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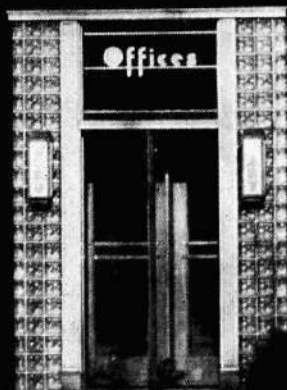
WINTER ISSUE
1948

17 No. 4
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*Magazine devoted to
Civil Service Merit
them in New York*



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\$ 600. but less than \$1,000.	\$ 50.	\$.75	\$ 1.05	\$ 1.20	\$ 1.70
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\$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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Official Publication of
The Civil Service Employees Association, Inc.

Vol. 17, Number 4

Winter Issue, 1948

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Our Cover

NEW HOME OF ASSOCIATION

The New Home of the Association at 8 Elk Street, Albany, New York — within a stone's throw of the State Capitol. Story on the New Headquarters is contained herein.

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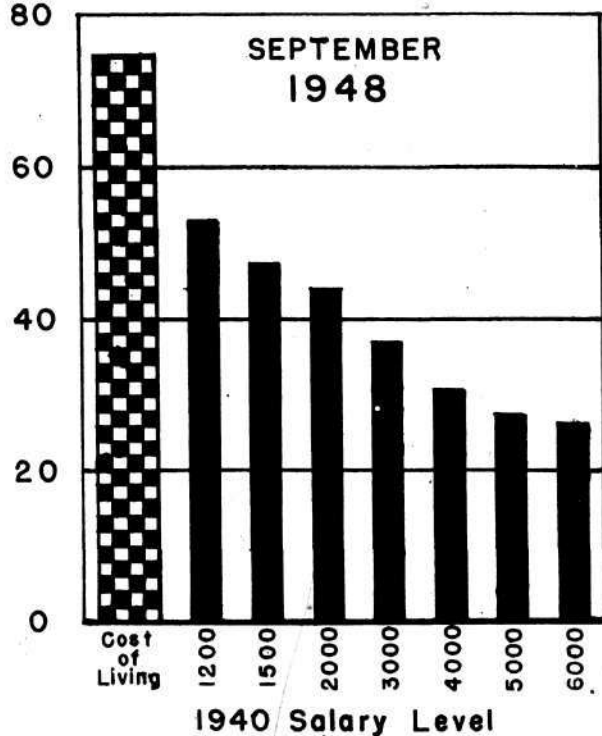
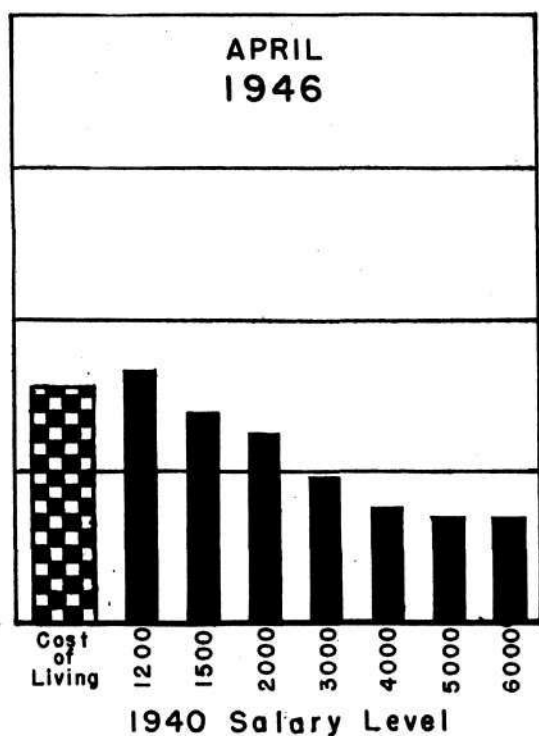
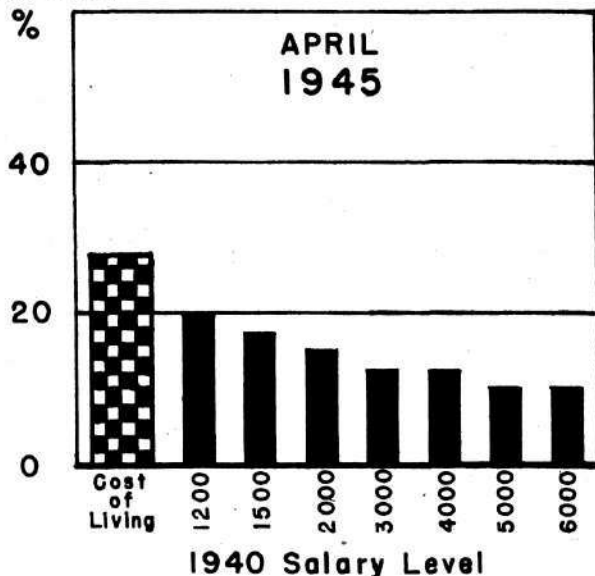
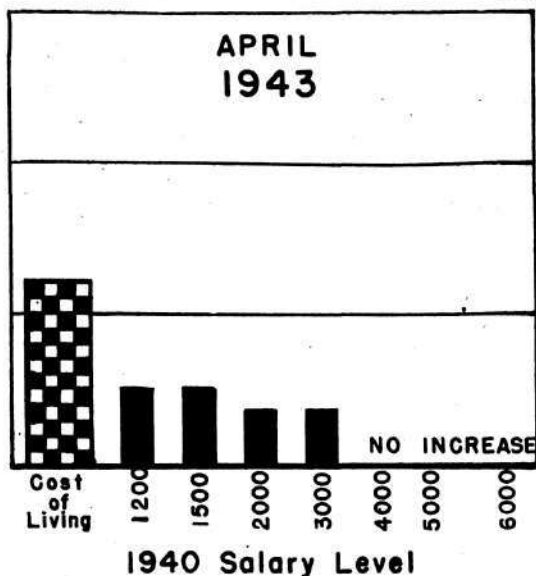
Editorial

Official Roster

MERIT is published quarterly. Publication office, 2 Norton St., Albany, N. Y. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 15c single copy, 50c. per year. Entered as Second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the act of March 3, 1879. Letters to the Editor, contributions, news items, applications for memberships and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y.

ADJUSTMENTS IN SPECIFIED STATE SALARY LEVELS COMPARED TO INCREASES IN COST OF LIVING SINCE 1940

INCREASE



The above chart is a grouping of four separate graphs, each indicating cumulative salary adjustments for the specified salaries at the various dates. The larger, checkered bar in each graph represents the increase in Cost of Living since 1940, as shown by the Bureau of Labor Statistics' Consumer Price Index. The solid bars show the percent adjustment in state salaries at various salary levels.

RISING PRICES OUTSTRIP STATE SALARIES

By IRVING COHEN
Salary Research Consultant

Rising prices continue to cut down the value of the state employee's dollar. Salary adjustments have, by no means, closed the gap that exists between increasing living costs and basic salary and wage scales. In terms of purchasing power, state salaries are substantially below pre-war levels.

The salient facts of the matter are shown in the accompanying charts. Since 84 per cent of all state employees earned between \$1200 and \$6000 per year in 1940 the salaries of most state workers fall within the range represented in these charts. The extremes at both ends of the salary scale are omitted. At one end, the substandard minimum basic rate of \$900 per year was raised 104 percent to a new minimum of \$1840. At the other extreme, commissioners, department heads and other high-salaried officials earning \$10,000 per year or more in 1940 have received pay boosts ranging from \$2500 to \$8000. These charts are concerned primarily with the basic salary adjustments received by the vast majority of state employees. The correction of other salary inequities, such as reallocation of positions, payment in lieu of maintenance, etc. are not included in these data.

Salary adjustments occurred at each of the periods illustrated except in September 1948. This is the last date for which B.L.S. consumers' price index data are available. The last salary adjustment occurred in April 1948. At that time the consumer's price index was 69½ per cent higher than in March 1940.

What do these figures reveal?

Salary adjustments have lagged seriously behind the rise in consumers' prices. In April 1943, salary adjustments for most state employees were from 14 to 24 percent behind the rise in prices; in April 1945, from 7½ to 17½ percent behind; in April

1946, the lag was reduced, particularly among the lowest salaries; and in April 1948, three-fifths. Living costs began to skyrocket anew in midsummer 1946, and by September of this year, had risen 25 to 50 percent above salary adjustments. And current salaries include emergency compensation payments.

What is the picture of current salaries?

The median state salary is \$2,600 a year. A single person, much less a family, would have difficulty in maintaining a decent and adequate standard of living on this salary under current conditions. This is below the average salary paid clerical and office workers in New York City during December 1947 and January 1948.

The past few years have seen a large increase in the number of high-salaried positions in state service. Half of the 574 new titles allocated by the Salary Standardization Board since 1943 paid basic entrance salaries of \$4,000 a year or more. Only 15 per cent of all state employees earn this much money. Two-thirds of all state employees earn less than \$2,941 a year, the arithmetic "average" annual wage. About half of all state employees earn between \$2,000 and \$3,499 a year. Salary adjustments for this group range between 35 and 50 per cent in the years between 1940 and 1948.

What has happened to industrial wages during this period? Average gross weekly earnings of all manufacturing production employees doubled between January 1941 when they were \$26.64 and March 1948 when they amounted to \$52.07.

The so-called "third round" of wage increases took place since March of this year. An analysis of 24 of the most significant collective bargaining agreements signed between April and August 1948 shows that the 2,014,500 workers covered by these agreements received an average increase of 12.9 cents an hour. This amounts to an 8½ per cent increase. Industries, covered by

these agreements, include steel, electrical machinery, auto, rubber, food processing, shipbuilding and apparel manufacturing and coal mining, communication, railroad and water transportation. (A Bureau of Labor Statistics survey of total straight-time earnings in about 3,000 manufacturing companies shows that wage rates in these plants rose 8.7 percent in the year ending September 1948.)

A new, significant tendency in union demands became evident during recent negotiations. Nineteen of the 24 labor contracts signed covering 87 per cent of all the workers involved, provided for "wage-fringe" concessions over and above direct production wage increases. In September 1948, the Bureau of Labor Statistics estimated that more than 3 million workers were covered by some type of health, welfare and/or retirement benefit plan under collective bargaining agreements, more than twice the number in 1947. Many unions no longer consider these to be "fringe" issues. They emphasize illness and injury benefits.

These "wage-fringe" concessions add substantially to the industrial worker's real wage. The Automotive and Aviation Parts Manufacturers' Association estimated that wage fringe payments cost that industry almost 7½ cents above direct wages for every hour worked in 1947. Supplementary wage payments now average between 4 and 5 per cent of total wage payments, according to the U. S. Department of Commerce. The value of "fringe" concessions, this year, amounted to between 6 and 9 cents an hour. By adding these payments to the direct production wage increases, industrial workers upped their wages by 12 to 14 per cent in their "third round."

Did white collar workers fare as well as production workers? Many office employees benefited from wage increases granted their production line co-workers. For example, the Chrysler Corporation after signing a new contract with the United Automobile Workers (CIO) on May 28,

1948 raised the salaries of their salaried employees by 9 per cent, with a minimum increase of \$20 a month.

Average gross weekly earnings in white collar industries rose, as follows, between January 1941 and June 1948. Only the salaries of non supervisory employees and working supervisors are included in these comparisons.

Industry	% Increase
Public Utilities	
Telephone and telegraph	50%
Electric light and power	70%
Trade	
Wholesale	83%
Retail	88%
Hotels (year round)	103%
Brokerage	83%
Insurance	46%

Increases in all of these industries have exceeded most state salary adjustments.

State workers cannot expect any new adjustment in their salaries before April 1, 1949. This delay will probably cause even greater hardships. In the four months between March and July 1948, the B.L.S. Index of wholesale prices rose 4 per cent. The index registered 161.4 (1926=100) in March and 168.6 in July. Consumers prices tend to move in the same direction as wholesale prices after a slight lag; in September 1948, the B.L.S. consumers' price index had risen 4 per cent since March 1948, and 6½ per cent since September 1947. Indexes for these periods read 163.8 (1935-39=100) in August 1947; 166.9 in March 1948 and 174.5 in September 1948.

Competent observers point to new price increases despite isolated instances of stability. The magazine *Business Week*, in its October 23, 1948 issue, stated that

"Consumers don't feel the new strength in prices yet. That's because most of the upward pressure is at the spot-market level.

"But current price advances, and those still to be posted, soon will be appearing in manufacturers' sales. From there they will be passed on to wholesaler, retailer and finally the consumer.

"Complicating the price picture is the railroad's latest rate increase request. Whatever they get will be added to the cost of doing business. This appeals to weakening soft goods

as well as still-scarce durables." (*Business Week's Bold Face Type*)

Industrial circles are beginning to talk about a "fourth round" of wage increases. Henry Ford 2d predicted on November 17, 1948 that industrial workers will get a fourth-round wage increase. "A new pay boost is inevitable," he is quoted as saying. "I don't think anything can prevent it."

The State salary situation can be simply summarized.

1. Rises in the prices of essential commodities are running ahead of state salary adjustments.

2. Wages and salaries of persons in private employment have been increased to a point of much closer equilibrium with rising living costs than have state salaries.

3. Prices are expected to continue at or rise above present levels.

What is to be done?

The solution flows from the statement of the problem.

1. Further adjustment in state salaries is essential.

2. All present emergency payments should be incorporated into basic pay scales.

3. Any new salary adjustment should also be incorporated into basic pay scales.

At the 38th annual meeting of the Civil Service Employees Association, the delegates voted for an increase of at least 12 per cent over present pay rates and the incorporation of all salary adjustments into basic pay scales. This is a minimum program.

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STATE CAPITOL

ALBANY, N. Y.

Standing Committee Chairmen Appointed

President Frank L. Tolman announced the appointment of Chairmen of Standing Committees of the Association for the year 1948/49 as follows:

Auditing — Charles H. Foster,
Division of Budget

Education — Dr. David M.
Schneider, Social Welfare

Pensions — Charles C. Dubuar,
Insurance

Legislative — Jesse B. McFarland,
Social Welfare

Membership — John F. Powers,
Labor
J. Allyn Stearns,
Westchester Co.

Salary — Davis L. Shultes, Insurance

Social — Janet Macfarlane, Mental
Hygiene

Director's Committee Appointed

The Board of Directors of the Association, meeting on October 28th, elected the following Directors Committee, which according to the Association's Constitution, is vested with the power and authority of the Board of Directors when that board is not in session:

Dr. Frank L. Tolman, (Ex-officio)
President

Jesse B. McFarland, 1st Vice-President

John F. Powers, 2nd Vice-President

Fred J. Walters, 3rd Vice-President

J. Allyn Stearns, 4th Vice-President

Ernest L. Conlon, 5th Vice-President

Charlotte M. Clapper, Health

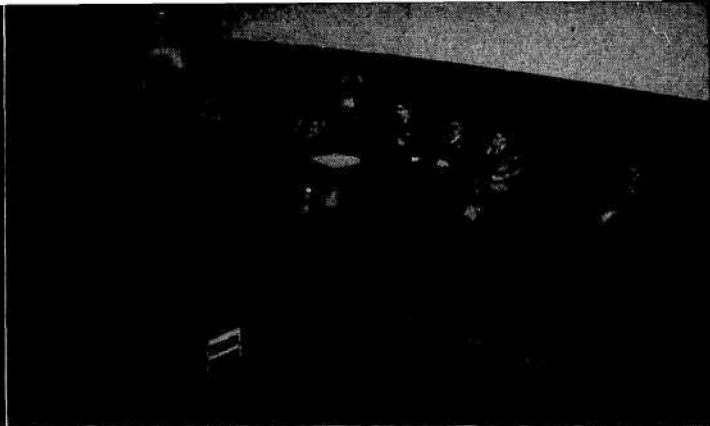
Christopher J. Fee, Labor

Robert Baylor, Ulster Chapter

John M. Harris, Mental Hygiene

Francis A. MacDonald, Southern
Conference

Francis C. Maher, Law



AT LEFT — DELEGATE REGISTRATION. A few of the 400 delegates registering in the Temporary Association Headquarters established in the DeWitt Clinton Hotel for the Annual Meeting.

AT RIGHT — PANEL DISCUSSION — Panel Members at the Discussion on the Major Goals of the Association held in conjunction with the Meeting. Left to Right: Counsel John T. DeGraff, Discussion Leader; Dr. Tolman; Janet Macfarlane, Association Secretary; Joseph Schechter, Counsel of State Civil Service Commission; Davis L. Schultes, Chairman of Association Salary Committee; Irving Cohen, Assn. Research Consultant; Joseph D. Lochner, Executive Secretary and Charles L. Culyer, Field Representative. At the Microphone is William J. Dougherty, Director of the State Retirement System.

At the Annual Meeting

About 400 delegates representing the 130 Association Chapters throughout the State met in Albany on October 5 and 6, 1948. The occasion was the Thirty-eighth Annual Meeting. Besides the regular business sessions of delegates the meeting program included departmental delegate conferences, county division delegate conferences, regional conference meetings and panel discussions dealing with the major goals of the organization as to salaries, retirement, veterans preference, public employee relations and other important matters. Outstanding speakers attended the Luncheon and Dinner meetings held in conjunction with the annual meeting.

The entire two days of the meeting were devoted to a careful analysis of employee needs and a program of remedies. Elsewhere in this issue are the resolutions adopted, the report of the Board of Canvassers as to officers elected for 1949, reports of officers, talks given by the prominent guests and other information as to the Thirty-eighth Annual Meeting.

The following pages tell the story of the vitally important 38th Annual Meeting. Study these pages carefully. Know what your Association is doing, planning and thinking.

AT RIGHT — THE BOARD OF CANVASSERS. Left to right, standing: Leonard F. Requa, Chairman; Walter Conway, Vernon A Tapper and Isabelle O'Hagan. Clerks to the Board are (standing at right) Mildred O. Meskill and in front: Mrs. Helen Culyer, Lea Lemieux, Jean O'Hagan, Virginia Leathem, Mrs. Marie Owens, and Jesse Napierski. Not present for picture were Board Member George W. Hayes and clerks: Barbara Baldes, Corinne Thomas, Ellen McManus, Irene Poliquin, Etola Muckey, Ethel Chapman, and Catherine Purcell.

The Board devoted a great deal of effort counting, checking and tabulating the thousands of ballots cast by members so that the election results could be announced to delegates at the Wednesday Evening Business session of the meeting on October 7th. A rising vote of thanks was extended to the Board and its clerks.

AT LEFT — THE RESOLUTIONS COMMITTEE. Clockwise around table starting at bottom: J. Walter Mannix, Harry E. Dillon, Dr. Frank L. Tolman, Association President; John T. DeGraff, Counsel; Paul Swartwood, Jesse B. McFarland, Committee Chairman; John F. Powers, George J. Fisher, J. Leslie Winnie, Clarence W. F. Stott and Charlotte M. Clapper.

The Resolutions Committee was given a vote of thanks by the delegates for molding into the resolutions presented to the delegates the hundreds of proposals received from chapters and members. The Committee was in session many hours in order to achieve its work.



Program For '49 Charted

The following are resolutions adopted at the Thirty-Eighth Annual Meeting on October 5 and 6, 1948, by the over 400 delegates of the Association from throughout the State.

READ THESE RESOLUTIONS AGAIN AND AGAIN. UNDERSTAND THEM. TALK ABOUT THEM IN FORMAL AND INFORMAL DISCUSSIONS. CARRY THEIR SIGNIFICANCE TO YOUR REPRESENTATIVES IN THE STATE LEGISLATURE AND TO YOUR NEIGHBORS.

THESE RESOLUTIONS REPRESENT YOUR NEEDS. THEY SET THE POLICY AND PROGRAM OF THE ASSOCIATION FOR 1949. THEY ARE THE RESPONSIBILITY, NOT ONLY OF THE ASSOCIATION'S OFFICERS, BOARD OF DIRECTORS AND DELEGATES, BUT OF THE ASSOCIATION'S ENTIRE MEMBERSHIP.

SALARIES

SALARY ADJUSTMENT

WHEREAS, The salary or wage income of professional, clerical and administrative, custodial, and skilled tradesmen in private employment has been increased in an effort to maintain a near equilibrium with prices of essential commodities and it is reasonable to believe that prices and salary and wage scales will continue at or above present levels for several years, and,

WHEREAS, The basic salary and wage scales of employees of the State of New York reflect adjustments of approximately 50 per cent over basic scales of 1940 as against an increase in prices of 75 per cent during the same period,

THEREFORE, BE IT RESOLVED, That this Association urge upon the Governor and the Legislature that action be taken to increase the present emergency percentages provided in Chapter 139 of the Laws of 1948 by at least 12 per cent to meet increases in living costs and to incorporate such total emergency adjustment into the basic pay rates of all employees of the State and of agencies now receiving the emergency pay percentages.

TIME AND A HALF FOR OVERTIME FOR STATE EMPLOYEES

RESOLVED, That every possible effort be exerted to provide that required overtime work be paid for at a rate of time and one half to employees of the State required to work beyond 40 hours each week.

TIME AND A HALF FOR OVERTIME FOR LOCAL PUBLIC EMPLOYEES

RESOLVED, That every possible effort be exerted to provide that required overtime work be paid for at a rate of time and one half to employees of local subdivisions of the state required to work beyond 40 hours each week.

SALARY INCREMENT AFTER FIVE YEARS

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

ANNUAL SALARIES FOR PER DIEM EMPLOYEES

WHEREAS, It is sound and desirable employment practice to properly classify and to accord a basic annual salary to public employees who are retained in service continuously throughout one or more years, and

WHEREAS, in general practice, this is the policy of the State, and annual wage scales to which all such positions could be easily allocated are provided in the law relating to salary standardization, and,

WHEREAS, there are at present a number of workers in the Department of Public Works, the Department of Conservation and other Departments who are continuously employed year after year on a per diem basis and this practice is unsatisfactory to the employees and serves to impair morale,

THEREFORE, BE IT RESOLVED, That this Association urge upon the civil service, administrative and appropriating agencies that immediate action be taken to properly classify, to allocate positions as to salary and to place all per diem workers contin-

uously employed on a basic annual salary fitting to the duties and responsibilities of each position concerned.

AND BE IT FURTHER RESOLVED, That such employees be granted all leave and other rights common to employees on an annual basis.

PAY FOR WORK BEYOND FORTY HOURS PER WEEK

WHEREAS, Under the operation of Chapter 270 of the Laws of 1947 amending the civil service law in relation to overtime compensation of State employees, certain employees who work periods of 44 or 48 hours per week have not been accorded overtime pay, and,

WHEREAS, This constitutes injustice and discrimination among civil service employees,

THEREFORE, BE IT RESOLVED, That the Association call upon the Budget Director to act immediately to review the various positions not now accorded overtime pay and to issue necessary rules providing for overtime pay beyond forty hours per week in all cases where employment exceeds such number of hours.

SALARY INCREMENTS FOR CIVIL EMPLOYEES OF LOCALITIES

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper authorities of political subdivisions the adoption, as a spur to the career system, of Tenure Increment Plan to provide that an employee of a political subdivision who has remained at or above the maximum of his pay scale for a period of five years shall be entitled to an additional salary increment and that similar increase be granted at each future five year period of like service up to twenty years.

IMPROVE SALARIES, CLASSIFICATION, RETIREMENT OF ARMORY EMPLOYEES

BE IT RESOLVED, That the Civil Service Employees Association, Inc., sponsor the same legislation for Armory Employees in the 1949 Legislature as sponsored by the Civil Service Employees Association, Inc. and introduced in the 1948 Legislature, viz:

Amend section 187, 8 & 9 generally for an annual salary with yearly increments; change of titles, etc.

Amend section 19-A Military Law for retirement benefits.

Provide same vacation and sick leave allowances as granted other state employees and unemployment insurance for employees of the Division of Military and Naval Affairs.

GUARD PAY FOR ALBION, BEDFORD HILLS, DANNEMORA AND MATTEAWAN

WHEREAS, the Matteawan and Dannemora State Hospital Attendants and Matrons at Albion and Bedford are performing services similar to those performed by the Guards in the penal institutions of the State, and

WHEREAS, Attendants and Matrons of these institutions have been discriminated against in the matter of appropriate salary allocations, and,

WHEREAS, The Association is seeking to abolish all such discrimination,

THEREFORE, BE IT RESOLVED, that the Civil Service Employees Association, Inc., continue determined efforts to secure for the attendants of Matteawan and Dannemora State Hospitals, and Matrons at Albion and Bedford Hills, a scale of pay equal to that of prison guards.

By Resolutions Adopted

SICK LEAVE AND VACATION PAY ON RETIREMENT

RESOLVED, That legislation be enacted providing that a lump sum in lieu of any accrued sick leave or unused vacation credits to be paid to a member upon retirement.

HAZARDOUS AND ARDUOUS COMPENSATION

WHEREAS, The present provisions relating to payment of hazardous and arduous compensation now in effect, cover only part of the employees having to do with operation of tubercular hospitals, and,

WHEREAS, Tubercle bacillus is not confined to any particular room, ward or space, but is omnipresent in a tubercular hospital, as substantiated by authorities on tuberculosis, and,

WHEREAS, The present situation tends to undermine the morale of employees caring for tubercular patients,

THEREFORE, BE IT RESOLVED, That adequate extra compensation be accorded to employees of hospitals and other institutions caring for tubercular patients by means of salary reallocation of such positions, or, if this is found impracticable, by the re-establishment of special hazardous or arduous compensation for these positions.

CLASSIFICATION, AND SALARY ALLOCATION

WHEREAS, The nature of positions in state service change from time to time and many positions are now improperly classified and improperly allocated as to salary, and

WHEREAS, Many members of the Association are adversely affected and have appealed to the Salary Board and Classification Board for prompt and efficient relief,

THEREFORE BE IT RESOLVED, That the Association continue to press for such continued classification and reallocation of salaries as will keep the service in line with actual conditions and will continue to cooperate in all ways with all groups of employees in presenting their claims to the Classification and Salary Boards.

ADEQUATE SALARY SCHEDULES FOR POLITICAL SUBDIVISIONS

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, Personnel Officers and proper departmental authorities of political subdivisions, the adoption of adequate salary schedules in accordance with established personnel practice.

EQUAL PAY FOR WOMEN

RESOLVED, That the Association urge upon the Governor and the Legislature to act to follow out the generally accepted principle of like pay for women with men when both perform the same or similar duties.

EXTENSION OF FELD HAMILTON COVERAGE TO PARK AUTHORITY AND COMMISSION EMPLOYEES

RESOLVED, That the Association urge the immediate placing under Feld-Hamilton services and grades all employees of State Parks, Authorities and Commissions throughout the State not now so covered.

EXTENSION OF FELD HAMILTON TO PUBLIC SERVICE REVOLVING FUND EMPLOYEES

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

PAY FOR LEGAL HOLIDAYS FOR PER DIEM EMPLOYEES

WHEREAS, most of the per diem and hourly employees of the Department of Public Works and other agencies, authorities and departments are employed on an all-year basis; and,

WHEREAS, employees paid on an annual basis receive compensation for legal holidays.

THEREFORE, BE IT RESOLVED, That the Association urge upon the Department of Public Works and other agencies, authorities and departments, that per diem and hourly employees be paid for the eleven legal holidays, or such of these holidays as may occur during their period of employment.

MORE ADEQUATE REIMBURSEMENT FOR MEAL EXPENSES

WHEREAS, the rules of the State Comptroller relating to allowances for meals and lodging provide a limit of \$9.50 per day with a limitation on the portion of this allowance which may be used for meals placed at \$4.00 per day, and

WHEREAS, it is increasingly difficult to purchase food in restaurants and elsewhere at costs which will permit the limit referred to,

THEREFORE, BE IT RESOLVED, That the Association urge immediate request to the Comptroller for review of the rules in question and a more adequate allowance to purchase all meals.

RECOGNITION OF HAZARDOUS AND ARDUOUS PAY

WHEREAS, the occupation of all employees in an institution of the Department of Mental Hygiene which brings the employee into daily contact with mental patients is highly hazardous or arduous, therefore,

BE IT RESOLVED, that the concept of hazardous and arduous duty be administered in such a way as to include all institutional employees whose normal occupation brings them in daily contact with mental patients and,

BE IT FURTHER RESOLVED that such recognition be given in the form of a general upward reallocation for all employees so affected.

PROMPT SALARY PAYMENT

WHEREAS, it appears that despite excellent attention on the part of departmental agencies and the Department of Audit and Control and the Department of Civil Service to the processing of payrolls, that many instances occur where pay checks to field employees and others are delayed beyond regular pay periods, and,

WHEREAS, This is a serious matter to the employees concerned in that their obligations for necessary purchases for themselves and their families are interfered with, with resulting distress,

THEREFORE, BE IT RESOLVED, That the Association urge upon each office of government concerned that it adopt a policy which will assure that all paychecks are given priority and dispatched to the various field offices and employees so as to reach them promptly and regularly as pay periods occur.

TRAVEL TIME ALLOWANCE

RESOLVED, That the Association appeal to the proper authorities to secure for all persons required to travel in transferring wards of the state beyond the regular tour of duty compensating time off or overtime pay for all necessary time spent in traveling.

TRAVEL ARRANGEMENTS AND REIMBURSEMENT

RESOLVED, That the State of New York as the Employer, and the Association for the employee, jointly undertake a study of the on-the-job automobile transportation needs of State employees, doing this with the intention of maintaining this effort as a permanent and continuing activity, changing recommendations from time to time to the end that:

- (1) Proper automobile equipment be furnished by the State and designated for the use of any of its Employees when it can be shown that this would facilitate the work of the employee to the extent warranting the investment, and could thus be justified over the alternative of paying the employee for his on-the-job use of his or her own car.
- (2) A proper scale be evolved and revised from time to time, for reimbursement for use by the employee of a personal car on official business.

UNEMPLOYMENT INSURANCE FOR ALL PUBLIC EMPLOYEES

WHEREAS, the present Unemployment Insurance Law for public employees does not cover employees not in the classified service or who are not, by rule or regulation, deemed permanent although they may be employed for one or many years, or otherwise fulfill the purposes of unemployment insurance so far as coverage is concerned,



GROUP CONFERENCES AT THE ANNUAL MEETING. (1) Charlotte M. Clapper, presiding at conference of Health Dept. Chapter delegates; (2) State Armory Chapter Delegates consider their problems; (3) Public Works Chapter delegates meet with Arthur W. Moon; (4) Leo M. Britt leads Correction Dept. Chapter delegates conference; (5) Mental Hygiene Chapter delegates discuss their problems with William J. Farrell; (6) Some Education Chapter representatives meet with Dr. Albert E. Corey; (7) Angelo J. Donato talks over Conservation Department problems with delegates; and (8) Fourth Vice-President J. Allyn Stearns presides over meeting of County Division delegates.

THEREFORE, BE IT RESOLVED, That the Association urge upon the Governor and the Legislature provisions for the coverage of all employees paid by State government, its agencies and authorities, in all cases of unavoidable unemployment and regardless of civil service jurisdictional or time status.

RETIREMENT

LIBERALIZE STATE SYSTEM

WHEREAS, There is grave need for improvement of the State Retirement Law to provide retirement allowances and privileges in line with present day social security concepts, and

WHEREAS, The appeals of state employees for the past four years for action on a definite and enlightened program have not been acted upon and needed reforms thereby inexcusably delayed,

THEREFORE BE IT RESOLVED, That the Association hereby directs its officers and committees to take immediate proper and vigorous action and to employ all necessary resources of the Association, to bring about sound improvements in this law so vital to worker welfare, in the following ways:

1. establish a minimum retirement allowance of at least \$1200 per annum for members who have been employees of the state on a full time basis for thirty years
2. permit optional retirement at age 55 or thereafter on the basis of 1/120 of the average salary, the state to bear one-half of costs
3. that the death benefit be increased to an amount equal to 1/12 of the members annual salary for each year of service to 12 years and an additional amount for longer service
4. that the law provide vesting of employee's retirement allowance after five years of service when state service is discontinued, on the principle provided in the Federal Retirement System
5. that optional retirement after 25 years of service at one-half pay be provided for prison guards, park patrolmen and rangers, game protectors, institutional employees and other state and local employees whose duties require early retirement
6. that members be granted the option of purchasing additional annuity, and

BE IT FURTHER RESOLVED, That the Association officers and committees take all possible steps to secure such elements in this program as may seem possible of achievement in the coming legislature.

LARGER ALLOWANCES FOR RETIRED EMPLOYEES

WHEREAS, Changed economic conditions have so affected the costs of essentials of life and maintenance of health of citizens, and

WHEREAS, This situation has caused and is causing particular distress in the case of former employees of New York State and its sub-divisions who have contributed to the upbuilding of the State, and who are now retired on meager pensions,

THEREFORE, BE IT RESOLVED, That the Association urge upon the Governor and the Legislature an immediate study of the conditions referred to and provision for payment of suitable and appropriate amounts to pensioners now receiving yearly allowances which are inadequate for the maintenance of good health and proper social standards.

LIBERALIZE CORRECTION RETIREMENT SYSTEM

RESOLVED, That the Association urge upon the Governor and the Legislature the enactment of a measure to grant to beneficiaries of members of the Correction Department Retirement System options like to those provided for members of the State Retirement System at no additional cost to members.

EXEMPTIONS OF PENSIONS FROM FEDERAL INCOME TAX

RESOLVED, That the Association appeal to Congress to act promptly to relieve public employees receiving pensions from the State Retirement or other public pension systems from Federal Income Tax on such pensions to at least the extent of \$2000.

RETIREMENT CREDIT FOR ALL VETERANS

RESOLVED, The Association sponsor and support an amendment giving credit for retirement purposes, upon retirement, to all veterans, for service time rendered during World War I and World War II.

PUBLICIZE RETIREMENT OPTIONS

RESOLVED, That the Association request the State Retirement System to prepare and publish such statement as will indicate clearly by examples the various benefits provided under the System.

EXTEND STATE RETIREMENT SYSTEM TO EMPLOYEES OF ALL STATE'S POLITICAL SUBDIVISIONS

RESOLVED, That the Association use all proper means to effect the entrance of all employees of political subdivisions into the State Retirement System.

FOR INSTITUTIONAL SERVICE

IMPROVE WORKING CONDITIONS OF INSTITUTIONAL EMPLOYEES

WHEREAS, it is the policy of the State of New York to accord to its mentally ill and other wards maximum of good health and curative care, and

WHEREAS, this involves planning of the most careful and scientific kind, not only as to the buildings, equipment and facilities necessary, but also as to the recruitment of personnel of character and ability, the payment of adequate remuneration to such personnel, and the establishment of working conditions which provide satisfaction and incentive to workers,

THEREFORE, BE IT RESOLVED, that the Association call upon the Department of Mental Hygiene and all other departments in which institutions are maintained to inaugurate immediately a comprehensive program for raising the standards of personnel in the various titles; the improvement of salaries of all employees, professional and otherwise the reclassification of positions and the doing away promptly with the practice of working employees out of proper title; that study opportunities be afforded employees in the various positions so that their advancement in the service may be encouraged; that steps be taken to provide meal tickets; for the abolition of the split shift, and otherwise to make attractive and remunerative employment in state institutions.

MEAL CARD ARRANGEMENT FOR INSTITUTIONAL WORKERS

RESOLVED, That the Association recommends that meal cards be made available to employees in institutions wherever meals are served to employees, such cards to be furnished at present meal rates, and that such cards be punched by the person in charge of the dining room only for such meals as are actually taken by each employee and that the employee be charged only for the meals taken.

REQUEST THAT EMPLOYEES BE ALLOWED TO PURCHASE AT INSTITUTION STORES

BE IT RESOLVED, That this Association attempt to have the necessary rules or legislation passed which would allow employees in State Hospitals and State Schools to purchase food and supplies at Hospital or School Stores.

PATROLMEN — PEACE OFFICERS

RESOLVED, That the Association urge legislative action to create peace officers of all patrolmen in the Department of Mental Hygiene under Section 154 of the Penal Code.

PUBLIC EMPLOYEE RELATIONS

LABOR RELATIONS IN GOVERNMENT

WHEREAS, This Association is dedicated to the principle that the Government is the servant and not the master of the people and that its objectives are to be attained by truly democratic methods, and whereas its constitution further provides that the Association, with the conviction that the people are entitled to uninterrupted governmental service, renounces the use of the strike by public employees, and

WHEREAS, The arbitrary, restrictive and undemocratic provisions of the Condon-Wadlin Act deny the public employees many of the fundamental rights and privileges of citizens and have focused attention upon the fact that public employees do not possess full freedom of association or full liberty to discuss grievances or problems with their superiors; and

WHEREAS, It is necessary to establish appropriate machinery for consultation, negotiation and discussion of working conditions and other personnel matters affecting public employment;

NOW, THEREFORE, BE IT RESOLVED, That the Association bend its efforts to bring about the adoption of the bill

prepared by the Association providing for a Public Employment Labor Relations Act which will lay down the principle that it shall be the public policy of the State to encourage the practice and procedure of joint, orderly and regular discussion and negotiation for the settlement of differences between public employees and the State, and its local subdivisions, and to protect public employees in the exercise of full freedom of association, self-organization and discussion by representatives of their own choosing for the purpose of regular discussion and negotiation of terms and conditions of employment or other mutual aid and protection, free from restraint, interference or coercion.

EMPLOYEE REPRESENTATIVE ON ALL PERSONNEL BOARDS OR COMMITTEES

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper authorities of political subdivisions, that in accordance with modern personnel procedure, employees, selected by the majority of fellow employees in a democratic manner, should be included on all boards, committees and similar bodies established to consider personnel matters, or provision should be made for responsible consultation with such employee representatives before decisions are made on matters of such nature.

IMPROVE CONDITIONS OF NON-TEACHING LOCAL SCHOOL EMPLOYEES

WHEREAS, there is wide variance as to the working hours and wide discrepancy in pay received by non-teaching employees of the school system in the State of New York, both as between various school districts and as compared with mandatory teachers salaries, and

WHEREAS, the Legislature of the State of New York has considered and enacted legislation tending to fix the hours of employment and minimum wages in diverse fields of public employment, and at its last session fixed a new minimum wage scale for school teachers,

NOW THEREFORE BE IT RESOLVED, that the Association urge upon the legislature and the school districts the enactment of laws to effectuate a standard program of adequate pay and fair hours of employment for such non-teaching school employees.

VETERANS PREFERENCE SUPPORT MITCHELL AMENDMENT ON VETERANS PREFERENCE

WHEREAS, experience of the past four years indicates plainly that the present Constitutional preference granted to veterans is inimical to the best interests of the State and unfair to many veterans and to all non-veterans within the Civil Service or who may seek to enter the Civil Service, and

WHEREAS, the Legislature of 1948 did approve an amendment to the Constitution known as the Mitchell Proposal, which would provide a preference more equitable to the veteran and the non-veteran alike, and which would serve to expedite recruitment of better trained and experienced men and women for public service within our State under the Civil Service system,

THEREFORE, BE IT RESOLVED, That the Association hereby directs its officers and committees to use all proper means and necessary resources of the Association to secure the adoption of the Mitchell Proposal by the 1949 Legislature and to seek by all proper efforts to secure the adoption of that proposal by the people at the next general election in 1949.

CONDEMN SUBVERSIVE INFLUENCES

WHEREAS, A prime duty of every citizen is loyalty to his government, respect for its laws and institutions, and a firm resolve to safeguard and defend his birthright of freedom, and

WHEREAS, It has transpired that agents of foreign governments have and are conspiring to implant in the minds of our citizens a false ideology with intent to overthrow our laws and institutions and replace them with a dictatorship and a form of government which have thus far yielded only moral degradation, brutality, poverty, fear and death to millions of human beings in many wide areas of the earth, and

WHEREAS, The technique of those who would destroy our government is one of subtlety, spying and cunning infiltration of key positions inside and outside government, and

WHEREAS, There is abundant evidence of attempts at infiltration in our National government and that there are organizations in our State devoted to similar ideologies and to similar attempts at infiltration and directly appealing to civil service employees of the State and its subdivisions,

THEREFORE, BE IT RESOLVED, That the delegates to this annual meeting of the Civil Service Employees Association, Inc., do hereby condemn and denounce all Communist or otherwise inspired subversive efforts of individuals and groups, aimed at the destruction of our government of freedom solely dedicated to the welfare of the citizen and pledge ourselves to do all in our power to maintain public service free and undefiled from subversive activities.

CIVIL SERVICE GENERALLY REVITALIZE CIVIL SERVICE ADMINISTRATION

WHEREAS, It is a constitutional mandate that appointments and promotions in the civil service of the State and of all civil divisions thereof shall be made according to merit and fitness to be ascertained by competitive examinations, so far as practicable, and,

WHEREAS, This mandate is essential to efficient and economical government and also to recognition of the natural rights of public employees and civil servants and as citizens, and,

WHEREAS, The present administration of the civil service agencies of the State and of various of its sub-divisions fails to provide effectively or promptly for recruitment or promotion of all civil servants on the basis of merit and fitness, and, as a result of this failure,

- (1) many thousands of positions are filled without benefit of competitive tests;
- (2) thousands of employees are discouraged and dismayed by delays in promotion opportunities;
- (3) appointing officers and citizens are thus led to doubt the efficiency of the merit system;
- (4) the processes of classification and of salary allocation are interfered with, and,
- (5) the efficiency of governmental services are seriously undermined,

THEREFORE, BE IT RESOLVED, That this Association urge upon the State Civil Service Commission and upon officers of local governments, prompt action to reinvigorate and revitalize the administration of the civil service system in all its phases and on all levels of government within our State so that recruitment and promotion and direction of public employees shall be carried out fully in accord with the principles and practices clearly outlined in Article V of the Constitution and in the civil service laws implementing that bill of rights.

PROMOTE RESPECT FOR MERIT SYSTEM

RESOLVED, That the Association initiate a broad campaign to promote public and official respect for the merit system, and,

BE IT FURTHER RESOLVED, That the President is hereby directed to appoint a Committee to develop promptly a definite and complete plan to effectuate the purpose herein stated.

PREVENT LOWER STANDARDS IN PUBLIC SERVICE

WHEREAS, the tremendous increase in governmental activities and the advances in technical and skilled services call for personnel of the highest character and ably fitted by training and experience in the public service on all levels,

THEREFORE, BE IT RESOLVED, That the Association condemns with all vigor any and each action by civil service commissions or administrators which in any way would lower the high standards long required for public service.

PREVENT DELAYS IN ESTABLISHMENT OF CIVIL SERVICE ELIGIBLE LISTS

WHEREAS, The establishment of lists of eligibles for many positions in the State service in the case of promotion and open competitive examinations has been delayed unreasonably and to the detriment of efficiency of State service and the discredit of the civil service system, and

WHEREAS, Delay in establishing such lists frequently results in the withholding of increments and salary adjustments for substantial periods and serious economic loss of the employee,

THEREFORE, BE IT RESOLVED, that the Association condemns the present manner of procedure that permits such delays and urges immediate action by the Civil Service Commission to eligible lists as essential to the efficiency of state service and the expedite the processing of examinations and the establishment of carrying out of merit system principles embodied in the Constitution and basic civil service laws, and

BE IT FURTHER RESOLVED, That the Association urge prompt attention to the holding and processing of examinations

and the establishment of eligible lists in each of the sub-divisions of New York State.

COMPETENT PERSONNEL OFFICERS FOR ALL DEPARTMENTS AND INSTITUTIONS

WHEREAS, one of the outstanding needs of successful performance in all lines of business, public or private, where large numbers of workers are employed, is a competent personnel administrator on each level, and

WHEREAS, this is especially vital to efficient and economical administration of Civil Government, and

WHEREAS, this feature of personnel administration has been largely neglected in the State Civil Service,

THEREFORE, BE IT RESOLVED, that the Association call upon the proper authorities to establish the position of Personnel Officer or Personnel Director and to supply necessary facilities to such Personnel Officer or Director in each Department and Institution, or other agency of government where a substantial number of workers are employed, and

BE IT FURTHER RESOLVED, that such Personnel Officers or Directors shall be in the competitive class of the Civil Service.

NO FEES FOR PROMOTIONAL EXAMINATIONS

RESOLVED, That the Association urge that the Civil Service Law be amended to provide that all persons entitled to compete in promotion examinations in State service may do so without payment of an examination fee.

RIGHT TO COUNSEL AT HEARINGS

RESOLVED, That this Association urge amendment to the Civil Service Law to extend to all civil service employees the right to counsel at any formal hearing before any appointing officer.

HEARING AND COURT REVIEW UPON DISMISSAL

RESOLVED, That a bill be introduced into the State Legislature which provides for hearing and court review when removal proceedings are instituted against an employee in the competitive class.

REQUEST NOTICE FROM CSC WHEN STATUS CHANGED

RESOLVED, That the Civil Service Commission be requested to establish a rule that civil service employees be given a written notification when:

1. A temporary position is changed to a permanent or probationary status.
2. When a probationary position is made permanent.
3. When a provisional appointment is made permanent.

REQUEST TIME FOR RELIGIOUS OBSERVANCE

RESOLVED, That the Civil Service Employees Association petition the Civil Service Commission to declare Holy Thursday and Good Friday as religious holy days for those of the Christian faith, and that members of all faiths be granted sufficient time for days of religious observance.

WORKING CONDITIONS OF INSTITUTION TEACHERS

RESOLVED, That this Association urges adoption of salary scales, hours of work, holidays and vacations for teachers in state institutions, comparable with salaries and leaves common in the public school system of the State.

COMPETITIVE C. S. STATUS FOR ALBION, BEDFORD HILLS, DANNEMORA AND MATTEAWAN EMPLOYEES

WHEREAS, the constitution of the State requires that appointments and promotions shall be made upon basis of merit and fitness to be determined as far as practicable by competitive examination, and,

WHEREAS, the positions of persons guarding prisoners at Dannemora State Hospital, Matteawan State Hospital, Albion Training School and Westfield State School are readily and properly subject to classification and competitive examinations as is well evidenced by the fact that similar positions in State service and in many other public jurisdictions are filled through competitive tests,

THEREFORE, BE IT RESOLVED, That the Association demand prompt action by the State Civil Service Commission on the request now before it for competitive classification for the custodial positions at the institutions mentioned, the inclusion in

the competitive class of all present employees involved, and the filling of future custodial positions on the basis of merit system competition tests under the civil service law.

CIVIL SERVICE STATUS FOR EMPLOYEES OF STATE COLLEGES AND EXPERIMENTAL STATION AT CORNELL UNIVERSITY

RESOLVED, That the Civil Service Employees Association immediately take such action as is necessary to incorporate the non-teaching employees of the New York State Colleges, Schools and New York State Agricultural Experiment Station under New York State Civil Service, this incorporation to definitely include mandatory payment of increments; similar holidays, vacation, sick and other leaves; uniform rules of appointment, promotion and classification under the Feld-Hamilton Career Act, and provisions of the present State salary schedule, and,

BE IT FURTHER RESOLVED, That under such action all employees of said Station and Schools be automatically placed under Civil Service in their respective positions and be allocated to proper grades of the Feld-Hamilton Law as determined by the nature of their specific duties.

DENOUNCE TITLE CLASSIFICATION BASED ON INSTITUTIONAL POPULATION

WHEREAS, The present policy of determining classification and salary allocation in certain of our state institutions on the basis of population is unfair and not in accord with the accepted policy of like pay for like work, and,

WHEREAS, This method of classification and allocation is harmful to morale, and impairs the efficiency of the smaller institutions because of the difficulty in recruiting and retaining competent and adequate staffs,

THEREFORE, BE IT RESOLVED, That the Association use every proper means to bring about a correction in this manifestly unfair situation.

CHANGE "FARMHAND" TO "FARMER"

WHEREAS, Virtually all positions have the title of "Farmhand" on State institution farms, call for ability and daily work similar to that performed by those having the title: "Farmer," including the ability to operate tractors common to present farm development, and

WHEREAS, This position is not properly in the labor category and where labor needs exist employment should be under the title of "Laborer,"

THEREFORE, BE IT RESOLVED, That the title of "Farmhand" be eliminated and the present "Farmhands" be included under the title and salary allocation of "Farmer."

ESTABLISH TITLE OF FARM SUPERVISOR AND SENIOR FARM MANAGER

WHEREAS, The size of State farms and the work units and responsibilities differ.

THEREFORE, BE IT RESOLVED, That the position of Farm Supervisor and Senior Farm Manager be established.

CIVIL SERVICE FOR INSTITUTION STORE MANAGERS

RESOLVED, That in State institutions where community stores are operated by the institutions, the store managers and personnel be given civil service status, rights and privileges.

STUDY SITUATION OF FIRE OBSERVERS

WHEREAS, The fire observers perform an exceedingly valuable service in protecting the resources of the state and whereas these employees are on a part time basis which is unsatisfactory and unrewarding from the standpoint of service performed,

THEREFORE, BE IT RESOLVED, That the Association urge special study of the situation and provision for full time work for the fire observers.

VACATIONS, SICK LEAVES AND WORKING HOURS

ANNUAL LEAVES FOR LOCAL EMPLOYEES

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper departmental authorities of political subdivisions, the adoption of fair and uniform annual leave provisions in accordance with established personnel practice.

MAXIMUM FORTY HOURS FOR LOCAL PUBLIC EMPLOYEES

RESOLVED, That the Association take all proper means to procure the passage by the Legislature and approval by the

Governor of legislation establishing a maximum forty-hour week for employees of political subdivisions of the State, as has already been accomplished for employees in private industry and for employees of New York State.

SATURDAY CLOSING

RESOLVED, That the Association take all proper means to secure the passage by the Legislature and approval by the Governor of legislation to allow officers of political subdivisions to legally close public offices on Saturdays, in the same manner as may now be done in the County of Westchester.

VACATIONS — INSTITUTION FARM EMPLOYEES

WHEREAS, conditions prevailing in farming generally, and on the farms connected with the institutions of the State and operated by the State, require year round activity and work on the part of those employees in the various farming positions, and,

WHEREAS, farm needs naturally interfere with the taking of vacations and leaves, as in the case of employment not subject to seasonal or weather conditions,

THEREFORE, BE IT RESOLVED, That action be urged to assure to all engaged in the farming operations payment for all hours worked beyond 40 hours per week and that provision for such payments be made to apply to the current fiscal year.

FIVE DAY WEEK

WHEREAS, the general practice throughout industry and Federal governmental service is a 5-day week, and,

WHEREAS, the closing of State and County offices on Saturdays would aid the health and welfare of such governmental employees without impairment of any essential services to the general public,

THEREFORE, BE IT RESOLVED, that the Association urge that all State and County offices and Courts be closed on Saturdays during the months of July, August and September, and throughout the year where this is possible, except for the maintenance of such particular offices deemed essential for the public welfare on that day and that any necessary legislation be introduced to affect them.

40-HOUR WEEK FOR PARK EMPLOYEES

RESOLVED, That the Association urge upon the Executive, Administrative and/or Park Commissions and The State Council of Parks that a 40-hour, 5-day work-week be allowed to Park Patrolmen, Park Rangers and other groups of titles in State Work Service who are now working a 48-hour week where employees under similar titles in other State Departments are enjoying a 40-hour week.

BE IT FURTHER RESOLVED, That, if necessary, the Association urge every means where a six day work-week is required in above mentioned titles—that overtime compensation beyond 40 hours be granted to these employees in accordance with provisions of the 40-hour law.

SICK LEAVE — RELIGIOUS OBSERVANCE

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper departmental authorities of political subdivisions, the adoption of fair and uniform provisions for sick leave and leave for religious observance, in accordance with established personnel practice.

FUNDS FOR ADMINISTRATION OF UNEMPLOYMENT COMPENSATION AND EMPLOYMENT SERVICES

WHEREAS, the service supplied under the unemployment compensation and the employment service laws are indispensable to the welfare of workers generally throughout the State of New York and the United States and

WHEREAS, the successful administration of these Laws has been and is being seriously interfered with by reason of unsound and unreasonable appropriation and financial provisions for allotment of administrative funds, and

WHEREAS, such unbusiness-like practices have resulted also in wholesale dismissal at times, without warning, of hundreds of Civil Service employees, and consequent severe distress for such workers and their families in this State,

THEREFORE, BE IT RESOLVED, that the Association urge upon the Congress of the United States, the prompt adoption of legislation to assure that all monies collected under the Federal Unemployment Tax, or otherwise, for the administration of the laws referred to, be automatically and permanently appropriated for such purpose and deposited in the Federal Trust Fund, and shall be at all times available for the administrative needs of the States, as required, for the efficient and economical operation

of the Unemployment Compensation and Employment Service Laws.

IMPROVE HEALTH CONDITIONS IN BUILDINGS WHERE PUBLIC WORKERS ARE EMPLOYED

WHEREAS, the heating, lighting, ventilation and sanitary facilities provided in that part of the A.P.W. Building, Albany, occupied by certain employees of the D.P.U.I. are unsatisfactory from a standpoint of the health and welfare of the employees.

THEREFORE, BE IT RESOLVED, That the Association call upon the State agencies concerned to take immediate steps to provide suitable healthful and sanitary work quarters for the employees referred to, and,

BE IT FURTHER RESOLVED, that the Governor be requested to cause to be made a complete investigation of all offices or work rooms rented for public use to assure that safe, sanitary and healthful conditions prevail as is required by the State for employees in private industry.

IMPROVE CONDITIONS IN LONG ISLAND STATE PARK COMMISSION

WHEREAS, at the present time the employees of the Police Department of Long Island State Park Commission are on a duty status for a period of six days per week for a total of 48 hours, and

WHEREAS, under regulations, Chapter 270, Laws of 1947, members of this department who are not executive, field, supervisory or seasonal employees believe that they are entitled to a 40 hour week, and

WHEREAS, members of this department receive a starting yearly salary of \$2180 plus the 15% cost of living bonus, and

WHEREAS, members of this department are qualified to take positions in the New York City Police Department at a yearly starting salary of \$2900; in the Nassau County Police Department at a starting salary of \$2800; even the smaller towns and villages of Suffolk County offer higher starting salaries, and, the Westchester County Park Commission, with an organization similar to the Long Island State Park Commission organization and operating in a suburban area with comparable living costs start its patrolmen at \$2805 yearly; and

WHEREAS, it should be obvious that the department cannot expect to get or keep a satisfactory grade of men at the present starting salary, and

WHEREAS, the members of the department who have been promoted to the grade of Corporal are receiving the same salary as a majority of the patrolmen and will continue to receive the same salary as they would receive as patrolmen until April, 1952

THEREFORE, BE IT RESOLVED THAT the Civil Service Employees Association take this matter to the attention of the Governor and the Legislature for the purpose of correction of present conditions.

EXTEND PROVISIONS OF LUPTON BILL

WHEREAS, The Lupton Bill will expire on March 31, 1949 and

WHEREAS, the conditions sought to correct still exist in D.P.U.I. and other divisions and departments of the State,

THEREFORE, BE IT RESOLVED, That the Association take the necessary steps to sponsor and introduce a bill in the Legislature to extend the Lupton Bill until March 31, 1950.

CONSIDER HOLDING ANNUAL DINNER IN NEW YORK CITY

BE IT RESOLVED, That the Board of Directors of the Association give serious and full consideration to the holding of the Annual Dinner in 1949 in New York City.

RESOLUTIONS CHAIRMAN THANKED

A rising vote of thanks was given to Chairman Jesse B. McFarland and the Resolutions Committee for their arduous work.

HEADQUARTERS STAFF THANKED

RESOLVED, That the delegates hereby express thanks and appreciation for the efficiency and industry of the Association headquarters staff in caring for all arrangements of the annual meeting and for their courteous and understanding cooperation in all matters having to do with the convenience and pleasure of the delegates and all others attending the meeting.

FELICITATIONS

WHEREAS, the Chairman of the New York Conference, Victor Palsits and Mrs. Palsits are today celebrating their wedding anniversary and are absent from our gathering,

BE IT RESOLVED, that we extend to Mr. and Mrs. Palsits our best felicitations and wishes for many future happy anniversaries.

Our Leaders For '49



In the two photos on this page are Association Officers elected by popular vote of members to serve for the ensuing year. It will be their duty and responsibility to guide our Association's activities and fulfill the intent of the resolutions adopted at the Annual Meeting which are printed herein and constitute our program for 1949.

In the picture above, left to right, sitting, are: Harry G. Fox, Treasurer; Janet Macfarlane, Secretary; Dr. Frank L. Tolman, President; and Jesse B. McFarland, 1st Vice-President. Standing: John F. Powers, 2nd Vice-President; Ernest L. Conlon, 5th Vice-President; and J. Allyn Stearns, 4th Vice-President. Not present at the time the photo was taken was Fred J. Walters, the 3rd Vice-President.

Below are pictured many members of the State Executive Committee. Front row, left to right, are: Leo P. Mullen, Audit & Control; Charlotte Clapper, Health; Isabelle M. O'Hagan, State; Mildred O. Meskill, Commerce; John M. Harris, Mental Hygiene, Arnold W. Wise, Taxation and Finance; Charles J. Hall, Public Works and Francis C. Maher, Law. Back row: James V. Kavanaugh, Conservation; P. Raymond Krause, Banking; Dr. Albert E. Corey, Education; Charles H. Foster, Executive; Ted Becker, Civil Service; Charles H. Davis, Social Welfare; Harry Fritz, Correction and Walter J. Nolan, Judiciary.

Other members of the State Executive Committee are William F. Kuehn, Agriculture & Markets; Solomon

Bendet, Insurance; Christopher J. Fee, Labor; Kenneth A. Valentine, Public Service; William J. King, Legislative; Clarence W. F. Stott, Chairman, Central N. Y. Conference; Francis A. MacDonald, Chairman, Southern Conference; Robert R. Hopkins, Chairman, Western Conference and John L. Murphy, Representative of Metropolitan Conference of which Victor J. Paltsits is Chairman.

Members of the County Division Executive Committee, who with the Officers and members of the State Division Executive Committee and Chairman of Standing Committees constitute the Board of Directors, are: Arnold E. Tyler, Broome; John Bowman, Chautauqua; J. Leslie Winne, Chemung; Frances A. Sweeney, Clinton, Charles Caparella, Erie; Alvin J. McKee, Franklin; John J. Graves, Herkimer, Sheldon Stratton, Jefferson, Howard Kayner, Niagara; Vernon Tapper, Onondaga, George Flach, Orange; Kenneth Hooks, Otsego; Gerald Byrnes, Rockland; Harry Dennington, Schenectady; Philip L. White, St. Lawrence; Jean A. Curry, Steuben; Donald A. Clark, Suffolk; Charles A. Sharkey, Robert Baylor, Ulster and Ivan S. Flood, Westchester.

Chairmen of Standing Committees appointed are: Auditing, Charles H. Foster; Education, Dr. David M. Schneider; Pension, Charles C. Dubuar; Legislative, Jesse B. McFarland; Salary, Davis L. Schultes; and Social, Janet Macfarlane. Co-chairmen of the Membership Committee are John F. Powers and J. Allyn Stearns.



Prominent Speakers

PERSONNEL RELATIONS IN WESTCHESTER COUNTY SERVICE

By HON. HERBERT C. GERLACH
County Executive, County of Westchester
Talk given at the Luncheon Meeting of delegates held in conjunction with the Annual Meeting on October 6, 1948.

With the passage of the Federal Labor-Management Relations Act during the last regular session of Congress, there was created a joint committee of the House and Senate for the expressed purpose, among other things, to study and explore "the means by which permanent friendly cooperation between employers and employees may be secured."



Hon. Herbert C. Gerlach at the Annual Meeting on October 6, 1948.

To my mind that Act of Congress expresses a purpose which should be recognized as essential in all successful personnel relationships today.

Recent articles indicate this general trend—"We've got to make business act human" is the title of an article written by Morris Sayre, President of Corn Products Refining Company and President of the National Association of Refiners.

William Hard and Andre Visson collaborated in an article entitled "Better Salaries for Better Government." One of the suggestions made in that article was to cut the number of mediocre and superfluous job-holders—and there would be plenty of money for raising the salaries of necessary and efficient officials.

Let me say at the outset that I believe, with Governor Dewey, firmly in the principle of employees being represented by employees, and that employees should be helped and encouraged by officials and department heads towards such desirable objective.

I have been in municipal employ

since 1921. I have served as an elected official in Westchester County government since 1925, first on the Board of Supervisors, then in an administrative position, and as County Executive for almost 8 years. I have seen many changes—and they have all been for the betterment of the service. In the early days there was no pay plan, there was no promotion plan, there was no uniform treatment of all employees throughout the county service, there were no personnel rules—there was no employees organization. Civil Service was not extended to cover all the positions it covers today.

How did we operate?—Well, I can recall a few incidents. George needed a job; so he went to his leader or his supervisor and told him his troubles—he came from a large family and had many friends. A job, exempt from Civil Service, was found or created. And George started to work at, let's say \$1800—fair compensation for the work assigned. Then came budget time—George had faithfully attended all the political rallies—he goes through the proper channels and George comes out with a nice increase in compensation. After a few years George is making \$3,000 per year. Then George dies, or the family moves away—or for some reason his employment is terminated. Bill then appears on the scene, together with several others of course—but Bill is the lucky one, and he gets George's job. At \$1800?—Oh, No! George was getting \$3,000 when he quit—so Bill is started there. And the same process begins all over. During the same period, I might mention, Tom, who started at the same time as George and in a similar position, has now attained a salary of \$2400. Do you get the point?

Now, let's see what happened to Susie and Alice. They are stenographers—education and experience identical—they qualify on the same list. One is appointed in Department A; the other in Department B. Their

positions and responsibilities are the same. They start at the same salary. Now, the head of Department "A" is liberal—a good fellow; he knows his way around. The head of Department "B" has—well—let's say he has ulcers. At the end of a few years, what has happened? Both girls in identical jobs, but in different departments. Susie has received several substantial raises—Alice, one or two slight increases.

I am happy to report that such things do not occur in Westchester County Service any more and have not for several years. In 1931, we had our first survey and salary study. It was done by an outside firm, and was the beginning of our job evaluation plan and the establishment of uniform pay scales.

Came the depression. An effort on the part of the administration to grant tax relief—employees salaries were cut 10%, and the following year a second 10%.

(Continued on page 125)



Jesse B. McFarland, 1st Vice-President of the Association, was Toastmaster at the Luncheon Meeting of delegates held in conjunction with the Annual Meeting. Speakers at the Luncheon included Hon. Erastus Corning, 2nd, Mayor of City of Albany; Hon. Mary Good Krone, Chairman of the State Personnel Council; Hon. Edward Corsi, State Industrial Commissioner and Hon. Herbert C. Gerlach, County Executive of the County of Westchester. Mr. McFarland was also the Chairman of the Resolutions Committee for the Annual Meeting.

Merit

at the Annual Meeting

HOW TO ASSURE GOOD LABOR RELATIONS IN PUBLIC SERVICE

By HON. EDWARD CORSI
Industrial Commissioner of the State of New York
(Address given at the Luncheon Meeting of Delegates held in conjunction with the Annual Meeting.)

Fellow Workers of the Government, I too have no intention of competing with the Boston Braves and, as a matter of fact, I came here today on the informal but solemn assurance that all I would do would be to extend my greetings to you on the occasion of your annual Convention. I do not intend to get into a long speech on the labor relations of the government employees.

I do want to say something which reflects my experiences over more than twenty years of administrative experience in the government—in the Federal Government under two Presidents and in the City of New York in the Mayor's Cabinet, and now in the Governor's Cabinet. With this experience I have come to have certain convictions about men and women who work in government as a matter of career. I shall never forget my first public assignment as Commissioner of Immigration at Ellis Island.

I arrived at the Island with my family as an immigrant boy from Europe when I was ten years of age.



Dr. Arthur S. Flemming, President Ohio Wesleyan University, and former United States Civil Service Commissioner, addressing Association delegates at the Annual Meeting. Dr. Flemming's address will be carried in a later issue of Merit.

Winter—1948



Hon. Edward Corsi, Industrial Commissioner, State of New York at the Luncheon Meeting of Delegates held in conjunction with the Annual Meeting on October 6, 1948.

As Deputy Commissioner—not as the Commissioner, but as the Deputy Commissioner was a very fine man by the name of Byron Newall. He was there when I landed and he was there when I went back to the Island as Commissioner of the Island, and he was my Deputy Commissioner all during the years when I was in charge of the Immigration Service in the Port of New York, and when I think of career people in the government I always think of the stern loyalty and devotion of that man who for thirty-five years practically ran the Immigration Service in the Port of New York while all the credit for the good job that was being done all went to the Commissioner at the time. He was the man who ran the Immigration Service, and he ran it with such efficiency and such skill and creativeness in his daily

job that it was most amazing to me that he was probably the least known official in the Federal Government.

Now I have seen this type of man in all of the Departments over which I have had a hand in government and I think that people generally—the average man out on the street and the man in business, fails to appreciate how much efficiency, how much loyalty, and how much service goes into the business of government every day as compared to business and private enterprise; and one of the great jobs we have, all of us who are in government, is to convey that reality to the average tax payer some of whom unfortunately have the misconception that a job in the government is a cinch; a place where you don't work; and that somehow there is a wide gap between the man who works for the Standard Oil and the man who works for the government.

I remember one day I sent for the personal files of a lot of the young people I have in the Research Division of that Department and I wanted to see if I could single out some people for special assignments whom I had in that Department. I was literally amazed to find the educational background of these

(Continued on page 120)



Hon. Erastus Corning, II, Mayor, City of Albany who welcomed the delegates of the Association at the Luncheon Meeting of delegates on October 6, 1948.

The Treasurer's Report

FOR THE FISCAL YEAR

OCT. 1, 1947 to SEPT. 30, 1948

Summary of Receipts and Expenditures

Balance 10-1-47	Regular Account	Building Fund Account	
Cash	\$ 19,144.74	—	
U. S. Defense Bonds	5,000.00	—	
	<u>24,144.74</u>		
Receipts — Schedule 1	216,064.62	\$106,470.86	
Total to Account For		<u>240,209.36</u>	<u>106,470.86</u>
Balance 9-30-48			
Cash — Schedule 3	19,041.71	89,217.32	
U. S. Defense Bonds	5,000.00	—	
	<u>24,041.71</u>	<u>89,217.32</u>	
Expenditures — Schedule 2	216,167.65	17,253.54	
Accounted For		<u>\$240,209.36</u>	<u>\$106,470.86</u>

RECEIPTS

REGULAR ACCOUNT	Total	State	County
Membership (1947)	\$ 11.50	3.00	8.50
Membership (1948)	141,535.06	114,058.06	27,477.00
Membership (1949)	9,607.47	9,409.47	198.00
Group Life Insurance Expense Allowance	27,785.48	27,785.48	0
Medical Waiver Expense Credit	1,193.54	1,193.54	0
Group Life Insurance T-Rate Premium Differential	17,338.94	16,998.27	340.67
Acc.-Sickness Insurance Expense Credit	4,991.00	4,991.00	0
Civil Service Leader Expense Credit	6,000.00	5,400.00	600.00
Sale of Advertising	1,141.99	1,141.99	0
Refund of Membership Overpayments	16.50	16.50	0
Sale of Books, Emblems, Pins, etc.	1,899.18	1,899.18	0
Proceeds from Annual Meeting	2,235.75	2,012.17	223.58
Proceeds from Annual Dinner	1,686.00	1,517.40	168.60
Interest on Investments	562.98	562.98	0
Miscellaneous Receipts	59.23	59.23	0
	<u>\$216,064.62</u>	<u>187,048.27</u>	<u>29,016.35</u>
BUILDING FUND			
Building Fund Donations	\$104,261.51		
Building Fund Ball	2,209.35		
	<u>\$106,470.86</u>		

EXPENDITURES

REGULAR ACCOUNT

Administration

	Total	State	County
Personal Service — permanent	\$ 54,360.79	44,285.72	10,075.07
Personal Service — temporary	2,014.97	1,815.92	199.05
Travel Expense	6,373.43	2,222.97	4,150.46
General Expense	5,127.37	4,549.79	577.58
Printing Expense	4,186.61	3,371.51	815.10
Communication	7,314.91	6,583.52	731.39
Equipment	6,863.86	6,153.67	710.19
Refund to Chapters	45,517.83	36,755.50	8,762.33
Refund of Insurance Premiums	701.48	666.73	34.75
Books, Emblems, Pins, Etc. for Resale	2,339.06	2,339.06	0

	134,800.31	108,744.39	26,055.92
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Officers, Directors and Committees

Travel and Other Expenses	7,805.49	6,510.10	1,295.39
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Civil Service Leader

Personal Service — permanent	4,351.77	3,921.41	430.36
General Expense	148.41	133.56	14.85
Subscription	46,437.03	41,793.34	4,643.69

	50,937.21	45,848.31	5,088.90
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Merit Magazine

Personal Service — permanent	202.00	177.00	25.00
General Expense	216.54	194.89	21.65
Printing	15,494.53	13,945.16	1,549.37
Communication	864.78	778.30	86.48

	16,777.85	15,095.35	1,682.50
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Annual & Special Delegate Meetings

Personal Service — temporary	73.60	66.24	7.36
General Expense	42.30	42.30	0
Printing	291.25	291.25	0
Dinner	2,805.46	2,578.24	227.22
Refund of Tickets	46.50	46.50	0

	3,259.11	3,024.53	234.58
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Annual Dinner

General Expense	662.11	599.48	62.63
Printing	124.00	111.60	12.40
Dinner	1,741.57	1,567.41	174.16
Refund of Tickets	60.00	60.00	0

	2,587.68	2,338.49	249.19
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Grand Totals

	<u>\$216,167.65</u>	<u>181,561.17</u>	<u>34,606.48</u>
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BUILDING FUND

Promotion & Publicity	\$ 6,857.06
Prizes	8,200.55
Building Fund Ball	2,195.93

	<u>\$ 17,253.54</u>
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CASH

REGULAR ACCOUNT

Albany Banks (6)	\$18,916.71
Imprest Fund	125.00

	<u>\$ 19,041.71</u>
--	---------------------

BUILDING FUND

First Trust Company	\$ 89,217.32
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Veterans' Preference

Veterans' preference is a top concern in civil service today. Neither the veteran nor the non-veteran is satisfied with the present condition. No one knows just what the preference is or will be at any future time as the Courts grind out conflicting decisions on the many cases presented to them.

THE PRESENT SITUATION

The present veterans' preference provision in the State Constitution consists of two parts. The first part provides absolute and permanent preference in appointment and in promotion for disabled veterans.

The second part provides a five year preference expiring December 31, 1950 for non-disabled veterans. The non-disabled veteran does not have absolute preference. He comes after all disabled veterans but before all civilian eligibles. The disabled veteran comes first, then the non-disabled after all disabled veterans, and last the other eligibles without war service.

The non-disabled veterans have viewed with righteous suspicion and dismay the special absolute preference given to zero disabled veterans who have enjoyed the same absolute preference as the really disabled. The recent court decision placing recognizable disability at ten per cent will help, but will not cure their dissatisfaction.

Preference for the disabled veteran is permanent. The present preference for the non-disabled is limited to five years, ending December 31, 1950.

If nothing is done, the preference to disabled veterans will continue but the preference to the non-disabled will lapse in 1951. To continue or to change the present constitutional amendment requires first, that the amendment be passed by two different legislatures (that is before and after a new legislature is elected) and the amendment must then be approved by the people at a regular election.

PROPOSALS FOR CHANGE

Two proposed amendments were passed at the last legislative session — the Mitchell Amendment and the Condon Amendment.

THE CONDON PROPOSAL

The Condon Amendment is supported by some segments of the American Legion and opposed by many veterans in the state and local governments and without government. It would make no change in the present absolute preference for disabled veterans in appointment and promotion. For non-disabled veterans it would extend the present preference for original appointment but would give no preference in promotion to non-disabled veterans.

THE MITCHELL PROPOSAL

The second proposed amendment is the Mitchell Amendment. This would give a single preference to be exercised only once by any veteran, either disabled or non-disabled. The preference would not be an absolute

disabled veteran would have 10 points added to his examination mark for original appointment or 5 points added to his examination mark for promotion. The non-disabled veteran would similarly be given 5 added points on examination for original appointment or 2½ additional points for promotional examination. After one preference is used to obtain appointment or promotion, there would be no further preference of any kind to that employee.

IT IS A CHOICE

It is important for all employees to understand that the choice is between two proposed amendments. There is no time or opportunity to pass a different amendment. To oppose both amendments would merely play into the hands of those who selfishly wish to see no improvement made.

THE MITCHELL PROPOSAL PROVIDES NEEDED IMPROVEMENT

The Mitchell proposal has the following advantages. It reduces the general preference to a single preference in one appointment or promotion. It reduces absolute preference to a moderate point preference. It gives less preference on promotion than on original appointment. **It would give both the non-veteran and the non-disabled veteran much more fair opportunity for appointment than now exists.** In promotion it would do away with preference but a percentage or point preference. The the monopoly of preference which the disabled veteran would enjoy under the Condon bill. **It does away with absolute preference which is wrecking the civil service today.**

Any fair comparison of the two proposed amendments will show that the Mitchell bill is fairer both to the veteran and to the non-veteran than the Condon bill. It is worth vigorous support.

The thousands of eager young Americans graduating from our colleges and high schools yearly who never had an opportunity for military service have an unalienable right to a fair chance to serve in public employment. This right is denied them under present preference requirements.

The many veterans who are graduating now and will graduate from various schools under the educational features of the Federal G.I. Bill of Rights also have a right to a fair opportunity to compete for public service jobs. Under present provisions they too are discriminated against.

Bring the facts contained in this editorial to the attention of all citizens. This is important to the future of the Merit System.

The Future Unfolds

By
Charles R. Culyer, Field Representative

— THE COUNTY ROSTER —

Broome
Chautauqua
Chemung
Clinton
Erie
Franklin
Herkimer
Jefferson
Montgomery
Niagara
Onondaga
Orange
Otsego
Rockland
St. Lawrence
Schenectady
Steuben
Suffolk
Sullivan
Ulster
Westchester

unjust practices, and a suggestion of a solution to the problem, is good labor practice. Such contacts build good-will for the future in civil government.

Out of this period of growth will come the necessity for changes in the Association's approach to the organization of the subdivision and their integration into the operational structure of the Association. Some of these changes have already made themselves felt and in the spirit of "all for one — one for all" have been accepted in the county division. The problem of the effective use of the Association's facilities in the large units of civil employment has been carefully studied. Tests have been made by Association staff members in county and city government units to develop factual information in the presentation of membership programs for salary and working condition improvements. Chapters, and chapter units, have been assisted by headquarters staff and counsel in their presentation of these problems.

With the addition of publicity and research personnel and the additional operating space in the new headquarters building, the subdivision membership feels that their effort in supporting the building fund campaign will now be repaid by practical assistance at their employment level.

In doing these things, however, the Association has only started the job of making the merit system work in the subdivisions. A tremendous job of education still is to be done. One must realize that for years an iron curtain of isolation has surrounded this group of civil employees even though they were a legion of over 100,000 workers. True, in several jurisdictions, courageous and progressive employees organized to protect their working conditions but there was no clearing house for exchange of information so necessary for programs of improvement in their jobs. If the Association does nothing else for county division membership, its program of supplying information to this membership will be a lasting accomplishment.

(Continued on page 114)

Association and its activities. The thought is now taking hold that the Association is the one all-inclusive civil employee organization in New York State, and the only one doing a 365-day-a-year job in representing the civil employees.

Contacts with public officials, both appointive and elected, convey the respect in which membership in the Association is held. Conferences and interviews are freely granted and real progress in improvement of the lot of the subdivision employee has been made. When one considers that the salary of the subdivision employee averages 20% to 33-1/3% less than the present state salary levels, the field of employee representation on this most important subject alone is very important.

As membership increases, the vital business of negotiation will be the most pressing business of the Association. It must now set itself to perfecting this technique so that the membership can be effectively served. It must obtain the facts and present them in the orderly manner which is the history of the Association's successful 38 years of service. Let no criticism be made of its activities in negotiations. A firm approach to

Now that the County Division is entering its third year of operation, a report of its accomplishment and a view of its future is in order.

Those of us who were present will remember the discussions that took place before a final vote was taken by the delegates assembled in annual meeting to vote on changing the Constitution and By-laws to accept membership in the subdivisions. Questions were raised as to the wisdom of accepting the subdivision employees as members of the Association — many to the effect that the organization could never be successfully accomplished due to the divergent interests of the state and local subdivision employees at their employment levels. Others felt that each group should continue their interest in separate units. But what happened? A complete acceptance of the municipal subdivision group into membership and each in their own manner supporting the other by membership strength, and the creation of public opinion for a better understanding of the civil employee problems. By reason of this wider membership, the Association has broadened its activities and opened up visions of service which the officers of the Association have now put into effect.

What this merging of interest and effort means was most emphatically demonstrated by the friendly neck-and-neck race two chapter units staged in the Building Fund Drive. One was of state membership and the other subdivision members but the final 1-2 finish was for the benefit of all members of the Association and a real demonstration of unity of purpose.

The record speaks for itself. Twenty-one Chapters with a membership of 6,000 and a promise of 30 Chapters and 10,000 members by January 1, 1949 — only just around the corner. The records of the membership unit at headquarters show continued renewals of membership and a striking increase in new memberships. No one can question at this time the sincere efforts made by the County Chapters to publicize the

Amendments to Constitution

The Delegates at the Annual Meeting on October 6th approved an amendment to the Association's Constitution which amends Section 5 of Article V to read as follows:

"Section 5. Regional Conferences. The board of directors may divide the state into not more than five regions and within each region two or more chapters in the state division may form a regional conference upon the approval by the board of directors of the constitution and by-laws of such regional conference. Each chapter in the State division in such region shall be eligible for membership in such regional conference and such regional conference shall be entitled to select one representative as a member of the state executive committee. Such regional conference may be dissolved by a two-thirds vote of the board of directors."



Ted Becker, rendering report of his Special Committee on Revision of the Constitution and By-Laws at the Annual Meeting.

The delegates also considered amendments to the Constitution and By-Laws which resulted from a study by the Special Committee on Composition of the Board of Directors. These changes would give representation on the Board of Directors in proportion to membership in the respective State and County Divisions of the Association and would reduce the size of the Board. The amendments were ordered printed in a future issue of this magazine prior to action at the next meeting of delegates.

The report of the Special Committee on Revision of the Constitution and By-Laws was made by Theodore Becker, Committee Chairman. Members of the special committee are Charles H. Foster, George L. Flach, Morris Goldfarb, Robert C. Killough and Paul McCann.

FUTURE UNFOLDS (Continued from page 113)

However, in the system of merit and fitness in filling positions in the civil service, the first line of effectiveness is the local civil service commission. Here is the spot where the job of the Association's membership can most successfully be done. Everyone is fully aware of the usual make-up of the local commission; honorary appointees with limited knowledge of civil service law or regulations. The actual work in most cases is left to a part-time secretary and, in many cases, subject to the political thought in the community. Here is where the building up of a local public opinion to re-vitalize this important branch of civil government is absolutely necessary. Adequate appropriations to make the local commission effective must be assured — for the certification of all jobs comes from this unit of local administration. The interest of responsible citizens in accepting a call to this important function must be aroused. An efficient, honest commission will in turn be the measure of the calibre of the performance of the civil employees in their work. The commission should be the local information center for the subdivision employees. It must be built up to that position, and, by its own action, become a real service to the community of which each employee is a part.

In conclusion, a brief glance into the future finds the path of the County Division now moving in a definite direction — increased chapters and membership, effective presentation of problems of salary and working conditions, the building up of the local civil service commission, unity of purpose in Association programs and policies, and a firm resolve to protect the merit system. Can the County Division accomplish these objectives? The Association is sure it not only can . . . but will.

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"Our Business Is Growing"
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FLORIST

The Consumers' Price Index

A reliable record of price changes is vital to an understanding of economic problems. The United States Bureau of Labor Statistics supplies such a record. The Bureau is rendering one of the most essential and valuable services of the present day. Its reliability is vouched for by experience over many years.

Because the index is the basis for wage and salary changes in the outstanding plans of hitching emergency adjustments to the cost of living, such as the Westchester County Plan, the Minnesota Plan, the General Motors Corporation Plan, and others, and because the Association has urged that salary adjustments in State service might well be included in some sound plan which would employ the Consumers' Price Index, we print here a general explanation of how the Index is prepared as taken from the August, 1948, Bureau of Labor Statistics Report:

"The consumers' price index for moderate-income families in large cities," formerly known as the "cost of living index," measures average changes in retail prices of goods, rents and services bought by families of wage earners and moderate-income workers in large cities. Time-to-time changes in the prices of goods and services are weighted by 1934-36 average expenditures of families whose incomes averaged \$1,524 in 1934-36. City data are combined for the United States with the use of population weights.

The indexes do not indicate whether it costs more to live in one city than in another.

Food prices are collected monthly in 56 cities during the first 3 days of the week which includes the fifteenth of the month.

Fuel prices are collected monthly in each of the 34 large cities.

Prices of apparel, housefurnishings, and miscellaneous goods and services are obtained in 10 key cities each month and in 24 other large cities quarterly. Prices are collected for 8 of the 24 quarterly cities each month. The schedule for pricing commodities and services in individual cities is as follows:

Every Month	Savannah
Birmingham	February, May, August, Nov.
Boston	Atlanta
Chicago	Cleveland
Cincinnati	Milwaukee
Detroit	New Orleans
Houston	Norfolk
Los Angeles	Scranton
New York	Seattle
Philadelphia	Washington
Pittsburgh	
January, April, July, October	
Buffalo	
Denver	March, June, Sept., Dec.
Indianapolis	Baltimore
Kansas City	Jacksonville
Manchester	Memphis
Portland, Ore.	Minneapolis
Richmond	
Mobile	
Portland, Me.	
St. Louis	
San Francisco	

Rental information is obtained quarterly in each city. The Bureau of Labor Statistics obtains its figures on rents by asking tenants in a representative sample of dwellings what rent they pay and what facilities and services are included in the rent. The samples are chosen to represent all tenant dwellings, new and old, small and large, single homes and apartments. The rents, so reported, are then compared with those reported

by the tenants for the same dwellings at the time of the last rent survey, after adjustments are made for any changes in the facilities (e.g., heat) and services (e.g., janitor service) included in the rent. Removal of facilities and services without compensating reductions in rent are treated as rent increases. When facilities or services not previously included in the contract rent are added, if the rent is increased in excess of the value of the additional items, the excess charge is reflected as a rent increase. Just as in the case of the other groups (food, apparel, etc.) of the consumers' price index, the rent index measures changes in the rent paid for the same dwellings from one time to another, not the amount of money which families spend for housing. For example, it does not reflect the costs of repairs made by tenants, the change in housing costs of workers who have migrated or moved to better or poorer quarters; nor does it take into account deterioration in upkeep or service, or the additional costs of "extras" or premiums charged by some landlords when they rent to new tenants. A representation of new and converted units is added to the rent samples periodically and thereafter rent changes for these units are reflected in the index as they occur.

THE CONSUMERS' PRICE INDEX

(U. S. Bureau of Labor Statistics)
(1935-39 = 100)

		Large Cities	New York	Buffalo
1940	March 15	99.8	101.2	100.5
1941	April 15	102.2	102.3	104.1
1942	April 15	115.1	112.6	119.0
1943	April 15	124.1	122.8	127.4
1944	April 15	124.6	125.3	124.9
1945	April 15	127.1	127.4	127.1
1946	April 15	131.1	133.6	131.2
1947	April 15	156.2	156.8	155.3
1947	October 15	163.8	161.7	162.6
1947	November 15	164.9	163.3	—
1948	April 15	169.3	167.0	167.2
1948	May 15	170.5	167.5	—
1948	June 15	171.7	169.1	—
1948	July 15	173.7	172.6	173.1
1948	August 15	174.5	173.3	—
1948	September 15	174.5	173.3	—

Erie Chapter County Division

This article is written to acquaint the membership of the Association with the work of organizing a County Chapter and to compliment the officers of Erie Chapter for their enthusiastic acceptance and support of the Civil Service Employees Association.

Field Representative Charles R. Culyer started visiting Erie County in January 1947, one month after the county division organization campaign got underway in the subdivisions. In the months following the county was surveyed for possible membership and meetings were held with existing employee organizations, of which there were four in active membership. The meetings were held with the executive boards and officers of these employee groups with the idea of stimulating chapter formation in the county. During these months of contacts which necessarily had to be at some intervals of time due to other county commitments, three units of employment expressed a desire to affiliate with the Association; Erie County Home and Infirmary Employees Civil Service Association; School Custodians Good Fellowship Club, Kenmore and the County Penitentiary Employees Association.

Contacts were continued with all interested groups, including public officials and the personnel director of the county.

Employees of the City of Tonawanda at a special meeting organized a local unit and became members of the Association. Two meetings were held with the Park and Highway employee groups and they came into membership.

When the membership in the Association had reached in number over 450, representatives from the different units were invited to attend a steering committee at Buffalo in June. At the meeting were representatives from the interested units and the group voted to act as a committee for the selection of a nominating committee for a slate of officers and necessary preparation of a Constitution and By-laws. Subsequently in July and August two meetings were held which resulted in a slate of officers being prepared



NEWLY ELECTED OFFICERS OF ERIE CHAPTER

Reading left to right — front row: Arthur Brodbeck, 1st Vice President, Highway Dept.; Thelma McCarthy, Secretary, Home and Infirmary; Nicholas J. Giannelli, President, Home and Infirmary. Second row: Charles Caparella, Chapter Representative, Kenmore Schools; John Nelson, Jr., 3rd Vice President, Kenmore Schools; Robert Heidenreich, Treasurer, Penitentiary; Arthur R. Hunt, Sergeant-at-Arms, Parks Department. (Edward Smith, 2nd Vice President was not present).

for submission to the membership for the first election of officers of Erie Chapter. Meanwhile, membership interest was stimulated and plans made for a large new and renewal membership for the beginning of the fiscal year of the Association, October 1st.

In October the first membership meeting of the county membership was held at the American Legion Hall, West Seneca and a slate of officers was presented to the membership for election. The election resulted in the entire slate of officers nominated by the nominating com-

mittee being elected as follow: President Nicholas J. Giannelli, Erie County Home and Infirmary; 1st Vice President, Arthur Brodbeck, County Highway Dept.; 2nd Vice President, Edward Smith, Tonawanda Police Department; 3rd Vice President, John R. Nelson, Jr., Tonawanda School District; Treasurer, Robert Heidenreich, Erie County Penitentiary; Secretary, Thelma McCarthy, Erie County Home and Infirmary; Sgt., Arthur Hunt, County Parks Dept.; Executive Committee Representative, Charles H. Caparella, Kenmore School District.

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A Goal Achieved

THE NEW HOME OF THE ASSOCIATION

The picture on the front cover is of the new home or headquarters of the Association. It is located at 8 Elk Street, only a stone's throw from the State Capitol Building in Albany. The establishment of our new headquarters marks another great achievement in the history of the Association.

The building faces Lafayette Park, across the street from the Capitol. It formerly housed WOKO and WABY Broadcasting Stations and was well known as Radio Centre. It is a modern office building, with approximately 6000 square feet of office space, an elevator, an auditorium on street level and has all modern conveniences including sound-proofed rooms almost thruout. Parking space for from eight to ten cars is available in the rear of the building.

The purchase price was \$62,000, and the seller, Raymond M. Curtis, New York City, agreed to remit the taxes due on the property on January 1, 1949 amounting to about \$3,000. Besides its purchase, the building can be conditioned as necessary and fully equipped to provide efficient headquarters, all within the total of net proceeds from the building fund drive which amounted to approximately \$87,000.

The new home of the Association will provide adequate business office and executive office space, a library, conference rooms, and it is planned that the auditorium on the street level floor will be completely equipped to care for business and social activities of chapters and committees. The additional space available will enable the employment of extra staff to more fully meet the needs and demands of the Association's 46,000 members, including additional legal, research and publicity assistants.

The Headquarters of the Association for several years after its organization in 1910 was located in the home of the President with a Mail Box Address in the Post Office in the Capitol Building. For a short time in 1931, modest quarters were rented at 228 State Street, between

the Capitol and State Office Building in Albany. In 1932, the Association was invited to occupy a room in the State Capitol. William N. Thomas, now deceased, who originally helped to organize the Association, and was its president at one time, and Joseph D. Lochner, now Executive Secretary, were the sole occupants of the first headquarters.

Today, the Association's staff includes the Executive Secretary, Executive Representative, ten office assistants, two field representatives and a research economist. The Counsel and Assistant Counsel, John T. DeGraff and John E. Holt-Harris, are located at 11 No. Pearl Street, Albany. The space in the State Capitol occupied by the Association today is only slightly larger than in 1932.

For several months the Special Building Committee, charged with the responsibility of securing suitable quarters, and headed by Harry G. Fox, Association Treasurer, has been busy examining many available sites and properties. Legal, realty and engineering experts serving on the committee were former President Charles A. Brind, Henry A. Cohen, Charles H. Foster, Charles A. Mas-

sen, Frank J. O'Marah, E. Kenneth Stahl, J. Allyn Stearns, 4th Vice-President, former President Beulah Bailey Thull and Fred J. Walters, 3rd Vice-President. Jules Tauss, an architect affiliated with the State, assisted the committee in analyzing the properties investigated.

The committees' work merits much commendation.

The fund which enabled the purchase of the new Association home was planned and raised under the supervision of the Special Building Fund Committee, headed by former President Charles A. Brind, Jr. Serving with him were Charles H. Foster, Albany; Treasurer Harry G. Fox, Troy; Harry Fritz, West Coxsackie; John McNamara, Albany; Arthur Marx, Poughkeepsie; Victor J. Paltsits, Pearl River; Robert K. Stilson, Schenectady; Clarence W. F. Stott, Binghamton; Francis A. MacDonald, State School; Robert R. Hopkins, Buffalo, and Joseph D. Lochner, secretary to the committee.

The successful drive to raise the necessary funds was participated in and supported wholeheartedly by Association and chapter officers and committees, members, and the headquarters' and field staff.



A GOOD DEED—The Civil Service Employees Association receives the deed to the former Radio Center Building in Elk St. It has purchased the building as a headquarters. Left to right are: Dr. Frank L. Tolman, Association President; Harry G. Fox, Building Committee Chairman; John T. DeGraff, Association Counsel, and Samuel Jacobs, attorney for the previous owner.

Your Representatives

Keep this list for future reference. These are your representatives in the State Legislature for the ensuing year. They should be made familiar with the resolutions adopted at the Annual Meeting, as printed herein. The resolutions make up the Association's Program for 1949 — they are the remedies to present problems of public employees. Keep your representatives in the Legislature informed on employee needs — urge their support of Association's proposals to better working conditions.

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STATE SENATE

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6	Dem	Frank D. O'Connor, 37-42 84th St., Jackson Hts.
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8	Dem	James J. Crawford, 589 Bedford Ave., Brooklyn
9	Dem	Harry Gittleson, 287 South 2nd St., Brooklyn
10	Dem	Herbert I. Sorin, 387 Bradford St., Brooklyn
11	Dem	Fred G. Moritt, 1273 Park Place, Brooklyn
12	Dem	Samuel L. Greenberg, 1375 Ocean Ave., Brooklyn
13	Dem	John F. Furey, 518 60th St., Brooklyn
14	Dem	Mario M. DeOptatis, 7614 20th Ave., Brooklyn
15	Dem	Louis L. Friedman, 2094 East 4th St., Brooklyn
16	Dem	William Rosenblatt, 3026 Bri. 5th St., Brooklyn
17	Dem	John M. Braisted, Jr., 48 Silver Court, Staten Island
18	Dem	Elmer F. Quinn, 285 West Houston St., New York City
19	Dem	Francis J. Mahoney, 421 West 18th St., New York City
20	Rep	MacNeil Mitchell, 137 East 38th St., New York City
21	Dem	Harold I. Panken, 915 West End Ave., New York City
22	Dem	Alfred E. Santangelo, 213 East 107th St., New York City
23	Dem	Joseph Zaretski, 250 Cabrini Blvd., New York City
24	Dem	Sidney A. Fine, 235 East Mt. Eden Ave., Bronx
25	Dem	Arthur Wachtel, 818 Manida St., Bronx
26	Dem	Louis Bennett, 1940 Clinton Ave., Bronx
27	Rep	Paul A. Fino, 1516 Lowell St., Bronx
28	Rep	Charles V. Scanlan, 130 West 183rd St., Bronx
29	Rep	William F. Condon, 25 Holls Terrace, Yonkers
30	Rep	J. Raymond McGovern, 208 Beechmont Dr., New Rochelle
31	Rep	Pliny W. Williamson, 11 Heathcote Road, Scarsdale
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52	Rep	Earl W. Brydges, Wilson
53	Rep	Walter J. Mahoney, 6 Saybrook Place, Buffalo
54	Rep	Edmund P. Radwan, 3 Norway Park, Buffalo
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56	Rep	George H. Pierce, 142 North Fifth, Allegany

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3	Dem	James F. Dillon, 1105 6th Ave., Watervliet
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7	Dem	Louis Peck, 1605 Fulton Ave., Bronx
8	Dem	John T. Satriale, 2155 Mohegan Ave., Bronx
9	Rep	Elizabeth Hanniford, 2224 Homer Ave., Bronx
10	Rep	John J. Pasquale, 3340 Barker Ave., Bronx
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13	Rep	William J. Drohan, 395 Oliver Place, Bronx
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GENESEEE COUNTY		
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 5 Dem Harry Morr, 274 MacDougal St., Brooklyn
 6 Dem John J. Ryan, 355 Clinton Ave., Brooklyn
 7 Dem Louis Kalish, 4001 6th Ave., Brooklyn
 8 Dem Arthur A. Low, 160 5th Ave., Brooklyn
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 10 Rep Lewis W. Olliffe, 199 Bergen St., Brooklyn
 11 Dem Eugene F. Bannigan, 136 Maple St., Brooklyn
 12 Dem James W. Feely, 300 11th St., Brooklyn
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 14 Dem Edward S. Lentol, 212 South 2nd St., Brooklyn
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 21 Dem Thomas A. Dwyer, 551 East 23rd St., Brooklyn
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Rep Harold C. Ostertag, Attica

YATES COUNTY

Rep Vernon W. Blodgett, Rushville

COMM. CORSI

(Continued from page 109)

young people; the amount of years spent on college and at post-graduate work, and there they were right down the line with fewer opportunities for advancement than ever are to be found in private employment anywhere in America. One of the great things in government service is sometimes to sacrifice the element of security for opportunity; to find ways and means of digging out these people down the line who, because of law, regulations, or procedures, of necessity have a very confined field as against the kind of a field they would have in private enterprise.

Now to me, a great governmental department, as the Department of Labor or any other Department in the Civil Government, is like a ship—as Mary Goode Crone said—it is a ship with a lot of technicians and a lot of competent people who have the ship under control at the drop of a hat. The only thing the Commissioner can do is tell what port that ship will go to, but carrying that ship to the port are the men and women who make the government service, have a permanent every day base, and who have the technical knowledge and experience over the years to make this thing we call government tick, and I think we can mighty well be proud of that kind of government in the State of New York.

It is no exaggeration as we do say over and over again, and I say it at every opportunity, that we have the most progressive and efficient government in the United States right here in the State of New York. That goes for every Department and goes for every person who works in every Department of the State, and because it is progressive and because it is efficient the people of the State of New York enjoy the most advanced social legislation and the best government, and greatest service for their taxes than any other government in the United States.

In New York State we have developed high degree of cooperation between management and labor. We have learned the need of having these two parties sit around a table and talk over their problems in the spirit of cooperation. We have

learned that in the last analysis industrial conflict, strikes, the use of force and violence in industrial relations constitutes a loss for the employer, a loss for the worker himself, and a loss for the general public. But, in between this cooperation—between labor and management, is also the role played by government itself.

Now, I do want to say this about your Association, and again going back through the years, the thing that used to disturb me a little bit about the representatives of employees was the kind of a fellow who came to my office and said to me, "We demand, or we'll picket, or we'll strike." A Commissioner is only an employee like yourself. He has no authority and no power to go beyond what the Legislature of the State dictates shall be the hours of work, the wages, and the working conditions of the people who work for the State Government. We may use our influence as the heads of Departments to shape policies and direct the organization along the

channels it ought to go to improve the working conditions and raise wages and make jobs better than they are. But, essentially, when you are dealing with the head of a Department you ought to deal with him on the basis of worker to worker. He is a great Department head if he has the wisdom to sit down with the employees and talk over their grievances. He is not an executive if he escapes that responsibility and passes it down the line to the people who work for him.

Now, that is the basis of good employer-employee relationship within any Department—the employee who is proud of his Department; who knows that he is working for the people; and who is perfectly willing to give all he can to his job; and the head of a Department who contributes to the common cause by taking a deep human interest in the Staff and the work within the limitations of his authority, and does everything he can to make it easier and better for his employees down the line to do a good job for the people.

James G. Tebbutt

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(Continued from page 108)

The Employees Association was formed in 1937, and became really active about 1941.

Finally, one pay cut was restored; later the second restored; and the pay and salary scales in effect in the early 30's were again in operation. Then the war—shortage of help—vacant positions—extra work—and finally, let's be honest, inflation. There was justified discontent throughout the service, and the Employees Association under the very able leadership of your Vice-President, J. Allyn Stearns, really went to work. The C.I.O. organized a small group and were for a time very vociferous.

Barrington Associates, Inc., of New York City were retained by the county in 1945 to make a complete new survey and salary job evaluation. They filed their report in the spring of 1946.

A sound rate structure for any organization is built on the fundamental premise of equitable inter-relationship between jobs with equal pay for equal duties and responsibilities.

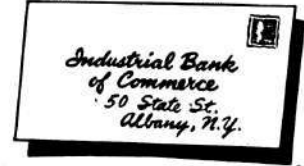
The study and recommendations were made on the assumption that the taxpayers and county authorities of Westchester desired to maintain the various services on the high plane which has given Westchester County an enviable reputation throughout the United States. About 700 job descriptions were developed, covering the various classifications in each department. Experience has shown that proper evaluation on a numerical point basis of each of the factors contained in the jobs will produce a total point value for a given job which represents its value in comparison with other jobs. This is the system that was used in the survey. It should be emphasized that all classifications were rated on the requirements, responsibilities and conditions of the job itself, with no attempt to consider the individual ability of the incumbents. Comparison was made of the general range of county pay with other governmental service and private business. Rates and information were secured from 21 or more municipalities and private businesses. Care was exercised to select only those classifications in which duties and require-

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ments were reasonably comparable to those of Westchester County.

As a result of their survey and study, the recommendations of which were substantially adopted, the average base salary of Westchester employees was increased some 17%, and the average compensation, from

1940 to 1948, was increased by 70%.

Prior to the survey, the county authorities and representatives of the county employees association had endeavored to work out a plan to provide additional compensation to meet increasing living costs. The first plan was a fixed amount which

varied for various salaried groups and covered only employees in the lower salaried scales. It first applied to those receiving \$3,000 or under. This was later raised to \$6,000 and under. It was not satisfactory for many reasons. The high cost of living affects everyone regardless of his or her compensation; the variation in rates caused discontent; it was uncertain, and the subject of annual discussion and debate in the preparation of each budget. With the cooperation of the employees association, a plan was developed to overcome these objections. We believe it is to be fair to both the taxpayer and the employee. It certainly has been helpful to me and the county board in the preparation of our budget. It eliminates the annual discussion as to amount, and covers all employees alike. Our emergency compensation,—E.C.—was fixed at \$12 for each point of increase or decrease of the U. S. Department of Labor cost of living index in excess of 100. In Barrington's report, they approve this plan. In their recommendations they stated that they believed the E.C. plan should be continued in principle but modified to place it more in line with economic conditions. It was recommended that the extra compensation

be increased from \$12 to \$15 for each point of increase in the cost of living index. With the index then at 130, it would equal \$450, instead of \$360 then paid. Of that amount, they recommended that \$300 be included in the basic pay plan, leaving \$150 to be paid as extra compensation. That recommendation was adopted.

For your information, the present E.C. amounts to \$705 per county employee, and for the 1949 budget we are estimating it will increase to \$800—

Let's look at one item! Our minimum basic pay was \$1050. By freezing in \$300 of the emergency compensation, minimum basic pay became \$1350; add today's \$705 E.C.—Westchester's minimum is now \$2055, and next year will probably be over \$2100. Not a bad starting compensation.

Other recommendations that were adopted and are at present in effect were that no reduction should be made in the present pay of any incumbent on the county payroll by reason of a lower recommended range for a classification. However, no additional increment should be granted any incumbent whose present basic pay plus E.C. exceeds the maximum of his recommended

range. Also, that no additional E.C. should be paid any employee whose present total pay exceeds the maximum of his recommended range plus the recommended E.C.

The Barrington Associates, Inc. report of its survey and recommendations closed with the following paragraph:

"In order to attain the fullest benefits, the program places added responsibilities upon the various groups as follows:

- (1) Upon the employees, to increase the quality and efficiency of performance on the job.
- (2) Upon the employee organizations, to assist constructively in administering the entire program and to advance only those proposals that benefit the overall county service as well as the individual employee.
- (3) Upon the department heads and others with supervisory responsibilities, to train their subordinates for better performance of their duties and administer the merit rating program consistently and justly.
- (4) Upon the county management and board of supervisors to administer consistently all phases of the program."

With such thoughts I am in full accord.

The establishment of uniform pay scales, the adoption of rules and regulations, the fixing of a definite policy assuring the uniform treatment of all employees throughout municipal service, I believe to be essential for the proper and efficient management of municipal functions. Our County Employees Association has been most helpful in disseminating information, interpreting rules, making surveys, straightening out grievances, obtaining group life insurance plans and arranging social get-togethers. There is improved morale in county service and the attendant increased return to the taxpayers. There is a most cordial relation between the County Executive and the representatives of the association resulting from frank and honest and sincere discussion of our problems. I hope that that relationship will continue.

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