



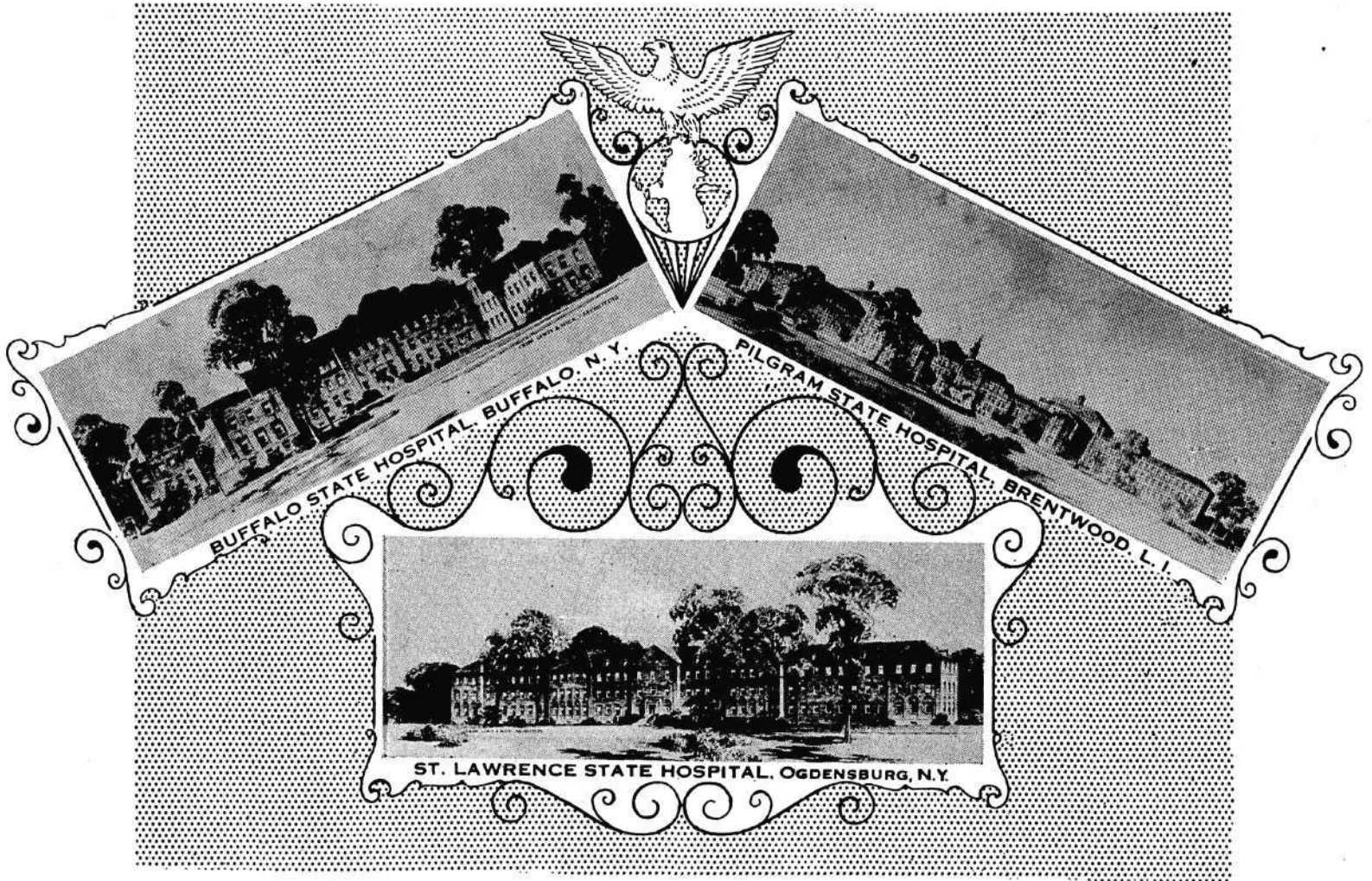
Light

THE STATE EMPLOYEE

Volume I

August and September, 1932

Number 8-9



INSTITUTIONAL EMPLOYEES ACTIVE

Representatives of the Mental Hygiene institutions, having employee associations affiliated with the State Hospital Employees Association, met at Albany on September 14th and elected the following officers for the ensuing year:

Fred O. Field, of the Willard State Hospital, President

C. C. Colesanti, of the Middletown State Hospital, Vice-President

Miss Lucy S. Baumgraf, of the Marcy State Hospital, Secretary-Treasurer

Henry Frank was re-elected to represent the Hospital employees on the Retirement Board.

A committee consisting of Jay Livingston, of the Hudson River State Hospital, Chairman; Guy Campbell, of the Rockland State Hospital, and C. C. Colesanti, of the Middletown State Hospital, was appointed to revise the Constitution and By-Laws.

Definite action was taken to affiliate closely with the Association of State Civil Service Employees of the State of New York, and resolution was adopted providing for appointment of a committee of five to represent the hospital group in all matters affecting institution employees. This healthy, enthusiastic spirit of cooperation is extending to state employees everywhere, throughout the State and augurs well for a strong, state-wide Association acting entirely for State employees.

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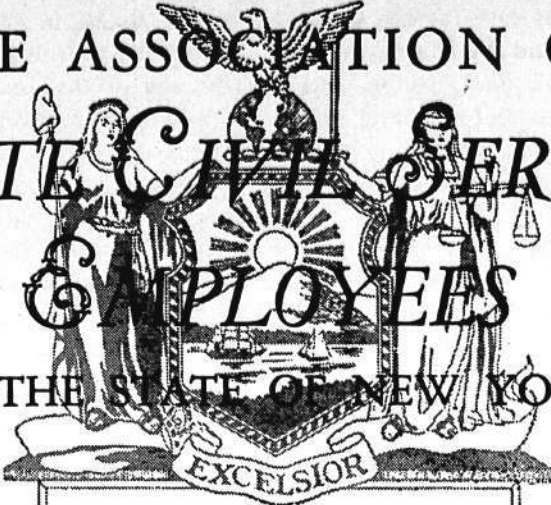
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OF THE STATE OF NEW YORK



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ALBANY

"This Association is organized to extend and uphold the principle of merit and fitness in public employment, 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."

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A CALL TO ARMS !

This is an appeal to every State Civil Service employee to rally to the defense of Public Service. The founders of our government indicated plainly that the purpose of government was to make secure for all citizens—not a favored few—life, liberty and the pursuit of happiness.

Government means service along essential lines. It is the only agency which gives guarantee of life, of liberty and of an equal opportunity for all citizens to seek happiness. Government in the State of New York does not go beyond the fundamental principles embodied in sound cooperative effort on the part of all citizens to make their lives and their liberty secure and to supply as far as possible the opportunity for happiness. There is not too much protection of life or property—there is too little if we are to judge from the annual toll of human life and material loss chargeable to organized crime and vice. There is not too much protection of liberty—there is plainly too little in a period when the menace of well organized communism and other fallacious political doctrines are everywhere being fostered openly or secretly. It is nothing short of treason itself to assert that there is too much fostering of education when millions of the clean, eager young men and women of our commonwealth can not attain to graduation from high school much less enjoy the benefits of higher education. There can never be too much accomplished to make community life richer, better and happier.

Some enthusiastic persons representing this or that group have apparently gone beyond the sane objective of fighting against waste in government. If they held fast to this they would have the ear of every honest citizen in public service and out. The effort seems actually one to blame the present period of distress occasioned by failure of many of these same persons to practice sound economics in their own business upon public business, and to take from the people those blessings which they have gained after long and pa-

tient sacrifice and struggle. Let it never be overlooked or forgotten that the worth-while institutions of America were wrung by force in practically every instance by the poor but honest classes of citizens from selfish groups very similar in character to the blocs and organizations seeking to cripple and undermine government today in a way that will paralyze it for years to come. Under the guise of economy, these enemies of popular government seek to have financial support withdrawn and to palsy government functioning that they may in the helplessness of the citizens gain the selfish advantages which come with the rule of organized power and wealth.

The miseries of Washington and of his army at Valley Forge and elsewhere during the fight for liberty and good government, were the direct result of lack of support of the Government. The slaughter of thousands of men and women in the World War is undeniably the fault of a lack of support of our government that left it largely unprepared.

Legitimate government expenditures are the wisest and best investments and bring the largest return of any expenditures made by the people of any country. The home owners, the farmers, the workers of this nation, the men and women who bear the real burdens, of government building do not find fault with the essentials of government or with economical expenditures therefor. They have demanded these services and expect to finance them. They want only an honest return for their taxes, and they have never by word or deed given to any organization or bloc or association, any mandate to wreck the State government with false economy.

The insidious appeals to withdraw funds needed to maintain protection for life, liberty and the pursuit of happiness are as un-American as the basest plot ever formulated for national destruction. Demoralization of our educational system, laxity in combating disease epidemics, abandonment of protection of the purity of food supplies, exploitation of

public lands, limitation of transportation and communication to favored classes, restriction of the use of water power in the interest of special groups, lack of care for the insane and other dependent wards of society, and the halting of the wheels of progress along the lines of finer, better community development are the substitutes and the only possible substitutes for rational, honest, and efficient government. Instead of economy they assure unlimited loss and waste.

The attacks upon the rank and file of public servants and the demand for their removal or for the reduction of present low rates of pay furnish further proof of the insincerity and selfishness imbuing those now active in criticising State government. When prosperity had extended to all groups throughout the width and breadth of the land except to public servants, these self-appointed doctors of government were nowhere heard investigating or advising or planning to do justice to the public service or to public servants. They were too busy enjoying the fleshpots of material prosperity to be mindful of the fact that sane prosperity and the prosperity that is bound to come with honest business and industrial adjustments was and always will be dependent upon good government. State civil service employees know more about the needs of the various functions of state government and their value to human welfare and human happiness than any other group in this State. As citizens and taxpayers they owe it as a patriotic duty to take it upon themselves individually, and collectively through their Association, to inform their friends and neighbors and the citizens generally of the utter futility of maintaining in any other way than by intelligently manned government departments and bureaus the essential services required if chaos is not to replace order and progress in political and social life. If government is so weakened in its vital parts as to fail to attract wholehearted loyalty and respect, the end of all of the cherished institutions of this country is truly only around the corner.

When Sparta was in the throes of a great natural disaster, the horror of an earthquake, her enemies organized to destroy her. Sparta's leader, Archidamus, ordered the trumpets to sound as to arms. With a display of patriotism that has made the event sublime in history, the immediate misery was forgotten in a triumphant rally to preserve their national existence. State employees have a call to active endeavor to arouse their fellow citizens who wish to see New York State government continue to progress in usefulness and honor. It is your duty not only to loyally support your government in your daily work but in your social and political activities.

It is your sacred duty to leave nothing undone to maintain the integrity and efficiency of New York State service.

WILL OUR STATESMEN BE STAMPEDED INTO FOLLY ?

(In an article, bristling with brilliant appreciation of the dangers of the present irrational rush toward demoralization of public service, Dr. Glenn Frank, President of Wisconsin University, calls attention to the after effects of yielding to folly. Prof. Frank's article is printed herewith with the acknowledgement due the author and to the Albany Evening News, in which it appeared.)

Yesterday and the day before, I spoke of the importance of keeping clear the distinction between real and bogus economy.

I pleaded for that insight and courage in leadership that will enable it to tackle such treasonable wastes as are to be found in war and our obsolete local governments which have stubbornly refused to readjust themselves to the age of the automobile, good roads, and the telephone.

The current campaign for drastic economy being pushed so vigorously by the business man and the politician is not coming to focus on these fundamental wastes, but is leveling its guns against those great underlying services of a scientific, social, economic, and educational nature.

I am not so much concerned with what a scuttling of the budgets of scientific bureaus, libraries, schools, hospitals, and like institutions will mean in 1932.

The real results of bogus economy will not show up in 1932.

But I am deeply concerned with the results that bogus economy will register in the American life of 1952.

If now we hi-jack the fundamental scientific, social, economic and educational services of the nation, it will be a generation or more before we shall be able to begin to climb back even to the efficiency these services now display.

It is so easy for those in public service to yield to the clamor for drastic cuts in the salary scales of public service, to take but one point by way of illustration.

But if now we beat down the salary scales of public servants, we shall but succeed in further diverting superior capacity from public service.

Business and the professions have long drained off from public service our ablest men and women. We dare not intensify this diversion of ability from public service.

I am quite aware that salaries and wages outside public service have had to take drastic cuts in these trying days, but, once the economic curve turns upward, it will be but a question of months until the salary and wage curve in business and the professions will follow the economic curve in its upward sweep, but this will not be true of the salary and wage scales of public servants.

And in the meantime, with the memory of the almost insulting scorn to which disinterested public servants are all too often subjected in the midst of an economy campaign, in the years immediately ahead fewer men and women of outstanding ability will be inclined to give their lives to public service.

All of which means that it will be our children rather than ourselves who will pay the price of our short-sighted economy.

COMPULSORY RETIREMENT

The matter of urging retirement upon persons who have attained the age of sixty-five is receiving serious attention as an administrative practice throughout the various departments of the State. It is the understanding of this Association that every such case will be treated upon its particular merits. The Association has also been advised that where the policy is adopted, it will not extend to those employees who unfortunately may not be members of the State Retirement Fund, and whose entire income therefore would cease with their enforced retirement. The benefits of the retirement system are very real to those of advanced age who for physical reasons are deprived of normal salary income.

GOOD BUSINESS CONDITIONS REQUIRE RATIONAL WAGE STANDARDS WITH SHORTER WORK PERIODS

Secretary of Labor William N. Doak, speaking at the New York State Fair, reviewed the progress of the application of machinery to farm and industrial activities, and stressed the dependence of good standards of living and continued well-being of the United States upon the maintenance of reasonable wage scales and shorter periods of work. Secretary Doak said:

"The incomes received through the source of salaries and wages must be so balanced that all may have the means of livelihood. Such a plan will prevent the collapse of our social fabric which would otherwise destroy our advanced civilization, which the machine age has helped to make possible.

"This can be best safeguarded by increased wages, shorter workdays, and shorter workweeks, thereby equally distributing the fruits of progress. This plan has my unqualified support."

GOOD GOVERNMENT IS SOUND THRIFT

The New York State Civil Service Commission is endeavoring intelligently, honestly and vigorously to meet the needs of the State as to a capable and industrious personnel. After many years the Civil Service Commission of the State of New York is establishing what is the basic need of every successful personnel management system, large or small, a complete classification set-up of positions on the basis of duties and responsibilities. They are inventorying the duties and responsibilities of all positions in State service, and they are giving like names to like positions wherever they exist in the service. A common language absolutely vital to fair treatment of employees and to a good business understanding in dealing with personnel matters in State government is being written. This common language will make it possible for the governor, the legislature, department executives, employees and citizens generally to understand the needs of State government and to intelligently solve State personnel problems. Instead of meaningless words only presuming to describe the duties and responsibilities of State positions, and in place of misleading and even grotesque titles, where no two persons speaking of State work had the same duties or responsibilities in mind, the positions of the State and the personnel employed therein are to be accorded a just and honest classification and allocation, such orderly arrangement carrying with it the assurance of uniformly fair treatment in all employment matters.

The enemies of efficient and economical State service, the devotees of special privilege, political and otherwise, are loud in their opposition to this splendid improvement of State Civil Service. The plan will help to rescue civil service from a state of helplessness as to basic needs.

Few if any of the critics of the present activities are actually connected with State civil service. Their insincerity is plainly shown by their attacks upon this Association, which for twenty years has stood for the preservation of merit and fitness in public service. Although this Association is composed entirely of State employees and has expended all possible efforts to secure the application of the

best type of Civil Service system to New York State employment matters, the accomplishment is vastly more vital to the citizens than it is to the employees. The integrity and the efficiency of the civil service system, and the honest administration thereof, are the truest guarantees of citizen security and of administrative economy.

PROGRESS IN CLASSIFICATION WORK

**Howard G. E. Smith,
Commissioner, State Dept. Civil Service**

The work of the Civil Service Department in bringing up to date and administering the classification of positions in the state service is progressing very satisfactorily. The helpful cooperation which is being given by employees and departments generally is invaluable.

We are giving a great deal of time and attention to requests of employees for re-study of their position and re-allocation where their duties and responsibilities indicate that an error has been made. A better understanding of the basic aims and principles of this work and a stronger realization that the employees themselves will be the real beneficiaries, is becoming more and more evident. We have had many conferences with employees or representatives of groups of employees, and we welcome suggestions from any responsible group or from any individual, if such suggestions are an honest effort for improvement of the state service. Special consideration or privilege for an individual or a group would be unfair and resented by the great mass of employees who are not so considered.

Classification reduced to its simplest terms is nothing more than an intelligent and comprehensive effort to call things by their right names, in order to distinguish positions from each other according to the essential natures of the positions themselves. There are two facts of the greatest importance which should be given the careful thought and consideration of every state employee.

The first of these is the recognition which classification gives to the true nature of positions as they actually exist. Such recognition is particularly valuable in its relation to promotion and transfer.

The second is the fact that classification provides the only workable basis for the development and application of an orderly and consistent compensation plan by which the rates of pay of positions may be fixed with relation to each other on a fair and equitable basis. This is impossible without a systematic classification to which the several rates can be related. When the present economic situation becomes more normal, we trust that a fair, just and equitable compensation plan can be developed which will guarantee equal rates of pay for equal service, but without some standard plan for determining like positions such as classification will provide, no such equitable compensation plan can be provided.

We are convinced that as time goes on, the many and far reaching effects of a sound classification of positions on the basis of duties and responsibilities in advancing the interests of both the public service and the employees of the State of New York, will become more and more apparent, and in direct ratio more and more appreciated.

888024829A

ORDINARY DISABILITY RETIREMENT

By Franklin B. Holmes

Director, Employees' Retirement System

The Retirement System Law in § 64 provides for retirement of a member who has had fifteen or more years of service on physical or mental disability.

Either the member, or the head of the department in which the member is employed, or a person acting in behalf of the member, may make such application.

When application is made a physician about the state, appointed by the Medical Board, as provided in § 55 of the law, makes the examination for the Medical Board. The Medical Board is composed of Dr. Paul B. Brooks, Assistant Commissioner of Health, Dr. Thomas Ordway, Dean of the Albany Medical College, and Dr. Andrew MacFarlane.

If this Board, after review of the report of examination by its representative, certifies to the Comptroller that the member is mentally or physically incapacitated for duty the Comptroller must retire the member within ninety days after the examination and the filing of the application.

Of course, there are as many reasons for retirement on disability as there are chronic diseases. Quite a few retirements are temporary in nature. The member may be broken down nervously, needing a rest of a year or two. The Retirement System produces a small income during such absence from work. Again a great many of the ordinary disability retirements are permanent.

The law in § 66 provides that an examination of the member who has retired on account of ordinary disability must be made once each year for the first five years after such retirement and then once every three years thereafter until attaining age sixty. Should a member, retired on account of ordinary disability, refuse to be examined the retirement allowance would cease.

Should the Medical Board after one of these periodical examinations report to the Comptroller that the member so retired is no longer incapacitated, the member is given the opportunity to return to work. The name of the member is placed on a preferred eligible list in the Department of Civil Service. Usually on return to health the retired member returns to the department from which retired.

In the issues of June and July the way of determining superannuation retirement allowance was described. Usually ordinary disability retirement equals ninety per cent of what the retirement allowance would be were the member age sixty, using the same factors. Thus the disability retirement allowance would be approximately ninety per cent of one-seventieth of one's final average salary for each year of service. To produce the amount of retirement allowance the amount of contribution of the member is first considered and then the state or municipality makes up the difference. You will readily see that on disability retirement the state or municipality pays by far the greater share of the retirement allowance.

A member may retire on ordinary physical disability and still be employed, either by the state or a municipality or otherwise. The amount received as salary for such employment while on ordinary disability retirement plus the retirement allowance cannot exceed the final average salary of the member when retired. Thus, if a member were re-

tired on \$1500 final average salary and if the retirement allowance were \$500 the member could earn either by employment with the state or a municipality or otherwise up to \$1000 without having the retirement allowance affected. Nor would the person so retired, if employed by the state or a municipality, become a member of the Retirement System until the salary received and the pension exceeded the final average salary. If the person is employed other than by the state or a municipality and should the total salary exceed the final average salary the retirement allowance would be reduced. That is, if in the above case the person received \$1200 salary from a firm the retirement allowance would be reduced to \$300.

Ordinary disability retirement should not be confused with accidental disability retirement, which will be described as our next subject.

Superannuation retirement and ordinary disability retirement are the only two benefits toward which a member of the Retirement System contributes any part thereto, except if one borrows one pays the administration cost thereof. All other benefits are paid for entirely by the state or municipality. This is evidenced by the fact that the rates of contribution by the member, as established as of January 1, 1921, have not been increased when a new benefit was added in which case the state was advised as to the probable cost thereof to the state.

GOVERNOR ROOSEVELT GIVES FACTS AS TO LOW COST OF STATE GOVERNMENT

Of great importance in the matter of tax reduction and its relation to salaries paid to New York State workers, is the fact that only a small proportion of the tax burden actually goes to maintain the great work carried on by the State. In this connection, also, the salaries paid to the rank and file of state employees are generally lower than those paid in federal or municipal service or in business and industry. The Governor's statement follows:

"It goes without saying that the cost of government is too high, and this is particularly true of local government. The fact stands out that in the average community half of all that the individual pays for the support of the government goes to local government; most of the other half goes to Washington, and only a small percentage of the whole,— 12 or 15 per cent goes to the carrying on of state government."

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EDUCATION FOR LEISURE TIME**William C. Smith, Chairman, Education Committee***"One can not stand still in the flowing stream of events."**—Japanese proverb.***AN ADULT EDUCATION PROGRAM****Objectives**

To assist employees and staff

To take advantage of educational opportunities for self-improvement and utilize leisure time constructively.

To enable the great army of men and women in State service to get greater joy from life and work by developing their native capacity to fullest power.

To cooperate with the library and other organizations offering facilities for individual and group study which enlarge one's capacity to appreciate the finer things of life.

To assist in selecting correspondence courses and arranging cooperation with agencies offering them.

In this changing world, everybody should make leisure time count for something either in professional advancement, social betterment or enrichment of life.

There are a myriad ways in which this desire may be satisfied. The Association wishes to cooperate in every way to make opportunities available for education during time off duty and has asked the Education Committee to assume responsibility for directing ambitious members of the staff to facilities in local or state institutions.

Present conditions in the industrial and economic world emphasize the importance of educational qualifications in the various lines of service and, therefore, an adult education program is timely.

Some years ago Budget Director Mark Graves inaugurated for members of the Tax Commission staff, in cooperation with the New York State College for Teachers, a course of instruction in accounting, etc., and this course was widely attended, with most excellent results both to members who took the course and to the Department. This course was conducted in the Albany High School in the evening school.

Later Dr. Robert T. Hill, then connected with the State Education Department in the Teacher Training Bureau, as Chairman of the Education Committee, organized a group of courses in the Capital District, covering a wide variety of topics from State government, History, Elementary Economics to Statistics and Accountancy. Over five hundred members attended these courses.

With the present demand for the best preparation on the part of State employees, the Association is glad to cooperate and offers the following tentative program for the members to consider:

Correspondence Courses

Instruction by correspondence, when properly organized, has proved of great value to students who can not attend classes under personal direction at fixed hours.

A correspondence course may be started at any time. Through cooperation with the Massachusetts State Department of University Extension, members may enroll, as nonresident pupils under almost the same conditions as Massachusetts residents. Sixty of these courses are offered in the following lines; the committee will also point to other correspondence courses and have plans in preparation for extending this service along state lines:

Courses in Language

Courses in Drawing

Courses in Homemaking and Art

Courses in Education

Courses in History and Government

Review Courses for College Examinations

Courses in Economics

Courses in Mathematics

Commercial and Management Courses

Courses in Mechanical Engineering

Courses in Electrical Engineering

Courses in Structural, Highway and Hydraulic Engineering

Special Industrial Courses

Courses in Textiles

Natural Science Courses

Civil Service Courses

Civics, History, Government, Economics

We and Our Government

We and Our Work

We and Our History

Here is a simple outline of a year's work in the above titles giving one an intelligent and informed view of three important phases of everyday life.

The State Travelling Library has a limited number of these and will send to groups in State institutions for study. Those desiring to keep books for their own use may purchase them.

Modern Novels — Current Literature — Shakespeare Studies

The committee will undertake to outline and in cooperation with the State Travelling Library to offer studies and programs for the above. Ten of the great books suggests a year of profitable reading. Modern novels of recent years might appeal to another group. Still others may wish to return to a year's study of some of Shakespeare's plays and comedies.

High Lights of Modern Knowledge

In this age of specialization it has become increasingly difficult for the busy person to acquire even an elementary understanding of the many subjects which, although not directly related to his specialty, nevertheless have an important bearing on modern life. Everyone realizes the importance of a wider knowledge not only as a useful adjunct in his practical everyday work but also for the sake of keeping

mentally alive and progressive.

The time the average man can devote to acquiring general knowledge is, of course, limited; he does not and can not hope to master any other subject as thoroughly as his own. But the desire to know is universal and the intelligent man is always looking forward to a day when he will have the leisure in which to satisfy his urge to know more about a great many things. That day, however, usually remains in some vague future.

The University Series is especially designed to provide this busy person with the means of satisfying that urge now, when the knowledge he seeks will be of the greatest value and afford him the most enjoyment and satisfaction. The purpose of the Series is to present, in an attractive form and in a concise, readable style, the truly amazing story of the life of mankind—an authoritative survey of the physical and social sciences, history, philosophy, literature, and the arts. Especial emphasis is given to matters of modern import, and each subject is evaluated from the modern standpoint.

One of the first steps in starting on your program for self-improvement is to get in touch with your local public school director of adult education, or if near college or university, with the extension director of the local institution. If these do not offer any of the desired courses, send in the properly filled blank at the bottom of this page, indicating your interest and the committee will try to serve you.

EDUCATION COMMITTEE,
WILLIAM C. SMITH, Chairman
FRANK L. TOLMAN
BEULAH BAILEY
WILLIAM E. HANNAN

Education Committee—The Association of State Civil Service Employee—P. O. Box 48, Capitol Station, Albany, N. Y.

I am interested in the course or courses checked below.

Please send me further information.

- A correspondence course in
- A course in New York State Government
- A course in { We and Our Work
We and Our Government
We and Our History
- A course in High Lights in Modern Knowledge
- A course in Current Literature
- A course in Shakespeare's Plays and Study
- A course in Ten Great Novels
- A course in elementary subjects in
- A course in academic subjects in

Name
Institution
Department or Institution.....
Address City

WHO RUNS THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK ?

YOU do if you are a member of the Association. State civil service employees in the competitive and non-competitive classes control the Association from the bottom to the top. No one else can control it.

You need organization—your own organization. Over 9,500 state employees, AND ONLY STATE EMPLOYEES, are now members of the Association.

This organization is already a splendidly active one.

One state-wide, STATE organization, and only one, is needed.

Help yourself and your fellow workers by becoming an active member NOW.

To Meacham — The State Employees Vacation Camp

ESTELLE J. ROGERS
Department of Law

Vast lake and lofty mountains
That tower to the sky,
Tall pines that softly murmur
As fleecy clouds drift by,
Fir trees that point like fingers
So sharp and clear defined
All speak of virgin beauty,
Of vast and endless time.

Soft stirred by piny zephyrs
The lake's a lullaby.
The ripples blend with fragrance
And hearts forget to sigh.
Knee-deep in ferny silence,
Beside a hidden pool,
A young fawn stares in wonder
Mid verdure, green and cool.

A fox appears—to vanish!
From far off calls a loon.
Each hour is filled with beauty
Against a winter's gloom.
Here is a new contentment
Where sky and water meet.
An unseen thrush trills softly
And life is very sweet.

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