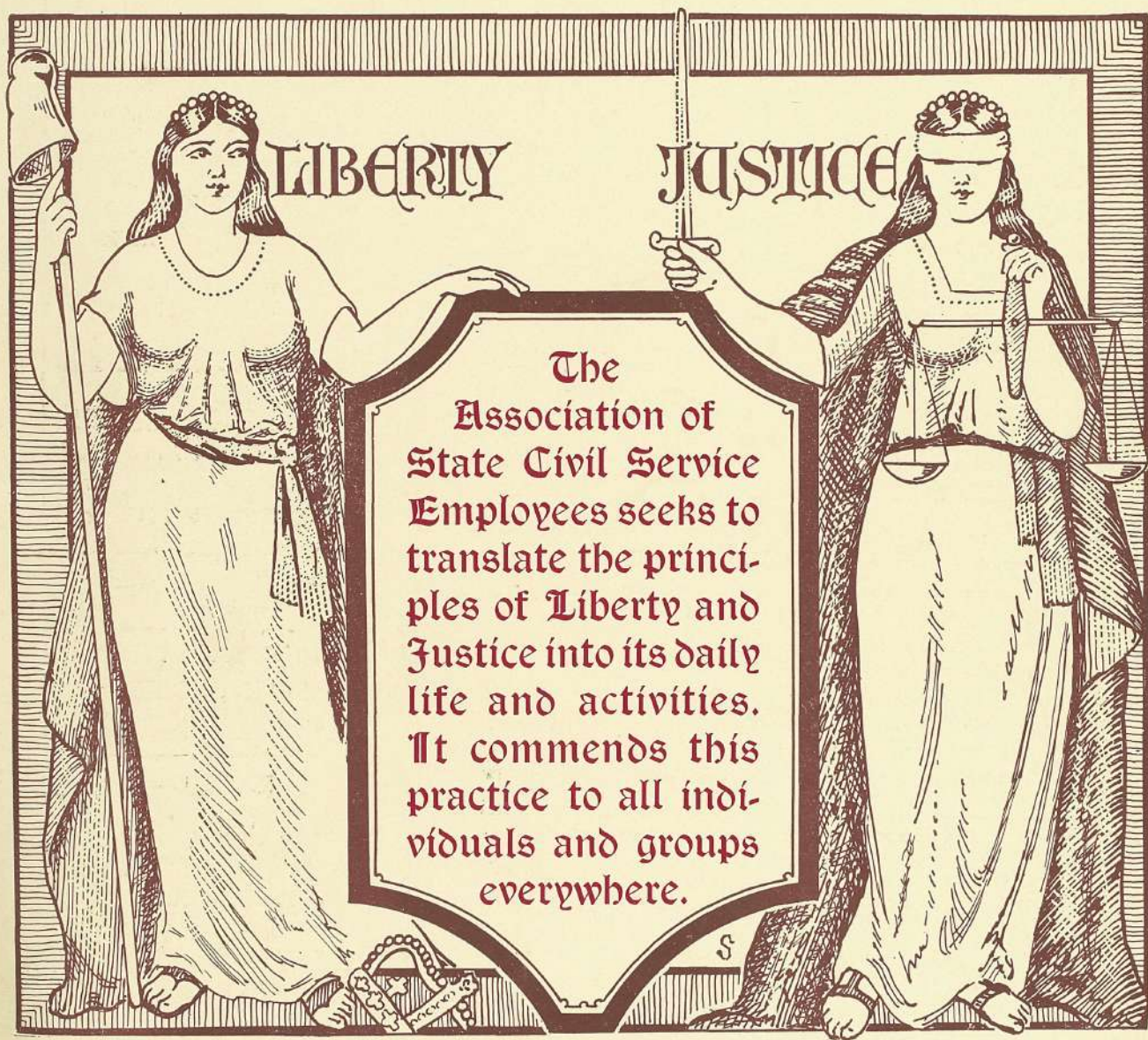


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The State Employee

VOL. 8

MAY, 1939

Number 4

Solidity For Progress!

1939 MEMBERSHIP WILL EXCEED 30,000

Officers of The Association of State Civil Service Employees thank the **23,000** State workers who have joined the Association this year—and the over **7,000** who have in addition already made application for membership—for one of the greatest demonstrations of approval of and confidence in a **workers'** organization ever given in this Nation.

This **30,000** membership compares with **600** ten years ago, and with **19,000** last year.

Organization—intelligent and straightforward and unselfish, appeals to public workers as much as it does to other groups devoted to social progress.

This tremendous membership spread throughout the State is dedicated by the Constitution of The Association of State Civil Service Employees which states: "This Association is organized to extend and uphold the principle of merit and fitness in public employment, and to maintain and promote efficiency in public service, and to advance generally the interests of the civil service employees of the State of New York."

The **amazing** increase in membership is to be ascribed, **first of all**, to the high ideals of the Association, **secondly**, to the record of accomplishment of the Association, and **thirdly**, to the need for a united action to inform and to save to the people and to the State employee the efficiency, honesty and economy of good government.

30,000 State employees in one mighty voice speak for respect and justice for all who work. 30,000 State workers by a record of service to their State unequalled and unparalleled anywhere in private or public employment, shame any partisanship or prejudice that seeks to disparage public work or public workers.

This "**30,000**" Association has never since its inception in 1910 asked from its employer—**the people**—a single privilege not consistent with fair treatment as workers. Through many, many years it has borne the brunt of energetic government upbuilding, unrewarded by decent wages or decent hours of work. Never has the civil service body of New York State Government faltered in its loyalty to the heads of State Government.

30,000 intelligent, experienced citizens are now united in this Association to forward the progressive principles which have characterized our State service since civil service was inaugurated under Theodore Roosevelt and Grover Cleveland forty-five years ago on May 4th. **They will fight for fair play in all matters of labor relations.** They have a right to speak freely that the people may know the facts at all times, and to appeal for honest treatment of their employee problems.

THE ASSOCIATION MARCHES ON!

Summary of Legislation Pending

The following is a complete list of bills which have been introduced in both houses of the Legislature which affect State workers and are of interest to them, since publication of the March issue. This summary will be continued in future issues so that a complete record may be had. Record of legislative action on these measures is also noted.

SENATE

Int. 1454, Print 1654—Senator Young—

Transfers to one section of Labor Law existing duplicate sections prescribing hours of labor and housing conditions of employees in institutions under supervision of mental hygiene, social welfare, correction and health departments. Referred to Labor Commission.

Int. 1458, Print 2138—Senator Coughlin

Provides that veterans of Spanish-American and World War on re-entering civil service within ten years after leaving it shall have restored to him his prior service and member service credits for pension purposes, contributions previously withdrawn by him to be redeposited in fund. April 20th. Assembly Rules Committee.

Int. 1459, Print 1675—Senator Coughlin

Provides that veteran of Spanish-American and World War on re-entering civil service within ten years after leaving it shall have restored to him prior service and member service credits for pension purposes, contributions previously withdrawn by him to be redeposited in fund. Referred to Pensions Committee.

Int. 1472, Print 1688—Senator Condon—

Provides for eight-hour day and six-day week to employees in State institutions who protect and guard the buildings and grounds. Referred to Labor Commission.

Int. 1480, Print 1696—Senator Howard—

Fixes for salary purposes, grades of positions in civil service, of safety service inspectors, safety service inspectors of construction, safety service organizers, safety service supervisors and senior safety service supervisors of State Insurance Fund. Referred to Civil Service Commission.

Int. 1488, Print 1704—Senator Coughlin

Provides for restoring certain members to State retirement system after discontinuance from service and withdrawal of accumulated contributions if member returns to service within ten years and redeposits amount withdrawn from fund and pays additional amount to cover restoration of credit. Referred to Pensions Committee.

Int. 1494, Print 1710—Senator Coughlin

Gives a special efficiency rating of 2 per cent to each applicant for competitive or promotion examination presenting evidence that he has served for five years or more as member of National Guard or naval militia of State and that his service record has been meritorious. Referred to Civil Service Commission.

Int. 1569, Print 1829—Senator Thompson

Extends to January 1, 1940, time on or before which all persons in service in State hospitals may become members of State employees' retirement system and

receive credit for service rendered prior to January 1, 1921; makes similar provisions for credit for service after January 1, 1921. Chapter 346.

Int. 1575, Print 1835—Senator Feinberg

Provides all fees and moneys received by board of law examiners must be paid into State treasury and that all expenses and compensation before payment by Tax Department must be audited by State Comptroller. April 20, Assembly Rules Committee.

Int. 1585, Print 1845—Senator Seelye—

Eliminates from provision for payment of benefits on death of member of State employees' retirement system the condition that no single cash payment shall exceed the member's accumulated contribution. Referred to Pensions Committee.

Int. 1607, Print 1875—Senator Twomey—

Provides that snow or ice and obstructions in drainage system on State highways shall be removed by State Public Works Superintendent and paid for directly by the State. Referred to Internal Affairs Committee.

Int. 1621, Print 1889—Senator Dunnigan

Creates temporary commission to study application of civil service provisions of Constitution to political subdivisions which are not now subject to civil service laws, to study cost of extending civil service to those sub-divisions and to report to legislature on or before February 15, 1940, and appropriates \$20,000. Referred to Finance Committee.

Int. 1631, Print 1908—Senator Feld—

Continues the salary standardization board to December 1, 1940; requires Civil Service Commission and Budget Director to refer to board all new titles which must be allocated by board to an appropriate salary grade, permits change in allocation

of any position improperly allocated, protects compensation of employees transferred as well as promoted or reinstated, relates to minimum compensation and annual increments; all contributions of food, lodging or maintenance, except traveling expenses shall be considered part of salary and makes other changes. Referred to Finance Committee.

Int. 1665, Print 1953—Senator Dunnigan

Appropriates \$300,000 for 100 additional members of State police force. Referred to Finance Committee.

Int. 1685, Print 1983—Senator Page—

Provides that trustees of public libraries established by action of voters shall be public officers and that officers and employees thereof shall be appointed in accordance with provisions of Civil Service Law. Referred to Education Committee.

Int. 1689, Print 1987—Senator Thompson

Provides that premiums for workmen's compensation insurance covering employees of the State who are insured in the State fund, shall be paid from the special or administrative funds from which such employees are paid, instead of from the general fund. Referred to Finance Committee.

Int. 1692, Print 2577—Senator Wicks—

Provides that cities unifying, purchasing and operating transit facilities shall continue to employ the employees of corporations formerly owning or operating such facilities who are or intend to become citizens, positions to be in non-competitive class of civil service, new positions created or vacancies occurring shall be subject to Civil Service Law and rules. Referred to Assembly Rules Committee May 4 Rept. 3rd reading.

Int. 1787, Print 2124—Senator Warner—

Provides that permission to practice pro-

Continued on page 66

"An Eyeful"



The State Office Building flanked on the right by the northeastern corner of the State Education Building, and on the left by the southwestern corner of the State Capitol. Here's a lot of Albany, and of New York State, in some respects, in a single eyeful.

Group Life Insurance Plan

WILL BECOME EFFECTIVE JUNE 1, 1939

After many months of careful study and preparation, our **Group Life Insurance Plan** will go in effect **June 1, 1939**. The presentation of the plan to the numerous State workers was a tremendous task, but well done by the Insurance Company selected by the Association to underwrite the plan. The plan produced is the result of long efforts by your Insurance Committee, which has made the fullest use of the service and experience of insurance experts.

Through the cooperation of the State Comptroller and the payroll making agencies throughout the State, deductions to cover the necessary premiums will be made from the pay of employees, beginning with the pay for the last half of May. Employees who have signed application and payroll deduction authority cards but have no pay due from which deduction can be made **must make their payments to the Association before June 1, 1939, in order to be insured on that date.** If for any reason deduction is not made from the pay of any employee who has signed a card and for whom pay is due for the last half of May, **his insurance will not become effective June 1.**

The group policy, under which the members of the plan will be insured, will be issued by The Travelers Insurance Company, Hartford, Connecticut, to the Association. **Certificates of Insurance will be issued thereunder by the company to the Association for delivery to each member insured under the plan.**

Any employee of the State of New York, who is a member of the Association, or eligible for membership, may still apply for this insurance. **No Medical Examination will be required if applications are promptly received.** However, failure to act promptly may subject the employee to the customary medical examination of the Insurance Company and to possible refusal of the application.

Due to the low premium rates for this insurance and the privilege given to secure it at present regardless of physical condition, the rules governing this form of insurance do not permit the selection of amounts other than those determined by annual salary as indicated above.

For new employees of the State or old employees who overlooked or neglected to carefully consider the low-cost life insurance protection afforded by the plan we repeat herewith the insurance schedule and monthly cost to insured employees:

SALARY AND INSURANCE SCHEDULE

Annual Salary	Amount of Insurance	
	Males	Females
Less than \$900	\$ 500	\$ 500
\$ 900 but less than 1,400	1,000	1,000
1,400 but less than 1,700	1,500	1,000
1,700 but less than 2,100	2,000	1,000
2,100 but less than 2,700	2,500	1,000
2,700 but less than 3,500	3,000	1,000
3,500 but less than 4,500	4,000	1,000
4,500 and over	5,000	1,000

The monthly cost to insured members will be based on the following table:

Attained Age* (nearest birthday)	Semi-Monthly Payment per \$1,000 of Insurance
39 and under	\$.30
40 to 44, inclusive	.38
45 to 49, inclusive	.50
50 to 54, inclusive	.70
55 to 59, inclusive	1.00
60 to 64, inclusive	1.50
65 to 69, inclusive	2.25

* Calculated as of June 1, 1939, August 1, 1940, and each August 1 thereafter.

The Group policy will provide that on August 1, 1940, and each August 1 thereafter, the amount of insurance for each member whose annual salary has changed so as to place him in a class providing a different amount of insurance than provided for the class under which he was previously insured will be changed to the amount for the class in which his new annual salary places him, but no change in insurance resulting from such reclassification shall become effective as to any member away from work because of disability until he returns to work. Change in the semi-monthly cost to the member will be effective from the effective date of his new amount of insurance.

Applications for the Group Life Insurance Plan, or additional information, may be secured from Association Representatives, or from Association Headquarters, Room 156, State Capitol, Albany, N. Y.

File Your Application for Group Life Insurance

T O D A Y!

Summary of Legislation

Continued from page 64

fessional engineering or land surveying now given county employees on public works where completed project does not exceed \$5,000 shall also apply to county superintendents of highways now in office. April 25 Assembly Rules Committee.

Int. 1853, Print 2240 — Senator Ryan — Strikes out provision that actions for removal by the State liquor authority of members and employees of a local board and employees of the liquor authority shall be subject to Civil Service Law and permits authority to transfer investigators of local boards to other positions in the division, subject to civil service rules. Referred to Excise Committee.

Int. 1903, Print 2307 — Senator Feld — Prohibits employment in classified civil service of State civil division or city or as superintendent, principal or teacher in public school or academy, State normal school or college, of persons advocating overthrow of government either by oral, written or printed word or by aid in organization, person dismissed to have right of court hearing on charges. Referred to Civil Service Commission.

Int. 1944, Print 2367 — Senator Phelps — Provides that competitive examinations for State police shall be based on standards established by State Civil Service

Commission instead of the superintendent and that the commission shall hold and conduct the examinations. Referred to Finance Committee.

Int. 1947, Print 2370 — Senator Martin — Prohibits employment in classified civil service of State, civil division or city or as superintendent, principal or teacher in public school or academy, State normal school or college, of persons advocating overthrow of government either by oral, written or printed word or by aid in organization, person dismissed to have right of court hearing on charges. Referred to Civil Service Commission.

Int. 1951, Print 2377 — Senator Page — Provides that preference allowed to disabled veterans in civil service appointments and promotions shall be limited to residents of this State at time of entrance into service and that legislature may grant such preference to other honorably discharged veterans, subordinate to that given to disabled veterans, in original appointment only. Referred to Judiciary Committee.

Int. 1973, Print 2420 — Senator Wicks — Provides that neither State nor a municipal civil service commission shall prohibit or discriminate against any person physically and mentally qualified, from

Continued on page 78

A Saving in Salary Checks

On behalf of State institutional workers, Counsel to the Association, John T. DeGraff, under date of May 4th, wrote the following letter to the State Comptroller:

"My attention has just been called to a situation which apparently exists throughout the State, and which has caused great hardship in connection with the cashing of pay-checks of employees in our State institutions. Heretofore, local banks throughout the State have cashed the pay-checks of State employees without making a specific charge for this service. In the past few weeks, however, we have received a number of letters from employees throughout the State, indicating that the local banks are now imposing a service charge for cashing State salary checks.

"As you know, the employees of the State institutions are low paid at best, and the cost of cashing their pay-checks represents a substantial item to them. In the aggregate, this problem involves quite a lot of money, and it is going to be an additional hardship during the coming year with the reduced budget imposed by the Legislature. We will greatly appreciate anything you can do to remedy this situation."

Under date of May 8th, the Association received the following prompt and cooperative reply from Charles H. Mullens, Assistant Deputy Comptroller:

"This Department acknowledges the receipt of your communication of May 4th relative to a charge made by banks for cashing checks of employees of State hospitals.

"Due to the recent amendment to Sec. 1, Art. 5 of the State Constitution, which requires the Comptroller to audit all vouchers before payment, it was necessary to eliminate advances to the various institutions from which these salaries are paid. The Comptroller has arranged to place on deposit in every bank which formerly had the payroll account of the institution a deposit of general fund moneys without interest in an amount equal to the monthly payroll of the institution, and there should, therefore, be no charge made by these banks for cashing checks of employees.

"If any of the banks still make such a charge, will you kindly advise this department."

A Service of Many Trades



Proof of the claim often made by our Association that State service includes a multitude of trades and professions is the above photo of George Bull, of the Powerhouse Department of Rockland State Hospital, Orangeburg, who is actively engaged repairing a part of a caterpillar tractor which is used on the grounds of the hospital. Just how many citizens generally ever thought of State service embracing such work? Not many, would be a safe guess.

Not only do State employees excel at such tasks as depicted by the above photo, but evidently our service does not have any deficiency in the matter of efficient photographers. This photo was taken and submitted by Louis A. Erlind, an employee of Rockland State Hospital.

The State of the Budget

As this report is being written, on May 16, the status of the budget is shrouded with doubt and obscurity. No one can say with assurance what has been done and not even a crystal gazer would attempt to prophesy what will be done before adjournment. The legislative budget, which reduced the executive budget by \$30,000,000, was permitted by Governor Lehman to become a law without his signature, accompanied by a message to the Legislature that the bill was unconstitutional. The Attorney-General and an attorney designated to represent the Legislature, are cooperating in an attempt to bring the constitutional question before the courts as soon as possible. It is expected that a decision will be rendered by the Court of Appeals before July first. The Association, recognizing the substitution of a legislative budget for an executive budget as a threat to the merit system, will file a brief attacking the constitutionality of the legislative budget and upholding the constitutional requirements of the executive budget.

The appropriations for the operation of State departments and institutions were reduced by \$9,000,000 by the Legislature, in a strict party vote, despite the protestations of the Association that this cut could not be absorbed and that it would inevitably result in the crippling of essential State services and widespread layoffs and salary reductions.

Independent non-political civic organizations have, after independent research and investigation, confirmed statements made by the Association with relation to the drastic effects of the proposed budget reductions. The State Charities Aid Association states, with reference to the proposed cut in the Department of Mental Hygiene:

"No substantial cut in maintenance is possible because the Governor's budget already represents a heavy cut below the amount allowed for maintenance in the current fiscal year. It therefore seems inevitable that the reduction must be made in the personnel."

The same Association states, with reference to institutions in the Department of Health:

"The expenditure for personal service cannot, in our judgment, be reduced without affecting adversely the care of patients unless the number of patients is reduced. No substantial reduction for expenditures for maintenance of patients is possible, in our judgment, unless the number of patients is decreased. The per capita cost of State Hospitals is remarkably low in view of the fact that private hospitals receive a great deal of free service from physicians while the State hospitals pay for all such service. From our close knowledge of the operation of the State Health Department we are convinced that there are **no unnecessary expenditures** to be eliminated. It therefore seems to us inevitable that reduced appropriations mean reduced services.

The facts submitted by the Association and confirmed by independent non-political organizations are beginning to have effect. There is continued talk of restorations in the supplemental budget which will be passed on the last night of the session. One ray of hope comes from the introduction of a bill which directs that money in the hands of domestic life insurance companies representing unpaid claims to unknown beneficiaries must be turned into the State treasury. It is estimated that this bill may produce \$4,000,000 in additional revenues and it is hoped that all or the major portion of this fund will be used to restore some of the cuts that have been made in the appropriation for State departments and institutions.

The Legislature is making every effort to adjourn this week, but even the date of adjournment cannot be prophesied with any degree of certainty. Bills to implement the reduced budget have been hastily prepared and many of them were not introduced until last week. Bills of such far-reaching importance, prepared under such circumstances without the usual opportunity for study and criticism, will in all probability be found to be ambiguous and defective in many respects and will undoubtedly further muddle a situation that is already confused by the apparent unconstitutionality of the legislative budget.

Legislation has been introduced, but not yet passed, to suspend all statutory increments of all State employees except those who receive less than \$3,500 and less than the minimum established for their grade. The bill does not suspend the schedules for institutional employees who receive semi-annual increments. Fortunately, the Legislature heeded the protests of the Association that employees receiving more than the Feld-Hamilton maximums were victims of incorrect classification and the proposal to reduce all employees receiving more than their present maximums has apparently been abandoned.

Legislation has also been introduced, but not yet passed, to provide that salaries not fixed by any statute, shall not be reduced without the approval of the budget director.

Legislation has also been introduced providing for the repeal of increments and commutation for all employees in the Health, Social Welfare and Education institutions who receive over \$3,500 per annum. These bills are all scheduled for passage, although it is hoped that the leaders of the Legislature will yet appreciate the unfairness of suspending statutory increments for State employees.

Realizing that only \$1,000,000 is saved by the suspension of increments and that the cost of operating the State departments and institutions has been cut to the bone during the depression years, the employees of the State justifiably resent this attempt to make them the "goats" of the budget controversy and will do everything within their power to oppose these unfair, discriminatory proposals.

Controversy over the budget has overshadowed all other legislation affecting Civil Service employees. Not a single bill of any importance has been enacted. The bill extending the eight-hour day for watchmen in institutions was vetoed by Governor Lehman on the ground that no appropriation was provided and the reduced appropriations available for the operation of institutions will not permit an extension of the humane principles of the eight-hour day law

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EDITORIAL PAGE

THE STATE EMPLOYEE

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Politics and Policies

In an editorial entitled "Politics," contained in the November, 1938, issue of this magazine we said:

"The State Association of Civil Service Employees is a non-political organization. It numbers among its members many Republicans and many Democrats. The Association is interested primarily in the upbuilding, promotion and preservation of the merit system and to that extent it is definitely interested in those candidates for office who avowedly advocate these principles.

"While, as indicated before, this Association is non-partisan, nevertheless, it is the practice of its officers and committees to give credit at the time when credit is due to the friends of civil service, whether they be members of one party or the other . . ."

The Association officers and committees adhere strictly to this policy and there has been no departure from this policy in the present budget controversy, anyone to the contrary notwithstanding. The record shows that the Governor and the Democrats in the Legislature adhered strictly to the Feld-Hamilton Law and to the other statutes providing for increments for State employees. and the Governor set up the budget in the usual way, item by

item. The Republican fiscal leaders eliminated all line items and presented to departments lump sum appropriations with avowed economies, looking toward the elimination of positions or services, the suspension of the Feld-Hamilton Law, time service and other increments. State employees were thus singled out to bear the brunt of "economy" sought by certain organized pressure groups of alleged taxpayers. It would have made no difference to the Association from a political standpoint if the political complexion had been reversed. The Association would have done its utmost to convince the advocates of these policies that they were in error.

No employee of the State can see any justification in his being singled out as the "goat" to reduce the budget. It has been pointed out again and again that the size of the budget is not due to the salaries paid State employees. Nor is any increase in the budget due to sharp increases in departmental expenditures. The employees feel that the legislators should certainly be their champion to present to the people the true picture in respect to the present budget. It should not be necessary for the employees themselves to have to defend the government of the State of New York and its services. The Legislature should be the first to do this. It should have been pointed out, so that every person in the State knew it, that the proposed cost of maintaining the State government under the Governor's budget this year is seven million less than it was ten years ago and \$3,383,000 less than last year.

With the sky rocketing of the budget not due in any sense to State employees' salaries, but with the increases due to relief, increased debt service, etc., all of which were not touched, there certainly is no excuse for leveling any innuendos at State employees for their efforts in presenting the facts to the legislators and to the people.

At the time this is written the constitutionality of the budget is to be presented to the courts. Of course, what the courts will do cannot be

prophesied. The Association officers are convinced that lump sum appropriations are not a constitutional form of an executive budget. We feel that with the manipulation which is possible and which needs no enlargement, the merit system is severely endangered. To protect the merit system, to protect the career system set up by the Legislature almost unanimously two years ago through the Feld-Hamilton Law, to protect the low-paid employees in the institutions, must be the first order of business of this Association, and any attempt to undermine these things must be resisted to the end by the Association, whichever party may be responsible therefor.

Correction Commissioner's Prize

Commissioner John A. Lyons, of the State Correction Department, has established a Commissioner's prize of \$100 to be awarded annually until further notice to the guard "who shall make the best and clearest statement or statements of practical ways and means for improving any phase of the procedure or of the functions of management in the Department. All suggestions must be made in terms of modern and progressive penology, show originality of thought, have wide and general application, and if put into effect be in the nature of a definite contribution to the improvement of the efficiency of the Department in accomplishing its proper purpose."

All guards in the Department of Correction below the rank of Sergeant who have satisfactorily completed the course of instruction at the Central Guard School are eligible to compete for the prize.

(From "Correction")

No April Issue

The State Employee is usually issued in April and no issue is published in May. However, because of the uncertain situation in relation to the Budget Controversy, the frequency of issue of the magazine was changed. No issue was published in April but published in May instead.

Loans on Your Retirement

By F. B. Holmes, Director, State Retirement System

The Law relative to loans is found in Subdivision 6 of Section 61 and is as follows:

6. Any member in the state service who has at least three years of service as a member to his credit may borrow from his funds in the retirement system, with the approval of the comptroller, an amount not exceeding fifty per centum of the amount of his accumulated contributions, provided that the amount so borrowed, together with interest thereon, can be repaid by additional deductions from compensation, not in excess of ten per centum of the member's compensation, made at the same time compensation is paid to the member but not after the attainment of age sixty. The amount so borrowed, together with interest at the rate of six per centum per annum on any unpaid balance thereof, shall be repaid to his funds in the retirement system in equal installments by deduction from the compensation of the member at the time the compensation is paid and in such amounts as the comptroller shall approve, but such installments shall be at least equal to the member's contribution to the retirement system and at least sufficient to repay the amount borrowed with interest thereon by the time the member attains age sixty. Notwithstanding anything to the contrary in this chapter, the additional deductions required to repay the loan shall be made, and one-third of the interest paid on the loan shall be credited to the proper fund of the retirement system. Any unpaid balance of a loan at the time any benefit may become payable before the attainment of age sixty, shall be deducted from the benefit otherwise payable. For the purpose of this subdivision member service in a local plan taken over by this system as provided in section seventy-six of article five of this chapter shall be considered as member service in this system.

It is noted that one must have at least three years of member service in order to negotiate a loan and then one may borrow with the approval of the Comptroller one-half of the amount to the credit of the mem-

ber, less additional savings and any amount deposited for the purpose of purchasing additional annuity.

One may not borrow an amount greater than may be repaid in not in excess of 10% of salary prior to attaining age sixty.

The reason for the age sixty earmark is intended to not permit the otherwise service retirement allowance to be depleted because of balance of unpaid loan.

Of course, if any one retires for other cause than service retirement at age sixty the balance of unpaid loan is taken into consideration in determining the retirement allowance.

The interest charge is 6% only, 2% of which is placed in the funds of the Retirement System at the time of making the loan.

The Law permits a member of a local plan taken over by the Retirement System, with funds to be credited to the members, to borrow immediately if he will have had three years of service collectively in the local plan and the State Retirement System.

A first loan is rather simple to compute considering the tables established by the System and approved by the Department of Insurance. Knowing the date of birth we first determine the period of time to attaining age sixty, entering on the loan form also the annual salary and whether or not there are any contributions for purchase of additional annuity or any additional savings to the credit of the member.

The amount to the credit of the member at any given time is divided by two to determine the maximum loan and the number of installments established.

Using the book of factors we multiply the amount to be loaned by the proper factor to determine the installment payment and the amount to be loaned by another factor to determine the amount to be credited to the System. We then multiply the installment amount by the number of installments to determine the amount to be repaid by the member which notice is forwarded to the Department employing the member borrowing.

Loans may be made not in excess

of three in any year beginning March 1.

It is needless to say that many borrowers have pyramided their loans so that at the present time they owe their funds in the Retirement System a considerable amount.

On a second loan we, as before, determine the conditions relative to the loan and also determine the present value of the previous loan or loans combined and adjust any interest charge. We add to the amount determined the contributions to the credit of the member less, of course, any contributions earmarked for purchase of additional annuity or additional savings. By this we determine the total amount that would have been to the credit of the member had the previous loan or loans been repaid. This again is divided by 2 to determine the amount of the loan that can be made. To the amount of loan that can be made is added the amount due on previous loan or loans to determine the total amount outstanding. If no special form of repayment is requested we divide the total amount outstanding by the normal contribution to determine the number of installments to be paid and continue as in the first loan to apply the proper factors to determine the installment repayment and the loading charge, that is, the cost to the member to be credited to the System less the amount of unearned interest as above referred to.

The State of the Budget

Continued from page 67

sponsored by the Association in 1937. All the bills extending the Feld-Hamilton Law to institution employees, and other groups not now covered by it, have been killed in committee, although there is some indication that these bills may receive favorable consideration at the next session of the Legislature. The bills providing for a six-day week for State employees, sick leave for institutional employees, strengthening of the removal statutes and the extension of the Standardization Board have not passed the Legislature, although some of these bills have passed one house and it is hoped that all or a major portion of these essential measures will be passed before adjournment.

Is This An

FINANCIAL ASSISTANCE TO LOCALITIES

Well, let's look at the second part of the budget — financial assistance to localities. This is as follows:

Financial assistance
to localities

1938	1939	1940
\$215,030,753.97	\$216,510,326.74	\$236,959,356.53

and broken down as follows:

State aid
budget
(relief

	1938	1939	1940
excluded)	\$141,159,072.72	\$145,338,423.86	\$151,590,610.00
Home relief	44,000,000.00	48,500,000.00	60,000,000.00
Debt service on relief bonds	29,871,681.25	22,671,902.88	25,368,746.53
	\$215,030,753.97	\$216,510,326.74	\$236,959,356.53

In other words, the legislature at this session was faced with a substantial reduction in the cost of State government and with a substantial increase in relief and debt service. The State aid budget was increased but not in proportion to the debt service and relief costs. Where is the emergency? The receipts were said to be sixty million dollars less than necessary to meet the budgeted appropriations and the costs for relief and debt service were over eighty-five million. If there is any emergency, here it is. We may have some hope to eliminate this high cost of relief and the eventual disposition of relief bonds but the legislature failed to cut in any way the relief costs. No, they slash departmental expenditures which were showing a steady decrease and do not touch the items of increase.

AND WHERE IS THE ECONOMY?

HIGHWAYS

It would be a simple matter to reduce the highway budget by \$10,109,000 if roads were not affected by use or by the elements, and if the people of New York State with their two and one-half million cars, a personal investment of over a billion dollars, and their annual tax contribution on cars and gasoline alone of \$100,000,000, took pleasure in driving such cars over unimproved roads or unrepaired roads. It is unfortunate from the standpoint of roads that last winter was as it was. There are 100,000,000 miles of highways and streets in New York State. Of this amount with our past expenditures of nearly \$700,000,000, only 44,000,000 miles are improved, the remainder are dirt and gravel. The repairs not made this year must be made next year. There can be nothing permanent in this reduction. Why this reduction must be made this year when the motor vehicle revenues are greater than ever before is inexplicable. In truth the motor vehicle revenues might be less next year as bumpy roads dampen motorist enthusiasm.

Centuries ago King Canute commanded the waves to stand still, but the forces of nature heeded not the command of government. Today a modern legislature, through the medium of a reduced budget, has commanded the wheels of government to slow down, but again, can just a command retard motion? Are there not other factors over which even the legislature has no control?

We are told that this is an "emergency." But where is there an unforeseen combination of circumstances which make the Governor's budget of \$411,000,000 an emergency? Let's look at the record. Let's compare the appropriations for 1938, 1939 and the Governor's budget for 1940 to find out about this emergency business. Here are the figures in respect to the total cost of State government.*

1938	1939	1940
\$185,939,088.44	\$176,952,055.10	\$174,722,765.78

The Governor's budget hence had a recommended decrease in the running of the State government in 1940 from 1938 of \$11,216,322.66 and from 1939 of \$2,229,289.32.

The total cost of the State government is divided into two parts, viz: the *State budget proper* and *debt service*. These figures look as follows:

State budget proper	1938	1939	1940
	\$150,648,392.09	\$148,672,756.84	\$145,289,290.96
Debt service budget (relief excluded)	1938	1939	1940
	\$35,290,696.35	\$28,279,298.26	\$29,433,474.82

Now then where is the emergency? Where is the great increase which merits the so-called hue and cry which was stirred up by certain pressure groups. It is evident that there has been a considerable decrease in the State budget proper and that the only increase is in the debt service. Does this merit wholesale slashing on the theory than an emergency is presented?

But let's go back ten years.

State budget proper	\$152,324,438.81
1940 (proposed)	145,289,290.96

(minus) \$ 7,035,147.85

Is this the emergency?

In other words, notwithstanding many added services, the cost of maintaining the State government itself (exclusive of debt service above) is over SEVEN MILLION dollars less than ten years ago.

* These figures are taken from the message of the Governor contained in volume 1 of the Executive Budget. The cost of State government includes salaries, the care of State wards, the operation of colleges and schools, the maintenance of canal, highway and park systems, the upkeep of public buildings, capital outlays to be paid out of tax revenue, and lastly, the expenses of the legislative, executive and judicial branches of the government.

Emergency?

INSTITUTIONS

Can a decree of the legislature change the mind of the criminal, or reduce the floating population of undesirables which will be attracted to New York State by the World's Fair? The only way that a permanent reduction can be made in the cost of the institutions of correction is to reduce the number of criminals. But unfortunately inmate population on a yearly average basis has shown constant increase—1,000 more in fiscal year of 1937 than in fiscal year of 1936; 1,500 more in 1938 than in 1937; and 1,068 more for the ten months' period of 1939 over the same period for 1938. A 1,000 or more a year increase in our prison population does not seem to be an emergency but rather our customary growth.

The proposed reduction in the Department of Correction is \$608,401. If all salary increments (Feld-Hamilton and otherwise) amounting to \$174,925 together with elimination of new positions, amounting to \$80,594 (or a total of \$255,519) were applied against this amount, there would still be a deduction of \$347,881 to be made. If made it will simply mean an increased deficiency appropriation in the next budget, 85% of all correction M and O items are for food, fuel, clothing, household supplies, medical supplies, special supplies and communication. These can be curtailed only as the number of inmates is reduced.

MENTAL HYGIENE

The same statements that apply to the correctional institutions apply to the Mental Hygiene Hospitals. The proposed reduction here is \$1,564,140. This is in addition to the reduction of \$1,213,000 below last year's appropriation already made by Governor Lehman. In these institutions as in those of Correction there is a yearly increase in inmate population of about 2,000, not an emergency, just an annual reality. Again increased deficiency appropriations for next year's budget.

A DARK FUTURE FOR STATE EMPLOYEES

And now we come to the object of our dissertation. With no apparent relief in sight for relief, with no apparent cutting down in debt service but a probable increase, with State aid for localities rising rather than lowering, and with the legislature taking all this out on State employees, State employees have a dark future to look forward to. There is apparently but one ray of hope and that is the dissemination of education and information concerning the budget of the State. Each State employee must take it upon himself to obtain the facts concerning the State budget which have been set forth in these pages and in other bulletins of the Association and make it a point to tell every person of his acquaintance outside the service about them. Efforts must be made through newspapers, radio and all other legitimate forms of presentation to get over the true picture. This is apparently one of the Association's greatest jobs in the future. This will, of course, make serious inroads upon the Association's finances but unless this job can be done and done well, the lot of the State employee seems to be hopeless.

STATE SERVICES

Another thing is important. The people of the State must have it brought home to them what services the State government is rendering at an exceedingly small cost to them. But six cents of the tax dollar goes to the State government and yet for this six cents just think of a few of the things which the State is doing from which each person receives a direct benefit. This list can be added to many times. *Here goes.*

The roads we travel over are financed by the state. We can travel over them without fear of attack because of the State Police system. The water we drink, the milk we drink, the education and training of doctors, dentists, pharmacists and veterinarians are certified by the State. The drugs we obtain in the drug store must be up to standard because of the State. The pound of butter that we obtain in the store must be a pound of butter because of the check by the State. It wasn't so long ago that out of each dozen of eggs we always found one or two bad ones. The State has eliminated this. The elimination of small pox, diphtheria, etc., the best sanitary conditions in the world are due to State supervision. The fish in our streams, the deer in the mountains, the camps, the forests, are due to State government. The physically handicapped and the mentally handicapped are under the supervision of the State and great improvement has been brought about. Maniacs do not roam the streets, because of the State government. The enforcement of the law itself, the protection of equal rights to citizens is due to the supervision of the State government.

Banks and insurance companies are safe because of State examination and supervision. Farmers and the public both profit from State expenditures for elimination of tuberculosis and Bangs disease. The farmers' income would be less did not the State fight the pests and insects that destroy crops. Freight rates are kept reasonable by the competition of the State canals and waterways. Electricity is cheap because of State regulation and the conservation of water power. Mad dogs do not run wild because of State licensing.

Most important of all perhaps is the part of the State in industry. The State operates the great employment agencies, requires reasonable safety in factories, requires compensation for accidents, inspects factories and pays benefits to the unemployed. Neither agriculture nor industry could carry on without these helps from the State.

COST TO THE CITIZEN

How much does each person pay to the State government for all these services? Six and one-half cents! At least on an average the figures show that out of each tax dollar only six and one-half cents goes to the State to defray all the services which the State is giving; forty-eight and one-half cents (48½c) goes to the Federal government and forty-five cents (45c) to the local government. But does each person even pay six and one-half

Continued on page 72

Is This an Emergency?

Continued from page 71

cents into the State treasury out of the tax dollar? Now, let's look into this proposition. Here's a list of the taxes which have heretofore made up the State budget:

1. Inheritance and estate taxes
2. Stock transfer taxes
3. Corporate franchise taxes
4. Unincorporated business tax
5. Personal income tax
6. Corporation tax
7. Motor vehicle tax
8. Gasoline tax
9. Alcohol beverage tax
10. Alcohol beverage licenses.

All of the revenue from the first four taxes goes to pay for State government but not for State government alone as part is returned to the localities as State aid for schools, old age, relief, highways, etc. The revenue from the last six taxes is shared with localities and the localities may use it as they see fit with the exception of the gas tax and motor vehicle moneys.

Again looking at this group of taxes, how much is each citizen paying for State government alone? First, note that there is no real estate tax. The taxpayers' associations clamoring their heads off for a reduction in the State budget were practically all concerned with the real estate tax, and the real estate tax only, and, lo and behold, there is no real estate tax going to the support of the State government. All real estate taxes are used for the support of local government and, as a matter of fact, the reduction in "State aid" means that local governments must make up the deficiency through economies or increased real estate taxes.

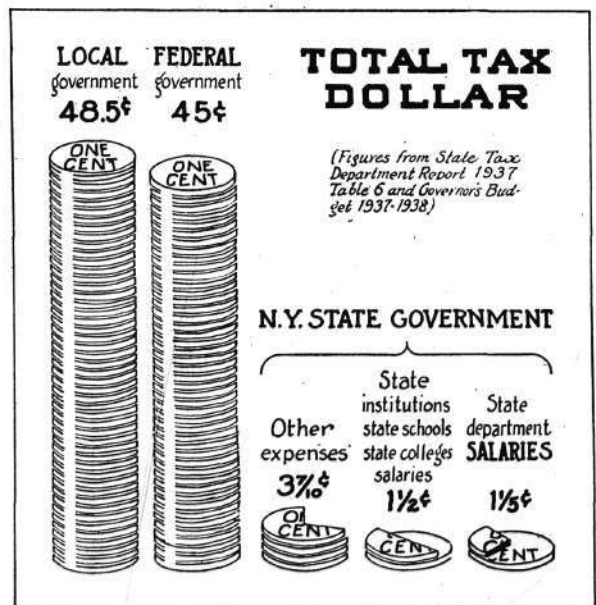
Well, what else does the average citizen pay toward the State government? If he owns a car, he licenses it and pays some gasoline tax, part for State government and part for local. If he purchases some liquor, he pays a little tax on this, again part for State, part for local. If he happens to have inherited some money, and the exemption incidentally for close relatives is over twenty thousand dollars, he pays some inheritance tax. If he is fortunate enough to have money to hazard on the stock market, he pays some stock transfer taxes, but again we say, how much in the aggregate does the ordinary citizen pay to the support of the State government and pay for the services, some of which are heretofore related?

With 67.5% of what he is paying for gasoline taxes and the other State taxes being returned to the localities

to assist in the construction of roads, education, snow removal, relief and a hundred and one other things, it is apparent that this clamor against the cost of State government is entirely without substance and that the State government is returning over and over again services to each citizen far beyond his own realization.

It is exceedingly easy to shout "411 million dollars is too high," "the cost of government is too high, it must be reduced," but it is perfectly apparent that those who shout the loudest are, in the first place, talking about something they know not of and, in the second place, the amount of taxes they are contributing is amazingly little. Many of these same people, regardless of facts, would echo the same shouts whether the budget were 400 million or 4 million. Any government cost is too high, in their opinion. They want all the services but they do not want to contribute even their little "mite" to get them.

There is no doubt that the average citizen wants useful public services. He is desirous of such services because he knows that time has proven these necessities can be obtained at a lower cost than when paid for individually, and in fact, that many desirable things would be absolutely denied to him if it were not for governmental agencies supported by taxes paid by all of the people. In other words, governmental services are essential to civilization and when they are lowered in standard by false economies civilization itself suffers.



Notable Performances of State Workers

By Louis Drexler, Evaluation Unit,
State Civil Service Department

State employees have recently been informed that outstanding achievements during the preceding year (July, 1937-July, 1938), have been recognized by their departments and by the Department of Civil Service. Under the service rating system, these employees will receive merit points for their outstanding performances.

Outstanding service occurred in a wide variety of positions, including clerks, engineers, custodians, research workers, physicians, stenographers and many other types of positions. A few typical examples follow:

A **Junior Typist** composed correspondence which required the use of independent judgment not usually expected of a Junior. On her own initiative, she also offered several suggestions on office procedure and set up several new files.

In 1932, Statistical Digest Units located in upstate offices were supervised by Principal Statistics Clerks. In 1933, due to expansion, a reorganization took place in which the Principal Statistics Clerk in charge of the Rochester Office was transferred to Albany. Since that time, an **Assistant Statistics Clerk** has assumed full charge of the office.

A **Senior Clerk** who took charge of a files unit, reorganized the procedure and was able to increase the production of the unit with less staff. He voluntarily suggested that one of his clerks be transferred out of his division to assist with the work in some other division.

A **Senior Stenographer** assumed the administrative responsibility of approving and signing leases for the rental of private office buildings for use of the various State departments. In addition, she also made substantial revisions in the filing system of the department head.

A **Senior Account Clerk** originated and installed an entirely new system of keeping the balance of New York State's most active bank account involving 50,000 to 60,000 checks per day. The system was examined by the United States Treasury and the Social Security Board and was pronounced by these representatives as unique, original and a real improvement.

On May 15, a **Head Corporation Tax Clerk** received 60,000 reports which had to be put through a complicated tabulating process. The Commission estimated that the work might be completed by June 15. The work, accomplished with a staff of seventy-five employees, was so effectively handled that it was compiled by May 31. No overtime was necessary.

A **Timekeeper-Clerk** designed and installed a complete new and simplified accounting and office routine system in the Storekeeper's office in a large institution. This has resulted in a considerable saving to the State.

The **Director of a Division** reorganized the procedure of the unit and brought up to date a delinquency dating back to 1928.

A **District Health Officer** conducted a survey of a large city. Excellent public relations between the city and the State were maintained under difficult conditions and the survey resulted in changes in the sanitary code of the city.

An **Assistant Electric Engineer** compiled a large amount of material with respect to large power meters, K.V.A. and R.K.V.A. meters. A large portion of this work will be included in a code to be published by the Bureau of Standards.

An **Assistant Claims Auditor** voluntarily gave special service to a corporation which was on the verge of cancelling its compensation policy with the State. Due to his efforts, the latest statistics prove that the compensation losses of the corporation have been reduced 50%. The policy is understood to net a premium in excess of \$60,000 a year.

\$4,500 was saved the State by an **Engineer and Superintendent of Grounds** of an institution by his correction of a drainage problem. He also made changes in heating construction which has resulted in an annual saving of 400 tons of coal.

These merit points are added to the scale rating received by the employees. The scale rating has a range of from 75-87%. Thus, an employee who received a scale rating of 86% and who received 5 merit points for a major outstanding performance would receive a final service rating

of 91%. If the employee had received recognition for a minor outstanding performance he would receive three merit points, or in this case, a final rating of 89%.

It is intended that the employee shall receive practical benefit from his exceptional contribution to the service. The merit points will remain effective for a period of five years so they may be applied to the rating of a promotion examination which, under the present system of promotion, may not occur during the particular year in which the outstanding performance occurred. Very high standards were maintained in reviewing the requests for merit points. Only 50% of the requests were allowed. This was done for the protection of the State employees as a whole. If a report submitted by the supervisor amounted to a mere statement of duties of an employee and an explanation that he was "a very good employee," the request was disallowed. Such a statement might be submitted for any State employee, but does not present verifiable evidence of outstanding performance and it would be impossible to apply any uniform standards. Each case was allowed on the basis of definite factual evidence.

Reports of outstanding performance were submitted to the Civil Service Department by the supervisors on Form No. 3. These reports were studied by the various members of the Civil Service Department who were best acquainted with the work and organization of the agency in question. Following this, a representative of the Civil Service Department personally conferred with each supervisor and with each departmental personnel officer.

The supervisors had to adapt themselves rapidly to a new system. Undoubtedly the outstanding performances of some employees were overlooked. It is possible that the Civil Service Department may consider requests for merit points for such overlooked performances occurring between July 1, 1937 and July 1, 1938, during the next rating period.

Continued on page 76

Chapter Activities

Fort Stanwix Chapter of Rome State School

Members of the newly formed Fort Stanwix Chapter, New York State Civil Service Association, gathered at a meeting held in the Amusement Hall, on Thursday, April 6th, for the purpose of installing officers, elected on April 1st. The election was held in M-building, club room, from 7:00 A.M. to 4:00 P.M., under the supervision of Mr. George Masters, Chairman of Election, and assisted by Miss Eleanor Bucknell, Mr. Robert Healey and Mrs. Jennie Bogart. The selection of officers proved to be particularly interesting, and considerable spirit and enthusiasm was aroused.

The results of the balloting, as announced by Mr. Masters, disclosed that the group had selected the following members to fill the offices for the ensuing year: Mrs. Ruth C. Stedman, President; Mr. Cornelius A. Sharpe, Vice-President; Mr. James F. Mahan, Secretary; and Mr. Frank Martin, Treasurer.

To assist the officers, as well as to assure a well-rounded program, an Executive Committee was also chosen. This is composed of thirty-one members, selected to represent each department, or division, one representative being allowed to each 25 members, or fraction thereof. The following list comprises the Executive Committee:

Medical and Dental

- (1) Dr. Edw. Dake

Supervisors

- (1) Mr. Howard Van Scoy

Office

- (1) Miss Lennea Swanson

E. Building

- (1) Mr. Clinton J. Shook

H. Building

- (3) Mr. William Kunes
Mr. Earl Anson
Mrs. Helena P. Mahoney

I. Building

- (2) Mr. Ray Bouton
Mr. Owen Jones

J. and D. Buildings

- (2) Mr. Leslie Patterson
Mr. Robert Kirby

B. Building

- (1) Mr. Charles Ohmart

R. and X. Buildings

- (3) Mrs. Carrie Bonnet

Mrs. Meda Toner
Mrs. Irene Stratton

O. Building

- (1) Miss Eleanore Bucknell

F. and G. Buildings

- (2) Mrs. Grace McGuire
Mrs. Ruby R. Bouton

N. and K. Buildings

- (1) Miss Lila Loughlin

Storehouse

- (1) Mr. Walter Shattuck

Farm

- (1) Mr. Leo Burke

Auto Mechanics

- (1) Mr. Charles Suits

Mechanics

- (1) Mr. Raymond Butler

Engineers

- (1) Mr. George Masters

Laundry

- (1) Mr. Andrew J. Sprague

Male Colonies

- (3) Mr. Henderson C. Lane
Mr. Ralph L. Webb
Mrs. Mayme Bryden

Female Colonies

- (2) Mrs. Florence Curnick
Mr. John Duerr

School Department

- (1) Mr. Joseph Serow

The first quarterly meeting of the Executive Committee was held on April 13th, in M-Building club room, to discuss essential business in connection with this chapter.

Letchworth Village Organizes Chapter

At a meeting held April 21st, the employees of Letchworth Village, Thiells, organized a chapter of this Association. Officers elected were: Albert L. Chick, President; George Larder, Vice-President; Ruth Staples, Secretary; and Louis Delisio, Treasurer.

Another meeting of the newly formed chapter was held on May 5, at which plans were made for the election of the Executive Council. Joseph D. Lochner, Executive Secretary of the Association, attended this meeting and spoke on the budget controversy, plans and program of the Association. Another meeting will be held within the next two weeks for the election of members to the Executive Council of the Chapter.

Warwick Seeks Chapter

At a meeting recently held, employees of the State Training School for Boys at Warwick went on record as favoring the establishment of a Chapter of our Association at their institution. This group has since adopted a constitution and submitted same to the Executive Committee for approval. Officers elected were: Ralph G. Conkling, President; William P. Downey, Vice-President; John J. Marcoux, Treasurer; and Florence K. Smith Secretary.

Elected to the Executive Council were: Ralph C. Conkling, John J. Marcoux, Henry J. Beyers, Percy H. Bramman, W. S. Winfield, Mrs. Anne A. Holden, Nathan A. Morse, Roe Wheeler, Gordon S. Harris, George Quackenbush, William P. Downey and George P. Burns.

Selected for membership on the Board of Directors were: Ralph G. Conkling, President; Percy H. Bramman, W. S. Winfield, William P. Downey, George P. Burns, Mrs. Anne A. Holden and George Quackenbush.

At a meeting of the Executive Council held March 21st at the State School Library, the following committee appointments were suggested by President Conkling and approved:

Social Committee: Katherine McGrain, James A. Wilson, George P. Burns, Charles W. Wilson, Mrs. Percy Osterhout, LeRoy Howland, Wilfred J. Favreau and Gordon S. Harris.

Elmira Organizes

At a meeting of the employees of the State Reformatory at Elmira, held April 21st, resolution was unanimously adopted favoring the establishment of a Chapter of this Association at that Institution. Since that date a constitution has been adopted by the group and has been forwarded to the Association Headquarters for approval by the Executive Committee. Officers of the chapter duly elected were: Guy E. Meeker, President; William C. Gray, Vice-President; Stanley Rodzai, Secretary; and Gilbert Scofield, Treasurer.

So Much for So Little!

Our Association firmly believes in the right of a public employee to join the organization of his own choosing. However, it urges every State worker to "look before he leaps," and to carefully investigate before joining with any group. Very careful consideration should be given to three points: First, does the organization represent the ideals and purposes to which he can subscribe; second, does its history, accomplishments and services merit membership support; and thirdly, are its membership dues exorbitant in comparison to the benefits which could possibly accrue and are they used wisely and properly.

This Association, which is the only State-wide, all-State employee organization functioning in this State today, invites your careful investigation on these three points, or on any other matters relative to the welfare of its members.

On the first point, our Association is a 100% workers' organization. Its officers, and the members of its governing body, the Executive Committee, are active State workers, elected annually by popular ballot of the workers connected with each respective department, regardless of where the workers are located throughout the State. Officers of its local chapters are elected in a like democratic manner. It does not take dictation from any far-away labor leader, nor is it dominated by any political party. Its officers and representatives are unpaid, with no personal "axe to grind" and answerable for their actions only to the workers they represent.

On the other hand, we find other so-called State employee organizations, operated by self-appointed leaders not in State service nor acquainted with it, breeding discontentment and dissatisfaction among State workers. These groups sometimes employ with dues of members, organizers who mislead employees into membership. These groups spend many months of intense efforts to organize State workers, and then fail to provide any real accomplishments or services benefiting State employees. Should employees be represented by professional organizers, or by unselfish democratically

selected fellow employees who have already proven over and over again their ability to adequately represent them.

The accomplishments of this Association, and the worthwhile services which it renders to its members, are unparalleled by any organization in the World. This Association, since its inception in 1910, has secured practically every improvement in the working conditions of State workers. It is responsible for numerous improvements in the retirement system, for salary equalization and adjustment, for the establishment of decent working hours, for fair sick leave rules, and for the progress and security of the merit system generally. It provides permanent executive Headquarters at the very seat of State government, a permanent legal counsel, publishes a monthly magazine for members, issues frequent bulletin statements, provides group life, accident, sickness and hospitalization insurance at rates lower than obtainable anywhere, organizes savings and loan associations, analyzes every State employment problem, and most important, represents members in a manner in which they would like to be represented, before executive, legislative and administrative branches of State government. Compare this with the bombast and furore and futile efforts of other so-called State employee groups dedicated to excessive dues, impractical purposes and questionable leadership.

Point number three, relating to the amount of dues charged by the various organizations is most interesting. Suffice it to say that one particular "State, County and Municipi-

pal" organization asks one dollar per month, or twelve dollars a year. The average moderately paid State worker really cannot afford such extravagance.

On the other hand membership dues in the State employees' own Association is one dollar per year, only 8½ cents per month, two cents a week, or about a third of a cent per day. The obvious query is: "How can the outstanding benefits and services be possibly rendered members on such small dues?" It can be done because of three reasons. First, our Association has no monetary tribute to pay to any far-away labor leader; secondly, it has no professional organizers to pay, but it has unpaid, unselfish officers and representatives who give unstintingly of their time and effort, in fact, render free services worth thousands of dollars annually; and thirdly, its expenditures are most carefully supervised, audited, and expended. A printed accounting for every cent collected in dues is made periodically to members. Has anyone ever seen a public statement of expenditures of dues collected by other so-called State worker organizations?

There is an important and necessary service to be performed by your Association for the future benefit and welfare of all State employees, and in fact, every public employee. Citizens and taxpayers generally must be informed as to the valuable services rendered them daily by their State government through State employees. A partial list of services given citizens by State Government is contained in another article in this magazine.

Continued from page 77



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Harlem Valley State Hospital Basketball Team

Left to right: Joseph Duffy, Man-
 ager; Stanley Crawford, Stanley Wil-
 son, Ivan Sullivan, Aldo Sina,
 Thomas Glaser, Albert Duffy and
 Samuel Sotille. Insert at left: Ernie
 Downer, Captain; and insert at right
 Phillip Ruggiero.

This team compiled a remarkable
 record, winning 24 and losing only
 6 games. Out of the games lost
 were two to the House of David.

The team won the Dutchess County
 Championship and received two
 cups, one from the Poughkeepsie
 "Evening Star" and one from the
 Dutchess County League. Harlem
 Valley's team was rated the best in
 many years according to sports
 writers of the county magazine. A
 victory dinner was held at the Hos-
 pital on April 10th and over 75
 people were present.

Ithaca Elects

The Herman Biggs Memorial
 Hospital Chapter of the Association
 located at Ithaca, recently held its
 annual election of officers. The offi-
 cers selected were: Dr. Frederick
 Beck, President; M. Harry Tewey,
 Vice-President; Robert J. Reilly,
 Treasurer; and Stanley A. Maxson,
 Secretary.

Notable Performances of State Workers

Continued from page 73

UNSATISFACTORY PERFORMANCES REPORTED

Reports were also submitted for
 the unsatisfactory performances of
 employees. Demerit points were
 subtracted from their scale ratings.
 The final ratings of these employees
 was usually below 75%, because
 these employees generally received
 low scale ratings. Detailed factual
 evidence was submitted by the super-
 visors. Some reports were returned
 to the supervisors for more complete
 information. The employees were
 notified of the decision of the Civil
 Service Department and were in-
 formed that they might request the
 facts upon which their demerits had
 been based. They were then given
 an opportunity to submit a written
 appeal.

H. R. S. H. News

The Hudson River State Hospital Employees' Association will hold its Tenth Annual Card Party on Wednesday evening, May 31, 1939, in the Amusement Hall on the grounds of the Institution. As in former years prizes will be given to the card players and ice cream and cake will be served to those in attendance. Mary E. Belton has been appointed Chairman of the Card Party Committee in charge of the event.

The officers of the H. R. S. H. Employees' Association arranged a farewell party on April 17th in honor of Dr. Robert W. Andrews. Dr. Andrews left the institution after over thirty years service as Surgeon and Consulting Physician.

As arranged in former years, the Employees' Association assisted employees in filing their income tax returns. Victor M. Terwilligar, Senior Tax Examiner of the State Department of Taxation and Finance, was in the Assembly Hall of the Institution from seven to nine o'clock in the evening on April 6th and 13th.

The Student nurses of H. R. S. H. held a dance in the Assembly Hall of the Institution on Friday evening, April 28th. This event was well attended. LaFalce Brothers' orchestra furnished the music. Chap-erons were: Dr. and Mrs. Morris Katz, Mr. and Mrs. Carl Reickert, and Mr. and Mrs. Andrew Morris. Pastel shades of yellow, green and lavender were used for decorations.

So Much for So Little

Continued from page 75

If you were to ask the average citizen, as to what he receives in return for his taxes, most likely he would immediately reply that he secured police protection, fire protection and other services rendered by his locality. Ask the same citizen what he receives from the State government, and his answer would be most incomplete.

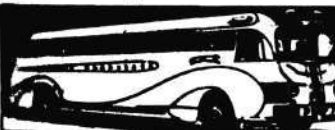
If each member will review his The State Employee magazines—which we hope he keeps from month to month—he will be able to discuss intelligently with his neighbor the value of State services and the facts as to taxes, salaries and other matters. He can help State government, himself and his Association by fully informing himself as to these important matters.

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Summary of Legislation

Continued from page 66

taking a civil service competitive or promotional examination or from qualifying for position in classified service because of educational requirement. Referred to Civil Service Commission.

Int. 2132, Print 2662—Senator Martin—Makes member of State employees' retirement fund, employed twenty years or more with service, connected disability rating of 10 per cent or more by U. S. veterans' administration, eligible to receive disability retirement allowance. Referred to Pensions Committee.

Int. 2171—Print 2741—Senator Hanley—Prohibits the wearing in public of uniform or dress similar to that of the official or semi-official forces of any foreign nation or any association which imitates the drill formations, salutes or other practices of any foreign organization and makes it unlawful for proprietor of public hall, garden or theatre to permit an assemblage of persons so attired; diplomatic corps and officials of foreign nations, actors and students of military schools are excepted. Referred to Codes Committee.

Int. 2188, Print 2779—Senator Thompson—Prohibits payment and refund of State moneys except on audit by State Comptroller, authorizes Comptroller to request budget director to transfer to audit and control department any officer or employee of other State department or agency to assist him, and appropriates \$360,000 to audit and control department and \$75,000 to tax department. Referred to Finance Committee.

Int. 2198, Print 2792—Senator Thompson—Strikes out special retirement provisions relating to State hospital system and provides that any member of the system whose wages or maintenance is reduced during the 25th year of service or any subsequent year shall continue to contribute and be retired on basis of highest income after the 24th year. Referred to Pensions Committee.

ASSEMBLY

Int. 1915, Print 2158—Assemblyman Barrett—Strikes out provision for salary schedules and commutation allowances for employees in State mental hygiene department and provides that annual salaries of resident officers and employees of State institutions shall be fixed in accordance with provisions of Civil Service Law. Referred to Health Committee.

Int. 1936, Print 2191—Assemblyman Babcock—(Same as Senate 1585).

Int. 1959, Print 2214—Assemblyman Ostrtag—(Same as Senate 1631).

Int. 1991, Print 2269—Assemblyman Austin—Provides that employees in classified civil service, except exempt employees, or demoted in service in State or civil division because of abolition of positions, shall be deemed to be suspended without pay, suspension or reduction to be made in inverse order of original appointment and their names to be entered on a preferred list. Referred to Rules Committee.

Int. 2045, Print 2929—Assemblyman Ehrlich—Empowers boards of visitors for mental hygiene institutions to adopt gen-

eral program and policy of institution and allows them to reinstate any officer or employee removed or disciplined by the superintendent. Referred to Rules Committee.

Int. 2049, Print 2889—Assemblyman Reoux—Provides all fees and moneys received by board of law examiners must be paid into State treasury and that all expenses and compensation before payment by tax department must be audited by State Comptroller; appropriates \$57,500 for maintenance of board. Referred to Rules Committee.

Int. 2163, Print 2598—Assemblyman Mofat—(Same as Senate 1689).

Int. 2164, Print 2599—Assemblyman Rapp—Provides that special act for periodic increases in salaries of officers and employees in State institutions formerly in executive department and now in health, education and social welfare departments, shall not apply to State employees in competitive and non-competitive classes of classified civil service. Referred to Rules Committee.

Int. 2220, Print 2688—Assemblyman Hollowell—(Same as Senate 1853).

Int. 2314, Print 2942—Rules Committee—Provides for reduction of State aid for repair and improvement of town highways to be paid in 1939, changing the basis per mile from \$75 to \$50 and from \$37.50 to \$25 respectively.

Int. 2315, Print 2943—Rules Committee—Suspends during year 1939 the State aid to counties under No. 112 Highway Law, for construction and improvement of county roads.

Int. 2316, Print 2944—Rules Committee—Strikes out provision which fixes \$425 as minimum amount to be received from the State by any common school district on basis of actual valuation or on basis of each teacher employed.

Int. 2317, Print 2945—Rules Committee—Reduces from \$6,000 to \$5,000 the minimum salary and from \$9,000 to \$8,000 the maximum salary of wardens and chief administrative officers in correctional institutions except Dannemora and Matteawan State hospitals.

Int. 2318, Print 2946—Rules Committee—Strikes out provision for additional retirement annuity to officers and employees in State civil service, and allows interest on deductions heretofore made.

Int. 2319, Print 2947—Rules Committee—Provides that, in determining amount of State aid to school districts for 1940, education commissioner shall deduct 10 per cent except from the amounts for transportation of pupils and construction of school buildings.

Int. 2320, Print 2948—Rules Committee—Provides that for fiscal year from July 1, 1939, to June 30, 1940, each district superintendent of schools shall receive from the State for actual expenses not more than \$540.

Int. 2321, Print 2949—Rules Committee—Provides that annual increments and maintenance allowances shall not apply to State officers and employees receiving a yearly salary of more than \$3,500 nor to superintendents of institutions.



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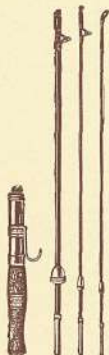
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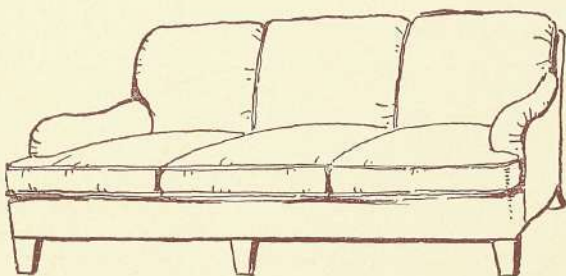
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