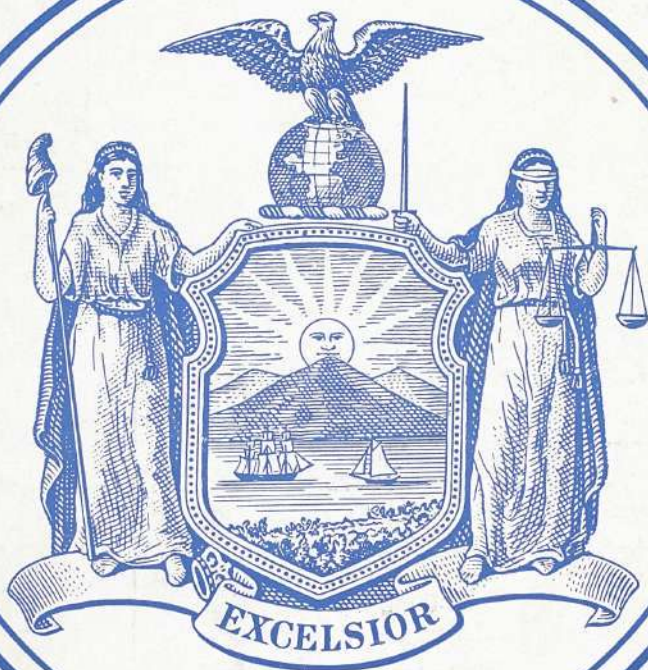


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MARCH, 1939

Vol. 8

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The State Employee

VOL. 8

MARCH, 1939

Number 3

Salaries

The most widespread fallacy of this present day and one which this Association has tried vigorously to explode is that the \$411,000,000 contained in the state budget is pretty much divided among State employees. The voter is tax conscious, and rightfully so, but most voters have no conception of where the tax dollar is spent. He only looks at the total and immediately jumps to the conclusion that he is spending his money to maintain an uneconomical State government. *Nothing is farther from the fact.* This Association has prepared and distributed widely a most carefully considered factual statement relative to salaries and the tax dollar.* Out of this maelstrom of bickering over the present budget the following facts stand as giant columns to stem the unfair and unjustified onslaught upon the present budgeted salaries for State employees:

1. That over 84% of the State budget has nothing to do with salaries of State employees. That 6.7% only is for personal service in the State departments and that the salaries of all State institutions, State schools and State colleges amount to only 8.9%.

2. That the cost of maintaining the State departments in the new budget is \$3,300,000 less than last year.

3. The operating cost of the government of New York State is number 24 on the list of 30 States for which figures are available. (See graph). New York's per capita government operating cost is \$9.97. Only five States of thirty which have been surveyed have lower per capita costs.

4. That the taxpayers of this State are contributing but 1 1/2 of a cent (see back cover) to obtain the services of the administration of the New York State Government. For this the taxpayers receive the administration of each of the eighteen departments of State government, the supervision of the vast system of State education,

in private employment and will start the most devastating trek toward salary reductions throughout the entire field of labor that has ever occurred. Prior to the adjustments in the Feld-Hamilton Law there were thousands of employees who had had no increases in twenty years.

8. That many employees are still suffering from the moratorium in 1933, not only in loss of salary, but also in reduction in title and in grade.

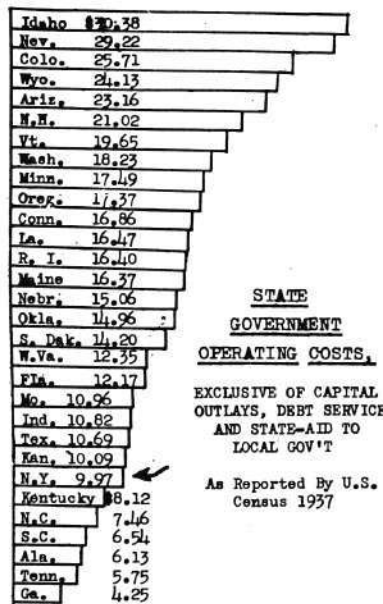
9. While a Westchester County Taxpayers' Association is vociferous about the State budget, apparently, from an examination of the Westchester County budget, no instance is found where any salary has been cut. As a matter of fact, the budget contains increases in salaries of approximately \$65,000.

10. When salaries in private industry were sky-rocketing during the boom days of 1920 to 1929, State salaries remained stationary.

11. That the average annual salary of State employees is \$1,400, over \$100 less than in 1925.

12. That notwithstanding the claims of certain taxpayers' associations, the facts show that wages paid State employees are still below wages paid by the United States Government, local governments and the average of 47 other State governments, and less than in private industry.

13. That the merchants who demanded slashing of State salaries and pay cuts for State employees have opposed a bill giving the Division of Standards and Purchase the right to purchase equipment and supplies for



STATE GOVERNMENT OPERATING COSTS, EXCLUSIVE OF CAPITAL OUTLAYS, DEBT SERVICE AND STATE-AID TO LOCAL GOV'T
As Reported By U.S. Census 1937

health, of conservation, of highways, of law, of State police, etc., etc.; services which are the foundation of the pursuit of happiness in the land in which we live.

5. That 93% of the tax dollar goes for Federal and local taxation.

6. That any cut in State salaries or even a moratorium would be only a "drop in the bucket."

7. That a reduction in State salaries will inevitably cause reductions

* Copies of this Document are still available on request at Headquarters.

Continued on page 46

Summary of Legislation Pending

The following is a complete list of bills which have been introduced in both houses of the Legislature which affect State workers and are of interest to them, since publication of the February issue. This summary will be continued in future issues so that a complete record may be had. Record of legislative action on these measures is also noted.

SENATE

- Int. 598, Print 1283 — Senator Bechtold —** Allows credit to members of state retirement system for prior service as U. S. Marshal, deputy marshal or U. S. collector of customs. Referred to Pensions Committee.
- Int. 718, Print 767 — Senator Egbert —** Establishes an unemployment insurance fund for employees in competitive class of civil service, prescribes waiting period, amount of benefits, contributions by employers, administration by industrial comr.; creates state advisory council of nine members to be appointed by governor who shall serve without salary to investigate actual contributions and benefit experience for establishing rating system for each group of employees and for stabilizing employment; industrial comr. shall divide state into districts and establish local employment offices; creates appeal board of three members appointed by governor; makes tax comr. the custodian of fund and makes other provisions. Referred to Labor Committee.
- Int. 781, Print 832 — Senator Desmond —** Limits to a maximum of \$5,000 the annual pension which may be paid to member of state employees' retirement system. Referred to Pensions Committee.
- Int. 783, Print 834 — Senator Desmond —** Requires all applicants for competitive civil service jobs to pay fees for taking examinations from 50 cents to \$5 depending on position sought, fees to be paid into state treasury. Referred to Civil Service Committee.
- Int. 784, Print 1017 — Senator Desmond —** Provides that employees in non-competitive civil service class serving continuously for five years shall be entitled to written charges before dismissal. Referred to Civil Service Committee.
- Int. 785, Print 836 — Senator Desmond —** Provides that at least one of the three state civil service commissioners shall have had not less than five years' experience in public personnel administration or shall have been employed continuously for that length of time in competitive class of classified civil service of this state, present commissioners to complete unexpired term. Referred to Civil Service Committee.
- Int. 786, Print 837 — Senator Desmond —** Removes from exempt class of classified state civil service all assistant commissioners, department secretaries and all but one deputy commissioner in each state department. Referred to Civil Service Committee.
- Int. 787, Print 838 — Senator Desmond —** Prohibits the transfer of exempt civil service employees to competitive class without examination. Referred to Civil Service Committee.
- Int. 815, Print 871 — Senator Egbert —** Provides for transfer to corresponding positions of officers and employees of institutions in mental hygiene dept. from positions which are discontinued or abandoned. Referred to Penal Institutions Committee.
- Int. 816, Print 872 — Senator McNaboe —** Prohibits oral examinations for all competitive civil service positions except where merit and fitness cannot be determined or ascertained by written examination, oral examinations or personal interviews not to constitute part of promotion examination except for executive positions. Referred to Civil Service Committee.
- Int. 817, Print 873 — Senator McNaboe —** Provides that civil service employees in non-competitive and labor class shall not be removed without notice of charges; right of hearing upon demand is given to all employees in competitive, non-competitive and labor classes, with right to appear by counsel and summon witnesses. Referred to Civil Service Committee.
- Int. 834, Print 899 — Senator McNaboe —** Provides that no person shall be examined for position in competitive class of civil service unless he is a citizen and has been resident of the state for two years immediately preceding. Referred to Civil Service Committee.
- Int. 891, Print 969 — Senator Mahoney —** Provides that officer or employee holding competitive or non-competitive position in institution under mental hygiene dept. shall be permitted 14 working days off each year with pay on account of illness. Referred to Penal Institutions Committee.
- Int. 993, Print 1078 — Senator Page —** Provides that appointments to social welfare dept. for administration and supervision of home relief and public welfare work shall be made from eligible lists not later than June 1, 1939, instead of December 31, 1938, and that persons holding temporary appointment on Jan. 1, 1939, after three years' service, including service in temporary emergency relief administration, shall receive permanent appointment without regard to eligible list, temporary positions not to continue after July 1, 1939. Referred to Relief and Welfare Committee.
- Int. 1005, Print 1091 — Senator Hampton —** Decreases from seven to six the number of grades for civil service positions in insurance examining groups, including insurance examiners and auditors, thereby increasing the minimum and maximum salaries and annual increments for each of present grades. Referred to Civil Service Committee.
- Int. 1020, Print 1106 — Senator Hastings —** Provides that veterans employed in veteran relief bureaus or in any other divisions, sections, units or bureaus of public welfare depts. may receive permanent positions. Referred to Relief and Welfare Committee.
- Int. 1050, Print 1136 — Senator Esquirol —** Provides for the grading of bedding inspectors in labor dept. without reduction in salary, and appropriates \$1,000 for salary increases. Referred to Labor Committee.
- Int. 1064, Print 1150 — Senator Schwartzwald —** Requires public appointing officers who may pass over an eligible applicant for position in favor of a lower eligible, to make sworn certification of the reasons therefor and that such acts were not done by reason of race, color or creed. Referred to Civil Service Committee.
- Int. 1065, Print 1151 — Senator Schwartzwald —** Prohibits any form of racial or religious discrimination in civil service employment and sets up procedure for inquiring into and rectifying such discrimination. Referred to Civil Service Committee.
- Int. 1066, Print 1152 — Senator Schwartzwald —** Makes it a misdemeanor for any person controlling the appointment of persons for employment in civil service of state or civil divisions or in service of any public utility under supervision or public service commission or transit commission to discriminate against any person because of race, color or creed. Referred to Codes Committee.
- Int. 1164, Print 1292 — Senator Hampton —** Repeals laws which suspend temporarily the provisions for automatic increases of salaries or wages in state service. Referred to Finance Committee.
- Int. 1165, Print 1293 — Senator Hampton —** Defines continuous service for purpose of additional salary increases for employees in mental hygiene dept. Referred to Finance Committee.
- Int. 1169, Print 1297 — Senator Wicks —** Makes provision as to eligibility for accidental disability retirement allowance apply to any member in civil service on or after May 11, 1920, who has been physically or mentally incapacitated as result of accident sustained in service as a member subsequent to January 1, 1915. Referred to Pensions Committee.
- Int. 1260, Print 1398 — Senator Bewley —** Relates to illegal lockouts, and strikes and the organization of employees in public service; makes lockouts illegal under certain conditions; prohibits the use in connection with illegal strikes of contributions to political fund or relief moneys; prohibits employees of state or political subdivision from joining certain organizations whose primary object is to influence remuneration and conditions of employment and makes other provisions. Referred to Labor Committee. (Same as A. 1754).
- Int. 1314, Print 1469 — Senator Martin —** Provides for one day of rest in seven for state employees without reduction in total compensation. Referred to Labor Committee. (Same as A. 1776).
- Int. 1321, Print 1476 — Senator Kleinfeld —** Amends generally provisions for license to practice nursing, provides registered professional nurse and for a trained attendant, prescribes qualifications, subjects for examination, annual registration.

Continued on page 54

Our Legislative Program

By John T. DeGraff, Counsel

The budget controversy which has been raging for the past month has overshadowed all other legislative matters. As this issue goes to press only fifty bills have been signed by the Governor, most of which are technical and of minor importance, and none of which affect Civil Service. Most of the bills in which Civil Service employees are interested are still in the committees of the Senate and Assembly. The only Civil Service bill that has passed the Assembly is the Murray bill, Assembly Intro. 231, which provides that only citizens shall be eligible for employment in State institutions.

The Senate has passed, by a vote of 27 to 20, the controversial McNaboe bill, Senate Int. 12, which provides that no Communist or person who advocates the overthrow of the government by force and violence shall be employed in the public service.

The Senate has also passed the Wicks bill, Senate Int. 7, to carry out the provisions of the new constitution with reference to the elimination of grade crossings. This bill will come up for vote in the Assembly on March 21st. There is strong opposition to the terms of this bill, which provides, in substance, that when any grade-crossing elimination affects or interferes with the operation of a railroad the plans for the elimination shall be prepared by the railroads and contracts for the elimination shall be let by the railroads. Such contracts are let by the railroads by "invitation bidding" to selected contractors instead of by public bidding as is the procedure when contracts are let by the Department of Public Works. An amendment to provide that the plans shall be prepared by the Department of Public Works and the contracts let by that department will be debated when the bill comes up for final action in the Assembly next week. Employees have protested the provisions of this bill, which transfer State functions to private railroads, and a lively debate is expected next week.

Among the bills of interest to Civil Service employees, which have been reported out of committee, are the following:

Feinberg-Ryan bill, S. 230, A. 420, which provides that employees at Dannemora State Hospital shall be permitted to board outside the institution and allowed the amount now deducted for board;

Desmond-Babcock bill, S. 390, A. 568, which provides for compulsory retirement of State employees at age seventy; and the

Hampton-Piper bill, S. 1005, A. 1402, which revises the salary grades for insurance examiners.

The following Association bills are still in committee, although it is expected that action on several of them will be taken in the Assembly this week, when all bills are scheduled to be referred to the Rules Committee:

Feinberg-Ostertag bill, S. 398, A. 545, brings prison guards and other employees in the Department of Correction under the terms of the Feld-Hamilton law.

Hampton-Barrett bill, S. 1364, A. 1915, brings the employees in Mental Hygiene institutions under the Feld-Hamilton law.

Rapp bill, A. 1950, extending the terms of the Feld-Hamilton law to employees in the institutions under the Departments of Health, Education and Social Welfare.

Martin-Foy bill, S. 1314, A. 1776, providing that no State employee shall be required to work more than six days in one week.

Feld-Ostertag bill, A. 1959, which continues the Standardization Board, revises the powers of the Classification Division, and makes numerous technical amendments to the Feld-Hamilton law.

Barrett bill, A. 1914, which extends the eight hour day in State institutions.

Ehrlich bill, A. 1893, which provides that the head of each department shall, with the approval of the Governor, establish sick leave rules for institution employees in the Departments of Mental Hygiene, Correction, Education, Health and Social Welfare. This bill provides that the sick leave granted to institution employees shall be not less than twelve days in one year and that the rules shall, so far as practicable, be similar to the sick-leave rules in ef-

fect generally throughout the State service.

Hampton bills, S. 1164, S. 1165, restoring time service of Mental Hygiene employees and others whose increments were suspended from 1932 to 1935.

Murray bill, liberalizing commutation requirements in the Department of Mental Hygiene.

Fite bill, A. 1323, which provides that employees in the competitive class who are removed on charges shall be entitled to review the determination by appeal to the Civil Service Commission.

Young-Washburn bill, S. 1454, A. 1970, which corrects technical defects in the law which established the eight hour day for institution employees.

Seelye-Babcock bill, S. 1403, A. 1922, which repeals obsolete provisions of the pension law relating to pensions of Civil War veterans.

Fitzpatrick bill, A. 1493, which permits members of the Mental Hygiene retirement system to transfer to the State retirement system.

No action has as yet been taken on the following bills of interest to Civil Service employees:

The Ostertag bill, A. 548, permitting retirement at age fifty-five;

Desmond bill, S. 783, which prescribes fees for open competitive Civil Service examinations;

Desmond bill, S. 784, which provides that employees who have been in the non-competitive class for five years shall have the same protection from removal as employees in the competitive class;

Desmond bill, S. 787, which prohibits transfer to the competitive class without passing an examination;

Page bill, S. 993, and the **Boccia bill**, A. 1577, strongly opposed by the Association, which would permit former employees of the TERA to be appointed to positions in the Department of Social Welfare without competitive examination;

Egbert-Boccia bill, S. 1142, A. 1576, which provides for the transfer of employees of Manhattan State Hospital to other institutions when Manhattan State Hospital is abandoned.

Salaries

Continued from page 43

municipalities, school districts, villages, etc., which would save the State approximately twenty million dollars.

14. That dozens of organizations have already joined with this Association in opposing any changes in the salary program as contained in the State budget. Each day representatives report additional organizations going on record. Herewith is a list of organizations thus far reported:

New York State Teachers' Association.
New York State League of Women Voters. (Inasmuch as the Feld-Hamilton law is in jeopardy.)
National Civil Service Reform Association.
State Charities Aid Association.
Auburn Chamber of Commerce.
Carthage Chamber of Commerce.
Dairy Farmers Union of Ogdensburg.
Common Council of Plattsburgh.
Amenia Grange.
Chamber of Commerce of Saranac Lake.
Association of Employees of the State Dept. of Mental Hygiene.
Barge Canal Civil Service Employees Association.
New York State Highway Engineers' Association.
The Association of New York State Banking Examiners.
Watertown Federation of Labor.
American Legion Post No. 6 of Watertown.
Ladies' Auxiliary, Branch 302, National Assn. of Letter Carriers.
Police Club of Niagara Falls.
Niagara Falls Units of:
U. S. Mail Carriers' Assn.
U. S. Postal Clerks' Assn.
International Railroad Bus Drivers' Assn.
Spanish American War Veterans.
American Legion.
Veterans of Foreign Wars.
Niagara Frontier Police Club.
Pulaski Political Club.
Lodge No. 838, Loyal Order of Moose.
Amenia Fire Company.
Amenia Grange.

Amenia Knights of Columbus.
Masonic Lodge of Rome.
33 Posts Suffolk Co. American Legion.
28 Units Suffolk Co. American Legion Auxiliary.
Suffolk Co. Police Assn.
Brentwood Republican Club.
Central Islip Fire Dept.
American Assn. of Social Workers.
East Islip Community Assn.
Islip Terrace Improvement Assn.
Central Islip Knights of Columbus.
Central Islip Woodmen of the World.
Central Islip Loyal Order of Moose.
Buffalo Co. Medical Association.
Islip Chamber of Commerce.

15. All indications point to an upturn in business conditions. The Eastman Kodak Co. has earned a dividend this year of \$7.54 a share. The National Commercial Bank of Albany declared the usual dividend of \$20 a share and has earned \$40. The General Electric Company has increased its dividends and salaries. Steel industry and steel payrolls have advanced to the highest levels in history. Department stores report substantial increases in sales.

AND FINALLY —

The Legislature adopted a salary plan in 1937. That plan is an **economy** plan, but it aims to pay to State workers a fair minimum salary, a rate of pay commensurate with the service performed. The State has set up and classified but fifty per cent of the State employees and fifty per cent of this group are still receiving less than the minimum scale. Eventually all employees will be brought under this plan.

The time has come certainly, so far as the State employees are concerned, when the people of the State must recognize the fact that they have serving them a loyal body of efficient workers; that the people's health, safety, enjoyment, yes, life itself, are dependent upon this same group of public servants. If democracy is to be maintained as a going proposition, misuse, poor pay and broken promises to public servants

cannot be substituted for respect and real cooperation.

Consideration must be given to the fact that the State's legal representatives contend always with the best and most highly paid legal counsel that can be obtained; that the State's educators must be the leaders in the education world; that the Health Department must have the best doctors; that the Conservation Department must retain the best trained wisdom to preserve the State's resources; that each employee in each department down to the junior stenographer be expert. A poorly written, poorly typed, poorly spelled letter receives far more criticism if it comes from a State department than from any other source. The people expect and demand that the personnel be made up of the best brains that money can buy, not the worst or just mediocre. Nevertheless, the present standards of pay contained in the Feld-Hamilton Bill are not based upon extraordinary service or ability but simulate the rate of pay paid for the same service in private industry and by other governmental agencies.

ECONOMY —

Yes, the taxpayers already have it in the State government, where they have the largest body of public servants laboring at an outlay less than for similar services in Federal and other State governments. During the period when the people had demanded and **obtained** all sorts of increased services — unemployment insurance, social security, health services, old age pensions, milk control, minimum wage control, alcoholic beverage control, coupled with a tremendous increase in the number of inmates in the mental hygiene, social welfare and health institutions of the State, supervision and regulation of new industries and enforcement of labor standards, protection of home owners and investors, safety services, etc. — they have seen the cost of administering the entire governmental service over a ten year period increased but one million dollars.

When these facts are made known, the State employee **cannot** be offered as a vain sacrifice to a false demigod.

Our Group Life Insurance

PROGRESSING MOST SATISFACTORILY

Representatives of the Association are still most active throughout the State, explaining the Group Life Insurance Plan to all State workers, and soliciting their applications therefor. Well in excess of 20,000 employees have signed up for this insurance, and with many institutions and departments still to be canvassed, it is expected that several thousands additional will enroll before the plan is put into effect.

Numerous State institutions and departmental groups scattered throughout the State have signed up 75% or over. It is interesting to note that in various groups, wherein recent deaths of workers have occurred, that participation of employees in the plan sometimes approximates 100%.

Many State employees located in the Metropolitan area have inquired as to the approximate date that canvassing would begin in their locality. This is rather indefinite at present, however, it is expected that many groups up-State will be completed within a very short time and representatives will be transferred to New York City within the very near future.

In response to very many inquiries there are several important points which should be made clear in the minds of all State workers.

Retirement and Leaving State Service

Upon retirement, a member of the group plan may continue in the plan at group rates until reaching age 70 by making payments to the Association. At age 70 the insurance may be converted into any form, except term, of insurance written by the company, without medical examination, at the attained age rate. Upon leaving State service, however, you cannot continue in the group plan, but may convert into any form of insurance, except term, at the attained age rate, and without medical examination.

Sick Leave or Leave of Absence

When an employee is out sick, and is no longer on the payroll, making deduction through that source impossible, the insurance may be kept

in effect by making payments to the Association. The same holds true for employees on leave of absence.

Ages of State Workers

Life is uncertain, and time of death is unknown to most individuals. This fact prompts the average person to secure life insurance protection. If an individual did know the exact time of death in advance, it would be reasonable to secure protection just a short time before his scheduled death. Facts disclosed by the last report of the State Retirement System show that out of 54,661 employees, only 186 were 69 years old, 228 were 68, 298 were 67, etc., and only 3,973 were 60 or over. Think of it, only 7 per cent over 60, and over 20 percent over 50 years of age. Out of 54,661 employees, 42,452 are under 50 years of age.

Protection Only

The Group Life Plan makes available insurance at a very low cost, and the premiums charged are sufficient only for pure protection. There is no cash surrender value, or loan value. A fact overlooked by many State workers in considering this plan is that if a holder of a straight or paid-up life insurance policy should make a loan against his policy, in the event of death the loan is deducted from the face amount of the policy due. Under the group plan, extra premiums are not charged to afford a cash or loan value—only pure protection is accorded.

Outstanding Features

Many workers inquire as to "why this plan is outstanding." Here are the important reasons:

1. **Low cost**, which needs no explanation—just comparison.
2. **No medical examination necessary**, nor is any reference made to past medical history, if application for the insurance is made now. Because of the large number of policyholders in the plan, the wide spread cares for everybody.
3. **Same rates are in effect for every employee**, regardless of occupation. There are thousands of State workers engaged in haz-

ardous employment, who because of their work, must pay higher premiums for insurance purchased on an individual basis. This is a splendid opportunity for this particular group, because there is no difference in rates for various employees engaged in varying occupations—rates to all employees are the same.

4. **Easy method of premium payment** through payroll deduction. You are not faced with large quarterly, semi-annual or annual premiums. Premiums are deducted automatically from your paycheck, with no fear of your protection lapsing. You may withdraw from the plan at any time, simply by written order on forms which will be provided.
5. **Conversion Privilege** without medical examination. If you leave State service, or reach age 70, you may convert your insurance without medical examination, to any form of insurance written by the company except term insurance.

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Retirement Is Pleasant

ON YOUR STATE PENSION

By Franklin B. Holmes
Director of State Employees'
Retirement System

This article in the series explaining the advantages enjoyed by members of the New York State Employees' Retirement System might well have been titled, "How to Retire and Like It."

Voluntary service retirements and discontinued service retirements require rather lengthy explanations to make them as clearly understood as they deserve to be, but the subject matter is too important to attempt to be brief.

Voluntary Service Retirements. Any member attaining age sixty may retire but his application for retirement must be on file for thirty days before becoming payable. A member who filed application for service retirement and selects an option (options having been explained in a previous issue), must live thirty days after filing application for retirement. Options may be selected under any form of retirement except accidental death, where there are children under eighteen years of age who may on the death of the widow become beneficiaries.

The law relative to voluntary retirement allowances is:

"§63. Allowance on superannuation retirement. 1. Upon retirement for superannuation or for any other cause after the attainment of sixty a member shall receive a retirement allowance which shall consist of:

"(a) An annuity which shall be the actuarial equivalent of his accumulated contributions at the time of his retirement; and

"(b) A pension, in addition to his annuity, of one one-hundred and fortieth of his final average salary multiplied by the number of years of his state service since he last became a member; and

"(c) If the member has had one or more years of service as a member, an additional pension which shall be equal to one-seventieth of his final average salary multiplied by the number of years allowable to him on account of service certified

to him in his prior service certificate."

In computing a service retirement allowance, we first determine the final average salary of the member as provided in Subdivision 14 of §50. We then determine the number of years of service rendered prior to January 1, 1921, for a State employee and the member service in years rendered subsequent to January 1, 1921. The prior service years are used in determining part (c). The final average salary of the member was \$2,900. He had 11 1/3 years of service prior to January 1, 1921, and 16 years and 5 months of service after January 1, 1921. To determine part (c) we find 11 4/12/70ths of \$2,900 equals \$469.53 To determine part (b) of §63 we find 16 5/12/140ths of \$2,900 equals \$340.06. These two items make the total pension paid by the State to the member, amounting to \$809.59. The member had contributions amounting to \$4,115.82 with interest accruals. The annuity value for the member age 70 is 7.239. By dividing the annuity value into the total contributions we find that the annuity part (a) equals \$568.56. Adding the annuity to the pension produces an annual retirement allowance of \$1,378.15 or \$114.85 per month. By multiplying the total retirement allowance by annuity value, the reserve of \$9,976.44 is found, which amount is transferred to the proper funds and from which the retirement allowance is paid.

Discontinued service retirement allowance. Any member of the Retirement System, whose services have been discontinued through no fault of his own, with 20 years of service, is entitled to a retirement allowance regardless of age. These provisions are the most difficult subdivisions of the law to compute and explain to the member. We have entered numbers in part (b) indicating the five kinds of retirement allowances. (3) and (4) are equal in amount of allowance.

The law relative to discontinued service is:

"3. If a member is discontinued from state service through no fault or delinquency of his own after having completed twenty years of total service, provided, however, that during the last six months immediately preceding such discontinuance there have been no interruptions in his employment and he shall have been continuously and regularly paid for state service, such proviso, however, not to apply to legislative employees or laborers who have been such employees for at least parts of each of the two years just preceding such retirement, he shall receive as he may elect:

"(a) The amount of his accumulated contributions, or

"(b) (1) An annuity of equivalent actuarial value to his accumulated contributions, and in addition, a pension beginning immediately having a value equal to the present value of a pension beginning at age sixty of one-seventieth of his final average salary multiplied by the number of his years of prior service plus one one-hundred and fortieth of his final average salary multiplied by the number of his years of service as a member, (2) and if such member has attained age forty-five, he shall be paid in addition to the above a pension equal to fifty per centum of the difference between his actual pension and the pension that would be allowable to him were he age sixty, (3) except that a member who has attained age forty-five and has been at any time for twenty or more years continuously employed in the unclassified service of the state or in the competitive class or the exempt class of the classified service or for a period aggregating twenty or more years continuously in any combination of such services or classes, and is so discontinued from service, (4) or a member who,

Continued on page 56

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The Annual Dinner

The twenty-first annual dinner of the Association at the DeWitt Clinton Hotel, on the eve of George Washington's birthday, with a capacity crowd in attendance, may be fairly rated as a four star success and a delightful social event from every angle.

To Mr. Harold J. Fisher, Chairman of the Social Committee and his associates, Hazel A. Ford, Beulah Bailey Thull, Janet MacFarlane, Frances Sperry, Lillian Hyatt, Grace E. Keck, Nina Foran, Mildred Meskill and Jesse MacFarland, great credit is due for putting across the affair in so memorable a fashion. Nothing but enthusiastic praise of their efforts has been heard since the "big party" night.

Honoring the dinner with their presence were: Governor and Mrs. Herbert H. Lehman; Lieutenant Governor and Mrs. Charles Poletti; Secretary of State Michael F. Walsh; State Comptroller, Morris S. Tremaine; President of the State Civil Service Commission, Grace A. Reavy; Director of the Budget, Abraham S. Weber; and Executive Deputy Secretary of State, Doris I. Byrne, together with a number of other State Officials, Legislators, and a host of representatives from every department of the State Government.

Chairman Harold Fisher of the Department of State, presiding as toastmaster, introduced the distinguished speakers of the evening immediately after the repast, the list including Governor Lehman, Secretary of State Walsh, Miss Reavy and Association President, Charles A. Brind, Jr. Politics were forgotten and the speeches reflected only the gay mood of the assemblage.

Once again, the Entertainment Committee, with "Tom" Stowell of the State Health Department Publicity Bureau, acting as director and stage manager, provided a timely "stunt" show, entitled "It's a Long, Long Pull," which scored a hit from start to finish. Sitting in session as the Senate Finance Committee, the members of the entertainment group burlesqued the task of passing upon the qualifications and capabilities of the Governor's appointees to State

Offices before their confirmation. Such top-notch artists as the Hon. Walter S. Brown, Secretary to Governor Lehman, vocalist; Estelle Rogers, a Jeannette McDonald soprano, from the Department of Law; Esther Coffey, talented accordionist; the Three Capitol Hillbillies; John Hassett, accomplished tap dancer from the Tax Department; Marion Decker, singer from the State A.B.C. Board; and that veteran comedian, George Decker, were the impersonators of the various appointees. Their efforts in every instance left no doubt in the minds of the audience as to their artistry. John L. Halpin, Secretary to the Conservation Commission, adequately played a "bit" role as the Sergeant-at-Arms.

The lyrics of the songs and the humorous script of the skit were written by the members of the Entertainment Committee, consisting of: Walter S. Brown, Secretary to the Governor; Foster Potter, Department of Agriculture; Clarence H. Knapp, Department of State Publications Editor; John F. Tremaine, Secretary to the Commissioner of Correction; Frederick Hallowell, Secretary to the State Comptroller; Allan Reagan, Director of State Publicity; Charles H. McTigue, Secretary to the State Tax Commission; John L. Halpin, Conservation Commission and Director "Tom" Stowell.

With little delay following the show, tables and chairs were cleared from the floor of the main dining room for an enjoyable dance program, starting at 11:30 and continuing until 2:00 a. m.

Wassaic Minstrels

Rehearsals and preparations have been begun for the annual inmates' minstrel show which will be presented here April 21, 22 and 24, in the school auditorium. Francis A. MacDonald, of the Boys' Group, will be director of the affair.

The Hudson River State Hospital Women's Bowling Team were the losers in a match played with the Wassaic State School Women's Team on the Wassaic alleys, Tuesday, February 28th.



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**RIGHT AT
GRAND CENTRAL TERMINAL**

N. Y. State Merchant Marine Academy

By Roger H. Stonehouse

My first contact with the Academy was through its Superintendent, Captain J. H. Tomb, U.S.N., Ret., and its Secretary, Owen B. Murphy, an alumnus and an Ensign in the U.S.N. Reserve. It is fitting that I begin with the Captain and his official personnel, for after all, thence springs much of the present day spirit and effectiveness of the institution.

The proof of their ability and fitness is in the cadets themselves—alert, neat, courteous and masculine. Captain Tomb's long service in the Regular Navy and his correct conception of discipline are evidenced



Capt. J. H. TOMB, U. S. N. Ret.

in these splendid, self-respecting young men. Here is no "sloppiness" but a keen efficiency that is a joy to behold. It does not need the Captain's statement to recognize that his dream is an Academy that like his Alma Mater Annapolis and like West Point will develop well-trained and effective young manhood contributing to a restoration of our maritime supremacy.

The training ships have been the Schoolship "St. Mary's," a full rigged ship, from 1875 to 1908; the Schoolship "Newport," an auxiliary barkentine, from 1908 to 1932 and now the Training Ship "Empire State," a modern cargo steamer formerly the U.S.S. "Procyon" of the U.S. Fleet. All cadets are required

to make a cruise of three months each summer during their two-year course. The cadets perform all work on board, supervised by faculty officers.

In former years the Schoolship based from October until May wherever it could find a vacant berth. Wherever they hung their pea-jackets was their shore base. Mostly this was the Navy Yard in Brooklyn or Bedloe's Island in the upper bay. This made study difficult, as the only class rooms were four partitioned off on an old schooner moored alongside, formerly the "Gilford Pendleton," which was left behind on cruise.

On May 31, 1938, began the Annual cruise of that year, touching Bermuda, Washington, D. C., Newport News, London, Rotterdam, and Le Havre, returning to Fort Schuyler September first.

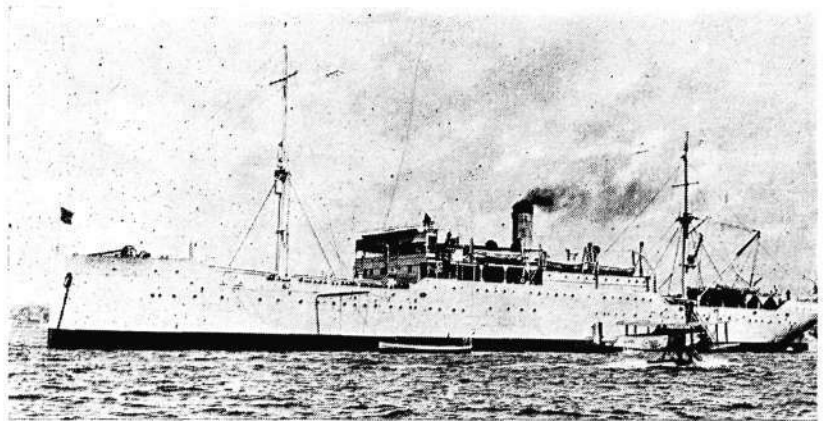
The Academy offers a course in either Marine Engineering or Navigation, open to high school graduates after a competitive examination during the fourth week in August. The new class enters the first week in October of each year and are immediately enrolled as cadets, Merchant Marine Naval Reserve. Graduates receive, after examination, federal licenses as Third Mate or Third Assistant Engineer, depending upon the course completed. After one year of such service they establish eligibility for commission as Ensign in the U.S. Naval Reserve, contingent upon satisfactory physical examination. A placement bureau is maintained, furnishing the graduates with employment within six

weeks. They take positions principally as junior officers on American merchant ships, starting at salaries of approximately \$75 per month with maintenance. After six months to one year they are usually promoted to Third Mate or Third Assistant Engineer at salaries from \$140 to \$160 per month with maintenance.

There were last spring, 133 cadets, 63 of whom took the Marine Engineering Course and 70 the Navigation Course. In October 38 were graduated and 80 entered.

Captain Tomb, learning that Fort Schuyler was to be withdrawn from active service of the Army, saw his opportunity for an academy with dormitories, mess hall, kitchens, class rooms, laboratories, drafting rooms, library, administrative offices, machine shops and an adequate pier. Through the vision and energy of Dr. Lewis A. Wilson, Associate Commissioner of Education and Captain Tomb, aided by L. F. Loree, of the D. & H. R. R., and president of the Chamber of Commerce of the State of New York, the Bronx Board of Trade and others, the dream is reality.

One is tempted to tell of the history of the fort, begun in 1831 and named for General Philip Schuyler, New York State's Revolutionary hero. It is an irregular granite pentagon, the best example in the United States of the French military architecture of the Napoleonic period, with draw-bridge, moat, bastions, demibastions and a covered way.



U. S. EMPIRE STATE

"University of the Merchant Marine"

The outer semblance of the fort has not been altered save for a through sand-blasting and repointing. Where sections were temporarily removed the stones were numbered and accurately replaced. While no effort has been spared to afford scientifically modern class rooms and the best heating, ventilating, lighting and power facilities, it has been done with respect for the past associations and with an eye to enhancing its beauties. The new "University of the Merchant Marine" as it has been called, has already a character and atmosphere all its own around which a rich tradition will inevitably develop, an inspiration and a source of gratification to its cadets.

Apropos the necessity for the Academy, Captain Tomb says: "Prior to 1850 the clipper ship, a merchant vessel, was much faster than our men-of-war. American merchant marine officers for many years had received better education than American naval officers. The Navy Department, realizing the seriousness of the situation concerning the education of its officers, in 1845 established the United States Naval Academy at Annapolis in the face of much adverse criticism, the opponents of the Academy claiming that the only way to educate and train naval officers was to keep them on board ship. Five years after the establishment of the Naval Academy the fallacy of this argument was so apparent that the naval service unanimously endorsed the Naval Aca-

demey. The same situation now confronts America on the education and training of merchant marine officers, where an academy based on shore meets so much service opposition."

"The modern merchant ship is just as complex in design, construction and equipment as a naval vessel. Moreover, the complication of foreign and domestic navigation laws, the economics involved in ship operation and the efforts by each maritime power to gain advantage over its competitors makes it imperative for the American mariner to be thoroughly educated and trained in his profession, alert to protect American overseas trade. If our naval officers were not thoroughly acquainted with strategy, tactics, gunnery and control of gun fire, marine engineering and other essential technical factors, our navy would be sunk in short order by any foreign naval power whose officers were properly educated and trained. We have dedicated (May 21, 1938) a Merchant Marine Academy that will provide this essential education and training for the United States Merchant Marine. Never again should it be necessary for this nation to depend on alien mariners to officer and man its ships. It was humiliating for America in 1916 to offer rich inducement to alien mariners to officer and man American ships because of America's lack of trained men, due to an almost complete lack of facilities for marine education and training. Yet at one time the American mariner was accepted by the

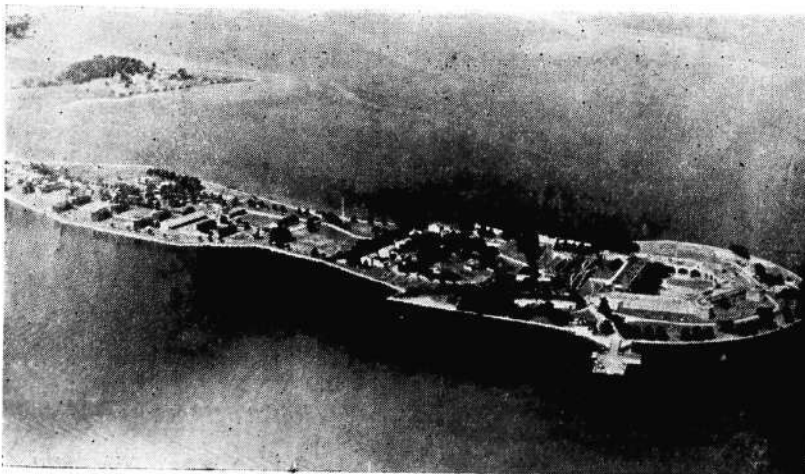
world as supreme in his profession, rank for rank. He was not equalled by his foreign rivals."

"Japan is far ahead of any maritime power in education and training in the maritime field, with Germany next. Great Britain is far down the scale, but America is last. We look for the New York State Merchant Marine Academy to develop into the finest and most efficient merchant marine institution in the world, one that not only the State of New York, but the whole American Nation, will be proud of as leading the world in education and training in this profession."

Being favored one day with an invitation to luncheon in the wardroom of the "Empire State," I had the privilege of meeting the faculty, men obviously of broad experience in their field. Most had had World War service as officers in the United States Navy as well as in the merchant marine and held commissions in the U.S. Naval Reserve. In their conversation and badinage one detected references to many a dramatic yarn of personal experience.

The Academy is proud of deeds of courage and daring performed by some of its graduates, namely: former Chief Officer Harry Manning, '15, who was in command of the S.S. America's lifeboat which rescued the crew of the "Florida"; Captain Schuyler F. Cumings, '09, who was in command of the "American Shipper" and located the crew of the "Vestris" through his initiative in the use of the radio direction finder (we of course, find this invaluable instrument part of the equipment of the "Empire State"), and Captain Paul C. Grening, '97, who was in command of the S.S. "President Harding" when that ship picked up the crew of the Italian freighter, "Ignatio Florio."

And so the story continues to unfold in abundant human and romantic interest, but space forces a conclusion to this tribute to a noble dream brought to superb realization. One cannot but rejoice in the opportunities for virile, colorful life opening to these likeable youths, and with a bit of wistfulness I bid them "bon voyage!"



FORT SCHUYLER

EDITORIAL PAGE

THE STATE EMPLOYEE

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Chapter Organization

The formation of chapters is proceeding apace. No meeting of the executive committee is complete nowadays without the presentation of the application of some group of State employees for incorporation. Since 1910 it has only been in the last few years that the formation of separate chapters seems to be warranted. Pursuant to authority, the Association, on April 2, 1935, adopted the following by-law:

"Fifty or more members of the Association located in any department or locality may form a chapter of the Association, subject to the approval of its constitution and by-laws by the executive committee of the Association."

Groups in New York City, Buffalo, Rochester, Utica, Syracuse and other sections of the State immediately took advantage of this opportunity for local organization. In New York City the number of members of the New York City chapter is more than two thousand. The chapter publishes its own magazine, has an executive committee set up on the same basis as the Association Executive Committee with a group of live officers, and has been carrying the Association banner in Amer-

ica's largest city with great honor and success. Similarly in Buffalo and other places, social, as well as official, matters are being handled through local chapter organizations. The success of these chapters which have already been formed augurs well for the continuance of the policy on the part of the Association of encouraging the formation of chapters elsewhere.

It is apparent that a strong local organization is as important an adjunct to the welfare of the State employees as is an Association on a State-wide basis. Every place has its own local problems. No one is more conscious of the local problems than the employees who are living in daily connection with them. Many of these problems can be solved through the efforts of committees and officers, and the only way that such committees and officers can function as representatives of the employees is through some type of organization. The chapter solves this problem.

The extension of the social life of the employee is an important matter. In one institution recently visited by representatives of the Association an assistant superintendent deplored the failure of employees to take advantage of the various facilities provided by the institution. He pointed out that there were handball courts, tennis courts, a splendid auditorium in which dances or stage plays could be conducted, bowling alleys, a golf course and other things. Employees did not have sufficient organization to encourage tournaments or make these facilities available upon organized basis as dinners, dances, hikes, plays, hundreds of things which an organization could undertake and which would be of very great interest to employees.

The Chapter's Officers are able to keep in close contact with Association Headquarters at Albany and thus bring to the Chapter's members full and complete information on legislation and other important problems; information which would be otherwise not available.

The roll of chapters follows:
Agriculture College Chapter of Ithaca
Attica Prison Chapter
Auburn Prison Chapter
Barge Canal Civil Service Employees Association
Batavia State School Chapter
Bedford Hills Chapter
Buffalo Chapter
Central Islip State Hospital Chapter
Hudson State Training School Chapter
Ithaca State Hospital Chapter
Motor Vehicles Inspectors Chapter
Napanoch Institute Chapter
New York City Chapter
Oneonta State Hospital Chapter
Rochester Chapter
Syracuse Chapter
Utica Chapter
Wassaic State School Chapter
Waterford Canal Floating Plant Chapter
Waterford State Shop Chapter

Rome Seeks Chapter

Employees of Rome State School are engaged in organizing a Chapter of this Association at their institution. Over 400 employees attended a special meeting on February 23 in the Auditorium of the institution. J. D. Lochner, Executive Secretary of the Association, spoke on the work, accomplishments, services and program of the Association, as well as the advantages and procedure of Chapter organization. Practically 100% of the approximate 700 employees of this institution are members of the State Association.

Mrs. Ruth C. Stedman, representative of the Association at Rome State School, arranged for and presided over the meeting. Mr. Leo Burke was selected to act as a Temporary Chairman to preside until proper Constitution and By-Laws are formulated and presented to the State Executive Committee for approval, and the election of permanent officers. A special committee was selected by employees in attendance to set up the Constitution and By-Laws.

Arms and Great Seal

OF THE STATE OF NEW YORK

Of great interest, but about which little is known, is the State's Great Seal. An enlarged copy is to be found on the Front Cover of this issue.

Section 70 of the Laws of 1909, Chapter 59, Article VI, entitled, "Description of the arms of the State and the state flag," states, "The device of arms of this State, adopted March sixteenth, seventeen hundred and seventy-eight, is hereby declared to be correctly described as follows:

"CHARGE. Azure, in a landscape, the sun in fess, rising in splendor or, behind a range of three mountains, the middle one the highest; in base a ship and sloop under sail, passing and about to meet on a river, bordered below by a grassy shore fringed with shrubs, all proper.

"CREST. On a wreath azure and or, an American eagle proper, rising to the dexter from a two-thirds of a globe terrestrial, showing the north Atlantic ocean with outlines of its shores.

"SUPPORTERS. On a quasi compartment formed by the extension of the scroll.

"DEXTER. The figure of Liberty proper, her hair disheveled and decorated with pearls, vested azure, sandaled gules, about the waist a

cincture or, fringed gules, a mantle of the last depending from the shoulders behind to the feet, in the dexter hand a staff ensigned with a Phrygian cap, or, the sinister arm embowed, the hand supporting the shield at the dexter chief point, a royal crown by her sinister foot dejected.

"SINISTER. The figure of Justice proper, her hair disheveled and decorated with pearls, vested or, about the waist a cincture azure, fringed gules, sandaled and mantled as Liberty, bound about the eyes with a fillet proper, in the dexter hand a straight sword hilted or, erect, resting on the sinister chief point of the shield, the sinister arm embowed, holding before her her scales proper.

"MOTTO. On a scroll below the shield argent, in sable, Excelsior.

"STATE FLAG. The state flag is hereby declared to be blue, charged with the arms of the state in the colors as described in the blazon of this section."

Since the Revolution and the organization of New York as a State, the appointment by the Legislature of various commissions to prepare devices for the Great Seal of the State has resulted in five modifica-

tions. The Great Seal of 1777 was devised by a committee consisting of Messrs. Morris, Jay and Hobart, and was to be used for all the purposes for which the Crown Seal was used under the Colony. The second form was the Arms and Seal complete, devised by a committee in 1778 consisting of Governor George Clinton and Chancellor Livingston.

The third Seal was devised pursuant to the provisions of an act passed in 1798, authorizing the Comptroller, Attorney General and the Surveyor General to repair the old Seal or cause a new one to be made. This commission decided to make a new one and recorded a description of it on January 22, 1799. In 1809 the Legislature passed an act authorizing the Governor to prepare a new Seal, which resulted in the fourth Great Seal, first used on November 28 of that year.

The fifth and last form given to the Arms, on the Seals of the State, was in 1882, following a report by a commission consisting of Governor Alonzo B. Cornell, Secretary of State Joseph B. Carr and Comptroller James W. Wadsworth.

The Great Seal of the State is in the custody of the Secretary of State.

(Taken from the Legislative Manual, New York, 1938.)

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Legislation Pending

Continued from page 44

tion, disciplinary proceedings, fines and penalties. Referred to Education Committee.

Int. 1322, Print 1477 — Senator Wicks — Provides that rules, regulations and acts of head of department or agency relating to persons in classified service except certain exempt classes, shall be subject to review on facts and law by court of competent jurisdiction; court may substitute its discretion in place of dept. or agency head in arriving at determination. Referred to Civil Service Committee. (Same as A. 1732).

Int. 1344, Print 1506 — Senator Nunan — Provides for transfer within two years by member of retirement system, of credit on account of membership in a former retirement system if he has been a member of the first retirement system for at least 25 years or has had prior service for that time. Referred to Pensions Committee.

Int. 1364, Print 1530 — Senator Hampton — Repeals provisions for salary schedules, commutation allowances and statutory increases for employees in mental hygiene dept., and provides that annual salaries of resident officers and employees of state institutions shall be fixed in accordance with provisions of Civil Service Law. Referred to Finance Committee. (Same as A. 1915).

Int. 1410, Print 1601 — Senator Desmond — Provides that after January 1, 1940, no member of pension or retirement system or fund shall be entitled to benefits other than those provided by his own contribution on any part of salary or compensation in excess of \$10,000 a year. Referred to Pensions Committee.

ASSEMBLY

Int. 788, Print 819 — Assemblyman Sellmayer — (Same as Senate 598).

Int. 819, Print 853 — Assemblyman Babcock — Permits state comptroller to fix some day other than one within 90 days after report of medical board showing member of state retirement system to be physically disabled, for retirement of such member. Referred to Pensions Committee.

Int. 850, Print 884 — Assemblyman Austin — Prohibits employment of city service officers or employees for more than five days a week or eight hours a day. Referred to Labor Committee.

Int. 878, Print 914 — Assemblyman Boccia — (Same as Senate 815).

Int. 903, Print 939 — Assemblyman Reoux — (Same as Senate 623).

Int. 1019, Print 1075 — Assemblyman Crews — (Same as Senate 718).

Int. 1070, Print 1131 — Assemblyman Mofat — (Same as Senate 822).

Int. 1147, Print 1212 — Assemblyman Torsney — Provides that no person shall be eligible to apply for examination for classified state service unless he is a citizen of the U. S. and has been a resident of the state for two years immediately preceding. Referred to Civil Service Committee.

Int. 1275, Print 1357 — Assemblyman Crews — Provides that officers or employees in civil service competitive class

Continued on page 58

Syracuse Chapter Dinner

By Joseph Mercurio
Syracuse Chapter Social Chairman

On Monday evening, February 20, the Syracuse Chapter of the Association held its First Dinner and Dance at the Onondaga Hotel, Syracuse. That the function was a success was evidenced by the attendance. More than 200 members were seated at dinner. The hotel management through its maitre, William C. Emerson, provided for most attractive surroundings. Tables in the Grand Ball Room were arranged in cabaret style, with a cocktail lounge in the Louis room. Entertainment ranged from several fine vocal selections by a student of the Syracuse University College of Fine Arts, to Tall Tales, by Professor O'Farrell of Korn Kollege, Kaintucky (sponsored by a certain cement company and secured through the efforts of the Highway Engineers), interspersed by danceable music rendered by the Ambassadors of Royal Rhythm.

The speakers of the evening were introduced with the adroit finesse usual to Guy Pinck, who acted as toastmaster.

Mr. Arthur Goodwin, Vice-President of the Chapter, in the absence of President Andrew Mulligan, occasioned by serious illness, greeted the members assembled and predicted a greater year for the Chapter.

Judge James J. Barrett, presiding judge of the New York State Court of Claims, spoke of the fine aims of the Association and entertained with his famous repertoire of Irish wit.

The speaker of the evening was Charles Campbell, whom we all know as the capable Vice-President of the Association. The Syracuse Chapter through this medium wishes to thank Mr. Campbell for his interest in the Syracuse Chapter and to state that his was one of the finest after dinner addresses ever delivered at a function in Syracuse.

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H. R. S. H. News

The regular monthly meeting of the Hudson River State Hospital Employees' Association was held in the Amusement Hall of the Institution on February 15th. A novel program of entertainment was tried at the meeting. Six ladies from the South Wing met six gentlemen from the North Wing in a three-round battle of wits. A riot of fun was had and it is hoped that these contests will be continued.

The Officers of the H. R. S. H. Yacht Club, Committees in Charge and participants in the Minstrel and Dance on Friday, February 17th, certainly are to be congratulated on the whole-hearted response of the capacity audience of over 600, and the fine show provided.

Gierisch, Mr. and Mrs. William Hritz, William Galbraith, Mary Dingman, Miss Brundage, Ralph Bunnell, Eugene Marin, Fred Lucas, Ethel Lamkins, Samuel Mirto, Mrs. William Campion, Mrs. Mae Wells, Mr. Sonneberg, Wilma Reynolds, Mr. and Mrs. Charles Tompkins, Mrs. Anna Leonard, John Hennessy, Fred Lucas, William Herring, Mrs. D. Hanlon, Mrs. E. Marin, Mr. Brundage, Ralph Critelli, Master Glen Schoonmaker, William Russell, Harold Seifts, William Pae, Edward McDonald, Vincent Daley, Thomas Duffy and Chas. Pratt.

Usherettes for the occasion included, Sally Avery, Elizabeth Hamilton, Katherine Hamilton, Marjorie



CAST OF YACHT CLUB MINSTREL SHOW

George Magee was General Chairman of the affair. The Ticket Committee, headed by Paul Leonard, also consisted of Sally Galbraith, Guy deCordova and Mrs. Anna Leonard. The Floor Committee, Chairman of which was James Stanton, was assisted by James Connelly, Jack Benjamin and Thomas Flanagan. John Whelan was chairman of the Stage Committee, assisted by George Magee and Arthur G. Schoonmaker. The Program Committee consisted of Wilfred Pae, Chairman; David Jones and Arthur Marx.

Interlocutor for the show was Ray Puff, Chief of Police. Josh Billings, formerly with Field's minstrels, directed the show. The chorus consisted of: Mr. and Mrs. William Helmer, Mrs. Mary Pae, Isabelle

Nicholas, Sally Galbraith, Helen Shioka, Gladys Velie, Marie Williams and Margaret Scott.

Mr. and Mrs. Albert V. McKee, Mary E. Belton and John Livingstone attended the Annual Dinner of the Association in Albany on February 21st, and report a most enjoyable evening's entertainment.

The H. R. S. H. Employees' Federal Credit Union announces the appointment of a full-time Cashier, in the person of Dorothy Martin, and new business hours are: 8:45 A. M. to 1 P. M., and 2 P. M. to 5:30 P. M. on all week days except Saturday, when hours are: 8:45 A. M. to 1 P. M. The hours are much more convenient for employees and greater business is anticipated due to the change.



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Continued from page 48

when so discontinued from service, has attained age forty-five and who then is employed and for twenty or more years next prior thereto has been continuously employed as a member or employee of the legislature of the state of New York, shall be paid a pension equal to the value of a pension were the member age sixty at the time of such discontinuance, (5) and except that a member who, when so discontinued from service, has attained age fifty and has been at any time for twenty-five years or more continuously employed in the competitive class of the classified service shall be paid an annuity of equivalent actuarial value to his accumulated contributions and in addition thereto a pension, beginning immediately, having a value which plus his annuity will equal a retirement allowance which would be payable had the member reached age sixty at the time of discontinuance from such service. Time during which a member was absent on leave without pay after January first, nineteen hundred twenty-one and time after said date during which a member was on a preferred eligible list pursuant to section thirty-one of this chapter shall not constitute an interruption of continuous employment but such time shall not be counted

or included in determining the length of his total service."

Under (1) the member had 17 years and 22 days of prior service and 5 years, 4 months, 18 days of member service, with contributions amounting to \$798.51 and a final average salary of \$2,227.77. We first determine the pension that would be payable were the member age sixty by obtaining 17 1/12/70ths and 5 5/12/140ths of the final average salary of \$2,227.77, which produces \$628.55. The age of this member was 44 years, 10 month, 19 days. The actuary has furnished the Retirement System with discontinued service factors by months for all ages. All members of the Retirement System are grouped in groups from one to seven relative to sex and employment and we have different discontinued service factors for all these groups. The theory of discontinued service is that one's earning capacity is greater the younger he is. For example, the discontinued service factor for age 40, group 1, is .21641; for age 45 .30052; age 50 .42954; age 55 .63826; age 59 .90943 and, of course, age sixty 1.00000.

The discontinued service factor for age 44, 10 years, 19 days, is .29889 in group 3. The pension for this age is determined by multiplying the \$628.55, which would have been the pension were the member age 60, by .29889 which produces a value of \$187.87 as pension at the

age of the member. The contributions of \$798.51 are divided by the annuity value of 14.859 for the age to produce the annuity of \$53.74. The discontinued service retirement allowance in this case is \$241.61.

Under (2) of (b), where the member has attained age 45, we first determine as accomplished in (1) the pension that would be payable were the member age 60 and the pension that would be payable using the discontinued service factor. The pension at age 60 would have been \$343.93. The discontinued service factor is .37929 for age 48 years, 5 months. Multiplying the pension that would have been payable at age 60 by the discontinued service factor we find that the pension figured as it is in (1) would be \$130.45. But in this case the law provides that the member will receive one-half the difference between what his pension would be were he age 60 and what it actually is for his age, and by subtracting \$130.45 from \$343.93 and dividing the result by two it is determined that the member receives an additional benefit of \$106.74, or a total pension of \$237.19. The contributions of \$1,628.66 were divided by the annuity value for this age of 13.993 to produce an annuity of \$116.40 or a total retirement allowance of \$353.59 for which the State set up a reserve of \$3,319 and the member \$1,628.66.

(3) and (4) as above stated, are of the same value. We determine the retirement allowance for age 60 the same as in (1) but use no reducing factor. However, the annuity is affected for the reason that the contributions are divided by the annuity value for the age, which produces less annuity than if the member were 60 with the same amount of contributions.

Under (5) of part (b) we again determine the pension as though the member were age 60, adding the number of years between his actual age and age 60. We then determine the annuity for the member were he age 60 and the annuity for the member for his age. The difference between the annuity for the member at age 60 and the annuity for the member at his age is added to the pension for age 60 to make the total pension. The annuity for the member at his age is added to the pension above determined to obtain the total retirement allowance.

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Buffalo Chapter Dinner

The Annual Dinner and Dance of the Buffalo Chapter was held on February 11th at the Buffalo Field and Trap Club. Attendance at the dinner, in spite of adverse weather conditions, exceeded 350, and all present seemed to have a hilarious time.

The principal speaker of the evening was V. A. Zimmer, Director of the Division of Labor Standards of the U. S. Department of Labor, at Washington, D. C., formerly of the State Department of Labor. Also speaking were State Civil Service Commissioner Howard G. E. Smith and William F. McDonough, Chairman of the Legislative Committee of the Association of State Civil Service Employees.

Mrs. Louise Bell of the Division of Public Buildings was general chairman for the dinner, assisted by Mrs. Kathryn Stahl, Edward J. Hyland, Marian Perry and Charles F. McNamin. Charles I. Martina of the State A. B. C. Board was toastmaster. The committee in charge certainly overlooked nothing and provided an entertaining evening for all those who attended.

Officers and committees of this Chapter have been hard at work for the past few months, and the Association enjoys the 100% support of several State departments in that vicinity. It is expected that 100% support will be attained in the other departments within the next few weeks.

Kings Park Organizes

On February 17 a special meeting of employees of Kings Park State Hospital was held in Ryon Hall for the purpose of organizing a Chapter of this Association. Well over 300 employees of the institution attended the meeting, and groups of workers from nearby institutions such as Central Islip, Pilgrim State Hospital at Brentwood, and elsewhere attended.

William F. McDonough and Joseph Lochner, Chairman of the Legislative Committee and Executive Secretary of the Association, and J. Earl Kelly, President of the New York City Chapter, spoke at the meeting, explaining the history of the Association, its program for the future, and the advantages of Chapter organization.

Bedford Hills Election

The annual election of officers of the Westfield State Farm Chapter, Bedford Hills, was held Tuesday evening, February 14th.

The following were elected to office:

President, Joseph Lennon
 Vice-President, Mary O'Connor
 Secretary, Mrs. Mary R. Garigliano
 Representative, Bernice Byfield
 Alternating Representative, Mrs. Maebelle Pickett.

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Legislation Pending

Continued from page 54

Important Notice on Accident and Sickness Insurance

The special attention of policy holders under the Association's Group Plan of Accident and Sickness Insurance is called to two most important provisions of their policies:

1. During disability due to accident or sickness, in order to be eligible to receive indemnities provided by the plan, **YOU MUST SEE YOUR DOCTOR AT LEAST ONCE EVERY SEVEN DAYS.**

2. You must be in the care of a regular licensed physician. Chiropractors or other practitioners not licensed by the State as regular physicians cannot establish your disability for the purpose of securing indemnities under the Group Plan of Accident and Sickness Insurance sponsored by this Association.

PREMIUMS DUE ON THE GROUP ACCIDENT AND SICKNESS POLICIES MUST BE PAID BEFORE OR WITHIN THE GRACE PERIOD ALLOWED UNDER THE PLAN, WHICH IS 31 DAYS. Quarterly payment dates under the plan are February 15th, May 15th, August 15th and November 15th. If you fail to pay your premium within the time required, your policy will lapse, and you may be required to satisfy the insurance company that you are a good risk, before you can reinstate yourself in the plan.

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shall be removed only for incompetency or misconduct; permits suspension without pay for not exceeding 30 days pending a determination of charges. Referred to Civil Service Committee.

Int. 1321, Print 1413—Assemblyman Devany—Prohibits employment in classified civil service of state, civil division or city or as superintendent, principal or teacher in public school or academy, state normal school or college, of persons advocating overthrow of government either by oral or written word or aid in organization. Referred to Civil Service Committee.

Int. 1323, Print 1415—Assemblyman Fite—Provides that officers or employees in civil service competitive class shall be removed only for incompetency or misconduct and permits suspension without pay for not exceeding 30 days pending determination of charges. Referred to Civil Service Committee.

Int. 1382, Print 1474—Assemblyman McCaffrey—(Same as Senate 198).

Int. 1402, Print 1496—Assemblyman Piper—(Same as Senate 1005).

Int. 1421, Print 1517—Assemblyman Fitzpatrick—Allows credit for prior service to persons becoming members of state retirement system on or before January 1, 1940, instead of 1938 as at present. Referred to Civil Service Committee.

Int. 1439, Print 1553—Assemblyman Andrews—(Same as Senate 1065).

Int. 1448, Print 1562—Assemblyman Andrews—(Same as Senate 1066).

Int. 1453, Print 1567—Assemblyman Burrows—(Same as Senate 1114).

Int. 1467, Print 1581—Assemblyman McLaughlin—Provides no rule or regulation of a civil service commission shall require more than elementary school education for a position not necessitating professional or technical knowledge. Referred to Civil Service Committee.

Int. 1473, Print 1587—Assemblyman Owens—(Same as Senate 1064).

Int. 1490, Print 1613—Assemblyman Babcock—(Same as Senate 834).

Int. 1493, Print 1616—Assemblyman Fitzpatrick—Abolishes retirement board in mental hygiene dept. and provides for transfer of employees and members thereof to state employees' retirement system. Referred to Health Committee.

Int. 1502, Print 1625—Assemblyman Sellmayer—Makes Spanish-American and World War veterans and exempt volunteer firemen in civil service of state or subdivisions eligible for pension after 25 years of service at one-half of highest salary. Referred to Civil Service Committee.

Int. 1539, Print 1662—Assemblyman Boccia—(Same as Senate 1119).

Int. 1576, Print 1730—Assemblyman Boccia—(Same as Senate 1142).

Int. 1583, Print 1737—Assemblyman Crews—(Same as Senate 270).

Int. 1630, Print 1787—Assemblyman Fromer—(Same as Senate 1169).

Int. 1639, Print 1796—Assemblyman

Int. 1671, Print 1846—Assemblyman Goldstein—Makes eligible for retirement any person who has been in state civil service for 30 years or more provided contribu-

tions are paid to date of application therefor. Referred to Pensions Committee.

Int. 1719, Print 1894—Assemblyman Dooling—Defines "work week for civil service employees" of state or any public political subdivision to mean five days in any calendar week. Referred to General Laws Committee.

Int. 1724, Print 1899—Assemblyman Sellmayer—(Same as Senate 1272).

Int. 1730, Print 1909—Assemblyman Barrett—Repeals provisions for salary schedules, commutation allowances and statutory increases for continuous service, for certain mental hygiene employees. Referred to Ways and Means Committee.

Int. 1732, Print 1911—Assemblyman Breitbart—(Same as Senate 1322).

Int. 1735, Print 1914—Assemblyman Creal—(Same as Senate 993).

Int. 1738, Print 1917—Assemblyman Fitzpatrick—Increases salaries and wages of certain employees of state hospitals under jurisdiction of mental hygiene dept. Referred to Health Committee.

Int. 1754, Print 1933—Assemblyman Pease—(Same as Senate 1260).

Int. 1776, Print 1959—Assemblyman Foy—(Same as Senate 1314).

Int. 1779, Print 1962—Assemblyman Gutman—Provides that term "competitive" as applied to examinations for original appointment or promotion in civil service, shall mean an examination where no less than two applicants appear for and actually take the examination. Referred to Civil Service Committee.

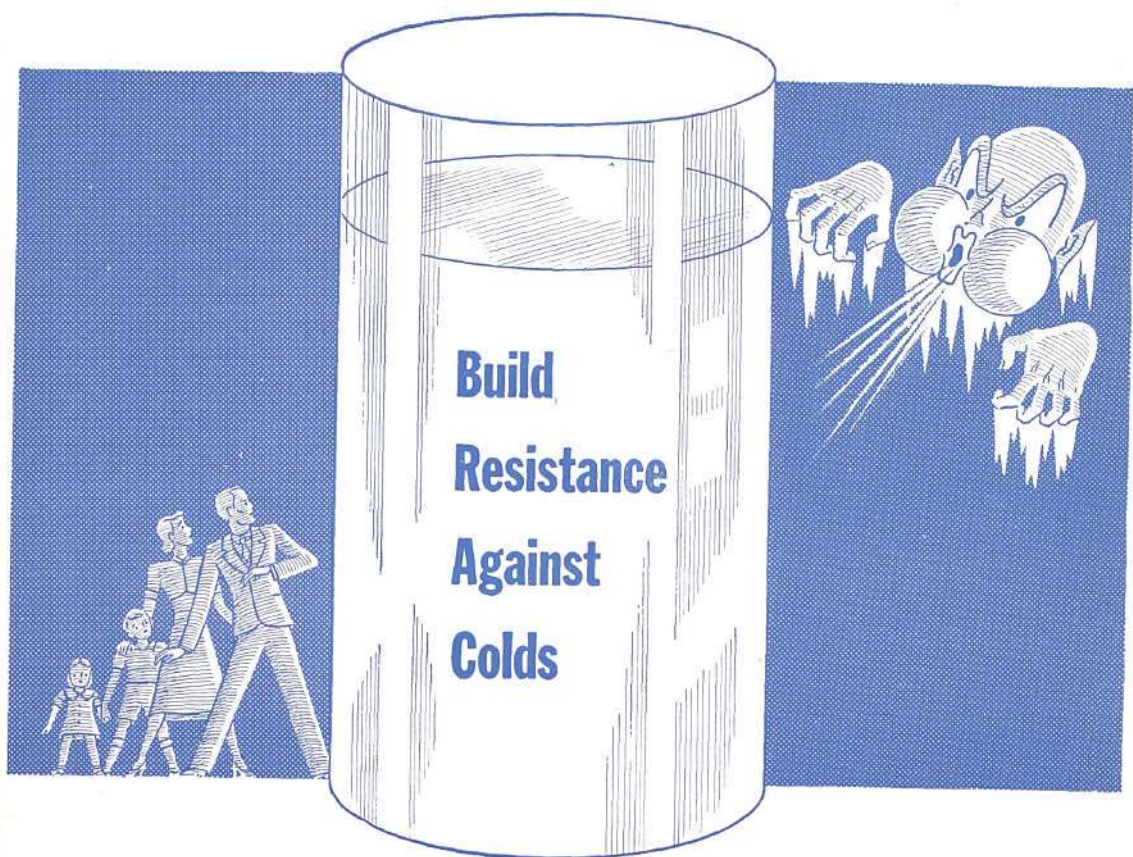
Int. 1780, Print 1963—Assemblyman Gutman—Provides that civil service employees shall have right to be represented by counsel at any hearing on charges of incompetence, misconduct or other charges which may be grounds for suspension, removal or disciplinary action. Referred to Civil Service Committee.

Int. 1827, Print 2017—Assemblyman Goldberg—Provides for restoring certain members to state retirement system after discontinuance from service and withdrawal of accumulated contributions if member returns to service within ten years and re-deposits amount withdrawn from fund and pays additional amount to cover restoration of credit. Referred to Civil Service Committee.

Int. 1850, Print 2046—Assemblyman Rapp—Repeals provisions for salary schedules, commutation allowances and statutory increases for continuous service for employees in state institutions formerly in executive dept. and now in departments of health, education and social welfare. Referred to Ways and Means Committee.

Int. 1854, Print 2050—Assemblyman Moran—Allows credit to members of state retirement system for prior service as employees of U. S. government having civil service status therein. Referred to Civil Service Committee.

Int. 1914, Print 2158—Assemblyman Barrett—Provides for eight hour day and six day week to employees in state institutions who protect and guard the buildings and grounds. Referred to Labor Committee.



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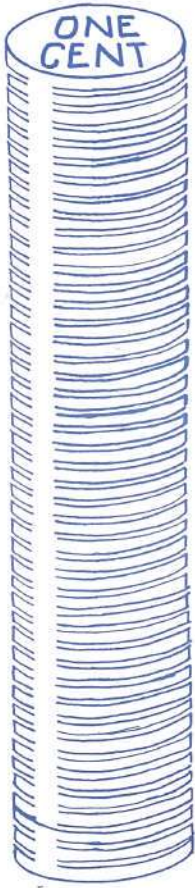
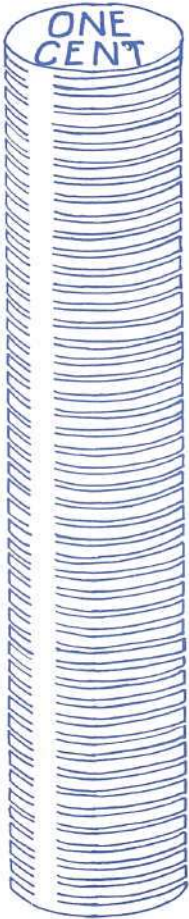
T H E S T A T E O F N E W Y O R K

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government
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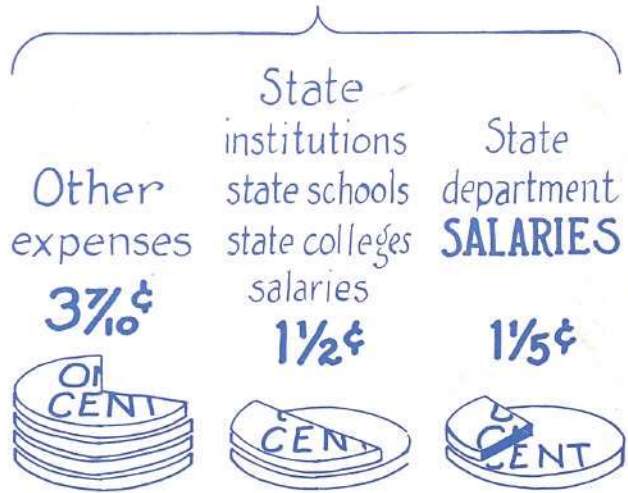
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