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BY RICHARD C. HETTLER

December
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Volume 14 No. 6

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

Organized in 1910 — Present membership 28,000 (the largest all-State employee organization in the United States) — located at seat of State Government — Dues \$3.00 per year — Less than a cent a day.

THE STATE EMPLOYEE

Official Publication of

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

VOL. 14, Number 6

December, 1945

10c a Copy

THE ASSOCIATION

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This Month's Cover

"PEACE ON EARTH"
CHRISTMAS AT HOME!

Hundreds of state employees will be able to enjoy Christmas at home for the first time for—well, too long!

The Germans and the Japanese have surrendered—the Axis is broken—we all pray for "Peace on earth—good will toward men."

Our Staff Photographer, W. P. Kennedy of the Dept. of Health, has caught the spirit of the day among state employees—Christmas at home!—Tomorrow he will be out of uniform and back at his work among other state employees. But today is—Christmas at home, with all that it means.

Yes, he's a state employee. And she's the wife of a state employee—and those are her children.

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A PERSONAL MESSAGE FROM PRESIDENT TOLMAN

THE STATE EMPLOYEE enters a new era of enlarged service with this issue. It becomes a monthly journal devoted to the welfare of all public employees, particularly of the members of the State Association of Civil Service Employees. It will seek to be the voice of all its readers everywhere in the State.

Your President takes his pen in hand to greet you with mixed emotions. I have written frequently for the State Employee as a private in the organization. Sometimes the Editor or President revised my copy for the better, no doubt, but seldom to my satisfaction. Now I expect to talk with you freely and frankly from time to time on matters of mutual concern.

I can accomplish little without your active support and co-operation. Working together we should achieve much of the Association program in 1946.

A large part of this issue of THE STATE EMPLOYEE is devoted to the annual meeting held in Albany, October 16. At that meeting the Association adopted a program for 1946 and beyond. Nearly one hundred important resolutions were approved and the officers instructed to work for their adoption through laws, legislative rules, official action or by other appropriate means.

The resolutions appear in this issue, so I shall refer merely to a few which seem to me of first importance.

A number of important resolutions relate to salaries. Probably the most urgent is the **cost of living adjustment bill**.

The fact is that we face again the prospect that the real value of our pay checks will be reduced by one-fourth, one-third, one-half or more. It is entirely possible, if uncontrolled, inflation occurs that we will be obliged to work for practically nothing.

At the end of the first World War, State Employees watched their dollar, which already had shrunk to about 60 cents, shrivel to 50 real cents. I well remember those days. We hoped and worked for some relief but only a small bonus for the most underpaid workers was forthcoming. We then started the campaign that culminated in the enactment of the career law.

Today we face the same possibility of a fifty-cent dollar. It is true that many prominent government officials are sitting on the price volcano trying to prevent a disastrous eruption. But others equally influential in legislative halls advo-

cate a "mild inflation," a further price rise to permit labor's wage demands to be met so that conversion may proceed.

A wage increase which is accompanied by a similar price increase is of course no wage increase at all, but these inflation advocates hope that prices may not go up as rapidly as do wages with the result that labor will be fooled into the belief they have been victors rather than victims or dupes.

Our war time bonuses are, of course, no increases in real salary. They are partial attempts to maintain the old salary scales, but the rise in the cost of living has outstripped the bonus as it always does.

Further bonus legislation is no answer to the inflation problem, just as the black market is no answer to price control. We need an adjustment that will keep real salaries constant, that will insure that our salary check will buy the same amount of goods however prices vary — either up or down. A bonus is merely a guess at an unpredictable future — it is sure to be wrong and therefore unfair either to the employee or to the State.

It should be remembered that this cost of living adjustment plan is nearly as old as the career law itself, that the plan has generally been approved by the legislators,

that it once was a leading plank in the Republican legislature program, and that it has worked well in the cities where it is in force.

Time and a half for overtime is so common and so just that no argument should be required for this almost universal wage policy. In contrast, we have unlimited overtime work required without any overtime pay in the departments and both paid and unpaid overtime in the institutions.

The chief objective behind the overtime pay proposition is to discourage overtime work and to abolish it wherever possible. This is necessary to full employment of the returned veteran and the war workers.

New "Time" increments after ten, fifteen, twenty, twenty-five and thirty years of service would continue career possibilities throughout the employment life of the worker. In the institutions, such "time" increments were a part of salary law until the Feld Hamilton Law was extended to Mental Hygiene employees. There has been much complaint by older employees of this loss of their former rights.

The proposal is for the payment of an increment to each employee in the State service who has served at the present maximum salary for five years and that similar increments be paid at the end of each five year period thereafter. Whether such time increments should be retroactive and based on the total years of service will have to be worked out. If so, our employee who retires after 35 years of service would receive a total of 12 increments instead of five as at present.

Equal pay for women is required by law. It is not observed by the Salary Standardization Board and the Budget Bureau in the opinion of many nurses, parole officers, prison attendants at women's prisons. The principle of equal pay for men holding similar jobs is not observed in the hospitals for the insane at Dannemora and Matteawan, in

many Mental Hygiene jobs and others. The Association will attempt to accomplish this.

An important feature of the new Salary Law is the provision of a **bonus for positions involving extra hazard** to life or health. Such a bonus is granted by the Director of the Budget, not by the Salary Board. As far as is known, no such bonuses have yet been granted. The law should be strengthened to define hazardous employment and the Salary Board should be responsible for decisions.

A most important resolution called for the establishment of a **Salary Research Office** in Headquarters of the Association. The California Association has recently established such an office. The Association cannot hope to be successful in salary appeals without full data on salaries in public and in private employment. Any appeal is just as strong as the wage data presented, and such data as was presented to the Salary Board unfortunately was either woefully incomplete, obviously partisan or absolutely incorrect. The case of the employee should always be above suspicion.

If I do no more during my Presi-

dency than place on a firm foundation a functioning Salary Research Committee under a trained Director, I shall be more than satisfied.

The **proposed amendment** of the Constitution to open membership to local civil service employees (city, county, town, village, etc.) is a revolutionary suggestion. It brought out spirited debate and it must be passed at another meeting of the Association before it becomes effective. Full discussion is urged at chapter meetings and elsewhere.

Most State Civil Service Associations include local as well as state civil service employees. There has never been any difficulty as far as known.

The amendment means a great increase in membership and in financial resources. Together with the increased dues, it means results otherwise impossible in realizing the enlarged programs of the Association. It means stronger local chapters able to carry-out broad programs of recreation, social affairs, education, and redress of employee grievances. It means a potential membership of half a million and a probable membership of half that

number or a quarter of a million active members.

Advocates of the amendment point out that civil service employees everywhere in the State, whether employed by the State or by the local government, operate under the same Civil Service Law and Rules and have common objectives and similar problems. A united effort is needed to achieve success.

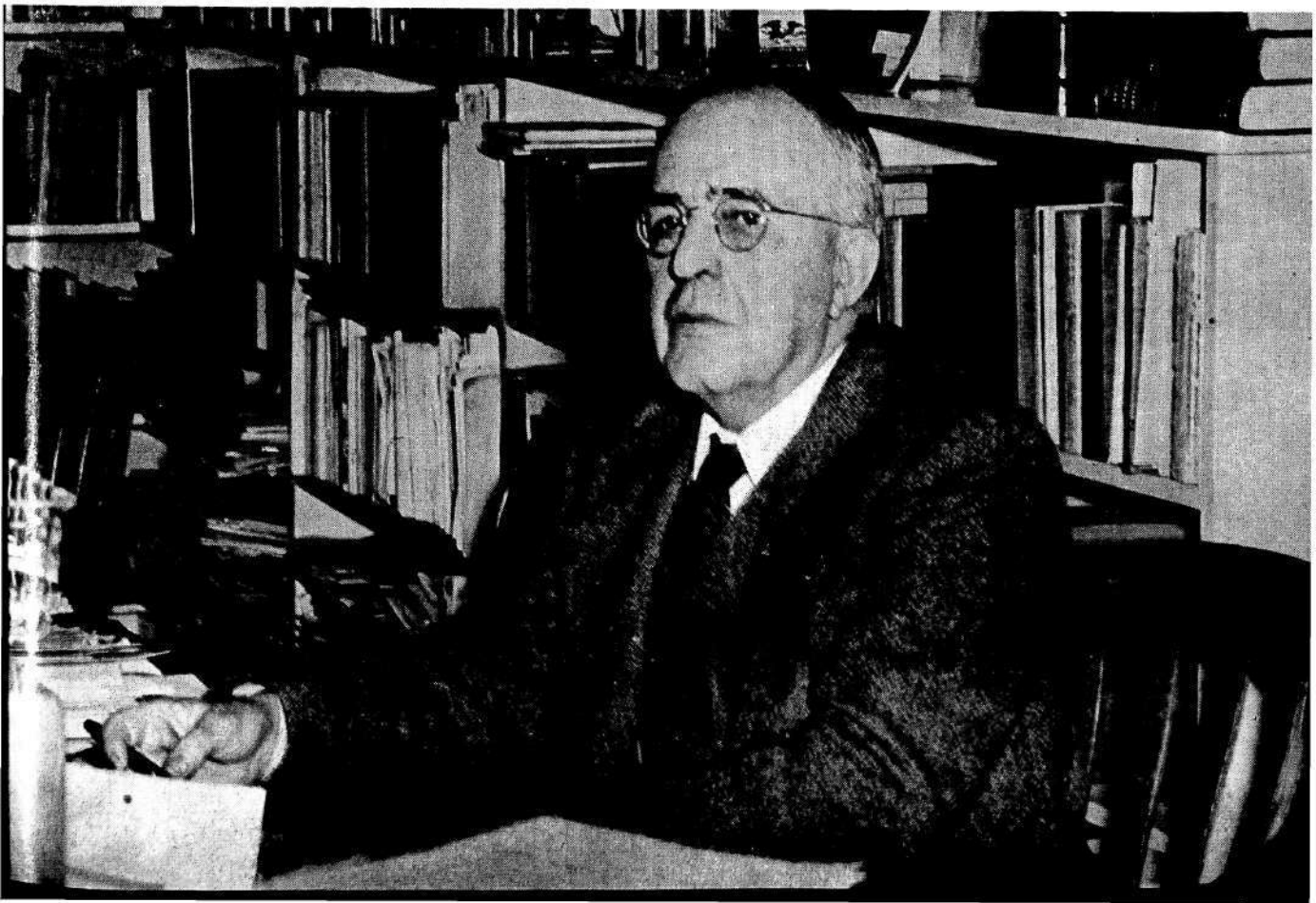
Particularly they claim that the proposed enlargement of membership and resources of the Association will benefit local chapters even more than it will help the department chapters.

The advantages to the State Association as a whole include among other things:

- I. Elimination of present opposition to laws proposed by the Association which benefit state employees only.
- II. Closer contact with many influential legislators who are now indifferent to employee problems and courageous civil service administration.

(Continued on page 24)

FRANK L. TOLMAN, Pd.D. The Association's New President



ASSOCIATION ENDS

Clifford C. Shoro, Director of the Division of Accounts of the Health Department, became President of the Association of State Civil Service Employees on May tenth, 1944, faced with the difficult task of carrying on following the death of Harold C. Fisher. How well he met the task is indicated in this report presented to the Association at the October 16th Annual Meeting.

The year started with misgivings in the minds of many of us as to the possibility of accomplishing some of the major objectives of the program which you had outlined by means of the resolutions presented and adopted. We had already realized the need for co-operation with the Administration in the persons of the Governor and his assistants and members of his cabinet, and with members of the Legislature in working out our problems and obtaining solution by legislation where needed and by administrative regulation where that would suffice.

The first and major difficulty that faced us was the proposal to amend the salary schedules in the Feld-Hamilton Law by deleting the occupational groups and salary grades then in the law plus such new ones as were deemed necessary to improve the administration of the law and allow for many upward salary adjustments that were recommended but which could not be made under the salary scales then included in the law. While we agreed that sub-salary grades were needed in some occupational groups, we also were adamant in our determination that the occupational groups must be kept in the law. Accordingly, we entered into a series of conferences with members of the staff of the Director of the Budget, the staff of the Department of Civil Service, and some of the members of the Temporary Salary Board, with Judge Conway, President of the Civil Service Commission acting as chairman, and by this means proposed amendments to the Civil Service Law were written into a bill which passed the Legislature and became law upon signature by the Governor. You all know the contents of those amendments, and it is not my intention to detail them here. I am sure that this legislation was the biggest simple accomplishment of the Association since the Feld-Hamilton Law itself was passed. I cite this as an example of the many problems that were worked out and successfully settled by co-operative effort and frank discussions of the principles involved. I believe it is safe to say that this year has been the most fruitful in accomplishment, particularly through legislation, that we have had since the Feld-Hamilton Law was enacted. Instead of reviewing in this report the legislative program, I refer to the complete report made by our able counsel, John De Graff, in the June issue of THE STATE EMPLOYEE.

EMERGENCY PAY

In the most serious period of our national history when just wage and price adjustments were difficult to chart, your Association, by its constant and intelligent presentation of the state employee's needs, obtained a cost of living bonus for the present fiscal year equal to the most favorable paid in any other public jurisdiction of which I have record.

The other thirteen million dollar increase in pay, ranging from 20 to 10% above basic scales and reaching to all pay levels, more than double the adjustment of the previous fiscal year, was, I am sure, heartily appreciated by very many state workers. We all know that this emergency increase did not offset the increase in prices or the increase in taxes. These facts were pointed out to the appropriating authorities. The emergency pay was the best the State of New York would do.

We face a greater challenge in permanent salary planning. The Association, with its unselfish will to raise the living standards of its members, its outstanding record along this line, its splendid contacts and its honorable standing with the citizenry of the State, is of course the only medium offering promise of successful progress in the future. You must keep it strong with your loyalty to its ideals.

Personnel Council

Today you heard of the Personnel Council from its Chairwoman. We have great hopes that this new agency, which is an answer to Association appeals for the establishment of overall uniformity of action with relation to sound employment practices, will become the means of resolving favorably countless major and minor grievances in a constructive way.

The Association has nurtured the merit system and made it strong in law. It has sought and obtained in the State Classification Board, the State Salary Standardization Board and the Personnel Council, the most progressive and modern machinery known to deal with employment matters. It remains to be seen, in large measure, if there can be recruited by successive administrations men and women possessed of the wisdom, the sympathy and the moral courage to establish successful employer-employee cooperation in New York State civil service.

The machinery to do this is ready to their hands and its establishment is the result of the strong spirit of employee cooperation present in your association.

* * *

Not all of our efforts met with success, however. We have failed in our many efforts to obtain consideration of employee problems by the Chairman of the Public Service Commission. Here we have an instance of complete disregard of co-operation in maintaining good employment conditions. It seems that our only recourse in that Department is through court action.

The State Employee

SIGNIFICANT YEAR

Delay on Health Leave and Hours of Work Rules

The President of the Civil Service Commission, in spite of many promises to me personally to promulgate rules and regulations on vacations, sick leaves, hours of work and other matters of conditions of employment, has failed to put such rules into effect. I am frank to confess that I know of no reason for such procrastination. Several officers of our Association, including the chairman of our committee on this subject, sat in conference at least three times with Judge Conway and members of his staff to discuss the contents of such rules. We were given to understand that at least those relating to institutions were in form for submission to the Governor for approval. That was months ago! Where these regulations are now, and when they will be promulgated, is a question that I cannot answer.

Financial Status

The report of the Treasurer will show that our net assets at the close of the year are \$26,720.34. This compares most favorably with last year's report which showed total

assets of slightly in excess of \$20,000.00. Last year, after reviewing the financial transactions of the Association, which totalled over \$100,000, I realized the necessity for setting up a financial plan at the beginning of the year, which plan would be in the form of a budget, showing estimated receipts and a plan of activities reflected in anticipated expenditures that would necessarily be kept within the anticipated receipts. Accordingly, on May 1 at a meeting of the Executive Committee, I appointed a special Committee of which Mr. Charles H. Foster is Chairman, for the purpose of studying the financial records, working out a planned budget for next year and to install a modern system of accounts. Mr. Foster and his Committee have done an excellent job and the new system of accounts is installed as of October 1. You will hear his report later. The budget that has been prepared and which has the approval of the Executive Committee, is based on the supposition that you will, at this meeting, adopt an amendment to the by-laws increasing the annual dues to \$3.00. I feel sure that this financial planning through the means of a budget

adopted by the Executive Committee at the beginning of a fiscal year, is a marked improvement in the general administration of the affairs of the association.

Membership

The final membership as of the close of the year September 30 is 28,723. As compared with last year, this shows an increase of approximately 1,500 paid members. Considering the fact that over 7,000 state employees are in the armed forces and also the fact that very few permanent appointments to vacancies were made, I feel that this is concrete evidence of the stability of the Association and the increased interest of state employees in their own welfare.

Internal Affairs

The Executive Committee spent a considerable amount of time in considering certain activities of the Association in the light of the need for increased revenue in order to carry on an active program. It is felt that a renewal of our contract with the publisher of "The Leader" is desirable in order to continue this medium of constant dissemination of Association news when it is news. This is particularly important before and during the legislative session. We feel that it is the best means of prompt contact between the headquarters of the Association and its members throughout the State. It has been felt also that our own publication, THE STATE EMPLOYEE, should be expanded both in the number of issues per year and in the type of material. Accordingly, the Editorial Committee, of which Mr. Thomas Stowell is Chairman, have actually taken over preparation of the material and I am sure that their first effort, which is the September issue, shows a marked improvement in the magazine generally. In order to continue a publica-

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"I believe it is safe to say that this year has been the most fruitful in accomplishment, particularly through legislation, that we have had since the Feld-Hamilton Law was enacted."

THE PERSONNEL COUNCIL AND HOW IT CAN HELP

By MARY GOODE KRONE

The State of New York, which time after time has justified its right to be called the Empire State, has once more taken the initiative on a vitally important subject, namely, "Personnel." By Administrative action, Governor Dewey created a few months ago the Personnel Council consisting of three members,—Mr. Charles L. Campbell of the Department of Civil Service, Mr. Charles H. Foster of the Division of the Budget, and myself, as Chairman.

If you will recall, the Governor in his message to the Legislature in 1945 stated that the Civil Service Commission had been making steady progress in personnel work but that many employee problems were being handled separately in departments with no opportunity to maintain a consistent policy. Accordingly, as outlined by the Governor, one of the primary functions of the Council is that of education and further to promote uniformity in personnel procedure for state employees.

It is understandable that administrative rulings made in Albany are very often of immediate interest to employees all over the state. Interpretation by departmental officers can vary with the possibility of creating a certain amount of dissatisfaction and even discrimination. If the Council can see to it that reliable information is widely and accurately disseminated, it will serve a useful purpose.

No longer can the public employee, or any worker, be considered a simple instrument of production or a commodity to be purchased for so many dollars. This has been shown by his expressed desire to be heard and to actively participate in the formulation of policies and procedures, or shall I say by his efforts to achieve self-expression in his working relationships.

The question of grievances of employees is also an important one. Too often in the past have trivial differences been allowed to stagnate without solution. Gradually a trivial matter grows until it becomes one of much greater importance. Where such matters can not be successfully handled by a department, the Council will endeavor to make such recommendations as will solve the problem and improve employee morale.

How will a grievance reach the Council? It is hoped that by improved personnel relationships, grievances will be satisfactorily solved near the source. We don't want the channels to be so involved that an employee will believe it is a futile effort. However, certain procedure is necessary following the original

complaint from one level to another until it reaches the top personnel representative of a department. If it is not satisfactorily concluded at that point, then it is presented to the Council. At no time must there be any recrimination if an employee problem reaches the Council.

It must be borne in mind that employees should have a great sense of responsibility in this entire job. No successful organization is possible without the contributions of employer and employee alike. Arbitrary decisions by supervisors do not promote harmonious or healthy personnel relationships. An employee at any level must make the necessary contribution toward an improved organization.



Tentative plans for a uniform approach to the problem of handling employee grievances have been drawn up by nearly all departments and the Personnel Council is completing conferences with each department in regard to a suitable plan as it relates to the respective representative, in conformity with a general pattern as suggested by the Council.

The machinery for putting the Personnel Council into operation has been established. Each department has been advised that the Council is available on Tuesdays for private conferences with employees or departments. In addition to that, each department head has designated a personnel representative to work with the Council in promoting uniformity. This committee meets monthly to discuss subjects of mutual interest in an endeavor to improve personnel procedure and achieve results.

The Personnel Council is not to be concerned with the hearing of matters on problems for which machinery is already existing and in operation. I am referring to such problems frequently involving any one of a number of typical appeal procedures. For example, matters involving an appeal for the reclassification of a position, appeals relating to examination marks or results, appeals pertaining to salary standardization problems, service record rating appeals and appeals resulting from the effects of disciplinary action. These are all instances, as you know, wherein the Civil Service Law sets forth a very definite procedure to be followed. The personnel Council is not, therefore, as I am afraid some people may believe, a sort of court of appeals or court of last resort to which all matters involving personnel may be presented.

This leads me directly to one of the more important functions of the Personnel Council. It has been known for some time that there has been a growing demand from the employee and employee organizations for the initiation of a program of uniform and permanent procedures which will serve to expedite the

adjustment of individual employee grievances. This phase of our activity was considered so important, as a matter of fact, that it was placed first on our program for immediate consideration and action. May I say, at this point, that we feel that progress is being made. From a strictly unbiased point of view in most instances there has been little or no serious consideration given this phase of the over-all program pertaining to personnel in various departments.

Hindered somewhat by war-time restrictions, particularly the increased work-load placed upon limited staff personnel has resulted in the postponement or at least the delay, in progress which might otherwise have been in this regard. Many plans which could have been in operation have been side-tracked or have lost their value as an effective tool of personnel operation simply through their non-use or lack of employee knowledge of their existence. It is no secret that our preliminary survey of state service personnel programs in respect to the methods used throughout the departments reveals, in those cases where some formal plan does exist, that there is a wide degree of variation as to procedures, and many departments have no formal plan whatsoever.

It is definitely, therefore, one of our major functions to remedy this situation at the earliest possible moment and as I have already pointed out, we believe that progress is being made.

Accomplishments of the Personnel Council will not be emblazoned on the records over-night. It may be years before some phases of its work can bear fruit. As a part of the long range program, it is intended that research work will be instigated and promoted on specific personnel matters to make it the most efficient state service possible.

We, the employees of the State of New York, are part of a very large corporation. For too long have personnel relationships been relegated to a place of minor importance. An entirely successful business must, obviously, have a firm foundation upon which to build. To make stronger this foundation, will undoubtedly take time. Cooperation is vital and the foresight

to be progressive is essential. We are pioneers in this phase of public service. It is the intention and fundamental purpose of the present members of the Personnel Council to see to it that the State of New York continues to have the soundest and most up to date personnel procedure. In years to come you and I may then say that it was through our endeavors that the Empire State became the leader in personnel relations.

New Committees

President Frank L. Tolman has appointed members of important committees for the current Association year, and the committees are already busily engaged with matters pertinent to each. The following is list of committee personnel:

LEGISLATIVE COMMITTEE:

John A. Cromie, Chairman
Leo M. Britt
Gordon S. Carlile
Henry A. Cohen
William M. Foss
Joseph Lipsky
Harry B. Schwartz
Beulah Bailey Thull
Theodore Becker

EDITORIAL COMMITTEE:

Thomas C. Stowell, Chairman
Theodore Becker
John Daniels
Joseph J. Horan
Wayne W. Soper
Ranger Tyler

SALARY COMMITTEE:

Charles M. Armstrong, Chairman
Mildred M. Lauder
Philip A. Cowen
Charles H. Foster
Dr. Sylvia Parker
Edward J. Ramer
David Shultes

EDUCATION COMMITTEE:

Dr. David Schneider, Chairman
Ralph Spence
Eugene D. Fink
Dr. Istar A. Haupt
Francis C. Maher
Henry J. McFarland
Clifford C. Shoro
Mrs. A. B. Tremper

INSURANCE COMMITTEE:

Charles C. Dubuar, Chairman
Victor S. Cohen
Charles H. Foster
Theodore Becker

GRIEVANCE COMMITTEE:

Clifford C. Shoro, Chairman
Mildred O. Meskill
Christopher J. Fee

Miss Mary Goode Krone is
Chairman of the State Personnel
Council.

KEEPING UP ON CIVIL SERVICE LAW AND RULES

By JOSEPH SCHECHTER

The subject which has been assigned to me is very broad and general. If I were to cover even briefly all the phases of this subject, it would require more than one afternoon. I shall, therefore, confine my talk during this luncheon session to two important topics that are covered under the general subject of "Keeping up on Civil Service Law and Rules." These two topics are "Promotional Salaries under the Feld-Hamilton Law" and "Termination of Services by Dismissal and Lay-off." These two topics were suggested by your Vice President, Mr. Jesse McFarland, because of the confusion and misunderstanding that exist in the minds of employees on these matters. I shall endeavor to explain and clarify these two subjects.

Promotional Salaries

At the last meeting of your association in February, I spoke on the general subject—Feld-Hamilton Salaries and Increments. At that time there was a bill before the Legislature, sponsored by your Association, amending Section 41 of the Civil Service Law, which bill on April 1, 1945, became Chapter 413 of the Laws of 1945. This chapter covers the salaries and increments to be paid employees in Feld-Hamilton positions upon appointment, promotion, demotion, transfer and reinstatement. Before taking up the present provisions of law covering promotions, it would be advisable to give you a brief history of the past provisions of law on promotional salaries.

As you know, State positions under the Feld-Hamilton structure are divided into occupational services and salary grades. Each salary grade has a minimum and maximum salary and mandatory annual increments. Almost every occupational service has overlapping salary grades. As an illustration, service 3, which covers the clerical, stenographic and office administrative service, and which is the most common occupational group in State service, starts at salary Grade 1b from \$1200 to \$1700. Grade 2 starts at \$1600 and runs to \$2100. Grade 3 starts at \$2000 and runs to \$2500, so that it is possible to have a Clerk receiving a salary of \$1700 and a Senior Clerk receiving a salary of \$1600; a Senior Stenographer receiving a salary of \$2100 and a Principal Stenographer receiving a salary of \$2000. When the Feld-Hamilton Law was enacted in 1937 there was a provision in Section 41 of the Civil Service Law to the effect that if an employee is promoted to a position in a higher grade, the minimum salary of which is lower than the salary then received by such employee, he shall upon such promotion be paid the salary which

corresponds with the salary immediately above the salary he is then receiving. This meant that where a Clerk receiving \$1700 was appointed to the position of Senior Clerk (which has a minimum salary of \$1600) such person would be entitled to \$1800. However, if a Clerk receiving a salary of \$1600 was promoted to the position of Senior Clerk, he could only receive \$1600, inasmuch as his salary of \$1600 in the Clerk's position was not lower than the minimum salary of \$1600 for Senior Clerk. This obvious inequity was eliminated by an amendment to the law which provided that if an employee is promoted to a position in a higher grade, the minimum salary of which is equal to or lower than the salary then received by such employee, he shall upon



such promotion be paid the salary which corresponds with the salary immediately above the salary he is then receiving. Under this amendment, a Clerk receiving \$1600 was entitled to receive \$1700 upon promotion to Senior Clerk. Though the law authorized increases in salary upon promotion to overlapping grades, the funds for such increases were not provided and there were many persons who had to take salary cuts upon promotions to overlapping grade positions because there were no funds available in the line items in the budget for the promotional positions. For example, prior to April 1, 1945 the position of Junior Clerk carried a salary range from \$900 to \$1400. For several years after the Feld-Hamilton law was enacted, Junior Clerks receiving a maximum salary of \$1400 per annum were compelled to take salary cuts to \$1200 upon promotion to the positions of Assistant Clerk because the line items in the budget for these Assistant Clerk positions carried a minimum salary of \$1200. There were many employees who refused to take promotions because of those salary cuts. Even where the money was available for increases upon promotion, certain inequitable situations arose. For example a Clerk receiving a salary of \$1600 who was No. 1 on the promotion list for Senior Clerk was promoted on October 15 and was given a salary of \$1700 upon such promotion. Inasmuch as the promotion was made after October 1, the employee did not receive an increment next April and continued with the salary of \$1700. Another Clerk receiving a salary of \$1600 whose standing on the promotion list was too low for promotion would get a regular increment of \$100 on April 1, bringing his salary in his Clerk position to \$1700. On April 15, such Clerk was promoted and inasmuch as he had been receiving \$1700 he was given \$1800 upon promotion. So that the Clerk who was promoted first would ultimately be receiving a lower salary than the Clerk who was promoted at a later date. This inequitable situation often caused appointing officers to withhold the making of promotional appointments in the cases illustrated until after April 1. This law giving increases upon promotion to overlapping grades was changed in April

1944 to provide that where a person is promoted to an overlapping salary grade he shall receive the same salary upon such promotion and funds were made available by a special budgetary lump sum appropriation for such salaries. Whether such promotion takes place prior to or after October 1, the employee is entitled to receive an increment at the beginning of the next fiscal year, inasmuch as he did not receive an increase upon his promotion. This law is still in existence and further provides that an employee who has been receiving the maximum salary of his former position for one year or more shall be given an increase to the next increment step upon promotion to an overlapping position and that for the purpose of computing future increments, such employee is credited with the number of years of service in such promotion position which corresponds with such

Joseph Schechter is counsel of the Department of Civil Service. He was guest speaker at the luncheon meeting on the Annual Meeting Program and presented this address of special interest to Civil Service Employees.

salary. To give you a concrete illustration of the present law, an employee who is receiving \$1700 in the position of Clerk (which has a salary range of \$1200 to \$1700) will, upon promotion to the position of Senior Clerk (the minimum salary of which is \$1600) receive the same salary of \$1700. However, if he had been receiving \$1700 for at least one year in his position of Clerk prior to promotion of Senior Clerk, he will receive \$1800 upon such promotion. In computing future increments he is deemed to have the number of years of service corresponding to his salary. In other words, if he is promoted at \$1700 to Senior Clerk he is deemed to have one year of service as Senior Clerk for the purpose of computing future increments in such position. So much for promotions from a permanent position to a permanent position.

Temporary Promotions And Appointments

There has been much confusion regarding the salaries and incre-

ments to be given temporary employees and before I conclude the subject of promotional salaries, I would like to outline briefly the history and procedure relating to salaries and increments of temporary employees. As you know, the Feld-Hamilton Law applies only to permanent employees and any application of the provisions of such law to temporary employees is by policy of the state. From about 1938 to 1942 temporary employees were not allowed to receive annual increments, no matter how long they remained in their temporary positions. Under our present practice, there are many employees occupying temporary positions for the duration of the war. Some of these employees hold Rule VIII-12 appointments, which are temporary appointments for the duration of the military leaves of absence granted to permanent incumbents who are engaged in military duty. Others hold Rule VIII-A appointments, which are temporary war duration appointments in permanent items where the State Civil Service Commission has declared it impracticable to fill such position on a permanent basis because there is no eligible list in existence and it is impracticable to hold a competitive examination at the present time, or where there is an eligible list in existence but there are eligibles at the head of such eligible list in military service, not available for appointment. When Rule VIII-A and Rule VIII-12 were adopted by our Commission, it was felt that temporary war duration employees, who were appointed under these rules, should be given increments for their temporary service, in view of the fact that such appointments would last for a considerable period of time. Accordingly, by policy of the State, increments were granted to Rule VIII-A and Rule VIII-12 appointees. However, no increments were given to temporary employees under other rules. It was only last year that all temporary appointees were granted increments for their temporary service. Prior to April 1, 1945, a temporary appointee under Rule VIII-1a, Rule VIII-A, Rule VIII-4, Rule VIII-9 and Rule XIII-4, who was given a permanent appointment, had to start in his permanent position at the minimum salary (except where appointed or promoted to a position

(Continued on page 26)

RESOLUTIONS ADOPTED AT ANNUAL MEETING

Never in the history of the Association of State Civil Service Employees of New York has there been a more numerous and important set of resolutions than those adopted at the Annual Meeting in Albany, October 16, 1945. The mere fact that there were more than 70 resolutions submitted to the membership—and adopted—indicates the tremendous task which faced the Resolutions Committee, headed by John A. Cromie of the Department of Taxation and Finance, and the skill and efficiency with which the task was handled.

Resolutions adopted at the Annual meeting are of the greatest importance to the membership, for they indicate the accomplishments, aims and ideals of the largest association of its kind in the country. They warrant the closest study and analysis of every member. Here they all are:

Salaries

Resolved, That this Association urge upon the Governor and the Legislature that the basic career service scales of pay shall be increased to the extent of the percentage of increase in living costs over the 1935-39 index of 100, and that in addition current salaries paid throughout each quarterly period shall be kept in adjustment with living costs above the basic scales by an emergency appropriation.

* * *

Resolved, That the Association urge time and one-half pay for overtime work.

* * *

Resolved, That the Association urge upon the Governor and the Legislature amendment to the Career Service Law to provide for the payment of a single increment in the case of each employee who has served at the present maximum rate without salary promotion for five years and that similar increase be granted at each future five year period of like service up to twenty years.

* * *

Resolved, That the Association urge prompt action by the Director of the Budget to grant additional pay for hazardous or arduous employment and that he make known the results of his studies regarding all such cases and invite and permit appeals in all cases where employees are performing the hazardous and arduous duties referred to in the statute but are not paid in accord therewith, and

Be It Further Resolved, That the Association urge that additional pay of at least 10% of the basic salary be granted for hazardous or arduous employment.

* * *

Resolved, That the Association continue determined efforts to secure prison pay scales for the officers and attendants at Matteawan and Dannemora State Hospitals.

* * *

Resolved, That all registered professional nurses in state service be raised to full professional status in the competitive class with appropriate salary allocations.

* * *

Resolved, That the work of Matrons who guard the inmates in Al-bion State Training School and Westfield State Farm be granted prison guard pay.

* * *

Resolved, That the Association urge upon the Governor and the Legislature the justice of including within career service salary schedules the forest rangers of the State.

* * *

Resolved, That the Association urge upon the Salary Standardization Board a study of salaries paid to Fire Observers in the Conservation Department and the establishment of adequate wage scales for this position.

* * *

Resolved, That the Association continue to urge upon the Salary Standardization Board that they reallocate Attendants to a salary

scale of \$1500-1900 and Staff Attendants to a salary scale of \$1700-2100.

* * *

Resolved, That the Association urge amendment of the Career Service Law to provide that where an employee has served for five (5) years or more in the position to which classified and allocated, he shall receive the maximum of the grade.

* * *

Resolved, That the Association urge legislation to provide for the granting on retirement of full pay for any accumulated sick and/or vacation leave.

* * *

Resolved, That the Association urge upon the Governor and the Legislature that the regular payroll allowance of the deceased covering all sick leave, vacation, holiday and pass time accumulated but not used by the deceased up to the time of his death shall be a proper claim of the beneficiary against the State.

* * *

Resolved, That the Association again urge legislation to provide for the payment of unemployment insurance benefits to employees of the State who may become unemployed and that such insurance benefits be made available without contribution by the employee.

* * *

Resolved, That the Association urge upon the Governor and the Legislature immediate attention to wages now paid to armory employees and that per diem salaries of all titles listed in Section 189 of Chapter 41 of the Laws of 1909 be advanced at least one dollar per diem, and that the limitation as to maximum be removed from the statute.

Retirement

Resolved, That the Association urge approval by the Legislature and the Governor of a measure providing that any State employee with

25 years or more service may elect to retire at, at least one-half of their annual salary with the same contributions and on the same basis as now in effect for State Police.

* * *

Resolved, That the Association urge upon the Governor and the Legislature appropriation of funds adequate to pay the sum of employee contributions required to obtain time credit in the State Retirement System for all periods of absence in the armed services of the United States since 1940 in the case of all State employees absent on such military duty.

* * *

Resolved, That the Association urge upon the Governor and the Legislature amendment to Retirement Law permitting the following members of the State Retirement System to retire at not less than \$1200 per annum but not exceeding salary at time of retirement:

Members who have reached age 55 with 30 years service.

Members who have reached age 60 with 25 years service.

Resolved, That the Association urge upon the Governor and the Legislature amendment to the Retirement Law that the Maximum ordinary death benefit be fixed at 12 months salary based on one month's salary for each year of service.

* * *

Resolved, That this Association urge upon the Governor and the Legislature the need for an adjustment of retirement allowances by the addition of a bonus sufficient to permit proper care of health and sound living conditions of retired employees who are members of the State Employees Retirement System or other State supported systems, and

Be It Further Resolved, That the Association urge upon the President and the Congress of the United States that action be taken to exempt retirement allowances paid by the Nation and by the States and their subdivisions from Federal income taxes, thus aiding retired workers to maintain proper standards of living.

Resolved, That the Association urge that in the case of disability retirement the member shall receive 100 per cent of the allowance after twenty-five years of service instead of 90% as now provided.

Resolved, That the Association urge upon the Governor and the Legislature the approval of a measure to grant to beneficiaries of the Correction Department Retirement System a death benefit equal to that provided for members of the State Retirement System.

* * *

Resolved, That the Association urge upon the Governor and the Legislature amendment of Chapter 470 of the Correction Law to provide that widows of prison guards or employees of Correction Department which guards or employees were members of the Correction Department Retirement System, shall receive a pension of \$600 per year as provided in Assembly Bill, Introductory 1005, passed by both houses of the Legislature in 1945 but vetoed by the Governor.

* * *

Resolved, That the Association urge amendment to the State Retirement Law providing for optional retirement at age 55 at the same proportional rates of employee contributions and employee pensions or annuities as now apply at age 60.

* * *

Resolved, That the Association urge upon the Governor and the Legislature the desirability of reducing the interest on loans obtained by the employee as a member of the State Retirement System from the funds contributed by him to that system.

* * *

Resolved, That legislation be initiated by the Association to permit Teachers or Instructors employed in institutional teaching or instructing who were former members of the State Teachers Retirement System to transfer to the State Employees Retirement System.

* * *

Resolved, That the Association urge upon the legislature and the
(Continued on page 29)

John A. Cromie, Department of Taxation & Finance, Chairman of the Resolutions Committee which sifted scores of resolutions in order to submit — scores!



Official Roster 1946 Legislature

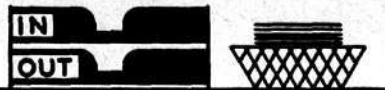
Keep this list for reference. See Editorial Page

SENATORS			Dist.	Pol.	Name and Address
Republicans—35; Democrats—21					
Dist.	Pol.	Name and Address			
1	Rep	Perry B. Durycia, Montauk	1	Dem	*Charles C. Wallace, 140 So. Swan St., Albany
2	Rep	*John D. Bennett, Rockville Centre	2	Dem	George W. Foy, 76 Lenox Ave., Albany
3	Rep	*William S. Hulst, Jr., Port Washington	3	Dem	*James F. Dillon, 1105 Sixth Ave., Watervliet
4	Rep	Seymour Halpern, 83-80 118th St., Kew Gardens			
5	Rep	*Frederic E. Hammer, 256-B 144 St., Belle Harbor		Rep	William MacKenzie, Belmont
6	Dem	John V. Downey, 32-27 83rd St., Jackson Heights	1	Dem	Patrick J. Fogarty, 446 E. 140th St., Bronx
7	Dem	*William N. Conrad, 60-40 Madison St., Brooklyn	2	Dem	*Sidney A. Fine, 235 E. Mt. Eden Ave., Bronx
8	Dem	James J. Crawford, 589 Bedford Ave., Brooklyn	3	Dem	*Edward T. Galloway, 1419 University Ave., Bronx
9	Dem	*Roy H. Rudd, 1110 Jefferson Ave., Brooklyn	4	Dem	Matthew J. H. Laughlin, 410 E. 150th St., Bronx
10	Dem	James A. Corcoran, 167 Barbey St., Brooklyn	5	Dem	Arthur Wachtel, 818 Manida St., Bronx
11	Dem	*Fred G. Moritt, 650 Greene Ave., Brooklyn	6	Dem	Julius J. Gans, 1016 Faile St., Bronx
12	Dem	Samuel L. Greenberg, 1375 Ocean Ave., Brooklyn	7	Dem	*Louis Peck, 1605 Fulton Ave., Bronx
13	Dem	William Kirnan, 516 17th St., Brooklyn	8	Dem	Louis Bennett, 787 E. 175th St., Bronx
14	Rep	*Joseph Parisi, 1327 E. 4th St., Brooklyn	9	Dem	*Francis T. Murphy, 3348 Polo Pl., Bronx
15	Dem	*Louis L. Friedman, 2094 E. 4th St., Brooklyn	10	Rep	John J. DePasquale, 3340 Barker Ave., Bronx
16	Dem	*William Rosenblatt, 3040 Brighton 7th St., Brooklyn	11	Rep	Gladys E. Banks, 3715 Rowbout Ave., Bronx
17	Rep	Robert S. Bainbridge, 1293 Clove Rd., W. N. Brighton	12	Dem	*Nathan A. Lashin, 1950 Andrews Ave., Bronx
18	Dem	Elmer F. Quinn, 285 W. Houston St., N. Y. C.	13	A. L.	*Leo Isacson, 1011 Carroll St., Bronx
19	Dem	Francis J. Mahoney, 421 W. 18th St., N. Y. C.			
20	Rep	Frederic R. Coudert, Jr., 988 Fifth Ave., N. Y. C.	1	Rep	Richard H. Knauf, 4 Wagner St., Binghamton
21	Dem	*Gordon J. Novod, 370 Riverside Dr., N. Y. C.	2	Rep	Orlo M. Brees, 508 Mountain View Dr., Endicott
22	Rep	Richard A. DiCostanzo, 250 E. 105th St., N. Y. C.		Rep	Leo P. Noonan, Farmersville
23	Dem	Alexander A. Falk, 75 Park Terr. E., N. Y. C.		Rep	James H. Chase, Aurora, R.D.
24	Dem	Lazarus Joseph, 910 Grand Concourse, Bronx		Rep	E. Herman Magnuson, 31 Locust St., Jamestown
25	Dem			Rep	Harry J. Tift, Horseheads
26	Dem	*Isadore Dollinger, 1250 Franklin Ave., Bronx		Rep	Irving M. Ives, Norwich
27	Rep	*Paul A. Fino, 2533 E. Chester Ave., Bronx		Rep	Leslie G. Ryan, Rouses Point
28	Rep	*Lowell H. Brown, 5451 Palisade Ave., Bronx		Rep	Fred A. Washburn, 103 N. 5th St., Hudson
29	Rep	William F. Condon, 25 Hollis Terr., Yonkers		Rep	Harold L. Creal, Homer
30	Rep	*J. Raymond McGovern, 208 Beechmont Dr., New Rochelle		Rep	Elmer J. Kellam, Hancock
31	Rep	Pliny W. Williamson, 11 Heatcote Rd., Scarsdale		Rep	Ernest I. Hatfield, Hyde Park
32	Rep	Thomas C. Desmond, Newburg		Rep	Frank A. Gugino, 438 Busti Ave., Buffalo
33	Rep	Frederick H. Bontecou, Millbrook	1	Rep	Justin C. Morgan, 143 Doncaster Rd., Kenmore
34	Rep	Arthur H. Wicks, Kingston	2	Rep	William J. Butler, 65 Rose St., Buffalo
35	Dem	*Mortimer A. Cullen, 47 North Manning Blvd., Albany	3	Rep	John P. Quinn, 125 Peabody St., Buffalo
36	Rep	Gilbert T. Seelye, Burnt Hills	4	Dem	Philip V. Baczkowski, 379 Peckham St., Buffalo
37	Rep	Thomas F. Campbell, 1503 Union St., Schenectady	5	Dem	*George F. Dannebrock, 58 Woeppel St., Buffalo
38	Rep	Benjamin F. Feinberg, Plattsburgh	6	Rep	*Julius Volker, 194 Central Ave., Lancaster
39	Rep	Rhoda Fox Graves, 130 Clinton St., Gouverneur	7	Rep	John R. Dillion, 61 Magnolia St., Lackawanna
40	Rep	Fred A. Young, Lowville	8	Rep	
41	Dem	*Vincent R. Corrou, 144 Highby Rd., Utica		Rep	Sheldon F. Wickes, Ticonderoga
42	Rep	Isaac B. Mitchell, Lafargeville		Rep	William L. Doige, Chateaugay
43	Dem	*Richard B. Byrne, 4520 E. Genesee St., DeWitt		Rep	Joseph R. Younglove, 14 Hoosac St., Johnstown
44	Rep	Walter W. Stokes, Middlefield		Rep	Herbert A. Rapp, Darien Center
45	Rep	Floyd E. Anderson, 702 Chenango St., Port Dickinson		Rep	William E. Brady, Coxsackie
46	Rep	Chauncey B. Hammond, Elmira		Rep	Leo A. Lawrence, Herkimer
47	Rep	Henry W. Griffith, Palmyra		Rep	*Orin S. Wilcox, Theresa
48	Rep	Earle S. Warner, Phelps			
49	Rep	Austin W. Erwin, Geneseo			
50	Rep	Rodney B. Janes, Pittsford			
51	Rep	Allen J. Oliver, 316 Inglewood Dr., Rochester			
52	Rep	William Bewley, Carlisle Gardens, Lockport			
53	Rep	Walter J. Mahoney, 6 Saybrook Pl., Buffalo			
54	Dem	Stephen J. Wojtkowiak, 349 Koons Ave., Buffalo			
55	Rep	Charles O. Burney, Jr., 168 Cayuga Rd., Williamsville			
56	Rep	George H. Pierce, 1121 W. Henley St., Olean			
MEMBERS OF ASSEMBLY					
Republicans—94; Democrats—55; A.L.—1					
* New Member					

Dist.	Pol.	Name and Address
Kings County		
1	Dem	Max M. Turshen, 2204 Clarendon Rd., Brooklyn
2	Dem	*J. Sidney Levine, 1444 E. 7th St., Brooklyn
3	Dem	Mary A. Gillen, 82 Pioneer St., Brooklyn
4	Dem	Bernard Austin, 500 Bedford Ave., Brooklyn
5	Dem	John J. Starkey, 916 Putnam Ave., Brooklyn
6	Rep	Robert J. Crews, 100 Hart St., Brooklyn
7	Dem	John F. Furey, 338 55th St., Brooklyn
8	Dem	*Arthur A. Low, 160 5th Ave., Brooklyn
9	Rep	*Frank J. McMullen, 68 76th St., Brooklyn
10	Rep	Lewis W. Olliffe, 199 Bergen St., Brooklyn
11	Dem	Eugene F. Bannigan, 136 Maple St., Brooklyn
12	Dem	James W. Feeley, 300 11th St., Brooklyn
13	Dem	*Lawrence P. Murphy, 1745 E. 35th St., Brooklyn
14	Dem	Harry Gittleson, 287 So. 2nd St., Brooklyn
15	Dem	John Smolenski, 1044 Manhattan Ave., Brooklyn
16	Dem	*Frank J. Pino, 1844 W. 3rd St., Brooklyn
17	Dem	*John J. Walsh, 789 St. Mark's Ave., Brooklyn
18	Dem	Irwin Steingut, 706 Eastern P'kway, Brooklyn
19	Dem	*Philip J. Schupler, 4905 12th Ave., Brooklyn
20	Rep	*John E. Beck, 1277 Madison St., Brooklyn
21	Dem	Thomas A. Dwyer, 596 E. 26th St., Brooklyn
22	Dem	Anthony J. Travia, 82 Barbey St., Brooklyn
23	Dem	Alfred A. Lama, 1828 Eastern P'kway, Brooklyn
24	Dem	*Philip Blank, 589 Penna Ave., Brooklyn
Lewis County		
Rep		Benjamin H. Demo, Croghan
Livingston County		
Rep		Joseph W. Ward, Caledonia
Madison County		
Rep		Wheeler Milmoec, 318 So. Peterboro St., Canastota
Monroe County		
1	Dem	Frank J. Sellmayer, 2203 Westfall Rd., Rochester
2	Rep	Abraham Schulman, 353 Culver Rd., Rochester
3	Rep	George T. Manning, 165½ Alexander St., Rochester
4	Rep	Thomas F. Riley, 24 Lapham St., Rochester
Montgomery County		
Rep		John F. Bennison, Fort Plain
Nassau County		
1	Rep	*Frank J. Becker, Lynbrook
2	Rep	*Joseph F. Carlino, Long Beach
3	Rep	*Genesta M. Strong Plandome
4	Rep	*David S. Hill, Jr., Glenwood Landing
New York County		
1	Rep	MacNeil Mitchell, 137 E. 38th St., N. Y. C.
2	Dem	Louis DeSalvio, 425 W. Broadway, N. Y. C.
3	Dem	Owen McGivern, 431 W. 44th St., N. Y. C.
4	Dem	Leonard Farbstein, 504 Grand St., N. Y. C.
5	Dem	Irwin D. Davidson, 151 Central Park W., N. Y. C.
6	Dem	Francis X. McGowan, 235 E. 22nd St., N. Y. C.
7	Dem	Patrick H. Sullivan, 601 W. 113th St., N. Y. C.
8	Rep	*Archibald Douglas, Jr., 325 E. 57th St., N. Y. C.
9	Rep	John R. Brook, 27 E. 95th St., N. Y. C.
10	Dem	John P. Morrissey, 343 E. 87th St., N. Y. C.
11	Dem	*William Prince, 540 Manhattan Ave., N. Y. C.
12	Dem	William T. Andrews, 270 Convent Ave., N. Y. C.
13	Dem	Daniel Flynn, 3657 Broadway, N. Y. C.
14	Dem	Hulan E. Jack, 45 W. 110th St., N. Y. C.
15	Dem	William J. A. Glancy, 160 Cabrini Blvd., N. Y. C.
16	Rep	Hamlet O. Catenaccio, 156 E. 117th St., N. Y. C.
Niagara County		
1	Rep	Jacob E. Hollinger, Middleport
2	Rep	Harry D. Suito, Youngstown
Oncida County		
1	Rep	*Harlow E. Bacon, 316 W. Embargo St., Rome
2	Dem	Frank A. Emma, 1608 Gibson Rd., Utica
Onondaga County		
1	Rep	Leo W. Breed, 1703 Park St., Syracuse
2	Rep	*Clellan S. Forsythe, 600 Roberts Ave., Syracuse
3	Rep	Frank J. Costello, 1030 E. Genesee St., Syracuse
Ontario County		
Rep		Harry R. Marble, R.D., Holcomb

Dist.	Pol.	Name and Address
Orange County		
1	Rep	Lee B. Mailler, Cornwall
2	Rep	Wilson C. VanDuzer, Middletown
Orleans County		
Rep		John S. Thompson, Medina
Oswego County		
Rep		Henry D. Coville, Central Square
Otsego County		
Rep		*Paul L. Talbot, Burlington Flats
Putnam County		
Rep		D. Mallory Stephens, Brewster
Queens County		
1	Dem	*Alexander DelGiorno, 31-75 29th St., Long Island City
2	Dem	William E. Clancy, 61-49 Linden St., Ridgewood
3	Rep	*Joseph H. Brinster, 71-15 71st St., Glendale
4	Dem	Charles J. Dalzell, 23-26 33rd St., Long Island City
5	Rep	*Thomas Hurley, 35-31 93rd St., Jackson Heights
6	Dem	William F. Bowe, 35-39 159th St., Flushing
7	Rep	George Archinal, 77-32 78th St., Glendale
8	Rep	*Samuel Rabin, 85-07 Warebam Pl., Jamaica
9	Rep	Fred W. Preller, 218-05 100th Ave., Queens Village
10	Rep	*Angelo Graci, 107-19 75th St., Ozone Park
11	Dem	*Thomas Fitzpatrick, 153-24 89th Ave., Jamaica
12	Dem	John H. Ferril, 446-B 142nd St., Neponsit
Rensselaer County		
Rep		*John S. Finch, Schodack
Richmond County		
1	Rep	*Arthur T. Berge, 63 Gregg P., S. I.
2	Rep	*Edmund P. Radigan, 152 DeKalb Ave., Concord S. I.
Rockland County		
Rep		Robert Walmsley, Nyack
St. Lawrence County		
Rep		Allan P. Sill, Massena
Saratoga County		
Rep		Richard J. Sherman, Saratoga Springs
Schenectady County		
Rep		Oswald D. Heck, Stop 10, Troy Rd., Schenectady
Schoharie County		
Rep		Arthur L. Parsons, Central Bridge
Schuyler County		
Rep		*Jerry W. Black, Perry City
Seneca County		
Rep		Lawrence VanCleeef, Seneca Falls
Steuben County		
Rep		William M. Stuart, Canisteo
Suffolk County		
1	Rep	Edmund R. Lupton, Mattituck
2	Rep	Elisha T. Barrett, Brightwaters
Sullivan County		
Dem		*James G. Lyons, Monticello
Tioga County		
Rep		Myron D. Albro, Lounsberry
Tompkins County		
Rep		Stanley C. Shaw, 315 N. Genieva St., Ithaca
Ulster County		
Rep		John F. Waldin, Highland
Warren County		
Rep		Harry A. Reoux, Warrensburg
Washington County		
Rep		Henry Neddo, Whitehall
Wayne County		
Rep		Henry V. Wilson, Wolcott
Westchester County		
1	Rep	Malcolm Wilson, 77 Rockland Ave., Yonkers
2	Rep	*Fred A. Graber, 146 Grove St., Tarrytown
3	Rep	*P. Raymond Sirignano, 72 Douglas Pl., Mt. Vernon
4	Rep	*Frank S. McCullough, 15 Wappanocca Ave., Rye
5	Rep	Christopher H. Lawrence, 26 Valley Rd., Bronxville
6	Rep	Theodore Hills, Jr., Jefferson Valley
Wyoming County		
Rep		Harold C. Ostertag, 170 Main St., Attica
Yates County		
Rep		Fred S. Hollowell, R.F.D. 2, Penn Yan, N. Y.

What's Doing in the Departments



N. Y. STATE RADIO BUREAU FORMED

Latest addition to the public relations facilities of New York State is the State Radio Bureau created in the Division of State Publicity in the Department of Commerce. New York thereby becomes the first state in the Union to establish an official agency to act as a channel between the state government, radio stations and the people.

The Radio Bureau will handle information for all of the State Departments and act as a central agency for contact with the broadcasters. It will send regularly to the radio stations spot announcements, transcriptions and other material of a timely nature dealing with State governmental activities. Regular news will reach the broadcasting stations through established news wire services as in the past.

Creation of the Radio Bureau was prompted by the invitation of the Public Relations Committee of Region Number 2 of the National Association of Broadcasters. Robert C. Soule of Station WFBL, Syracuse is chairman of the Committee.

In inviting the State to furnish material for radio the Committee explained that it desired to expand the public reserve facilities of the various individual stations. "We are anxious to serve the State in a constructive manner," Mr. Soule said.

State Commerce Commissioner

M. P. Catherwood in whose Department the new bureau is located said:

"We welcome this opportunity to bring to the people of the State of New York, through the cooperation of the radio stations, information that should be made available to them on the air. There is a wealth

of important information and helpful services available from various state departments that affects the everyday lives of the people of the State and is of value and interest to them. The newspapers have handled such matters in greater detail in the past. The radio will provide another important medium for informing the public about the services of the State."

Several meetings between the publicity representatives of the various state departments and the broadcasters have been conducted under the chairmanship of Harold Keller, Director of the Division of State Publicity.

Thomas C. Stowell of Albany, long identified with newspaper, theatrical and radio work, has been given a leave of absence from his position as Assistant Director of the Division of Public Health Education in the State Health Department to become director of the Radio Bureau. He is being assisted by Louisa H. Ryan, Joseph J. Horan and Earl Strickland.

The following letter, addressed to President Frank L. Tolman of our Association, is of vital interest to a large number of State Employees:

November 24, 1945.

Dear Mr. Tolman:

This is in reply to your letter concerning additional pay for hazardous or arduous employment. This office has surveyed the progress that has been made in setting up such schedules. The work is requiring more time than we had counted on, so we have decided to make each schedule as completed effective as of October 1, 1945.

Such payments of extra compensation to State Civil Service employees whose duties are more hazardous or arduous than normally performed by those with the same title, will begin after the Budget Division has received final recommendations from State departments affected and after the Division approves a uniform method of applying the amendment to the Feld-Hamilton Salary Standardization Act.

Time is necessary to determine the nature and extent of exposure of employees to hazardous or arduous conditions. The crux of this problem is to determine who is more hazardously or arduously employed than others with the same title; and to decide who is already compensated for his hazardous and arduous duties by his salary under a particular title.

The departments affected, particularly Mental Hygiene and Health, many of whose employees are in contact with the mentally disturbed and the tubercular, wish to survey this situation properly and well before making their final recommendations to me. The length of time involved is the result of unforeseen difficulties in arriving at a proper and equitable solution.

Sincerely,

(Signed) JOHN E. BURTON,

Director of the Budget.

VETERANS' AID OFFICER NAMED

Judge J. Edward Conway, President of the New York State Civil Service Commission has announced the appointment by the Commission of Guy A. Graves, Jr. of Schenectady, New York as Veterans' Assistance Officer in the Department of Civil Service.

Mr. Graves will have his office on the 24th floor of the State Office Building, where he will be available to all returning veterans, to assist them in all problems relating to civil service in the State of New York, along with Jonah Daldinger, already appointed to a similar position.

In December 1941, Mr. Graves enlisted in the U. S. Army and served for 18 months overseas in England, Africa and Italy. This August he was discharged and at the time of discharge held the rank of 1st Lieutenant in the Army Air Forces. He is the holder of the Air Medal, the European-African-Middle Eastern Ribbon with five stars, the American Defense Ribbon, and in addition, a Distinguished Unit Citation.



Guy A. Graves, Jr. (left) and Jonah Daldinger

Mr. Graves was born in Troy and received elementary and secondary education in the public schools in Yonkers and Schenectady. He was graduated from Union College with

an A.B. degree in 1937. He then entered Harvard Law School, graduating in 1940 with an LL.B degree. In 1940 he was admitted to the bar and practiced law in Schenectady.

COST OF LIVING

Here are the U. S. Bureau of Labor Statistics Cost of Living Indices for all Items:

	Large Cities Combined	New York	Buffalo
August.....	129.3	130.0	129.4
September.....	128.9	129.5	128.5

Association Affairs

REGIONAL ORGANIZATION

By CLARENCE W. F. STOTT

The regional organization plan is designed as an effort to integrate the activities of state civil service chapters within a large area. With such integration comes a better understanding among the chapters as to the problems of promoting the welfare of state employees and insuring increasingly better service to the people of New York State.

The regional organization is a bridge designed to permit the flow of traffic in ideas from each chapter to all the others and between all of the chapters and the State Association at Albany.

What does the regional organization mean to the local chapter? It means emphasis to its efforts. Proposals originating from the local chapters after being cleared and made ready by their own representatives in council, receive a united backing. Without such an organization, sound proposals might be lost in a welter of indifferent or poorly drawn up ones. With this organization the voice of the individual chapter becomes mightily eloquent.

The regional organization can also be considered a sounding board for opinion. Who else can interpret the will of the individual chapters more accurately than their own representatives who experience day by day their aches and pains as well as their pleasures? The State Association may take test samples of sentiment from the chapters from time to time with results that indicate only transitory attitudes. The regional organization would be in a position to understand these attitudes in their relationship to the more basic general will of the chapters.

The unity which is achieved by the regional organization, while arresting the insidious forces of disintegration which thrive on the virus of discontent, creates a solid phalanx capable of beating off all forces which would actively destroy us and attempt to displace us as the champions of the state workers.

Notwithstanding the obvious benefits of the regional organization, there are certain objections honestly set forth against it and in the same spirit of sincerity we shall attempt to answer them.

First, it is argued that regional organization would be overorganization.

We shall reply to this contention by asking, "At what point does organization become overorganization?" Perhaps the answer is, when organization becomes unwieldy. We

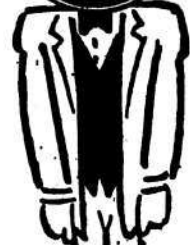
Mr. Stott is President of the Binghamton Chapter. He presided at a special meeting of delegates from Chapters in Central New York on the evening preceding the Annual Meeting when this subject was discussed by Christopher J. Fee and Robert R. Hopkins.

submit that a loosely knit organization is an unwieldy one. There can be no unified and therefore no effective action when the component parts of an organization are at odds each with all of the others. The positive forces are then cancelled by the negative forces with no resultant great positive force which all of the parts can support. A state of inertia then exists. Regional organization remedies this condition by promoting unity.

Secondly, it is argued that the work of improving the state employee's lot and the guarding of his interests is taken care of by the local chapters.

This is not disputed. We do state, however, that this work can be performed more efficiently by the chapters pooling their efforts in the regional organization. At the present time, the chapters, with some notable exceptions, depend to a large extent upon Association Headquarters to solve their problems. They are the producers of questions and expect Association Headquarters to produce all of the answers. A regional organization could sit in with the Albany group and assist in find-

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27,844
MEMBERS

Reprinted from *The Albany Knickerbocker-News*, September 15, 1945.

ing the answers to the questions that the chapters might propound.

Thirdly, it is argued that the work not being taken care of by the local chapters is already being handled by the State Association through its field representatives.

Fourthly, it might be argued by some that the upkeep of the regional organization would be too expensive.

The expenses of a regional organization would be only a small per-

(Continued on page 34)

ASSOCIATION FINANCES

There follows a summary of the report presented to the delegates at the Annual Meeting, as made by Earl P. Pfannebecker, Treasurer of the Association. The report was accompanied by verification from the banks in which Association funds are deposited. The accounts of the Treasurer were audited and approved by the Auditing Committee of the Association.

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

CONSOLIDATED FINANCIAL REPORT

Fiscal Year, October 1, 1944 to September 30, 1945

Cash Balance, October 1, 1944 \$ 20,632.93

Income Received

Membership Dues	\$ 43,185.35
Group Life "T" Rate Premium	
Differential	8,675.48
Expense Credit, Travelers	
Insurance Co.	25,682.06
Sale of Advertising	1,085.24
Sale of Books	664.52
Sale of "Story of Government"	13.25
Savings Bank and Defense	
Bond Interest	287.62
Sale of Office Equipment	
(Addressograph)	200.00
*Group Life Cash Premiums....	21,123.93
*Group Accident-Sickness	
Cash Premiums	656.65
Miscellaneous Income	267.10
Total Income	\$101,841.20

Total to Account for..... \$122,474.13

Expenditures

Salaries:

Office Employees	\$ 10,319.22
Association Counsel	3,780.00
Executive Representative	4,725.00
Field Representative	
(8-1-9-30-45)	500.00

*See offsetting item under expenditures.

Expense Credit to Chapters.....	9,597.00
Printing of The State Employee	10,248.84
Other Printing	1,125.14

	\$26,125.00	
Net Civil Op. Sal. 1,467.84		
Ser. Leader Cir. Exp. 271.65		
Expense		19,314.49
	\$27,864.49	
	less crd. 8,550.00	

Express and Postage	2,941.02
Telephone and Telegraph.....	716.52
General Office Supplies.....	439.38
Office Machine Repairs and	
Supplies	363.27
Purchase of Books	605.20
State and Federal Taxes	630.74
Insurance Premium Adjust-	
ments	1,171.63
Expenses of All Committees,	
Officers and Delegates in-	
cluding Travel Expense	5,569.00
Employees Annuity Premium....	304.40
Committee on Veterans	
Preference	1,150.00
Fidelity and Compensation In-	
surance Premiums	141.72
Legislative Index Service	125.00
Miscellaneous Expenses	205.64
*Group Life Cash Premiums	
paid to Insurance Company	21,123.93
*Group Accident-Sickness Cash	
Premiums paid to Insurance	
Company	656.65

Total Expenditures \$ 95,753.79

Cash Balance, Septem-
ber 30, 1945 26,720.34

Total Accounted for \$122,474.13

Above Cash Balance is made up as follows:

National Commercial Bank	\$ 9,912.44
First Trust Company	1,050.79
National Savings Bank	7,380.38
City and County Savings Bank	3,251.73
Office Imprest Funds (2)	125.00
U. S. Defense Bonds, Series G. Nos.	
M476,695-6-7-8-9, held in safe deposit	
box National Commercial Bank and	
Trust Co.	5,000.00

Total \$26,720.34

October 1, 1945

Respectfully Submitted

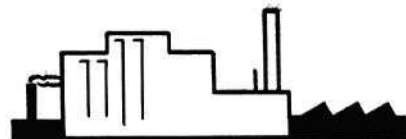
Earl P. Pfannebecker, Treasurer.

*See offsetting item under income.

Officers of the newly formed Psychiatric Institute and Hospital Chapter, New York City. Reading right to left: President — Biagio Romeo, Building Guard; Secretary — Margaret Neubart, Sec'y. to the Director; Vice. Pres. — Sidney Alexander, R.T., X-Ray Technician; Treasurer — James Carroll, Senior Engineer.



What's Doing in the Institutions



STATE INSTITUTE OUTSTANDING IN CANCER RESEARCH

By **A. A. Thibaudeau, M.D.**
*Associate Cancer Pathologist and
President of the Gratwick Chapter*

The Cancer Institute, as it is commonly known, is in Buffalo at 663 North Oak street. It is comprised of laboratories, research and clinical, hospital and clinic. For the past forty-seven years it has been concerned with the study and treatment of cancer in all its manifestations.

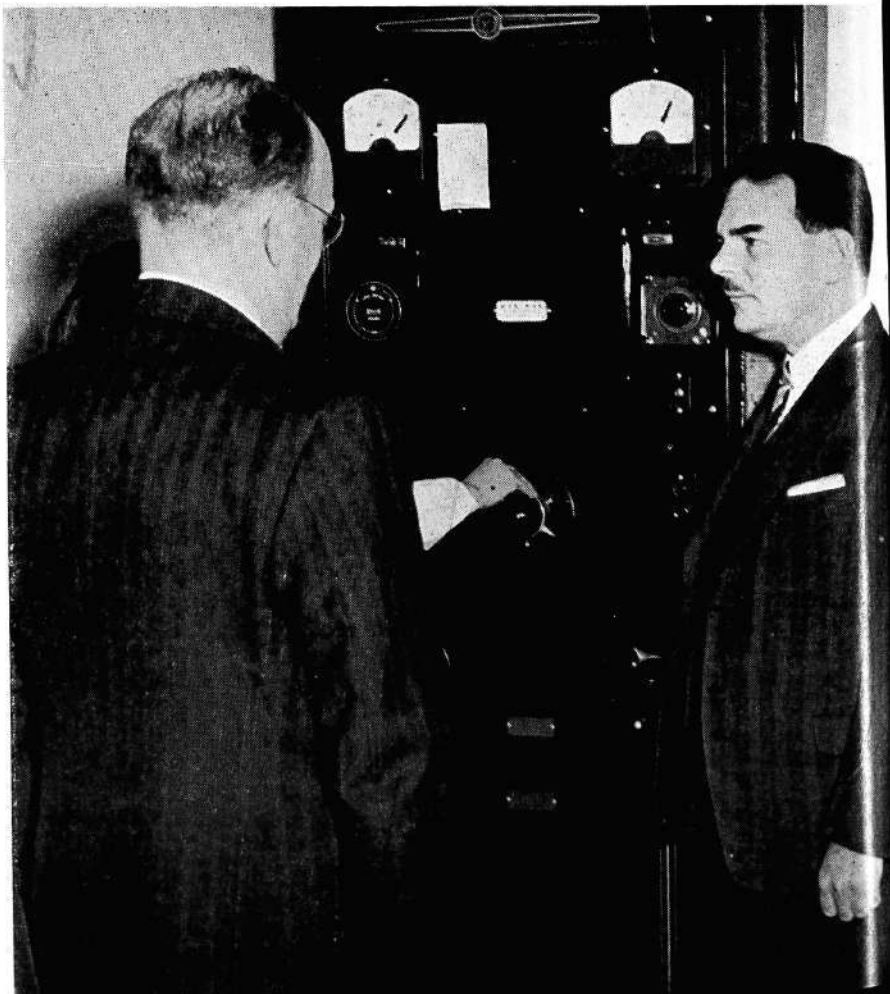
In 1898 through the efforts of the late Dr. Roswell Park, then professor of surgery at the University of Buffalo, an appropriation of \$10,000 was provided by the state legislature for the purpose of equipping and maintaining a laboratory to be devoted to the study of the cause, mortality rate and treatment of cancer. The first laboratory was designated the New York State Pathological Laboratory of the University of Buffalo and was located in the Medical School building on High street. This was the first laboratory in the world devoted solely to the study of cancer. Dr. Park was appointed director, and Dr. Harvey R. Gaylord, associate.

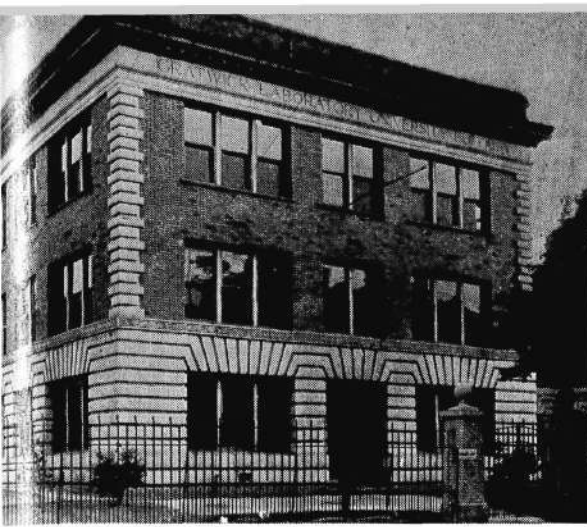
Within a very short time the work of the laboratory had increased to such an extent that quarters assigned to it in the Medical School became inadequate and appeal was made to the citizens of Buffalo to erect a building suitable for this type of research. In 1902 the Gratwick Laboratory was completed and occupied by the staff. During the early years the laboratory staff spent its major effort in the search for a cancer parasite as the parasitic theory then held sway. In 1903 Dr. Gaylord brought back from Europe the first strain of transplanted tumors to be studied in the United States. Dr. G. H. A. Clowes, the first chemist at the laboratory as early as 1900 had pointed out the importance of chemical research in investigations regarding the cause and treatment of cancer.

In 1904 Dr. Gaylord succeeded Dr. Park as director and in 1910 the Gratwick Laboratory was deeded to the state and became the State Institute for the Study of Malignant Diseases. In this same year Dr. Burton T. Sampson was appointed pathologist to the institute. The need of a hospital for clinical investigation of cancer was stressed by the director in 1910 and was pro-

vided by legislative action the following year. As a result the new hospital was opened in 1913. A gift of 50 mgm. of radium to be used in the hospital was donated by Mrs. Ansley Wilcox. A state wide free diagnosis on pathological tissues was instituted during the same year under supervision of Dr. Simpson.

The farm at Springville, which had been bought in 1912 by Buffalo citizens to be used as an experimental farm in complementing the work of the institute was deeded to the state and became the Biological Station of the institute. Additional radium was purchased by the state — 2 grams in 1920 and 5.735 grams in 1930 while in 1921 the first High power X-ray machine was in large part manufactured and installed in the institute. This department together with the clinic was transferred to a new building completed in 1927.

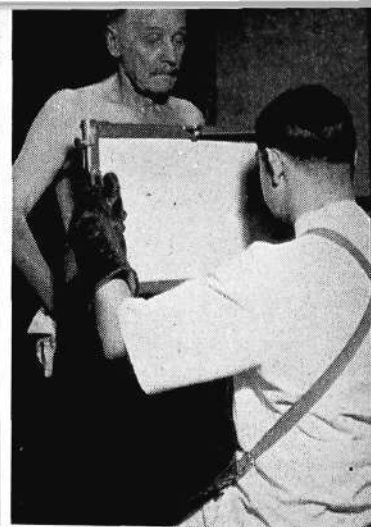




State Institute, Buffalo



Dr. Louis C. Kress



Diagnostic X-Ray Examination

In 1937 appropriation of \$510,000 was made for a new hospital. This was completed in 1940 and occupied the same year. The new building houses the business offices, record rooms, out patient department, X-ray and radium therapy unit and laboratory of clinical pathology and provides, together with the old hospital bed capacity for 108 patients.

In addition to its research work, the institute presents a service to the people of New York State in the diagnosis and treatment of cancer and in the examination of material secured at operation or biopsy. Patients in whom cancer is found or suspected may be referred by practicing physicians and dentists for further study and treatment. A corps of specialists examine these patients, diagnose the nature of their malignancies and prescribe and administer treatment, either surgery, if indicated and desired by the attending physician, or radium or X-ray therapy where this type of treatment is preferable. More than 3,000 new patients are sent to the institute each year and approximately 40,000 visits are made annually to the outpatient clinic.

(Continued on page 34)

Dr. Kress Heads Cancer Institute

Topping a twenty-six year career in the State service is the appointment of Dr. Louis C. Kress as Director of the State Institute for the Study of Malignant Diseases at Buffalo.

Previous to his being named head of the Cancer Institute on September 1st, Dr. Kress served as Director of the Division of Cancer Control of the State Health Department. His association with the Institute dates back to 1919, when he was appointed as voluntary assistant.

In the following years, he participated in all branches of the cancer field. In 1932, Dr. Kress was appointed assistant director of the newly created Division of Cancer Control and in 1939 became director of the division. The cancer control program which he set up and developed to a high degree in New York State is now being used as a model by health departments in other states and communities.

Dr. Kress is well-known throughout this country and abroad as a result of his activities in the cancer field. He has done extensive research on tumors, has published many articles and papers on the subject, in addition to having addressed innumerable scientific and professional groups.

He is Associate in Surgery on the faculty of the University of Buffalo Medical School, a consultant in can-

cer to the United States Public Health Service, the Sisters of Charity and Mercy Hospitals, the Deaconess Hospital, Meyer Memorial Hospital and Gowanda State Hospital.

Dr. Kress is Chairman of the Executive Committee and Board of Managers of the State Branch of the American Cancer Society, a member of the Advisory Committee on Cancer of the New York State, Buffalo Academy of Medicine, American Public Health Association, American Medical Association, Erie County Medical Society, American Association for Cancer Research, North American Radiological Society, American Radium Society, Public Health Cancer Association of America, and the Aesculapian Medical Club of Buffalo.

The new director also is a Fellow of the American College of Surgeons and is a veteran of World War I.

Governor Thomas E. Dewey visited the State Institute for the Study of Malignant Diseases — commonly known as the Cancer Institute — in Buffalo on Nov. 15. Here he is shown with the Director of the Institute, Dr. Louis C. Kress, inspecting the Institute's great new 1,000,000 volt X-ray treatment machine.

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Veterans Preference Approved

Amendment No. 6, the Constitutional amendment giving unlimited preference to veterans in appointment and promotion in the competitive class of the civil service, and preference in retention in service regardless of seniority, was approved by the people on November 6, 1945, and will become effective January 1, 1946. The unofficial figures show the vote in round numbers to be as follows:

For Amendment.....	576,000
Against Amendment.....	553,000

This small majority for a Constitutional amendment indicates the uncertainty among voters as to the desirability of the proposal.

It is doubtful if any previous Constitutional proposal was ever more misrepresented as to its effects or less understood by citizens as a whole.

State employees, including many veterans, joined with some twenty-five civic groups in opposition to the amendment.

The proposal will deprive non-veterans from entering competitive class of civil service and will deprive non-veterans in civil service of opportunity to advance from the lower to the higher grades. This will occur because a non-veteran cannot successfully compete with either disabled or non-disabled veterans, as the veterans will automatically go to the top of each eligible list if they but obtain the lowest passing mark.

The Association, and we believe the great mass of citizens as they realize the import of the preference amendment, will regret the weakening of the merit system which it is bound to bring. The merit system has proven its tremendous value to efficient government since its adoption in 1883 under the authorship of Grover Cleveland and Theodore Roosevelt. An editorial in the New York Herald Tribune of November 9 this year summarizes well as follows:

"To us one of the particularly disappointing features of last Tuesday's election was the fact that Amendment No. 6, the so-called veterans' preference measure, was adopted, although by a very small margin. The heaviest vote against it was right here in New York County, where the opposition was most articulate. This fact suggests the possibility that if the iniquitous nature of this amendment — it turns the merit system upside down and is sure, on its face, to lead to many injustices in our civil service — had been made as clear to the voters in the rest of the state as here, it would have gone down to the defeat it deserved."

It is believed that veterans as a whole seeking to make civil service a career will be disappointed with the inequities that are bound to arise when preference is granted to any class of citizens. The capable veteran needs no preference over his fellow citizens in order

(Continued on page 33)

Legislation Just Around the Corner

Some legislation originates with the Governor — the executive budget, for example. Some legislation originates with members of the Legislature. Some legislation is suggested to the Governor and to the individual legislators by organizations such as your own Association. The Governor and each member of the Legislature is happy to hear from individual citizens and from unselfish organizations of citizens, as to how they feel about new laws, amendments to old laws, appropriations, and the like.

There are two ways of speaking to the Governor and to the Legislature. One is directly in person, or by letter addressed to the Governor or the individual senator or assemblyman. The other is through the officers or representatives of your Association.

You may be sure that your officers and representatives at Albany will see to it that the program outlined in resolutions adopted at the annual meeting are brought forthrightly and vigorously to the attention of the Executive and Legislative branches of government.

You have the very important duty of making the acquaintance of the Senator and the Assemblyman from your district and speaking directly to them concerning the legislation which your Association is sponsoring. Your Chapter has the obligation to contact your Senator and Assemblyman by chapter resolution and by a chapter legislative committee and to urge his favorable action on your Association's program.

Do not wait until January or February or March to talk with your legislative representatives. Do it now. Do not leave it for the other fellow to do. There has been failure in the past to let your Senator and Assemblyman know in a very definite way how you feel about state employment matters. Take for instance, the wholly indefensible Downey-Sherman constitutional amendment bill destroying merit system principles and denying seniority rights to non-veterans. Your representatives in two Legislatures voted unanimously contrary to your best interests when they voted to present this obnoxious measure to the people. If they had known that over 500,000 out of a little over a million voters disagreed with their legislative vote, doubtless they would not have been unanimous in voting as they did. It is obvious that individual members of the Association did not talk directly to their Senator or Assemblyman about this bill in sufficient numbers nor convincingly enough to inform them properly about the amendment.

Other measures will be coming up. Basic salary scales are too low, and the emergency bonus now in effect expires next March 31st. The retirement system needs liberalization. There is still no unemployment insurance for State workers. There are vital improve-

(Continued on page 33)



The Letter Box



River Edge, N. J.
October 15, 1945

Dear Sir:

I received "The State Employee" today and enjoyed reading it very much and found many articles of interest in it. I think the idea of "The Letter Box" is a very good one. May I make a contribution and at the same time ask for some information on a subject very dear to my heart.

I was employed as an Army Nurses Aide at Camp Shanks Station Hospital up 'till August 24, 1945. Due to reduction in force my services were terminated on that date. What is to become of the Civil Service Nurses Aide? I love Nursing very much and through no fault of mine I am no longer at the hospital. Can you tell me what the Army or the Government intends to do about Camp Shanks Hospital? Will they make a Veterans' Hospital out of it and will civilian Nurses have an opportunity to be employed there again? I should like to go back to Army Nursing again. Are there any other Veterans' Hospitals in the vicinity of N. Y. C., or my home at River Edge, Bergen County, N. J.

I received my Meritorious Award while at Shanks Hospital and have a very fine record there.

I should appreciate it very much if you can help me out with the very much desired information and I know the information would be very welcome to several other Nurses Aides that worked at Shanks.

Thanking you in advance, and hoping to hear from you very soon,

Most sincerely
Julia V. Gunther

Miss Gunther's letter has been referred to the Division of Public Health Nursing, State Department of Health.—Ed.

New York, N. Y.
October 10, 1945

Dear Sir:

The request for comments on the "State Employee" challenges a librarian. The column planned of reviews of new State publications is an excellent idea. It might be extended to outstanding municipal publications, such as the 10-year report of the New York City Housing Authority, recently issued. This has many illustrations. Interest in housing is widespread because of the shortage in most communities of suitable homes, especially for veterans. A housing proposition to be voted on at the November election calls for a big "YES." A review of some housing authority reports might encourage this.

By way of criticism. Why print the ballot, which is supposed to be torn out and sent to headquarters, with part of an outstanding article on the back? It goes against the grain for a librarian, especially when an authority like Leonard D. White writes on "Franklin Roosevelt and the Public Service." If paper is not plentiful enough to leave back of ballot plain, why not

face it against nominations and the pictures of nominees? Or use an advertisement on the back? This would have publicity value, and might have been paid for.

A member of the League of Women Voters feels in honor bound to cast a ballot, even in associations to which she may belong, as well as in all public elections in which qualified to participate. But I did hate to clip my copy of "The State Employee" to cast the enclosed ballot.

Very truly yours
(Mrs.) Rachel R. Anderson
(Librarian, New York State
Division of Housing).

Truly constructive criticism. An extra copy of "The State Employee" was sent Mrs. Anderson so that she might keep Mr. White's article intact.—Ed.

Delmar, N. Y.
October 9, 1945

Dear Sir:

In my opinion, the editorial staff of the State Employee is to be congratulated on the selection, presentation and make up of material in the October 1945 issue.

The apparent effort to create a new magazine is evident. I wish you success in your objective.

Yours very truly
Clifford S. Van Pelt,
Dept. of Taxation & Finance,
Albany Office

Thank you, Mr. Van Pelt.—Ed.

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

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A PERSONAL MESSAGE FROM PRESIDENT TOLMAN

(Continued from page 5)

- III. Ability to compete more successfully with trade union public employee groups (as C. I. O. and A. F. L.).
- IV. Greatly expanded educational services and inservice training programs of the Association and its chapters.
- V. An efficient state and local procedure for hearing and decision of grievances.

The opponents of the amendment claim that (1) the State Association will be taken over by city groups, that (2) pressure politics will come to dominate the Association, that (3) the Old Guard will become the lost battalion, that (4) the treasury of the Association will become so full, that (5) all sense of duty and sense of right will be lost by the officers of the Association.

It should be remembered that fears are mostly imaginary, none of them are probable and few of them are possible. They represent the fears of the isolationist and those who would keep the Association as a private club rather than as champion of real civil service, as servants of the people who serve all the people of the State.

The delegates to the annual conference approved a motion for the increase of annual dues from \$1.50 to \$3.00. This is less than one penny a day—much less than the dues of rival, and we believe, inferior organizations.

Another resolution increased the amount retained or returned to the chapters from 50c to \$1.00 for each chapter member.

Many delegates favored higher dues up to \$8.00 or \$12.00. A signed resolution advocated \$8.00 as essential to the enlarged program. Mr. DeGraff, absent on account of illness, wrote as follows: "Opposition to the increase indicated little disagreement either with the larger dues or with the enlarged program. It resulted from the failure or impossibility of chairmen of chapters to get returns from their entire membership."

The increased dues should do

much to make possible enlarged local programs in all the chapters. It should result in 100% membership everywhere. Social and recreational plans long desired, need no longer be delayed.

For the Association it means more power in obtaining needed legislation, more practical help to local chapters, more regional visits from friendly field representatives,—the Tunerville Trolley that yesterday was the association should become a modern speed transportation system. The days of Buck Rogers are here.

Chapters are urged to expand their programs. I shall deal with this in some detail later. Meanwhile there is work to do.

We must not loose our membership. Every chapter president should make it his first duty to make plain to his associates, the absolute need for an association that can be successful because its members support it with money as well as with words.

Such are a few major planks in the Association program. To realize them means much hard work by all of us. The feeling that George can do it alone is the chief reason for failure. I firmly believe that to lead the Association, I must follow your instructions and wishes. You on your part each head the Association as much as I do. Only by working and thinking together can we earn a fair measure of success.

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ASSOCIATION ENDS SIGNIFICANT YEAR

(Continued from page 7)

tion that will be a leader in its field, the Editorial Board needs assistance from every Chapter and every member. They rely on you to furnish them with news of Chapter activities that will be of interest to the membership and that will serve as incentives to other Chapters to enlarge their activities on reading of the accomplishments of Chapters. I am afraid that we do not always appreciate the long hours of effort and the expenditures of money required to maintain the publicity of factual information which the Association supplies its members. I can say without any doubt that our membership is the best supplied with information of any worker group anywhere.

During the year, charters were granted to three new Chapters. Here again we have the best kind of evidence of an ever growing interest in Association organization and membership. When we see a small group of members in an institution or in a locality willing to give their time and energy to the organization of a Chapter, we know that local interest will be stimulated and the entire organization will benefit therefrom. I urge upon Chapter officers and members that they seek to develop strong committees to promote locally the projects of the Association and particularly that they maintain close contact with their representatives in the Legislature.

We have done more field work this year than ever before, and this helpful service to Chapters and members should doubtless be increased as funds are available. While there is evidence of a good degree of success in regional Chapter organization in the western counties of the State, we must wait upon further activity in other three proposed regional set-ups to judge the value of this plan.

The group life insurance plan and the accident and sickness insurance plan continue to be a major service activity of the Association. They are sound economic helps to members. Your continued membership support has made them possible. They afford an opportunity for state employees to obtain the bene-

fits of low cost insurance with premiums paid through the convenient payroll deduction plan. The group life insurance also offers an opportunity for new employees to obtain life insurance without medical examination, and possibly, this affords an opportunity for some employees to obtain insurance that are not otherwise insurable.

In Albany, Buffalo and many other places, the Association has made possible the Blue Cross plan to many state workers and saved them substantial premiums.

The credit unions are another service which only strong and loyal membership cooperation could foster.

We are proud of the leading part the Association has taken throughout the State in charitable and civic matters. All of these extra curricular activities are a credit to organized workers everywhere.

Retirement

Last year we agreed, after conferences with the State Comptroller, that proposed legislation to provide liberalization of our retirement plan would not be pressed for passage in order to allow additional time for the several proposals to be studied and to obtain the facts as to the cost both to the state and to employees. Several conferences have been held by the officers of the Association at which Charles Dubuar, Chairman of our State Committee on Insurance, and John De Graff, our Counsel, have discussed these proposals with the Assistant Comptroller in charge of the administration of the retirement law. We shall see to it that during the next session of the Legislature important proposals will be written into bills, and we hope to secure executive and legislative support of such measures.

Civil Service

I believe we all realize that the Department of Civil Service is faced with what is probably the most difficult situation that they have ever experienced. New examinations must be called; problems of reinstatement of veterans with protection of their rights, both under the law and as a matter of justice, will present themselves in countless numbers; and replacement of temporary or war duration employees with permanent employees, will

cause an unprecedented work load which the Commission, with its presently depleted personnel will find difficult to handle. I believe we should be very careful in our reaction to the situation which is sure to develop and be slow in criticism of delays in handling these problems. We should, however, be ever on the alert to recognize any attempt to deviate from the merit system in its application to state service.

Conclusion

I wish to extend to all of the officers of the Association, the officers of the Chapters, the Executive Committee and special committees, and to the central office staff, my sincere appreciation for their unselfish efforts on behalf of the Association and their assistance to me. This report would not be complete without extending to all state employees in the service of our Country our humble gratitude for their unselfish service. We believe that the efforts of their fellow workers at home in obtaining amendments of the law protective of their status will meet their approval. We shall welcome their return to active membership and advice in all association affairs.

I leave the presidency of this, the greatest of all associations of government employees, with sincere regret. Only extreme pressure of the work of my civil service job dictated my decision not to seek reelection. I intend to offer my services to our new President in any way that he may feel I can be of assistance, and, in this way, to continue my extreme interest in the affairs of state employees.



ALBANY PHONES: 5-4574 and 5-4575

LAWS AND RULES

(Continued from page 11)

in a higher overlapping salary grade). This meant that many war duration appointees under Rule VIII-A and Rule VIII-12 were required to take salary cuts consisting of one or more increments upon permanent appointment. Because of this hardship, the law was amended this year, by Chapter 413, to provide that an employee who has been continuously employed under temporary appointment pursuant to Rule VII-A or Rule VIII-12, shall upon appointment on a permanent basis to the same or similar position be paid the salary which he would have received in his temporary employment. There is no authority in the law to give credit to permanent employees for temporary service under Rule VIII-4, Rule VIII-9 or Rule XIII-4. It should be noted that a temporary employee under Rule VII-4, Rule VII-19 or Rule XIII-4, who received an increment on April 1, 1945, will lose such increment, when he receives permanent appointment to the same position.

I have gone into detail to explain our Feld-Hamilton salary and increment procedure so that you will understand that the denial or granting a salary increment is not discretionary with an appointing officer but must be based on existing law or on State policy. At this point, it would be well to emphasize that if an employee believes that he is entitled to a higher salary or entitled to an increment which was denied, he should take up such matter with his supervisor or appointing authority in the first instance. He undoubtedly will receive an explanation showing that the denial of the salary or increment was not arbitrarily made but was solely due to the statutory limitations placed upon the granting of salaries and increments under the Feld-Hamilton Law.

Removals and other Disciplinary Action

I shall now take up briefly the subject of termination of services by removal on charges or by lay-off as a result of the abolition of positions. First, I shall discuss removals and other disciplinary actions. As you know, the most important feature of competitive civil service employment is security of tenure. Under

the Civil Service Law, competitive employees must be retained in their positions as long as they do satisfactory work and their positions continue in existence. The protection against removal or other disciplinary action is granted by Section 22, subdivision 2, of the Civil Service Law. This section requires that removal or other disciplinary action taken against competitive class employees must be based on written charges of incompetency or misconduct and that employees against whom charges have been preferred must be given a reasonable opportunity to answer such charges in writing. Prior to October 1, 1941, the only type of punishment for incompetency or misconduct recognized by the Civil Service Law was removal. After October 1, 1941 this was changed and since that time an appointing officer who finds an employee guilty of charges of incompetency or misconduct may impose any one of the following penalties: (a) dismissal from service; (b) demotion in grade and title; (c)

suspension without pay for a period not exceeding two months; (d) a fine not to exceed \$50 to be deducted from the salary of such employee; (e) a reprimand.

It should be noted that although the provisions of Section 22 (2), regarding removal, apply only to competitive class employees, Section 34 of the Mental Hygiene Law has extended the provisions of this subdivision to employees in the non-competitive class in Mental Hygiene institutions, who have served at least six months. Employees in the exempt class and non-competitive employees in departments and agencies other than Mental Hygiene institutions and temporary employees do not have any protection against removal.

Under subdivision 1 of Section 22 of the Civil Service Law, war veterans and exempt volunteer firemen are given special protection in removals. A war veteran or an exempt volunteer fireman, who occupies a subordinate position in the



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exempt or non-competitive class or who occupies a competitive class position is entitled to a hearing on charges before removal and in the event of the abolition of his position, he is entitled to a transfer in a similar position, provided he finds a vacancy in such position. It is interesting to note that prior to February 28, 1945, veterans of World War II were not entitled to hearings before removal and to the other benefits given by subdivision 1 of Section 22. This year a law was enacted (Chapter 46) which extends these rights to veterans of World War II.

Now, let us assume that an employee occupying a competitive class position or occupying a position in the non-competitive class in a mental hygiene institution who has served for six months or more, has been removed or disciplined on charges in accordance with the provisions of Section 22 of the Civil Service Law. What steps can such employee take to review this determination? Under the provisions of subdivision 3 of Section 22, a State employee who has been removed or demoted or suspended without pay for a period exceeding ten days can either appeal to the State Civil Service Commission or to the courts. If he appeals to the State Civil Service Commission, he must file such appeal within twenty days from the date he receives a written notice of the penalty imposed upon him. He may, if he desires, appeal directly to the courts, in which case such appeal must be taken within four months from the date he received notice of the determination. If he elects to appeal to the State Civil Service Commission, the de-

cision of the Commission is final and conclusive.

Where an employee appeals to the State Civil Service Commission, the usual procedure is as follows:

(1) The State Civil Service Commission sets a time and place for the hearing of the appeal and may designate a person to hear such appeal on its behalf. Notice of the time and place of the hearing is furnished the appellant and the appointing officer involved.

(2) The person holding such hearing makes such investigation or inquiry as may be deemed advisable and will, upon the request of the appellant, permit him to be represented by counsel, and may summon witnesses upon the request of the appellant or the officer whose determination is in review. Compliance with technical rules of evidence is not required.

(3) The determination of the guilt of the employees disciplined may be affirmed or modified and the Civil Service Commission may, in its discretion, permit the transfer of such employee to a vacancy in a similar position in another division or department or direct that his name be placed upon a preferred list pursuant to Section 31 of the Civil Service Law.

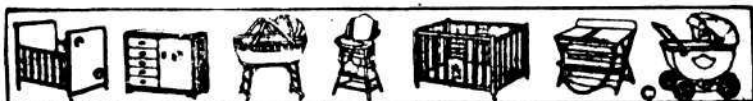
In cases of removal and disciplinary action brought before the courts, the action of the appointing authority will usually be sustained if the charges preferred against the employee are substantial and if such charges are sufficiently clear and precise to permit the employee to meet the charges in his written answer.

Abolition of Positions — Layoffs

I shall now take up termination of services by reason of abolition of positions. As I stated before, a competitive class employee, whose work is satisfactory, has security of tenure provided funds and work are available for his position. When a competitive position is abolished because of lack of funds or lack of work, a lay-off occurs. Section 31 of the Civil Service Law describes the manner of making a lay-off and of establishing preferred eligible lists. This section applies only to permanent employees occupying positions in the competitive class. Persons occupying positions in the exempt class or in the non-competitive class or occupying temporary positions in the competitive class are not covered by Section 31 of the Civil Service Law.

When a permanent position in the competitive class is abolished, the appointing authority and our Department ascertain which employee is to be laid off. The employee laid off is the person who has the least continuous competitive class service among those employees in his department occupying positions of the same title and salary grade. Seniority for the purpose of lay-off is computed from the date of original permanent appointment in the service in a competitive class position. Accordingly, in a lay-off from a State position, seniority is reckoned from the date of original permanent appointment in the State service and prior county, city or other municipal service cannot be considered. Temporary and provisional service in competitive class which preceded original permanent appointment cannot be considered. Nor can serv-

(Continued on page 28)



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LAWS AND RULES

(Continued from page 27)

ice in an exempt or non-competitive class position be considered.

It would be well to emphasize that in measuring seniority for the purpose of lay-off, the controlling date is the one of original entry in the service and not the date of appointment to the particular position from which the lay-off is made, unless, of course, both such dates are the same. Thus, if A was appointed a Senior Clerk in 1942 from an open competitive list and B was not appointed a Senior Clerk until 1943, at which time he was promoted from the position of Clerk which he had held since 1940, B would have greater seniority than A for the purpose of lay-off. The date of B's original appointment in service is 1940, whereas the date of A's original appointment in service is 1942. In the event that a position of Senior Clerk were abolished, A would be the one to be laid off.

In order for service to be considered from the date of original appointment, it must be continuous and uninterrupted. A leave of absence and restoration within one year does not break the continuity of service. Until July 1942 a resignation followed by reinstatement within one year did not break continuity of service. In July 1942 the Court of Appeals in the case of Doering v. Hinrichs ruled that a resignation broke the continuity of service and reinstatement after resignation marked a new entry into the service and the date of original appointment for the purpose of lay-off is the date of reinstatement rather than the date of the first appointment. Under this decision, many employees who resigned and were reinstated within one year lost the seniority which they accumulated prior to resignation. Many such employees had resigned on the assumption that they would not lose their seniority if they were reinstated within one year and this court decision adversely affected their seniority rights. This year by Chapter 725, Section 31 of the Civil Service Law was amended to provide that an employee who has resigned and has been reinstated in the service within one year thereafter shall be deemed to have con-

tinuous service for the purpose of lay-off. So that under the present law, resignation and reinstatement within one year does not break continuity of service.

Section 31 also provides that where a position is abolished, the em-

ployees affected shall be placed on preferred lists in the order of their original appointment in the service. Such preferred lists remain in existence for a period of four years and must be used before any other lists (promotional or open competitive) may be used. There are many problems arising in connection with the application of Section 31 and because of limitation of time, I cannot discuss such problems.

In conclusion, I wish to call your attention to a provision in the Downey-Sherman proposed amendment to the Constitution, which will materially change the entire procedure on lay-off. As you know, the Downey-Sherman amendment to the Constitution proposes to give veterans, as well as disabled veterans, preference in appointment and promotion. I shall not go into the details of this proposal. I understand that Mr. Kaplan will speak on this amendment at the dinner tonight. At this time I wish to refer only to the provision in the amendment, which grants preference in retention to veterans and disabled veterans. Under this constitutional amendment, if a competitive class position is abolished, the non-veteran will be the first to go, then the veteran and then the disabled veteran. If a non-veteran has twenty years of service and a veteran has only one year of service in a position of like title and salary grade, the non-veteran with 20 years of service will be the one to be laid off and the veteran with one year service will be the one to be retained.

* * *

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RESOLUTIONS ADOPTED AT ANNUAL MEETING

(Continued from page 13)

Governor that State employees be permitted to pay contributions to the Retirement System on the basis of total gross compensation.

* * *

Resolved, That the retirement law be amended to vest the retirement allowance rights of any state employee who has completed five years service and whose services have been discontinued through no fault or delinquency of his own.

Civil Service Law

Resolved, That this Association urge upon its members and upon all citizens the desirability of defeating the proposed amendment No. 6 to the State Constitution which would give unlimited preference to all veterans in civil service, and that it seek the approval at a later date of a form of veteran preference which would be helpful to the veteran and protective of the merit system.

* * *

Resolved, That the Association urge upon the Civil Service Commission a complete study of all positions not now included in the competitive class and that the Commission take prompt action to include all but strictly policy-forming positions in State service in the competitive class.

* * *

Resolved, That the Association urge upon the State Classification Board the desirability of publication of complete specifications for all positions in the State service and that such specifications be printed and made available to the general public and to employees, and that any amendments thereto be published in like manner as made.

* * *

Resolved, That the Association seek prompt amendment of the provisions of the civil service law applying to dismissals to assure that where the charges are not sustained, the employee is returned to the position from which dismissed and that such employee receive pay for any period of suspension.

* * *

Resolved, That the Association urge upon the State Classification

Board the need for continuous and prompt attention to assure that employees are not required to work out of title.

* * *

Resolved, That the Association urge approval of inclusion in the Career Service Law and salary scales of the revolving fund employees of the Department of Public Service.

* * *

Resolved, That there shall be no discrimination in the application of the civil service law and rules because of sex, and that if examinations are open to both sexes that both shall be considered equally as to rights of appointment to positions in the State service.

* * *

Resolved, That the Association urge amendment to the civil service law to provide that all persons entitled to compete in a promotion examination in State service may do so without the payment of an examination fee of any kind.

* * *

Resolved, That the Association urge upon the Governor and the Legislature that Section 41 of the Civil Service Law be amended to credit provisional promotion employees with increments earned in their provisional positions upon permanent promotion to the same or similar position.

* * *

Whereas, The present appointments at Dannemora and Matteawan State Hospitals and at Albion State Training School and Westfield State Farm are on a non-competitive basis, and

Whereas, This is contrary to good personnel administration,

Therefore, Be It Resolved, That the Association urges upon the

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Civil Service Commission the inclusion of these employees in the competitive class.

* * *

Resolved, That the Association urge amendment to the civil service law to provide that all persons entitled to compete in a promotion examination in State service may do so without the payment of an examination fee of any kind.

* * *

Resolved, That the Association urges the immediate placing under Feld-Hamilton class and grade all employees of State Parks and Authorities and commissions throughout the State not now so covered.

* * *

Resolved, That this Association urge amendment of the Civil Service Law to recind the power of the appointing officers to impose a fine, and further amend to allow all civil service employees regardless of their civilian status to have coun-

(Continued on page 30)



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RESOLUTIONS ADOPTED AT ANNUAL MEETING

(Continued from page 29)

sel to represent them before the appointing officer.

* * *

Resolved, That the Association urge upon the Civil Service Commission the desirability and the fairness of amending the rule to provide that leaves of absence because disability incurred in the performance of duty, or illness, may be extended for periods beyond one year, as the physical condition may require.

Hours

Resolved, That the Association urge upon the Governor and the Legislature the immediate adoption of a maximum forty hour, five day week for all state employees.

* * *

Resolved, That the Association continue to urge upon the Civil Service Commission that it exercise the powers conferred upon it by the Legislature and establish promptly equitable hours of work for all employees not now covered by special acts, to insure fairness as between groups doing like work

under like title in the various departments and institutions of the State, and also that the Commission establish promptly definite and equitable sick leave, vacation and holiday time including time for religious observance alike to all workers throughout the state service.

* * *

Resolved, That the Association urge upon the Governor and the Legislature full observance of the maximum eight (8) hour day where provision for such maximum day now applies and that provision be made where there is any failure to observe an eight hour day schedule that the employee be paid at the rate of time and one-half for any time worked beyond the eight hour day.

* * *

Resolved, That the Association urge upon the Civil Service Commission the reestablishment of the four (4) week vacation period long prevailing in State service and partially relinquished as a contribution to the war effort.

* * *

Resolved, That the Association sponsor legislation to establish a maximum day not to exceed eight

hours for chauffeurs, and farm employees in State institutions and, **Be It Further Resolved**, if an eight hour day is not deemed possible, the Association shall sponsor legislation so that said employees shall be compensated, either by extra time off, or by time and one-half pay for overtime.

* * *

Resolved, That teachers in Alibion State School be granted a 5 day week, 7 hours per day and 4 weeks vacation.

Maintenance

Resolved, That the Association urge that living quarters be furnished without charge to all employees who are required to live on institution grounds and to be within their quarters each night except on pass days beyond the eight hour period of daily work by reason of their responsibility to the patients or wards, and responsibility for buildings or property of the State.

* * *

Resolved, That the Association again urge legislation to provide adequate funds to pay for the cost of transferring an employee, his family and effects to a new situation in the event that a permanent employee is transferred from his present area to a new location.

* * *

Resolved, That the Association appeal immediately to the Personnel Council for the establishment of uniformly fair practices with regard to subsistence, travel and time allowances for all state workers.

* * *

Resolved, That the Association again urge upon executive and administrative authorities that employees of the State wherever located be allowed the full cash salary attaching to their position and that they be allowed to live and take their meals where they wish subject to reasonable time schedules within the institutions or schools.

* * *

Resolved, That the Association urge upon the Governor and the Legislature that provision be made to supply to guards, attendants, nurses and all other employees of institutions, who are required to possess special uniforms for the discharge of their duties, such uniforms as are so required without cost to employees.



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Whereas, the uniforms required by the Department of Mental Hygiene for male and female attendants in State hospitals and State schools are in design unsanitary, impractical and expensive, and

Whereas, the appearance of the uniforms has an unfavorable reaction on patients, and

Whereas, the cleaning and maintenance of the uniform is a large item of expense,

* * *

Resolved, That the Association request the Department of Mental Hygiene to approve a uniform that is more practical than the one presently worn by the male attendants in state hospitals and institutions.

* * *

Resolved, That the Association recommend that meal cards be made available to employees in institutions wherever meals are served employees, at the present meal rate, and that such cards be punched by the dining room attendant only when the employee takes a meal.

* * *

Resolved, That this Association urge such action as is required to allow all employees in State institutions to purchase foods and supplies at hospital stores.

General

Resolved, That the Association of State Civil Service Employees of the State of New York cause to have included in laws of the State and insert into Section 154 of the Penal Code of the State of New York that all Institutional Patrolmen of the Department of Mental Hygiene shall be made peace officers of the State.

* * *

Resolved, That the Association urge upon the Governor and the Legislature the need for additional allowance for the operation of personally owned cars used on State work and that employees be allowed also to charge for garage when used away from their homes which charge is not now permitted under rules of the State Comptroller.

* * *

Resolved, That the Association urge upon the appropriating authorities the desirability of supplying to each institution a national

flag and a State flag which may be used at various celebrations, parades, etc. in which the employees participate.

* * *

Resolved, That because of gross unfairness in the payment of salaries at the New York State Agricultural Experiment Station at Geneva, now under the administration of Cornell University, the Association do what it can to have the recently enacted Cornell University Salary Law — an amendment to Education Law of New York, Chapter 376 — amended to require the payment of increments as provided in the aforesaid Salary Law, with the difference that the payment of an increment each year be made mandatory unless it has been established that the services during the year immediately preceding are found to be inefficient and unsatisfactory, such decisions being subject to review by an impartial appeals board to be set up by the Legislature. The first of these mandatory payments shall be added to the salary of each worker at the above institution as of April 1, 1945, and any individuals not receiving an increment on this date shall be given back pay to the extent necessary for the fulfillment of the provisions of this amendment.

* * *

Whereas, Some employees of the New York State Agricultural Experiment Station at Geneva are still being paid salaries lower than the minimum provided in the Cornell University Salary Law — and amendment to Education Law of New York, chapter 376 — it is requested that the Association seek legislation which would require that, beginning as of April 1, 1945, each employee of the above institution be paid for his services the full minimum salary for his classification, and that any back pay due the individuals now being paid less than their minimum be paid them.

* * *

Resolved, That the Association urge an amendment to the Cornell University Salary Law — amendment to Education Law, chapter 376 — which amendment will create an impartial Classification Appeals Board acceptable to the said employees. This Board to be empow-

(Continued on page 32)

RESOLUTIONS ADOPTED AT ANNUAL MEETING

(Continued from page 31)

ered to: (1) hear all appeals of said employees; (2) render decisions; (3) reclassify justifiable cases; (4) adjust salaries in reclassified cases.

* * *

Resolved, That the Association urge upon the Governor that a plan be adopted under which in the rental of buildings to be used for State business and in which State employees will be permanently employed that consideration be given through proper officials of the Department of Health or the Department of Labor to assurance that the buildings rented are suitable for workers from the standpoints of conditions and facilities deemed essential for the safeguarding of health of employees.

* * *

Resolved, That the officers of the Association are directed to establish and maintain necessary facilities for the preparation of wage and employment data for use directly in conference with the Governor, Legislature and administrative agencies, and that such data be available to chapter officers and association representatives and members for use in promoting employee welfare.

* * *

Resolved, That the officers of the Association are hereby directed to establish an opportunity committee to promote in service training and to investigate and report upon probable vacancies which should be filled by promotion in all departments and institutions throughout the service.

* * *

Resolved, That the Association urge adoption of a plan whereby all persons entitled to receive overtime pay shall receive such pay within thirty days of the final day of period for which due.

* * *

Resolved, That the Association urge upon the individual departments in Albany which are not affiliated with any present chapter that they form chapters within their departments and aid in developing and extending the many services

open to employees through the Association.

* * *

Resolved, That the State purchasing agency purchase all supplies for Club Stores and Employee Exchanges with the intent of selling all sundry articles available to employees and patients at reduced or lowered prices.

* * *

Whereas, Article 1, Section 3 of the Public Service Law relegates powers of appointment and removal of all officers, clerks, inspectors, experts, and employees of the department or any division thereof to the chairman of the Commission or his designated deputy during his absence or disability, and

* * *

Whereas, these powers have been employed to supercede the requests of the Department of Civil Service to which body these powers properly belong,

Be It Resolved, That that part of the section reading: "The appointment or removal of all officers, clerks, inspectors, experts and employees of the department or of any division thereof, shall be subject to his approval,"

BE QUALIFIED BY THE ADDITION OF THE FOLLOWING:

"except those officers, clerks, inspectors, and employees who are in the competitive civil service classifications of the Feld-Hamilton Law. These employees to be subject only to the provisions of appointment or removal as specified in the Civil Service Law."

* * *

AS AMENDMENTS TO THE CONSTITUTION THE FOLLOWING TWO RESOLUTIONS MUST BE APPROVED AGAIN BY DELEGATES AT A MEETING OF THE ASSOCIATION BEFORE THEY BECOME EFFECTIVE

Resolved, That Article III of the Constitution of the Association be revised to give the right to vote to labor and exempt class employees, and this article to be changed to read as follows:

ARTICLE III Membership

"All employees in the civil service of the State of New York

shall be eligible for membership."

Resolved, That Article III of the Constitution of the Association be revised to read as follows:

ARTICLE III Membership

"All employees in the civil service of the State of New York and its civil divisions including cities and villages, shall be eligible for membership."

* * *

AN AMENDMENT TO THE BY-LAWS, THIS RESOLUTION BECOMES EFFECTIVE IMMEDIATELY

Resolved, That Section 1 of Article 3 of the By-Laws of the Association be changed to read as follows:

ARTICLE III

Dues

"Section 1. The dues of the Association shall be \$3.00 per annum payable in advance on the first day of October each year, except as hereinafter provided."

* * *

THE FOLLOWING RESOLUTION AMENDING THE BY-LAWS OF THE ASSOCIATION WAS ADOPTED AND BECOMES EFFECTIVE IMMEDIATELY.

Resolved, That Article 2, Section 4, of the By-Laws of the Association be amended to provide that each chapter shall receive an annual payment of \$1.00 for each member based upon paid membership in the chapter on the 30th day of September of each year.

* * *

Resolved, That thanks for a difficult job well done be extended to Clifford C. Shoro, our retiring President who, for the past two years has, against great odds, given of his time and effort to the betterment of this Association's ideals and goals, leaving us well on the way to the consummation of a most progressive and beneficial program, and

Be It Further Resolved, that this express our unanimous wish for a most successful future and a continued contact with this Association.

VETERANS PREFERENCE APPROVED

Continued from page 22

to obtain a position in civil service. Every veteran needs a civil government that is as efficient as only the most efficient men and women in all ranks of the citizenry can make it.

It was claimed by the sponsors that it was the intent to accord preference to non-disabled veterans for five years only. Such expression of intent is important as the law seems not to be so worded and the intent will be a factor in any later effort to extend the measure beyond the five year period.

Amendments to the civil service law will be necessary at the coming session of the Legislature to implement the new veterans preference amendment to the Constitution. The Association will do all in its power to see to it that such legislation gives the full privileges to veterans which the people intended they should have when they approved the amendment.

The Association is proud of the legislation which it sponsored and had approved when recruitment for war began, protecting state employees who entered the armed services as to return to their positions with all rights preserved including salary increments which they would have earned had they remained in State service. The Association intends to seek also at the coming session of the Legislature to have the State bear the veterans share of retirement payments for the period spent in armed service.

We wish to make it entirely plain that the Association will do everything in its power to see to it that veterans who enter the civil service of the State receive every right that the new amendment provides as well as every other right or privilege granted under any law. The State civil service will shortly have its own 7,000 soldiers, sailors, marines, air men and other service men and women back in its ranks. Thousands of other veterans will be joining the service as time goes on. The officers and members of the Association welcome them all to an active part in Association activities on behalf of good civil service practices, adequate salaries, a fair liberalization of the retirement system and the many improvements sought by the State employees' own Association of 29,000 State civil service workers.

LEGISLATION JUST AROUND THE CORNER

Continued from page 22

ments needed in civil service administration. Hours and leaves are not uniform. All of these matters will come before your Senator and Assemblyman in one form or another next year. Other citizens tell their Senator and Assemblyman what they wish him to do

for the upbuilding of State service. It is up to you, as a State employee to inform him as to your program. GET ACQUAINTED WITH YOUR SENATOR AND ASSEMBLYMAN. SEE TO IT THAT HE KNOWS WHAT YOU WANT. HELP YOUR ASSOCIATION OFFICERS AND REPRESENTATIVES BY ASKING YOUR SENATOR AND ASSEMBLYMAN TO GIVE FAIR ATTENTION TO THE ASSOCIATION'S PROGRAM. ON PAGE — THERE IS A LIST OF SENATORS AND ASSEMBLYMEN FOR 1946. TALK WITH THOSE WHO REPRESENT YOU. INVITE THEM TO CHAPTER MEETINGS. MAKE YOURSELF AND THE CHAPTER AND THE ASSOCIATION A VITAL INFLUENCE IN GOOD STATE SERVICE.

Magazine Plans

With this issue, THE STATE EMPLOYEE becomes a monthly magazine, but there is a question as to whether we shall publish July and August issues. That depends on you, our readers.

Some feel that we cannot hope to get enough material to warrant continuous publication uninterrupted by the summer vacation period. Personally, the editorial We believe that is not only possible, but highly desirable in an organization of the size and importance of ours. Certainly our State Government doesn't cease functioning during the summer — why should our magazine? What do you think about it? Remember we have a Letter Box for expressions by our readers on this or any other subject concerning the affairs of your magazine, your Association, and your State Government. Use the Letter Box — let's hear from you.

Although we are really beginning our "monthly era" with this December issue, we prefer to fix the beginning with the start of the calendar year and also with the inauguration of a real monthly schedule.

Readers today are accustomed to look for their favorite magazines on a certain definite publication date. Beginning with the January issue of THE STATE EMPLOYEE, our publication date will be the twentieth of each preceding month. The January, 1946, issue will be out December 20. Look for it then — and the twentieth of each succeeding month — except, possibly, the twentieth of July and August.

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What's Doing in the Institutions

(Continued from page 21)

The hospital includes a well equipped surgery and for radiation therapy, in addition to the 7,774 grams of radium above mentioned, maintains a million volt X-ray machine, a 400,000 volt generator, three 200,000 volt generators, a 140,000 volt machine and a new 250,000 volt generator and contact therapy unit. In addition a complete diagnostic X-ray outfit is in constant use, as well as urologic and dental diagnostic X-ray equipment. Approximately 2 grams of radium is in solution and from this the radium emanation is collected in bombs and in gold seeds for implantation into tumor tissue. The laboratory of clinical pathology does all regular laboratory diagnosis and makes electrocardiographic and metabolic tests.

The photographic department prepares all diagnostic X-ray films as well as photographic records of lesions found in patients. In addition color pictures are made of many specimens received from the surgery and the autopsy room. Lantern slides are prepared for the illustration of lectures and transparencies for educational exhibits.

The physics laboratory in addition to the regular calibration of the X-ray machines, pumps and measures the radium emanation and prepares plaques and tubes for direct radium application. Active research on the effect of radiation on tumor cells and on other aspects of the cancer problem is always under way.

In the laboratory of pathology specimens of tissue from patients with lesions suspicious of malignancy are received from all parts of New York State. After proper fixation these specimens are frozen or embedded and then sectioned. These sections are stained and examined microscopically and a report promptly sent to the attending physician. All specimens secured from institute patients are similarly examined. Approximately 10,000 such specimens are handled annually. Autopsies on patients dying in the institute number about 75 yearly. This laboratory supervises all photomicrographs made in the institute and cooperates with all departments in the histo-

logical examination of tissue, whether from patients or from tumor in experimental animals. Research studies, often in connection with other departments, form part of the activities of this department. Sections from more than 260,000 patients are on file. In addition to their use in diagnosis, they are available for research and for post graduate training of physicians and dentists.

The major trend in cancer research today is in the chemical field. Having largely abandoned the paraitic theory as to the cause of cancer, investigators are active in the search for carcinogenic agents and in the determination of their mode of action. The chemical laboratory of the institute, in addition to the routine chemical examinations made for patients, is engaged in several research problems in which the action of carcinogenic agents on laboratory animals is being studied.

At the biological station in Springville, several pure strains of tumor bearing and tumor free mice are maintained. For some considerable time experiments on genetics and on various other aspects of the cancer problem have been assiduously carried out.

On the death of Dr. Gaylord in 1924, Dr. Simpson was appointed director. During his tenure of office the work of the institute increased materially and its buildings and facilities were greatly expanded. He was forced by ill health to retire in August 1943. Dr. B. Schreiner, who was for many years chief physician in the institute, has also recently resigned.

We are glad to welcome back, Dr. Louis Kress, the new Director, and feel sure that the Institute is destined to make still greater advances under his directorship.

Association Affairs

(Continued from page 18)

centage of the value received from the work of such an organization. The cost of this organization in dollars and cents would cover only such essentials as travel, stationery, postage, etc. This cost would not include the work of public spirited employees, who give of their time, talents and energies with no remuneration whatsoever save the satisfaction of having been of service to their fellow workers. If a

regional organization can place them in a position to serve, can we afford to be without it?

Fifthly, it might be argued that the work that is not being taken care of by the chapters and the State Association is being taken care of by professional or special organizations.

To this we state, that any relinquishing of our duties on that ground is equivalent to abdication of the chapters and the State Association from their responsibilities. We welcome the supplementary help that other organizations give us and honor them for their splendid work; but that should not mean a surrender of leadership by our State Association and its chapters.

Lastly, it may be stated that the regional organization limits the powers of the chapters and the State Association.

We reply that the exact opposite is the case. In the first place, the regional organization is the creature of the chapters and is subject to their democratic control. In the second place, the constitution of this organization is subject to the limitations of the State Executive Committee of the State Association. Rather than limiting the powers of the chapters or the State Association, it frees those powers by providing an effective channel for their expression which could not be provided for in any other way except at great expense.

Our State Association is constantly building for the future. This constructive work will proceed unhampered if we can achieve and maintain unity. The regional organization will make our task easier.

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