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# The State Employee

VOL. 11, Number 5

JUNE, 1942

10c a Copy

## Excerpts from Address of BUDGET DIRECTOR J. BUCKLEY BRYAN

*Delivered at Steward's  
Conference at Letchworth  
Village on June 3, 1942*

The task of transferring employees of Mental Hygiene institutions to the jurisdiction of the Feld-Hamilton Law is three-fold:

- a. Title classification
- b. Salary standardization
- c. Establishment of maintenance values.

When the Classification Board of the Department of Civil Service has decided on the proper title for a position, it is then referred to the Salary Standardization Board which will allocate the position to a specific service and grade in accordance with the schedules provided in Section 40 of the Civil Service Law. The gross salary to be paid the incumbent is automatically fixed by such allocation.

Deductions for the value of maintenance received by each employee will be made from such gross salaries and it is the job of the Division of the Budget to affix monetary values to the various types of maintenance furnished to employees in order that equitable deductions may be made.

May I say at the outset that we have reached no definite decision. We are still studying the matter. The more we consider it, the more involved we see it is. We are in a position similar to that of an artist who has prepared his canvass and is beginning to rough in the semblance of a picture. We have begun to block in the background, but the detail has not yet begun to show.

### HOUSING

First, let us consider the matter of housing. We might establish maintenance values in one of two ways:

1. A flat rate might be charged regardless of the quarters furnished.

2. A varying rate might be charged dependent upon the size and quality of the housing.

In the case of a flat rate, some employees would be paying too much for their accommodation, others would not be paying enough. There is a wide range of relative desirability among the quarters available at our individual institutions and considerable difference between the various institutions.

Some employees show considerable interest in their rooms and want to make a home out of that room even though it may be small. Other employees show little or no interest in their rooms. It is just a place to sleep and the employee is apparently not interested in "creature comforts."

It is quite possible that individual preference would best be served by a varying charge based on the relative quality of the quarters furnished. You might go through your institutions and classify your housing accommodations as "A," "B" and "C" and a rate might then be affixed to each classification. The same policy would apply to all types of housing whether it be a house, apartment, suite of rooms or just a single room.

In connection with houses, we perhaps should limit the charge and make the deduction the same for a house of seven or more rooms rather than try to work out a unit charge per room. An old house of 10 or more rooms might be much less desirable than a modern 6 or 7 room house. I offer that as something for you to think over.

In the matter of garages, a flat rate might be charged regardless of quality or accessibility or a varying rate might be used dependent upon whether the garage is heated, unheated or merely a shack thrown up

to protect the car. We have reached no final decision relative to this matter as is true of other items I am mentioning. I would like to get your reaction to these problems.

### MEALS

It would appear that a flat annual charge deductible in 24 equal installments would be the easiest way to handle the meal situation. The question naturally arises whether or not deductions shall be made when employees are away on leave, vacation, etc. To make such allowances would of course increase your accounting difficulties and would warrant a higher annual rate than might otherwise be levied.

In general the same rules should apply to both employees and staff but the deduction might be greater in the latter case, depending largely upon the policy and standards of the particular institution. I have noted a variation in this respect and believe that a standard procedure should be promulgated, if possible. It is going to be difficult to set up equitable maintenance deductions if we have one rule in one hospital and a different one in another.

In the case of the resident employees we would deduct for three meals. Were the employee to go in to town for the evening and miss dinner, the deduction would still be for three meals assuming that we are basing our deduction on an annual rate and not on "a la carte" service. In other words, our policy would be akin to that of a boarding house or hotel operating on the "American Plan."

Non-resident employees present a different problem. The employee may wish to dine at the institution or he may prefer to bring his lunch. This could create an accounting difficulty unless a standard policy was adopted. We would like to leave this

matter as much as possible to the discretion of the superintendent, inasmuch as local conditions vary.

### HOSPITALIZATION

In connection with hospitalization, we have again three alternatives. There could be no service at all for hospitalization. If an employee becomes ill, he must get outside medical service. Secondly, we might make a per capita charge for hospitalization, and, as a third resort, we might itemize the service by making a specific charge for whatever hospitalization is given. The tendency now-a-days is to obtain health insurance. We at Albany joined the Associated Hospital Service in which we make an annual payment for service. I believe I pay \$24 for a full family rate so that if any member of the family is taken ill, we get a certain amount of hospitalization at a \$4 a day rate. We don't get all services such as special medicines, x-rays, etc., but it would appear that this idea of insurance, rather than going through the involved process of trying to charge for each pill that is administered, would be a better solution, an easier solution, and one more easily administered. In this way, everybody would share and pay a certain charge. Some may draw heavily on the services at the institution; others may not draw at all.

We also have the distinction between resident and non-resident employees to settle. Whatever method we adopt might be made compulsory for a resident employee. Perhaps not. You might think that a resident employee should elect to obtain hospitalization in the institution at State expense, or go outside. There are a lot of practical considerations which may cause us to decide on one as against the other, because if someone is taken seriously ill, you may have to give that person hospitalization regardless of what he decided regarding hospital service.

In the case of non-resident employees, it might be better to grant no hospital service if they are taken ill. If they are outside the institution, they can call in a local doctor. Therefore, no deduction would be made from the payroll in the case of non-residents. You might decide that both should be treated alike. However, First Aid service is something that perhaps no charge should be made for. You might decide,

therefore, that employees receive no hospitalization from the institution, and, therefore, no deduction from their salary for hospitalization. First Aid is something that might be given in any such case without any deduction.

### LAUNDRY SERVICE

There are three possible ways to handle the matter of personal laundry:

1. No service given by the institution and, therefore, no deduction. Employees would take care of their own laundry—send it out or do it themselves.

2. A flat per capita charge could be made regardless of the amount of service given.

3. The deduction for laundry service could be made on the basis of an itemized list, the employee thus paying for the actual service obtained.

It is quite evident that the third method would greatly increase accounting and auditing difficulty and would not be desirable from that standpoint. Perhaps the second method, that of a per capita charge, would be most practical and expedient. Of course, certain rules and regulations would perhaps be necessary in order to prevent undue demands on the part of some employees. This is an administrative matter and could no doubt be handled with facility.

### FOOD FROM STORES

Perhaps the simplest policy with respect to food drawn from stores would be to prohibit such a practice. Under such a policy the employee would purchase from local tradesmen. I appreciate that this may not be practical at many institutions but, unless a very practical method is developed, I can conceive of such deductions becoming difficult and annoying. Your opinions with regard to this matter are solicited. In this connection it has already been suggested that perhaps the community store might be organized to give such service.

### MAID SERVICE

It has been the policy in the past to supply certain employees with a cook or a house-maid—in some cases, both. Should a suitable deduction be made in such cases? I refer, of course, to household servants paid for by the State and not to service furnished by inmates. The Feld-Hamilton Law was designed

to grant equal pay for equal work. After our institutional employees are brought under the Feld-Hamilton Law, could we, without deduction from salary, justifiably continue certain benefits now enjoyed by employees in our institutions when those in comparable salary brackets in other branches of the State service must pay out of their salary for such benefits? That is a controversial matter and I should like to have you give it serious consideration.

In closing, may I remind you again that no definite decisions have been reached. I appreciate the opportunity afforded me of being present at this, your Annual Conference, in order to discuss these various problems with you. The establishment of fair and equitable maintenance values is a very important matter. We are not going to be arbitrary in our decisions; we want to be perfectly fair to the employees of our institutions, but also to the taxpayers of the State. I have endeavored to stimulate discussion and have advanced arguments to that end. The Division of the Budget solicits your earnest cooperation in order that our final solution will be as fair, equitable and practicable as we can make it.

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*from*

**ASSOCIATION  
HEADQUARTERS**

TO ASSOCIATION MEMBERS:

When you have finished reading this issue of THE STATE EMPLOYEE, loan it to any fellow State employee who is not a member of the Association. In this way non-members may be acquainted with the work and services of the Association and their membership support obtained. Membership is important to the success of the Association and the recognition accorded it by government leaders.

The Editor.



# Important NOTICE to Members of Group Life Insurance Plan

Since the establishment of the Association's Group Life Insurance Plan on June 1, 1939, change in the amount of insurance of an insured member due because of a change in the amount of salary, was made effective on the August 1st following the change in salary. Also, changes in the amount of payroll deductions were made effective each August 1st on which the policyholder's attained age placed him in a higher age group as provided under the plan.

In order to make these changes effective August 1st each year it was necessary to change salary deductions on the employees affected on the payroll covering the period of the last half of July. All payroll making sources cooperated wholeheartedly in making the necessary changes in payroll deductions; however, it was inconvenient to make these changes so soon after the beginning of the fiscal year on July 1st, and during the time of the year when health giving vacation periods should be enjoyed by employees. The Association therefore decided to change the renewal date on the group life insurance from August 1st to November 1st. This was approved by the Insurance Company, and in the future changes in the amount of insurance because of changes in salary, and increases in premiums because of increased attained age will be made effective each November 1st starting this year.

Members of the Group Life Insurance Plan should detach the notice printed below, and attach it to their insurance certificate. Employees who do not participate in this group plan should disregard the notice.

(DETACH ALONG THIS LINE)

If you are not insured under the Association's Group Life Insurance Plan, disregard this notice

## NOTICE TO EMPLOYEES OF THE STATE OF NEW YORK WHO ARE MEMBERS OF

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

AND INSURED UNDER ITS  
*Group Life Policy No. G 9000*

After August 1, 1941 (under amendment to the above policy) change in Class due to change in annual salary shall not become effective until the November 1 next following the date of such change in annual salary; provided, however, that no further reclassification shall be made before November 1, 1942, and provided further that no change in amount of insurance resulting from reclassification shall become effective while the Employee is absent from work because of disability.

Said amendment also provides that change in Age Group after August 1, 1941, shall not become effective until the November 1 on which the Employee's attained age places him in a higher Age Group; provided, however, that no change in Age Group shall be made before November 1, 1942.

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

THE TRAVELERS INSURANCE COMPANY

(To be attached to Group Certificate)



# Our State Employees

## SERVING WITH THE ARMED FORCES

Hundreds of New York State's employees, typifying the spirit and the patriotism of the average State employee, have locked their desks in the last few months and marched proudly off to serve in the armed forces of our nation.

Service flags on display in many of our State bureaus serve as constant reminders that the curly-haired fellow with the nice smile, or the shy boy who sat next to us at work, may at this moment be broiling under tropical sun, or seeing a convoy safely through the chill winds of northern seas, to insure that for us democracy and freedom may endure.

The State employees, wherever they may be, are certain to be upholding the high traditions of State service, in a task much more difficult than any their superiors in State service ever asked of them. It is with particular pride that The State Employee extends a salute to these men who will give their lives if necessary. Here is the State's honor roll as furnished by State Departments:

**State Banking Department**—Army: Major David S. Cushman, Privates Robert L. Sattler, Richard P. Dalton, Jr., and Stanley H. Connery. Navy: Lieut. Edmund G. Murphy and Radio Operator James G. Carlin.

**Civil Service**—Army: James A. Dermody, William Reddish, Thomas Walsh,

Lawrence B. McArthur, Francis Miller, Al Murray and Joseph McDonough. Navy: Edward J. Leonard, Donald F. McCausland, Joseph Tammany and Robert Palmer.

**Conservation Department**—Army: Capt. E. J. Eliason, Lieut. Asa H. Smith, Privates Neil Ehlinger, Donald Pasko, Walter A. Russ, A. C. Petty, Robert Parslow and Henry La Tour; Bob Zilliox, James J. Baxter, Jr., William J. Goodman, Albert V. Roberts, George W. Thilberg, William J. Fish, Lawrence Kennedy, Maxim Lieber, James J. Lynn, Alfred E. Regelsen, Albert Schmidt, A. Heaton Underhill, Walter F. Pratt, Joseph Dell, Floyd Gates, Donald Foley, William Servatius, John Schempp, Le Roy Irving, Alfred Jerome, John Whalen, Fred Ashute, Waldemar Pabo, Frank Roarke, Windsor Gow, Earl Westervelt, Emmett Bennett, Albert Burch, Robert Flanders, Henry O'Neill, Stephen Herkimer, Samuel L. Starbuck, George Hopewell, Joseph Romano, Jr., Edward Donovan, James Ayotte, Robert L. Brasher, Edwin Barker, Orel Miner, Alonzo Bellegradi, and Ralph Hagadorn. Navy defense work, Howard Rundall; Defense instructor, George J. Murphy.

**Department of Correction, Albany Office**—Army: Vincent Brower. Navy: William J. Deere, William T. Fealey, Werner A. Koters, Earl R. Miller and Albert J. Wilson.

**Attica Prison**—Army: Addison V. Byram, Walter Johnson, Joseph F. Keysa, John P. Harrold, Edore Meyer, James T. Murphy, John Hollis Burlew. Navy: John T. Murphy. Marines: Adelbert Sude-meyer and Laverne D. Case.

**Auburn Prison**—Army: Wilson H. Dunn, Alfred G. Gehrin, Claude H. Spicer, Howard P. Stewart and Frank Carmody. Navy: John T. Deegan, Charles J. Heiser and John J. Fitzpatrick. Marines: Henry T. Murphy and Paul F. Bergan.

**Clinton Prison**—Army: Clarence Douglas, Charles H. Barney, Harry H. Sheridan, Jackson L. Fraser, John J. Pura, Howard E. Nolan, Harry L. Freedman, Henry T. Sabourin, Merton J. Roberts, Byron A. Wing, Ralph A. Lorenz, Harold O. O'Neil, Leland T. Stratton, John J. Story, Albert Rothbaum, George Ryan and Jennings Light. Navy: Maurice M. Blow, Wilton C. Lewis, Bernard Locke and Earl Keyes. Marines, Joseph F. McDonald.

**Great Meadow Prison**—Army: Edmund F. Denn, Joseph J. Szeliga, Eugene Orpallo, Ralph L. Cowan, John Forde, William J. O'Brien, Edward J. Donald and Augustus Lesser. Navy: John E. Hogan and James D. Huntington.

**Sing Sing Prison**—Army: Martin E. Kuchesky, Lotis C. Campominosi, George J. Muller, Morton M. Leon, Raymond Aylward, Irving P. Arras, Louis A. Brown and William A. Darrow. Navy: Thomas A. Morrissey, Henry P. Maple, Frank Suchomel, Kay Strufve, Thomas W. Moran, Joseph B. Sherry, Francis J. Hughes, Bruno G. Tautenhan, Joseph A. Gondek, John S. Douvarjo, Paul L. Ready, Robert J. Englerth, Everit M. Siebern, Charles J. Solomon and Joseph D. Noe. Marines, Helmer Jacob.



Photo Courtesy Albany Knickerbocker News

With State employees marching off to war, the red, white and blue service flags are becoming prominent displays in many of our State bureaus. Here are Roy H. Palmer, director of the Income Tax Bureau, and Mrs. Louis Vella of Delmar, looking over the one unfurled in tribute to the bureau's employees now in the armed forces.



**Wallkill Prison**—Army: Harold Follette, William Quinn, Peter Sowa and Milton Hende. Navy: Theodore Schubin and John E. McCauley.

**Dannemora State Hospital**—Army: Leonard J. Bolton, Casimer Broderick, Patrick W. Davey, Charles B. Davis, Ralph E. Gibson, George E. Gray, Francis I. Harrigan, Robert La Fave, Patrick Laybee and George H. Ryan.

**Matteawan State Hospital**—Army: Paul Stankiewicz, Paul Shevstone, Ralph Perpetua, Julius Kranker, Alex Grudzina, Louis Giordano, Robert Fahlman, Stanley Crawford, John Macewicz, Peter Smith, Leonard Schultz, Harold Peattie, Carl Smith, Victor Powell, Donald Jackson, Charles Hinnricks, Thomas Hummel, Ben Harris, Joseph Del Boccio, Earl Pettit, Paul Lahey, Rocco Ferrone, Hugh McCullough, William Winsman, Leonard Romanelli, John Burkowski, Harry Schwartz, James Pascale, Russell Smith, Earnest La Chance, Dante Sinopoli, James McMahon, Edward Garrison, Nelson Upton, James Corcoran, Michael McGuigan, Henry La Londe, Vincent Peske, William Hoffart, Thomas Larkin, Edward King, Walter Hurst, George Dombroski, Edgar Laubenheimer, Douglas Schetter, Vincent Smith, Gordon Matthews, John J. Flynn and William Hayden. Navy: Joseph Marks and Michael Donovan.

**Westfield State Farm**—Army: Lavern Lippert, Patrick J. McKenna and Patrick Mulligan. Red Cross, Muriel M. Westover.

**Elmira Reformatory**—Army: John L. Costello, Cyril P. Cunningham, Francis V. Dedrick, James W. Foody, Henry S. Gary, John McCormack, John P. Nickerson and Le Roy Weaver.

**State Vocational Institution, Coxsackie**—Army: Ferdinand Ballieu, George F. Drojarski, Charles E. Flood, James J. Jomopoulos, Louis M. Nawrocky, Donald W. Penley, Daniel H. Picken and Edward J. Speshock. Navy: Howard W. Pillsworth, George M. Roddy, Edward C. Burns, George Dollerd, Frank Gavin and Sylvester Monahan.

**Napanoch**—Army: Joseph R. Carley, Frank W. Harkin, Dennis H. Green, Patrick P. McNamara, Le Roy W. Shunk and Francis Walpole. Navy: Joseph F. Grable. Engineers, Kenneth A. McGrath. Sanitary Service, Raymond P. Stoddard.

**Woodbourne**—Army: Robert F. Bauer, Gordon E. Becker, Stanley J. Burden, George W. Harding, Philip S. Henderson, Thomas J. McMorrow, Eugene Rampe, William Whiting and Dean E. Wright. Navy: George Burness, Louis Geiselhart, George Sautter, Anthony Torla, Sidney Wain and Edward Yanchitis. Marines: Ralph S. Adams, Stanley Adkins, Lyla A. Green and Claude Crippen. Coast Guard: Laverne Lockwood.

**State Education Department**—Army: William S. von Bernuth, William Campbell, Cyrus H. Maxwell, Alvin N. Turner, Nelson Voorhees, James M. Blendell, Hugh M. Flick, Edward Mack, Irving Kutin, Robert Gahrn, Frank Egan, Francis J. O'Reilly, Russell Dooley, Joseph J. Shields and Charles B. Schilling. Navy: Arthur W. Giles. Marine Corps, Myron J. Dascomb.

**Division of Parole**—Army: William E. Kniffn, Theodore J. Levanduski, Philip T. Collins, James E. Hurley, Harold Sheinaus, Thomas D. Burns, William B. Mischo, Bernard J. Hassett, Alfred R. Loos and Peter J. Siciliano. Navy: Wil-

liam E. Flanigan and Charles A. Horne.

**State Liquor Authority**—Army: John Ryan, Thomas J. Dunn, John S. Fisher, Jr., Al Hittner, Jr., John J. Nolan, Jr., Elmer J. Schottin and Daniel Martin. Navy, Walter Higgins.

**Standards and Purchase**—Army: Fred-eric L. Fish. Navy, George Pickett. Air Corps, Frank Whaley.

**Department of Law**—Army: Vernon C. Riddick, Martin Wallach, Harold Greenstein and James T. Taaffe, Jr. Navy: Edward L. Keely and Jack Goodman. Marine Corps: Jacob S. Honigsbaum and Eugene J. Johnson.

**Standards and Appeals**—Navy, Thomas F. Culliton.

**Insurance Department**—Army: Joseph F. Breen, Walter F. Brooks, Daniel Germaine, William J. Ryan and John E. Swock. Navy, D-Cady Herrick, 2nd.

**Department of State**—Army: John McGarry, Joseph A. Thaler, Henry Gmuier, Bernard J. Brady, Theodore Mikulec, James G. Catlett, John J. De Chiro, John J. Considine Jr., Thomas J. Conway, Jr., and Sidney Theil. Marines, Wm. D. O'Brien.

**Division of the Budget**—Army: Alvin H. Kaplan, Carroll S. Hinman and Ellis A. Kolodny. Navy, Edward J. Cassidy. Coast Guard, Andrew Nieporent.

**Public Service Commission**—Army: Robert W. Austin, Walter R. Avery, Ernest A. Bamman, Edward L. Block, Joseph A. Cullen, Jr., Albert S. Epstein, Valentin P. Farney, Joseph M. Hammes, Burton A. Koffler, William T. McCarthy, Edward B. Nellis, Paul D. Nelson, Joseph T. Neville, Harry T. O'Brien, Louis J. Pack, Herbert F. Parker, Joseph E. Raso, Walter H. Taylor, Harold C. Waffer, William T. Wilkinson and Albert A. Vallone. Navy: Thomas J. Brady, Thomas A. Hyland and Jens H. Steen.

**Health Department**—Army: Charles C. Agar, Donald R. Allen, Clarence Ambrey, Albert J. Arrowsmith, Gordon Bennett, Joseph Bevilacqua, Stanley Binda, Dr. Malcolm Bouton, Charles D. Brown, Dr. William A. Brumfield, Kenneth Burns, Robert N. Clark, George W. Clas, Dennis Cleary, Lewis A. Cook, Stephen Collins, Arnold O. Dart, Paul Decker, Michael De Santo, Dr. Alfred Dobrak, Louie Drowlette, Edward Duchna, John A. Dunn, Peter J. Flynn, William L. Foley, Daniel Fratar, John D. Frick, Andrew Fuller, Frank J. Gagliardo, Carlin Galloway, Milton Geller, Edward Green, William J. Green, Bernard Greenberg, Curtis H. Greene, Vincent Grogan, Edward Guyette, Fred Guyette, Isadore Halperin, Samuel Heller, William L. Hoffman, Helen E. Hughes, Kenneth Jones, Lyndon M. Keller, John E. Kiker, Dr. Mark M. Kroll, Dr. Warren W. Lacey, Jr., Helene V. Lummus, Benjamin Mandel, Edward R. Mattice, Blair Meserve, Frank Molnar, Nicholas A. Milone, Nina Moscato, Robert E. Mulligan, William H. Murphy, Jr., Louis H. Murschel, Robert J. McPherson, Dr. James Palmer, Leo Perry, Royal Perry, George Petruska, David Pollack, Calvin Post, Thomas A. Pritchard, Edward J. Rafferty, Harley M. Riley, Joseph Solvato, Frederick J. Schultz, Israel Senzer, Lloyd Sherrer, Lewis F. Shirley, Myron S. Silverman, Sidney J. Silverman, Frank J. Smith, Dr. William M. Smith, Frank Soucy, Joseph Stefanik, Stanley B. Stolz, Ernest Stringham, Dan Sullivan, Ralph Sweeney,

(Continued on Page 174)

Department	No. of Employees in Military Service
Agriculture & Markets.....	16
Audit & Conrtol.....	45
Banking .....	6
Civil Service .....	12
Conservation .....	51
Long Island State Park	
Commission .....	10
Central N. Y. State Park	
Commission .....	1
Finger Lakes State Park	
Commission .....	14
Niagara Frontier State Park	
Commission .....	4
Taconic State Park Comm.	1
Correction .....	225
Education .....	17
Executive .....	2
Div. of the Budget.....	5
Standards & Purchase.....	3
Div. of Parole.....	12
State Liquor Authority.....	8
Div. of Military Affairs.....	38
Health .....	114
Insurance .....	6
Labor (Proper) .....	28
Standards & Appeals.....	1
Unemployment Insurance.....	161
State Insurance Fund.....	76
Law .....	8
Mental Hygiene .....	2
Binghamton State Hospital	37
Brooklyn State Hospital	121
Buffalo State Hospital.....	43
Central Islip Hospital.....	127
Creedmoor State Hospital..	80
Gowanda State Hospital.....	51
Harlem Valley State Hos....	67
Hudson River State Hos....	101
Kings Park State Hos.....	107
Letchworth Village .....	25
Manhattan State Hospital..	32
Middletown State Hos.....	40
Newark State School.....	16
Pilgrim State Hospital.....	34
Rochester State Hospital....	63
Rockland State Hospital....	155
State Psychiatric Institute...	16
State Psychopathic Hos.....	3
St. Lawrence State Hos.....	37
Syracuse State School.....	5
Utica State Hospital.....	34
Wassaic State School.....	48
Willard State Hospital.....	58
Public Service Commission....	24
Public Works .....	137
Social Welfare .....	40
State .....	11
Taxation and Finance.....	102
Total .....	2,495



# Institutional Employees

## AND THE FELD-HAMILTON LAW

By DAVID S. PRICE

*Personnel Technician,  
Classification Division, State  
Department of Civil Service*

Since 1938 a steadily increasing number of State employees have been brought under the terms of the Feld-Hamilton Law. The Barrett, Lawrence and Ostertag bills, which were recently enacted into law by the signature of Governor Lehman, provided that employees of Mental Hygiene, Correction, Health, Social Welfare and Education Institutions, not already covered by the Feld-Hamilton Career Law, shall come under this standardized classification-compensation plan as of July 1, 1943.

The purpose of the Feld-Hamilton Law is basically, to provide equal pay for equal work. Thus, in simple form, the application of the Law to any existing groups of employees involves two major steps. First, a survey is made so that positions with similar duties and responsibility, and requiring approximately the same qualifications, may be given the same descriptive title. Second, when an agreement has been reached concerning the appropriate title, all employees in every classified branch of the State service with that title are placed on the same Feld-Hamilton pay level.

The Classification Division of the State Civil Service Department is at present making a study of all positions in the Mental Hygiene institutions. Each employee has filled out a "green sheet" (Form CL20) explaining his or her duties and responsibilities in detail. After preliminary office study of these forms, a group of classification examiners representing the Classification Board goes to each institution to study the positions in greater detail. Interviews are held with all supervisory employees and with a large number of other workers. Any employee may contact the classification men at this time to present additional information about his or her position.

The "green sheets" and field trips combine to give the Classification

Division a clear picture of the facts about each position in each State institution. Positions with the same kind of work at the same level of responsibility are grouped together. For example, assume that one employee at each institution does nothing but repair broken typewriters as his full-time work—a title such as "Typewriter Repairman" might be applied to each of these positions.

To follow this example a little farther, the Classification Board then recommends to the Division of the Budget that a class of positions to be known as "Typewriter Repairman" be established. If the Budget agrees that the duties of these positions differ sufficiently from all other standard classes, the Salary Standardization Board is notified and given a full description of the work performed, the responsibilities involved, and the minimum qualifications necessary for proper performance. This Salary Board is composed of five members appointed by the Governor—one representing the Governor, and one each representing the Budget, the Civil Service Commission, the State employees in the competitive class, and the State employees in the non-competitive class. The Salary Board then determines the proper level of pay for all positions that the Classification Board has grouped together under the standard title of "Typewriter Repairman."

Ultimately, each employee in this class is notified by the Classification Board that his position has been classified as "Typewriter Repairman" and is informed of the salary rate established for all such positions. Any employee who believes his classification is incorrect may appeal to the Classification Board on the basis of facts **relating to his duties**, and the Law provides adequate machinery for his full protection, including a hearing before the Board and the possibility of a final appeal before the Civil Service Commission itself.

The example of "Typewriter Repairman" illustrates the procedure when a new class of positions is found. Most positions, however, will

be given a standard title already allocated to a salary level—for example, Junior Stenographer or Hospital Attendant or Steam Fireman. The same procedure of notification of title with the possibility of appeal exists in all cases.

After the proper descriptive title for the work done by an employee has been agreed upon and allocated to a level of compensation, the employee will gradually advance towards the maximum which the salary scale prescribes for that class of positions. For instance, assume that a person now earning \$1,400 per year is classified in a position which pays \$1,300-\$1,700. He will receive an increment of \$100 a year starting from his present rate until he reaches the maximum of \$1,700. If, on the other hand, a person is now earning \$1,800 and his position is placed in a class paying \$1,300-\$1,700, he will continue to receive \$1,800 as long as he remains in that position since he is already over the maximum and can thus receive no additional increase, except by promotion to a higher class.

The Feld-Hamilton salary levels represent the total allowance for a position in any class. Where maintenance is provided, its value is deducted from this total figure—\$1,300 or \$1,700 or whatever it may be. The classification survey has nothing to do with assigning a value for the various types of maintenance offered. The determination of the cash value of maintenance is now under special study by the Division of the Budget.

Not only will the employees of Mental Hygiene institutions benefit under Feld-Hamilton, with annual increments and transfers and promotions made easier. In addition, the establishment of an up-to-date classification-compensation plan will simplify problems of recruitment, examination, and budgetary control. A properly conducted classification survey is the first step and the cornerstone upon which all other phases of good personnel administration must rest.



# An Urgent Appeal

## TO ALL STATE EMPLOYEES

BY HON. JOSEPH V. O'LEARY  
*State Comptroller*

Six months ago, a payroll deduction plan for the purchase of War Savings Bonds by State employees was put into operation.

Since that time, strenuous efforts have been made to induce State employees to participate in the plan to the full limit of their ability. By articles in this magazine, by personal solicitation, by the distribution of explanatory material, and by other means, the nature and purposes of the plan have been made familiar to all. There is now no reason why any State employee should be ignorant of the personal benefits he or she will reap from the purchase of War Bonds. And there is certainly no one who can fail to realize the need of the country for money to finance the war.

Despite all efforts made, however, the results of the plan, to date, are seriously disappointing. Of approximately 55,000 State employees, only 28,090 or 51%, have signed up. And the amount of bonds these employees have agreed to purchase annually comes to only \$2,078,250, or just about 2% of the State's payrolls.

At the present time, the Federal Government is starting an intensive campaign to induce **everyone** to put **at least 10%** of his current income into the purchase of War Savings Bonds. The great gap between this

goal and that achieved to date by State employees is evident. We are, in football parlance, at this moment, on the 40-yard line; 10 yards gained and 40 yards to go. In other words, only one-fifth of the ground to the goal has been gained.

Is it necessary for me to stress again the obvious fact that the sacrifices asked of us "stay-at-homes" in this campaign are insignificant when compared with what is asked of those who are defending our right to live, on land, on the sea, and in the air?

Even if we were being asked to give 10%, or even 20%, or more of our incomes to the Government, how small a contribution that would be when placed beside the stakes we stand to win or lose in this war! But, as everyone knows, or should know, by now, the appeal by the Government is not for a gift of income but for its investment.

The War Bonds we are asked to buy under the Payroll Deduction Plan are the best and safest purchase in the world. Whatever we invest in them will come back to us, with interest; and that at a time when the goods we wish are again being produced in abundance. Consider the matter in this light alone, and what room is left for further hesitation?

I am fully aware that even the temporary parting with a substan-

tial part of current income entails temporary hardships. I am familiar with all the narrow, selfish reasonings by which many attempt to justify their refusal to buy their share of War Bonds. It is true that the earnings of State employees have already been seriously reduced by rising prices; and that the great body of industrial workers have received large wage increases, while State employees have not.

This war, be it remembered, is **our** war. It is just as much our war, as it is the war of the people of Russia, of Great Britain, of China, or of any other of our allies. Think, then, of the enormous sacrifices of life and of life's commonest necessities, of food, of shelter and of clothing, already made by the peoples of our Allies, and decide now to increase your pledge to buy War Savings Bonds.

It is unthinkable that the employees of this State should fail to carry the ball to a touchdown. That means a 100% participation in the Payroll Deduction Plan; and a pledge of at least 10% of the State's payroll to the purchase of War Bonds. Some, no doubt, must do less; others can do more. But there is no reason why everyone should not join, and why the 10% goal should not be attained by the team of employees as a whole.

*See Editorial Page*

### STATE COMPTROLLER'S OFFICE ALBANY, NEW YORK

- Please increase my War Savings Bond deduction to \$.....
- I am not now a member of the Payroll Deduction Plan. Send me detailed information.

Name.....

.....  
Department and Location



# Editorial Page

## THE STATE EMPLOYEE

Official Publication of

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## Honor and Responsibility

By legislative decree a special committee of fifteen citizens will soon engage in an intensive study of State Government and of ways and means to improve State services and economy as to State expenditures.

Five members of the Committee were chosen by the Governor and ten by the Legislature. It is with much pride that the Association notes the selection of Harold J. Fisher, its President, as a member of this important committee. His appointment was announced last week by Speaker Oswald D. Heck and Senator Arthur H. Wicks. Senator Wicks will be Chairman of the Committee. Other members of the committee include:

Appointed by the Governor were: J. Buckley Bryan, Director of the Budget; Dr. Robert M. Haig, McVickar Professor of Political Economy at Columbia University; Nathan Straus, former Federal Administrator of Housing and State Senator; William R. White, Superintendent of Banks; and William J. Dougherty, Executive Assistant to the State Comptroller.

Appointed by the Senate were: Senators Wicks, Rhoda Fox Graves, Jeremiah F. Twomey and Benjamin

Feinburg; Richard Guylay, President of the Citizens Public Expenditures Survey.

Appointed by the Assembly were: Assemblymen Abbot Low Moffat, George T. Manning, William L. Doige, George F. Torsney and Harold J. Fisher, President of our Association.

While it is fitting that the competitive and non-competitive classes of civil service employees as included in the membership of this Association should be recognized in matters having to do with the upbuilding or reorganization of State services, it is only within recent years that this recognition has been accorded. To the rank and file of State civil service employees fall the duties which make or mar public accomplishment; they have the greatest first hand knowledge of public activities.

This appointment is also a recognition of the merit system in our State. The merit system so wisely provided in our State constitution, is the backbone of efficient government.

Harold J. Fisher has served the State in various merit system positions for 31 years. He is not only familiar with State service but he is informed as to State service. He is interested in securing to the people of the State the maximum of return for their faith and their investment in their public works. He is sympathetic to the human element in State Government which gives life to laws, and he knows the value of security of tenure and of sound employment policies. He will be a credit to his fellow civil servants and a substantial aid to the committee.

We wish this Committee success in its serious task and we have real hope for constructive accomplishment.

## The Front Cover

The State Employee, in keeping with the times, proudly presents this month a front cover in patriotic motif.

Flying side by side are the American flag, symbol of freedom

and democracy, and the New York State flag, hallmark of the greatest state in the union and of a domain in which each State employee feels a particular pride.

The history of our national flag is well enough known to every State employee not to bear repeating here, but we wonder how many of our fellow workers actually know the story behind our State flag.

Just as the American flag has waved proudly and victoriously since our forefathers established this great country as the home of a liberty-loving people, so did the flag which we now recognize as our State emblem once fly defiantly in the face of an enemy force.

That was back in 1777, not long after Congress had adopted the stars and stripes as the national flag. General Peter Gansevoort, native of Albany and commander of the Third Regiment of regulars in the Continental Army, became the hero of Fort Stanwix and the first to show a flag in the face of the enemy.

It occurred at the time of St. Leger's attack, and the flag that served as an inspiration for Gansevoort and his men provided the basis for our present State flag.

In adopting it as the great seal of the State on March 16, 1778, New York State elected to stand pat on the central theme of General Gansevoort's flag. Thus today we find in the center of the flag the three mountains, the sun rising behind them, and in the foreground the majestic Hudson River with a Hudson River sloop passing a two-masted schooner.

The flag has peculiar local interest to our seat of State government, since the mountains represented in the flag are the Three Sisters of the Catskill range, and the river sloop is a reminder of one of the Hudson River's earliest trade ventures when our State was very young.

The State flag is set in a background of blue, and its two figures so familiar to residents of New York State are Liberty and Justice. Justice is decorated with pearls, wears sandals, has her eyes bound and carries a sword and scales. Liberty



is garbed in sandals and girdle and wears a Phrygian cap—the same type headgear worn by the Phrygians of old when they were slaves pulling the galley oars.

Incidentally, the origin of the word "Excelsior" on the State flag has baffled historians to this day.

## A Price for the Priceless

For many of the people of the World, times of great stress, tense times, difficult times, dangerous times are the most fruitful and satisfying. Great souls demand great tasks. We like to think of all Americans as dedicated irrevocably to unselfish accomplishment. Those little bands of devoted men and women who blazed geographic and political trails across oceans and mountains, would have failed as miserably as did the many others, had they not looked ahead to greater conquests and victories.

It is this spirit that moves good men and women in this day of travail and misery. With half the world pillaged and sacked by fiends armed with force, our people raise a new standard, a new goal for all of humanity—the four freedoms. What gives us courage? What gives us the desire to sacrifice? What gives us the will to win? No imperialistic promise, no materialistic gain, no racial misguidance. Only the exaltation that comes from a firm purpose to rebuild the whole human world on a higher level, to rehabilitate broken people everywhere, to kindle the eyes of youth everywhere with new hope, to banish fear and want everywhere, to loosen the tongues of men and women everywhere so that they may speak freely to God and their neighbor.

Our Government — President, Congress, Courts; our people—farmers, factorymen, scholars, clergymen; our resources—fields, mines, rivers, forests—are all pledged to the four freedoms.

This money that we are called upon to pay for bonds or to give in taxes is the most useful substance we have ever handled. To use this medium of exchange to purchase the precious four freedoms for ourselves and for the rest of the world is a higher type of economy than any we of this generation have known.

What are we State employees doing about buying bonds? The records of the State Comptroller do not

show a record performance as yet. Maybe you can present some extenuating circumstances in your case. If so, well and good; if not, then counsel yourself to get in line. Ten per cent of earnings invested in bonds is what the Government suggests. Fifteen per cent would be better; twenty per cent better still. Certain it is that some persons cannot invest ten per cent, therefore, those who can do so must buy in excess of that amount if we are to attain the ten per cent average. There has apparently been some misunderstanding here and there among officers and employees.

Some State employees with large incomes and some with small incomes are buying their war savings bonds through sources other than the State Comptroller. The result is that the average of bond purchases for State workers is low. You can buy any series of war savings bonds, in any amount allowed by the government through the Comptroller. You can pay cash for them, or you can pay for them through payroll deductions. But the State employees will not have a very high average as compared with other groups if they do not buy their bonds through the State Comptroller. It won't mean any more money for the four freedoms if you buy your ten per cent of earnings in bonds one place or another—but when the scroll is unfolded for each large group in the Nation it will look strange and require a lot of explaining if the State workers—department head, clerk, accountant, messenger—saw fit to make his purchase through a bank, a credit union, a department store, or elsewhere.

State workers will buy as many bonds as the average group in like income circumstances anywhere. And we must make sure that the record shows this in cold figures—in figures which the Comptroller will gladly compile if bond purchases are made through his department as they should be made.

Freedom is voluntary—if you do not want it you can go to Germany or Italy. Buying bonds is voluntary but actually freedom depends upon it and those who love freedom must meet the issue. Never were words more true—"War Bonds are an investment in freedom."

The payroll deduction system of purchasing war bonds was arranged

by the State Comptroller for the convenience of employees. If you find it necessary to purchase bonds through some other means than the payroll deduction system, it would be wise to advise the State Comptroller as to the facts of your bond purchases, as to the percentage of your salary being used for this purpose, as to the source you are buying from and the value of bonds you are purchasing.

Many State workers will doubtless pledge salary increments due July 1st to the purchase of War Bonds. If you are not doing your share, it would be commendable for you to consider this proposal.

## Awards for Efficiency

The following resolution was adopted by the Executive Committee of the Association at its meeting on March 3rd:

"Whereas, It is the duty of officers and employees of Government to maintain high efficiency at all times, and

"Whereas, Changes in business and governmental needs and opportunities are occurring continually with the expansion and growth of our democracy, and

"Whereas, It is a fundamental concern of this Association to safeguard and promote the highest type of public service,

"Therefore, Be it resolved, that this committee directs the President to appoint a sub-committee to study and submit to the Executive Committee a definite plan of awards for members of the Association who submit ideas or plans, the adoption of which in the opinion of a proper award group, result in increasing the efficiency of functioning of any bureau, division, office or department of State Government."

In accordance with this resolution President Fisher announced at the April 7th meeting of the committee that Arthur S. Hopkins, of the Conservation Department, has been appointed chairman of the sub-committee, and that William F. McDonough of the Agriculture & Markets Department, and Clifford C. Shoro of the Health Department had been selected to complete the committee.

The sub-committee is now working on this matter, and the plan of awards to be established will be announced in a future issue.



# Story of State Government

## CHAPTER XXIII: DEPARTMENT OF PUBLIC SERVICE

*The following is the twenty-third of a series of articles devoted to New York State Government. This series is in charge of our Editorial Board Member, A. K. Getman of the State Education Department Staff.*

BY SAMUEL CAHAN  
*Assistant Secretary, State Public Service Commission*

### IN GENERAL

Communication, transportation, electricity, gas and water supply are essentials of modern life. The production and distribution of the elemental necessities of food, shelter and clothing on the scale required in the urban communities of New York would be impossible without the services of the vast utilities industry in the State. It is a great network that is closely interwoven with the daily activities of every individual. Upon the Public Service Commission, State Division of the Department of Public Service, devolves the duty of supervision, regulation and control of this intricate mechanism in the service of the people.

The beginning of comprehensive regulation of public utilities as we know it today in this State dates back to 1907. In that year the Legislature, upon the recommendation of Governor Charles E. Hughes, enacted the Public Service Commissions Law. Two commissions were created. The First District Commission was given jurisdiction of all rapid transit and transportation and gas and electric companies in greater New York. This Commission had a dual character. Upon one hand it had regulatory functions. Upon the other, it had the important task of planning, constructing and leasing rapid transit lines, whether subway or elevated. The Second District Commission was given jurisdiction of the remainder of the State. The latter Commission also inherited the powers of the State Board of Railroad Commissioners over grade crossing eliminations.

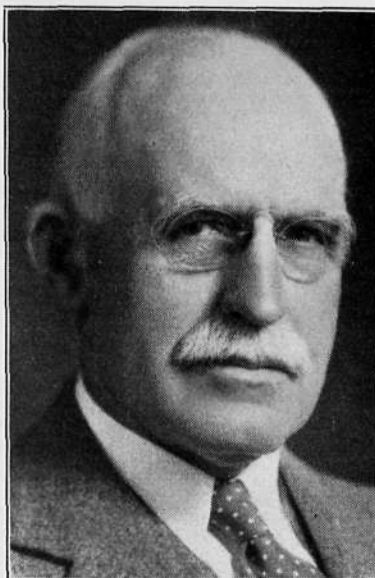
The two commissions were clothed with broad powers, including authority to pass upon issuance of securities, to examine properties, books and accounts, to require reports in prescribed form, to prescribe uniform systems of accounts, to fix rates, to require adequate and impartial service and generally to safeguard the public interest. Each commission had five commissioners appointed for a term of five years.

The Two District Commissions thus created in 1907 continued gen-

of the Senate for a term of ten years and that the Transit Commission should have three members, similarly appointed for a term of five years, increased to nine years in 1927. When the State Legislative departments were consolidated pursuant to a constitutional amendment in 1925 and a statute of 1926, the Public Service Commission and the Transit Commission were placed in the new Department of Public Service, with the Chairman of the Public Service Commission as head of the department. This form of organization has continued to the present.

In the two decades following the enactment of the Public Service Commissions Law in 1907, the utility industries in this State enjoyed tremendous growth. New plants capable of serving large populations were built. Numerous small companies were merged into large systems. Investments in these properties have come to be counted in billions of dollars. Financial structures and requirements of utility corporations have continued to become more complex with the passing of years. New utilities, non-existing at the opening of the century, or those which were virtually in their infancy, such as electric and telephone corporations, had grown to vast proportions and the services rendered by them became indispensable. The only instance of decline has occurred in the street railroad industry which has given way to the pleasure car, the omnibus and the truck.

During this period of growth and the emergence of new factors, the powers of the regulatory tribunals in the State remain circumscribed generally within the framework of the original law and certain revisions of 1910. As utility operations and their relations with holding interests and the public became more complex, regulation became more difficult because of the lack of specific authority to deal with the new problems. Governor Roosevelt, upon taking office in 1929, called for vigorous action to reinforce regulation and in his annual and special messages he reiterated the need for strict control of holding companies



HON. MILO R. MALTBIE  
Chairman, State Public Service  
Commission

erally in their original form until 1921. In that year, the Legislature under Governor Miller's leadership abolished the two District Commissions and established the present Public Service Commission with State-wide authority over all public utilities then regulated, except transportation facilities in New York City, which were placed under the supervision of the Transit Commission, whose principal function was to regulate transportation within New York City.

The new statute (Chapter 134, Laws of 1921), provided that the Public Service Commission shall be composed of five members appointed by the Governor with the consent

and the expansion of the powers of the Commission.

Taking cognizance of the widespread interest in the utility question and the growing demand of more efficient administration of the law, the Legislature in 1930 increased the authority of the Commission over transactions between operating companies and affiliated interests. Many other amendments were enacted which gave the Commission greater jurisdiction over financing activities of public service corporations. During 1933 and 1934 the Legislature further strengthened the Public Service Law by enacting many important utility measures advocated by Governor Lehman and the Public Service Commission. Among the more important of these measures were the Temporary Rates Law, the Assessment of Costs Law and laws relating to inter-company financing and loans. The Temporary Rates Law authorized the Commission to require any utility to establish and maintain continuing property records and to keep its book and accounts so as to show original cost of physical property used in the public service; also to prescribe temporary rates pending final determination of permanent rates. The Assessment of Costs Law empowered the Commission to assess the cost of investigations against companies involved in various proceedings. Additional important legislation was enacted in 1936.

### SCOPE OF REGULATION

In the main the processes or regulation at present may be grouped under four major classifications:

1. The determination of reasonable rates to be charged consumers by gas, electric, telephone, water, steam, railroad, omnibus, express and trucking companies.

2. Supervision over the physical functions of the utilities to the end that consumers may be assured safe and adequate service.

3. The regulation of security issues, financial operations, accounts, records and practices of the utilities.

4. The protection of the public interest from encroachment by public utilities and the protection of the individual consumer in his relations with the utility serving him.

In an article of this type it is impossible to describe in detail the functions of the Commission, and it is therefore necessary to confine the

discussion to brief summaries of the principal activities and accomplishments of the Commission in recent years.

### UTILITY RATES

The period since 1930 has been the most productive in rate reductions in the entire history of regulation. Starting with 1931 more than \$10,000,000 were scaled from the rates charged consumers by the utilities. Rate reductions reached a record figure of nearly \$14,500,000 in 1935. More than \$7,000,000 were cut from the rates in 1936 and nearly \$11,000,000 in 1937. During 1939 a further reduction amounting to about \$5,000,000 was accomplished. By the end of 1941 the rate reductions achieved in the 11-year period since 1930 amounted to nearly \$69,000,000 annually. The figures are based on computations which reflect the amount of business done prior to the date when each reduction was made. Since the business done during this 11-year period has increased greatly, it follows that the actual savings to consumers in 1941 on the basis of the rates charged in 1931 is considerably in excess of the amount of \$69,000,000. The cumulative effect of the savings to customers over the 11-year period is estimated at \$425,000,000.

### CONTROL OVER UTILITY FINANCING

A utility must be in sound financial condition if it is to fulfill properly its functions in the community it serves. A company whose capital structure is faulty is usually deficient in performance. If its credit is low, it cannot adequately meet its current needs; or if it does, the cost of obtaining funds is high and the temptation to allow plant to deteriorate or stagnate is always present. As the interest of the public as consumers and ratepayers in the financial condition of utilities upon which they depend for indispensable service is very real, the Commission has in recent years exercised special watchfulness over the financial activities of utilities in the State.

It is now the established policy of the Commission that security issues by utilities under its jurisdiction must be based on real assets of value and proceeds of such financing must be used for proper capital purposes. This concept is applied to the raising of new funds as well as to re-funding operations of utilities. Be-

fore consent to issue securities is granted, the Commission makes a thorough inquiry as to the company's financial condition and if weaknesses appear, any authorization granted is conditioned upon requirements designed to protect the consuming public and investors. The Commission requires in all cases that funds obtained from security issues shall be deposited in a special fund in a responsible banking institution and that withdrawals must be for proper capital purposes approved by the Commission. The Commission also sets a limit to the cost of issuing securities and in many instances companies are required to set up sinking and improvement funds which must be maintained as long as the bonds authorized are outstanding.

Most utilities in this State have learned from their experience with the Commission in the last ten or twelve years that on basic principles there can be no compromise and the early acceptance of sound financial practice has brought them tangible benefits in lower interest rates, improved credit, more efficient plant and better relations with their customers. The public has benefited from this policy through better service facilities, which only a company in good financial health can supply, and through reduced rates. The importance of this aspect of the Commission's work may be seen from the fact that since 1930 the Commission has authorized the issuance of nearly \$2,000,000,000 in securities. Many proposals for the issuance of securities which did not come up to required standards were denied.

### SAFETY MEASURES FOR THE PROTECTION OF THE PUBLIC

One of the most important aspects of safety is the elimination of dangerous grade crossings in every section of the State outside of New York City, where the Transit Commission supervises grade crossing eliminations. This work has yielded extremely satisfactory results in the safeguarding of the traveling public.

The Commission carries on grade crossing elimination work under two separate laws: the 1926 Grade Crossing Elimination Act as amended, and under certain sections of the Railroad Law. The funds for projects under the Grade Crossing Elimination Act are provided from the \$300,000,000 bond issue authorized



by the people at the general election in 1925. The bond issue, however, has been reduced to \$240,000,000 by a recent amendment. Funds for work done under the Railroad Law are appropriated annually by the Legislature.

Since the beginning of the elimination work under the Grade Crossing Act of 1926, a total of 845 crossings have been eliminated in the State, outside of New York City, at an estimated cost of nearly \$77,000,000.

In addition, 578 grade crossings have been eliminated under the applicable sections of the Railroad Law since it was enacted in 1897. The Railroad Law eliminations added to the 845 crossing eliminated under the 1926 legislation make a total of 1,423 highway grade crossings which have been eliminated through the work of this Commission and its predecessors in the last forty-four years. The vast majority of these eliminations, however, have been accomplished within the last decade.

The elimination of hundreds of grade crossings has brought about a marked decline in the number of accidents and fatalities at crossings of steam railroads. The crossings which have been eliminated were for the most part the more dangerous ones and with their passing the number of accidents, deaths and injuries has declined. In 1929, for example, there were 924 accidents at highway-railroad grade crossings in which 192 persons were killed and 532 injured. By the end of 1941, with hundreds of dangerous grade crossings eliminated, the number of accidents fell to 498 with 73 killed and 247 injured.

In 1940 and again in 1941 there have been for the first time in five years increases in the number of persons killed and the number of persons injured in grade crossing accidents. In 1939 grade crossing accidents accounted for 55 deaths as against 68 in 1940 and 73 in 1941. There was also an increase in the number of accidents and injuries. Nevertheless, the figures are far below those for 1929 and later years, despite the large increase in both highway and railroad traffic in the last two years.

Another important problem of public safety is in the transport utilities, such as railroads, street cars and omnibuses. To this end the Commission keeps a close watch through

rigid inspection of all transport facilities under its jurisdiction. There are nearly 8,700 omnibuses under the jurisdiction of the Commission and each one of these is inspected at least once every four months for mechanical efficiency and service condition to assure the comfort and safety of passengers. When a bus is found to be below the required standard, it is immediately retired from service until the deficiency is remedied. Hundreds of vehicles are rejected every year because of defective conditions. The Commission is gratified by the fact that since 1934 when the system of inspections began, not a single fatality has been caused by mechanical failure of motor vehicles under its jurisdiction.

In recent years the Commission has formulated rules which pay special attention to the comfort of passengers on buses and companies are required to keep vehicles well ventilated through pressure devices, windows and doors must have safety glass, and buses must not be overcrowded.

In connection with the supervision over the adequacy of service the Commission keeps a close check on the quality of gas and electricity supplied by the utilities to consumers. It makes its own investigations and cooperates with other public agencies in assuring the public a pure supply of water.

### RURAL ELECTRIFICATION

Special efforts have been made by the Commission in recent years to bring electric service into rural areas of the State. Up to 1930, rural electric lines were being built chiefly under the so-called Adirondack Plan. Under that plan rural customers had to guarantee the supplying company a minimum revenue of \$24 per month per mile. Thus, if there were three customers on a mile of line each would have to pay \$8 per month. This plan was obviously too expensive for rural customers.

In 1930 the Legislature directed the Commission to formulate and encourage the carrying out of plans for rural electrification. This was at once undertaken and modified plans were put into effect in the early thirties throughout the State. Under these plans a rural customer may obtain central station electric service at rates as low as \$2 per month.

At the end of 1929, there were in

the State outside the metropolitan area of New York, approximately 19,000 miles of rural electric lines to which were attached 43,300 customers. By the end of 1941 the miles of rural electric lines have increased to 39,000 to which were attached 110,000 farms. The United States census of 1940 lists 153,238 farms in this State.

At the time of the 1930 census, only 34 per cent of farms in New York had central station electric service. The 1940 census showed an increase to 70 per cent and estimated additions since the 1940 enumeration brings the total connected farms to about 72 per cent.

### VALUATION OF UTILITY PROPERTY

The results of the Commission's work in the valuation of utility property will rank as one of the most important achievements in the entire history of regulation. This work is still in progress and has to do with the determination of original cost, accrued depreciation and the establishment of continuing property records. As a result of these valuation activities, the Commission has brought about the elimination of approximately \$250,000,000 from the fixed capital accounts of gas, electric, water and steam utilities. The significance of these capital write-downs is that the amounts eliminated will never again figure in the establishment of rates bases for the purpose of rate fixation. In other words, utility consumers in the future will not be asked to pay a return on the amounts erased from company books. Additional write-downs of substantial amounts will result when this work is completed.

Closely allied with the valuation work is the establishment of new and revised uniform systems of accounts for all utilities under jurisdiction of the Commission. Proper accounting methods and practices are essential to effective utility regulation and the Commission has devoted much time and effort to the task of building up systems designed to reflect accurately the operations of hundreds of corporations under its jurisdiction. This is essential for the protection of ratepayers, investors and, in many instances, of the utilities themselves.

The increase of utility holding companies and of service and affiliated corporations has created new

regulatory problems. Investigations conducted in 1930 and later years uncovered many objectionable practices to which the service company idea has been put. The jurisdiction of the Commission over holding and affiliated interests is limited under the Public Service Law, but the Commission can and does exercise restraint over the activities of affiliates by scrutinizing the transactions between them and operating companies. Transactions of an objectionable character usually cannot stand the light of day, and when clearly brought out under proper accounting rules, the Commission is better able to safeguard the interests of the public and also the operating utilities from the inroads of certain holding companies and their satellite subsidiaries.

### THE COMMISSION IN THE NATION'S WAR EFFORT

The national war effort is making heavy demands upon utilities and the Commission has given special attention to matters calculated to promote the national defense. The following are the concrete results achieved in this respect by the Commission:

1. It has worked out a plan, now widely adopted, to prevent delay by electric utilities in supplying power to large industries engaged in war work.

2. It has put into effect measures to insure, so far as possible, a continuous supply of gas and electric service in the metropolitan area of New York in the event of extreme emergency.

3. It has made a survey of sources and facilities for the production of electric energy and as a result it now has complete information on the power situation in the State and how and where it can be made available to vital industries.

4. It is giving precedence and has expedited every proceeding that had

a bearing on the national defense effort.

5. It has protected the public interest from unnecessary encroachments under the stress of the national emergency.

### DEFENSE OF THE PUBLIC INTEREST

The protection of consumers in their individual relationship with utilities is another aspect of the Commission's work. Many consumers become involved in disputes with utilities over a variety of matters such as the quality of service, bills, etc., and they appeal to the Commission to intervene in their behalf. The Commission receives thousands of such complaints annually and brings about prompt adjustments in most instances of the matters complained of.

Intertwined in the entire process of regulation is the matter of litigation and the defense of the consumer's interest generally. In the early thirties and up to about the middle of 1937 the utilities in this State resisted strenuously the efforts of the Commission to make regulation an effective instrument on behalf of the public. Most of the important decisions of the Commission were challenged by companies through prolonged litigation in the courts and in drawn out proceedings before the Commission itself. In those years the utilities enjoyed an advantage because the Commission seldom appeared in court to defend its decisions against actions instituted by companies.

In recent years, however, the Commission has made an important change in this policy and now presents a complete case on behalf of consumers who do not have the means to present their own side in a proceeding adequately. This policy has already had a far-reaching effect upon the whole process of regulation. The utilities with their

well-trained staffs and large resources no longer enjoy the advantage they had in former years over unorganized and inarticulate consumers. The effects of this policy is shown in a sharp decline in litigation since 1937. In nearly every important case, the Commission was upheld by the courts. The realization on the part of the utilities that they must now expect a thorough examination of their claims and purposes in all cases and that the public will be aggressively represented by the Commission in any court contest has contributed greatly to a decrease in litigation. Instead of challenging the Commission at nearly every step as was the practice in the early years of the last decade, the utilities have in recent years taken a more conciliatory attitude and instead of plunging into protracted and costly litigation, they now are willing to iron out many differences in conferences with the Commission. This has worked to the advantage of the public as well as to the utility companies.

### ROUTINE WORK OF THE COMMISSION

Behind the hundreds of cases decided by the Commission every year and the thousands of orders to effectuate the decisions, there is a vast amount of work that requires the services of trained experts in engineering, accounting, economics and law. The facts developed by the Commission staff and the claims of the utilities are examined publicly in hearings before the Commission and all interested parties have an opportunity to present their side of a case.

Hundreds of hearings are held annually in every part of the State as far as appropriations permit and the testimony taken unfolds in detail the workings of the utility systems and their relations with the public. The utilities, of course, have

### APPROPRIATIONS, EXPENDITURES AND REVENUES FOR FISCAL YEARS JULY 1, 1931 TO JUNE 30, 1941

	1931-1932	1932-1933	1933-1934	1934-1935	1935-1936	1936-1937	1937-1938	1938-1939	1939-1940	1940-1941
Total Appropriations .....	\$1,158,407	\$1,153,136	\$1,035,153	\$1,091,565	\$1,163,260	\$1,182,430	\$1,209,690	\$1,234,092	\$1,142,300	\$1,163,270
Total Disbursements .....	1,068,656	1,065,504	1,002,074	1,064,058	1,120,461	1,147,384	1,135,998	1,156,703	1,073,554	1,074,303
Total Revenues .....	5,495	5,439	9,636	85,489	159,740	203,932	173,609	213,836	198,489	149,079

The table above shows the appropriations, expenditures and revenues of the Commission for the fiscal years July 1, 1931 to June 30, 1941, excluding the Motor Carrier Act appropriations which have amounted to \$115,000 annually since 1938.



at their command able counsel, trained experts and experienced witnesses but the great mass of rate-payers have no recourse to such expertly organized representation. Individual citizens as well as representatives of various organizations frequently present their views on matters under consideration, but in the main, utility consumers have no means of their own of presenting a complete case. The Commission therefore considers that it has the duty to make sure that the interests of consumers are properly presented by its own staff.

With more than one thousand cases before the Commission annually, in addition to numerous motor truck cases under consideration, it is obvious that the Commission cannot sit as a body in all hearings. The Public Service Law recognizes this fact and provides for examiners to preside at hearings, take testimony, and report the facts to the Commission. The facts adduced at these hearings in 1941 made a record of nearly 92,000 pages in addition to thousands of exhibits. For many years the Commission made nearly 2,500 orders annually and proceedings in connection with the administration of the Motor Carrier Act since 1938 has increased this to more than 7,500 in 1939, to nearly 7,000 in 1940, and more than 5,000 in 1941.

Most of the hearings are held at the offices of the Commission in Albany, New York City and Buffalo, but many are also conducted in cities and towns throughout the State in order that those in the localities affected may be heard. If all the hearings were held in the three cities named, the public would frequently not be heard, as many could not then give the time and incur the expense to attend.

### **COST OF REGULATION**

Despite the increase in the Commission's duties and the extension of its jurisdiction to water companies, all omnibus operations and motor carriers of property during the last ten years, the cost of regulation has increased but little as may be seen from the accompanying tabulation.

The revenues of the Commission, however, since the enactment of the Assessment of Costs Law in 1934 has increased many times. Under this law, the Commission assesses against the companies the cost of all

important investigations and thus the State is reimbursed for the time spent by budgetary employees in investigations. The Commission also has other revenues which are turned over to the general funds of the State. The total revenues of the Commission for 1941 were \$149,079 with a record of \$213,836 in the fiscal year 1938-39. Up to 1935 the Commission's revenues were between \$5,000 and \$10,000 annually.

On January 1, 1942, the Commission had a staff of 315 budgetary employees. In addition there were 174 employees paid out of the revolving fund under the Assessment of Costs Law. The revolving fund has taken the place of special appropriations made prior to 1934. This fund is used to pay employees engaged in the valuation of utility property and special investigations such as rate and capitalization cases. The amounts expended are assessed against the companies involved and when collection is made from utilities the money is returned into the revolving fund. Thus the State is completely reimbursed for expenditures from this fund. The effect of the Assessment of Costs Law has been to shift much of the cost of regulation from the taxpayers to the utilities.

### **PERSONNEL OF THE COMMISSION**

During the last twelve years the membership of the Commission has remained unchanged. Only two new members were appointed and these took office in the early part of 1930. It is seldom in the history of regulation in the United States that a commission composed of five members has remained intact for nearly twelve years. Since 1921, a member of the Commission is appointed for a term of ten years. The present Commission is composed of Milo R. Maltbie, Chairman; and Commissioners George R. Van Namee, George R. Lunn, Neal Brewster and Maurice C. Burrirt.

Mr. Maltbie was one of the first members appointed by Governor Hughes in July, 1907, to the Commission for the First District. He was reappointed by Governor Hughes in 1910 and served until April 1, 1915, after the expiration of his term. In March, 1930, he was appointed by Governor Franklin D. Roosevelt as Chairman of the Department of Public Service and of

the Public Service Commission and reappointed by Governor Roosevelt in 1931 for a ten-year term. In 1941 he was reappointed by Governor Lehman.

Mr. Van Namee was first appointed a member of the Second District Commission by Governor Alfred E. Smith on April 1, 1920, and served one year until the reorganization of the Commission. Subsequently, in April, 1924, he was appointed a member of the reorganized Commission by Governor Smith and was reappointed by Governor Lehman in 1933.

Mr. Lunn was first appointed a member of the Commission in March, 1925, by Governor Smith and reappointed by Governor Lehman in 1935.

Mr. Brewster was appointed by Governor Smith in 1927 and reappointed by Governor Lehman in 1937.

Mr. Burrirt was appointed by Governor Roosevelt in May, 1930, and reappointed by Governor Lehman February 1, 1939.

### **CONCLUSION**

Modern utility regulation in the State of New York owes its inception to Governor Charles E. Hughes, until recently Chief Justice of the United States Supreme Court. As counsel to the Stevens Commission which investigated utilities in 1905, Mr. Hughes laid the foundation upon which he later, as Governor, built the beginnings of a comprehensive regulatory program which developed into the Public Service Commissions Law of 1907. The principles then formulated have persisted throughout the years of the greatest utility development. The original New York law as well as the changes made since 1930 have been followed in other states—probably more widely than the regulatory statutes of any other state.

### **Buffalo Election**

The annual election of officers of the Employees' Association, Buffalo State Hospital, was conducted June 2, on the hospital grounds. The following members were elected officers for the year 1942-1943:

Everett Gibson, President; Edward Kennedy, Vice-President; Adeline Krowinski, Treasurer; and Harry B. Schwartz, Secretary.

# The Capitol Beat . . . . .

It isn't a matter of record how many State employees go in for the sport, but the open season on all species of frogs began in New York State June 16, and will continue until September 30.

We wondered whether the taking of frogs could be rightly termed "fishing," or whether it fell within the category of "hunting," and this announcement by the State Conservation Department leaves us still wondering: "All persons taking frogs by spearing, catching with the hands or by use of a club or with a hook, must possess a fishing license. When taken with a gun or long bow, a hunting license is required."

\* \* \*

Victory Gardens, 1942 summertime avocation of many a New York State employee, are flourishing in this delectable weather, but the task of reaping the harvest doesn't present anything close to the problem that besets New York State's big-scale farmers today. R. L. Gillett, statistician for the State Department of Agriculture, summed it up in a nutshell with this announcement this week:

"It has been increasingly difficult to secure farm labor during 1942, with industrial employment increasing at continuously higher wages, and with the manpower in both city and country moving into the armed forces at a rapid rate."

\* \* \*

Reports on 131 fatal industrial accidents, made to the State Department of Labor for April, reflect an increase of 29 over the March total, and 39 over the total for April, 1941. Falls accounted for the largest number of fatalities, with 30, while vehicle accidents accounted for the next highest number.

\* \* \*

In an interesting opinion Attorney-General John J. Bennett has advised Franklin B. Holmes, director of the State Employees' Retirement System, not to pay to beneficiaries of public employees reported "missing" in naval or military service the amounts due from the State Retirement Fund.

"It is my opinion it would not be proper for the Retirement System

to pay the beneficiary the return of the contributions (paid in by the former employees) and the ordinary death benefit of those who are reported 'missing' by the federal government without further and more definite proof of death," Mr. Bennett wrote.

\* \* \*

The State Conservation Department has found a New Yorker who would be a modern Daniel Boone.

In applying for his 1941 hunting license, the New Yorker, in filling out his report of wildlife taken in 1940, said he had bagged two bears. When the application was received in Albany, the department asked the New York district office to look further into the case of this unusual hunter.

The nimrod admitted, however, that he had not even taken one bear, but just couldn't resist the temptation to palm himself off as a big game hunter with a reputation. The law, incidentally, permits one bear to a hunter.

\* \* \*

It sounds like a mean trick on the printer, but Governor Lehman has just appointed Budget Director J. Buckley Bryan chairman of a new State agency with more initials than any of Washington's alphabetical agencies could muster.

Mr. Bryan now heads the TSCPP-WPODPPSCSWP, a 16-letter jumble that actually stands for "Temporary State Commission for Post-war Public Works Planning to Order and Direct the Preparations of Plans and Specifications for Certain State Work Projects." The group comprises five legislators and five State department administrative heads empowered to plan for a huge post-war construction program.

\* \* \*

Major-General Edmund L. Daley is New York State's new assistant director of civilian protection at \$6,000 a year. Major-General William N. Haskell, recently named director of civilian protection, named General Daley, who succeeds Lieut. Gen. Stanley H. Ford. A veteran soldier, General Daley commanded the 6th United States Engineers in front line service during the World War.

New York State chartered 745 stock companies during May, a sharp drop from the total of 1,195 new companies formed during May, 1941. Commenting on the big decline, Secretary of State Michael F. Walsh said: "I do not look for an upward movement in corporate formations until the war is over. There is the usual wartime hesitancy on the part of businessmen throughout the country to engage in new ventures in such a turbulent year."

\* \* \*

Tucked away inconspicuously in a release prepared by the State Department of Agriculture is an item that should bring back memories to many an older State employee. It is an account of the annual peppermint and spearmint harvest throughout the country, and R. L. Gillett, department statistician, adds: "Once an important industry in New York, especially in Wayne County, commercial mint growing has nearly disappeared from the State."

\* \* \*

W. D. Tierman, chief of the Bureau of Milk Sanitation, State Department of Health, has been appointed by Governor Lehman as State director of emergency milk supplies, under supervision of the War Council.

\* \* \*

Since the last issue of The State Employee, John Splain of Flushing, has been appointed New York State's commissioner of motor vehicles. He succeeds Carroll E. Mealey, now president of the State Tax Commission. Successor to Commissioner Splain as metropolitan director of safety-responsibility in the New York City office of the Bureau of Motor Vehicles is Assemblyman James J. Dooling of New York, who resigned his legislative post to accept the appointment.

\* \* \*

New York State's enlarged reforestation program is contributing its share to the war effort. The State Conservation Department reports scrap iron and junk collected recently on abandoned farms now included in reforestation areas totaled more than 11,000 pounds, the sale of which added more than \$75 to the State's general fund.



# Vacations



Photo by State Conservation Department

Trailer Section, Lake George Battleground Campsite, Lake George, N. Y.

Mr. Average State Employee glanced anxiously at his wife as she looked somewhat wistfully at the colored folder that made New England's vacation land seem all the more alluring.

"If we could only go some place this summer for a nice, quiet vacation," she started.

"Wait a minute," protested Mr. State Employee. "Remember—we have gas rations to think of. Our tires are thin, too. We're in a war, and it looks as if our vacation, if we take one, will be pretty close to home."

Thousands of families, like the Average State Employees, are in a war vacation quandry as the summer play season approaches. Which is exactly where John L. Halpin, secretary of the State Conservation Department, comes in.

Mr. Halpin, always eager to talk of New York State's vacation possibilities, is more loquacious than ever this summer.

"It looks," he said with little urging, "like our biggest year. A lot of folks who used to jump into the old jalopy and see how far away from New York State they could get in a couple of weeks are going

to discover their own State and its natural beauty this year."

What does the State offer in short trips for the ration-beset State employee and his family? Mr. Halpin had the answer at his fingertips, with

a bit of moral support from William D. Mulholland, superintendent of camps and trails in the Conservation Department.

The State's free campsites, for one thing, will be doing business as usual. That is, with the exception of five Adirondack campsites: Rogers Rock, Paradox Lake, LakeDurant, Whetstone Gulf and Eel Weir, and the Devil's Tombstone site in the Catskills.

"All others will be open this summer and it is expected many State employees and their families will vacation on them," Mr. Halpin said. "After all, if a fellow can save gasoline and use some of his ration units for his vacation trip, he can leave his car right at the campsite and make headquarters there for himself and his family."

Bill Mulholland, who has stopped at all the campsites and hiked all of the State's well-marked trails, suggested an ideal trip for State employees.

"They ought to try the Northville-Placid Trail," he said. "Starting at Northville, the 135-mile trail winds through some of the most picturesque country in America, through West Canada, Piseco, Blue

(Continued on Page 163)



Photo by State Conservation Department

Entrance to Poplar Point Campsite, Piseco, Lake, N. Y.

# Premium Rates Increased

## FOR ACCIDENT AND SICKNESS INSURANCE

BY C. A. CARLISLE  
*Ter Bush & Powell, Inc.*

All members of the Association who apply for accident and sickness insurance under the group plan sponsored by the Association after August 15, 1942, will have to pay an increased premium rate for insurance under this plan.

The insurance of employees already in this plan will not be affected by these increased rates, it will only apply to new applicants. It is desirable that all employees be advised of this increase so that they may apply for the accident and sickness insurance before the new rates go into effect for new applicants on August 15, 1942. Employees interested may use the application printed on the inside back cover and mail it promptly to C. A. Carlisle, Jr., 423 State Street, Schenectady, N. Y., so that it may be given prompt attention. Under this plan any member of the Association may protect his salary at a very low cost with a very broad policy of accident and sickness insurance.

### SICK LEAVE

Sick leave granted employees in any departments or institutions in State service do not affect benefits payable under the accident and sickness insurance plan to disabled members. If you are on sick leave with pay, you will receive regular indemnities under the group plan of accident and sickness insurance, if you are a member of that plan.

### CLAIMS

At the present time, more than \$16,000.00 per month is being paid to employees in State service, who are disabled due to accident or sickness, and are insured under this group plan. Over \$650,000.00 has been paid to such employees since this group plan started.

Many thousands of State workers are protecting their salaries under the group plan of accident and sickness insurance by having a small premium deduction taken from their salaries each payday. Under this plan, when a policyholder is disabled, in accordance with the broad terms of the policy, he or she receives a check every month, until

the end of the disability period, or until the twelve month period allowed under the policy is lapsed. The policy issued under this group plan does not contain the limitations of coverage usually found in individual policies, nor can any individual policy even comparable in coverage be obtained at rates nearly as low as those charged for the group plan policy.

All State workers should be made familiar with the facts about the group plan of accident and sickness insurance sponsored by the Association. Interested employees should make application for this valuable insurance coverage promptly and thereby secure the insurance at the present rates, and before increased rates go into effect for new applicants on August 15, 1942.

### LEAVING STATE SERVICE

If any policyholder of the group plan of accident and sickness insurance is leaving State service and going into defense activities or any other form of gainful occupation, he or she can continue their insurance at the same rates under the new conversion defense form. Write to TeBush & Powell, Inc., 423 State Street, Schenectady, N. Y., today for complete facts relative to this conversion.

If the group accident and sickness insurance is kept in force under the conversion form of policy, and later the policyholder returns to State service the insurance coverage may be continued without interruption at the present low rates. Otherwise if the insurance is allowed to lapse, it will be reinstated at the increased rates effective August 15, 1942.

Applications for the accident and sickness insurance may be obtained from Association representatives, from Association Headquarters, Room 156, State Capitol, Albany, or from TerBush & Powell, Inc., 423 State Street, Schenectady, N. Y. If a sufficiently large group of State workers at any one location of employment are interested in the accident and sickness insurance, C. A. Carlisle, Jr., of TerBush & Powell will be glad to explain the insurance in person.

**Remember**—if any member of the group plan of accident and sickness insurance leaves State service, he or she may continue the insurance under the conversion defense form, and full facts should be secured promptly.

### CLAIM SERVICE

Many commendable letters are received each month concerning the group plan of accident and sickness insurance sponsored by the Association—especially when disabled members of the plan receive their monthly indemnity benefit checks. Claims are being paid promptly, and with the cooperation of policyholders during the gasoline and rubber shortage, there is no good reason why they should not continue to be paid promptly—that is—if your cooperation is forthcoming.

### Vacations

(Continued from Page 162)

Mountain and Long Lages, Cold River and into Lake Placid. The State provides excellent leantos along the way and there is my idea of something new in wartime vacations."

Mr. Mulholland had another suggestion—that the State employee avail himself of the facilities on the cluster of State-owned islands in Lake George. Glen Island is the headquarters, with a store, postoffice, telephones and other facilities. Canoes and camping outfits may be rented at Bolton Landing.

"Yes, train and bus connections are available to most of our campsites and playlands," Mr. Halpin said. "And there's another mighty important aspect to this vacation-near-home idea—it's safer. It stands to reason one is less liable to accident when he is spending a restful, leisurely vacation, than he would be racing madly cross-country trying to crowd a year's recreation and sight-seeing into two short weeks."

(Editor's Note: Mr. Halpin speaks from experience, for it will be recalled he hiked Whiteface Mountain last year—not up the torturous climb, but downhill.)



# Rights and Privileges OF EMPLOYEES ENTERING MILITARY SERVICE

By JOHN T. DE GRAFF, *Counsel*

During the past few months hundreds of employees have made inquiry at Association headquarters to ascertain their Civil Service rights and privileges upon their entry into military service and also to ascertain what their status will be upon the termination of their military duties. It is hoped that this article will answer the many inquiries that may arise from time to time.

The rights and privileges of Civil Service employees who enter military service are protected by the Page-Ostertag law, Chapter 843 of the Laws of 1941, sponsored by the Association last year. This is an omnibus measure which contains provisions regulating appointments, promotions, seniority rights, retirement and pension protection, continuation of statutory increments, service record ratings, reemployment lists and many other matters of importance to employees who enter the military service. All these provisions are embodied in section 246 of the Military Law and the bill is generally recognized as the most complete and comprehensive measure that has been enacted by any State with respect to the status of public employees entering military service. A few amendments of minor importance were made at the 1942 session of the Legislature, but the law today is substantially in the same form as it was when proposed by the Association at the 1941 session.

The law, by its terms, is retroactive to cover employees who enter military service on or after July 1, 1940. It covers volunteers in any branch of military or naval service as well as employees who enter military service under the provisions of the Selective Service Act.

It should be remembered that there are three separate laws which deal with the rights and privileges of employees entering military service.

**1. Section 245 of the Military Law is applicable solely to members of the Reserve Forces and provides for the payment of differential pay to employees who were members of the Reserve Forces prior to April 1, 1942 and who are ordered to active**

**military duty.** No public employee is entitled to differential pay unless he was ordered to active duty by virtue of his membership in one of the Reserve Forces specified in this section.

**2. Subdivision 3 of Section 53 of the Civil Service Law protects the pension rights and privileges of members of the State Employees Retirement System who obtain a leave of absence to engage in war work or defense activity.** The provisions of this law are not applicable to employees who enter military service. This law, which was sponsored by the Association at the 1942 session of the Legislature, is applicable to all members of the Retirement System who obtain a leave of absence to engage in any form of civilian war work or defense activity. This law is likewise retroactive to March 1, 1940.

**Leaves of absence are granted pursuant to certain policies laid down by Governor Lehman and the granting or withholding of a leave of absence is in the discretion of the appointing officer.** Any employee who obtains a leave of absence however, is entitled to pension credit for the period of his leave of absence, if he complies with the provisions of this law, which is herein quoted in full. The burden is on the employee to notify the Retirement System that he wishes to make pension contributions and obtain pension credit for the period of his leave of absence. Any employee who gives notice within the time specified in the law will not only be entitled to pension credit upon his return to the State service, but his estate is likewise entitled to an ordinary death benefit if he should die during the period of his leave of absence. The complete text of this law reads as follows:

"3. (a) Time during which a member was absent on leave without pay shall not be allowed in computing prior service and may be allowed in computing service as a member and final average salary only if allowed for retirement purposes both by the head of the department in which the member is employed and by the comptroller at

the time said leave of absence is granted.

(b) Time during which a member is absent without pay on leave granted by the head of his department from March first, nineteen hundred and forty, until six months after the termination of the war shall be allowed in computing service as a member and final average salary if (1) such leave of absence is granted to enable such member to enter the service of the federal government or its associated powers, or to engage in war work or defense industries, and such service is established to the satisfaction of the comptroller, and (2) such member shall notify the comptroller in writing of his intention to claim service as a member pursuant to the provisions of this subdivision on or before July first, nineteen hundred forty-three or within one year after such leave of absence is granted, and (3) such member shall regularly or not later than six months after the termination of such leave of absence, pay into the annuity savings fund such amounts as would have been in such fund to his credit had he remained in the performance of his regular duties as a member at the same salary he received when such leave of absence was granted, and also pay into the pension accumulation fund such further amounts as would have been in such fund had he remained in the performance of his regular duties. Such further amounts shall be determined by the actuary and shall be sufficient to pay the contribution that would otherwise have been made by the State for the payment of an ordinary death benefit and that portion of the pension provided for in paragraph (b) of subdivision one of section sixty-three of this chapter. If, while such member is on leave of absence, his position is abolished or made unnecessary through no delinquency or misconduct on his part he shall nevertheless, be entitled to continue his contributions and receive credit therefor as herein provided, until six months after the termination of the war and his leave of absence shall be deemed to continue for such

period. A disability, injury or death during such leave of absence shall not entitle such officer or employee, his beneficiaries or representatives to any retirement allowance or other benefit except an ordinary death benefit and the return of his contributions. Should such member be separated from service before he becomes eligible for a retirement allowance or death benefit all contributions made pursuant to this subdivision shall be returned to him or his beneficiaries or representatives."

**3. Section 246 of the Military Law is an omnibus measure to protect the rights and privileges of all public employees including teachers, employees of cities, towns, villages, counties and other units of government as well as employees of the State. The provisions of the law are so broad that they cannot be concisely summarized. The following is the complete text of the law including the amendments made at the 1942 session of the Legislature, and if employees will read the following provisions carefully they will find therein a complete answer to every question relating to the rights and privileges of employees during and upon the termination of their military service.**

"§246. Provisions applicable to public employees who are absent on military duty. 1. **Definitions.** As used in this section:

(a) The term 'Public employee' shall mean an officer or employee holding a position by appointment or employment in the State of New York or in the cities, counties, towns, villages or school districts thereof, or in any other political or civil division of the State or of a municipality, or in any public or special district, or in the service of any public authority, public benefit corporation, commission or board, or in any other branch of the public service.

(b) The term 'military duty' shall mean military service in the military, naval, aviation or marine service of the United States, subsequent to July first, nineteen hundred forty, or service under the selective training and service act of nineteen hundred forty, or the national guard and reserve officers mobilization act of nineteen hundred forty, or any other act of Congress supplementary or amendatory thereto, or any similar act of Congress hereafter enacted and irrespective of the fact that such ser-

vice was entered upon following a voluntary enlistment therefor or was required under one of the foregoing acts of Congress.

It shall include time spent in reporting for and returning from military duty and shall be deemed to commence when the public employee leaves his position and to end when he is reinstated to his position, provided such reinstatement is within sixty days after the termination of military duty, as hereinafter defined.

(c) The term 'termination of military duty' shall mean the date of a certificate of honorable discharge or a certificate of completion of training and service as set forth in the selective training and service act of nineteen hundred forty, and the national guard and reserve officers mobilization act of nineteen hundred forty or, in the event of the incurrance of a temporary disability arising out of and in the course of such military duty, the date of termination of such disability.

(d) The term 'position' shall mean the office or position held by a public employee at the time of his entrance upon military duty.

**2. Leave of absence and reemployment.** Every public employee shall be entitled to absent himself from his position while engaged in the performance of military duty and shall be deemed to have a leave of absence for the duration of such military duty. Such public employee shall be reinstated to this position provided he makes application for such reinstatement within sixty days after the termination of his military duty. He may be so reinstated, at any time after such sixty-day period and within one year after the termination of his military duty, in the discretion of the appointing officer or body.

**3. Substitutes.** A position held by a public employee who is absent on military duty shall, so far as practicable, be continued in existence but shall be deemed temporarily vacant and shall be filled only when the public interest so requires. Any appointment to fill such vacancy shall be designated as a substitute appointment and the request for certification, the certification and the indicia of appointment shall show that the person is being appointed as a substitute. Any public employee, who accepts appointment as a substitute, shall be granted a leave of absence from his former position un-

til the termination of such appointment and the temporary vacancy resulting from such leave of absence shall be filled in like manner only when the public interest so requires and any appointment to such position shall also be designated as a substitute appointment and the request for certification, the certification and the indicia of appointment shall show that the person is being appointed to such position as a substitute. Every such substitute appointment shall be for a period not exceeding the leave of absence of the former incumbent and shall be made in accordance with the provisions of law applicable to such position, provided, however, that such substitute appointment may be continued for a period in excess of one year, notwithstanding the provisions of section fifteen of the civil service law. Such substitute employee shall acquire no right to permanent appointment or tenure by virtue of his service as a substitute and such service may be terminated at any time in the discretion of the appointing officer or body.

His rights, if any, with respect to appointment or tenure shall not, however, be impaired in any way by his acceptance of an appointment as a substitute and his name shall remain on any eligible or other list and he shall be certified as eligible for any other appointment authorized by law during the existence of such list.

The appointment of a substitute shall terminate (a) upon the return of the former incumbent to his position or (b) upon the death or permanent total disability of the former incumbent or (c) upon failure of the former incumbent to return to said position within sixty days after the termination of his military duty or (d) upon the appointment or promotion of the former incumbent to another position as authorized by subdivision six of this section, and, upon the happening of any of such events, said position may then be filled in the manner provided by law.

**4. Pensions.** Any public employee who is a member of any pension or retirement system may elect, while on military duty, to contribute to such pension or retirement system the amount which he would have contributed had his employment been continuous and upon making such contribution he shall have the same rights in respect to member-



ship in the retirement system as he would have had if he had been present and continuously engaged in the performance of the duties of his position.

Time during which a member is absent on military duty, shall not constitute an interruption of continuous employment, but such time shall not be counted or included in determining the length of total service unless such member contributes to the retirement system the amount he would have been required to contribute if he had been continuously employed during such period. Such contribution, or any part thereof, may be paid at any time and from time to time, while in military duty, or within five years after the date of his restoration to his position.

A member of a pension or retirement system who receives civil com-

ensation, pursuant to section two hundred forty-five of this chapter, in excess of the amount of his required contributions to such system shall, while on military duty, continue to contribute the amount which he would have contributed had his employment been continuous and such contributions shall be deducted from his civil compensation.

**5. Rights upon restoration to position.** A public employee restored to his position after the termination of his military duty shall thereafter be entitled to the rate of compensation he would have received had he remained in his position continuously during such period of military duty and shall be deemed to have rendered satisfactory and efficient service in such position during the period of his leave of absence and

shall not be subjected directly or indirectly to any loss of time service, increment, or any other right or privilege, or be prejudiced in any way with reference to promotion, transfer, reinstatement or continuance in office.

**6. Appointment while on military duty.** Any appointing officer or body may, in his or its discretion, fill a vacancy by the appointment or promotion of a public employee or any other person legally eligible for such appointment or promotion, notwithstanding the absence of such person or employee in military duty but such appointment or promotion shall not serve to increase in any degree any civil compensation which he may have been receiving pursuant to section two hundred forty-five of this chapter. Such employee, upon the termination of his military duty shall have the same rights, privileges and obligations as if he had served continuously in such position from the date of his appointment thereto.

**7. Status of existing lists.** Any person whose name is on any eligible list shall, while in military duty, retain his rights and status on such list. If the name of any such person is reached for certification during his military duty, it shall be placed on a special eligible list in the order of his original standing, provided he makes request therefor within sixty days after termination of his military duty. Such list shall be certified before certification shall be made from a subsequent eligible list for the same position. Such names shall remain on such special eligible list for a period of two years after the termination of such military duty.

**8. Service and efficiency ratings.** A public employee who is absent on military duty shall be credited with the average of the efficiency ratings which he received for the three periods immediately prior to his absence on military duty but such rating shall not be less than a passing grade for the period of such absence. In computing seniority and service requirements for promotion eligibility, such period of military duty shall be counted as service in the position held by such employee.

**9. Probationary service.** If a public employee or other person enters military duty before the expiration of the probationary period in any position to which he may have theretofore been appointed, or to which

## Ogdensburg Party



Left to right, Front row: Frances Hackett, Genevieve Leonard, Albertina LaRocque, Nellie Wojnas, Gilbert Beck, Amber E. Huntley, Eleanor Razzano, Agatha Rivers. Second row: Alice Riley, Eldred Edgerton, Eleanor Thayer, Grace Kelly, Katherine Sullivan, Frances McCabe. Third row: Alice McMillan, Marie Beck, Thelma Carpenter, Warren Reilly, Robert Huntley, Mildred Gokey, Julie Riska, Eva Shurtleff.

A dinner party was held at the Crescent Hotel, May 29th, in honor of Miss Nellie Wojnas of the Stewards Office of St. Lawrence State Hospital. Miss Wojnas has accepted a new position at Rome State School. Warren T. Reilly of the Steward's Office presented a traveling bag to the guest of honor in behalf of her many friends at the hospital.

The St. Lawrence State Hospital Employees' Association has adopted a practice of sending a carton of cigarettes or a similar remembrance if the individual does not smoke, to its employees inducted into military service. To date over thirty packages have been sent to former employees in every corner of the country.

he may thereafter be appointed or promoted pursuant to subdivision six of this section, the time he is absent on military duty shall be credited as satisfactory service during such probationary period.

10. **Physical examination.** If a physical examination is required for employment in or promotion to any position in the public service, the physical disability of a candidate incurred by reason of injury sustained or disease contracted while in military duty, as hereinbefore defined, or during the world war, shall not be deemed to disqualify him for such position unless the disability is of such a nature as to prevent him from efficiently performing the duties of such position.

11. **Preferred lists.** If the position occupied by a public employee is abolished prior to the termination of his military duty his name shall be placed forthwith upon a preferred list, as herein provided. Public employees in the competitive class of the civil service shall have their names placed upon a preferred eligible list, pursuant to the provisions of section thirty-one of the civil service law and public employees subject to section eight hundred eighty-one of the education law shall have their names placed upon a preferred list as provided in such section.

12. **Military reemployment lists.** If the position occupied by a public employee, who is not included in the provisions of subdivision eleven of this section, has been abolished or is no longer in existence upon the termination of his military duty such employee, upon filing a written request within sixty days after the termination of his military duty, shall have his name placed, forthwith, upon a military reemployment list, as herein provided, for the position last held by him or any similar position. The military reemployment list for public employees in the classified civil service, other than in the competitive class, shall be established by the civil service commission having jurisdiction of such position and such list for public employees who are not in the classified civil service shall be established by the officer who makes payment of the wages or salary for such position. Separate lists shall be established for positions in the non-competitive and the labor class of the classified civil service. After the establishment of a military reemployment list it shall be made

available to appointing officers and bodies and no position shall be filled until the appointing officer or body certifies to the civil service commission or to the disbursing officer, as the case may be, that no person on such military reemployment list, who formerly held the same or a similar position, is qualified to fill and willing to accept appointment to such vacancy. The civil service commission or the disbursing officer, as the case may be, shall refuse to approve the payroll for such position until such certificate is filed. Appointments from a military reemployment list may be made without regard to the order of standing on said list. Refusal to accept on offer of appointment to a position similar to that last held by such public employee shall cause the removal of his name from such list. Upon a failure or refusal to comply with the provisions of subdivisions eleven and twelve of this section, the Supreme Court is empowered, upon the filing of a petition or other appropriate pleading, by the public employee entitled to the benefits of such provisions, to specifically require compliance therewith, and may, as an incident thereto, compensate such employee for any loss of wages suffered by reason of such unlawful action. The court shall order a speedy hearing in any such case and shall advance it on the calendar. Nothing in this subdivision shall be construed to apply to positions in the exempt class of the classified civil service.

13. **Temporary and seasonal positions.** The provisions of subdivisions three and five of this section shall not be applicable to a public employee holding a temporary or seasonal position, but such employee shall, nevertheless, be placed upon a military reemployment list, as provided in subdivision twelve of this section, and, so far as practicable, shall be restored to a position similar to that held at the time such employee entered military duty.

14. **Public employees appointed for a definite term.** A public employee appointed for a definite term shall be deemed to have a leave of absence until his successor has been appointed, but not thereafter, for the purpose of determining his rights under this section.

15. **Elective officers.** The provisions of subdivision four of this section shall be applicable to an elective

officer and he shall be deemed to continue in his office until his successor has been elected, but not thereafter, for the purpose of determining his rights under such subdivision. No other provisions of this section shall be applicable to elective officers.

16. **Salaries.** Nothing in this section shall be construed to give any public employee any claim for salary or compensation during his absence on military duty.

17. **Certificates as to service.** A certificate signed by the adjutant-general of the army as to persons in the army or in any branch of the United States service while serving pursuant to law with the army of the United States, signed by the chief of the bureau of navigation of the navy department as to persons in the United States service while serving pursuant to law with the United States navy, and signed by the major-general commandant, United States marine corps, as to persons in the marine corps, or in any other branch of the United States service while serving pursuant to law with the marine corps, or signed by any officer designated by any of them, respectively, for the purpose, shall when produced be prima facie evidence as to any of the following facts stated in such certificate: That a person named has not been, or is, or has been in military service; the time when and the place where such person entered military service, his residence at that time, and the rank, branch and unit of such service that he entered, the dates within which he was in military service, the monthly pay received by such person at the date of issuing the certificate, the time when and the place where such person died in or was discharged from such service. It is the duty of the foregoing officers to furnish such certificate on application, and any such certificate when purporting to be signed by any one of such officer or by any person purporting upon the face of the certificates to have been so authorized shall be prima facie evidence of its contents and of the authority of the signer to issue the same."

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**BUY WAR BONDS BY  
SALARY DEDUCTION  
PLAN**

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# Civil Service Notes

By THEODORE BECKER  
*New York State Department of  
Civil Service*

## DISCIPLINARY ACTIONS

Under the terms of a recent amendment to Section 22 of the Civil Service Law that took effect on October 1, 1941, officers and employees in the competitive class, upon being found guilty on charges of incompetency or misconduct can be punished by a reprimand, a fine not exceeding \$50, a suspension without pay for a period not exceeding two months, a demotion in grade and title or—by the only punishment available under the old law—dismissal from the service. Under this law State employees are accorded a right of appeal to the State Civil Service Commission from the more severe forms of disciplinary action. In this connection, a manual of procedure for the guidance of State departments has been prepared. A portion, of special interest to employees, follows:

### What Right Has a State Employee Who Has Had a Penalty Imposed Upon Him After Being Found Guilty of Charges?

1. If the penalty is dismissal from the service, demotion, or suspension without pay for a period exceeding ten days, the employee may appeal either to the State Civil Service Commission or to the court. If he appeals to the State Civil Service Commission, the decision of the Commission is final and conclusive.

2. If the penalty is suspension without pay for ten days or less, a fine not exceeding \$50, or a reprimand, there is no right of appeal to the State Civil Service Commission. It should be noted, however, that under the provisions of the opening paragraph of Section 22 of the Civil Service Law which reads, "Every person whose right may be any way prejudiced contrary to the provisions of this section shall be entitled to an order pursuant to article seventy-eight of the civil practice act to remedy the wrong," an officer or employee who receives a penalty which is not appealable to the State Civil Service Commission (e. g. a suspension for ten days or less), may contest such disciplinary action in the courts.

3. If an employee desires to appeal to the State Civil Service Commission, he must file his appeal with the Commission in writing within **twenty days** after receiving written notice of the penalty imposed upon him. If an employee elects to appeal to the court instead of to the State Civil Service Commission he must do so within four months after receiving such notice.

NOTE: There is nothing in this Law limiting the time for an appeal to the courts. However, since the application to the courts is made in accordance with the provisions of Article 78 of the Civil Practice Act, the four month limitation prescribed in Article 78 is applicable.

### What Action Will Be taken After an Appeal is Filed With the State Civil Service Commission?

1. The Civil Service Commission will notify the officer who imposed the penalty being reviewed that an appeal has been filed.

2. The Civil Service Commission will set a time and place for the hearing of such appeal and may designate a person to hear said appeal on its behalf. Notice of the time and place of the hearing will be furnished the appellant and the officer involved.

3. The person holding such hearing will make 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 will not be required.

### What Decisions May Be Made by the State Civil Service Commission or Its Duly Designated Representative After the Hearing Has Been Held?

The determination appealed from may be affirmed or modified and the Civil Service Commission may, in its discretion, permit the transfer of such officer or 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 Practice Law.

### PAY DIFFERENTIAL

According to a recent decision of the Appellate Division, public em-

ployees who enlisted in one of the Federal Reserve Corps prior to April 1, 1942, are entitled to pay differential under section 245 of the Military Law even if they did not enlist until after December 7, 1941, and despite departmental regulations prohibiting enlistment without consent of the departmental appointing authority. This decision which reversed a lower court ruling denying such pay differential, will shortly be reviewed by the Court of Appeals.

A public employee who had served as a draftee and had been released from active service and placed in the Enlisted Reserve Corps prior to April 1, 1942, was held entitled to receive pay differential upon being ordered back into active service in a recent lower court decision, which is being appealed.

### FLEXIBLE PASSING GRADES

Acting on a recommendation contained in a recent report submitted to the Governor by Moreland Commissioner Robert M. Benjamin, the State Civil Service amended its rules to permit the establishment of a flexible passing grade in examinations evoking heavy competition. Under this rule the passing grade may be fixed at the mark received by the lowest of a certain number of candidates receiving 75% or better. The first examination in which the use of the flexible passing grade has been announced is for Motor Vehicle Responsibility Adjudicator, scheduled to be held July 18.

### ODDS AND ENDS

Experience acquired by a provisional appointee, after the first four months in his position, cannot be used to qualify for a civil service position according to a recent decision of the Court of Appeals, inasmuch as such service for more than four months constitutes "a plain violation of the statute" (Section 15 of the Civil Service Law). Said the court, "Any formulation of qualifications for a position in the civil service which provides for credit or benefit based upon the disregard of the provisions of the Civil Service Law is contrary to public policy and is from its nature arbitrary and unlawful." The case involved an announcement for the position of Chief

of Police by a municipal civil service commission.

The State Department of Civil Service, in cooperation with the Committee of College Deans in the Association of Colleges and Universities of the State of New York will soon issue a pamphlet describing the State positions for which technical and professional college and university courses will qualify candidates. The preparation of this pamphlet is part of the State Commission's positive recruitment program designed to obtain qualified personnel for essential State services. Radio sketches outlining this program have been scheduled on New York and Albany stations. \* \* \* The extension of civil service on July 1 to the 6,000 school districts in New York State affecting over 20,000 employees in such districts, has necessitated the establishment of a new unit by the State Department of Civil Service to handle the personnel needs of such districts and their employees. A pamphlet entitled "Civil Service Procedures for School Districts" has been prepared for the guidance of the 6,000 new appointing officers who will be operating under civil service for the first time.

#### PROMOTION ELIGIBLE LISTS

The following are state promotion lists promulgated recently.

**Assistant Account Clerk**—Department of Health No. 5010.

**Assistant Administrative Finance Officer** (Division of Placement and Unemployment Insurance), Department of Labor. No. 5803.

**Assistant Clerk** (Albany Unit) Public Service Department No. 3248.

**Assistant File Clerk** (Albany Unit) Public Service Department. No. 3247.

**Assistant Industrial Safety Engineer**, Department of Labor No. 3212.

**Bedding Inspector** (Division of Bedding) Department of Labor. No. 3176.

**Chief Hydraulic Engineer**, Public Service Department. No. 5101.

**Compensation Hearing Representative**, State Insurance Fund. No. 3049.

**Harness Racing Supervisor** (Division of State Harness Racing Commission), Department of State. No. 5058.

**Head Account Clerk** (Division of Placement and Unemployment In-

surance), Department of Labor. No. 5802.

**Institution Steward**, Department of Correction. No. 3181.

**Insurance Collector** (New York Office), State Insurance Fund. No. 3148.

**Junior Industrial Hygiene Mechanical Engineer**, Department of Labor. No. 5040.

**License Investigator**, Department of State. No. 5042.

**Principal Employment Counselor** (Division of Placement and Unemployment Insurance), Department of Labor. No. 3809.

**Senior Grade Separation Engineer**, Transit Commission. No. 3157.

**Senior Statistics Clerk**, Department of Labor. No. 3145.

**Senior Stenographer** (Division of Placement and Unemployment Insurance), Department of Labor. No. 3146.

**Unemployment Insurance Manager** (Division of Placement and Unemployment Insurance), Department of Labor. No. 3806.

### Rochester War Week

As this issue goes to press the Rochester Chapter of the Association is making plans to join in a patriotic demonstration on Friday night, June 19th, Members of the chapter and all State workers have been invited to join in a parade which will climax the week's activities.

President of the Chapter, Neil Goodman of the State Tax Department, announced that the Chapter would enter a float in the parade.

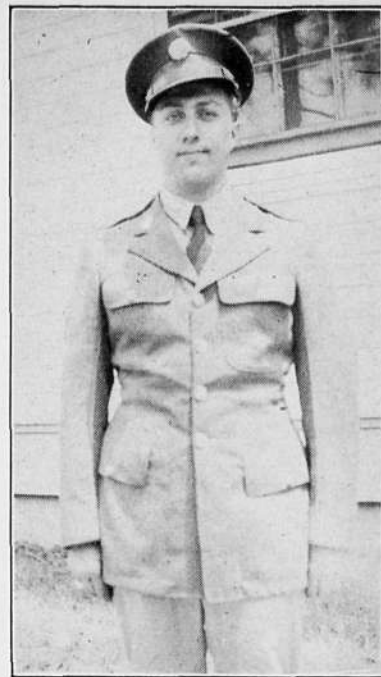


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PATRICK T. DE MURIO

### In the Army Now

Little wonder the girls in the office of The Association of State Civil Service Employees, in the Capitol at Albany, anxiously await the mailman's arrival these days.

For Patrick T. De Murio, the account clerk whose dark eyes and ready smile had been institutions in the office for some time, is in the army. Pat donned the khaki May 6 and now is in the field artillery at Fort Bragg.

First reports reaching Joseph D. Lochner, executive secretary, and his pretty associates who once worked with the new soldier, are that Pat has a swell suntan and is attending the army clerks' school. He's an Albany boy, attended Albany High School and worked for New York Central Railroad in Albany before entering the service of the Association.

### Correction

Under the heading "Manhattan Chapter Activities" in the May issue of The State Employee, it was stated that the student nurses of the institution sponsored a dance for the benefit of the American Red Cross.

This appeared in error. Actually the entire officer and employee personnel of the institution sponsored the dance and all should get credit for its outstanding success.



# Civil Service Conference

By THEODORE BECKER

*New York State Department of Civil Service*

A plea by **Major Ernest M. Culligan**, member of Brigadier General Lewis B. Hershey's Selective Service staff, that management recognize its "patriotic duty" to obtain draft deferments for employees engaged in essential war projects, and a warning from **Arthur H. Fleming**, President of the United States Civil Service Commission, that unless operating agencies are persuaded to place qualified personnel, including women, in critical war jobs on a voluntary basis, the Federal Government will have to think in terms of an "involuntary control over the labor market," were the outstanding features of the 1942 Eastern Regional Conference on Public Personnel Administration, held at the DeWitt Clinton Hotel in Albany, on June 5 and 6, under the auspices of the Civil Service Assembly of the United States and Canada, with the Association of State Civil Service Employees and the State Department of Civil Service acting as host agencies.

The conferees, greeted by **Harold J. Fisher**, President of the Association, at an informal dinner dance, were welcomed to New York State on behalf of Governor Herbert H. Lehman by **Walter T. Brown**, his secretary.

Introduced by **Miss Grace A. Reavy**, President of the State Civil Service Commission, at a luncheon, Major Culligan stated that the business of procuring men for the armed forces on the combat lines and at the same time to safeguard the supply of skilled and able workmen to run commerce and industry at home, has become an "arduous task."

"It is only six months after Pearl Harbor, he said, "and this country is already faced with a shortage of manpower needed for jobs on the basis of all the thinking done in the past."

Warning that "the Selective Service System will be satisfied by nothing less than a maximum effort by management to replace men needed for combat duty by employing women, over-age men and men not fit for military service." Major

Culligan indicated that an additional eight million women will have to be added to the present total of twelve million women who are gainfully employed in order to achieve maximum military strength at the war front.

Paying tribute to the foresight of the planners of selective service who had been working on the program since 1926 in cooperation with staffs in each State, Major Culligan praised the principle of decentralization of authority on the administrative level where the action takes place, stating that "the local board members have more authority in the locality which they service than anyone else in the consideration of a case before them."

Referring to the concern that prospective selectees have over their status, the Major remarked that "no one has a right to expect individual security until the war is won" and told the conferees that "we can and will get as many men in the armed forces as necessary to win the war."

Alluding to the rising sun as a symbol of Japan, Major Culligan closed his address with the assurance that "while the dawn may break with a rising sun, followed by a warm day of work and sweat and heartbreak, there must always come a cool evening with the sky filled with stars and stripes."

Introduced by **Harry W. Marsh**, President of the New York City



Left to right: **Margaret Frank**, Chief Civil Service Examiner of Maryland; **Major Ernest M. Culligan** of Brigadier General Lewis B. Hershey's Staff; **Grace A. Reavy**, President of the N. Y. State Civil Service Commission; **Albert H. Aronson**, of the State Technical Advisory Service, Social Security Board; and **James E. Rossell**, District Manager, U. S. Civil Service Commission.

He lauded "the patriotism of the 20,000 local board members, the physicians and appeals boards who are serving voluntarily" and noted that "there are no policemen or investigators in the selective service system," every action of the boards being open to the inspection of the 130 million people of the nation who constitute the only investigators.

Civil Service Commission and Chairman of the Conference, Mr. Fleming, President of the United States Civil Service Commission, revealed that while his commission "had formulated plans as early as May, 1940, for meeting emergency and war conditions in which demand for personnel exceeds the supply, radical changes had to be made to adjust

the recruitment and placement machinery to meet the war time work load." This was accomplished by a consolidation of the divisions of applications, examinations and certification into one division and by assigning the work load on a subject matter "project system" basis which requires an examiner to initiate a recruitment program in an occupational field and to carry the whole process through until placement is achieved.

Commissioner Fleming illustrated the increased work load by pointing out that the total number of placements made in the one month of April, 1942, was 180,000 as compared with a normal yearly total of only 60,000. To meet the war problems, the Commission adopted War Service Regulations, effective March 16, 1942, under which appointments in the federal service, with the exception of the Post Office field service, cannot extend beyond six months after the termination of the war.

In addition to the addresses delivered by Major Culligan and Commissioner Fleming, matters of general interest relating to public personnel problems and procedures were considered at a series of panel discussions.

The panel on "Relation of the Central Personnel Agency to Operating Agencies," held on the morning of June 5, produced some interesting comments by the participants. Colonel Harry C. Jones, Commissioner, Department of State Employment and Registration of Maryland, who presided, outlined the difficulty of State agencies in obtaining and retaining competent personnel under State budgets which cannot compete with unlimited federal funds. He urged greater intensification of the training of newly recruited personnel to bring them up to the peace time standing. Loss of such specially trained personnel to federal agencies and war industries should neither be deplored nor result in abandonment of such training program, he said, "because the training of employees who go to the federal agencies and defense industries represented the civil service agencies contribution to the war effort."

Dr. Frank L. Tolman, Chairman of the Salary Committee of the Association of State Civil Service Employees, explained that the Feld-

Hamilton Law of New York State provided State employees with regular salary increments which counteracted in part the attraction of federal jobs.

Louis Drexler, Senior Personnel Technician, in charge of Service Ratings, New York State Department of Civil Service, explained how service record ratings control the granting of salary increments in New York State so that only employees with satisfactory performance on the job can qualify for salary increases.

Returning to a consideration of the problem of staffing State departments with competent personnel during the war, the panel participants offered several suggestions. Colonel Jones urged the maintenance of civil service standards, even if provisional employees have to be appointed for the duration of the war, because, he stated, "the survival of the merit system depends on how well civil service administrators in states and cities carry out their functions and missions in these troublous times."

The budgetary systems of Connecticut, Massachusetts, New Jersey, the County of Westchester and the City of New York were discussed in the panel on "Coordination of Budget and Personnel Agencies" held on the afternoon of June 5, under the chairmanship of Charles F. Yard, Principal Examiner and Assistant, New Jersey State Civil Service Commission.

On Saturday afternoon, a panel discussion on the subject of "Emergency Recruitment and Training," by James M. Mitchell, Director of the Civil Service Assembly; H. Eliot Kaplan, Secretary of the National Civil Service Reform League;

Charles L. Campbell, Director of Classification, New York State; Albert H. Aronson, Social Security Board; and Guy Moffett, Assistant to Liaison officer on Personnel Administration in the White House, elicited the following comments:

The business meeting conducted Friday afternoon, June 5, resulted in the election of Albert H. Aronson, of the Social Security Board, as Chairman; Charles F. Yard, of the New Jersey Civil Service Commission, as Vice-Chairman; and of Mrs. Piez, Chief Civil Service Examiner, Rhode Island, as Secretary-Treasurer of the 1943 Eastern Regional Conference.

Resolutions were adopted commending the officers of the Conference "for providing an interesting and profitable program," and expressing the appreciation of the Conference "for the courtesy and hospitality extended to it by the New York State Civil Service Commission and its staff, especially to Mrs. Eugenia G. McLaughlin (Chief Examiner, New York State Department of Civil Service), who acted as the secretary of the Conference and whose efforts in providing entertainment and arrangements for the various meetings were carried through with great success."

The Conference also expressed "its cordial appreciation and thanks to the Association of State Civil Service Employees of the State of New York for their generous support and participation in the Conference which contributed so largely to the successful arrangements," and commented on the "interest shown by State and local officials as exhibited by their attendance and interesting participation in the various sessions of the Conference."

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## HONIGSBAUM'S

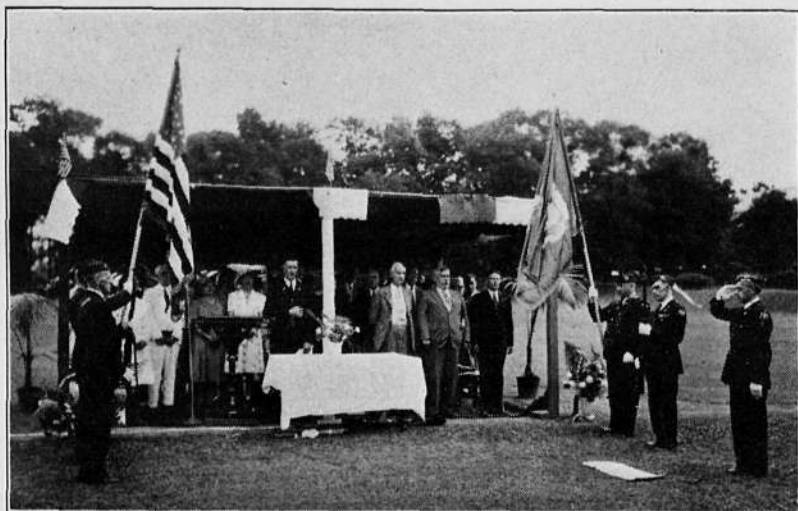
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## Employees' Association Presents Flags

On Flag Day, June 14th, the Hudson River State Hospital Employees' Association presented three flags to the institution. The banners included an American flag, New York State Colors, and a service flag with 122 stars representing employees now serving in the nation's armed forces.

The program opened with a Band Concert by the Roosevelt High School Band under the direction of A. C. Musselman. This was followed by a review led by two motorcycles, the new colors with a color guard composed of American Legion members in uniform, the service flag and a corps of institution nurses. Rev. Francis B. Whitcome then pronounced the Invocation, and "America" was rendered by St. Ann's Choir, under the direction of Brother Director Dines, the Roosevelt High School Band and the entire assemblage.

John Livingstone, President of the Employees' Association, then presented Edward M. Britt who acted as chairman of the affair. Mr. Britt made the presentation of the colors to the institution and the acceptance was made by Dr. John R. Ross, Superintendent of the institution, who complimented employees upon their wholehearted cooperation in civilian and military activities connected with the war effort. A selection, "God Bless America," was given by Frank Donaldson.

The pledge of allegiance to the flag was led by Louis I. Garrison, Vice-President of the Employees'

Association. Guest speakers included: County Judge J. Gordon Flannery, Hon. Philip A. Mylod, Colonel William L. Burnett, and County Clerk Frederic A. Smith. Also Mrs. Catherine B. Corbally, Chairman of the Hospital's Board of Visitors and member of that board, Benson R. Frost.

The selections "I Am an American" and the "Star Spangled Banner" was played by the Roosevelt High School Band, and sung by St. Ann's Choir. Benediction, ending the ceremonies, was given by Rev. Father Charles Schmidt, S.J.

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## Representatives' Handbook

The following resolution was adopted by the Executive Committee at its meeting on March 3rd:

"Be it Resolved, That the President be authorized to appoint a special committee to compile a handbook for Association representatives, containing information relative to rules and regulations affecting employees and any other information of value to employees."

In accordance with this resolution President Harold J. Fisher appointed Charles H. Foster of the Division of the Budget, as chairman of the special committee and the following as members:

Charles L. Campbell, Civil Service Department; William Killion, Civil Service Department; Dr. Albert Hall, Education Department; Dr. Frank L. Tolman, Education Department; Patrick McCormick, Mental Hygiene Department; John W. Henry, Labor Department; Louis Drexler, Civil Service Department; Warren Welch, Public Works Department; Edmund Schreiner, Health Department.

An outline of the material to be contained in the proposed handbook has been prepared by Chairman Foster and assignments treating particular subjects have been given to various members of the committee.

Plans have been made to include in the handbook in brief form information as to the employees' rights and privileges under the civil service law, rules, regulations and procedures, retirement regulations, title classification, salary standardization and service record ratings. Also an explanation of laws and rules governing working hours, sick and other leaves and vacations, as well as a statement on present opportunities and future possibilities of in-service training.

A detailed explanation of the purpose, organization, services, history, accomplishments and work of the Association will be included, together with all facts relative to its group insurance plans. It will also contain suggestions as to the organization, functioning, and development of chapters, and as to the handling of employee grievances.

When completed the proposed handbook will be placed in the hands of chapter officers and representatives throughout the State.

## Burgess Appointed Chief Auditor

The State Employee extends congratulations to Joseph J. Burgess, career man, whose promotion to the post of chief auditor of State expenditures in the Department of Audit and Control, was effective June 1.



HON. JOSEPH J. BURGESS  
Chief Auditor of State Expenditures  
State Dept. of Audit and Control

Mr. Burgess, whose appointment was announced by Comptroller O'Leary, is now in his 25th year in State service. He was appointed a page in the Conservation Department on October 1, 1917, by Commissioner George D. Pratt. He had worked up the ladder to clerk when, in 1920, he was transferred to the comptroller's office during the regime of Comptroller James G. Wendell.

Through competitive examinations Mr. Burgess advanced to senior clerk, head audit clerk and senior auditor of State expenditures. During the last 10 years he has supervised the auditing of purchases of equipment, supplies and materials aggregating about \$35,000,000 annually.

Mr. Burgess is a lifelong resident of Albany. He is a member of the Elks, his hobby is bowling and rumors persist he is by no means a novice at the art of toppling the maples.

## H. R. S. H. News

Fellow workers at the hospital planned a farewell party for June 15 in honor of George G. Lozier, the hospital chef who on that day completed 49 years and five days' service, and planned to retire. August Eitzen, secretary-treasurer of the Hudson River State Hospital Employees' Association, was in charge of reservations for the party.

Great success attended the 12th annual Victory Card Party conducted by the Hudson River State Hospital Employees' Association, reports G. Carleton Nuhn, who was chairman. The party took place May 20 and the grand award, of a \$1,000 war bond, went to William J. Gorman, Travelers' Insurance Company representative. Other awards were:

\$500 war bond to Mrs. Frances Frank, 9 Mack Road, Poughkeepsie; \$100 war bond to Helen M. Walker, 145 Montgomery Street, Poughkeepsie; \$50 war bond to Egbert B. Hornbeck, Overocker Road, Poughkeepsie; \$25 war bond to Magdalene Killian, Poughkeepsie; and \$10 war savings stamps to the following:

Frank Rabetoy, Ogdensburg; Marion Perrine, Beacon; H. MacEntee, Hyde Park; Lillian Allers, Poughkeepsie; Frank S. Kolarik, Edge-

wood; H. Heller, Poughkeepsie; Mrs. McCormick, Ogdensburg; Marion Reid, Poughkeepsie; Edward Rechonig, Poughkeepsie; and Pauline Martin, Wassaic State School.

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## With the Armed Forces

(Continued from Page 151)

William P. Thompson, Marion A. Thorpe, Francis Walter, John S. Warrick, Edmund I. White, Jr., Fred J. White, G. Malcolm Whitney and Robert Willette. Navy: T. McDowell Anderson, Stanley T. Baker, Dr. Charles H. Ellsworth, Josef H. Giesen, Edgar L. La Fontaine, Sidney Lazarus, Dr. Daniel P. McMahon, William J. Pandolf and Ernest K. Smith.

**Department of Public Works—Army:** Robert O. Alquist, Heber Ashley, Phil Backston, Edward Baker, Walter C. Benedict, Robert W. Benjamin, Charles E. Billion, Francis J. Bonini, George W. Booher, Warren Bouck, Oswald A. Brunelle, Frank Carey, James R. Carmody, Jacob C. Cerny, James Clancy, Cyril H. Clelland, James K. Combs, William J. Corr, John K. Coughlan, Raymond Dake, Thornton W. Deale, Rislely Dixon, W. A. Domedion, Donald Dowd, Fred Ellerson, Fred Eylers, Lawrence Ellis, Harold Epps, James Fahey, Thomas F. Farrell, Joseph Flavin, Ambrose W. Fleming, Walter Fosmer, Robert Gaylord, Eugene F. Gier, Bernard F. X. Golden, G. William Griffin, Robert M. Grover, Charles E. Haggerty, Hoyt H. Harmon, Jesse R. Harper, Howard G. Harvey, Benjamin Hocker, James F. Hoffman, Charles H. Hohenstein, Donald Hulbert, Gerald P. Irvine, Carl J. Isley, W. A. Jacobus, Jr., J. L. Johnson, Charles Keefer, Addison R. Ketchum, Adolph S. Kowalczyk, George Kreitmayer, John P. Larsen, Arthur Leitten, Edmund T. Lynch, Charles J. Mahoney, John D. Manning, Charles W. Manthan, Curtis W. Markland, Frank E. Masse, Robert McArdle, John McEvoy, Arthur Moilanen, William S. Morrison, Bernard P. Mullaney, Maurice F. Nash, Jr., Frank K. Nelson, Arthur J. Nicholson, N. Oliver, Carl Oliversen, Vincent O'Neill, John F. Payne, Harold J. Petrie, Stanley Pietriak, Steve Prusak, Joseph C. Rabbitt, Warren D. Rahmlow, Lee Robins, Robert Roll, Frank Ruggeri, M. R. Simon, James R. Simpson, Robert D. Simpson, Lawrence Smakal, Robert M. Stephens, Joseph Taylor, Loren Titus, William F. Toole, Albert A. Truesdell, Frank J. Tucker, Walter Wagner, John J. Walsh, Lester Warrior, Carroll P. Westgate, Jacob J. Wick, J. W. Wiley, Francis E. Witter, D. F. Wohlge-muth, Walter Wujastyk and William

Wynne. Navy: Belmont W. Williams, Stanley Wagar, George B. Tyrrell, Robert W. Sweet, John A. Stofer, John B. Staley, Henry Scott, Austin M. Sarr, H. C. Sandwick, Edward J. Ryan, Harold J. Rooney, Howard E. Reid, Frank J. Reid, Edward R. Peters, Joseph Munkwitz, Henry McKenna, Joseph C. McIlwaine, Emmet F. McDonald, Joseph D. McClellan, Frank B. Lockwood, Raymond P. Keyes, James T. Glynn, William Garbino, Claude B. Friday, George W. Flynn, E. W. Fleming, John E. Farquharson, Borden C. Eighmie, A. D. Comrie, Frederic J. Collin, William H. Carter, Charles Broadbent, Rene P. Berlureau, Robert E. Benson and John L. Bennett.

**Audit and Control—Army:** Alexander Armstrong, N. A. Bello, Charles Brennan, Joseph E. Burkart, Edward J. Canevari, Harry E. Crawford, Kirby T. Deitz, Jr., V. J. Fardella, B. R. Frantz, Elmer C. Frick, Jr., G. A. Griffin, John Hannigan, Frank C. Harrat, James N. Harris, Sidney Lapin, John J. Leaderer, Richard Leahaey, William Levinson, Max Lord, C. Lipstein, Bernard J. Lynch, R. A. Lynch, Eugene Marcy, Michael Martucci, Lawrence McMahon, J. Mitchell, Augustine Mortola, Leo Mullen, Charles Murphy, R. B. Nerf, T. Nolan, F. T. Price, R. N. Pritchard, A. Rapp, F. E. Ryan, Robert Ryan, Fred Schweiker, William Sinclair, Jr., William B. Sullivan, Leo Tepper, W. H. Turner, George W. Whalen, Earl Williams, Arthur E. Wilson and Charles Ward.

**Agriculture and Markets—Army:** Capt. Everett W. Diller, William Cohen, Albert G. Dooling, Robert E. Drumm, Harold Elfin, Isidore Heller, Benjamin Harrison Hodge, Frank J. Reilly, William L. Runkle, Howard A. Swansen and Joseph F. Waldo. Navy: Donald French, William P. Kuehn, Jacob H. La Grange, Foster Potter and Milton Stupler.

**Division of Military and Naval Affairs—**State Director of Civilian Protection, Major Gen. William N. Haskell; Director of Selective Service for New York State, Brig-Gen. Ames T. Brown; Army: Hampton Anderson, Christopher B. Degenaar, George G. Berry, William H. Boughton, Edward Bowditch, Gerard W. Kelley, Theodore J. Krokus, William J. Mangine, Sr., Francis J. Roddy, Andrew H. Thompson, John J. Williams, Burt W. Phillips, Daniel A. Ruddy, William M. Van Antwerp, William H. Cleaver, M. Thomas

Ketz, James J. Millett, John F. Ward, Nathaniel Havenick, Everett Burton, John F. Coughlin, Emil E. Sauvigne, John J. Creegan, Peter J. Crews, William J. Mangine, Jr., Oliver V. Morrissey, Bernard L. Cote, Matthew M. Dwyer, Anthony De Angelis, Frederick F. Leenig, James B. Nesby, Jr., Francis R. Purcell, William S. Winans and Joseph Kwiatowski. Navy: Leo W. Hesselman and F. Kenneth Gundy.

**Department of Mental Hygiene—Army:** Raymond A. Heckel. Navy, Paul R. Rafferty.

**Taxation and Finance—Army:** William L. Abele, Theodore Anselmo, Robert Arnot, Herman Baum, L. J. Becht, L. M. Berlin, Benjamin Bickerman, Murray Blaustein, John Browne, Alfred A. Castellano, Hyman Cohen, Lawrence Cohn, Louis Cohn, James J. Corrigan, Francis Darling, L. Dashkoff, Harry Davidson, James G. Decker, J. J. Delehanty, M. F. Dempsey, Sid Dennerstein, Robert C. Devoe, Philip Diamond, Benjamin Doloff, J. P. Donnelly, Jr., William C. Ederle, Samuel Eisen, Alfred E. Fargione, Solomon Feinberg, Max W. Feit, E. G. Fuchsman, Irving Gelb, William Gladstone, William G. Griffiths, H. H. Gunn, Joseph Haluska, Morris Hanig, M. J. Harris, Morris Karmel, David R. Kerner, S. S. Krause, I. W. Krulick, Frank Lawton, William Leventhal, Robert Lewiston, S. Lifshutz, Victor J. Louden, T. J. Loughlin, V. J. Loughran, Malcolm MacDonald, C. Gerard Mahar, P. T. Maleski, William J. Mandelbaum, Julius Meiman, L. B. Moakley, William J. Murray, Louis Nasta, H. W. Nottke, Anthony Palermo, Leonard Palumbo, Robert Pauley, Bernard Perlman, Nathan Pflaster, William C. Rabe, Marcus Ribak, Robert Rocchio, David Rubin, Lawrence Salzberg, Jack Scarlet, Hyman Schlossberg, Selig Schortz, Sam Schwartz, A. J. Shoudy, Louis Sinnott, Abraham Smith, David Snider, Eliot Storch, Irving Suroy, C. Ray Wagner, Richard T. Waterman, Seymour Welch, John R. Woods, Ben Yavner, Myer Zlotnick, Coleman Neulander, Isaac Roffman, Isidore Stenzler, Herman M. Zucker, Richard J. Crowder, Sasso Iazzetto, Stanley Mitchell, Louis M. Vella, Samuel Zara, John E. Crogan, Leo Davidson, James Epstein, David Reed, Abraham Silverstein, Ira Finander, Elias Hirsch, Joseph Mintzer and Israel Weintraub.

**Long Island State Park Commission—**Army: Vincent Leitch, Edward Feustel, Kenneth Callahan, Louis Bytte, Richard Witter, Frank Hirsch and John Powers. Navy: John Clark, Fred Dolton and Charles Smisek.

**Central New York State Parks Commission—**Army: Edwin Radcliffe.

**Finger Lakes State Parks Commission—**Army: George Ditmar, Paul Whiting, George Sullivan, Harry Ferguson, Arthur Van Wort, George Williams, Howard Forbes, Philip Morrison, Frank Murphy, John Rowan, Norman Blatherwick and Charles W. Ullyette. Coast Guard: Raymond Van Order and Adam Maliski.

**Niagara Frontier State Park Commission—**Army: Joseph Musgrave and Clarence H. Hillman. Navy: Arthur Gallant and Leo Synoracki.

**Taconic State Park Commission—**Army: Anthony J. Fosegan.

**N. Y. State Women's Relief Corps Home—**Army: Dwight Baldwin, on military leave without pay; Paul Winters, resigned in August to join army air corps.

**Manhattan State Hospital—**Army: James

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**Wassaic State School**—Army: Franklin Selfridge, Everett E. Wilkinson, Arthur B. Carey, Madeline J. O'Brien, James Herrick, John Sokolowski, James S. McCormick, Harold J. Gilchrist, Joseph V. Kearsy, Stanley Bator, Gaylaid Wing, Stephen Keseg, Frank Olah, Chauncey Wager, Charles Kearsy, Thomas Halpin, Paul Bodley, John J. Tasick, Casimer Wilcheck, Arthur R. Wright, Glenn Riley, Francis W. Galarneau, Glen Dugan, Francis Sovak, Lawrence Temple, Henry C. Lamont, Jr., Sam H. Warren, Howard J. Craft, Kenneth Yegella, Orville L. Golding, Emmett Lennon, John Hayden, Edward Sokolowicz, Clayton Cady, William J. White, John Dempsey, John Marinnan, Allen J. Roberts, Walter D. Tellerday, Julian H. Mosbey, David Oddey, Andrew Epifanio and Gerald J. Gilchrist. Navy, Frederick Mongon. Marine Corps: William Speanburgh, Henry V. D. Smith, Francis J. Barnish and Linwood C. Bauer.

**Letchworth Village**—Army: Dr. Thomas Cassara, Dr. Charles De Baun, Robert Thiell, John Carmichael, Otie Wilkins, Alexander Cameron, George Giza, Andrew Mikulski, Edward Hanker, Lester Trought, Oklahoma Eason, Mondo Gusberti, Edward Coughlin, Stanley Gurda, John Niblet, Edward Bonnell, Francis Haig, Stanley George, Richard Pace, James Allison, George Hoffman and Albert Decker. Air Corps: Joseph June and John Sherwood. Marines, Brynley Dolman.

**Syracuse State School**—Army: Celia Cmyalo, Leo C. Rodgers, Lester A. Humphrey, Paul V. Knox and Lewis J. Burrows.

**Syracuse Psychopathic Hospital**—Army: Joseph Kelly, Emmett J. Benedict and James B. Dowling.

**Creedmoor State Hospital**—Army: Frank Bishop, Sidney Brumer, Richard P. Carroll, Kenneth R. Chaplin, James Christie, Conrad Coons, Bert Dennison, Isaac Feder, Alexander Hassan, Ronald J. Hicks, John I. Jennings, Frederick Jones, Robert E. Kressek, Oscar Langhorne, William M. McDonald, Harcourt McLean, Twiller G. McGraw, Fred Miller, John G. Morris, Edward Pierno, Daniel J. Podskoch, James Rhymes, Zelig Seligman, Roy J. Stewart, Patrick Ryan, Milo M. Vasick, John F. Vivian, Leo Wilson, John Yurczak, Charles Keeney, Dennis Connolly, Louis Nantista, John L. Duffy, Charles Fox, Anthony J. Graffeo, William Keely, Lloyd J. Nelson, William Dooley, Edward Miques, Edward Adams, Matthew Barnes, James W. Bidwell, Leonard J. Bukosky, Thomas Carey, Fred Coffey, George F. Connaughton, Theodore Chrzanowski, Arthur L. Day, Elphege J. Cote, James Crilley, Thomas R. Cox, John De Angelis, Charles Deller, Joseph Devaney, Robert Doherty, Chester Dolega, Edward Dolega, Nelson C. Fayette, Joseph Fersch, George Graf, Walter Homiak, William B. Killen, Florio Lanzaro,

Russell Little, Coleman McDonough, Haden McGraw, William Mayfield, Elbert Y. Nelson, Thomas S. Porlidis, Benjamin Prechevy, Frank G. Riley, Kenneth Socca, Glen Self, John Smith, Edward Sotting, Clarence Taber, Robert L. Thompson, Benjamin F. Wade and John Woodward. Marine Corps, Mandus Peters.

**Newark State School**—Army: Murray Pulver, Philip A. De Cook, Thomas Bowerman, William F. Philo, Albert Wrench, Albert D. Cassidy, Glenn L. Kuney, Stuart H. McIntyre, Orville E. Lagenor, Chester Pelis, Edward H. Schanz, Lawrence M. Cunningham, Duane G. Kelley, Edward L. Hart, George C. Trowbridge and Patrick J. Donahue.

**State Psychiatric Institute and Hospital**—Army: Bertha A. Mellons, Matthew J. Ustas, John R. Soyke, Eleanor A. Chase, James F. Fields, Milan W. Jackson, Luther J. Wood, Saul Lehman, William E. Whalen, Dr. Robert C. Devine, Patrick Farrell, Thomas J. Ford, Anthony D'Ambrogio and Peter Carroll. Navy, Henry S. Ewing. Joseph W. Fiala back at work after honorable discharge from army.

**St. Lawrence State Hospital**—Army: Dr. Harry G. Rainey, Wesley C. Baker, Francis J. Baker, Anson L. Baxter, Frank Behan, Lawrence H. Bouchard, Leonard Cobb, Guy Cassano, Charles F. Brower, Albert D. Dewis, John L. Douglas, Harry Ellis, John R. Green, Leon H. Haley, John B. Hughes, Howard Kinney, Everett J. Miles, William T. Powell, Richard Rice, Renwick Speer, Clarence Stevens, Charles W. Stone, Iva V. Akin, Marion A. Boyer, Genevieve H. Lyons, Anna M. Moran, Charles Watkins, Melvin J. Premo, James H. Sutherland, Everett K. Thompson, George P. Travis, Douglas E. Gibbs, Willard A. Smith and Walter Chaires, Jr. Navy: Harold H. Berman, Helen M. Campbell and Mary E. Gardner.

**Middletown State Homeopathic Hospital**—Army: Albert Ahrenholz, Edward C. Allen, Richard Bacon, Reme D. Boettscher, Stanard Boyer, Ivan Broughton, Royce C. Brower, Ralph Burtis, Harry C. Crist, Ernest Cummings, Lawrence Darbee, Arthur Donneson, Leonard Elliott, Allen Elwood, Emil Faber, Herman Fibiger, Robert E. Hoffman, Henry Hoffmeister, Jr., Carl Misner, Charles Plock, Francis Prendergast, Jacob H. Rauck, George Robertson, William C. Sannwals, Otto Schuler, John Selmes, Frank Smith, Claude Snyder, Edward Van Loan, Vincent Ahern, Leo Berry, Richard Murray and Harry Creveling. Navy: George K. Craig, Lawrence McDonald, William Murphy, Saverio Napolitano and Herman Wolkenberg. Marines: John S. Wesneski, (Charles J. Wood, called to army, died August 31, 1941, as result of non-service connected injuries).

**New York State Training School for Girls**—Army, Maurice H. Taylor.

**Homer Folks Tuberculosis Hospital**—Army, William L. Foley.

**Hospital for Incipient Tuberculosis**—Army: Ernest Stringham, Louie Drowlette, Daniel Fratar, Fred Guyette, Edward Guyette, Kenneth Jones, Robert Willette, Leo Perry, Royal Perry, Joseph Stefanik, Francis Walter and Daniel Sullivan.

**Haverstraw Reconstruction Home**—Army: Clarence Ambrey, Helene V. Lummus, Stephen Collins, Calvin Post and Dennis Cleary. Navy: Dr. Josef H. Giesen and Dr. T. McDowell Anderson.

**Herman M. Biggs Memorial Hospital**—

Army: Frank Molnar and Lloyd Sherrer. Navy, Dr. H. Charles Ellsworth.

**Binghamton State Hospital**—Army: Dr. Harold A. Pooler, Dr. Herman B. Snow, Dr. William J. Murray, Dr. Michael Mendelson, Charles L. Zimmer, Donald C. Lamon, Earl W. Brady, Raymond L. Button, Abe Rosenthal, Robert L. Kramer, Robert Evans, Eugene J. Purcell, Vader M. Loomis, Herbert B. Annin, Steve Romania, Charles Schuck, James R. Coyle, Leon R. Lord, John Kelly, Charles Boyce, Edward Arnold, John Mihal, James Truex, John McNally, Francis Messier, Jerry L. Valentine, Willard Langton, Donald B. Higgins, Joseph E. Collins, Gerald Cavanaugh, John V. Smith, Clifford V. Percy, Elmer Fairbanks, Gerald F. Maloney and Marion T. Guiton. Navy: Dr. Francis J. O'Neil and Ward L. Perry.

**Gowanda State Hospital**—Army: Donald T. Allport, Francis H. Allport, Lester L. Andres, Walter R. Beckman, Clarence M. Bell, Charles Buskey, Robert M. Byers, John Chodacki, Thomas J. Cole, Peter De Vita, David F. Eschler, Mary J. Farley, Frederick Fess, John R. Fisher, Edward Foster, Carl Gangi, Warren Hall, Wesley Hewitt, George Hinesley, Clifford Hussey, Frank M. Huxley, William R. Johnston, Otto C. Kennig, Jr., Norman Klens, John Kniese, Casimir H. Krochmal, E. Richard Lawton, Walker W. Lilley, Jr., Angelo Nasca, Ralph Nelson, Antone W. Nocero, Joseph R. Nocero, Charles D. O'Connor, James Oatman, Warren Odell, Clarence J. Porter, George Sharp, Frank Shattuck, Harvey I. Skuse, Charles A. Smith, Willbur E. Thommen, Jack W. Thrasher, Albert Vacineck, Frank Victor and Walter C. Whitcomb. Navy: Anthony Conti, Herbert O. Harris, Joseph S. Hew, Willard L. Hogeboom, Fred E. Lewis and Herbert Meyer.

**Harlem Valley State Hospital**—Army: James Ackerman, Alfred Benoit, Henry Benoit, Glenn Boyce, Chester Carey, Wilfrid Carey, Olsen Christensen, Frank Clemente, Nolan Coleman, Royce Collins, Lester Cooper, Henry Finn, John Gilbert, Steven Gilbert, Thomas Glaser, Michael Giarraputo, Dr. J. Rothery Haight, Dr. William Hayes, James Kelleher, Ruth Langdon, Norman Lewis, Thomas Ligotti, John Lyons, Robert MacRae, Dr. Thomas March, Dr. Angelo Mascali, Charles Mason, Andrew J. Masoco, Charles Masoco, Conrad Miller, Charles McCarthy, Robert Nichols, George Osika, Michael Parren, Donald Parsons, George Peluse, George Phelps, Alton Platner, Charles Purdy, Harold Poluzzi, John I. Reid, Kenneth Ritchel, John Rucinski, Maurice Santopadre, Noe Sherow, Robert J. Tucker, Stephen Vitek, John Wall, Hugh Watt, Ernest Whitmore and Warren Winship. Navy: Dr. Edward W. Briggs, Raymond Kelly, Eugene Ouellette, Wayne Ray and Dale G. Wheeler. Marine Corps, Joseph Sina. Resigned employees: Robert Campbell, Jr., Royal Air Force; Francis Callahan, Regis Colasanti, Julian Cowen, Paul Dunlavey, Erwin Green, John Lafko and George Rouz, army; Louise Clemente and Robert Wheelon, navy.

**Rochester State Hospital**—Army: Roger Bailey, Arthur M. Baldwin, Anthony Barone, Howard Bardwell, John R. Barry, Clarence W. Burgess, Leonard E. Byrd, John P. Connelly, Donald Criss, Norman W. Cyphers, Joseph W. Driesbach, Walter R. Emo, Leslie V. Faugh, Romulus A. French, William R. Fullington, Raymond G. Gaskill, Donald N. Heath, Richard M.



Holben, Russell W. Hopkins, Elmer S. Knab, Lee D. Kuhnunch, Harold J. Lamphron, Leo S. Lamphron, Herbert Leake, Joseph J. McCarl, Bruce W. MacLaren, Joseph M. Mandelaro, James L. Mankletow, David Marshall, Charles W. Millbrook, Clayton F. Miller, Philip H. Murphy, Paul H. Niebch, Emmett R. Nugent, John C. Palumbo, Herbert Parkes, Milo E. Pembroke, Angelo J. Pezzulo, Roger Preston, Curtis E. Rickson, Arthur F. Robinson, Jamie M. Robinson, Charles E. Roesser, Andrew Sangster, Edward E. Schmanke, Roger E. Schwingel, Leonard E. Swanson, Andrew I. Taylor, Edward M. Troll, Raymond H. Troutman, Harold B. Walker, William Walker, Donald Witt, James M. Thompson, Paul J. Totten, John D. Townley, Gordon G. Walzer, Norman S. Wickings and Dr. Robert A. Wise. Navy: Leon C. Carson, William P. Tompkins and Horace F. Webster. Marine Corps, Raymond St. Aubin.

**Willard State Hospital—Army:** O. A. Kilpatrick, James M. Murphy, Alexander L. Evans, E. Grant Baley, Arthur W. Bennett, Lewis B. Brewer, Joseph J. Cherock, Arthur Christensen, Harold D. Covert, Harold E. Cuer, John T. Doyle, Elijah Grace, Wallace F. Hughey, Ettore J. Morganti, Frank Rose, William R. Sheldon, Arthur O. Stout, Gerald M. Van Nostrand, Walter L. Van Nostrand, John C. Worden, Albert L. Brown, Glenn J. Corcoran, Donald H. Moon, Louis J. Nealon, Paul Waters, Richard C. McCall, Paul W. McCarl, Robert G. Yakeley, Richard H. Farr, Norman Lochren, Thomas J. McMillen, Elmer I. Guy, Thomas E. Hunt, Owen C.

Lec, Arthur E. Bedford, John A. Trask, Joseph M. Kalina, Joseph F. Charlebois, Benjamin King, Frank E. Perry, Arthur K. Miller, Arthur Johnson, Joseph P. Rizzieri, Kenneth R. Favreau, Robert E. Bacon, Charles L. Roe, Hayes Wilson, Carl Alger, Lawrence J. Covert, Ernest A. Howard, Otis E. Brockway, Raymond J. Harding, John E. Stenglein and Joseph Maleski. Navy: Kenneth C. Foxx and Peter F. Adams. Marines: Alphonsus P. Driscoll and Thomas Maher.

**Utica State Hospital—Army:** Adolphe Desgrosieller, Ernest J. Schreck, Thomas J. Hyde, Russell M. Suits, John W. Kauth, Aubrey A. Kraeger, Orville Mumford, Dr. Duncan Whitehead, Robert H. Williams, Lillie A. Abel, Norman L. Sonnichsen, Tilden J. Warren, Arthur Schrader, Sylvester C. Bissett, Franklin J. O'Connor, Stanley Rosnek, Harold H. Guynup, Stanley J. Butnoris, David P. Lerner, George L. Wimple, Kenneth A. Boles, Hammond H. Wilson, Joseph Wivell, Hans Christeler, Frank Zegarelli, Kenneth F. Brown, Lawyer C. Dunn, Charles M. Wyman, William H. Gates and Stanley C. Sears. Navy: James M. Doyle, Anthony Sylakowski, Clifford Robtielle and Richard Brundage.

**Brooklyn State Hospital—Army:** David Abrams, Abraham Abrahamowitz, Harold Anderson, Charles Bailey, Michael Baron, Francis Bazan, William Beh, Max Berkowitz, Solomon Bienenfeld, William Boomhauer, Irving Brown, Karl Brantley, Gerard P. Burke, Daniel P. Calise, John P. Calise, Albert Carnes, William H. Carnes, William T. J. Chapman, William A. Clarken, Eugene Coletti, Jr., Henry Collins, Thomas H. Conkling, James B. Creech, Edward M. Douglas, Thomas H. Duffy, Dr. Albert Deutsch, James Edwards, Wesley Fawthrop, George Farrell, Lawrence Gamache, Thomas Geraghty, Anthony Graubackas, David Graham, Edward Guido, Joseph Guerra, Paul Gianconetti, Jacob Gibson, Everett Goldstein, Peter Hallinan, Stephen Hefner, James Hill, Michael Hoey, Elmer Homan, Lawrence Hollowell, Joseph Hurley, Edmund Jonas, Thomas Jones, Stanley Kowalski, William M. Kraus, Thomas Krolick, Forrester Kobbe, Joseph Korman, Abraham

Kaplan, George Krakower, Frank Landsman, James G. Long, William McBeth, Francis McCarl, John E. McCarthy, Dennis McGadey, Leonard M. McGlynn, Nicholas Mandoukas, Henry Martone, John Meagher, Adelbert Matthews, Frank Marchese, Louis Newman, Warren Newman, William Newman, Charles A. O'Brien, Thomas O'Donnell, Walter Mertins, Robert W. Parkin, Charles H. Perry, Joseph Murphy, Gerard Mozian, Dr. James E. Rappa, James Reilly, Henry Riley, Anthony Rotella, Dominick Ruffano, Michael Ryan, Peter Perillo, Alphonse Pascarello, Harry Samuels, Warren Stiffel, Waldemar Schaffler, John Shanahan, Maurice E. St. Mary, Abraham Schames, William Speth, John Sellitto, Thomas Trevor, Peter J. Taylor, Gerald J. Tiernan, John R. Tyson, Mark Walker, George Wengert, Alvin Witcher, John Waters, Homer White, Ira-Kingdon Wolfe, Andrew Olenick, Charles W. Hutchins, Dr. Mark Zeifert, Lewis J. Rybicki and Josephine C. McGeehan. Navy: Philip Mohally, Benson Umina, Thomas Shirtz, Roland Stephenson, Stanley Szymborski, Charles J. Reath, David Regenber, Anthony Povilitis, William Ould, Raymond McKeeby, Max Lyman, Arthur Landry and Robert Jacobs. Coast Guard, Joseph Indovino.

**Rockland State Hospital—Army:** Frank Sultan, Bernard Gilbert, George Kelly, Irving L. Schwartz, Pynell Gonyea, George W. Miller, Dennis C. Barr, George A. Leroux, George Greenwood, Charles J. Cunningham, James Collins, Robert K. Winne, Sherwood Roe, John W. Harrington, Leslie Howard, Malcolm Sigourney, Robert Bautz, John Ward, Lloyd J. Kingston, Alfred W. Blakesley, Philip J. Farley, Fred Kennedy, Jr., Francis A. Wilson, Norman C. Greenwood, John Speechley, Silas Van Etten, Louis A. Brosang, Benjie Oliver, Rex Shufelt, Dr. William Strutton, Mildred E. Kelly, Dr. Walter Thompson, Dr. William H. Walker, Dr. Ralph B. Bush, William J. Lynch, Robert M. Watson, Barnette Koch, John Intili, William G. Rohan, Arthur McMann, Harold Risley, Harold Carpenter, Joseph Forestier, John L. Grznar, Rubin Bassin, Roger Hartmuller, William P. Daddazio, Charles J.

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Moore, Bernard Maloy, Gerard P. Day, Emilio Yaconetti, Wallace L. Marshall, Oscar J. Montroy, Hyman Mally, William Duboveck, Rudolph R. West, Orville H. Holmes, Edwin B. Simpson, Francis Brickwood, Omer Persons, Joseph Prince, Grover C. Belton, J. J. Byrnes, Jr., Harold Levy, John Dudley, William A. Gonyea, Hudson Van Sickle, Ebbie Christa, Jr., Henry Jakel, Frank Kelly, Philip Cringole, Jr., Douglas Werley, Stephen Bullis, Benjamin Peterson, Francis F. Hallock, Daniel McCallion, Marion K. Allen, Andrew Coleman, Nicholas Durantino, Kenneth Gokey, Wendell A. Shurtleff, Frank Pepe, Harvey Tremper, Howard Van Ness, Andrew Atchison, W. Franklin Wyatt, Harvey Fitzhugh, Morton G. Wray, Albert Gray, Elford K. Wanke, Ivan Cunningham, Nick Luccetti, William Donovan, Francis R. Albro, Seraphin Briere, David Fenton, John Williams, Peter Mancuso, John W. Miller, Willard Shearon, Floyd Traver, Benjamin P. Moss, Philip Farrell, William F. Kunze, Otto Jacobs, John M. Vahey and James O'Sullivan. Navy: Royal Bonville, George H. Petry, Richard C. Murphy, Carl M. North, Donald R. Noble, Frank P. Galiley, Peter Gaideczka, Anthony Mormando, Harold F. Coots, Lawrence Marceau, Paul V. Murphy, Thomas M. Clarke, Michael Campbell, Earl F. Fredenburg, Mario Gausconi, William D. Jones, Jr., Norman Leslie, George F. Sekol, James T. Newman, John McCormick, Jay Rifenburg, Dr. John E. McGowan, T. R. Hunter, Wilson Cooper, Martin Demerich, Chester Secor, Donald Herbold, James Brennan, Frank Metzger, Harry R. Harrigan, Joseph Olita, Bernard Premo, Thomas Viele, Douglas Saunders, Gustav Schwind, George Celantano, Herbert Throop, Gordon K. Loucks, August Mundt, Robert McCann, Peter C. Helder, Irving Ward, Joseph Levere, John D. Cota, Robert Gustafson, Thomas Dixon, Edgar Taylor and Dr. George F. Etling.

**Central Islip State Hospital**—Army: Harry Hanners, Andrew Ryan, Joseph Ertl, James Benedict, Byford T. Lee, Louis Magarino, Thomas J. Hogan, John Fuori, Michael Sarno, Daniel Gleason, Edwin Brown, Harold C. Smith, Robert W. Smith, Timothy Dyas, William J. Julian, James A. Hanford, Joseph F. Strand, Donald J. Bellefeuille, Joseph B. Quinn, Frank Connolly, Paul Heesch, Rudolph Schaller, Anthony Guzowski, Philip Piscatella, Thomas A. Janusz, William K. Mayer, Daniel McKearney, Frank Stolarski, Alfred McInerney, Arlington Visscher, George Greenafege, James Flynn, Edward J. O'Mara, William E. Crawford, Ambrose Lowe, Thomas F. Flynn, Dr. Albert M. Biglan, Bernard Nadel, John T. Lawrence, Victor B. O'Toole, Louis C. Yarusso, Kenneth Baxter, Arthur Bellfy, Frank Barone, Anthony Bindrim, Perry Katzman, Max Milchen, William R. Johnston, Arthur Glancy, Edgar Harris, Robert Whitmarsh, Frederick Bihl, Patrick Joyce, Edward Sanderline, John J. Meade, Irving Buckhardt, Walter Reilly, Arthur Flynn, Joseph J. Becvar, John Walters, Albert De Grandis, John Nevins, Frank McCourt, Peter F. Doelger, Paul W. Herbert, James E. Cassidy, John J. Reinfurt, Edward Joyce, Vincent Dekeris, Joseph Dilger, Lawrence August, John Palock, Raymond O'Connell, Hooper Howarth, Arthur Beach, Michael Czerkas, Frank Aspell, Joseph Batvinis, Frank Lowe, George Bossowick, John J.

Caddle, Lloyd Rhoda, William Walker, Everett McGarry, Francis McGuire, John Fitzpatrick, John J. Melton, Michael J. Flannery, William J. Maddock, Harold F. Meinken, Timothy Fitzgerald, John F. Connolly, Henry J. Zimmerman, Maurice J. O'Connell, Angelo Livrer and John E. McGlynn. Navy: Dr. Cecil Wittson, William Klinke, Jr., Andrew T. Morrow, Edward Day, Joseph E. Lamb, Dr. De Witt C. Brown, George Wagstaff, Anthony Piscatella, Eugene Brewer, Thomas W. Kamarad, Douglas Dean, Luther Whitlock, Frank Salvetti, Harry King, John McCourt, Joseph Scott, Robert Groth, Dr. Harold E. Ross, Nathan W. Harrison, Joseph A. Brewer, Edward H. Ende, Jr., Lawrence McCourt, Paul Yarusso, Paul Kasper, John Bird, Dr. Harold H. Coppersmith, Earl A. Cahn, Thaddeus McMahon, John R. Blazowski and Warren L. Magee. Coast Guard, Michael C. Murdock.

**Pilgrim State Hospital**—Army: Dr. J. A. Brussell, Dr. D. W. Parsons, Raymond Teuber, John Heapes, Wilbur Longshore, George Johnson, Chester Schultz, August Klein, Edward Purves, Nelson Otis, Edward Lacey, Ernest Cantin, Ernest Lamell, Joseph Loeffler, Hamilton Emerick, Alfred Schultz, Henry Singer, Frank Lindstadt, Louis Brambilla, Charles Nelson, William Sherburne, Charles Dwyer, Adna Norris, Harold Belile, John Henderson, Bernard Reynolds, Henry A. Heil, Edwin Axtell, Francis Heil, Salvatore Laspina, Joseph Perkowski, Neil E. Dahl, Gerald Hamlik, Paul Korotish, John Dugoniths, Henry L. Graham, Quentin Unger, Albert Sephton, Bennie Murphy, Lars Nielsen, Robert J. Jabaut, William J. Little, George Perkowski, Patrick J. Creamer, Emil Goethe, Edwin Smith, Ernest Womack, Ambrose Patrick, Maurice Hall, Walter La Rock, K. C. Sosinski, Dr. David S. Evans, Dr. Harold L. Vyner, Dr. John Edelstein, Leonard Gridley, Joseph De Bonis, James Sullivan, James Slamon, George Boyd, Dr. Wesley Culver, Dr. Leo O'Donnell, Dr. Howard Swire, Francis Sterling, Ernest Hunter, Reginald Levina, William Eth, Julius Collins, Jose Roman, Randolph Philip, Horace McAllister, Isiah Sayles, Algie Tingen, Winifred Vinson, Edward Peteroy, Edward Powers, James Williams, Norman Hubbard, Clark Fuller, Luther Taylor, Clarence J. Waldman, Jeremiah Hughes, Robert Walker, Harry Albrecht, Daniel Wynn, Harold L. Levy, George Hafner, Joseph A. Benedict, Milton Pittel, Anthony Coniglio, James Trodden, Lawrence Barning, Edward Schreck, James Skinner, Vincent Imburgio, Harold E. Wilson, Alfred Walters, Gifford Reed,

Norman Delamater, James Asaro, Joseph Fischer, Patrick Gallagher, Frank Yakstis, John B. McKinney, James Martin, Richard Henabray, Dr. Mario Mondelli, Stephen A. Wickers, John Lowery, John A. Blydenburg and Francis X. Brophy. Navy: Kenneth Meyers, Oran Reed, Wilbur Harrington, Donald Korinko, William Dolan, Alton McEuen, Edward Mashaw, Harold O. Pratt, Philip Stevens, Edward Johnson, Dr. Roland Vaughn, Kenneth Fuller, Harry Dudley, John F. Goodale, William A. Fuori, Robert Patchen, James Waters. Coast Guard: Gilbert Blydenburg, Paul Gerson, Leo Byrnes, Peter W. Wasko, Leo R. Cardinal. Marine Corps: John J. Flynn, Fred Boneker, 3rd.

**Hudson River State Hospital**—Army: George R. Carpenter, George W. Hite, Joseph V. Purcell, David Sekelsky, David Jones, Wilfred Pae, Dr. Joseph J. Doltolo, John E. McLain, Orio Ceruti, Jack V. Ciancio, William J. Takacs, Raymond F. Shipley, William Pfeiffer, William P. Carey, Floyd Hoff, Emmanuel Urbano, William Schab, George Finn, Kevin Rogan, Arnold Lutz, William T. Clark, Perry Rion, John Spice, Elmer C. Galbraith, Philip Newkirk, M. Donald Bishop, Edward P. O'Dell, Gregory Milroy, Daniel J. Cavanaugh, Frank Schramm, Wallace O. Pink, Kenneth V. Tartter, James M. Sheedy, Edward G. Grega, Stanley K. Siwek, Jr., Robert E. Peters, George C. Shipley, William H. Toomey (discharged because of illness), George Ferenz, Dr. Charles E. Niles, Robert Sheedy, Robert Tillman, William Power, James M. Hayes, Jr., Francis J. Sheedy, Andrew J. Morris, Wilfred J. Sullivan, Arthur H. Marx, Edward L. Weaver, William J. Gillespie, William A. Pottenburgh, Leslie Hoffman, Hector G. Terwilliger, Joseph F. Bottoni, Donald Springer, Raymond E. Brewster, John H. Adams, Frank W. Lutz, Louis J. Michalkiewicz, Edward A. Bator, Walter L. Dumville, Clayton B. Cole, Joseph T. Ross, Earl B. Mattison, Robert F. Campion, James Clarke, Theodore A. Austin, Nelson Ter Bush, Edwin Ter Bush, William Avaziann, Herbert Mohrmann, Raymond Downing, Kenneth Krom, J. Townsend Clark, William A. Wheeler, Daniel R. McKeon, William J. Burke, Jr., Hartley H. Vandermark, William G. Haines, Edward S. Bomba, Edmund G. Van Bolhuis, James D'Amato, Thomas F. Salerno, Richard H. Pratt, George J. Murray, David J. Kane, Delbert Hill, Donald Milligan, Joseph J. Zeoli, Walter P. Rutkowski, Jr., Vincent J. Inger, Leonard W. Peluso, Dr. Bernard Weis, Walter T. Broaddus, Brian J. Glancy, Joseph D. Carao, Elmer P. Roesch, Norman S. Reynolds, Conrad M.

JAMES G. TEBBUTT

MARSHALL W. TEBBUTT, JR.

## Tebbutt Funeral Service

SINCE 1850

176 STATE STREET, ALBANY, N. Y.

OPPOSITE STATE CAPITOL



Gierisch, Dr. Courtenay L. Bennett, Michael N. Ruschok, Kenneth Phillips, Francis P. Nuhn, August F. Kampfer, Bertha J. Onley, Isabelle M. Gierisch, Florence K. Walter, Wilma Reynolds, Elizabeth Hamilton, Margaret J. Kohler, Frances T. Pearson, Clyde E. Douglas and Louis A. Ward. Navy: William J. Ballard, Lawrence C. Tacinelli, Nicholas M. Valigorsky, Victor A. Koziel, Alexander De Salvo and Benjamin Nuhn. Marine Corps: Stanley G. Decker and Hosea Merritt Lane.

**Executive Chamber—Army:** Edward D. Skelly and Thomas V. Brunkard.

**Buffalo State Hospital—Army:** Harold Belote, John N. Bernhardt, Walter J. Crowe, John J. Donahue, John R. Dutchess, Nicholas R. Gembar, Charles D. Haskins, Earl Jackson, Fred J. Jackels, Dr. Leonard C. Lang, Leon F. Lewandoski, Carl Lintner, Maynard J. Litzenberger, Joseph L. Marso, Felix Martin, Dr. John F. McGowan, Dr. James A. Mosco, Andrew J. Murray, Alfred Myszkiewicz, Arthur Myszkiewicz, Carl J. Pfundheller, Kenneth Phillips, Anthony J. Pietruzka, James Powers, Anthony J. Privitera, Arleigh J. Radcliffe, Joseph F. Reddy, Earl G. Rice, Myron Ross, Dr. Bruno G. Schutkeker, Bernard Starr, Aloysius J. Volk, Robert W. Swanz, James Woods, Donald R. Lubba, Howard Quait, Grace A. Strong and Keith I. Demmon. Navy: Stanley Maciejewski, Arlene K. White, Murray F. Moyles, Margaret H. Long and Fred Bittner.

**State Insurance Fund—Army:** Paul D. Asiman, Sidney Bileberg, Milton Bock, Frank Cardi, Samuel Chertoff, Joseph G. Cleary, Benedict Cobin, Edwin A. Davis, Irving R. Dickman, Benjamin Eisenrod, Thomas J. Farrell, Leo Garten, Emanuel Gluck, Torger Gram, Elliot Greenberg, Frank Greenberger, Percy Greenough, Bertel H. Grundborg, Myron Harris, Robert L. Heatley, Meyer Herzberg, Theodore Hirschberg, Joseph Hochbaum, Francis A. Hogan, Louis Karasik, Philip Kassel, Paul C. Keller, Joseph Kluger, Morris Koloditsky, Carl Kozlofsky, David A. Leon, Gene H. Levene, Arthur Levy, Dr. Leon H. Levine, Sam Levy, Charles A. Lindower, David Lubin, Wilmer F. Lucas, Smith T. Lyke, Eugene McCarthy, Arthur E. McCormick, Ira A. McCown, Raymond J. McKee, Edgar M. McQuade, Joseph P. Marchetti, Jack M. Marcus, Milton Morganstern, William F. Murray, A. Clemence Neubauer, Samuel H. Neuwirth, Peter J. Nunziato, Joseph B. Patti, Herbert Pirk, Harold L. Platzer, Harold A. J. Podeswa, Armand Profetta, Jack S. Reichman, Sincery Reiter, Arthur M. Schwartz, Charles Schwartz, Jacob Segal, Solomon E. Senior, Philip K. Silver, Garfield W. Simons, William T. Strong, Jacob Sussman, Victor G. Troy, Frank Usinger, Nathan Weiner, Benjamin Weisberg, Irving Wiener, Richard E. Wilkes and Abraham Yelman. Navy: Dr. David Arbuse, David Brecher and Alfred N. Way.

**Labor Department (Proper):** H. Jaffe, M. Arenstein, E. A. Mead, P. J. Celiberti, H. Levine, C. Heimler, T. F. Culliton, L. A. Nagri, R. B. Halpin, L. Morgenbesser, S. Schuss, H. Fiocca, A. T. Torregrossa, B. Wolman, J. L. Rothfeder, H. Tarshis, P. C. Heerdt, D. Farage, M. J. Levy, C. W. Wolf, A. Kaplan, M. Goldschlag, F. B. Chonski, J. Soudakoff, M. Bader, S. Sussman, H. Weinberger, R. Leary.

**Kings Park State Hospital—Army:** Dr. Charles W. Taylor, Edward J. Wichern,

Robert W. Terjesen, Thomas Baker, Wilbur L. Clark, John Porteous, Thomas R. Gilmer, George Smith, Daniel J. Scott, John O'Brien, Charles W. Clark, Ted Kelley, William Costello, Edward Winslow, John T. Reilly Joseph Nelson, William Burke, Cyril F. Biegen, Albert Arnolet, Peter J. Hildenbrand, Maurice Cassidy, Arthur Mull, Edward J. Sommer, Michael Considine, Patrick McKinney, Patrick Mellon, Leon J. Zalewski, John I. Link, Leon Crumpler, Arthur H. Medwigh, James Dolan, John Woods, William L. Nelson, Charles Campbell, Henry P. O'Grady, Patrick Fagan, Wheeler V. Byrd, Dr. William L. Harris, James A. Taylor, James F. X. O'Connell, Dr. Charles VonSalzen, Amleto Pucci, Abraham Marder, Lawrence Kennedy, Edward K. Campbell, Kenneth Moran, Herbert Edmead, Ishmael Fleming, Henry Palan, Robert Spence, Robert H. Wells, Jr., Allan W. Woodin, Charles S. Gardner, Bernard Smith, Victor Sandalla, Walter I. Thomas, Walter E. Vaughn, Charles Anderson, William E. Maddock, Kurt Bente, Robert H. Burns, Charles Fitzgerald, John J. Biggane, Henry Korell, Thomas E. Tobin, Edward Hess, Daniel Mullan, George Henry Smith, Charles Hall, Joseph F. Henslick, William R. Beach, James Hogan, Wallace June, Alvin Perniciario, Neil J. Trotta, Dr. Isidore Schnapp, Francis Everett and Edward Beckles. Navy: Charles Parker, William F. Schmidt, Ivan Mandito, Herbert R. Clark, David J. Long, Herbert Quarry, George Conklin, Edward Wertz, William McWilliams, Francis Coughlan, Nathan Shaller, Michael P. Schinn, Edward Mankuski, Reginald Steen, Walter Lynch, Claude Evans, Carroll O. Brown, Morris Evans, Vincent Cooke, Eugene Sures, William A. Monroe, Edward D. Jackson, Walter S. MacNair and John F. MacNair. Marines: James Walter Kelly, Albert Narr, William Sendall, William O. Hall and John Olita.

**Division of Placement and Unemployment Insurance—Army:** Leo Arfin, Howard Barnes, Robert E. Benedict, Joseph Bernstein, Benjamin Berry, Irving Bialkin, Joseph Blase, Matthew Bologna, Donald Bombard, John M. Brockie, Nathan S. Brody, Irwin R. Brown, Sidney Bruck, Robert J. Burns, James Calligeris, Irving Cohen, Abraham Cohn, Peter Corritori, Wilfred Cunningham, Lamar Curtis, Angelo D'Amico, Donald M. Dean, Cyril Delamater, Edward Donaldson, Sylvan Droshnicop, John E. Duncan, Harry Dworkin, Louis Ehrhard, Jr., Bernard Farber, Patrick E. Fennelly, Sterling Filkins, Max Finkel, Charles Francomano, Louis Frank, Sidney Frost, Henry J. Gallucci, Isidor Geneles, Jack Gardner, Eugene Goldsceld, Ben Golison, Hyman Goren, Edward Graef, Adolph Graetz, Abraham Greenberg, Frank Greenberg, Saul Greenberg, Harry Horowitz, Edward Huba, Raymond Joyce, Richard C. Jones, Eugene S. Kaplan, Harry Katz, Morris Kaufman, Ralph, C. Kelly, W. F. Kennedy, Rubin Kerish, Hugh J. Kiernan, Joseph M. King, Daniel Kelpak, Charles Klimek, Sidney J. Lane, Stanley Langbaum, Edwin F. Lange, Howard Lasker, Paul Leikin, William Lenkowsky, Jack Levy, Ray Limpert, Mordecai Lippman, Harold Lischinsky, Stig Lofman, Clarence W. Lovell, Stephen J. McArdle, Michael McDonough, Arthur J. McManus, John J. Mahoney, Frank Marchand, Charles J. Marinan, Louis L. Mast, Abraham Maurer, William P. Maxian, John

P. Meschino, Harry E. Miller, Payson S. Minor, Nathan Mulberg, Edward J. Murphy, Herman Musnick, Rudolph H. Nagel, Peter P. Nardolillo, Benjamin L. Novak, Nicholas Noviello, R. Dean Null, Cereno P. Oddo, Jack Odin, Charles J. O'Hara, Isidore Olenick, Thomas V. Orsini, Joseph Papa, Frank D. Pierce, Samuel Rabinowitz, Norman Randall, Maxwell Ratner, Michael J. Reilly, Sanford D. Reiter, Morris Richman, Philip J. Rocco, Alexander Rosenberg, Sidney Rosenthal, Harold Roth, Emanuel Rothbaum, Harry Rothenberg, John E. Sarsfield, C. Eugene Sawyer, Milard Schaffer, John J. Scherer, Arthur Schmidt, Jack Schneiderman, William Schulz, Herbert Semel, Leonard Seminary, David Seplovitz, James P. Shea, Nathan Shore, William Solodow, Charles Somin, Arnold Spaner, William Spear, Robert Staples, Manuel W. Stein, Harry Teitelbaum, John Toumbaris, Paul Treiter, Madison E. Trimble, K. VanValkenburg, Saul Volin, Martin Wallach, Benjamin Wartell, David Weinberger, Patrick J. Whelan, Abraham B. Wiener, Leon Wilcox, Daniel F. Zeccola, Charles A. Zollo and Harry Zuckerman. Navy: James W. Brennan, Edward J. Dolan, Irwin H. Goldfuss, Max Golodner, Stephan J. McArdle, George T. Malley, William Michaels, Arthur Musci, Victor R. Preska, Arthur L. Prud'Homme, Melvin T. Rosenberg, Anthony Sinardi, Peter L. Smith, Justin Stevens, Albert E. Trilling, Edward J. Welch. Marines, Arthur L. McManus.

**Department of Social Welfare (Albany Office and Area Offices)—Army:** Stanley E. Karp, Sanford L. Barcus, Edward F. Minch, Jr., Ardell W. Deavler, Edward J. Groeber, John R. McCarthy, Charles Davis, Jacob Carroll, Harold Horn, James J. Sullivan, Jr., Morris Ornstein, William Kaufman, Patrick Rizzo and Harry Solewey. Navy, A. David Rappaport.

**State Training School for Girls at Hudson—Army:** Maurice H. Taylor.

**Thomas Indian School at Iroquois—Army, H. Seydel Ersland. Navy, Harlan L. Gage.**

**Women's Relief Corps Home at Oxford—Army:** Dwight Baldwin, Paul Winters.

**Training School for Boys, Warwick—Army:** Booker Wilkins, Richard L. Peterson, Edward L. Sowa, Vincent Dargush, John S. Gillispie, Robert R. Griswold, David Jacobson, Clarence E. Lucha, Kenneth Jones, Donald Patterson. Marines, Clifford Carl.

**Agricultural and Industrial School at Industry—Army:** Howard J. Adams, Howard M. Duffy, Nicholas D. Gustina, Leo D. Kaufman, Donald Mead, John Rittenhouse, Joseph V. Donahue, Harley J. Lawton, Donald F. Smith.

**Mt. Morris State Hospital—Army:** Arnold O. Dart, Thomas Pritchard, Lewis F. Shirley, Gordon Bennett.

## Thiels News

On May 22nd the "Village Playshop" gave a benefit performance of "The Village Goes to Town" for the Haverstraw and Stony Point Chapters of the Red Cross Motor Corps. The Playshop has built up a reputation for giving a splendid evening's entertainment—so that it was well attended with the result that each corps received approximately a hundred dollars.



# BUY NOW AND SAVE!

About August 15, 1942, the rates on the Group Plan of Accident and Sickness Insurance will be increased FOR NEW APPLICANTS ONLY. This is your opportunity to protect your salary under the Group Plan of Accident and Sickness Insurance which is so broad and offered at so low a cost at the present rate. If you use the application below and send it in to Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y., on or before August 15, 1942, you will be protected under the present very low rates. Remember, that rates on policies in force when changes are made cannot be increased. You will also get a very broad policy which is now offered to all State employees when their applications are approved by the Commercial Casualty Insurance Company, 10 Park Place, Newark, N. J.

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If you are leaving State Service for a defense job, convert your Accident and Sickness Policy to the new defense form and take it with you — same rates, similar form.

## LOOK AT THESE LOW RATES

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

**EVERY EMPLOYEE OF THE STATE IS ELIGIBLE TO APPLY.**  
**14,000 STATE EMPLOYEES NOW INSURED**  
**USE THIS APPLICATION TODAY**

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

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### IMPORTANT—BE SURE TO SHOW YOUR DEPARTMENT AND DIVISION OR INSTITUTION Application for N.Y. State Employees C.S. Group Plan Accident and Health Insurance

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

**PLEASE READ CAREFULLY, Answer Each Question**      \$500      Date \_\_\_\_\_ 19\_\_

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

Residence \_\_\_\_\_

Place of Business \_\_\_\_\_ City \_\_\_\_\_

Department \_\_\_\_\_ Division or Institution \_\_\_\_\_ City \_\_\_\_\_

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

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

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

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

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

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

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

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

I apply herewith for membership in \_\_\_\_\_ The Association of State Civil Service Employees of the State of New York  
 I am a member of \_\_\_\_\_  
 Monthly indemnity applied for \$ \_\_\_\_\_

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

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

Signature of Member \_\_\_\_\_  
 Is your salary paid monthly?  semi-monthly?   
 If on a monthly basis is it paid 10 or 12 times per year? \_\_\_\_\_  

Policy No.	Effective Date	Monthly Ind.	Premium
		\$ _____	

BE SURE TO ANSWER THESE



# Because of the Work of This Association . . .

**YOU** are enjoying more adequate compensation under the Feld-Hamilton Law, and mandatory salary increments, or if you are an institutional worker, you will be brought under the Feld-Hamilton Law on July 1, 1943, and, an equivalent career-law increment will be paid to over 18,000 institutional workers on July 1, 1942, as a result of legislation successfully sponsored by the Association.

**YOU** are protected by an actuarially sound retirement system; are enjoying fair working hours; are receiving benefit of just minimum rules governing sick leaves and vacations.

**YOU** enjoy the unselfish unpaid services of Association officers democratically selected from your own ranks, of an outstandingly successful legal counsel, numerous committee workers, and over 700 Association representatives throughout the State continuously representing you before the Executive, Legislative, and Administrative branches of State Government, and otherwise serving you.

**YOU** have at your command an efficiently manned and equipped Association Headquarters; receive an invaluable monthly magazine, **THE STATE EMPLOYEE**; are informed by frequent bulletin board statements, and served in many other ways.

**YOU** can secure *low-cost*, broad-coverage life insurance, and accident and sickness insurance available *only* to Association members, and for which you may pay by *small* deductions from your salary.

Three out of every four State employees are members. As one of the three YOU are doing your share.

How about that *fourth* employee — *the non-member*? He too, enjoys the many improvements in working conditions secured by the Association.

Of course, our membership is voluntary — no check-off system — no paid organizers. The non-member *must* be uninformed as to his responsibility for the welfare of State work and State workers.

It's three to one — the non-member shouldn't have a chance to remain a non-member if he is fair-minded and conscientious, and if *you* are a good neighbor.

It's up to you — present member and good neighbor — to convince that fourth fellow worker that his membership is *important*. Always remember, the success of the Association depends upon its strength in membership!

MISS MARY R. CORKREY  
State Education Dept.  
Albany, N. Y.

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