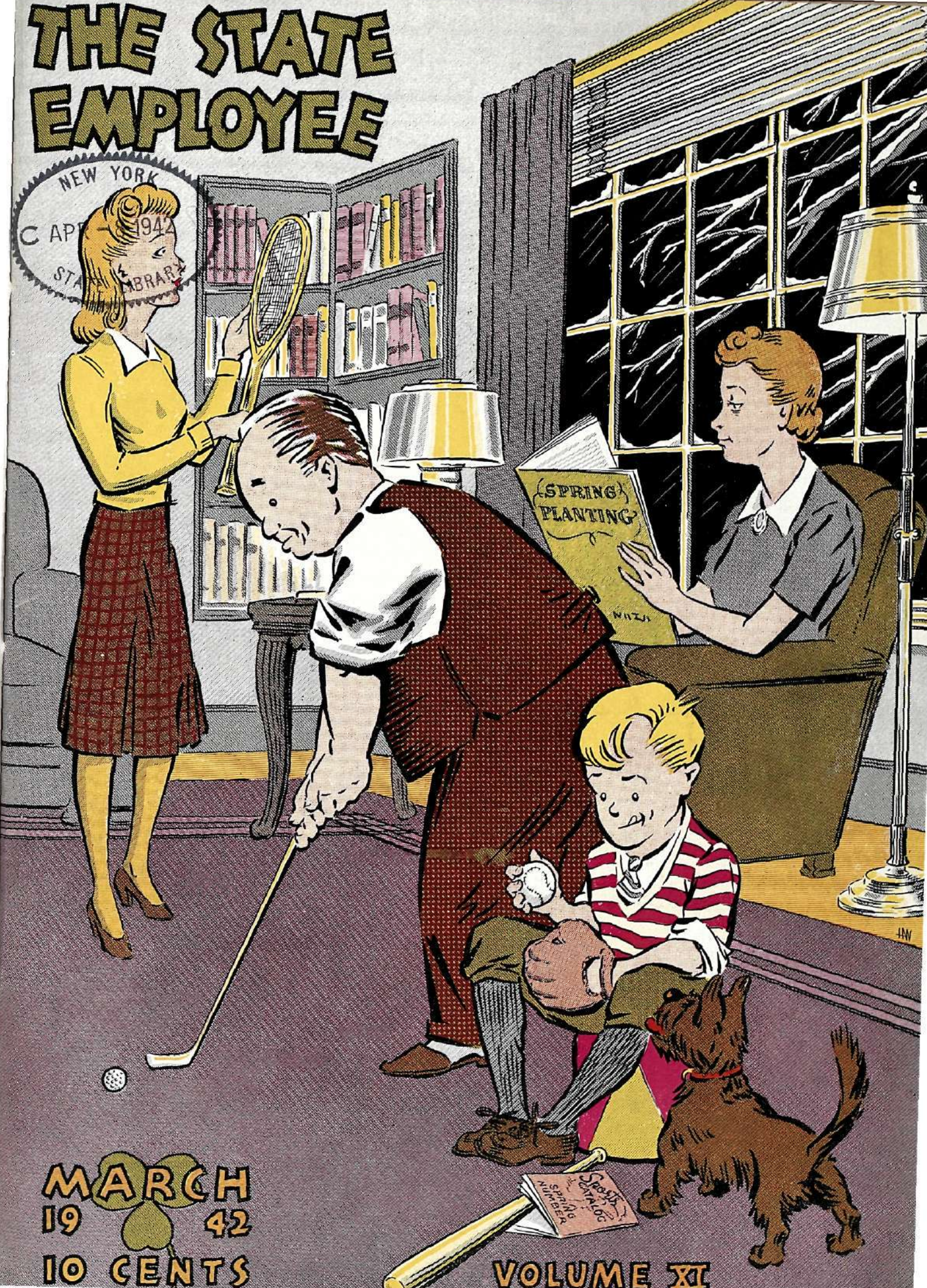


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# The State Employee

VOL. 11, Number 3

MARCH, 1942

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## Legislative Report of Counsel

BY JOHN T. DEGRAFF  
*Counsel*

As this report is being written, on March 21, several important bills have already been passed by the Legislature, but the fate of several other measures of vital concern to State employees is clouded with uncertainty, as is usually the case at this stage of the legislative session. Important decisions will be made during the next few weeks, as it is anticipated that the Legislature will adjourn early in May. While the final outcome will not be known until after adjournment, the following assumptions are reasonably certain:

1. The Feld-Hamilton law will be extended to about 25,000 institutional employees, effective July 1, 1943.

2. The Feld-Hamilton increments falling due on July 1, 1942, will be paid.

3. The Cost of Living adjustment bill to establish the long-range principle of adjusting money wages to meet rising living costs will probably be passed by the Legislature, to be effective June 1, 1943, but Governor Lehman has as yet given no indication whether he will sign or veto the bill.

4. Some form of increased compensation equivalent to a Feld-Hamilton increment will probably be given to institutional employees in the lower brackets, effective on July 1, 1942.

5. Six or eight other bills sponsored by the Association, which do not involve appropriations, but which are, nevertheless, of major importance, will probably be passed.

### Feld-Hamilton Extension To Institutional Workers

The Barrett bill, Assembly Int. 222, Pr. 1930, which extends the Feld-Hamilton law to cover 20,000 employees in the Mental Hygiene hospitals, and the Ostertag bill, Assembly Int. 952, Pr. 1062, which ex-

tends the Feld-Hamilton law to the custodial employees in the Correction Department, have passed the Legislature and were signed by Governor Lehman on March 19.

The Rapp bill, Assembly Int. 1189, Pr. 1365, which extends the Feld-Hamilton law to institutional employees in the Departments of Social Welfare, Education and Health, has passed the Assembly and it is anticipated that it will pass the Senate and be sent to Governor Lehman next week. All of these bills are effective on July 1, 1943.

The Lawrence bill, Assembly Int. 400, Pr. 407, which extends the Feld-Hamilton law to game protectors in the Conservation Department, effective July 1, 1942, passed the Legislature, but has been recalled upon Governor Lehman's recommendation that it be amended to take effect on July 1, 1943.

These bills, sponsored by the Association, will bring approximately 90% of the service under the Feld-Hamilton career law. The importance of this great reform, long advocated by the Association, cannot be overestimated. The unfair and discriminatory distinctions between departmental and institutional workers will now be abolished and all employees will work under the fair and equitable principles embodied in the Career Law. The administrative advantages of a uniform salary policy for the entire State and the consequent improvement in efficiency and morale in the institutional service cannot fully be appreciated at this time but it is safe to say that the lasting benefits to the State and to the employees will unquestionably be even greater than the improvement brought about by the enactment of the original Feld-Hamilton law in 1937.

### Immediate Salary Increases

Although many employees have cherished the hope, fostered largely by newspaper reports, that a general

salary increase might be adopted to take effect on July 1, 1942, that hope has never had any solid foundation in fact and must now be definitely abandoned. Several salary increase bills were introduced in the Legislature and all of them received wide publicity in the press. Most of them proposed salary increases of 10%, and one of them proposed an immediate increase of 15%. All of these bills carried appropriations ranging from \$5,000,000 to \$10,000,000; some affected employees under \$2,000, others affected employees under \$2,400, and others affected employees under \$3,600. None of these bills were supported by legislative leaders, none of them ever had any reasonable prospect of passage, and all of them have already been killed in committee.

If the Legislature had been inclined to pass any one of these bills, it would most certainly have been vetoed by Governor Lehman. Gov. Lehman's position was known as long ago as February 23 when, in a message to the Legislature, he said:

"There have been many proposals made with regard to salary increases for the employees of the State. A number of bills have already been introduced in the Legislature. I do not believe that there should at this time be a general salary increase."

In this message, Governor Lehman recommended an increase of \$72 in the annual salary of each institutional employee receiving \$1,200 or less per annum, and asked for an appropriation of \$1,400,000 to make this increase possible. While it is probable that there will be some form of an immediate salary increase for institutional workers in the lower brackets, it is quite certain that there will be no general salary increase for all employees this year.

Both the Governor and the Legislature have recognized the necessity of providing immediate relief for in-

stitutional workers. There is no fundamental conflict between the two proposals that have been advanced to accomplish this objective. The Association has endorsed both plans and it is hoped that one or the other will be adopted at an early date.

### Cost of Living Adjustments

During the past year the Association has attempted to formulate a sound, long-range plan to adjust the salaries of public employees to meet the inevitable rise in the cost of living. The general purpose of the plan was outlined in the December and January issues of the State Employee, and a draft of our proposal, in bill form, was printed in the February issue of the State Employee.

Legislative leaders have wholeheartedly endorsed the principle embodied in the Association's proposed bill and have announced that they will pass a cost of living bill which corresponds very closely with the Association's proposal, limited, however, to employees in the lower brackets and modified so that it will not become effective before 1943.

To understand the full implications of the cost of living bill, it is first essential to know something about the cost of living index. The Federal government has, for many years, maintained an index which accurately shows fluctuations in the cost of living from month to month. This index adopts the figure of 100 to designate the average cost of living for the years 1935-1939. The cost of living remained substantially stationary from 1935 to 1941 but, commencing in February, 1941, the index shows that the cost of living has steadily risen as follows:

February	1941	100.8
March	1941	101.2
April	1941	102.2
May	1941	102.9
June	1941	104.6
July	1941	105.2
August	1941	106.0
September	1941	108.1
October	1941	109.4
November	1941	110.2
December	1941	110.5
January	1942	111.9
February	1942	112.6

This rise closely follows the pattern of World War 1, when the cost of living rose steadily from 1914 to 1920, a period of six years, and then gradually declined. The latest reports from Washington indicate that the cost of living will probably rise

to 120, an increase of 20%, before the end of 1942, and that the rise next year is likely to be even more rapid than it was last year. Of course, no one can tell what will happen next year, much less the following year, but few informed persons expect the rise to be abruptly halted by price control measures; the most hopeful view is that the control measures will tend to make the increase gradual and keep it within reasonable limits, thereby preventing runaway inflation.

Under such circumstance the problem of public employees, and indeed all employees, public and private, on fixed salaries is most critical. The real problem is one of security for the future—not immediate compensation for past difficulties. The Association's plan has frequently been misunderstood and misinterpreted as an immediate salary increase bill when in fact its major purpose is to provide necessary insurance against the continued rise in living costs during the war period.

The difficulty in framing a practicable bill is obvious. Opinions must and do differ as to the extent the cost of living must rise before an adjustment becomes necessary, the amount of relief to be given to employees in the lower brackets and the salary limits, if any, at which no adjustments should be required.

The Association proposed that a cost of living adjustment should be payable if the cost of living rises 15 points above the 1935-1939 average. Under this proposal, if the cost of living continues to rise at its present rate, the adjustment would have become payable in the late summer or early fall of this year. The Association's plan was discussed on numerous occasions with legislative leaders who had announced, in December, that they would introduce a bill to adjust State salaries to correspond with fluctuations in the cost of living. Legislative leaders, from the beginning, held the view that no adjustments should be payable until the cost of living rises 20 points, in view of the fact that the rise has been and will be cushioned, in part, by the payment of Feld-Hamilton increments.

Subsequently, on March 4, a bill was introduced which provided for a salary adjustment for all State employees receiving \$2,000 or less when the cost of living should rise the

equivalent of 20% above the 1935-39 cost of living. The bill carried an appropriation of \$1,600,000 on the assumption that it would become effective in January or February, 1943—the required appropriation for a full fiscal year being estimated at \$3,200,000.

In supporting this bill, however, the legislative leaders announced that they would not adopt Governor Lehman's recommendation to give an immediate \$72 increase to institutional workers because the cost of living bill would benefit institutional as well as departmental workers when it became effective.

It immediately became evident that both proposals would not be adopted. Realizing the desperate plight of the institutional workers, where 1,500 vacancies already exist, and in keeping with its pledge to secure immediate relief, if possible, for institutional workers, the Association suggested that the cost of living bill be modified to accomplish this objective. The only possible solution was to defer the cost of living adjustments for a few months to make funds immediately available for institutional workers.

President Fisher therefore, on March 16, wrote a letter to the legislative leaders in which, after emphasizing that the basic problem is protection from future rises in living costs, he said, in part:

"We want to reiterate and emphasize, however, our conviction that in the hospitals and institutions there is a desperate condition confronting the employees which makes immediate relief imperative.

"Employees throughout all the State's service will, we know, be willing to sacrifice any cost of living adjustments which they might sooner receive, if, by postponing the effective date of payments under the cost of living plan until June, 1943, this essential relief in hospitals and institutions could be made immediately available from the funds realized by such deferment, in view of the fact that present State finances will not permit appropriations for both purposes during the coming year. By such a deferment as we suggest, with only a slight additional appropriation, immediate relief can be given to the long-neglected institutional employees, and the



long-range, sound principle of adjusting money wages during the war so living costs can be established for the future.

"Relief for institutional employees can be provided either by the plan recently recommended by Governor Lehman and embodied in the Dunnigan-Steingut bill or by the equivalent of the Feld-Hamilton extension. Both plans are thoroughly sound and each of them would cost approximately the same amount. Either plan would be satisfactory to State employees, although they would prefer the Feld-Hamilton plan for the following reasons:

"The Feld-Hamilton plan treats all employees equally, both as among themselves and as compared with departmental employees, a feature which has a strong moral appeal. Under this plan each employee would receive a flat increase of \$100 per annum in lieu of present increments. The present increments consist of a \$4 per month raise payable after 6 months, 12 months, 18 months, 3 years, 5 years, 10 years, 15 years, and 20 years of service. During the coming fiscal year these increments amount to \$24, \$48 and \$72 for some employees and no increment at all for others. The Dunnigan-Steingut bill would add \$72 to these increments, making a total increase for the year ranging from \$72 to \$144 as compared with a flat increase of \$100 for everyone under the Feld-Hamilton plan."

Acting upon this suggestion, the cost of living bill was amended by legislative leaders to provide a \$100 increment, effective July 1, 1942, for all institutional workers who receive \$1,500 or less and the effective date of the cost of living adjustment was deferred to June 1, 1943. The appropriation in the bill was increased to \$1,785,000, of which \$1,500,000 will be required for the payment of a \$100 increment to institutional workers. The balance of \$285,000 is allocated for the payment of a cost of living salary adjustment for the month of June, 1943, to all employees receiving \$2,000 or less if the cost of living rises 20% before that date.

This proposal is now embodied in the Hampton-Pillion bill, Senate Int. 1364, Pr. 2039, and Assembly Int.

1662, Pr. 2422. Both bills have been favorably reported from committee and favorable action is anticipated by the Legislature. There is still a large element of uncertainty, however, in view of the fact that Governor Lehman has not stated what his attitude will be. Governor Lehman is on record as favoring an immediate increase for institutional workers; he is also on record as opposing a general salary increase at this time, but he has not stated his views with reference to the cost of living proposal which, by its terms, would not be effective before June, 1943, at the earliest, and would never become effective unless the cost of living rises 20% above the pre-war cost.

The Association is hopeful that the Governor will endorse the cost of living bill as a constructive, forward-looking measure which attempts to establish a sound, long-range policy to meet a very difficult problem. While opinions may differ as to details there can be no opposition to the general principle that fixed salaries should be adjusted to correspond with fluctuations in the cost of living. Even the taxpayers' organizations have endorsed the principle of the bill, although they have differed as to some of its provisions.

The employees of the State have made and will make sacrifices in common with other citizens. They hope that the rise in the cost of living will halt before any salary adjustments are necessary. But they also realize that if the cost of living goes up 20% or 25% or higher, as seems likely, that the employees in the lower brackets simply cannot get along on their present salaries. It must be remembered that 80% of the employees of the State receive less than \$2,000 a year. It must also be remembered that shortages in personnel will require an increased amount of overtime work and that State employees are prohibited from receiving any compensation whatever for overtime although "time and one-half for overtime" is the common practice in private employment.

The Association's proposal, as modified and limited by legislative leaders, is embodied in the Hampton-Pillion bill. We believe the passage of this bill would be of far-reaching importance and that it embodies a sound policy for the adjust-

ment of private as well as public salaries during the emergency. If the policy can be established now, details can and will be modified or revised from time to time as circumstances warrant.

#### Miscellaneous Bills

It is impossible, within the limits of this report, to discuss all the bills of interest to civil service employees. The following, however, may be briefly noted:

The **Hampton-Kreinleder bill, Assembly Int. 1727, Pr. 2070**, has been advanced to third reading in the Assembly and its passage is expected this week. This bill clarifies the layoff provisions contained in section 31 of the Civil Service law and provides that promotion lists shall be certified before general preferred lists.

The **Halpern-Archinal bill, Senate Int. 1433, Pr. 1728, Assembly Int. 1708, Pr. 2046**, is still in committee, but it is expected to be reported favorably this week. This bill, which is of great importance to employees in the Department of Public Works, where 400 or more employees must be laid off for lack of appropriations, protects the pension rights of employees who obtain a leave of absence to engage in defense work. It gives them full pension credit for the period of their leave of absence provided they pay to the Retirement System their own normal contributions plus the contributions normally paid by the State on their behalf.

The **Halpern-Fite bill, Assembly Int. 1440, Pr. 1692**, has passed both houses of the Legislature and awaits action by Governor Lehman. This bill supplements the removal bill, passed last year, by authorizing the Civil Service Commission to make an advisory determination when charges are brought by a department head against an employee.

The **Barrett bill, Assembly Int. 376, Pr. 383**, which extends the provisions of the eight-hour day and six day week law to cover watchmen employed in State institutions has passed both houses of the Legislature.

The **Condon-Washburn bill, Senate Int. 398, Pr. 1071**, which protects the status of DPUI employees who have been transferred to the Federal service, has passed both houses and was sent to Governor Lehman on March 18.

(Continued on page 78)



# Did You Pledge?

The Payroll Deduction Plan for the purchase of United States Defense Savings Bonds by New York State employees continues to make progress. Practically all departments and institutions have now been completely covered; and within a few weeks the first tabulation of results can be made.

Any State employee who has not been made familiar with the details and purposes of this plan, or who has neglected, for this or other reasons, to become a participant in it, is urged to act without delay. Communicate either with the State Comptroller, Albany, N. Y., or with the payroll officer of your department, institution or division.

Since this Plan was started during the latter part of December, 1941, the need for it, and the urgency of the appeal it carries, have increased far beyond what was then thought possible.

Let each of us, get this one central fact firmly fixed in mind. The winning of the war will involve personal sacrifices on the part of each and every one of us that will affect, not alone our conveniences, but also our necessities. The requirements of the Army and Navy for tanks and guns, ships and planes, must take precedence over everything else. Guns before butter is the pass word of the hour; and to that end every energy of this great nation of more than one hundred and thirty millions of people must be bent.

It is time, therefore, in the light of events that have transpired during the past few weeks, to ask State employees to re-examine their authorized deductions, to review their budgets, and to find out each for himself how much more of his pay he can devote to the purchase of Defense Bonds.

Up to this writing, many employees of the State have failed to authorize any purchases of Defense Bonds for their account. Many others have authorized purchases of 2% or 1%, or even less of their compensation. Perhaps this is the best that these employees can do. Certainly they know—or should know—their duty to their country, as well as to themselves and their family.

It is their fortunate lot, at this time, to be able to weigh the one against the other, and decide, for themselves, just how many bonds they can afford to buy.

I have said previously that the State plan continues to make progress. And, indeed, if this were simply a savings plan—designed to keep the country from the evils of inflation—I should have said “satisfactory” progress.

We are now, in a campaign of this kind, at the inevitable point of a temporary lag in enthusiasm. Many employees, at the start, decided that they were unable to purchase any bonds. Others, in the light of events as they stood a month or so ago, fixed their purchase quotas, and have since given no further thought to the matter.

This is not enough; and I wish, here, to appeal to each of you to open up the question again in your mind, and ask yourself earnestly how much more you can afford to do. You know—all of you—of the great personal sacrifices being made by the other peoples of the United Nations. These peoples are your Allies, fighting this war with you and for you. Doubtless, you have read or heard of the food and clothing quotas in England; eggs from two to five a month; meat available in quantities that even the poorest classes in this country would consider insufficient; clothing almost unobtainable; etc. In Greece, thousands are dying from starvation; and, in Russia and China, hundreds of millions of people are surrendering everything they own to the cause of their—and your—freedom.

This is the situation today. It is not one to which you—the employees of New York State—can afford to shut your eyes. Think it over, and then decide to increase your quota of Defense Bond purchases to the limit. For what are the present sacrifices of a few conveniences when weighed against the great issues at stake? Is it so hard for us to do without the things we want in order to place in the hands of the armed forces of the nation the weapons they need to fight for their—and our—lives?

At the end of this article is an application blank that you have only to clip out and sign in order to arrange for larger purchases of Defense Bonds than you have previously authorized under the Deduction Plan. It can either be mailed direct to the State Comptroller, Albany, New York, or turned over to your payroll officer for delivery to the Comptroller.

Please act now.

State Comptroller, Albany, N. Y.

1.  I have **not** previously enrolled in the Payroll Deduction Plan. Please let me have a copy of the Plan, and card authorizing a regular deduction from my pay for the purchase of United States Defense Bonds.

2.  I am now a participant in the Payroll Deduction Plan, but wish to increase my authorized deduction to \$ ..... a payroll period. Please arrange accordingly.

Signature .....

Employed in .....  
(Dept. and location)

Check block 1 or 2 and mail to State Comptroller, or turn over to your payroll officer.

## Legislative Report

(Continued from page 77)

The **Brees bill, Assembly Int. 1022, Pr. 1353**, which prohibits the payment of differential pay to public employees who become members of the reserve forces after the date the law is signed by the Governor, has passed both houses and was sent to Governor Lehman on March 20.

The **Erway-Ostertag bill, Senate Int. 1537, Pr. 1882, Assembly Int. 1861, Pr. 2255**, has been favorably reported in the Senate. It extends the temporary provisions for reclassification of employees and provides for the deduction of maintenance from the salaries of institutional employees in order to clarify and simplify the procedure which must be followed to bring institutional employees under the Feld-Hamilton law next year.

A full report showing the final action on all bills will be printed in the next issue of the State Employee.



# Sick Leave Rules

## FOR STATE INSTITUTIONAL EMPLOYEES

The State Department of Mental Hygiene, on March 11th, announced the formulation of Sick Leave Rules, effective July 1, 1942, for employees of institutions under its jurisdiction. These rules were promulgated under the terms of Chapter 934 of the Laws of 1941, or the Hampton-Ehrlich Bill, sponsored by the Association, and signed by Governor Lehman.

The actual establishment of these rules culminates several years of continuous effort by the Association. As far back as July, 1933, hearkening to repeated appeals of the Association, there were promulgated by Governor Lehman, as the result of a study ordered by him, uniform sick leave rules for State service. Those rules were especially well received by administrative heads and by employees. However, the rules applied immediately to departmental service were never applied to institutional employees. This fact was a keen disappointment to over 20,000 workers and has been the cause of continuous activity by the Association along the line of appeals to and conferences with administrative heads involved, and executive and legislative officers. In 1934, 1935, 1936, 1937, 1938, 1939, 1940 and 1941 the campaign of the Association never ceased. Champion of fair treatment to State workers throughout the State, the Association never ceased its efforts to convince those responsible for State employment policies that to leave the thousands of institutional workers to the mercy of chance and circumstance as to sick leaves was to single them out as a separate class of workers and to greatly interfere with the attainment of the greatest possible efficiency in institutional service.

The new rules were drafted by a special committee appointed by Commissioner of Mental Hygiene, Dr. William J. Tiffany, were approved by Governor Lehman on March 4th and by Dr. Tiffany on March 5th. The special committee was composed of:

Dr. George W. Mills, Chairman, Superintendent of Creedmoor State Hospital.

Dr. H. Becket Lang, Assistant Commissioner of Mental Hygiene.

Dr. John L. Van DeMark, Superintendent of Rochester State Hospital.

Dr. Harry C. Storrs, Superintendent of Letchworth Village.

Dr. Kenneth Keill, Superintendent of Willard State Hospital.

Mr. John R. Heilman, Steward, Brooklyn State Hospital.

Daniel J. Doran, Director of Mental Hygiene Accounts.

C. M. Pierce, Secretary of Mental Hygiene Department.

Much credit is due the special committee and Dr. Tiffany for the completeness and fair treatment provided employees under the rules as drafted. They provide, briefly, sick leave with pay for up to 12 working days per year for all employees who have served the State one year, and may be accumulated after one year's service at the rate of one day per month up to a total of 60 working days. Employees in the institutions on July 1, 1942, who have been continually employed for one year will start with a back accumulation of 12 days and will be credited with an additional day for each month of past continuous employment over the one year up to a maximum in all of 5 years.

The rules also provide for certain leaves to any employee necessarily absent from duty because of serious illness or death of an immediate member of his family; to an employee isolated or quarantined because of exposure to a communicable disease; to employees disabled by injury or disease incurred in line of duty; and to an employee required to attend Workmen's Compensation hearings or examinations.

A complete copy of the Sick Leave Rules promulgated follows:

**"Sick Leave, with or without pay, shall after July 1, 1942, be allowed in accordance with the following rules and not otherwise. The establishment of said rules was provided for by Chapter 934 of the laws of 1941, and it is their purpose to protect both the interests of the taxpayer and of the State as an employer, and of State officers and employees who**

must from time to time be absent from duty because of personal illness, physical disability from accident or injury, exposure to contagion, or death or illness in the immediate family.

"All officers and employees in State institutions under the jurisdiction of the Department of Mental Hygiene may be granted sick leave with pay up to 12 working days per year on account of personal sickness or physical disability but none of such sick leave shall become available to an officer or employee until they have served continuously (leave without pay excluded), for at least one year. Service in another State Department having equal or similar sick leave provisions will be accepted as equivalent time as if served in our own department. These 12 working days per year are accumulated at the rate of one day per month, and after one year's continuous service sick leave time may be further accumulative up to sixty working days. In the event of resignation or discharge accumulated sick time will be canceled and not paid for. In construing these rules the working day in the Institutions is 8 hours and the working week six days. Allowable sick time shall be considered as continuous service.

"Employees in the institutions on July 1, 1942, who have been continuously employed for one year will start with a back accumulation of 12 days and will be credited with an additional day for each month of past continuous employment over the one year up to a maximum in all of 5 years. No deductions from this accumulated time will be made in the institutions where a sick leave policy has not heretofore been in force.

"Any officer or employee continuously employed for one year, and who is necessarily absent from duty because of the serious illness or death of an immediate member of his family may, with the approval of the head of the institution, be granted leave with pay, and the time deducted from accumulated sick leave. The phrase "immediate member of

(Continued on page 94)



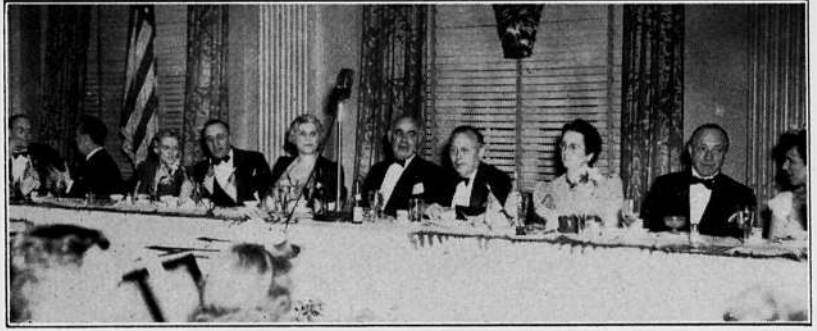
# The 1942 Annual Dinner

Assurance that State employees "will not be found wanting" in the task of aiding America's war effort was given by Harold J. Fisher, president of the Association of State Civil Service Employees, to the 600 persons who attended the Association's 24th annual dinner in the De Witt Clinton Hotel, Albany, on February 11.

Before an audience that included Governor Lehman, Mrs. Lehman and numerous legislative leaders and distinguished State officials, Mr. Fisher said:

"We, as the employees, are making every effort to do our full part—not only in government but in the all-out war effort as well.

"When the final score is written, after victory has been achieved,



**A Casual Picture of the Dais From left to right: Hon. Abbot Low Moffat, Chairman of the Assembly Ways and Means Committee; Hon. Joseph V. O'Leary, State Comptroller; Mrs. Joe R. Hanley; Hon. Harold C. Ostertag (in the temporary absence of Hon. Joe R. Hanley, Temporary President of the Senate); Mrs. Herbert H. Lehman; Governor Lehman; Harold J. Fisher, President of the Association; Mrs. Fisher; Hon. John J. Dunnigan, Minority Leader of the Senate; and Janet Macfarlane, Chairman of the Association's Social Committee (or at least half of Miss Macfarlane).**



**Thomas A. Edison, as portrayed by Thomas C. Stowell, Health, examining the Electric Lamp, with John L. Hampin, Conservation, who was the Narrator for "The Birth of the Moving Picture" as presented at the dinner.**

whether it be through the purchase of victory bonds, contributions to war services, military service of those in our families or the shedding of our own blood in the defense of our country, State employees as a group shall not be found wanting."

Applause followed Mr. Fisher's announcement that membership in the Association of State Civil Service Employees has passed 35,200, "and we have every reason to believe that, within this year, it will reach the 40,000 mark—or four out of every five State employees within our organization."

Pointing out that "organization will mean much in the future," Mr. Fisher urged the members to remain strong in numbers, and added:

"Our program for the extension of Feld-Hamilton to institutional employees continues to be the most pressing and nearest our hearts for solution. It is now under study and consideration and we confidently look for its satisfactory adjustment this year.

The other speakers were Governor Lehman and State Senator Joe R. Hanley. The honor guests also included State Comptroller Joseph V. O'Leary; Budget Director J. Buckley Bryan; Senator John J. Dunnigan; Assemblyman Abbot Low Moffat, and the heads of various State departments.

The dinner and speaking over, Governor Lehman and the others





O'Reilly & Tanner, the Fast-Stepping Funsters, with Banjo Ben, the Minstrel Man. From left to right: William O'Reilly, Tax; Stuart G. Jones, Audit & Control; and Murray Tanner, Public Service.

settled back and were taken back to the days of 1890, through the medium of the entertainment program staged by State employees.

There was Stuart G. Jones of Audit and Control, in blackface, with his banjo as a minstrel man of the 90's. There were the "Barber Shop Quartette," a moustachioed group that comprised William Avery, Audit and Control; Roger H. Stonehouse, Education; John J. Cox, State architect's office; and Kenneth E. Sullivan, Department of State.

Attired as Lillian Russell, Miss Annette McCullough of Motor Vehicle, rendered songs of the Gay 90's and fell back on a modern song for her final encore. She was accompanied by Mary Masterson, Taxation and Finance.

Clarence S. Knapp, Department of State, presented an illustrated song, "My Mother Was a Lady." "The Gibson Boys and Girls" were revealed as Anne F. Hannan, State College for Teachers; Marion McKeon, Department of Commerce; Marjorie D. Huber, Social Welfare; Estelle Rogers, Department of Law; and the Male Quartette. William O'Reilly, Taxation and Finance; and

Murray G. Tanner, Public Service



The Gibson Girls and Boys, in "While Strolling Through the Park One Day" (and what happened after that.) From left to right are Marjorie Huber, Social Welfare; Foster Potter, Agriculture & Markets; Estelle Rogers, Law; William M. Avery, Audit & Control; Marion McKeon, Commerce; Kenneth E. Sullivan, State; Anne F. Hannan, Teacher's College; and John J. Cox, Architecture.

Commission, presented a comedy act.

The entertainment closed with a special feature, "The Birth of the Moving Picture," presented in conjunction with the 95th anniversary of Thomas Alva Edison. To insure authenticity, Thomas A. Edison, Inc., of New York, loaned the Association a collection including a replica of the first carbon filament electric light and a replica of Edison's first phonograph. Thomas C. Stowell, Health Department, looking a good deal like Edison in his make-up, played the role of the famous inventor.

The dinner's success was a tribute to Miss Janet Macfarlane, chairman of the social committee, and her aids. Her committee included Hazel Ford, Lillian Hyatt, Virginia Winnie, Ann Quirk, Elizabeth J. Schifferdecker, Mildred Meskill, Nina Foran, Evelyn Greenberg, Beulah Bailey Thull, Joseph R. Reilly, Charles H. Foster, Benjamin Newell and John Joyce.

Mr. Stowell headed the entertainment committee, aided by Walter T. Brown, Philip D. Hoyt, Clarence S. Knapp, Charles H. McTigue, Joseph J. Horan, John L. Halpin, (Continued on page 88)



# The Capitol Beat . . . . .

New York State factories employed 1.5 per cent fewer workers up to mid-January than in the preceding month, but total weekly payrolls rose 2.2 per cent during the same period, Industrial Commissioner Freida Miller reports.

As in December, Commissioner Miller said increases in both employment and payrolls were reported by most firms in defense industries, while decreases, due partly to seasonal factors, were noted in most industries producing goods for civilian consumption.

\* \* \*

Admission price signs have been taken down from New York State's historic shrines under jurisdiction of the Conservation Department.

A law signed recently by Governor Lehman restores the shrines to their former "no price for admission" status, and therein lies an interesting story.

The Conservation Department, tallying the visitors to the shrines from the time the admission fee was imposed in June, 1940, until it was dispensed with, discovered that 16,338 persons went their way rather than pay for the privilege of looking in on the shrines. During the same period 36,698 other persons paid their admission fees.

\* \* \*

A unique touch was lent a recent session of the Assembly with the appearance of the Rev. William E. Sprenger, for some years chaplain of the Assembly, now pastor of a New York City church.

Instead of the customary opening prayer, he offered the prayer that has for some time been used by the British people in their bomb shelters.

\* \* \*

Well, well, rubber tire shortages and all, and here's what the Department of Agriculture and Markets has to offer in its report on the State's farm animal population in 1941:

"The number of horses declined about 2 per cent during the past year. Mules, insignificant in number, remained unchanged."

Who said "Get a horse?"

\* \* \*

Facilities of the State's four tuberculosis hospitals have been mobilized to meet any disaster emergency,

under auspices of the Division of Tuberculosis, State Department of Health.

Each hospital will assist local authorities in organizing emergency medical service by providing four emergency medical teams consisting of one physician, nurse and orderly, for first aid work. The Division feels that, in the event of a disaster within reasonable distance of the hospitals, they could place nursing services on 12-hour duty and without additional personnel, accommodate a considerable number of patients.

\* \* \*

Was the face of a certain publicity man in the Department of Agriculture and Markets red the other night? And was the face of a certain justice of the peace in his town a bit redder?

The publicity man had just finished grinding out a release for the newspapers exhorting dog owners to hasten and license their pets. The telephone rang and the voice of the justice of the peace came over the wire.

"The town clerk gave me a list of 85 dog owners who have failed to license their pets and I notice your name is on the list," he told the publicity man.

Glancing at the release he had just finished, the publicity man said: "I plumb forgot it—don't issue a summons for me, for I'll get my license in a day or two."

There was a chuckle on the other end as the justice came back with: "OK, to tell you the truth I've found my own name on the list—I've got to license my own dog."

\* \* \*

State Department of Labor reports that women who work in New York State need \$1,100.69 a year to maintain themselves at an adequate level of living and to protect their health. The figures are based on the fifth annual cost-of-living survey conducted by the Division of Women in Industry and Minimum Wage, made in order to meet the requirements of the State's minimum wage law.

\* \* \*

The county fair, which has meant fun a-plenty for hundreds of State workers, definitely is an activity that

should not be curtailed in war-time.

That sentiment, by Holton V. Noyes, commissioner of agriculture and markets, was conveyed by Milo R. Kniffen, head of the department's legal bureau, to the New York State Association of County Agricultural Societies in Albany.

"A county fair today is the best single spot for one man to learn how the other lives," Mr. Kniffen told the group. "The diversion given by the county fair provides the relaxation so necessary to a balanced life in times like these. That should be the objective of every fair in the State."

\* \* \*

The national emergency has provided, in an odd manner, plenty of work and headaches for the State Health Department.

The department, since the country went to war, has been swamped with requests for birth certificates. Most of the requests have come from persons in need of proof of citizenship for jobs in defense industries, and from young men about to join the armed forces. The department, taking its added duties in stride, has asked that anyone not needing a certificate urgently refrain from making a request as, for example, the little old lady down-state who spent months to get her birth certificate merely so she could frame it over her bed.

\* \* \*

The Department of Agriculture and Markets has just issued a certificate of registration to New York State's first woman "merchant truckman." She is Miss Fay Soloway, 24, of Rochester, who has been a merchant truckman for five years.

\* \* \*

A tribute to the Conservation Department is the announcement that ten big fish taken from New York State streams have been adjudged prize winners by Field and Stream, national sportsmen's magazine. The winners included brown trout, rainbow trout and great northern pike.

Oddly enough, Rye Lake, practically within the shadows of New York City's skyscrapers, yielded seven out of 20 winners in the brown and rainbow trout class.



# Your State Income Tax

BY BEULAH BAILEY THULL

April 15 will soon be here and with it our own State income tax. After the Federal the State will seem like a mere widow's mite. There are three things that hold our attention when it comes to income tax returns. First, must we file one; second, if so, how much and what can we deduct; and third, how much must we pay on what we have left, that is, left according to the record. Rare is the employee who has any actual 1941 cash on hand with which to pay the 1941 tax.

Now as to whether or not we file. Our State exemptions are \$2,500 for married people and heads of families; \$1,000 for single and \$400 for dependents. If you are head of a family because you are a widower or widow with one child who is under 18, or because you are an unmarried person with an aged parent or a physically or mentally disabled relative to care for, you can this year take the \$2,500 exemption plus the \$400 for said dependent. I stress this because the Federal government does not allow the deduction for the one dependent which makes one the head of a family and you might forget. "This year" is used with malice aforethought as there is now pending in our own Legislature a bill that would eliminate deduction for the dependent who makes one head of a family. There is also pending a bill that would let one claim exemption for a child over 18 if said child were still in school.

You must file a return to the State if you are head of a family and your net income exceeds \$2,500 a year, if you are single and your net income exceeds \$1,000 a year, or if your gross income exceeds \$5,000.

Next, what can we deduct? We can deduct all of our last year's contributions to the Red Cross, Bundles for Britain, Community Chest, in fact to everything that is for our church, our country, our allies or the person in need. However, the State puts a limit on our generous impulses. The deduction for contributions must not exceed in the aggregate 15 per cent of the net taxable income computed without the benefit of this deduction. If we give in excess of 15 per cent it must be

our secret and cannot for sake of a deduction reward be shared with the State. Remember, defense savings stamps and bonds are not deductible. Also do not include in income the interest on them until you get it, and even then I think it is the Federal government and not the State which will take its tithe.

We can deduct interest on our borrowings. The powers that be in the State say that the interest we pay into the Retirement fund, so as to keep that fund's earnings above par, is not deductible. It seems it is not interest we pay, just the cost of the service. That has all the earmarks of a euphemism. It would seem that this might be a debatable question, but there are enough controversies abroad in the land now without stirring up another. However, the interest one pays the Credit Union, the Morris Bank or any bank, a trusting friend or a coerced relative is deductible.

Repairs to a house you rent to someone else are deductible but any repairs to your own home, no direct deductions. (How would it be for you to own your neighbor's house and he to own yours?) There might be an indirect deduction as such repairs would most likely increase the assessed value of your house and thus increase your real property taxes which are themselves deductible. By the way when you are deducting real property taxes remember the water taxes, and special assessments are not taxes but a joyful payment for services, so are not deductible.

You cannot deduct an inheritance tax but then we all hope we will never have to pay one. We want our family and friends with us. This will probably be your last chance for deducting your 4c gasoline tax (Federal 1½c tax not deductible) and your car registration fee. Next year you will be using your car seats for a parlor sofa, your rims for flower beds and gasoline will be as the Balm of Gilead. Amusement taxes and sales taxes if you live in New York City can be deducted but your cigarette tax, your liquor tax and your Parimutuel contributions are not deductible. You cannot eat your cake and have it too. However, there is yet a little color in the rainbow as you

can still deduct bad debts, that is if you can convince the Tax Commissioner of your veracity.

When you made out your Federal income tax return you were able to deduct your last year's State income tax. Now when you are making out your State income tax return don't try and deduct last year's Federal tax. It just isn't being done this season. There are many worthy men of the Legislature who with the aid of a bill and a few votes would like to make it possible next year. But figures show and Governor Lehman says that only the sweet selected few who flourish in the higher brackets would really be benefited by such a law. It seems that in New York State only 5% of the income taxpayers have incomes of more than \$10,000 (of course, these figures are based on past history, the future is every day becoming a larger X). 90% of the deductions allowed if we did have such a bill would benefit the "sweet selected few" and the other 95% of us would have only 10% of the total deductions. It doesn't sound right.

But what does sound right is the third step of our saga—the rate. The rates this year are in every bracket 1% less than last. Reason—for income tax purposes, this year was not an "emergency" year and the 1941 Legislature did not impose the 1% emergency tax. Our rates this year are 2% on the first \$1,000 of taxable income, 3% on the next \$2,000 of taxable income and so on until the maximum of 7% on taxable income of \$9,000 or more is reached, by oh so few! Now, we take the rabbits from the hat. Remember we figure our tax according to our lesson, and then we deduct 25%. (This is being written before the Legislature has passed the Governor's budget and bills advocating the 25% reduction, but where would we be if we didn't have faith.)

There is no use going this year into the question of Capital Gains or Losses. It is today an unbalanced item and better in theory than practice. To be truthful, there is no opportunity for practice.

I am petrified to mention Institutions as it was so difficult straddling the fence on that Federal income tax

(Continued on page 85)



# Editorial Page

## THE STATE EMPLOYEE

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OF THE STATE OF NEW YORK

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## 40,000 Members In 1942

Membership in a State-wide organization, recognized and respected by executive, legislative and administrative leaders of State government, and devoted wholly to the promotion and protection of interests vital to State workers, is a highly prized and valuable possession, particularly in this most uncertain emergency period in our nation's history. Let us pause momentarily in the course of our day to day activities and consider what this membership has meant to us as State employees, how it has affected our daily lives as employees and citizens of the Empire State.

Prior to the advent of the Feld-Hamilton Law, which has always been the Association's baby, titles and salaries in State service were in a hit or miss, chaotic condition, with no relationship between salaries paid and services rendered. Under the Feld-Hamilton Law, as sponsored, drafted, and approved year by year by the Association, workers enjoy scientifically determined, adequate salaries, for normal times, commensurate with services rendered the State, with definite minimum and maximum salaries for each position, with employees accorded regular annual increments and promotion op-

portunities as a reward for increased efficiency and service. True it is that the career law has thus far covered only 50% of the service, however, it is assured that it will be extended to institutional workers by statute effective July 1, 1943. It would probably be extended this year if necessary, fundamental classification of positions could be completed. Institutional employees will lose nothing by the one year delay if the Association's intensive efforts to secure a salary increase for them effective July 1st this year is successful.

In the matter of salaries, the Association is not content with the establishment of a salary system adequate only in normal times. It seeks to further protect employees against possible and probable rises in the cost of living in the future emergency period. These matters are discussed completely in another article in this issue.

Let us consider hours of work. As an American institution interested in normal and healthy family life and opportunity for education and recreation, your Association did not cease its efforts until the disgraceful twelve hour and longer work day of over 25,000 employees in our State institutions was abandoned.

Naturally, employees who give the better part of their lives to serving the State, look for a respectful and reasonable means of keeping body and soul together during the later and unproductive years of their existence. State workers have the soundest and best retirement system in the country. The Association has been connected with, directly, or indirectly, every improvement made in the retirement plan, with protecting it from all attacks, yes, even in securing its establishment in the first place.

No employment system is satisfactory if due regard is not given to the health of employees through the according of reasonable sick leave. As another article in this issue indicates, your Association secured adequate sick leave rules way back in 1933, but they were not applied to institutional service. It

did not despair or give up; as a result just sick leave rules for institutional workers will become effective July 1, 1942.

Time and again since the Association has been organized, new and tantalizing problems have arisen. Employees entering military service must have their rights fully protected. Employees transferred to federal government must be cared for. Workers taking leaves of absence to enter vital defense employment must be accorded certain rights. This work falls to your State-wide Association, which is fully organized and equipped to meet all emergencies. Salaries of State employees are attacked by unfair citizen or taxpayer organizations; tax and budget facts are incorrectly interpreted. How else could State workers guard against these matters except through complete unity and organization—as individuals how would they fare—these matters are food for thought.

Of course, it is not the intent of this article to list all the numerous achievements of the Association since its birth. We are proud of our record, however, and employees interested in a remuneration of our accomplishments may secure detailed information from Association Headquarters.

In an evaluation of the worthiness of the Association, aside from its achievements in improving the lot of State workers, and in protecting their interests from unfair practices, the services which it daily renders members must be considered. Fully equipped and efficiently manned headquarters at the seat of State government functioning every business day; permanent legal counsel available for advise; a monthly magazine, THE STATE EMPLOYEE, are only a few. Then, too, by the tremendous purchasing power of its over 25,000 members, broad coverage group life insurance and accident and sickness insurance is made available at low-cost (payable by payroll deductions). Yes, many services are possible that could not exist without organization.

Summing up, doesn't the "record" speak for itself. It indicates that the



Association has justified its existence and your support. BUT—have all State employees done their share? During 1941, 35,232 State workers paid membership dues in the Association, or approximately 70% of all State workers. While this membership denotes a healthy condition, compared with the 600 paid members in 1929—IT IS STILL NOT ENOUGH. The work of the Association, the unselfish efforts of its unpaid officers, committees and representatives throughout the State merits the support of every State worker—not 35,232—but 50,000.

We must be practical, however, and set a goal for 1942 that we feel can be reasonably reached. Suppose we say: "40,000 members in 1942," and make certain we reach that goal. Membership in our Association is voluntary—there are no paid professional organizers. We must rely upon the hard work of our representatives and membership committees throughout the State. 40,000 is reasonable—it's only 80% of all State workers.

What can we do to make sure we reach that goal? There are several things. If each present member would appoint himself a committee of one the job would be easy. (1) We should educate new employees as to the work and purpose of the Association. (2) We should each make certain that our fellow worker is a member, paid up for 1942. (3) We should each secure membership from at least one new member and as many more as possible. (4) We should participate wholeheartedly in our local chapter or employee organization and contribute as much as possible to the solution of employee problems.

As a matter of law and equity, it is necessary for any policy-holder in the Association's group plans of accident and sickness insurance and life insurance to maintain paid up membership in the Association. Also, postal regulations do not permit the mailing of the official magazine, THE STATE EMPLOYEE, to employees who fail to renew membership within a reasonable time.

Failure to renew membership in the Association in the majority of cases is not due to any underestimation of the Association's value, but rather to neglect and procrastination.

Let's go—State employees. "40,000 Members in 1942." It's worth the effort to you. REMEMBER:

**MEMBERSHIP IS IMPORTANT  
IF EMPLOYEES DESIRE CON-  
TINUED RECOGNITION TO  
THEIR APPEALS.**

### The Front Cover

Take a good look at the front cover of THE STATE EMPLOYEE this month.

We thought, and we trust you'll agree, that with virtually everyone talking war, and blitzes, and higher taxes, and defense plans, a cover with the Springtime motif would prove especially refreshing.

There is snow on the tree-limbs outside the window in the picture, but there was Spring in the editor's heart when the idea struck him, just as surely as there is Spring in the hearts of the apparently contented family the artist has pictured.

We couldn't induce the artist even to hint whom he had in mind when he drew the cover. For purposes of the record, the man in the picture might well be Mr. Average State Employee. Since there is no income tax instruction book visible, it is assumed our Man of the Cover had paid his tax and fulfilled his duty to his government before he brought out his favorite golf club.

The entire editorial staff voices the hope our Man of the Cover, whomever he may be, has more golf balls in reserve than the one he is taking an imaginary slice at. Else he may have to turn, what with the rubber shortage, to some other sport.

The Lady of the Cover is concerning herself at the moment with spring planting. Times being what they are, it is assumed she has her mind on a Victory Garden, which we must confess, is the same thing most of the editorial staff have their minds on presently.

The girl and the boy of the cover, oblivious to the snow-covered tree limbs, have their own minds on recreation. We hope you have, too, and, trusting you like our cover, may we express the wish pleasant things are in store for you with the arrival of the balmy weather the Folks on the Cover obviously are awaiting.

**BUY . . .**

**U. S. DEFENSE BONDS**

**by Payroll Deductions**

### No April Issue

In accordance with usual practice there will be no issue of The State Employee published during April this year. This notice is inserted herein for the benefit of members who keep a file of the magazine, and relieve members of the inconvenience of writing to Association Headquarters for such issue. The May issue will be published early in May, or possibly late in April and will contain a complete report on legislation.

### Chapters Approved

At the March 3rd meeting of the Executive Committee of the Association, Constitutions and By-Laws, submitted by employee groups in three institutions, were considered and approved, thereby qualifying three new chapters in the Association. The new chapters approved were Wallkill State Prison Chapter, Manhattan State Hospital Chapter and Syracuse State School Chapter.

### Your State Income Tax

*(Continued from page 83)*

question of maintenance. However, some day it can be told. But thank goodness the State is definite. The State includes maintenance in gross income. If one's institutional salary is over \$2,000 and maintenance, gross income is salary and a half. If the salary is less than \$2,000 and maintenance, gross income is salary plus half of the maintenance allowance for that institution.

There is no State income tax on State pensions, that is if you are on retirement pay you do not pay a State income tax on your retirement check.



# Story of State Government

## CHAPTER XXI: EXECUTIVE DEPARTMENT

*The following is the twenty-first of a series of articles devoted to New York State Government. This series is in charge of our Editorial Board Member, A. K. Getman, of the State Education Department Staff. The next article of the series, which will discuss the State Division of Alcoholic Beverage Control, will appear in the May issue.*

BY WALTER T. BROWN  
*Secretary to the Governor*

The Executive Department has the longest history of any branch of the New York State Government. Actually its lineage is traceable to 1623, when the first Dutch Director of the colony, Adriaen Jorisscen Tienpoint, took office. He was appointed by the Dutch West India Company and was a business manager rather than a governmental executive.

During this first Dutch period of colonial control, two other outstanding historical figures, Peter Minuit and Peter Stuyvesant, served as Directors of the Colony. Minuit, it was, who is credited with having bought Manhattan Island from the Indians for a double handful of trinkets.

The struggle for control of New York began in 1609 when Samuel de Champlain, a Frenchman, explored southward along the valley of the lake later named for him; and Henry Hudson, an Englishman, in Dutch employ, sailed northward up the river that later was named for him. These two expeditions, occurring within two months of each other, raised the curtain on a long struggle for control of northeastern United States. The Dutch moved faster than the French and English and set up the first colony.

The English first used the title "Governor" in 1664 when Richard Nicolls was installed as the Chief Executive of the Colony of New York.

There was a second period when the Dutch ruled New York, but it was brief—1672 to 1674. In the latter year the English flag again flew

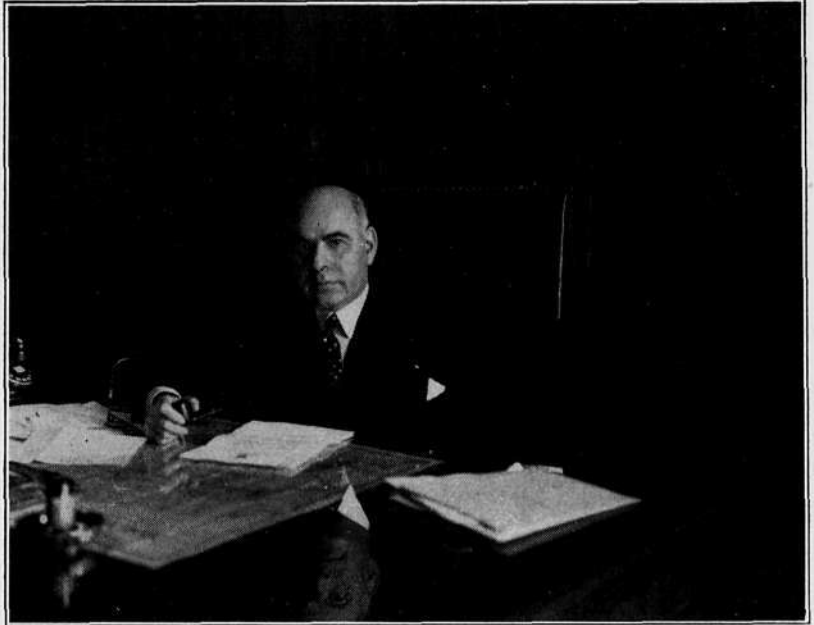
over what is now the Empire State. For the next one hundred years the Governors of the Colony were appointed by the English Crown.

In 1775 the Provincial Congress named Peter Van Brugh Livingston as Governor.

terms extended through ten years and were consecutive.

Many of New York's Governors were outstanding in several lines of work. Some of them were internationally famous.

Four Governors became Presidents



HON. HERBERT H. LEHMAN  
Governor of the State of New York

The first Governor of the State was George Clinton, whose administration began July 9, 1777, the date he was declared elected. Since then forty-four other persons have administered the affairs of the Empire State as Governor.

The Governors at first served three-year terms. This was changed in 1821 to a two-year term. The three-year period was restored in 1874. Again in 1894 the Constitution was amended to provide a two-year term for Governors. The four-year term was established by popular referendum in 1937.

The salary of the Chief Executive was changed in 1928 from \$10,000 to \$25,000 a year.

Three Governors, DeWitt Clinton, Alfred E. Smith and Herbert H. Lehman, were elected four times. Clinton served nine years and Smith eight years, but their terms were not consecutive. Governor Lehman's

of the United States. They were Martin Van Buren, Grover Cleveland, Theodore Roosevelt and Franklin D. Roosevelt. Five others were candidates for the office but were defeated. They included Alfred E. Smith, Charles E. Hughes, Samuel J. Tilden, Horatio Seymour and DeWitt Clinton.

Another Governor, William H. Seward, was Secretary of State under President Lincoln, during the years of the Civil War. On the night of Lincoln's assassination, Seward, who was ill at home, was attacked and seriously wounded by one of the fellow conspirators of John Wilkes Booth, the slayer of Mr. Lincoln.

Two of the Governors bore the name of John A. Dix.

John Adams Dix, who was a distinguished soldier as well as statesman, served from 1873 to 1874. General Dix issued an inspirational or-



der at the beginning of the Civil War, when he said to the troops under his command: "If anyone attempts to haul down the American flag, shoot him on the spot." John Alden Dix served from 1911 to 1913. The first was a Republican, the second a Democrat.

The Governor of New York must be at least thirty years old and must have resided in the State more than five years. He is Commander-in-Chief of the Military and Naval Affairs of the State and by law is designated a Trustee of Cornell and Syracuse universities, Union College, and all other State institutions.

He must pass upon all legislation enacted by the State Legislature and is required to conduct a public hearing in the case of each man condemned to death for a crime.

The Governor has a military staff which consists of not more than eighteen aides. All must be, or must have been, experienced naval or military men.

Since the reorganization of the State Government in 1927 and the establishment of eighteen State departments, the administrative duties of the Governor steadily have increased. He is the head of his own department, which has the following divisions: Budget; Standards and Purchase; Parole; Military Affairs; State Police; Alcoholic Beverage Control; Commerce; and Housing.

The Chief Executive also is the Chairman of the State Council of Defense and the units of that organization are under his direct supervision.

As a prelude to a description of the Executive Chamber, I have outlined some of the history of the Governorship because I think it is interesting and informative. I believe that visitors to the Executive Chamber are much more interested in it if they know something of the men who have occupied it. Portraits of a great many of the Governors hang on the walls of the reception room of the Executive Chamber. These were purchased by friends of the individual Governors, patriotic organizations, communities where they lived or colleges that they attended, and presented to the State.

There are two portraits and only two of famous persons other than Governors in the main reception room. These are of President Washington and General Lafayette. There

also is in the Executive Chamber reception room a bust of Chester Allen Arthur, twenty-first President of the United States, who is buried in an Albany cemetery.

This room has been called the Red Room and the Hall of Governors. It is an interesting old room and each year is visited by thousands of tourists from many states.

The Executive Chamber is the workshop of the Governor. It is in effect the control room of the whole ship of State. In addition to his statutory duties as executive head of the State Government, the Governor also is the inspiration for and the source of many of the policies of the various State departments.



A view of the Crime Conference being conducted before the Governor in the Executive Mansion of the State Capitol at Albany.

His voluminous mail reflects the interest that the citizenry takes in the office of Governor and also reveals that many people look to him for guidance and assistance in a variety of pleas with which he has no official connection. For many he is the State's official father whose counsel and assistance is sought.

The Governor's office family consists of the Executive Secretary, an Assistant Secretary, a Counsel and an Assistant Counsel, with a force of stenographers, clerks and file clerks. There are twenty-six regular employees in the Governor's office. Temporary employees are added when the work of the office is increased greatly. A detail of State

Police is assigned to the Governor, and an officer of that organization is the Governor's personal escort.

Hundreds of letters and telegrams are received in the Executive Office every day. During the legislative session this volume of mail is greatly increased. On occasions as many as one hundred thousand communications have been received by the Governor concerning one bill. Virtually all of this mail is answered. There are, of course, times when the amount is so great that to answer each individual communication would be impossible.

A complete record of the Governor's official duties is kept in the office, and at the end of the year

these acts are incorporated in a volume which is known as the Public Papers of the Chief Executive.

In addition to the appointments of department heads and division heads within his own department, the Governor each year must name hundreds of persons to commissions, boards and authorities. He also fills the offices of Supreme Court, County Court, District Attorney, Sheriff and Coroner when unforeseen vacancies occur other than by expiration of term. The recording of these appointments is a demanding task and, of course, must be meticulously carried out. The Governor has the power of removal over mayors, district attorneys and sheriffs. He is

required also to call special elections to fill elective vacancies.

In the Governor is vested the power of commuting and reprieving convicted persons, and he also may restore citizenship to paroled felons.

One of the difficult tasks for the Governor each year is the preparation of the budget. This is a compilation of the proposed State expenditures and a forecast of revenue expected from tax sources. The recommendations from the units of government are received at budget hearings conducted by the Budget Director and at which the Governor frequently is an attendant. The chairman of the legislative finance committees and their research experts also attend these hearings. Other members of the Legislature frequently attend. Following the hearings the Governor prepares the budget and submits it to the Legislature before the end of January, except in the year following an election, when he may send it to the Legislature as late as February 15th.

The official flag of the Governor of New York State has a blue field into which is woven the State Seal and four stars. He is entitled to a nineteen-gun military salute.

In formal and diplomatic language the Governor is addressed as His Excellency.

In addition to the many statutory and administrative demands upon his time, the Governor attends and speaks at a great many public assemblages. The social demands of the office also are great, and until the war began, causing the cancellation of the Executive Mansion social events, receptions, dinners, teas and luncheons were fixed features of the social calendars of the Governor and his wife.

The official residence of the Governor is the Executive Mansion, furnished by the State. It is an old, red brick, picturesque structure on Eagle Street, not far from the business section of Albany.

The Governor is a father confessor for a great many people. They write letters telling him of their troubles and seeking his advice. He is the target too for governmental critics and those who think their rights and privileges have been restricted or abused by legislative, executive or judicial action. Frequently the Chief Executive is asked to perform a marriage ceremony. He does not have that authority, although it is vested

in the mayors of some cities. Each year hundreds of autograph collectors seek the Chief Executive's signature, while a great variety of other collectors ask him to help them with their hobbies.

During recent years the practice of bringing school children to Albany as a part of their school duties or as a reward for scholastic proficiency has increased. Governor Lehman has made it a practice to receive as many of these classes as possible. It is his belief that such visits encourage interest in government and a greater realization of the responsibilities of citizenship.

During recent years, and as a result of the State advertising itself as a tourist center, the visitors to the Executive Chamber have increased by thousands. Many travelers for whom New York State was an attraction only because of Niagara Falls and New York City, have learned by visiting the Executive Chamber that it is the Empire State not only because of its size but, to a great extent, because of the high caliber of the men who have served it as Governor.

## The 1942 Annual Dinner

(Continued from page 81)

Allan Reagan, William O'Reilly, Foster Potter, Frederick Hollowell, John F. Tremaine and Leon M. Woodworth. James Jordan, Health Department, was projectionist, and Macrina Slack the page girl.

The 1942 Annual Dinner was well attended by officers, delegates and representatives of Association Chapters and employee groups throughout the State, many of whom also attended the business meeting of the Association held on the afternoon of the same day as the dinner. Among those attending both the dinner and meeting were:

From the New York City Chapter: J. Earl Kelly, of the Tax Department, who is Vice-President of the Association and President of his Chapter; John Powers, of the State Insurance Fund, also Vice-President of the N. Y. C. Chapter and Chairman of its Legislative Committee; and Milton Schwartz of the Insurance Department, who is a member of the State-wide Legislative Committee of the Association.

Officers of the Association of Employees of the State Department of

Mental Hygiene who attended were: John McDonald, Rochester State Hospital, who is President; John L. Livingstone, Hudson River State Hospital, who is Vice-President of the Mental Hygiene Association and the State-wide Association as well; Mrs. Lucy S. Baumgrass, Marcy State Hospital, who is Secretary-Treasurer. The following executive committee members of the Mental Hygiene Association attended: Charles McBreen, Rockland State Hospital; Louis Illig, Harlem Valley State Hospital; and Herman Redmond, St. Lawrence State Hospital.

Attending from various Chapters were: John Ginley, President of the Syracuse Chapter, and Mrs. Ginley; Fred Dopp, President of Buffalo Chapter; Leo F. Crotty, President, Central Islip State Hospital Chapter; Kenneth Borey, President, Kings Park State Hospital Chapter, and Mrs. Borey; Ralph Webb, President, Rome State School Chapter, and Mrs. Ruth S. Stedman, Representative of the Association at that institution; Sam Silver, President, Manhattan State Hospital Chapter; Mrs. Mary O. Blessing, President, Wassaic State School Chapter; Percy Larabee, President, Matteawan State Hospital Chapter; William T. Murphy, President, Elmira State Reformatory Chapter; Walter T. Mason, President, State Vocational Institution Chapter; Paul Swartwood, President, Ithaca State College of Agriculture Chapter; Chester Griffiths, President, State Game Protectors Chapter.

Other representatives from employee groups and chapters were: Charles Burns, Pilgrim State Hospital; Fred Walters, Middletown State Hospital; Louis Garrison, Hudson River State Hospital; Thomas Ringwood, District 8, Poughkeepsie District of Department of Public Works; John W. Gould, District 6, Hornell District of Department of Public Works; Harry W. Schwartz, Buffalo State Hospital; J. A. Hyland, Attica State Prison; Raymond Mahron and Harry Fritz, West Cossackie State Vocational School; Joseph Lennon, Westfield State Farm; James McCully, Ithaca State Hospital; Joseph McMahon and Allen Flynn, State Industrial School at Industry; Percy Bramman, State Training School for Boys at Warwick; and Arthur Gifford, Rockland State Hospital, Orangeburg.



# Training For Victory

BY MILTON M. ENZER

*State Education Department*

The New York State Education Department is training hundreds of thousands of civilians for the war industries, for the civilian protective services associated with the war effort, and otherwise mobilizing the State's vast school resources to make significant contributions to the Nation's victory program.

These war emergency training programs for out-of-school youth and adults are, of course, being conducted in addition to providing the regularly enrolled school children a program highly attuned to the current needs of the country.

There are two major classifications into which the Education Department's specially organized emergency training programs relating to the war effort fall: vocational training for war production, and, the civilian defense program to train volunteers in the war protective services. The Federal government subsidizes the National Defense Vocational Training Program. The State Council of Defense subsidizes the additional personnel and facilities required to carry on the Civilian Defense Training Unit.

Oldest is the program of vocational training that between July 1, 1940, and January 31, 1942, enrolled 285,616 persons in classes preparing workers for jobs, or for upgrading in jobs in the war industries.

The Civilian Defense Training Unit in the State Education Department began operation on November 1, 1941, but a dramatic beginning was made when the Education Department's Bureau of Public Service Training in June, 1941, inaugurated the State-wide Fire Defense Training Program at the request of Governor Lehman and the State Council of Defense.

In the Civilian Defense Training Unit, seven of the Education Department's bureaus are now coordinating their activities in the fields of adult education (including out-of-school youth), agricultural education, child care training, home economics, physical fitness, recreation, and public service training.

Dr. Lewis A. Wilson, deputy commissioner of education, organized both programs and is coordinating

them so that the Department's facilities and personnel may be most effectively utilized in promoting them.

Oakley Furney, chief of the Bureau of Industrial and Technical Education, has since September, 1941, directed the State's program of vocational education for national defense. While all of his staff are devoting a considerable part of their time to the emergency vocational training program in addition to the vast vocational program for regularly enrolled secondary school children, a special State administrative staff, paid from federal funds, has been organized to assist him. This unit is housed at 40 Steuben Street, Albany.

Here too, on the same fourth floor, is the Civilian Defense Training Unit. Coordinator of the seven bureaus comprising this unit is Dr. Albert B. Meredith, former commissioner of education for Connecticut, a director of one of the divisions of the Regents Inquiry during 1935-38.

## VOCATIONAL TRAINING

As Governor Lehman reported to the Legislature in January, New York State had its emergency vocational training program organized within four days after President Roosevelt signed the Federal bill authorizing funds for a national program. Within two weeks, more than 12,000 were already receiving instruction in classes. This pace increased as the schools operated on "all around the clock" schedules during the summer months of 1941 and especially since Pearl Harbor.

During the 20 months the public schools have been giving special training to citizens 18 years or more in age to prepare them for specific jobs in war industries, or to prepare them for more skilled work in these plants, the value of these short and intensive school schedules has been demonstrated. According to Dr. J. C. Wright, assistant United States Commissioner for Vocational Education, experience shows that there is no better way to meet the needs of the unemployed. Many communities discovered their WPA, NYA, and relief rolls tremendously reduced as their employable members were trained and placed in war industries.

In New York State there have

been developed patterns of training, organization and instructional materials that are now nationally used because they were so enthusiastically recommended by the U. S. Office of Education. More than 300,000 copies of 18 different instructional monographs have been distributed not only to training centers in New York State, but through the U. S. Office of Education they have been adapted by U. S. Navy, U. S. Army, and other vocational training centers throughout the country. These were developed in special "curriculum construction laboratories," directed by Eugene D. Fink in the Bureau of Industrial and Technical Education, in cooperation with local boards of education, and specialists representing industry and organized labor. These suggested unit courses assist both teacher-craftsmen conducting the vocational defense training classes and help to maintain uniform standards throughout the State. Trainees from one part of the State are placed through the U. S. Employment Service in other parts of the State (and in other states) with assurance that their qualifications will withstand the test of experience on the job.

So successful has been the program of vocational training that industries suggested that seniors in high school who do not intend to go to college should be trained during after school hours for jobs in war industries that they could fill beginning this June. Thus was begun in January the Junior Defense Training Program in which high school seniors who will be 18 years by June are given during after-regular-school hours extra curricular vocational defense training in machine shop and similar vocations essential to the war effort. These youngsters will be available to industry for at least two years until they are eligible for Selective Service in the U. S. Army. Thus they form a tremendously valuable pool of trained semi-skilled labor that will help keep the war industries humming during the 168 hours a week they have been requested to operate.

The types of training offered in the Vocational Defense Training Program may be briefly summarized as follows:

**Pre-employment and refresher courses** assist workers with previous mechanical experience who have not worked at their trade for a number of years, to brush up on their skills and become qualified for re-employment in war industry. These courses also provide intensive training (6 to 8 hours a day, for about 400 hours) to citizens over 18 years of age to make them employable as semi-skilled machine operators. These trainees, after receiving initial employment, may—and thousands have done this—return for supplementary training to upgrade themselves in their jobs.

A total of 117,825 enrolled in pre-employment classes in New York State from July, 1940, to January 31st, 1942.

**Supplementary or trade extension courses** are offered to persons employed in war industries during hours synchronized to the various shifts. These courses are planned to increase the efficiency of men and women in their present industrial jobs, or to meet job changes brought about by defense production. Industry has been enthusiastically cooperating in this training to upgrade their workers by giving leaves of absence to their skilled men so that they may be engaged by the vocational schools as teachers in the defense training classes. Many industries, moreover, protect the seniority rights and other privileges of those employees who have become such teaching-craftsmen.

For the 19 month period ending January 31, 1942, a total of 139,259 workers enrolled for supplementary training in the State's vocational program for national defense.

**Specialized technical courses**, of less than so-called "college grade" are offered in six engineering colleges and one of the State's technical institutes under the supervision of the State Education Department's emergency vocational training program. More than 6,000 have enrolled in these courses that are designed to train men in the new technical procedures developed in war production.

**Management and foremanship training**, including State administration of the War Production Board's Training Within Industry branch, is being provided the State's war industries through the Bureau of Industrial Service, of which Mr. Ar-

thur L. Mann is chief. This Bureau's experience since 1925 has been adapted to the special needs of the rapidly expanding war industries. More than 5,000 foremen or potential foremen have been given training to handle problems of increasingly high speed production and multiple shifts. This in-service training has been given to employees selected by industries manufacturing such diverse products as aircraft, aluminum, electrical goods, instruments, and machine tools in scores of communities spreading from Buffalo to Long Island.

**Out of school youth training** is being given to youth in 110 rural communities of the State. This program serves youth where vocational training was not previously available. The training is intended to create a reservoir of rural youth both for industrial production and to serve agricultural mechanized production. Vocational training is offered in metal trades (mostly bench work), auto mechanics (mostly repair and maintenance of trucks and tractors), and elementary electricity (mostly application and maintenance of electricity on the farm).

The enrollment in these so-called O-S-Y vocational training centers reached 5,557 by January 31, 1942. Incidentally, equipment to conduct these classes was provided through Federal funds.

**Related training for N.Y.A. youth** is provided to supplement the work-experience gained on National Youth Administration projects to increase the employability of youth enrolled. A total of 22,976 N.Y.A. youth received such related training in organized shop work for the period ending January 31, 1942.

**Ordnance inspection courses** are among the most important organized at the special request of U. S. Army and Navy officials. The curriculum constructed for this course in New York State has been recommended by the U. S. Ordnance Department for use in its 13 ordnance districts in the country.

The broad scope of the training offered by emergency vocational defense program may be gathered from a score of courses: airplane and motor mechanics, airplane manufacturing trades, blue-print reading, electrical trades, foremanship, foundry, industrial chemistry, lens grinding, light assembly, machine shop,

marine occupations, ordnance inspection, pattern making, radio service, sheet metal, ship-building, shop mathematics, tool and die layout, and welding.

The long-range value of this vocational training program now being conducted in 229 communities to provide a trained labor supply for the State's war production industries include: equipping and maintaining regional schools where more and better opportunities for occupational training can be provided for industrial workers; increasing training facilities for rural youth in occupations essential to mechanized farming; addition of much equipment in our long established vocational training centers—\$2,236,327.96 worth was granted to New York State by the Federal government for the period ending January 31, 1942; acceptance by the public as entirely reasonable that public school buildings and equipment facilities should be used on a double or even triple shift rather than permit them to lie idle for two-thirds to three-fourths of the 24 hour period; training centers have been established to meet increased need of providing training centers in small industrial areas as well as in larger cities. This trend includes a new combination of wage earning and productive employment in agriculture such as has not existed for those in rural communities; and, the development of a vocational guidance program to assist youth and adults in intelligent choice of careers and training for their life-work in rural as well as in urban centers.

The cooperation of the local school superintendents and their vocational training staffs has been essential to carrying out the State's program of vocational training for war industries. Essential also has been the cooperation of the U. S. Employment Service, industrial and labor leaders, N.Y.A. supervisors, W.P.A. administrators, and others who have advised on the adaptation of the State's vocational program to meet local emergency needs.

Some results of the effectiveness of New York State's program of vocational training for defense production may best be seen in the aviation industry in which more than 10,000 known workers trained in the State's aviation schools have been placed. The public schools



played a significant role in making New York State, in an exceedingly brief period of time, one of the leading aircraft manufacturing centers in the country.

Anticipating the important role aircraft production would play in national defense, the State Education Department in 1940 requested sufficient funds to equip ten State-operated schools for aviation mechanics. Governor Lehman and the legislative leaders of both parties readily cooperated by providing \$110,000 through a certificate of intent. Three months before Federal funds were available for any equipment for defense training, New York's 10 State-operated aviation schools were already functioning. Subsequently more than \$50,000 in equipment was added through Federal funds, and today there are in the State 28 communities in which aviation mechanics are being trained especially for the aircraft manufacturing plants in Buffalo and Long Island.

The patterns of vocational training and organization that were developed by the State Education Department since 1936, when it first sought to establish a State Technical Institute of Aeronautics, were easily adapted to this concentrated program of training semi-skilled workers for aircraft construction. These techniques have also been recommended for national use in aviation training centers by the U. S. Office of Education. New York State got a head start in the training of aircraft construction workers because of the experienced planning in the State Education Department and the speedy action of the Governor and the legislative leaders in providing funds for initial equipment.

The aircraft industries appreciate the vital contribution being made by the State's vocational training schools. The Grumman Aircraft Corp., for example, wrote Governor Lehman that in their new building for manufacturing Navy planes, 90% of the 2,500 persons of all categories at work there were trained in the pre-employment courses operated under the auspices of the State Education Department. The letter adds, "We feel that, in a large measure, the rapidity with which this new organization has begun to function is due to the rigorous selection and well-planned training which has been given to new

men. You may be interested to know that we are also conducting, with the cooperation of the State Education Department, courses for upgrading men now in service in aircraft inspection, foremanship, and junior engineering."

A new significant development in training for aviation is the training of men to maintain and service planes. It is estimated that the 50,000 planes which the U. S. is seeking for its armed forces will require about 300,000 maintenance workers. New York State already has such

the State's schools for civilian defense. With the financial aid of the State Council of Defense, the personnel and facilities of seven of the Department's regularly constituted bureaus have been augmented and administratively coordinated to form the Civilian Defense Training Unit under Dr. A. B. Meredith. Its chief function is to assist local schools in devising and executing programs that will utilize the unexcelled facilities and professionally trained staffs for local defense councils and other agencies, in training the State's



**NEW TECHNICAL PROCESSES** required for war production has necessitated many new types of vocational training, almost of college grade level. Here is shown trainees at the Buffalo Technical High School's vocational defense training center learning how to use a photomicrometer in a class in "metal processing" in which the making of alloys used in war materials are studied.

ground-schools organized in Utica, Syracuse, and Elmira in anticipation of the need for such civilian workers when the large Army Depots are completed in the State.

#### **CIVILIAN DEFENSE TRAINING UNIT**

"Modern warfare, with its gigantic machines of destruction, has brought the battlefields to the doors of the civilian population as well as to the armed forces," declared Deputy Commissioner Wilson in announcing the organization of the State Education Department's special training program to mobilize

hundreds of thousands of volunteers in "home defense" activities.

To inaugurate this program, the State Board of Regents last December urged local boards of education to adopt these five recommendations:

That all school personnel, teachers, administrative, clerical and custodial staffs, should be requested to volunteer a minimum of four hours weekly for civilian defense training programs conducted by the schools, in cooperation with the local defense councils. In other words, to render a "sacrificial service"—without pay, but not without compensations.

That funds should be provided to keep schools and their facilities available for civilian defense activities during evenings and week-ends as well as during ordinary daytime hours so as to permit their maximum use by defense workers and other out-of-school people.

That in larger cities, a full-time supervisor or teacher should be made available to assist the local defense council and other outside volunteer agencies in the training of personnel for various defense activities.

That the superintendent of schools should be authorized to designate a person to coordinate the many civilian defense activities undertaken by the public schools.

That a coordinating committee, composed of representatives of the public schools, local defense council, the Red Cross, and other public and private agencies, be appointed to assist in the planning of new programs and services that the schools could well undertake.

Thus the Education Department's leadership that so quickly and efficiently mobilized the resources of the State's vocational and technical schools to enroll and train more than 285,000 workers for war production in 19 months is now being utilized to provide an equally important service in the field of protective "home defense" and morale building activities. The Civilian Defense Training Unit formulates and conducts programs to teach professionally qualified volunteers in communities to train their thousands of registered local defense council volunteers to perform efficiently tasks essential to "home defense."

Working in close cooperation with the civilian protection and volunteer participation divisions of the State Council of Defense, as well as with local public school authorities, the work of the seven bureaus comprising the State Education Department's Civilian Defense Training Unit may be briefly described as follows:

**Bureau of Adult Education:** Miss Caroline A. Whipple's staff conducts a three-fold program: (a) **Aliens**—to bring about closer cooperation between native-born and foreign-born residents; to provide aliens and other foreign born with better understanding of our ideals and the crucial issues now dividing the world, and to train them for active citizenship. (b) **Youth Service Councils**—

in cooperation with the Volunteer Participation Division of the State Council of Defense, the Bureau of Adult Education assists communities and local defense councils in inaugurating Youth Service Councils that will provide wider planning and participation of youth, 16 to 25 years of age, in civilian war activities and other community affairs. (c) **Morale**—to assist local communities in general morale building programs through radio, press, forums and similar public participation efforts.

**Bureau of Agricultural Education:** Dr. Arthur K. Getman's staff is assisting local communities to increase food production by: (a) establishing working relationships with county agricultural defense committees to determine the need of school children to assist in harvesting during the war emergency; (b) to assist and help train local school teachers of agriculture in their volunteer service program for out-of-school young men on farms with special emphasis on problems relating to efficient maintenance and repair of farm machinery; (c) to provide technical instructional material and other assistance to local teachers of agriculture in training regular vocational pupils to step up food production to maximum levels; (d) to serve as a coordinating center of information for the production requirements of the U. S. Secretary of Agriculture, the State Council of Defense Agriculture Committee, farm organizations, and the schools.

The use of urban school youth to assist farmers in summer-time, the development of "victory gardens," and the repair of farm machinery in vocational defense training centers as "projects" for trainees, are other important programs of this bureau.

**Bureau of Child Development:** Miss Ruth Andrus and her staff is harnessing the resources of other State Departments and those of local communities in developing programs for the day-care of young children during hours when their parents are engaged in war activities, and, to insure them every possible protection in case they have to be evacuated. In this work volunteers will be trained to supplement and augment the services of professional leaders in nursery schools and similar institutions for pre-school and older children dwelling in defense areas or in communities to which children will be evacuated.

**Bureau of Homemaking Education:** Miss Marion S. Van Liew's staff is energetically carrying out programs designed to bring to the individual homes in communities the benefit of the experience of more than 2,300 homemaking teachers in 700 local schools to help families adjust themselves to the sudden and unusual changes of America at war. Problems relating to nutrition, feeding, clothing, housing, and management of family income are included in this far-reaching program.

**The Bureaus of Health and Physical Education:** Under Dr. Hiram A. Jones, director of the division including these two bureaus, a State-wide program is under way to improve the physical fitness of both school children and the out-of-school youth and adults. Heaviest responsibility falls upon the Bureau of Physical Education which is assisting local communities to devise recreational programs that will utilize the State's 3,500 professional trained teachers of physical education, its 3,100 school gymnasiums and its 2,500 school athletic fields and playgrounds to help keep workers in war industries and the equally important homemakers and civilian defense workers physically fit and mentally alert in order to maintain war production at peak levels. Dr. Jones brings to this work his experience both as national coordinator of physical fitness in schools and colleges for the Office of Civilian Defense as well as State director of physical fitness for the State Defense Council.

**Bureau of Public Service Training:** Mr. Albert H. Hall's staff was the first in the Civilian Defense Training Unit to be "called" for active service by the State Council of Defense when Governor Lehman and the State Fire Defense Committee requested that a State-wide fire defense training program be undertaken in June, 1941. Until Pearl Harbor, the staff of six State fire instructors conducted county fire defense training schools for volunteer firemen. But the official entrance of the United States in the world war brought with it a further request from Governor Lehman that the bureau also immediately undertake an intensive training program to prepare civilians to combat incendiary bombs in event of enemy air raids.

The manner in which this tremendous mass educational program of training civilians to control in-



incendiary bombs has been done will be tersely summarized here, since it may be applicable to other home defense training programs. The 1,200 fire chiefs of New York State are the trained agents through whom hundreds of thousands of civilians are being given instructions concerning incendiary bombs. The staff of State fire instructors, augmented by the State's 70 graduates of the U. S. Chemical Warfare School, conducted incendiary bomb control demonstrations in "target areas."

Mimeographed copies of simple instructions concerning equipment and methods of using it to control incendiary bombs were mailed to fire chiefs who were instructed to duplicate these through cooperation of local printing plants. Within a week more than 5,000,000 instructional sheets were thus printed and distributed to residents in target areas—without any cost to the State; radio scripts to instruct civilians were prepared and mailed to fire chiefs to use over local radio stations; authorities on fire fighting were interviewed over major New York City radio stations, utilizing scripts carefully calculated to help lay listeners become "home-firemen," in addition, electrically transcribed versions of a fifteen-minute interview of the chief State fire instructor on this subject by a typical woman was re-broadcast by more than 35 local radio stations for their morning, afternoon and evening audiences on different days; colored car-card posters forcefully urging the public to go to their local fire departments for instruction are being displayed in more than 20,000 buses and other public places (outside New York City)—and, like the radio programs, at no cost to the State except for processing; and through the generosity of Leslie Beaton of the Newell-Emmett Advertising Company art department, a dramatic 24-sheet billboard poster has been designed to help shake the public out of its complacency regarding incendiary bombs and stimulate them further to seek instructions through their local fire departments. These strikingly colored posters will be displayed on more than 1,000 roadside billboards selected by fire chiefs throughout the State—with the rental fees waived as a contribution to the State's defense program by the outdoor advertising operators. American and British made instruc-

tional films relating to incendiary bombs have been acquired and distributed, through local fire chiefs, for presentation in more than 500 communities in the State and before all levels of population through schools, local defense councils, and service organizations. Arrangements have been completed with Washington officials and the motion picture industry for showing the incendiary bomb control instructional film in all commercial moving picture theaters.



**WOMEN IN WAR PRODUCTION** will increase as the State's industries make provision for their employ. Here is shown a woman being trained in the Nyack Vocational Defense Training Center's Aircraft Sheetmetal Shop. Women were at first used in light assembly work. They are now being trained and placed in many other phases of work, including ordnance inspection jobs.

(Readers are respectfully referred to the December, 1941, issue of THE STATE EMPLOYEE for an account of the county fire defense training schools in which the State's 200,000 volunteer firemen who are being trained to assist city firemen during heavy enemy attacks, and to train civilian auxiliaries.)

#### MUTUAL COOPERATION

Even an attempt to make a brief account of the State Education Department's specially organized defense training activities seems unavoidably to require a long article. Nevertheless, it must be said here that the staff engaged specifically to execute these State-wide emergency war training programs is compara-

tively small because, for the most part, the work is being done by regular personnel in the divisions and bureaus concerned through the simple expedient of working extra nights, week-ends and holidays. In addition, many in the Education Department's other bureaus are assisting voluntarily and significantly. Recently, at the Department's monthly Men's Group luncheon, Mr. Furney as State Director of Vocational Education for National Defense, pointed out some of these: Counsel Charles A. Brind, Jr., advises on the many legal technicalities involved in handling a training program for which the Federal government has already granted \$17,600,000 to the State; Assistant Commissioner for Personnel and Public Relations, Lloyd L. Cheney has assisted in the difficult task of discovering and engaging the additional personnel required to carry on the State-wide training program; Assistant Commissioner for Finance, Dr. Arthur W. Schmidt has had to organize a special staff to handle the complex financial transactions of the vocational defense training program; George E. Hutcherson, chief of the Bureau of Guidance, has organized and is supervising a field staff of area vocational guidance counselors in the rural sections of the State that is designed to assist potential trainees of vocational defense training courses; G. Samuel Bohlin, acting chief of Bureau of Rehabilitation, is assisting in problems relating to training physically handicapped persons to perform useful work in war industries; Charles F. Probes, chief of the Bureau of Publications, is handling the printing and other types of duplication of the tremendous amount of instructional materials released to the hundreds of participating schools in the defense training program; Ward C. Bowen, chief of the Bureau of Radio and Visual Aids, is assisting particularly in the use of instructional films and his staff is also assisting in preparing radio announcements; and many others should be added, if space permitted.

Thus the State Education Department has fruitfully mobilized its own personnel and equipment as well as the resources of the State's public schools to help the United States preserve its institutions of freedom for our children and our children's children.

## Sick Leave Rules for State Institutional Employees

(Continued from page 79)

his family" shall be interpreted to mean any person living as a member of the family in the same household or related by blood or marriage.

"Any officer or employee isolated or quarantined because of exposure to a communicable disease, other than in line of duty, shall for the purpose of these regulations be considered absent on account of sickness.

"Any officer or employee who is necessarily absent from duty because of injury or disease established as incurred in the performance of duty shall be granted sick leave with pay for not to exceed 2 months. None of this time is to be deducted from sick leave. If the disability continues beyond two months the employee may elect to continue on sick leave pay to the extent of his accumulations or be placed on leave of absence without pay. Said leave without pay may continue up to one year. The Division of Workmen's Compensation in making an award gives due consideration to wages paid by the State. Employees are to be allowed the time with pay required to attend Workmen's Compensation hearings or for examinations as ordered by that Division.

"The institutions which now provide medical and surgical care for their employees will continue to provide this care. Services of physicians of the resident staff will be without charge but services of attending physicians and surgeons will be at the employees expense. Medications, sera, vaccines, etc., routinely carried in stock by the institutions will be available, but special therapeutic aids, blood transfusions by professional donors, and other unusual items will be at the expense of the officer or employee.

"Maternity leave without pay may be granted up to one year. Existence of pregnancy must be reported in writing to the Superintendent at 4th month. Leave must begin when, upon certification by the Superintendent, further service would be detrimental to health.

"Care in the institution sickbays shall be available to all employees whether living in or out of the institution. Those who live out and receive commutation if they avail

themselves of sickbay privileges will lose commutation allowance for time spent in sickbay.

"Unless the employee is treated within an institution of the Department, the head of the institution may require a physician's certificate for any absence of more than one day. Where the employee receives treatment from a physician not connected with the Department and the illness or disability is of long duration, a physician's certificate will be required for each 30 days of continuous absence. In any case the head of the institution may require an examination by an institution physician, or other acceptable evidence that the illness is bona fide.

"When, under these rules pay is stopped, commutation will be also, and maintenance in the institutions shall not be furnished an employee beyond sick time allowance, except with the approval of the Department in each instance.

"It shall be the duty of the head of the institution to take such steps as deemed necessary to prevent officers and employees from continuing on or returning to duty when not in proper physical or mental condition.

"In order to qualify for sick leave, an officer or employee must report his illness as promptly as possible; in any case not later than the time he is to report for duty. The head of the institution may waive this rule in case conditions prevent reporting within the time allowed.

"Rules relative to sick leave will apply to provisional employees but not to temporary."

## Binghamton Meetings

The Executive Council of the Binghamton Chapter met March 2nd at the home of Mrs. Margaret Moran, of the State Health Department staff. The next meeting of the Chapter will be held at the U. S. Employment Office in Binghamton, 43 Chenango Street, on March 20th.

## Buffalo Chapter Dance

The Eighth Annual Dinner Dance of the Buffalo Chapter was held at the Trap and Field Club on the evening of February 28, 1942.

Mr. Fred W. Dopp, president, presided and introduced Mr. Howard G. E. Smith, commissioner, and Mrs. Smith. The former spoke briefly on the work of the Association.

The John Sullivan orchestra provided music for dancing. William McKernan was general chairman of the party which was attended by one hundred and twenty members of the chapter and their guests.



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# Civil Service Notes

BY THEODORE BECKER  
*State Department of Civil  
Service*

**Leaves of Absence.** In connection with the recent amendment to subdivision 1 of Rule XVI of the Rules for the Classified Civil Service (set forth on page 62 of the February issue of **The State Employee**), which provides for successive one year leaves of absence to State employees to engage in war industries or to enter the federal service without requiring such employees to report back for a payroll period between leaves, if the consent of the appointing officer and the budget director are obtained, **Joseph Schechter**, Counsel to the State Civil Service Department, has issued a memorandum calling attention the following additional changes effected by the amendment:

"1. The former provision which stated that in computing the one year period of time within which an employee must be reinstated, time of employment in the production, construction or manufacture of equipment or supplies or in war relief or education work for the military or naval forces of the United States or the State of New York shall not be considered, has been repealed. Accordingly, employees who have resigned to accept such employment can be reinstated only within a period of one year after such resignation. Similarly, employees who have been granted leaves of absence prior to February 2, 1942, to accept such employment can be reinstated only within a period of one year after the commencement of such leaves, unless such leaves are renewed in accordance with the provisions of subdivision 1-b of the amended rule.

2. The last paragraph of former subdivision 1 of Rule XVI, extending eligibility for reinstatement beyond the one year period where the employee involved has continued as a contributing member of the New York State Employees' Retirement System or has been under retirement from any State retirement system, has been repealed."

It should be noted that this amendment has no effect upon military leaves of absence which **must**

be given to State employees who become members of the federal armed forces.

\* \* \*

**Revision of State Rules and Regulations.** Simplification and modernization of the State civil service rules and regulations were the keynotes of the program of the newly created Committee on the Revision of the State Civil Service Rules and Regulations struck by its chairman, **Commissioner Howard G. E. Smith**, who presided at the organizational meeting of the committee held recently. Other members of the committee include **Joseph Schechter**, Counsel to the State Department of Civil Service; **Colonel Patrick H. Clune**, Assistant Attorney General; **John T. DeGraff**, Counsel to the Association of State Civil Service Employees; **H. Eliot Kaplan**, Secretary to the National Civil Service Reform Association; **Frederick E. Libby**, President of the Civil Service Forum; **John Wright**, President of Albany local, S.C.M.W.A.; **Floyd Stickles**, Organizer, A. F. of L. It is expected that tentative changes in the rules will be taken up with the personnel officers of the several State departments and that conferences will be called from time to time to discuss any changes of major importance.

\* \* \*

**Odds and Ends.** A woman who does not give her right age may find herself out of a civil service job. This is the moral of a recent decision of the Court of Appeals, which sustained the removal of an employee, who in reliance upon the record of her birth given her by her parents had stated on a civil service application that she was 32 when, in fact, she was 33. The age limit having been 32, she was removed without charges although she had successfully completed her probationary term . . . The Boards of Supervisors of the counties of Chautauqua, Rockland and Tompkins have chosen the State Civil Service Commission to administer civil service within their boundaries.

\* \* \*

## THE BULLETIN BOARD

**Promotion examinations.** The following are State positions for which promotion examinations have been

announced recently, with the last date for filing:

**Assistant File Clerk**, Albany Office (Including Albany Area Office). Social Welfare (exclusive of Welfare Institutions.) Usual salary range \$1,200 to \$1,700. March 21st.

**Assistant Stenographer**, Division of Laboratories and Research, Health Department. Usual salary range \$1,200 to \$1,700. March 28th.

**Assistant Stenographer**, Law, Brooklyn Office (Including Bureau of Motor Vehicles, Jamaica Office). Taxation and Finance Department. Usual salary range \$1,200 to \$1,700. March 28th.

**Head Public Works Purchase Clerk**, Bureau of Administration, Albany Main Office, Public Works Department. Usual salary range \$3,450 to \$4,200. March 21st.

**Senior Payroll Auditor**, State Insurance Fund, New York City Office. Usual salary range \$2,400 to \$3,000. March 28th.

**Special Attendant Dietitian**, Mental Hygiene Department Institutions. Usual salary range \$62 to \$72 per month and maintenance. March 19th.

**Promotion Eligible Lists.** The following are State promotion lists promulgated recently:

**Junior Bacteriologist** (Division of Laboratories and Research), Health Department. No. 3149.

**Senior Commodities Tax Examiner.** Taxation and Finance. No. 3087.

**Senior Insurance Service Investigator** (Executive Director's Office, New York City), State Insurance Fund. No. 3106.

**Senior Laboratory Technician** (Serology), Division of Laboratories and Research, Department of Health. No. 3207.

**Senior Laboratory Technician** (Virology), Division of Laboratories and Research, Health Department. No. 3211.

**Senior Safety Service Inspector** (New York Office) State Insurance Fund. No. 3198.

**Senior Safety Service Inspector** (Upstate Offices), State Insurance Fund. No. 3201.

**Senior Tax Field Examiner** (New York Office), Taxation and Finance. No. 3031.

# Local Activities

## Ogdensburg Notes

BY C. GILBERT BECK

St. Lawrence State Hospital goes all out in doing its part in the Civilian Defense Program. Some fifty-four men are acting in a voluntary capacity in the Ogdensburg Defense Plan as follows:

as air raid wardens.....	30
as auxiliary policemen.....	20
as enlisted members of company F, New York State Guard.....	4

In addition, Charles E. Brickwood, Chief engineer of the Hospital, has been appointed Chief Air Raid Warden for Ogdensburg in charge of all city Air Raid Wardens.

Under Mr. Brickwood's direction, a Hospital Air Raid Warden Corps of 80 women employees has been organized. A study course of 25 hours is now being taken by these Wardens. The course of study consists of :

First Aid .....	10 hours
Fire Defense A.....	3 hours
Gas Defense A&B .....	5 hours
General Course.....	5 hours
Drill .....	2 hours
—	—
Total .....	25 hours

An Emergency Squad of thirty men employees has also been organized. Their duties are to take care of, make necessary repairs to, and maintain the service of all essential hospital services, such as electricity, water, heat, etc.

Under the direction of the Fire Chief, Mr. Roshirt, an Auxiliary Firemen Corps has been formed. At present they are undergoing a seven-weeks' course, meeting one night of each week for one hour, in Fire Defense B. Chief Roshirt and six members of the regular Hospital Fire Department are attending the St. Lawrence County Fire Defense Training School held at St. Lawrence University, Canton, New York. This is a ten weeks' course.

Two of our Training School staff, Mrs. Ethel S. Stevens and Mrs. Marion S. Raymo, are giving a Home Nursing Course under the auspices of the Ogdensburg Defense Council. The course runs for twelve weeks, meeting one hour once a week and

is designed to give a knowledge of practical nursing technic.

Under the direction of Doctor Harold H. Berman the nurses of the hospital are taking a 20-hour course in First Aid, meeting two nights each week for two hours. Instruction is given by the staff Physicians and at the conclusion of the course, the nurses will be qualified to act as instructors in First Aid to other groups.

Last but not least, our employees are showing a splendid spirit in subscribing to the payroll deduction plan for the purchase of Defense Bonds. No estimate is available at the present time but the percentage of employees signing up for the plan is hoped to be high.

## Oneonta Chapter Dines

Members of the Oneonta Chapter attended a dance and buffet supper February 16th at the Hotel Windsor, Oneonta. Music was furnished by the St. Onge Orchestra. Guests of honor included: Dr. Ralph Horton, Superintendent of the Homer Folks State Hospital, Oneonta; and Mrs. Horton; Dr. and Mrs. Arthur M. Stokes, Dr. Calhoun, Dr. John Leesch, Dr. Alfred L. Leech and Dr. Kegel, of the staff of the hospital.

## Warwick News

Over 200 persons attended the Victory Card Party and Dance sponsored by the State Training School for Boys Chapter at Warwick, on Lincoln's Birthday, held for the benefit of the War Relief Fund of the American Red Cross. Pinochle and auction and contract bridge were played with prizes going to G. E. Strong and Roe Wheeler for pinochle and Ella Cox and Mildred Woodruff for contract bridge, and Claire Ferber and Harold Hawkins for auction bridge. Prizes were \$1.00 in Defense stamps for high score and 50c in stamps for second high. The door prize of \$2.00 in Defense stamps was won by Mrs. Thomas O'Heir. A \$25.00 Defense Bond was awarded to Charles Wilson, member of Charles Sloat's Band and music instructor of the School.

The party, followed by dancing, was held in the gymnasium of the

school, which was beautifully decorated with American and Red Cross flags; red, white and blue lights; illuminated red crosses; Victory "V's" and Red Cross Posters.

## H. R. S. H. Items

Dr. J. H. Morris was unanimously elected commodore of the Hudson River State Hospital Yacht Club for 1942 at a meeting held at the Hospital Laboratory on March 2nd. Dr. Morris succeeds George W. Magee, whose term as Commodore expired. Jack Benjamin was elected Vice-Commodore; G. Carleton Nuhn, rear commodore and Mrs. Paul R. Leonard, was chosen Secretary-Treasurer.

Superintendent of Hudson River State Hospital, Dr. John H. Ross was elected to honorary membership in the Yacht Club.

Members of the hospital fire company on the evening of February 24th honored Chief Frank Cox at the first annual banquet of the company. Chief Cox was presented with a fountain pen. Among those who attended were: David Brown, Otto Warnke, William Sonburg, Louis Garrison, John Whalen, Assistant Chief Edward Ose, Thomas Ryan, John Steinmetz, Brendon McDonald, Ralph Critelli, Edward Britt, Edward Filler, John O'Donnell, and Donald Holden, who was chairman of arrangements.

Dr. Ross spoke at the banquet of the fire company, praising the ability and efficiency of its members. Steward Andrew J. Delaney, presented the gift to Chief Cox.

## Wassaic Notes

On February 20th, the Wassaic State School Employees Chapter held a Defense Party, at which bingo and many other games were played, and defense stamps were awarded as prizes. A very successful evening was enjoyed by all who attended.

At the regular meeting of the Chapter on March 9th, among much more serious things discussed, plans were made for another Defense Party.



## Central Islip Activities

The last meeting of the Central Islip State Hospital Employees Chapter was held on February 20th. At this meeting plans were formed for a social function on the date of the next chapter meeting.

The annual Washington's Birthday Patient's show was held at Robbins Hall on February 23rd and 24th. The work of the chorus and orchestra was especially outstanding and the audience demanded many encores. The theme of the show was patriotic and the final feature was "Immortal War Slogans" culminating with the already famous "Remember Pearl Harbor," created a dramatic finale.

The annual capping exercises was held Friday, February 27th, in Robbins Hall.

The Annual Report of the Central Islip State Hospital Employees Federal Credit Union was recently submitted by its President, Edward J. Holland. The report shows assets of \$52,000 with a total membership of over 700 members. Three years ago the assets of this union were \$8,000. The volume of loan business during the past year totaled almost \$56,000. A number of new services have been made available to members of this credit union during the past year. In March, 1941, an office was opened daily in Robbins Hall, and the Treasurer placed on a full-time basis. The credit union qualified with the U. S. Treasury Department for the sale of Defense Bonds and Stamps. It sponsored a Christmas Club which proved very popular. Many members took advantage of credit union facilities to purchase standard nationally known products through the Central Purchasing agency at considerable discounts. Also through arrangements made with the Farm Bureau Mutual Automobile Insurance Company of Columbus, Ohio, members could purchase automobile insurance at a 25% savings in premiums.

Undivided profits of the credit union for 1941 totaled \$1,961, from which a 4% dividend to members was declared.

Officers of the Central Islip State Hospital Employees Credit Union for 1942 are: President, Edward J. Holland; Vice-President, Wallace McCrone; and Treasurer-Clerk, Flo-

## Rochester Dinner



Left to Right: Raymond L. Munroe, Toastmaster; Eva Marquardt, Labor Department; and Neil J. Goodman, President

The First Annual Dinner and Dance of the Rochester Chapter was held on February 11th, at the Sagamore Hotel in Rochester. The following officers of the Chapter were installed at the dinner: President, Neil J. Goodman, Tax; Vice-President, William Posner, Labor; Corresponding Secretary, Rebecca Smith, State Insurance Fund; Recording Secretary, S. Sylvia Smith, Tax; Treasurer, Carroll Lewis, Social Welfare; and Delegate, Paul L. Ryan, Public Works.

Approximately 150 members attended the dinner representing all of the State Departments located in Rochester. The principal speaker was Mayor Dicker of Rochester. Raymond L. Munroe, of the Tax Department, was toastmaster. Music was furnished by Red McIntyre's Orchestra. Sherry Bellissimo of the State Insurance Fund was Chairman of the dinner and arrangements.

rence A. Lally. The Board of Directors consists of Mr. Holland as Chairman, and Wallace McCrone, Christopher J. Donohue, William Leahy, Leo Crotty, Michael Convery and Mrs. Lally.

The Credit Committee consists of Charles N. Timm, Chairman, Frank McGuire and Dennis Moloney. The Supervisory Committee is composed of Chairman, Charles J. Trenkle, James Fraser and James Connolly.

## Brooklyn News

The Fifth Annual Ball of the Brooklyn State Hospital Employees Association, Inc., will be held at the Livingston, Brooklyn, on the evening of April 24th. A printed program containing advertising will be

prepared for this event. Proceeds from the advertising procured will be used to purchase gifts to send to the approximately 80 employees of the institution now in military service. Two defense bonds will be awarded as prizes.

The bowling league of the Association is progressing satisfactorily under the leadership of Timothy Holland, who states that it has been a huge success and is helping materially in making employees better acquainted with one another.

Officers of the Brooklyn State Hospital Employees Association, Inc., are: President, William V. Kondrat; Vice-President, J. J. Geraghty; Treasurer, K. Kraus; and Secretary, Katherine Collins.

# The New War Rider

## ON ACCIDENT AND SICKNESS INSURANCE

By C. A. CARLISLE, JR.

All new Accident and Sickness Insurance Policies, issued under the group plan sponsored by the Association, on and after May 1, 1942, will carry a War Risk Rider which reads as follows:

"This insurance does not cover death, disability, or other loss caused by war or by any act of war, or sustained by an assured while in military or naval service of our country at war, and in the latter event, the unearned premium will be returned to the Insured."

This rider was submitted to and approved by the Executive Committee and the Insurance Committee of the Association and by the State Insurance Department. Any present policyholder in the plan will not have his policy disturbed in any way. There will be no War Rider attached to his policy, except if requested. However, all policies issued on or after May 1st, 1942, will have this rider attached to it. If you want a policy under the group plan of accident and sickness insurance without a war rider, now is the time to act, as one may be secured if application is made promptly.

### Suggestions

The Group Plan of Accident and Sickness Insurance has now been in force since June 1, 1936. Over \$650,000 has been paid out in indemnities to employees insured under the plan who have been unfortunate to be disabled either by accident or sickness. No doubt many State employees have ideas and suggestions relative to this plan, how a larger number could be enrolled, or any other idea.

We want your help in expanding the group plan of accident and sickness insurance, in making it more attractive to employees. If you have any suggestions, don't be timid, embody them in a letter to the writer at 423 State Street, Schenectady, or to Association Headquarters. If possible, your ideas will be carried out.

### Claims

Hundreds of letters are being received every month from State workers indicating satisfaction with the benefits being received under the

Group Plan of Accident and Sickness Insurance. The cash indemnities paid to employees disabled by accident and sickness help many State workers at a time when help is needed most—when doctors' bills come, when living costs are higher, when sick leave is exhausted and income ceases.

The claim offices of the Company throughout the State are working full blast to make claim payments on time. However, delays are sometimes unavoidable. If you have a claim, cooperate. Send in all necessary data through the mail, assist the adjuster to make the proper investigation so that payment of your claim may be facilitated.

### Benefits of the Plan

Employees may lend a helping hand to the Group Plan of Accident and Sickness Insurance by telling their fellow employees and friends of the benefits of this plan. There are a great number of persons leaving State service, and new applications should be coming in at the rate of around 150 to 200 a month, in order to maintain the enrollment under this plan at the same figure it was before the war started. In January, 1942, 496 applications were received, indicating that many new employees are applying for this very valuable form of insurance which is written at a much lower rate because of the large group of State workers represented by the Association. YOU CANNOT BUY ACCIDENT and SICKNESS INSURANCE THAT IS AS BROAD AS THIS PLAN AS AN INDIVIDUAL AT ANY PRICE ANYWHERE. The plan is important to you because:

1. Individual policies are non-cancellable so long as the group as a whole remains in force. (This is a very valuable item.)

2. Premiums are paid by a salary deduction plan—that is, taking a small sum out of each pay check.

3. These policies do not carry the usual exceptions and exclusions found in ordinary accident and sickness insurance contracts.

4. The policies are available to every State employee who is on any permanent State payroll whether he

comes under the various classes of civil service or not.

5. The coverages and rates under your policy cannot be changed after you have purchased it, except by you, yourself.

6. Cash benefits are paid to insured persons when they are disabled due to accident or illness, all in accordance with the very broad provisions of this policy.

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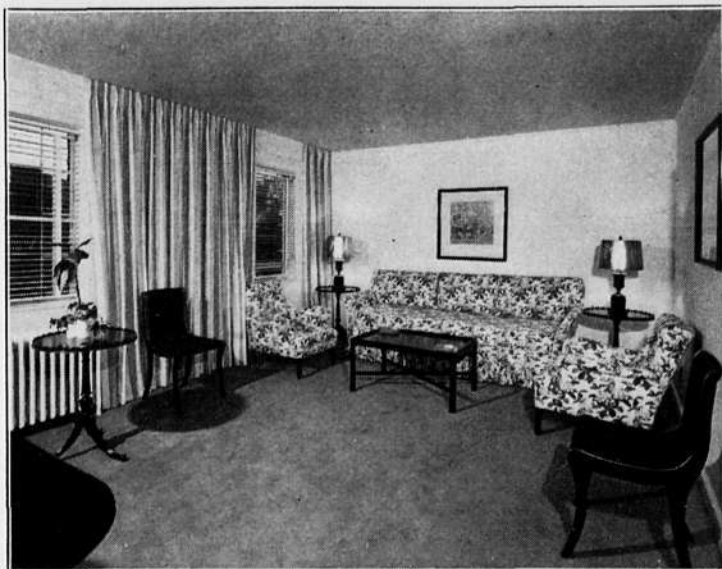
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# Summary of Legislation Pending

*The following is a resume of bills introduced in both houses of the Legislature which affect State workers and are of interest to them. This summary is continued from the February issue and will be continued in the future issues of The State Employee so that a complete record of these measures will be published. Record of legislative action on these bills is also noted.*

## IN SENATE

- Int. 628, Print 704—Senator Halpern**—Prohibits disqualification of a person registering for promotional civil service examination because of his age, nor shall he be penalized or barred after passing. Referred to Civil Service Committee. (Same as A. 572).
- Int. 640, Print 1410—Senator Halpern**—Provides name of civil service employee absent for military duty shall remain on special eligible list for four, instead of one year, after termination of military duty and allows him credit for average efficiency ratings which he received for three periods immediately prior to absence. Referred to Military Affairs Committee. (Same as A. 867).
- Int. 647, Print 751—Senator Phelps**—Provides State and municipal civil service commissions shall not require applicant for examination to disclose if he is disabled veteran or claims preference as such. Referred to Civil Service Committee. (Same as A. 704).
- Int. 720, Print 1815—Senator Halpern**—Provides person in competitive class of civil service holding position in lower grade shall not be barred from promotion to fill vacancy by failure to meet physical requirements if when he entered service he possessed required physical qualifications and is not now incapacitated. Referred to Civil Service Committee.
- Int. 734, Print 866—Senator Feinberg**—Designates State Normal Schools as State Teachers' Colleges, provides for board of visitors of seven persons, readjusts salaries of instructors, provides for secretary to each college president and makes other changes. Referred to Education Committee. (Same as A. 908). Passed Legislature, sent to Governor on March 5th.
- Int. 752, Print 868—Senator Young**—Authorizes education commissioner with approval of budget director to transfer members of faculty and other employees from one normal school to another. Referred to Education Committee. (Same as A. 1004).
- Int. 754, Print 890—Senator Falk**—Repeals provision which suspended for one year salary increments of employees in State service and provides salary of inspectors in labor department shall be computed for fiscal year commencing July 1, 1942, and thereafter in accordance with statutory increases. Referred to Finance Committee.
- Int. 773, Print 916—Senator Esquirol**—Provides civil service employee unlawfully removed and restored to position by act of legislature or by law shall receive compensation from date of removal, less amounts received from any other employment. Referred to Civil Service Committee.
- Int. 774, Print 916—Senator Hampton**—Changes grades and salaries of positions in insurance examining groups, including examiners, auditors and other similar positions. Referred to Civil Service Committee.
- Int. 789, Print 932—Senator Mahoney**—Requires industrial Commissioner to make appointments of referees from duly certified list issued by civil service commission. Referred to Labor Committee. (Same as A. 947.) On order of third reading in Senate.
- Int. 791, Print 1809—Senator Wallace**—Provides for annuity of \$500 to be paid by State to widow of veteran who, if he had lived would have been a recipient of annuity benefit for total loss of sight. Referred to Military Affairs Committee. (Same as A. 878).
- Int. 802, Print 963—Senator Burney**—Provides in original entrance or promotion civil service examination, service as volunteer fireman, as well as military service in time of war, may be credited under subjects, record and seniority, training or experience. Referred to Civil Service Committee. (Same as A. 865).
- Int. 811, Print 1318—Senator Wicks**—Provides a method for paying administration expense of retirement system and necessary expenses of commission on pensions by disbursement from pension accumulation fund which will thereafter be reimbursed by collection from each organization participating in system. Referred to Pensions Committee. (Same as A. 887).
- Int. 812, Print 973—Senator Wicks**—Provides that certificates of honorable discharge of war veterans and exempt volunteer firemen, when recorded in county clerk's office, shall constitute notice to public officials of facts set forth therein and that certified copies shall be accepted in lieu of original for all purposes. Referred to Internal Affairs Committee. (Same as A. 953).
- Int. 870, Print 1043—Senator Riley**—Provides elected officers and civil service employees who are members of any pension or retirement system shall retain membership in such system after their term of office has expired, if they have entered U. S. armed forces prior thereto and continue payments into fund. Passed Senate, in Assembly Defense Committee. (Same as A. 1268).
- Int. 879, Print 1053—Senator Young**—Provides restrictions on practice of medicine shall not prevent practice by an interne while actually serving in hospital of any political subdivision of State as well as a State hospital. Referred to Education Committee. (Same as A. 1097).
- Int. 887, Print 1061—Senator Griffith**—Provides salaries and increases of officers and employees of State institutions in social welfare department shall be fixed according to Article 3, Civil Service Law and salary deductions for maintenance allowed by superintendent shall be fixed by budget director. Referred to Finance Committee. (Same as A. 1079).
- Int. 894, Print 1068—Senator Hampton**—Provides that removals from or demotions in civil service position shall be made in inverse order of original appointment as compared with other employees hold-



- ing same title in same salary grade in department, classifies preferred lists as departmental preferred, promotion, general preferred and open competitive eligible lists. Referred to Civil Service Committee.
- Int. 916, Print 1098—Senator Brennan**—Permits member of State retirement system, who is honorably discharged U. S. war veteran, to retire at age of 50 after 25 years of total creditable service and to receive a retirement allowance of an annuity and a pension. Referred to Pensions Committee. (Same as A. 1109).
- Int. 926, Print 111—Senator Wicks**—Provides in computing for retirement purposes the 25 years of complete service of a member of State police, credit should be given for active service in the U. S. armed forces after honorable discharge as officer, soldier, marine, or army nurse. Referred to Pensions Committee. (Same as A. 1085).
- Int. 931, Print 1116—Senator Erway**—Defines military or naval duty for determining right of civil service employee to be absent, to include military service in N. Y. guard, or naval militia, employed in service of State as well as of U. S. Referred to Military Affairs Committee. (Same as S. 1073 and A. 1107).
- Int. 932, Print 1117—Senator Erway**—Permits civil service employees who are members of N. Y. guard to be absent for military duty, with salary for 30 days and pay differential thereafter and prohibits removal from office during absence for military duty. Referred to Military Committee. (Same as A. 1106).
- Int. 933, Print 1118—Senator Halpern**—Provides suspensions or demotions in non-competitive or labor class positions, subject to qualifying examination, shall be made in inverse order of original appointment and continues eligible list for reinstatement including competitive class to six years, instead of maximum of four years. Referred to Civil Service Committee. Reported from Committee March 11th.
- Int. 943, Print 1135—Senator Johnson**—Provides one member of board of visitors of State hospitals shall be employee of mental hygiene department, employed in institution for at least one year and in department for at least five years; for new institutions one year's service shall be waived. Referred to Finance Committee. (Same as A. 1285).
- Int. 944, Print 1136—Senator Condon**—Provides persons appointed to positions in civil service competitive class for organization or operation of police communication system or criminal information statistics in municipalities with police force or department shall be members of uniformed force. Referred to Cities Committee. (Same as A. 1153).
- Int. 957, Print 1157—Senator Farrell**—Repeals provisions for periodic increases in salaries of officers and employees of State institutions, formerly in executive department, standards and purchase division, and now in health, education and social welfare departments, thereby placing them under the Feld-Hamilton Law. Referred to Finance Committee. (Same as A. 1189).
- Int. 958, Print 1158—Senator Farrell**—Strikes out provision that principal and assistant keepers in institutions where felons are confined shall receive certain minimum salary, classifies and fixes salaries for prison guards, kitchen keepers and custodial officers. Referred to Finance Committee. (Same as A. 952).
- Int. 960, Print 1534—Senator Mitchell**—Provides member of State employees retirement system who; after 15 years service as members of State police division becomes physically or mentally unable to perform duties shall be retired on pension for accidental disability. Referred to Pensions Committee. (Same as A. 1228.) Passed Senate and referred to Assembly Civil Service Committee.
- Int. 975, Print 1911—Senator Dunningan**—Increases from \$12,000 to \$20,000 annual salaries of State comptroller and attorney-general. Referred to Finance Committee. (Same as A. 1296).
- Int. 991, Print 1205—Senator Johnson**—Provides for payment by State, municipality, civil division or school district to pension or retirement system when officer or employee member enters U. S. or State military forces, so as to maintain his membership in such system without impairment of rights during absence. Referred to Pensions Committee. Reported from committee March 10th.
- Int. 1018, Print 1232—Senator Halpern**—Strikes out provision that secretary of each State division and secretary of civil service department and municipal civil service commission shall be in exempt civil service class. Referred to Civil Service Committee. (Same as A. 1137).
- Int. 1019, Print 1233—Senator Halpern**—Repeals provision permitting civil service commissions to suspend rule requiring competitive examination to fill vacancy in competitive class where peculiar and exceptional qualifications of scientific, professional or educational character are required. Referred to Civil Service Committee. (Same as A. 1136.) Passed Senate and referred to Assembly Civil Service Committee.
- Int. 1037, Print 1256—Senator Feinberg**—Provides for appointment and removal by superintendent, of attendants, guards and other subordinate employees at Danemora State Hospital, their salaries to be the same as those of officers and guards in State prisons performing similar duties. Referred to Penal Institutions Committee. On order of third reading March 4th.
- Int. 1050, Print 1268—Senator Duryea**—Prohibits employment of persons, under 18 years in penal or correctional institutions or institutions in mental hygiene department if employment relates to custody or care of prisoners or inmates. Referred to Labor Committee. (Same as A. 1281).
- Int. 1073, Print 1308—Senator Brennan**—Defines military or naval duty for determining right of civil service employee to be absent, to include military service in N. Y. guard or naval militia employed in service of State as well as of U. S. Referred to Military Affairs Committee. (Same as S. 931, A. 1107).
- Int. 1079, Print 1314—Senator Gutman**—Provides civil service employee shall have right to be represented by counsel at hearing on charges for suspension, removal or disciplinary action. Referred to Civil Service Committee.
- Int. 1087, Print 1327—Senator Seelye**—Provides additional contributions to State employees retirement system may be applied to provide

- annuity which is actuarially equivalent thereof on basis of mortality table and interest rate as State comptroller shall authorize. Referred to Pensions Committee. (Same as A. 1444.) On order of third reading as of March 11th.
- Int. 1103, Print 1343—Senator Dur-yea**—Provides final average salary of State employees for retirement purposes may mean average salary for five consecutive years of service rendered during period covered by contributions made pursuant to paragraph d, subdivision 5, section 53, after becoming member of State system. Referred to Pensions Committee. (Same as A. 1415).
- Int. 1153, Print 1393—Senator Farrell**—Provides civil service employees paid on per diem basis shall be granted sick leave with pay for not more than 30 days a year, after at least five years service. Referred to Civil Service Committee. (Same as A. 1798).
- Int. 1174, Print 1428—Senator Seelye**—Requires State comptroller to insure loans to members of State retirement system against death of borrowers, premiums to be added to interest and repaid by members in installments. Referred to Pensions Committee. (Same as A. 1445.) On order third reading March 11th.
- Int. 1184, Print 1439—Senator Halpern**—Makes it a misdemeanor to defeat, deceive, or obstruct any person in respect to his right of certification, appointment, promotion or reinstatement in civil service. Referred to Civil Service Committee. (Same as A. 1442).
- Int. 1185, Print 1440—Senator Halpern**—Provides that only one deputy of principal executive officers shall be in exempt civil service class. Referred to Civil Service Committee. (Same as A. 1441).
- Int. 1187, Print 1442—Senator Burney**—Provides member of Congress and other federal employees shall not hereafter be eligible for membership in State retirement system if they are members of federal retirement system and if member of State system becomes member of federal system he shall be retired by comptroller with pension and annuity; provides for offset of payments from federal pension against State pension benefits for those already members of U. S. system. Referred to Pensions Committee. (Same as A. 1485).
- Int. 1218, Print 1473—Senator Wallace**—Provides no person shall be qualified to enter or retain membership in State employees retirement system who is or becomes member of federal retirement system, so long as he remains member thereof. Referred to Pensions Committee.
- Int 1242, Print 1497—Senator Wicks**—Provides moneys received by education commissioner from U. S. Navy department or other U. S. agency for training naval officers or maritime cadets shall be deposited in special merchant marine academy federal training fund for use at such academy. Referred to Finance Committee. (Same as A. 1556).
- Int. 1245, Print 1500—Senator Wicks**—Appropriates in advance of receipts of moneys from federal government \$15,000,000 for public works including aviation fields, highways and bridges, tubes, tunnels, highway-railroad grade crossing eliminations and roadside development areas; provides for acquisition of property therefor. Referred to Finance Committee. (Same as A. 1557).
- Int. 1251, Print 1506—Senator Mahoney**—Authorizes, with consent of employee, deduction from wages of municipal employee for purchase of U. S. defense bonds or credit union shares or deposits or repayments of borrowings therefrom. Referred to Cities Committee. (Same as A. 1692).
- Int. 1276, Print 1905—Senator Erway**—Authorizes State comptroller and municipal disbursing officer to deduct from salary of employee such amount as employee may specify in writing for purchase of U. S. bonds. Referred to Finance Committee. (Same as A. 1558).
- Int. 1333, Print 1620—Senator Gutman**—Provides when employees in classified civil service resigns to accept provisional appointment, position from which he resigned shall not be permanently filled until after probationary term and he shall be restored to former position if unqualified for new position. Referred to Civil Service Committee. (Same as A. 1653).
- Int. 1340, Print 1627—Senator Page**—Provides members of retirement or pension system maintained by a political subdivision of State, to receive credit for military service in U. S. armed forces during first World War and to contribute to system as if service had been rendered to political subdivision. Referred to Defense Committee. (Same as A. 1433).
- Int. 1353, Print 1640—Senator Coughlin**—Fixes salaries for safety inspectors, organizers, and supervisors of State insurance fund to be paid when administration cost of fund is not more than 21 per cent of premium income. Referred to Labor Committee. (Same as A. 1713).
- Int. 1364, Print 1866—Senator Hampton**—Provides for salary adjustments of State employees to conform with changes in the cost of living; commerce commissioner to establish index showing increases and decreases in living costs; salary increases for employees receiving \$1,200 or less a year shall be 10 per cent and for salaries over \$1,200 but less than \$2,000, 5 per cent. \$1,633,200 is appropriated. Referred to Finance Committee.
- Int. 1365, Print 1652—Senator Wicks**—Provides general expenses of banking department shall include cost of maintenance and operation, retirement contributions and workmen's compensation premiums paid for personnel, rentals for space in State owned or State leased buildings and other direct or indirect costs. Referred to Banking Committee. (Same as A. 1660).
- Int. 1387, Print 1676—Senator Johnson**—Provides veterans of 2nd World War with Japan, Germany, Italy shall not be removed from civil service positions except for incompetency or misconduct shown after hearing. Referred to Civil Service Committee. (Same as S. 1511).
- Int. 1397, Print 1696—Senator Halpern**—Provides State official making charges for removal of an employee may request State civil service commission to make, after hearing at which counsel may be present, an advisory determination from which no appeal to the commission may be taken. Referred to Civil Service Committee. (Same as A. 1440).
- Int. 1406, Print 1709—Senator Condon**—Provides a county personnel officer, to be appointed, must be



- certified from eligible list established by State civil service commission. Referred to Civil Service Committee.
- Int. 1419, Print 1722—Senator Wicks**—Strikes out provision for use of estimates for paying compensation for personal services of persons in civil service. Referred to Civil Service Committee. (Same as A. 1836).
- Int. 1433, Print 1738—Senator Halpern**—Permits member of State employees' retirement system credit for time absent without pay while engaged in U. S. government service or in war work or defense industries from March 1, 1940, until six months after termination of war, in computing service as member and final average salary if he contributes to system, amount which would have been paid if he had remained at regular duty and makes other changes. Referred to Pensions Committee. (Same as A. 1708).
- Int. 1466, Print 1780—Senator Dunningan**—Provides for \$72 increase in salaries for fiscal year commencing July 1, 1942, of State employees in institutions under jurisdiction of departments of mental hygiene, health, education, social welfare and correction, who receive \$1,200 or less, and appropriates \$1,400,000. Referred to the Finance Committee. (Same as A. 1783).
- Int. 1509, Print 1838—Senator Kirnan**—Provides employees in mechanical, maintenance and marine operation group in canal division, public works department, after three years State service shall be in competitive and non-competitive classes. Referred to Civil Service Committee. (Same as A. 1527).
- Int. 1511, Print 1840—Senator Johnson**—(Same as Senate Int. 1387).
- Int. 1516, Print 1845—Senator Hampton**—Provides no blanket accident, health or accident and health insurance policy shall be issued to an association of which membership is confined to employees of one employer, its affiliates or subsidiaries unless premium is paid by employer or by employer and employees jointly. Referred to Insurance Committee.
- Int. 1537, Print 1882—Senator Erway**—Continues temporary provisions for reclassification of titles and positions of civil service em-

ployees, and provides no employee in State hospitals or institutions shall board or lodge away from institution or hospital which regularly furnishes food, lodging or maintenance, without permission of institution or department head; budget director may deduct from salary of employee who fails to obtain permission, fair value of food, lodging or maintenance. Referred to Civil Service Committee. (Same as A. 1861).

- Int. 1551, Print 1896—Senator Gutman**—Strikes out provision that annuity received by person on retirement from civil service shall be suspended if he accepts office with salary in State or municipal civil service. Referred to Pensions Committee. (Same as A. 1887).

#### IN ASSEMBLY

- Int. 746, Print 1572—Mr. Emma**—(Same as Senate Int. 785, Assembly Int. 1108). Referred to Defense Committee.
- Int. 779, Print 827—Mr. Crews**—Provides that contributions which member of any public pension or retirement system would have requested to make if continuously employed instead of being in military service, shall be paid by State or municipality which employs him; provision for promotion rights during military service are made mandatory. Referred to Defense Committee.
- Int. 865, Print 948—Mr. Kreinheder**—(Same as Senate Int. 802). Referred to Civil Service Committee.
- Int. 867, Print 1713—Mr. Mitchell**—(Same as Senate Int. 640). Referred to Military Affairs Committee.
- Int. 878, Print 1352—Mr. Breed**—(Same as Senate Int. 791). Referred to Military Affairs Committee.
- Int. 885, Print 977—Mr. Lyons**—Provides when member of State police division is retiring as result of accidental disability and medical board reports that beneficiary is engaged in gainful occupation paying more than difference between retirement allowance and salary for highest rank in division for which he was eligible, pension shall be reduced so that total income shall equal salary for highest rank in division. Referred to Civil Service Committee.
- Int. 887, Print 1724—Mr. Moffat**—(Same as Senate Int. 811). Passed
- Assembly, in Senate Pensions Committee.
- Int. 925, Print 1035—Mr. Dooling**—Appropriates \$7,500,000 for 15 per cent increases during fiscal year beginning July 1, 1942, for all State employees except elected officials, to afford financial relief for increased cost of living due to war. Referred to Ways and Means Committee, and requested by Defense Committee for consideration.
- Int. 942, Print 1052—Mr. Wright**—(Same as Senate Int. 774). Passed Assembly, in Senate Civil Service Committee.
- Int. 922, Print 1032—Mr. Crews**—Provides that persons in non-competitive civil service class or position subject to qualifying examination separated from service shall be suspended in inverse order of original appointment and those in non-competitive or labor classes including city service reduced in grade shall be reduced in inverse order; eligibility for reinstatement of persons on eligible list shall continue for six, instead of four years. Referred to Civil Service Committee.
- Int. 947, Print 1057—Mr. Delany**—(Same as Senate Int. 789). Referred to Labor Committee.
- Int. 952, Print 1062—Mr. Ostertag**—(Same as Senate Int. 958). Passed Legislature, sent to Governor March 6th.
- Int. 953, Print 1063—Mr. Penny**—(Same as Senate Int. 812). Passed Assembly, in Senate Internal Affairs Committee.
- Int. 993, Print 1113—Mr. Fite**—Increased from 50 cents to \$1. fees for examinations for civil service positions paying less than \$1,200, and strikes out provision for refund when application is not approved. Referred to Civil Service Committee.
- Int. 1022, Print 1353—Mr. Brees**—Provides right of State and municipal employees to be absent on military and naval duty and receive salary or pay differential shall apply only to those who are, on or before effective date of proposed law, members of national guard or naval militia, reserve corps or in federal military service; also prohibits differential pay for substitutes. Passed Assembly, on order of third reading in Senate, March 4th.

- Int. 1025, Print 1619—Mr. Latham**  
—Provides person in competitive class of civil service holding position in lower grade shall not be debarred from promotion to fill vacancy by failure to meet physical requirements if when he entered State service he possessed the required physical qualifications. Referred to the Civil Service Committee.
- Int. 1079, Print 1233—Mr. Barrett**  
(Same as Senate Int. 887). Referred to Ways and Means Committee.
- Int. 1085, Print 1239—Mr. Webb**  
(Same as Senate Int. 926). Referred to Civil Service Committee.
- Int. 1106, Print 1263—Mr. Devany**  
(Same as Senate Int. 932). Referred to Defense Committee.
- Int. 1107, Print 1264—Mr. Devany**  
(Same as Senate Int. 931, 1073). Referred to Military Affairs Committee.
- Int. 1109, Print 1266—Mr. Devany**  
(Same as Senate Int. 916). Referred to Civil Service Committee.
- Int. 1111, Print 1939—Mr. Fogarty**  
—Provides referee not in competitive class shall receive initial salary and annual increments as allocated by standardization board for compensation claims referees in competitive class, repeals provision that salaries shall be fixed by industrial commissioner and appropriates \$10,000. Referred to Ways and Means Committee.
- Int. 1136, Print 1305—Mr. Fite**  
(Same as Senate Int. 1019). Referred to Civil Service Committee.
- Int. 1137, Print 1306—Mr. Fite**  
(Same as Senate Int. 1018). Referred to Civil Service Committee.
- Int. 1147, Print 1319—Mr. Catenaccio**  
—Provides State employees receiving less than \$3,600 a year shall receive increase of \$200 for fiscal year commencing July 1, 1942, if such increase shall not result in salary of more than \$3,600 and appropriates \$10,000,000. Referred to Defense Committee.
- Int. 1154, Print 1325—Mr. Devany**  
(Same as Senate Int. 944.) Referred to Judiciary Committee.
- Int. 1156, Print 1328—Mr. Hill**  
—Extends provisions for discontinued service allowance to members of State employees retirement system who have been discontinued from service since March 3, 1932, after certain specified employment. Referred to Civil Service Committee.
- Int. 1174, Print 1346—Mr. Moran**  
—Allows credit to members of State employees retirement system for service as employee of U. S. with civil service status, or of any U. S. agency or board. Referred to Defense Committee.
- Int. 1208, Print 1396—Mr. Austin**  
—Prohibits removal of non-competitive or labor class of civil service employee except for incompetency or misconduct and provides for hearings upon charges for removal of any employee to be held by the officer or body having power of removal or by designated deputy or employee, with right of aggrieved employee to have decision reviewed. Referred to Civil Service Committee.
- Int. 1228, Print 1849—Mr. Wright**  
(Same as Senate Int. 960). Referred to Civil Service Committee.
- Int. 1268, Print 1470—Mr. Noonan**  
(Same as Senate Int. 870). Referred to Defense Committee.
- Int. 1281, Print 1489—Mr. Barrett**  
(Same as Senate Int. 1050). Referred to Labor Committee. On third reading, March 11th.
- Int. 1285, Print 1493—Mr. Doscher**  
(Same as Senate Int. 943). Referred to Health Committee.
- Int. 1377, Print 1604—Mr. Ryan**  
(Same as Senate Int. 1037). On order of third reading, March 11th.
- Int. 1397, Print 1644—Mr. Fite**  
—Provides vacancies in competitive civil service class shall be filled by promotion from persons holding positions in lower grade, instead of in department, office or institute in which vacancy exists. Referred to Civil Service Committee.
- Int. 1415, Print 1662—Mr. Penny**  
(Same as Senate Int. 1103). Referred to Civil Service Committee.
- Int. 1421, Print 1668—Mr. M. Wilson**  
—Provides term "Military duty" shall include employment in F.B.I. or other U. S. police or intelligence agency. Referred to Defense Committee.
- Int. 1433, Print 1685—Mr. Bormann**  
(Same as Senate Int. 1340). Referred to Civil Service Committee.
- Int. 1440, Print 1692—Mr. Fite**  
(Same as Senate Int. 1397). Referred to Civil Service Committee, on order of third reading, March 12th.
- Int. 1441, Print 1692—Mr. Fite**  
(Same as Senate Int. 1185). Referred to Civil Service Committee.
- Int. 1442, Print 1693—Mr. Fite**  
(Same as Senate Int. 1184). Third reading, March 12th.
- Int. 1444, Print 1696—Mr. Fite**  
(Same as Senate Int. 1087). Referred to Civil Service Committee.
- Int. 1445, Print 1697—Mr. Fite**  
(Same as Senate Int. 1174). Killed in Assembly March 10th.
- Int. 1446, Print 1698—Mr. Fite**  
—Abolishes retirement board in mental hygiene department and provides for transfer of employees and members thereof to State employees retirement system. Referred to Civil Service Committee.
- Int. 1463, Print 1733—Mr. Fite**  
(Same as Senate Int. 1029). Referred to Civil Service Committee.
- Int. 1485, Print 1756—Mr. Pillion**  
(Same as Senate Int. 1187). Referred to Civil Service Committee.
- Int. 1525, Print 1810—Mr. Crews**  
—Provides laborers, workmen and mechanics employed by State or municipality shall be paid not less than prevailing wage rate for same kind of work as certified by industrial commissioner, advertisements and announcements of vacancies to contain statement of wage rates. Referred to Labor Committee.
- Int. 1527, Print 1812—Mr. Crews**  
(Same as Senate Int. 1509). Referred to Civil Service Committee.
- Int. 1556, Print 1844—Mr. Moffat**  
(Same as Senate Int. 1242). Referred to Ways and Means Committee.
- Int. 1557, Print 1845—Mr. Moffat**  
(Same as Senate Int. 1245). Referred to Ways and Means Committee.
- Int. 1558, Print 2276—Mr. Steingut**  
(Same as Senate Int. 1276). Referred to Ways and Means Committee.
- Int. 1567, Print 1858—Mr. MacKenzie**  
—Classifies and fixes salary schedules of members of faculty of Alfred University. Referred to Education Committee.
- Int. 1596, Print 1892—Mr. Brees**  
—Provides that compensation allowed civil service employees absent on military or naval duty shall not apply to those inducted pursuant to U. S. selective service act of 1940, or to those so inducted and thereafter discharged and recalled to active service. Referred to Defense Committee.
- Int. 1599, Print 1895—Mr. Doscher**  
(Same as Senate Int. 222). Referred to Labor Committee.



Int. 1622, Print 1918—Mr. Rapp—Establishes grades and salary schedules for superintendent and instructors of N. Y. State school for the blind. Referred to Education Committee.

Int. 1652, Print 1965—Mr. Caffery—(Same as Senate Int. 513). Referred to Civil Service Committee.

Int. 1653, Print 1966—Mr. Corcoran—(Same as Senate Int. 1333). Referred to Civil Service Committee.

Int. 1660, Print 1973—Mr. Moffat—(Same as Senate Int. 1365). Referred to Banks Committee.

Int. 1662, Print 1975—Mr. Pillion—(Same as Senate Int. 1364). Referred to Ways and Means Committee.

Int. 1708, Print 2046—Mr. Archinal—Permits member of State employees retirement system credit for time absent without pay while engaged in U. S. government service or in war work or defense industries from March 1, 1940, until six months after termination of war, in computing service as member and final average salary by contributing to system amount which would have been paid if he had remained at regular duty and makes other changes. Referred to Defense Committee.

Int. 1713, Print 2051—Mr. Dorn—(Same as Senate Int. 1353). Referred to Labor Committee.

Int. 1783, Print 2141—Mr. Steingut—(Same as Senate Int. 1466). Re-

ferred to Ways and Means Committee.

Int. 1798, Print 2162—Mr. Fogarty—(Same as Senate Int. 1153). Referred to Civil Service Committee.

Int. 1835, Print 2221—Mr. Hammer—Fixes schedules for pay and allowances to officers and enlisted men ordered for duty by governor, major general or commanding officer of naval militia. Referred to Ways and Means Committee.

Int. 1836, Print 2222—Mr. Moffat—(Same as Senate Int. 1419). Referred to Civil Service Committee.

Int. 1837, Print 2223—Mr. Moffat—(Same as Senate Int. 1482). Referred to Ways and Means Committee.

Int. 1848, Print 2242—Mr. Hammer—Provides State police shall receive 10 per cent annual increase in salary for fiscal year beginning July 1, 1942; appropriates \$181,000. Referred to Ways and Means Committee.

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## Stonehenge, Inc.

Stonehenge, a garden apartment project, recently constructed in an exclusive section of Albany, New York, and utilizing interior design for low-cost housing, has received considerable recognition from several national magazines devoted to beautiful homes, which have carried feature articles concerning it. This project provides adequate housing for public workers in Albany at a

time when an acute housing situation is developing in Washington, Hartford and many other cities in the country. There will probably be no housing shortage in Albany, with Stonehenge just finishing its last two buildings.

The development consists of nine buildings spread over fifteen acres, containing 725 rooms, which are arranged into 212 apartments. Architect Richard Boring Snow, of New York City, because of his extensive experience in housing, was selected to develop plans for the project. The buildings are comprised of units, each unit containing either four or six apartments. The average rental of each room of the apartment units is approximately \$17 a month.

The project was financed by the proceeds of a mortgage given to the National Life Insurance Company of Montpelier, Vermont, in the amount of \$840,000, and insured by the Federal Housing Administration, which body, through its rental housing program, has made this type of project possible. It exercises the closest supervision over the plans and specifications in their preparation, and later in the construction and, finally in the management of its projects. It is of particular significance that the F. H. A. has approved as a necessary and proper expenditure, payment of the services of an interior designer, in this case Dorothy Draper, Inc. It is of even greater significance that Vincent Gallagher, President of Stonehenge, Inc., is enthusiastic about the value of the interior designer's work, for he has now established a precedent.

Many of Stonehenge's 212 apartments have already been leased to State workers. Its rents are limited by the F. H. A. to the rentals prevailing at the time construction was started in May, 1940. Apartments available are the last word in modern housing.

Of special interest to State employees is the fact that Dr. Campana, of the State Health Department Staff, is conducting a First Aid Course for the residents of Stonehenge, as an air raid preventative measure. Many air raid wardens at Stonehenge are State employees.

Consult the Y.W.C.A. about a suitable physical fitness class for yourself. Spring term starts March 23rd. Includes classes in gym-plunge, swimming, badminton, tennis.

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**MISS MARION MEIGS, 4-7184**

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# WAR RIDER FOR ALL NEW ACCIDENT AND SICKNESS POLICIES ISSUED ON APPLICATIONS RECEIVED AFTER MAY 1, 1942

(SEE ARTICLE IN THIS ISSUE FOR DETAILS)

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NO CHANGE WILL BE MADE IN EXISTING POLICIES**

## LOOK AT THESE LOW RATES

ANNUAL SALARY	MONTHLY INDEMNITY	ACCIDENTAL DEATH BENEFIT	SEMI- MONTHLY PREMIUM	
Less than \$600.	\$ 30.	\$500.	\$ .45	} This amount is deducted from your pay each pay day
\$ 600. but less than \$1,000.	\$ 50.	\$500.	\$ .75	
\$1,000. but less than \$1,200.	\$ 60.	\$500.	\$ .85	
\$1,200. but less than \$1,600.	\$ 75.	\$500.	\$1.05	
\$1,600. and over	\$100.	\$500.	\$1.45	

NOTE: Maintenance, commutation, and time service, if any, may be added to cash salary to determine salary group.

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This will give you the present low rates. These rates cannot be changed for YOU as long as the Group Plan is in force, IF YOU BUY NOW. This is a cooperative plan and YOU should insure now.

**Send No Money — Insurance Starts with First Deduction from Salary**

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**IMPORTANT—BE SURE TO SHOW YOUR DEPARTMENT AND DIVISION OR INSTITUTION**

### Application for N. Y. State Employees C.S. Group Plan Accident and Health Insurance

I hereby apply to The Commercial Casualty Insurance Co., Newark, N. J., for a policy to be based upon my answers to the following questions:  
Principal Sum \_\_\_\_\_ Date \_\_\_\_\_ 19\_\_

**PLEASE READ CAREFULLY, Answer Each Question**

**\$500**

Date \_\_\_\_\_ 19\_\_

Name in Full (print) \_\_\_\_\_

Residence \_\_\_\_\_

Place of Business \_\_\_\_\_ Department \_\_\_\_\_ Division or Institution \_\_\_\_\_ City \_\_\_\_\_

Date of Birth \_\_\_\_\_ Height \_\_\_\_\_ ft. \_\_\_\_\_ in. Weight \_\_\_\_\_ lbs.

I am employed as \_\_\_\_\_ My regular duties are \_\_\_\_\_ (Explain Fully)

Have you to the best of your knowledge and belief any diseases or infirmities, have you ever been treated for or advised that you have tuberculosis, except as follows? (Answer Yes or No) \_\_\_\_\_

Have you within the past five years had medical or surgical advice or treatment or any departures from good health or have you had, or been advised to have, an operation? If so, (give details) (Answer Yes or No) \_\_\_\_\_ Month \_\_\_\_\_ Year \_\_\_\_\_

Nature and Cause \_\_\_\_\_ Duration \_\_\_\_\_

Has any application for Life, Accident or Health Insurance ever made by you been declined, postponed or rated up? \_\_\_\_\_

Name of Beneficiary (in full) \_\_\_\_\_ Relationship \_\_\_\_\_ (Must be Estate or Relative)

Address of Beneficiary \_\_\_\_\_ Street \_\_\_\_\_ City \_\_\_\_\_

I understand and agree that the policy to be issued upon the basis of this application shall be void unless I am on duty and regularly employed at the time this insurance becomes effective, even though payment has been made by deduction or otherwise and I represent that each and all of the foregoing answers are true and complete.

I apply herewith for membership in \_\_\_\_\_ The Association of State Civil Service Employees of the State of New York

I am a member of \_\_\_\_\_

Monthly indemnity applied for \$ \_\_\_\_\_

**IMPORTANT: Read the Other Side of This Application**

**VERY IMPORTANT NOTICE**  
Policy will take effect with first deduction from pay check, or, if you desire, it can be made effective as of the date your application is approved by the home office. PROVIDED a payment of one month's premium (twice the semi-monthly prem.) is submitted with your application.  
Are you enclosing one month's premium for this feature? \_\_\_\_\_

Signature of Member \_\_\_\_\_

Is your salary paid monthly?  semi-monthly?

If on a monthly basis is it paid 10 or 12 times per year? \_\_\_\_\_

Policy No. _____	Effective Date _____	Monthly Ind. \$ _____	Premium _____
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BE SURE TO ANSWER THESE

