charles M. Burdick and Dr. Blakely R. Webster, retired Superintendents of the Dannemora State Hospital; Doctors Leahman H. Caswell, Harold E. Connelly, and Miles S. Buck of Dannemora; Warden V. H. Jackson of Clinton Prison and Warden Vernon Morhouse, Great Meadow Prison, Comstock, New York.

Active Pallbearers were: Arthur Lafeve, Senior Business Assistant, Dannemora State Hospital; Thomas Devlin, Chief Attendant, D.S.H.; Harry Buch, retired Storekeeper, D.S.H.; Frank Manogue, Storekeeper, D.S.H.; William Hammond, Charge Attendant, D.S.H.; and William Bourey, Clinton Prison Officer.

Emergency Raises

(Continued from page 75)

rate of additional war emergency compensation (20%, 17½%, 15%, 12½% or 10%) shall be determined on the basis of what their annual compensation would be if they were employed and paid on a regular annual full-time basis during the fiscal year.

Period for Which Additional War Emergency Compensation is Payable

Additional war emergency compensation is payable for the period commencing on April 1, 1945, and ending March 31, 1946.

Effect of Additional War Emergency Compensation on the Status of Officers and Employees

Additional war emergency compensation is not regarded as salary or compensation for the purpose of any pension or retirement system in which the officer or employee is a member. The receipt of such additional compensation shall not be deemed to change the basic compensation of any such officer or employee for the purpose of computing a pension, retirement allowance, death benefit, or contributions in connection with such membership, or for determining any other right or privilege resulting from or relating to such membership, or for the purpose of determining the right to any increase or any salary increment on account of length of service or otherwise.

Such additional war emergency compensation shall not be construed to constitute a promotion, nor shall it increase any compensation which a public employee may receive pursuant to Section 245 of the Military Law (pay differential).

Notification by Appointing Officers of Temporary Appointments

Appointing officers should specifically notify both the Department of Civil Service and the Department of Audit and Control of all temporary appointments of persons who are appointed or engaged for a period of at least one month.



You Can Help
AMERICA
When You Travel!



by going in MID-WEEK to
ease WEEK-END congestion

Wartime conditions tend to crowd transportation facilities on week-ends when soldiers and war workers travel. You can aid by going places during the mid-week when possible — and by getting tickets and information in advance to avoid delays at departure time.

GREYHOUND TERMINAL

350 Broadway, Albany — Phone 6165

GREYHOUND
LINES

BUY MORE BONDS!

It's good for you to remember that the Harry Simmons furniture business, now in its 80th Year, is built on correct designs, sound construction and never inflated prices.

Harry Simmons
CO. Inc.

Daily Until 5:30 . . . Open Evenings by appointment
during present emergency brown-outs.
"Albany's Oldest Family in Furniture"

STATE ST.
AND JAMES

Civil Service Notes

By THEODORE BECKER

DURATION LEAVES AND APPOINTMENTS

What is a duration leave or a duration appointment? The answer to this question depends on the type of appointment and on the type of leave to which you refer. There is no one kind of so-called "duration" appointment or leave. The term "duration" has been loosely used to cover at least three different kinds of leaves and appointments. None of these was in existence before World War II started in Europe. All are directly attributable to war-time conditions. A discussion of these leaves and appointments and an explanation of their purposes should help to distinguish them.

Military Leaves and Appointments

Let us first consider the military leave of absence. This is granted by law, and not at the discretion of the appointing officer, to a State employee who enters the armed forces of the United States, engages in merchant marine service as described in the New York Military Law or performs service with the American Red Cross while with the armed forces of the United States on foreign service. Such leave of absence is not really a war duration leave. It may terminate before the end of the war or it may continue for a long period after the termination of the war. Strictly speaking, this type of leave is a military leave of absence.

The vacancy caused by an employee going away on a military leave is filled by making a substitute appointment. The substitute appointment, like the military leave, is not given for the duration. Not only may a substitute appointment be terminated at any time in the discretion of the appointing officer, but even if not so terminated, it can continue only so long as the military leave of the former incumbent continues. If the employee on leave should return before the end of the war, the substitute appointment terminates before the end of the war. If he returns after the end of the war, the substitute appointment may continue beyond the end of the war. It is not limited to the "duration."

The substitute appointment is made under the State's Rule VIII-12.

Mandatory Substitute Leaves

In connection with substitute appointments, an interesting provision of the New York State Military Law should be noted. This has the effect of granting a military leave of absence to a State employee who takes a substitute appointment, even though such substitute appointment is in another department. In other words, without the consent and even against the expressed wishes of his own appointing officer, an employee in one department must be given a leave of absence if he accepts a substitute appointment in another department.

Temporary War Appointments

The type of appointment which comes closest to being a duration appointment, because of the limitations placed on its length, is the temporary war appointment. In this case the appointment is made to a permanent vacancy for a temporary period not to extend beyond six months after the end of the war. It is made in the State service pursuant to Rule VIII-A and is designed to keep positions requiring special, technical or educational qualifications available for filling after the war. It is based on the fact that many of the best qualified prospective and present eligibles for such positions are either in the armed forces or in war work. In order to maintain the high standard of permanent appointees it is deemed necessary to delay filling such positions until the best qualified eligibles are again obtainable.

Temporary war appointments, like substitute appointments may be terminated at any time in the discretion of the appointing officer. Hence, even these appointments may terminate before the war does.

Leave Not Mandatory

But what about a State employee who gets a temporary war appointment? Is he entitled to a leave of absence in the same manner as a substitute appointee? The answer is no. A State employee who accepts a temporary war appointment under Rule VIII-A "with the consent of his present appointing officer shall be

granted a leave of absence from his former position until the termination of such appointment." If the State employee does not get such consent he is not entitled to a leave of absence from his regular job while serving as a temporary war appointee.

If the appointing officer does give his consent, then the temporary vacancy resulting from the leave of absence thus granted must be filled, if at all, on a temporary basis for the duration of the leave. In other words, the granting of a Rule VIII-A leave authorizes an appointing officer to make a Rule VIII-A appointment so that upon the termination of the leave the former incumbent will have a job to which he can return.

Rule XVI-1b Leaves

Another State leave loosely termed a duration leave is the one granted under State Rule XVI-1b. This leave is given for one year but may be extended annually, without requiring the employee to return to his job, but not for a period to extend beyond six months after the war. Before this leave can be granted or renewed the consent not only of the appointing officer but also of the Director of the Budget is required. It may be given only in cases where the employee desires to enter the Federal government service or to engage in a war industry.

It should be noted that each leave granted under Rule XVI-1b is for a period not to exceed one year. Therefore, the appointment of a replacement to fill a temporary vacancy resulting from such leave cannot exceed one year, unless renewed. If a State employee is appointed as a replacement, he is not entitled to a leave of absence from his regular position and can obtain one only with the consent of his appointing officer. As a replacement, his tenure is temporary and can be terminated at any time, in the discretion of the appointing officer.

None Really for the Duration

From the brief review of the various types of so-called "duration" leaves and appointments, it is seen that none, strictly speaking, is for the duration. Each may end before or extend beyond the duration of the war.

SUSPENSION OF PENSIONS

If you expect, after your retirement from State service, to supplement your pension by obtaining other public employment, you are due for a disappointment, unless is a definite change in the applicable provisions of law by the time you retire.

With the exception of certain enumerated positions, there is no civil service position in the service of the State, county, city, town or village that you can accept without thereby inviting a suspension of your pension.

Section 32 of the Civil Service Law, which contains the suspension provisions and the specific positions excepted, provides so far as pertinent that "if any person subsequent to his retirement from the civil service of the State . . . shall accept any office, position or employment . . . to which any salary or emolument is attached in the civil service of the State or of any municipal corporation or political subdivision of the State, **except the office of election, jury duty, poll clerk or ballot clerk under the election law, or except the office of notary public or commissioner of deeds, or an elective public office, any pension or annuity awarded or allotted to him upon retirement, and payable by the State . . . or out of any fund established by or pursuant to law, shall be suspended during such service or employment and while such person is receiving any salary or emolument therefor except reimbursement for traveling expenses.**"

Applicable to Temporary Employment

The Attorney-General, in an informal opinion, has advised that former State prison or hospital employees retired on a pension would have their pensions suspended under the quoted section of the Civil Service Law, if they took employment with the Village of Dannemora, even though such employment be temporary. Said the Attorney-General:

"Inasmuch as there is no ambiguity in this section, it is my opinion that pensioners may not accept temporary employment without subjecting themselves to the suspension of pension rights provided in this section. Relief from the effects of this section upon your employment situ-

ation could only be secured through the Legislature."

Protection of Pension Moneys

In connection with pensions, a recent decision of the City Court of New York is of some interest. The case involved an interpretation of a provision of the New York City Administrative Code, which purports to exempt from execution, garnishment or attachment "or any other process whatever" the right to the return of contributions paid into the New York City Retirement System by a city employee. This provision has its counterpart in the provisions of the Civil Service Law applicable to the State Retirement System.

The city employee, whose contributions were apparently being sought by present or prospective judgment creditors, had evidently left the city service under less-than-auspicious circumstances. This made no difference in the employee's right to have his contributions free and clear, according to the Court. It ruled that "no distinction is made in the statute between an employee who retires while in good standing and one who is dismissed from service," thereby offering some measure of solace to employees whose retirement from service may be other than voluntary. (**Feely v. O'Kelly**).

State Provisions

The provisions protecting State pension moneys are found in Section 70 of the Civil Service Law which reads:

"The right of a person to a pension, an annuity or a retirement allowance, to a return of contributions, the pension annuity, or retirement allowance itself, any optional benefit, any other right accrued or accruing to any person under the provisions of this article and the moneys in the various funds created under this chapter (Civil Service Law) are hereby exempt from any State or municipal tax, and shall not be subject to execution, garnishment, attachment, or any other process whatsoever, and shall be unassignable except as in this article specifically provided."

It is interesting to note that the protection against the transfer tax and the inheritance tax does not extend to the later-enacted estate tax. The law setting up the estate tax specifically provides that no exemption in any other State law shall apply to estate taxes.

Attempts to enact legislation to free pension moneys from the lien of estate taxes have thus far proved unsuccessful. A bill to that effect passed by the Legislature in 1943 was vetoed by the Governor.

JAMES G. TEBBUTT

MARSHALL W. TEBBUTT, JR.

Tebbutt Funeral Service

SINCE 1850

176 STATE STREET, ALBANY, N. Y.

OPPOSITE STATE CAPITOL



FOR LARGEST SELECTION, QUALITY
at FAIR PRICES, SHOP AT ALBANY'S
ORIGINAL BABY STORE

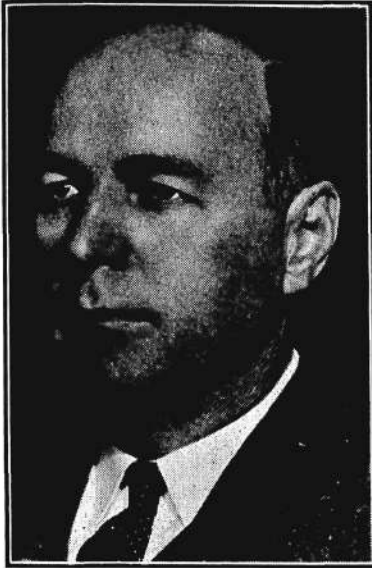
SPECIAL BUDGET TERMS TO STATE
WORKERS



71-73 South Pearl (Corner of Market St.)

Prominent Legislators

THEY INTRODUCED IMPORTANT CIVIL SERVICE MEASURES



SENATOR AUSTIN W. ERWIN
Chairman, Senate Civil Service
Committee



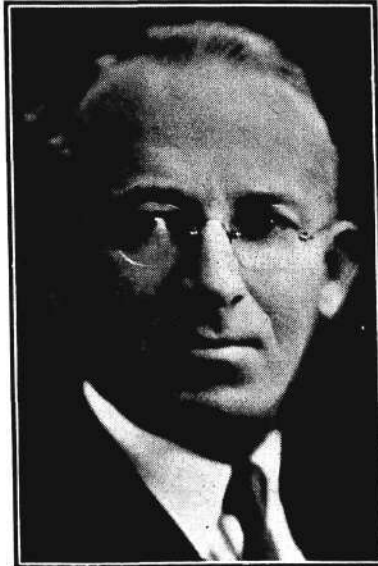
**ASSEMBLYMAN
HAROLD C. OSTERTAG**
Wyoming County



**ASSEMBLYMAN
ELISHA T. BARRETT**
Second District, Suffolk County



**ASSEMBLYMAN
MacNEIL MITCHELL**
1st District, New York County



**SENATOR
CHAUNCEY B. HAMMOND**
Forty-First District



**ASSEMBLYMAN
LESLIE G. RYAN**
Clinton County

Chapter Meetings

The activity of members of the Association in Chapter organizations is increasing each year. Obviously, members expect the officers, committees, headquarters staff and counsel to give attention first to the Association's program for improvement of State service and of employment conditions. This is as it should be. And that is what they are attempting to do to the best of their ability. Unfortunately, it limits the opportunity of the officers and staff to visit the Chapters as frequently as they would like.

Despite the tremendous pressure of legislative and other work, the following meetings were attended by Association officers or representatives since January 1, 1945:

- Jan. 15—Wassaic State School Chapter—Executive Representative, W. F. McDonough.
- Jan. 23—Testimonial Dinner for Retiring Employees, District No. 2, Department of Public Works—President Clifford C. Shoro.
- Feb. 8—Matteawan State Hospital Chapter—President Shoro.
- Feb. 13—Kings Park State Hospital Chapter—Mr. McDonough.
- Feb. 14—Central Islip State Hospital Chapter—Mr. McDonough.
- Feb. 15—Pilgrim State Hospital Chapter—Mr. McDonough.
- Feb. 15—Rome State School (Fort Stanwix Chapter)—Executive Committeeman Chas. H. Foster.
- Feb. 21—Buffalo State Chapter—President Shoro.
- Feb. 24—Annual Dinner—Rochester Chapter—Vice-President J. B. McFarland.
- Mar. 15—Syracuse University—Mr. McDonough.
- Mar. 22—St. Lawrence State Hospital Chapter—Mr. McDonough.
- Mar. 23—Ray Brook State Hospital—Mr. McDonough.

A number of meetings are scheduled for April. It is the earnest desire of the officers of the Association to visit all Association groups as often during each year as possible. The absence of our Executive Secretary in war service, the restrictions placed on travel in the interest of the war effort, and the vast amount of atten-

tion necessary through conferences with executive, administrative and legislative officers on behalf of the many features of our Association program and planning for employee welfare throughout the year, has required reliance for communication to be placed largely on the Association news carried to each member weekly through the Civil Service Leader, and periodically through "The State Employee." Every attention is given to assuring that our membership receives every single bit of State civil service news and Association news currently each week. This is prepared for the Civil Service Leader by experts who keep in constant touch with the Governor's office, and the offices of Civil Service, the Budget Division, Salary Standardization Board, Classification Board and each of the nineteen departments of State government.

We are proud of the complete and careful coverage of State civil service laws, rules, directives and other facts furnished to our members each week. We know of no employees' organization anywhere in the Nation that gives such complete and prompt information regarding matters vital to the welfare and progress of its membership.

We suggest that you keep permanent files of the copies of both the Civil Service Leader and "The State Employee" so that you will have a complete picture of events important to you and your job furnished by your own Association through its expert and efficient staff and facilities. It would cost you, as an individual, hundreds of dollars to obtain what you, together with 27,000 other loyal State workers, obtain for a few cents yearly through your own Association.

Preference for Veterans

From now until November 6th, 1945, the friends of civil service must be outspoken regarding the certain destruction of the merit system inherent in the Downey-Sherman veterans preference constitutional amendment which will appear on the voting machines on next election day.

We print below some very timely excerpts from a statement authorized for publication by the Executive Board of American Public Health Association setting forth the intelligent and highly commendable posi-

tion taken by that outstanding body of American citizens:

"The Committee on Professional Education, in conformity with its charter, is carrying out studies and research in the problems of public health as they affect the qualifications and experience of the persons employed. It is apparent that the matter of preference for veterans will constitute an important consideration in the near future and, in response to requests from civil service and merit system agencies, the Committee records its considered judgment as follows:

"The proper placement of returning veterans who may be interested in entering or re-entering the public health field represents an important obligation which must be intelligently handled. Those responsible for the establishment of personnel procedures in public health share with all personnel administrators an obligation to give due consideration to the claims which returning veterans have for vocational placement in public health. Veterans may rightly expect some special consideration. It is a challenge to every personnel administrator to put to the best use in the public service the abilities and aptitudes which unquestionably exist among the veterans.

"One aspect of this problem which is of immediate concern is the attempt to meet it by the enactment of legislation giving varying degrees of preference to veterans seeking employment in the public service. In the majority of states, and in the Federal Government as well, the question of whether or not veterans should be given such preference has been decided in the affirmative. It remains now to frame legislation which will be reasonable and fair so that it will jeopardize neither the vocational future of the veterans themselves by placing them in positions for which they may not be qualified, nor the effectiveness of the institutions which serve them and all other citizens.

"The Committee on Professional Education finds itself in agreement with the conclusions reached by the Executive Council of the Civil Service Assembly of the United States and Canada which has pointed out that, in shaping public policies for the speedy and effective reabsorption of demobilized veterans into civil life, the nation's citizens now face a

problem which must be solved promptly and wisely. In so doing they will wish to deal fairly with the men and women who comprise our armed forces and at the same time to maintain the efficiency of the public services in the United States, Federal, State and local.

"Of the 12,000,000 or more veterans who will return to civilian life during and after the war, there will be several thousand who will enter public service in the various specialties of public health. Among these there will be young men and women with well-prepared minds, indomitable energy, splendid character and many specialized aptitudes and skills. Most of them will return with capacities unimpaired and with an increased appreciation for the American way of life. We share with the Civil Service Assembly a conviction that with them we can build a public service better than any we have known before. In so doing, however, we must be wise enough not to blunder into excesses of special privilege and administrative practice which experience shows would critically impair the efficiency of the public service and thereby damage the very institutions which these veterans have risked their lives to preserve.

"Recommendations Regarding the Substance of Veterans' Preference Policies

"Veterans' preference policies that may be adopted should recognize the democratic principle of open competition for public employment on the basis of merit and fitness, and should not by their terms or operations serve to exclude unduly the rising generation from its rightful opportunity for public employment.

"The term "veteran," as used in this report, should be understood to mean a person who has been a member of the armed forces during the period of actual hostilities.

"Veteran preference policies should include the maintenance of proper minimum qualifications and standards for entrance to the public service.

"Veterans should be required to obtain a passing mark in competitive tests before being entitled to preference consideration.

"Preference should be confined to examinations for entrance into the service, and should not be applied to promotions within the service.

"Preference should take the form of credit points added to the earned examination rating, and the veteran's standing on the eligible list should be determined on the basis of such augmented rating. While the disabled veteran may appropriately be given an added margin of preference in the form of a greater number of credit points added to his earned rating, no veteran should be entitled to be placed automatically at the top of the eligible list unless his augmented rating places him there.

"The amount of preference credit to be given to non-disabled veterans should be not more than 5 credit points on the basis of 100, and the amount of preference credit given to disabled veterans should be not more than 10 credit points on the same basis.

"The right of a veteran to additional point preference for disability should be based on the findings of the United States Veterans' Administration, and should be accorded only to those veterans who have at least a 10 per cent compensable disability rating. The disability should be compensable at the time of the veterans' application for preference.

"Preference for veterans should be limited to a period of five years after the war, or five years after discharge or release from war service, whichever date is later.

"Retention in the service in the case of reduction in force or abolition of positions for lack of work or funds should continue to be based solely on ability properly to perform the duties of the position, and on relative length of efficient service."

Effective Worker Organization

(Continued from page 89)

ence bill. This stand is weak and no assurance of opposition at polls in November has been given.

Because the SCMWA had no part in securing substantial war emergency pay at any time, and the Association has been successful in obtaining a substantial ten to twenty per cent adjustment for the fiscal year beginning April 1, 1945, the SCMWA has issued statements which have been entirely false and actually harmful to the advancement of employee welfare. This reference is to the statements of the SCMWA regarding the budget hearing.

The Association has no quarrel with industrial organization. On every occasion it has urged organization of workers everywhere for the past 30 years. It has been successful in organizing State employees—more successful than industrial organizations have been in organizing industrial workers. It has built up one of the leading independent union organizations of the country. It is fully capable of representing State employees in every matter relating to employee welfare. It has proven that there is no need for another organization in State employment and that there is real danger of disunity in supporting any such organization. The untruthful claims of the SCMWA as to accomplishments, its very limited membership after years of propaganda among State workers, its failure to convince legislators regarding its proposals during the years since it has been in existence, its past association with questionable groups and political adventurers, its demand for dues which are out of all proportion to the honest needs of a State employee organization, its past and present leadership—all mark it as an undesirable and as a futile organization for New York State civil service employees.

Back the

ATTACK

Buy War Bonds

TODAY!

Operation Expense Insurance

By C. A. CARLISLE, JR.

There is available now to New York State employees, who are members of the Association of State Civil Service Employees of the State of New York, Inc., a new form of insurance policy which pays a specified amount for operations.

Circulars on this insurance have been sent out to practically everyone who is now insured under the Group Plan of Accident & Sickness Insurance on a payroll deduction basis. A good many hundreds of State employees have already applied for this form of insurance. It does not pay hospital expense, but only the expense for operations, and you use this money to pay your surgeon. In the circular which has been sent out to so many thousands of State employees, and which you can secure by asking for it, is a complete schedule of the operations. For instance, a very common form of operation is Appendicitis, commonly called an "Appendectomy" which means the removal of the appendix. For that we allow \$120.00. Other operations are in proportion.

The exclusions are very few. It does not cover any loss sustained while in or on an airplane, nor loss caused by war or any act of war, or sustained while in military service, nor any surgical procedure for which you would not be required to pay. In the case of the removal of appendix, or tonsils, or hernia, or certain parts of pregnancy, the policy must be in force ten months before we will pay for these operations.

The cost of this insurance is 40 cents per payday for males, and 60 cents per payday for females. This cost has been arrived at by the Commercial Casualty Insurance Company of Newark, N. J., who write the policy for the Group Plan of Accident & Sickness Insurance, by an investigation of a number of these plans written by Insurance Companies, written by hospitals, written by groups of doctors, all over the country. To some the cost seems high, to others it seems low. We have arrived at a premium which we believe will be high enough so that the premium will never have to be raised. It is very easy to offer a policy to a group of employees, and then after it has been in force for a year or two, turn around and in-

crease the rates, and tell them to take it or leave it. This we do not want to do. We have the rates adjusted at what we consider a reasonable figure with the hope that if the experience is favorable we will be able to reduce these rates as time goes on, that is, at the end of two or three years from now. It all depends on how many State employees have operations, how serious they are, and what amount of money is paid out by the Company for this insurance.

Insurance of any kind is written to protect the person carrying the policy against the unexpected. You carry Fire Insurance on your house, your belongings, etc., so that if they should accidentally burn, you will be able to collect, not if you should set your own house on fire, or should burn up your own clothing; you would not expect to collect under an insurance policy for that kind of a loss. You carry Automobile Liability Insurance because you might have an accident; a child might run out in the street and get hit by a car; another car may dash out in front of you and you may run into it, etc., so that any form of insurance is written for the unexpected. If you know you are going to have an operation, don't buy the Surgical Expense Insurance because we can't pay for that operation which you already know you are going to have. If you are in good health today, if you are a normal person, over a period of years, you will have a certain number of operations of various kinds, and yet you may be an exception, you may go through life without ever having any form of operation. If you will keep this in mind and remember that insurance companies issue insurance policies to pay for the unexpected loss, not the contemplated loss, nobody will ever have any trouble with any insurance company, anywhere, at any time.

There has been a great demand for this form of insurance, and we hope that many thousands of State employees will buy this form of insurance for protection against the unexpected loss, whether it be a hernia operation, a female operation, an appendicitis operation, or an operation due to an automobile accident such as repairs to the head, hands or feet, legs, bones, etc., or anything of that kind. You will find all of these are covered by this very broad Operation Expense Insurance.

For complete and further details, write to C. A. Carlisle, Jr., 423 State Street, Schenectady, N. Y., who will be glad to furnish you with a circular and an application, and will be glad to answer any questions that may arise in your mind in the consideration of this form of insurance.

Remember that the only people who can take out this insurance at the present time are those who carry our Accident & Sickness Insurance written on a Group Plan for New York State employees on a payroll deduction basis. Later it is hoped that this can be opened up to others because there are some people we can write this form of insurance for when we cannot give them the regular Accident & Sickness Policy, so if you have any question and want to know more about this insurance, write in to Ter Bush & Powell and let us give you complete details.

Support the 7th War Loan

DON'T BE DISAPPOINTED THIS SUMMER

Reservations are now being taken for cruises — Saguenay, Great Lakes, Mexico, Mississippi River — A great many people were unable to secure space last summer.

A SMALL DEPOSIT WILL HOLD YOUR RESERVATION

LANSING'S TRAVEL BUREAU

Howard J. Curtis

Mabel I. King

507 BROADWAY

Telephone 3-7524

ALBANY 7, N. Y.

SURGEONS EXPENSE INSURANCE FOR ALL OPERATIONS

A New Policy...

Issued by

The Commercial Casualty Insurance Co., Newark, N. J.

YOU NEED THIS IN ADDITION TO YOUR ACCIDENT AND
SICKNESS INSURANCE POLICY.

PAYS A CERTAIN AMOUNT FOR EACH DIFFERENT
OPERATION.

COST IS LOW —

Sold only to New York State Employees who carry the
Group Plan Accident and Sickness Policy on a pay roll
deduction basis.

WRITE FOR DETAILS NOW —

C. A. CARLISLE, JR.

TER BUSH & POWELL, INC.

423 STATE STREET

SCHENECTADY, N. Y.

ALL FOR ALL

Do you believe in maintaining New York State service at the highest possible point of efficiency?

Do you believe in maintaining the best possible employment conditions for State civil service employees?

Do you believe in adequate pay scales for all State civil service employees— fair hours — reasonable vacation, holiday and sick leave?

Do you believe in stability of employment with protection against unjust removal, and the opportunity to advance on the basis of merit and fitness?

Do you believe in sound social security — a retirement system that will provide adequately for disability, and for freedom from want in later life?

Do you believe in loyal, unselfish effort on behalf of your fellow employees in your own worker's organization?

Do you believe that "In union there is strength" — strength to make our State service ever better and our State ever a leader in dispensing social and economic justice?

IF YOU BELIEVE IN THESE THINGS, YOU BELIEVE IN THE ASSOCIATION WHICH NEW YORK STATE EMPLOYEES HAVE ESTABLISHED AS THEIR OWN —

THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK, INC.

YOUR MEMBERSHIP CARD IN THE ASSOCIATION INDICATES YOUR SINCERITY IN ADVANCING THE WELFARE OF STATE SERVICE AND OF YOUR FELLOW WORKER.

MISS MARY R. GORKREY
STATE EDUC. DEPT.

N. Y. STATE POST OFFICE
PAID