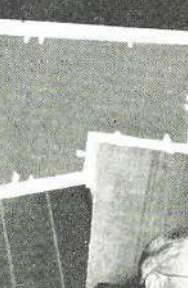
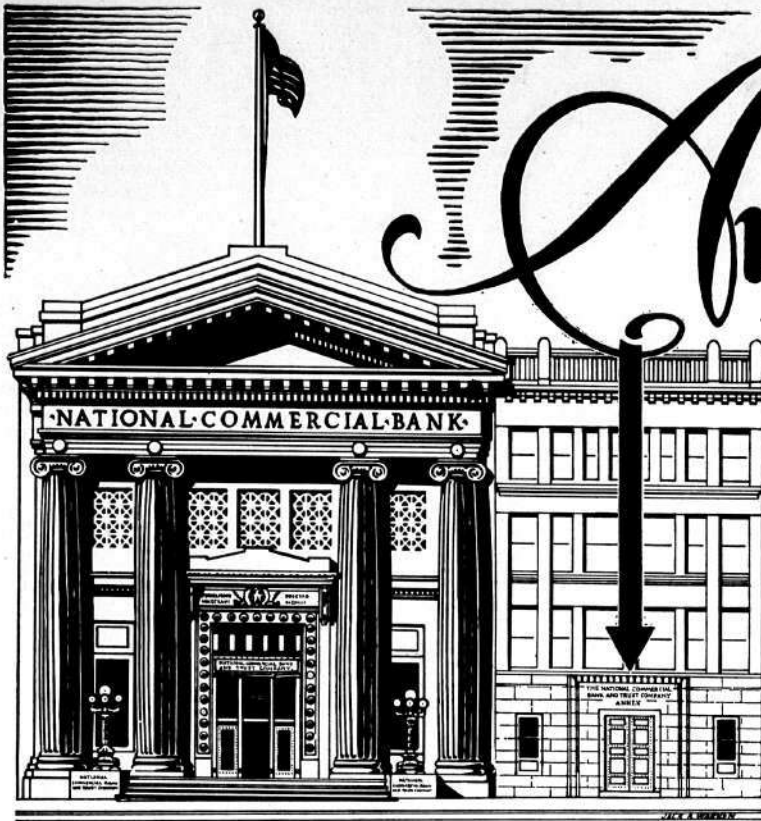


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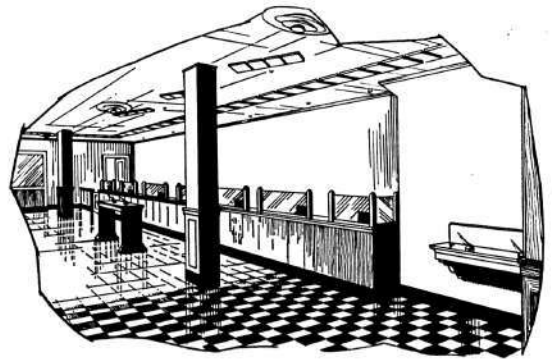


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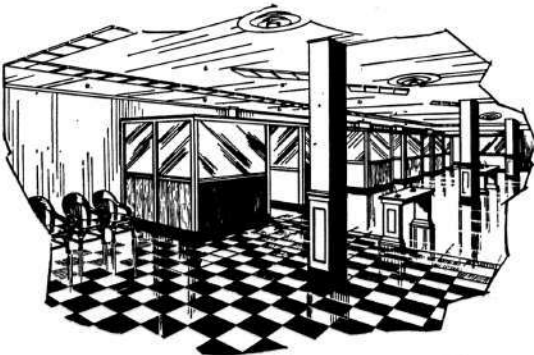
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MERIT

Official Publication of
The Civil Service Employees Association, Inc.

Vol. 18, Number 1

SPRING ISSUE, 1949

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SINCERE SYMPATHY

All Association members mourn with President Tolman in the loss of his beloved Daughter, Anne, who met death on Easter Sunday morning, April 17, 1949.

In This Issue

Features

Governor Dewey at Annual Dinner.....	4
Legislative Report.....	5
Veteran's Preference Proposal.....	8
<i>(Next Step Is Approval at Polls on Nov. 8)</i>	
What Can It (the Association) Do For Me?.....	10
Association Victory!	12
Onondaga Chapter's Story.....	13
Statistics for the Layman.....	14

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THE FRONT COVER—At the Thirtieth Annual Dinner of the Association—(1) Commissioner of Commerce Harold Keller and Mrs. Keller—(2) Show Cast, Ruth C. Keane, Ellen Delehanty, and Ruth A. Schaugnessy, Motor Vehicles; Mary A. Lynch, Agriculture; Dorothea E. Hoffman, Elizabeth T. Cregan and Mary E. Clarke, Correction; Elizabeth Mihranian, Public Works; and Rose I. Griebisch, Education—(3) Show Cast, front, l. to r., Joseph F. Feily, Tax; Kenneth E. Sullivan, State; Matthew Fitzgerald, Motor Vehicles; William K. Wilson, Education; Robert J. Shillinglaw, Public Works; Louis A. Luizzi, Civil Service. Back, l. to r., S. Norwood Blake-man, Public Works; Burton Stilson, Education; Miles Heberer, Commerce; Gerald J. Ryan, Tax; Donald Walling, Education and Foster Potter, Agriculture—(4) Hostesses, Frances Normand, Legislature; Rita Lemieux, Tax; and Lea Lemieux, State—(5) Governor Thomas E. Dewey and Janet Macfarlane, Association Secretary—(6) Director of Budget John E. Burton; Commissioner of Health Herman E. Hilleboe and Secretary to the Governor Paul E. Lockwood—(7) Association First Vice-President Jesse B. McFarland, Director of State Retirement Fund H. Elliot Kaplan, Mrs. Joe R. Hanley and Association President Frank L. Tolman—(8) First Asst.

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Governor Dewey

AT ANNUAL
DINNER

EDITOR'S NOTE: *All Association Members will be interested in the following highlights of the address at the Thirtieth Annual Dinner of the Association by Governor Thomas E. Dewey.*

"I signed an order today and I give you my word it was not done because this dinner was being held tonight. It was decided several weeks ago. The Civil Service Commission has taken the solemn steps and it finally arrived on my desk today. As a result, I signed today the order covering into the competitive class the Civil Service employees of Matteawan, Dannemora, Albion and Westfield. That is a great landmark in Civil Service. It is the largest group of Civil Service employees brought into the competitive Civil Service in a long period of time, and I think it is a very fine tribute to you and the people you represent because you proved it could be done when people said it could not be done.

"Now what we have to do is to improve the quality of our examinations so we can get better workers. How do you measure zeal? How do you measure imagination? How do you measure devotion and creative capacity to make Government do a better job?—When you do that, you will make Civil Service better. It is a very big job.

"The difficulty is that merely to be able to write on a piece of paper in answer to somebody's questions does not make a society function. It does not make the wheels of a department run. It does not cure a mentally ill patient. It does not build a better bridge. It does not build a longer-lasting highway. It is a combination of genius, enthusiasm and skill that does that and I wish that you, Dr. Tolman and Civil Service commissions, and all those who believe in making Civil Service mean more than the sanctity of examination marks and

protection against casual changes of administration, would attempt to find a means of evaluating quality, leadership, creation—the first essentials that make government or any business go instead of making it a dead level of performance.

"I don't know the answer. I have not met the person who has the answer, but it is the most important thing in Civil Service that I know of and if we can solve that, you can make Civil Service a great moving creative thing and you will have the respect of all elements of society even to a higher degree than now.

"You will make government closer to the will of the people and the people closer to their government. It works both ways, because if the people do not have confidence in the Government, it will not be good government.

"There is some confusion as to the freezing in of the last temporary increase. I recommended in my last message that it be frozen in, and now, it is confused because the emergency compensation is not lined out in this budget. The purpose of the recommendation in the message—and this I would like sincerely to have you take home with you—is that the Legislature is asked to freeze the temporary increases into the permanent salary schedules. The bill which has been drawn is to assure that those temporary increases become permanent on April 1st of this year. If that bill is passed, the gross salary will then be permanent but they will be paid out of two different funds—one, the line item and two, the \$15,000,000 lump sum appropriated. The reason they could not be merged in this budget was purely technical—it could not be done, so they tell me. It can be done between now and next January 1st and if the bill as proposed becomes law, the increases become permanent on April 1st beginning next year, so long as the

money is voted to pay for it. The emergency compensation will be merged into the line item as soon as the technical job can be done, but all the essentials are included in this Bill and when that is passed, the whole job is done except the technical details.

"I want to speak of another job of major importance, aside from the one concerning the Retirement Fund, of which I am frankly not sufficiently informed to speak on now. I have listened to enough discussion about the Retirement Fund to now say that I do not know enough about it, and if you don't know about a thing, it is better not to talk about it. I will exercise the virtue on that subject.

"What I should like to point out is the need to establish on a more uniform basis a means by which personnel problems between individuals and departments can be readily and speedily handled in a fair, friendly and impartial way. I have on my desk the result of a year's study. It is in substance an executive order which states—for the first time in the history of this state—a broad method for working out clearly and speedily all the personnel relationship problems involved in the operation of the business of the state. It is my hope that it will get into final form and can be signed within the next 30 or 60 days.

"A solution to this problem has been urged by your officers for a long time. I believe it to be another great milestone in the march to good relations between the State and its enormous number of employees. I expect the order will become effective this year. I hope it will prove mighty successful so that we will have more great achievements in the establishing of a sound and good relationship between the employees of the State of New York and the government of the State of New York as represented by all of its executive officers.

(Continued on page 18)

Legislative Report

By JOHN T. DeGRAFF, Counsel

Now that the dust of the legislative session has settled, and its activities can be surveyed in proper perspective, Civil Service employees generally and State employees in particular have every reason to be gratified by the results.

The session this year was held during a major transition in our economy. During the past seven or more years, the Legislature has met during a period of ever rising inflation and the efforts of Civil Service employees have been focused primarily upon salary increases to meet the rising cost of living. The inflationary peak was reached last fall, shortly before the session opened. This session, consequently, was characterized by the change of atmosphere engendered by the steady decline in the cost of living index which is now back to the April, 1948 level.

As the session opened, the five major objectives of the Association, in the order of their importance, (others may put them in different order) were as follows:

1. *The adoption of a new veteran's preference law, fair to veterans and fair to the merit system.*

Civil Service employees throughout the State centered their efforts in support of the Mitchell - VanDuzer preference bill, S. Int. 380, Pr. 382; A. Int. 520, Pr. 528. They, and government officials as well, have learned during the past three years that the present Constitutional provision for absolute and repeated preference for both disabled and non-disabled veterans in both appointment and promotion was slowly strangling the merit system.

Last year, the Condon bill, supported by the American Legion and other veteran's organizations, was an overwhelming favorite and the Mitchell bill was

a hopeless underdog. If the two bills had come up for final passage last year, it is doubtful if the Mitchell bill could have mustered the support of a dozen votes in both houses of the Legislature.

At this session, the year-long educational campaign conducted by Civil Service, veteran, and civic groups, with the aid of the Civil Service Leader, came to fruition. In the early days of the session, the Condon bill was killed in committee; and the Mitchell bill passed by the overwhelming vote of 50 to 4 in the Senate and 124 to 14 in the Assembly. Seasoned Capitol observers were astounded by this political miracle. The Mitchell bill is, beyond question, the most important and far-reaching Civil Service measure to come before the Legislature in the past decade.

This is no time, however, to sit back and relax. The overwhelming vote by the Legislature is meaningless, unless the Mitchell bill is also ratified by the people in the coming November election. Our position is favorable because of the generous support accorded the Mitchell bill by both Governor Dewey on behalf of the Republican party and Chairman Paul E. Fitzpatrick on behalf of the Democratic party. Our educational campaign

must be vigorously continued, however, so that all segments of the public, many of which are unfamiliar with or indifferent to the issues, will fully understand that the adoption of the Mitchell - VanDuzer bill is essential to good government in this state.

2. *Adequate grievance machinery*

For many years, the Association has sought to bring about the adoption of a system whereby public employees and administrative officers of government may work out, by round-the-table discussion, solutions to the many personnel problems that arise in the public service. Our plans have been based, in general, upon the Whitley Councils which have operated so successfully in England and which have recently been successfully initiated in Canada. They were outlined in the Desmond-Foy bill, S. Intro. 583, Pr. 590; A. Intro. 651, Pr. 660.

Various names for this system have been suggested, such as "grievance machinery", "labor relations machinery" and others. The name that has found the most support seems to be "Conference Committees."

This far reaching objective has already been accomplished, in principle, in our negotiations with Governor Dewey, who has agreed to inaugurate the plan and formulate the necessary procedures by Executive Order. The details remain to be worked out in conferences which will doubtless commence soon after the thirty-day bill period has ended.

This is pioneering work of the highest importance. No similar plan has been adopted by any state. There are no precedents except in England and Canada. We hope that the plan to be formulated in the coming months will prove so effective in the state service that it will be followed by other units of government in and outside the State of New York.

JOHN T. DeGRAFF
Association Counsel



3. Adequate salaries

All Civil Service employees are now aware of an important fact, that was apparent to many at the opening of the session, viz.: that the steady decline in the cost of living required the abandonment of any hope for a general salary increase this year. Our primary efforts were therefore devoted to an effort to "freeze" emergency compensation as part of base pay. Emergency compensation last year was 15% on the first \$3,000 of compensation, 10% on the next \$2,000 and 5% on the balance, if any. The "freeze" was accomplished in conference with the Administration and was announced before the Governor submitted his Executive Budget.

Time has demonstrated that the Association made a wise choice in negotiating a "freeze" instead of battling futilely for an unobtainable general salary increase. At the time, however, the Association's "freeze" agreement was hailed by a barrage of criticism from employee organizations which were long on mimeograph paper but short on membership. These organizations, whose membership consists mainly of employees in New York City, with only a handful of members in the State service, avidly seized upon what they thought was an opportunity to spread discontent and loudly characterized the freeze agreement as a "sell-out" in newspaper releases and a barrage of bulletins. Time has shown their error to their members, if not to their leaders.

The salary freeze, effective April 1, 1949, is now looked upon with satisfaction and with a sense of security by the employees of the State. It is an important precedent which will be helpful to employees in many upstate communities. In New York City, however, the employee organizations which so loudly criticized the Association's "freeze" agreement are now attempting, without notable success, to obtain a similar freeze for their own members.

Thus far, only one-half of the emergency compensation of New

York City employees is to be frozen into basic wage scales. The other half of their emergency bonus is still on an "if" basis and is not considered as salary for retirement purposes.

These self-appointed critics of the "freeze agreement" are now pointing to the precedent set by the State as their principal argument for similar action in New York City. The Association wishes them well and gladly supports their efforts. It is only fair that the emergency bonus should be frozen into basic wage scales in New York City and elsewhere.

Moreover, it is outrageous to disregard emergency compensation for retirement purposes. This seriously prejudices older employees who have retired during the past few years as well as those who are about to retire. This injustice should be immediately corrected. All units of government should promptly follow the policy of including all emergency compensation for retirement credit as the State has done for several years.

4. Retirement liberalization.

For the past five years, or more, liberalization of the Retirement System has been a major objective of the Association. Of our initial Seven-Point Program, three of our proposals were adopted during the past four years. This year we have made more rapid progress toward our goal.

Conferences between Association representatives and officers of the Retirement System commenced early in the session and continued up to and after the last day for the introduction of bills. Agreement was reached upon some seven or eight bills which, while not of universal application, represent important advances for the members affected by them.

Our efforts were concentrated, however, in support of the 55-year Retirement option introduced by Senator Halpern and Assemblyman Noonan, S. Intro. 840, Pr. 3109, A. Intro. 548, Pr. 3523. Although many members had high hopes for its adoption

this year, we were unable to reach complete agreement with the Administration on this proposal. We did, however, only a week before the session closed, reach agreement with the Retirement System upon the draft of a bill that was characterized by the Retirement System as being "technically correct" in form.

The Association thereupon redoubled its efforts to obtain passage of this bill by the Legislature. Our original bill was immediately amended in the approved form and we were successful in having it reported from committee and advanced to third reading in the Senate. In the closing hours of the session, however, legislative and administration leaders succeeded in having the bill recommitted.

While this last minute setback caused considerable disappointment to members of the System, whose hopes were raised when the bill was advanced to third reading, our efforts have not been in vain. Experience tells us that when a bill comes as close to passage as this one did, its chances of adoption at the coming session may be considered bright.

The limited space available in this issue of Merit does not permit a complete explanation of the other retirement bills worked out in agreement with the Administration. Several of these bills have passed both houses and will undoubtedly be soon signed by the Governor. They include:

1. The adoption of the Association's additional annuity proposal, which permits all employees to pay additional contributions, equal to 50% of their normal contributions, on that portion of salary not exceeding \$7,500 per annum. This bill, Stephens bill, Assembly Int. 2632, Pr. 2826 will permit the building up of the annuity part of the retirement allowance which, in most cases, is now deficient because of the recent increases in wage levels.

2. Liberalization of accidental disability retirement allowances by amending the definition of "final average salary", Erwin bill, S. 2282, Pr. 2517, and by

providing that legal fees up to \$100, allowed under workmen's compensation, shall not be deducted from retirement allowances, Erwin bill, S. Intro. 2281, Pr. 2516.

3. The liberalization of the Retirement Law for the benefit of retired employees by permitting employees with retirement allowances under \$1500 per annum to earn up to \$750 per annum in public service after retirement. Erwin bill, S. Int. 2283, Pr. 2518; Desmond bill, S. Int. 2364, Pr. 2599.

4. Authorizing an additional option to beneficiaries in the event of the death of a member. Erwin bill, S. Int. 2374, Pr. 2609.

5. Extending the period within which members transferring to the State system may purchase allowable service. Fino bill, S. Int. 1651, Pr. 1780.

6. Liberalized computation of maintenance for employees of county or city tuberculosis hospitals transferred to the State, Erwin bill, S. Int. 1504, Pr. 1597, and similar provisions for employees of Onondaga County. Hughes bill, S. Int. 1908, Pr. 2063.

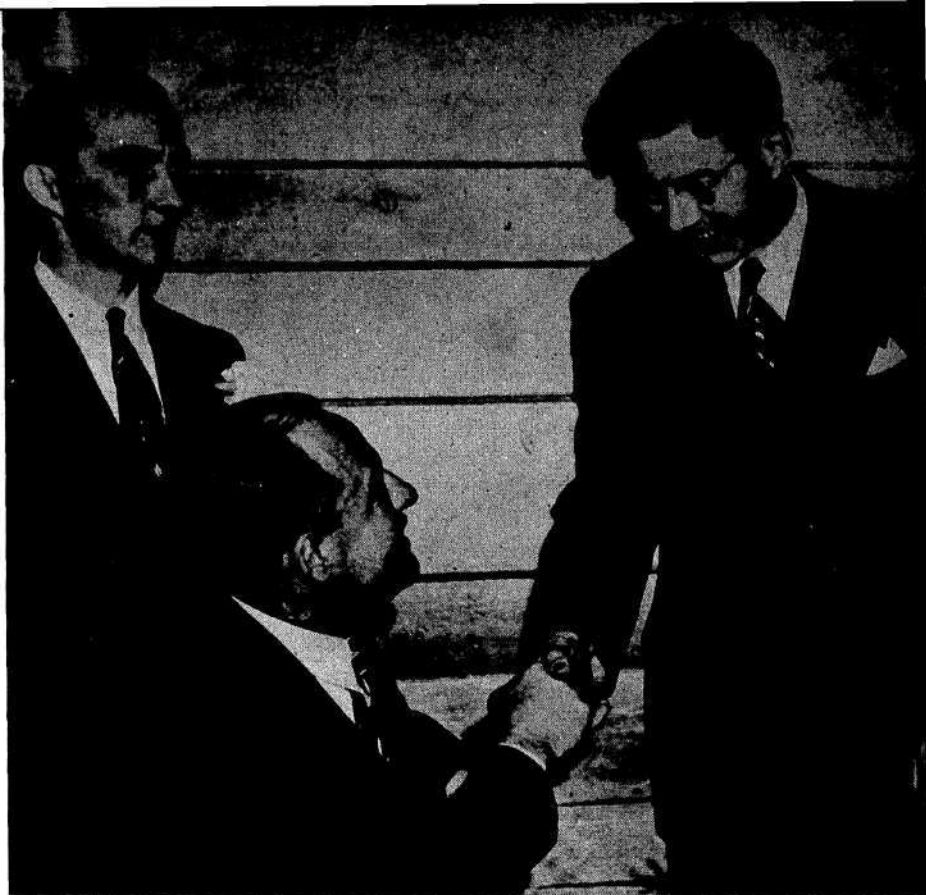
7. A 25-year retirement option for Regional State Park Police on the same basis as State Troopers, now Chapter 297 of the Laws of 1949.

8. A Constitutional amendment authorizing the Legislature to increase the retirement allowances of retired employees, Mahoney bill, S. Int. 493, Pr. 495. Before this Constitutional amendment can take effect, it must be repassed by the 1951 Legislature and ratified by the people at the 1951 election.

These bills and the details of the 55-year retirement bill, with its favorable provisions for present members, will be reported in full in the next issue of Merit, after the Governor has acted on all thirty-day bills.

5. *Merger of the Classification Board and the Salary Standardization Board.*

The difficulties of having two separate boards charged with the responsibility of establishing titles and salary schedules in the State service has become in-



Hon. Spencer E. Bates, President, State Tax Commission, congratulates Joseph F. Feily, right, upon his election to Presidency of Department of Taxation and Finance, Albany Chapter, of the Association. George W. Hayes, retiring President of the Chapter looks on.

creasingly apparent. In our negotiations with the Administration, agreement was reached to create a single agency to handle both title and salary allocations, which, after all, are basically a part of the same process of fixing fair and adequate salaries for all positions in the State service.

Our conferences with the Administration resulted in agreement upon a bill which has already passed both houses and been signed by the Governor. Under the terms of this bill, a "Classification and Compensation Division" is created in the Civil Service Department, headed by a director, in the competitive class of the Civil Service, who is charged with the responsibility of establishing appropriate titles as well as appropriate salary grades. Appeals from his decision may be taken to a five-man appeal board, with employee representation, appointed by the Governor. The new system will take effect on July 1, 1949.

This is an important advance which should improve efficiency

in the handling of salary and classification appeals. It is now evident that the period for general salary increases is over, unless the Cost of Living Index reverses its present trend and continues steadily upward again. Emphasis must therefore be directed to the establishing of fair and adequate wage scales on an individual and group basis. The merger of these functions in a single agency will promote the expeditious and equitable handling of such matters.

Summary

The legislative program of the Association this year contained the formidable total of 78 proposals. 38 bills were passed by both houses and are now before the Governor. Three are being accomplished by administrative action, viz.: The setting up of conference committees and the reclassification into the competitive class of employees at Danemora, Matteawan, Westfield and Albion.

Eight of our bills have already been signed by the Governor and
(Continued on page 16)

Veterans' Preference Proposal

NEXT STEP IS APPROVAL AT POLLS ON NOVEMBER 18th

By Wm. F. McDONOUGH

Veterans Preference as now provided in the Constitution of New York has been tested by experience and found wanting. In its present form it is inimical to the merit system, to efficiency in government, and civil service administration as a whole.

The objectives of the Association will be upheld and strengthened by approval by the people at the election this coming November of the proposed Constitutional Amendment which reverses the present provisions relating to preference for appointment to and promotion in the civil service of the State and of all the civil divisions thereof.

Each member of the Association should, therefore, make every effort from now until November 8th to tell the facts about Veterans Preference and the proposed changes to his fellow employees and their families, to his neighbors and friends, and particularly to the leaders of his community in civic, business and political organizations, to editors of his local press, and radio stations. The new form of Veterans Preference embodied in the Mitchell proposal, was adopted by the 1948 Legislature and the 1949 Legislature, and must be approved by the voters at the November election if it is to become effective.

This article gives the facts as to the present provisions of the Constitution and the change which is proposed, and will enable each member to inform others accurately as to what is involved.

The Following Is Exact Copy of Subdivision 6 of Article 5 of the State Constitution as Now Effective:

"Appointments and promotions in the civil service of the state and all of the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, as far as practicable, by examination, which, as far as practicable, shall be competitive; provided, however, that any member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this state and was a resident at the time of his or her entrance into the armed forces of the United States and was honorably discharged or released under honorable circumstances from such service, and who was disabled therein to an extent certified by the United States veterans administration, and whose disability is certified by the United States veterans administration to be in existence at the time of his or her application for appointment or promotion, shall be entitled to preference and shall be appointed or promoted before any other appointments or promotions are made, without regard to his or her standing on any list from which such appointment or promotion may be made. Until December thirty-

first, nineteen hundred fifty, but in no event for a period less than five years next following the honorable discharge or release under honorable circumstances of a member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this state and was a resident at the time of his or her entrance into the armed forces of the United States, he or she shall be entitled, after such disabled members of the armed forces shall have been first preferred, to similar preference in appointment and promotion. Upon the abolition or elimination of positions in the civil service, to which the foregoing preferences are applicable, any such member of the armed forces shall be entitled to preference in the retention of any position held by him or her, in inverse order of the preference as provided in this section. Laws shall be enacted to provide for the enforcement of this section."

The Following is exact copy of Proposed New Subdivision 6, Article 5 — It Restates Present Merit System Provisions and Provides for Fair Preference for Veterans:

"Appointments and promotions in the civil service of the state and all of the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, as far as practicable, by examination which, as far as practicable, shall be competitive: provided, however, that until January first, nineteen hundred fifty-one, any member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of

this state and was a resident at the time of his or her entrance into the armed forces of the United States and was honorably discharged or released under honorable circumstances from such service, shall be entitled to the preferences granted by the provisions of former section six of this article, which shall continue in effect until such date, notwithstanding its repeal by the concurrent resolution of the senate and assembly adding this section, and provided, further, that on and after such date, any such member shall, in lieu of such preferences, be entitled to receive five points additional credit in a competitive examination for original appointment and two and one-half points additional credit in an examination for promotion or, if such member was disabled in the actual performance of duty in any war, is receiving disability payments therefor from the United States veterans administration, and his or her disability is certified by such administration to be in existence at the time of his or her application for appointment or promotion, he or she shall be entitled to receive ten points additional credit in a competitive examination for original appointment and five points additional credit in an examination for promotion. Such additional credit shall be added to the final earned rating of such member after he or she has qualified in an examination and shall be granted only at the time of establishment of an eligible list, except that eligible lists in existence on January first, nineteen hundred fifty-one shall be revised by adding the applicable credits provided herein for such members of the armed forces. No such member shall receive the additional credit granted by this section after he has received one appointment, either original entrance or promotion, from an eligible list on which he was allowed the additional credit granted by this section. The legislature may provide by law for preference in retention of such members in case of the abolition or elimination of positions in the civil service. Laws shall be enacted to provide for the enforcement of this section.

BRIEF SUMMARY OF BOTH FORMS OF PREFERENCE

Present

The present Constitutional provision means that veterans having a disability attested by the Veterans Administration at Washington, who qualify by examination, shall be placed at the top of the eligible list for appointment or promotion, and that until December 31, 1950 any non-disabled veteran shall

be placed next below those with disability certificates on the eligible list for appointment or promotion.

This means that a veteran with disability who receives a passing mark on a competitive test must be appointed before a non-disabled veteran or a non-veteran who might have achieved a much higher rating in the same examination.

The present preference bars not only most non-veterans from opportunity for public employment but bars also sons and daughters and parents of veterans, even children or widows of veterans who gave their lives in battle. It closes the door of opportunity for public service upon many thousands of eager young people graduating yearly from our colleges and high schools and who had no chance because of their age to enter war service.

New Proposal

The new proposal — the Mitchell proposal — for which a "YES" vote is asked at the November election, provides a ten-point additional credit or percent for disabled veterans and a five-point additional credit for non-disabled veterans in original open examination tests, and a five-point additional credit for disabled and two and one-half points additional credit for non-disabled veterans in promotion examinations.

Another sound improvement of the new over the present provisions, is that the preference may be used only once, that is, either in obtaining an original appointment or for one promotion if the veteran is already in the service. The Mitchell bill also gives an absolute preference in retention in the event positions are abolished for lack of work or lack of funds. This meets the underlying reason for preference and prevents the unlimited use of this privilege to the detriment of non-veterans seeking entry into the service and of able and faithful civil service employees who were not called to war service.

The new proposal is favored by all veterans who have fa-

miliarized themselves with the problems of upbuilding the efficiency of public service. It is strongly supported by the great majority of non-disabled veterans in the public service who have experienced the effect of absolute preference on their chances for a civil service career. It is favored by civil service employees because it restores, in part at least, the fundamental safeguards of the merit system which seek to give recognition in original appointment and promotion to ability and efficiency without regard to preference of any other nature.

High Efficiency in Government Is Essential

The people of all the World are today beginning to seek the benefits of the highest possible quality of civil government. It is crystal clear that good government depends as certainly upon the efficiency of its civil servants as upon its bill of rights or the basic laws. It is vital to good government that there be respect for the merit system principle of recruitment of the best fitted among all of the citizenry under competitive tests open to all of the men and women of the State. This is the American way — this is democracy in action.

Probably no amendment to the State Constitution previously submitted has been so thoroughly discussed by the legislators who approved it or by the people who must determine its fate. The Mitchell proposal was one of two opposite veterans preference proposals submitted to the 1948 Legislature. Both were debated throughout the 1948 Legislative session. To give full consideration to both, both were passed by the 1948 Legislature with the idea that sound agreement on one of the two would be reached by the people and by the Legislators of the 1949 legislative session. Thus the pros and cons of two distinctive types of preference were discussed over a full year's period by the people and by two different Legislatures elected by the people.

During this period thousands

of veterans came out vigorously for the Mitchell proposal. Even the American Legion (which favored the Condon proposal discarded by the 1949 Legislature) was split. A committee of six of its prominent members appointed to study the two proposals recommended with but one dissenting vote that the Mitchell proposal was best. The largest American Legion Post in the State favored the Mitchell proposal. Several independent veteran organizations favored the Mitchell proposal. A group of twenty civic organizations including the Uniformed Firemen's Association of Greater New York, the New York State Federation of Labor, the Citizens Union and the City Club of New York City, the State Nurses Association, the State Charities Aid Association, the New York Academy of Medicine, the Public Education Association, the Civil Service Reform Association, the Legislative Clearing House of Volunteer Firemen of New York State and other outstanding groups declared for and will carry on an intensive campaign to bring about the adoption of the Mitchell proposal on next November 8th.

The delegates to the Annual Meeting of our Association held in October 1948, endorsed the new proposal, and the Association officers and committees have been active in an educational program to inform the people of the need for this amendment in the interests of better government.

From Now Until November 8th

The call to chapter officers, to conference officers, and to each member of the Association is to inform the electorate as to the desirability and the great need of the adoption of the new proposal, and to remain active until the vote is in on November 8th. Again we point out — to secure the adoption of the Mitchell Constitutional Veterans Preference proposal is to advance the welfare of the state, of the people, and of civil service workers. To these high objectives your Association is dedicated.

What Can It Do For Me?

That's the question usually asked by non-Association members. The answer? Plenty! It not only *can* but *has*. All State workers, and many other public employees enjoy substantial benefits hard-won by the Association since 1910. Mr. Public Employee, if you aren't a member—you are free-riding on your fellow employees who are. The 45,000 and more members are carrying the non-members along—actually handicapped by their complacency. Membership strength and unity determines in large measure the recognition attained and degree of success.

Simple Facts

No fancy statements—no excess wordage—here are the plain, simple facts. These are the more important accomplishments and services of the Association. Read them carefully. Then ask yourself—"Have I benefited?"—"Should I join with my fellow employees or make their efforts to improve *our* working conditions more difficult by remaining a non-member?"—"Am I being fair—or don't I care?"

The decision is up to you, Mr. Non-member. But, if you read the plain, simple facts—you'll make the correct decision to join.

Salaries Are Important— Aren't They?

Many millions of dollars of increased salaries were received by State and other public servants as a result of the work of the Association to establish adequate salaries. For instance, the emergency adjustments accorded State employees in 1948, 1946, 1945 and 1943, the overtime pay law in 1947. Hard work—not non-support—achieved these. As it did adjustments accorded local government employees. The Association drafted the Feld-Hamilton Career Law, enacted in 1937. From this State workers received annual increments within salary ranges for the first time—and since. Several progressive local governments patterned their compensation plans from it.

Just recently the Association secured the "freeze-in" of emergency pay into basic salaries of State employees—it is assisting the employees of local governments to do likewise. This is

IMPORTANT!

When you have finished reading this article PLEASE remove this center spread and give it to any State or public employee who is not a member of the Association—if necessary read it to him or her—just so the message gets across.

particularly important in periods of declining living costs. And the DeMarco case, you heard of that,—how the Association fought to the highest court of the State to attain justice for several thousand employees to the tune of several million dollars.

It secured the establishment of title classification and salary allocation machinery, and steadily improved it—even again this year. During the depression it protected employees from unjust salary cuts.

Retirement Is Important—Too!

The early founders of the Association got the Retirement System started in 1921. Since then our organization has secured many improvements—to mention a few—the death benefit, loan service, disability retirement, inclusion of emergency and overtime pay for retirement purposes, reduction of loan interest rates, insurance of loans, retirement after discontinued service and many others. In 1938 it won a constitutional amendment providing that retirement benefits constitute a contractual relationship that cannot be diminished or impaired. It supported retirement credit for military service.

This year the Association secured the right for retirement fund members to purchase additional annuity as well as several minor improvements. It secured the extension of the retirement to several local public employee groups. It tried its best to win enactment of the 55-year Bill—but lost out this year—but we'll keep trying and hope for success next year.

Hours, Vacations, Leaves

After arduous efforts the Association reduced working hours, established decent sick leave rules and health-giving vacation periods in the State and many local groups. State institution workers who in 1934 worked 72 hours per week now work 40 or receive overtime pay. The work week has been reduced to 5 days in most cases. After much effort sick leave rules were set up in State service in 1933—have been since liberalized and extended—and copied by many local units of government on request.

Civil Service Generally

As the champion of the merit system the Association successfully led the fight for the Mitchell Constitutional Amendment to correct abuse of Veterans Preference. The approval of two successive legislatures has been attained—it is now working for approval by the voters in November.

The Association's efforts successfully protected the veteran as to salary, retirement, reinstatement and other rights. It drafted and had enacted many legislative measures to assure seniority rights, tenure protection, promotional opportunities, transfer procedures and other refinements necessary to good government personnel practices. These accomplishments have benefited both state and local employees.

It secured the establishment of the Merit Award Board—won increases in mileage and subsis-

tence allowances for field employees—gained unemployment insurance coverage for many workers—advocated in-service training courses—and was active in many, many lines.

It has tried thru legislation and otherwise to obtain good public employee relations machinery in government. Just recently Governor Dewey promised that within a short time such machinery would be set up by executive order after consultation with Association representatives. This should assist employees greatly.

COULD YOU DO ALL THESE THINGS ALONE?—NO?—YOU COULD THRU THE ASSOCIATION.

Does the Association Serve You?

The answer? — We'll list just a few services just to give you an idea.

... Its officers, committees and those of its 135 chapters throughout the State, all of whom serve without pay, and its headquarters staff, legal staff and field staff serve members every day—every minute.

... It constantly represents members before the Executive, Legislative and Administrative branches of government. This year it sponsored 78 legislative bills—38 got thru the legislature. It examined hundreds of bills affecting public employees—supported the good—opposed the bad.

... Field representatives assist groups throughout the State to organize, negotiating on their behalf with local administrators and assist in individual or group problems.

... Group Insurances—Life—Accident and Sickness—broader protection at lower rates than obtainable elsewhere—is made available to members. Over \$5,000,000.00 has been paid in claims to members or their beneficiaries. Payment of premiums is by payroll deductions. Savings to members exceeds many times their membership dues.

... A weekly newspaper—**CIVIL SERVICE LEADER**—and quarterly magazine—**MERIT**, the official publication

of the Association, are mailed direct to each member. These publications supply members with current information on Association work and activity and the facts on laws, rules, regulations and their rights and privileges as public employees. You can't be informed or up-to-date without them.

... Help on Individual or group personnel problems is furnished personally or thru correspondence by headquarters staff, by our legal staff, by field representatives and chapters.

... Many other services too numerous to mention in the space available.

What Is Your Decision?

Is the work and the many services outlined worthy of YOUR

support? Have YOU benefited? Are you willing to let your fellow employees who are members carry YOU along? Or are YOU going to do YOUR share?

Prorated Dues

If you join now as a NEW member you need only to pay one-half the regular annual dues for membership until September 30, 1949, or \$2.50 in the State Division—\$3.00 in the County Division.

Join Today

Get an application for membership from your local chapter or representative or from Headquarters, 8 Elk Street, Albany, N. Y. Fill it out—attach to it your remittance for dues—and give it to your local chapter or representative—or send it to Headquarters, address above.

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACTS OF CONGRESS OF AUGUST 24, 1912, AND MARCH 3, 1933

Of MERIT published Quarterly
(Insert title of publication.) (State frequency of issue.)
 at ALBANY, NEW YORK for OCTOBER 1 19 48
(Name of post office and State where publication is entered.)
 STATE OF NEW YORK
 COUNTY OF COUNTY OF ALBANY

Before me, a Notary Public in and for the State and county aforesaid, personally appeared Joseph D. Lechner, who, having been duly sworn according to law, deposes and says that he is the Business Manager of the Merit magazine
(State whether editor, publisher, business manager, or owner.) (Insert title of publication.)
 and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, as amended by the Act of March 3, 1933, embodied in section 537, Postal Laws and Regulations, printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are:
 Name of— The Civil Service Employees Ass'n. Post office address— Rm. 156, State Capitol, Albany, NY
 Publisher Thomas C. Stowell 18 S. Dove St., Albany, N.Y.
 Editor
 Managing Editor
 Business Manager Joseph D. Lechner Rm. 16, State Capitol, Albany, NY

2. That the owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding one per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated concern, its name and address, as well as those of each individual member, must be given.)
The Civil Service Employees Association, Inc.

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.)
The Civil Service Employees Association, Inc.
NO STOCKHOLDERS

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him.

5. That the average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the twelve months preceding the date shown above is 44,378
(This information is required from daily publications only.)

Sworn to and subscribed before me this 29th day of September 19 48
(My commission expires March 8 50 19 49.)
Joseph D. Lechner
(Signature of editor, publisher, business manager, or owner.)
Thomas C. Stowell
(My commission expires March 8 50 19 49.)

Association Victory

"The Association"—your Association—The Civil Service Employees Association, Inc., has won another great victory for public employees of New York State.

The DeMarco case is an outstanding example of service by the Association to its members. It was an appeal to the Courts to determine the meaning of a complex salary law where the employees and certain high State officers, charged with the administration of the law, disagreed. It was a logical presentation by legal process of the employees' interpretation of law as against the State's interpretation. The courts held the employees were right. An error—a costly error to the employees—has been ordered corrected by the courts.

What a single employee could not attempt—46,000 employees in their own Association could and did carry through to successful conclusion. No one knows as yet exactly how many employees will benefit and exactly how much back salary will be paid to them. Estimates as to the number of employees affected vary from 6,000 to 9,000, and estimates of the two-year costs vary from \$1,500,000 to \$4,000,000. The payments that are to be made will be retroactive to April 1, 1947. Whatever amount is paid for this two-year period

will be approximately doubled by reason of the fact that employees will reach their maximum salary at an earlier date.

A Brief Outline of the Case

Back in 1946, the Salary Board undertook a survey to review the existing State salary structure and to recommend such changes as might be required to put State salaries in line with those paid for similar jobs in private and public employment. When the new Feld-Hamilton schedules went into effect on April 1, 1947, the Salary Board had completed its survey but did not have time enough to make all the necessary reallocations so that they would become effective on April 1, 1947. The law, therefore, provided:

"Any reallocations made by the salary standardization board on and after April first, nineteen hundred forty-seven, and prior to October first, nineteen hundred forty-seven, and approved by the director of the budget, shall become effective as of April first, nineteen hundred forty-seven."

The controversy centered around this clause. The Association claimed that any employee reallocated upward should get the benefit of the higher grade on April 1, 1947. The Civil Service Department

ruled otherwise, holding that employees would get no substantial benefit from the reallocated grade until they reached the maximum of the new grade.

The Association appealed from this interpretation of the law through its Counsel, John T. DeGraff, to the Supreme Court and, on November 26, 1947, Justice Francis Bergen upheld the Association's contention.

The Staté, through the Attorney General's Office, carried the case to the Appellate Division, where the Association again won.

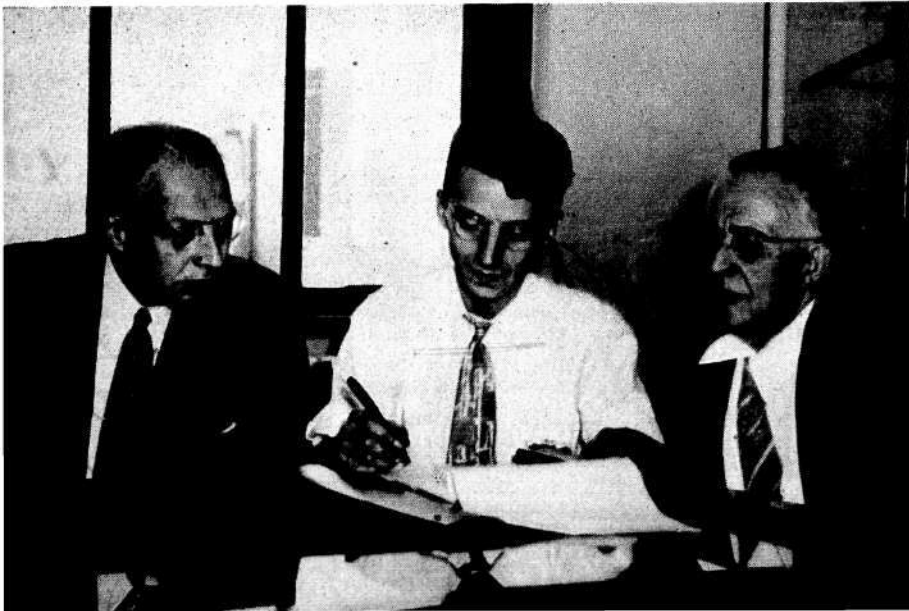
The State then carried its appeal to the Court of Appeals, and the decision of the highest court of the state on March 3, 1949 was unanimously in favor of the Association.

Detailed information concerning the positions affected by the DeMarco decision, adjustments due thereunder and the method of submitting claims has been forwarded to all Association Chapter presidents who will allow any member to examine same.

Each member of the Association has had a real part in the DeMarco case victory. A goodly number of civil service employees do not yet belong to "The Association." They too gain by this and every other benefit and in the greater prestige won by public employees through their Association.

If you are not a member, do you not think you owe it to yourself and all other public workers to join the Association? If you are a member, will you not interest someone else in membership? **DO IT NOW!**

John T. DeGraff, Association Counsel, Daniel DeMarco, Laboratory Worker in State Health Department's Division of Laboratories and Research and Dr. Frank L. Tolman, Association President, examining the first brief on the DeMarco Case.



Onondaga Chapter's Story

By VERNON A. TAPPER
President, Onondaga Chapter

For considerable time, prior to the organization of Onondaga Chapter, the employees of the city of Syracuse who, not being affiliated with any employees' organization, felt that they needed such an organization to represent them as a bargaining agent with the city officials.

When The Civil Service Employees Association, Inc., amended its By-Laws to permit political sub-divisions in the State to organize chapters, I felt that this was the organization that would best fit the needs of the employees of the city of Syracuse, and began making inquiries about the possibility of chapter organization and affiliation with the Association. At the same time, three employees of the City Assessor's office; Harry Kimmey, William McArdele and Norbert Hornung, has the same idea and they were planning to become part of the Civil Service Employees Association's membership. As soon as we found that both myself and the other city employees were working for the same purpose, we pooled our information and interest and in February 1947, a meeting was called of representatives of the various departments of the city, and at this meeting a committee was appointed to draw up a Constitution and By-Laws for a permanent organization, and also appointed a nominating committee to select and name a slate of temporary officers. In March 1947, an open meeting was held at which all city employees were invited. John Holt-Harris, Jr., Assistant Counsel of The Civil Service Employees Association, Inc., was present and explained the aims and purposes of the Association. There was much interest at this meeting about the organization and what benefits the city employees might derive through membership. A constitution and By-Laws was adopted, and an election of temporary

officers was held and these officers were elected to serve until October of 1947 when permanent officers were selected to serve for the ensuing year.

Now as to what these actions meant in membership can be clearly stated. In July 1947, our membership was about 100; in July 1948, the number had increased to 300, and at the time that this issue of Merit is going to press, the membership is approximately 650. This surely is a concrete example of, not only the effectiveness of organization, but the real necessity of organization for the benefit of civil employees.

As President of Onondaga Chapter, I can report many improvements in the working conditions of our membership and many concessions have been received from the City Administration since our organization. On the salary question, which is always important to all Municipal employees, the early \$300 cost of living bonus has been frozen into the base pay of the city salary structure, and in addition salary increases on a permanent basis have amounted to \$450 an employee, so that since Onondaga Chapter has been active on behalf of the city employees, actually their pay scales have been increased on a permanent basis \$750.

Onondaga Chapter has also been instrumental in securing passage of a local law closing the City Hall offices on Saturdays during June, July and August, and negotiations are now in progress to secure an amendment to this local law to permit the closing of the city offices on Saturdays the year around.

Many problems have come before the officers and the Grievance Committee of Onondaga Chapter, and I am happy to say that in most every instance satisfactory adjustments were made for the benefit of the members involved.

The chapter has taken a very

active part in the legislative session which has concluded in Albany. Whenever called upon to show interest in any bills affecting the members of the Association, prompt attention has been taken, not only by mail and the use of the telegram, but also by personal contacts with the legislators, both in the Senate and Assembly from this district. I believe that considerable goodwill has been built up in the making of these contacts, and I am sure that when another year comes around and the legislative program of the Association comes into action, that what we have learned this last year can be put to good advantage in pressing for our recommendations in the succeeding sessions of the Legislature. I can truthfully say that the members of our chapter, in their dealings with the City Administration, have been fair in their attitudes and approach, and I believe that the success of their negotiating meetings is the answer to our method of approach.

Onondaga Chapter operates with an Executive Committee composed of 5 officers and 6 board members which meets monthly. The chapter, as a whole, meets quarterly. At these quarterly meetings, the officers endeavor to have a prominent speaker or provide entertainment, and usually a Buffet Supper. I believe that with a large group of members, that this is the most satisfactory means of doing the business of the chapter.

I was very happy to be able to successfully obtain permission from the City Administration to install the Association's Sickness and Accident Insurance group plan, and this is in effect for all city employees who wish to take this insurance which is offered to them through no other source.

While at the present time Onondaga Chapter is composed of employees of the city of Syra-

(Continued on page 17)

Statistics for the Layman

By IRVING COHEN
Salary Research Consultant

Nowadays, statistics has attained new heights of respectability. Arguments, buttressed by statistical contentions, carry an air of conviction. Indefatigable and apparently interminable series of statistical data are prepared and rushed into print by multiplying agencies. The mass manufacture of statistics seems to threaten the very comprehension it is designed to provide. Sometimes, statisticians appear to be more concerned with the esoteric thrills of their

technique than with enlightenment.

Ah, pity the layman, lost in this maze! How he must despair of ever achieving a working understanding of the elongated tables thrust upon him!

One path through this wilderness was clearly charted by Professor Wesley C. Mitchell when he stated: "The impetus toward the collection of statistics came from practical activities . . . Most of the ever-shifting issues in the political life of modern nations have had their economic aspects . . . the history of statistics in every country bears

the impress of its social struggles" (*Business Cycles*, 1928 edition, page 197).

If government employees, therefore, are to protect and advance their social and economic well-being, they must, of necessity, deal with and analyze the various statistical measures influencing their situation.

All that can be done in this very brief article is introduce some of the more important guideposts. These are listed in the accompanying table. This tabulation is, by no means, exhaustive. In many ways, these
(Continued on page 16)

Measure	Base Year or unit	Latest figure and date	Record high figure and date	Percent decline from record high to latest	Latest figure converted to 1935-39=100
PURCHASING POWER OF THE DOLLAR¹					
As measured by wholesale prices	1935-39 = 100	(D) 49.6			49.6
Consumer prices	1935-39 = 100	(D) 58.3			58.3
Retail food prices	1935-39 = 100	(D) 48.8			48.8
PRICES					
Consumers Price Index ²	1935-39 = 100	(F) 169.0	(Ag48) 174.5	3.2	169
Food Price Index ²	1935-39 = 100	(F) 199.7	(Jy48) 216.8	7.9	199.7
Retail prices: all commodities ¹	1935-39 = 100	(D) 192.5	(Ag48) 196.3	1.9	192.5
Prices received by Farmers ³	1909-14 = 100	(F) 258	(Jn48) 307	16.0	241
Prices paid by Farmers ³	1910-14 = 100	(F) 245	(Ag48) 251	2.4	191
Parity Ratio ³		(F) 105	(Oct46) 133		
Wholesale Price Index ²	1926 = 100	(F) 158.5	(Ag48) 169.5	6.5	196.7
INCOME AND SAVINGS					
Composite Index of Wages and Salaries, US ⁴	1939 = 100	(J) 197	(Jan49) 197	—	197
Av. Weekly Earnings: Clerical and Professional, US ⁴	1939 = 100	(J) 174	(Jan49) 174	—	174
Total Wages and Salaries, US ⁴	Billions of dollars	(D) 139.6	(D48) 139.6	—	331
Government Civilian Compensation, US ⁴	Billions of dollars	(D) 16.2	(D48) 16.2	—	221
Savings Deposits, N.Y.S. Savings Banks ⁵	Millions of dollars	(D) 10,326	(D48) 10,326	—	195
Personal Consumption Expenditures ¹	Billions of dollars	(D) 181.0	(D48) 181.0	—	285
EMPLOYMENT AND UNEMPLOYMENT					
Total Estimated Employment, US ⁶	Thousands	(F) 57,168	(Jy48) 61,615	7.2	102.3*
Total Estimated Unemployment, US ⁶	Thousands	(F) 3,221	(F49) 3,221	—	60.4
PRODUCTION, CONSTRUCTION, DOMESTIC TRADE					
Index of Industrial Production adjusted, US ⁷	1935-39 = 100	(F) 189	(048) 198**	5.5	189
Construction Contracts Awarded 37 States ⁸	Number	(D) 24,143	(My48) 37,282	35.2	169
Construction Cost Index, av. 30 cities ⁹	1913 = 100	(D) 501	(048) 504	0.6	291
Department Store Sales Adjusted, US ⁷	1935-39 = 100	(D) 309	(Jy48) 316	2.2	309
Manufacturers Sales Total ¹	1939 = 100	(D) 342	(S48) 367	6.9	342
Manufacturers Inventories, Book Value ¹	1939 = 100	(D) 296	(D48) 296	—	296
BANKING AND FINANCE					
Total Consumer Short Term Credit ⁷	Millions of dollars	(D) 15,957	(D48) 15,957	—	249
Bank Debts ⁷	Millions of dollars	(D) 109,908	(D48) 109,908	—	329
Velocity of Demand Deposits, N.Y.C. ⁷	Annual rate of turnover	(D) 28.6	(D48) 28.6	—	167

**Post war period only. This index number was exceeded during a number of the war years.
(D)—December 1948. (J)—January 1949. (F)—February 1949.

¹U.S. Department of Commerce; ²U.S. Bureau of Labor Statistics; ³U.S. Bureau of Agricultural Economics, Dept. of Agriculture; ⁴Federal Reserve Bank of New York; ⁵Savings Banks Association of the State of New York; ⁶U.S. Bureau of Census, Dept. of Commerce; ⁷Board of Governors of Federal Reserve Bank; ⁸F. W. Dodge Corporation; ⁹American Appraisal Co.



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| <input type="checkbox"/> Finger Lakes | <input type="checkbox"/> 1000 Islands-St. Lawrence | <input type="checkbox"/> Catskills |
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LEGISLATIVE REPORT

(Continued from page 7)

none, as yet, have been vetoed, although it is not unlikely that a few may meet this fate before the end of the month. Six of the bills passed in one house or the other, leaving 31 bills which failed to pass either house.

Among the most important of the bills that have passed both houses are the following:

The Erwin-Wilcox bill, which extends the present "Lupton Law" to April 1, 1950. This bill affects some 8,000 employees and provides that increment credit earned for service as a temporary or provisional employee shall be retained upon appointment to the same or similar position. It has already been signed by the Governor and is now Chapter 353.

The Erwin-Wilcox bill, which liberalizes the Feld-Hamilton Law, by providing that the effective date for the granting of increments is changed from "before October 1, to *"on or before October 1"*, has already been signed and is now Chapter 130.

The Graves-Barrett bill liberalizes the present law which requires termination of employment for an inadvertent failure to file an oath of office. This bill, sponsored by the Association, which has been signed by the Governor, is Chapter 420 of the Laws of 1949. It provides that employment shall be terminated only for a "refusal or willful" failure to file the oath.

A number of bills are still awaiting action by the Governor, including the Halpern-Barrett

bill which extends unemployment insurance to per diem employees and those who have been employed for less than one year; the Hammond-Tiffit bill which authorizes transfer of local employees within the limits of a county; the Campbell-Bennison bill authorizing municipalities to pay for overtime work; the Scanlon-Martini bill, providing that a Civil Service employee, serving as a juror in a court of record, is entitled to retain the jury fees received for such jury duty.

A number of other bills will be summarized in the final Legislative Report in the next issue of Merit.

STATISTICS

(Continued from page 14)

measures duplicate and influence each other. Each individual measure is, in itself, a summary of a large, complex number of factors. Equally competent analysis differ on the relative significance of these data. This table, however, brings together most of the accepted basic measures of salary, economic and business activity in relationship and in one field of view.

A study of the measures, shown in this table, should supply a factual basis for the analysis of current economic developments. The latest available figures at the time of publication (March 1949) and the change in these figures from pre-war and record peaks are shown. Turning points were experienced in most of these series in the last months of 1948. Movements within these data, therefore, take on added significance.

A series of articles is now being planned for publication in *The Civil Service Leader* explaining and clarifying these indexes and measures so that the layman can make full use of the valuable data available to him.

Get A New Member TODAY !

Give pages 10 and 11 to any non-member.

Then give the non-member an Application for Membership.

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ONONDAGA

(Continued from page 13)

cuse, we hope, in the near future, to interest the employees of Onondaga County to become members of the Association and a part of Onondaga Chapter. I firmly believe that the affiliation and membership of Onondaga County employees will have a most satisfactory effect at both city and county levels of employment.

The members of Onondaga Chapter are very well satisfied with the choice of The Civil Service Employees Association, Inc., as their employee organization.

BE CAREFUL

The State Division of the Treasury is having another attack of pay check mutilation.

In spite of repeated pleas that the State punch card salary checks "should not be folded, perforated, stapled or otherwise mutilated," Taxation and Finance Commissioner Spencer E. Bates said today that careless handling of checks has again seriously complicated Treasury bookkeeping operations.

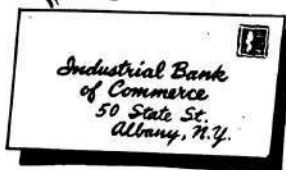
Checks which have been mutilated cannot be machine processed in the Treasury bookkeeping and reconciliation operations.

When the punch card check system was initiated some two years ago, 14% of the cancelled checks could not be processed through tabulating machines because of folding or mutilation. In response to Treasury pleas for greater care in handling, this percentage was quickly reduced to 4%. However, during the past few months, the percentage of mutilation has jumped to 22%.

"The cooperation of every State employee in eliminating this condition will be deeply appreciated," Commissioner Bates declared.

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**GOVERNOR DEWEY AT
ANNUAL DINNER**

(Continued from page 4)

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\$1,200. but less than \$1,600.	\$ 75.	\$1.10	\$1.55	\$1.85	\$2.50
\$1,600. but less than \$3,500.	\$100.	\$1.45	\$2.05	\$2.35	\$3.30
\$3,500. but less than \$5,000.	\$125.	\$1.80	\$2.60	\$2.95	\$4.15
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