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THE

# State Employee

JANUARY, 1947

Vol. 16, No. 1 TEN CENTS



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V118 #2*

*changed  
V16 #4 to  
Merit*

# Happy

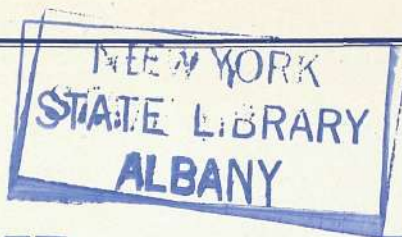
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1932-1947



# New Era!



# YOU Should Know About

LOW  
COST

FREE  
INSURANCE

EASY  
PAYMENT

AND OTHER FEATURES OF THE ASSOCIATION'S

## GROUP LIFE INSURANCE

**Free Insurance:**

10% Free Insurance, with a minimum of \$250 is issued each insured member.

**Low Cost:**

**No Extra**

**Charges:**

**Easy Payment:**

Any member under 40 years can secure \$1,000 protection for 30c semi-monthly. Older members are charged proportionately low rates. NO ADDITIONAL PREMIUM IS CHARGED IF YOU HAVE HAZARDOUS DUTIES. The insurance is paid by deductions from your salary.

**New Employees:**

If you apply within the first three months of State employment NO MEDICAL EXAM is necessary.

**Broad Coverage:**

**Claims Paid**

**Promptly:**

Pays for death due to any cause. Claims are usually paid within 24 hours. Over \$1,700,000 paid to beneficiaries of deceased members.

**Take Advantage:**

The Association used the tremendous purchasing power of its 30,000 members to make this valuable protection available. TAKE ADVANTAGE OF IT TO PROTECT YOUR DEPENDENTS AND LOVED ONES.

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SECURE AN APPLICATION FOR THE GROUP LIFE INSURANCE TODAY from your Local Association Chapter or from Association Headquarters, Room 156, State Capitol, Albany, N. Y. FILL IT OUT AND RETURN IT PROMPTLY.

# THE STATE EMPLOYEE

Official Publication of  
The Civil Service Employees Association, Inc.

Vol. 16, Number 1

January, 1947

10c a Copy

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## This Month's Cover

### HAPPY NEW ERA!

The idea behind our cover design for this month — the beginning of a new year in the Association's splendid history, is expressed in words far better than the Editors could do in the editorial written especially for this number by President Frank A. Tolman.

It is on page 22. Read this thoughtful and inspiring message as we begin the new year and the new era.

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# SALARIES!

The following five pages are probably as important at this time as any we have ever published.

They summarize the salary situation  
as of January, 1947

READ CAREFULLY!

# THE ASSOCIATION

*On January 7, President Frank L. Tolman sent the following letter to Governor Thomas E. Dewey, reviewing the negotiations between our Association, the Salary Board, the Retirement System, and other members of the Administration:*

The State employees are greatly confused and concerned at grapevine reports and press statements as to their salaries and needs during the next fiscal year.

I understand that the Administration program includes:

1. Incorporation of the bonus in the base salary;
2. Working hours in institutions to be 40 hours with straight overtime pay for all overtime over 40 hours required in departments and institutions;
3. Some adjustment of salaries of jobs found to be underpaid by the Salary Survey;
4. Small adjustments to eliminate unevenness in present salary rates;
5. Unemployment insurance for permanent employees;
6. Coverage of veterans in Retirement System for period of war service.

Each of these proposals has merit and is appreciated. However, they do not, in the employees' opinion, meet the realities of the critical situation we now face.

It is not possible for us to estimate actual salary increases proposed until we know something of the findings and recommendations of the Salary Board who, up to the present, have wrapped themselves in a rich mantle of silence. It seems, however, that no consideration has been given to the critical situation caused by the increased cost of living during the year. We have asked each year for a cost of living adjustment bill that would largely solve the salary problem. The employees feel that their salaries do not now permit them to absorb the 20% and more increase in prices this year without some adjustment in pay. We are not asking for higher real salaries, but merely for the means to continue to live on our usual modest scale without seeking outside jobs.

Surely, no final decisions will be promulgated by you, by the Salary Board or by the Budget until conferences are called between the major parties interested.

We have repeatedly presented a series of bills to liberalize the Retirement System. Our purpose has been to make the System work, that is to make it possible for public employees actually to retire instead of merely changing jobs as they now do. We want a Retirement System that permits retirement and we are willing to pay our fair share of the added cost.

The Association is urging particularly a minimum retirement allowance plan that would provide a pension based upon a formula of Thirty Dollars per year of service up to thirty years, thus providing a minimum pension of \$900 after thirty years of service. Such a pension is now provided in the Federal Retirement Act.

We have also urged, (a) optional retirement at 55 years of age, similar to the New York City Retirement Plan; (b) vesting of right of an employee who leaves service, and, (c) increasing the death benefit.

Institutional employees particularly urge that retirement should be permitted after 25 years work in a prison or hospital.

At this time, the State Retirement Plan not only fails to encourage its workers to purchase annuity out of their earnings beyond the normal contributions, but prohibits them from doing so. The social value of promoting the creation of annuity reserve through payroll contributions for retirement allowance purposes outweighs completely any vague fears as to State invasion of the insurance field.

In accord with your expressed wish, we have conferred with members of your staff, as well as the Salary Board, with regard to the matters set forth here. I feel I would be remiss in my duties as President of the Association, which now represents very many thousands of State civil service workers, and membership in which is being extended to employees of the subdivisions of government within our State, if I did not ask your personal consideration of matters which are of such great importance to good labor relations and sound personnel administration in public service, in which you have shown a keen interest.

# THE GOVERNOR

*On January 8, in his Annual Message to the Legislature, Governor Dewey said:*

"Our State Employees are now paid well: The lowest starting salary in 1942 was \$900; today it is \$1560. Promotions and reclassifications of employees are today approached on the merits of the case rather than first consideration being given to dollar costs. . . .

"At my request, the Salary Standardization Board undertook a widespread survey of salaries paid privately in this State, by other states and the Federal Government for services comparable with those performed by New York State employees. This is the most intensive study of its kind ever conducted. The complete report of the Board's work will soon be available.

"The Board has found that the temporary emergency compensation presently paid to all State employees should be incorporated into the permanent salary structure. The Board has already advised me that, in the main, gross salaries presently paid (including emergency compensation) are comparable with and in proper relationship to salaries paid in private industry and in other public jurisdictions.

"After the most careful study the Board has concluded that the present salary plan should be modernized and simplified. In the process of modernizing the salary schedules it is necessary to make several adjustments in minimums, maximums and increments to round out the irregular rates of pay occasioned by the variable emergency percentages. These adjustments will involve a net increase in aggregate salaries of about \$2.5 million.

"Further adjustments may be necessary in a certain few occupational groups that were found to be out of line with positions in private industry and in other public employment. In my budget message, I will submit to your Honorable Bodies detailed recommendations on the changes to be made and appropriations required to improve the State's compensation procedures so that its employees may be properly paid in accordance with their contribution to the smooth functioning of the State's business."

# THE REPLY

Here is Governor Dewey's answer to Dr. Tolman's letter:



STATE OF NEW YORK  
EXECUTIVE CHAMBER  
ALBANY

THOMAS E. DEWEY  
GOVERNOR

January 9, 1947

Dr. Frank L. Tolman  
State Capitol  
Albany, New York

Dear Dr. Tolman:

I have your letter of January 7th and have carefully studied it. When I have seen the report of the Salary Board, I shall be in a little better position to analyze the problem and will, of course, be happy to see you. With many thanks and warm regards,

Sincerely yours,

TED:LR

A handwritten signature in cursive script, appearing to read 'Thomas E. Dewey', written in dark ink.



# THE FACTS

## INDEXES OF COST OF LIVING IN THE UNITED STATES

Large Cities Combined, New York City and Buffalo  
(Average 1935-39 — 100) (From U. S. Bureau of Labor Statistics)

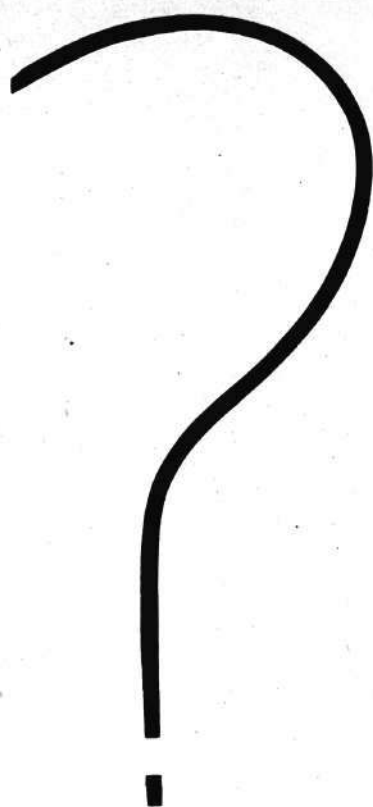
	U. S. Large Cities Combined	N. Y. City	Buffalo
1940	100.2	100.8	101.0
1941	105.2	104.7	107.5
1942	116.5	114.7	120.0
1943	123.6	123.1	126.3
1944	125.5	126.2	126.1
1945	128.4	129.1	128.5
1946			
Jan.	129.9	131.4	129.8
Feb.	129.6	131.3	129.8
Mar.	130.2	132.2	130.2
Apr.	131.1	133.5	131.2
May	131.7	134.3	132.0
June	133.3	135.8	132.6
July	141.2	143.9	139.6
Aug.	144.1	145.7	142.2
Sept.	145.9	149.4	144.9
Oct.	148.4	152.6	146.3
Nov.	151.7	153.8	149.3

## INDEXES OF WHOLESALE PRICES AND CONSUMERS' PRICES

DECEMBER 1945=100



SOURCE: U. S. Department of Labor, Bureau of Labor Statistics.



AS WE GO TO PRESS

NEGOTIATIONS

ARE IN PROGRESS

# RETIREMENT LEGISLATION- A SPECIAL EDITORIAL

The following is a reprint of the resolutions urging Retirement System liberalization adopted by the delegates to the Annual Meeting of the Association:

*"RESOLVED, That this Association urges early action by the Governor and the Legislature to liberalize the State Retirement law to*

- (a) establish a minimum retirement allowance of \$1200 per annum for members who have been employees of the State on a full time permanent basis for thirty years.*
- (b) permit optional retirement at age 55 with the State bearing half of costs on the same basis as provided in the New York City Retirement System.*
- (c) that the death benefit be increased to an amount equal to 1/12th of the member's annual salary for each year of service to 12 years and an additional amount for each 2 years of service thereafter,*
- (d) that the law provide vesting of employee's retirement allowance after 5 years of service when State service is discontinued on the same basis as provided in the Federal Retirement,*
- (e) that optional retirement after 25 years of service at one-half pay be provided.*

Will the Association's program for liberalization of the State Retirement plan be approved?

This question ranks well up with the question of adjustment of salaries to meet present economic needs of public workers. Interest in improvement of the retirement plan is equally great among State, county, city, town, village and district civil service employees who are members of the System. At the present time there are some 120,000 members of the New York State Retirement System, about equally divided between State employees and employees of the various sub-divisions of government within the State.

The answer to the question rests finally with the Governor and the Legislature. The Comptroller of the State is cooperating toward a better understanding of pension problems by extending information relative to the System, and in the preparation of cost studies of the various new proposals.

Intelligent presentation to the people of the State of the several proposals rests largely with the members of the System. Taxpayers welcome facts to justify expenditures and none should be better able to tell them the facts than the civil service employees in the various units of government. One of the facts which astounds and amazes citizens generally is that of the approximately 8,000 persons retired under the System the monthly

pension is often only \$50 or \$60 per month after many years of service. It is clear that pensioners in this class are limited in the ability to purchase the necessities of life and to provide the ordinary comforts or special medical needs of old age under normal conditions, and that with the purchasing power of the dollar reduced by nearly one-half, as it is today, so far as the retirement allowance is concerned they are left in dire distress.

To remedy this condition, the Association proposes that the pension plan be revised to provide at least a retirement allowance of one hundred dollars per month to a retired public worker, who is a contributing member of the System, and who has had thirty years of service. It seems unlikely that any citizen would object to such an improvement of the State's pension plan when the simple facts are made known to him. A liberalization of the system to accord a minimum of one hundred dollars per month upon retirement after 30 years of service will involve a considerable increase in contributions to the System by the State and the municipalities that are members of the System. The primary purpose of the pension system is not served unless it supplies to the superannuated worker an income sufficient to provide at least the necessities of life. The situation as to retirement allowances under the present system now amply demonstrated

by experience, indicates that the present system does not accomplish its primary purpose fully.

Every member of the System in common with the Governor, members of the Legislature, and the Comptroller as the immediate head of the department of government having responsibility for the administration of the System, is anxious to preserve the economic stability of the State's pension plan. To feel and act otherwise would be a betrayal of constitutional command and a ruthless disregard of the hopes and faith of thousands of men and women. There is, therefore, no conflict of purpose between public officials and the members of the System to maintain the soundness of the Retirement System at all costs. Each proposal must be considered from all standpoints and any revision of the State Retirement System rests upon sound financing procedures.

Each of the Association's proposals on retirement needs rests upon needs that are very plain to the workers. The lack of social security for public employees emphasizes the responsibility of the State and of units of civil government to supply some substitute for this plan for those who leave the service before retirement. The retirement system offers the medium of providing public workers who are members of the System and who leave State service before retire-

(Continued on Page 30)

# Must State Workers Cut Living Standards?

By CHARLES M. ARMSTRONG,  
Chairman, Ass'n Salary Committee

Christmas time has been a time of worry to the State workers in recent years. The cost of living has been plunging to new highs each year and by Christmas time the workers know that they have had another cut in the living standards established in the April 1st pay adjustments. They look with hope to the New Year and the new Legislature. They hope for recommendations from the Governor that will again recognize their plight and that the Legislature will act to restore their living standards.

Many family conferences have undoubtedly been held by State workers to consider what they should do to bring their expenses within the limits of their income. Some, and the author of this article is one, have looked at the excess of outgo over income and seriously considered a drastic reduction in their established standard of living. To make a drastic cut in a long established standard of living is very disturbing to family relationships and is not to be done lightly, particularly just before Christmas. The author, after a family conference, decided to continue to maintain his established pattern of expenditures until the end of 1946, on the assumption that the Governor and the Legislature would want to maintain the living standards of State workers. Of course, this view was reinforced by the obvious cold fact that if the State did not maintain competitive wage rates, the necessary employees would not be secured. If the Legislature fails to vote a substantial increase in pay for all salary grades, many persons will either have to cut their standard of living very sharply or seek other work.

The increased cost of living seems very mysterious to most people. Some blame it on the selfishness of business men, some on the selfishness of labor. Few seem willing to recognize that we, as a Nation, have created a super-abundance of money and that relatively, goods are scarce. There is little value in trying to blame one

group or another for causing the inflation. The inflation is here and the problem is how to minimize the damage it will do to the men and women in our society. The State workers are an important and growing group in our society, and one way of minimizing the damage from the inflation is to keep pay scales in balance with the cost of living.

The outstanding fact on which consideration of the wage and salary adjustments of this inflation should rest is that the inflation is the result of a super-abundance of money rather than of a shortage of goods. If there were a shortage of goods, the State employees, along with all other patriotic citizens, should curtail their living standards. This is not the situation. The country and the State are producing more than in any previous peacetime year. This means that everyone in a theoretically perfect society should be able to enjoy a higher standard of living. Actually, such perfect fairness is not achieved. Some fortunate groups like the workers in most manufacturing industries have had increases in pay greater than the increase in the cost of living from pre-war to post-war; State workers have been unfortunate in that their pay has increased less than the cost of living. Others have been even more unfortunate than the State workers. Pensioners have had no increases at all and are even more unfortunate than State workers.

A brief review of the cost-of-living adjustments received by State workers will make the seriousness of unfairness clear. The lowest paid State workers have received a total cost-of-living increase of 30 per cent of pre-war pay. This percentage grades down rapidly to 14 per cent for those earning \$4,000 or more and the total increase is limited to \$1,000, so that for the highest paid workers it is even less than 10 per cent. (A significant fact uncovered by a small sample study in one department is that there are few family supporters in the lowest income group. That is the beginners group. The family breadwinners are in the higher scales

where the cost of living allowance is less.)

These percentages must be clearly distinguished from the percentage increase in the average pay earned by State workers. The average pay of State workers has gone up for three other reasons:

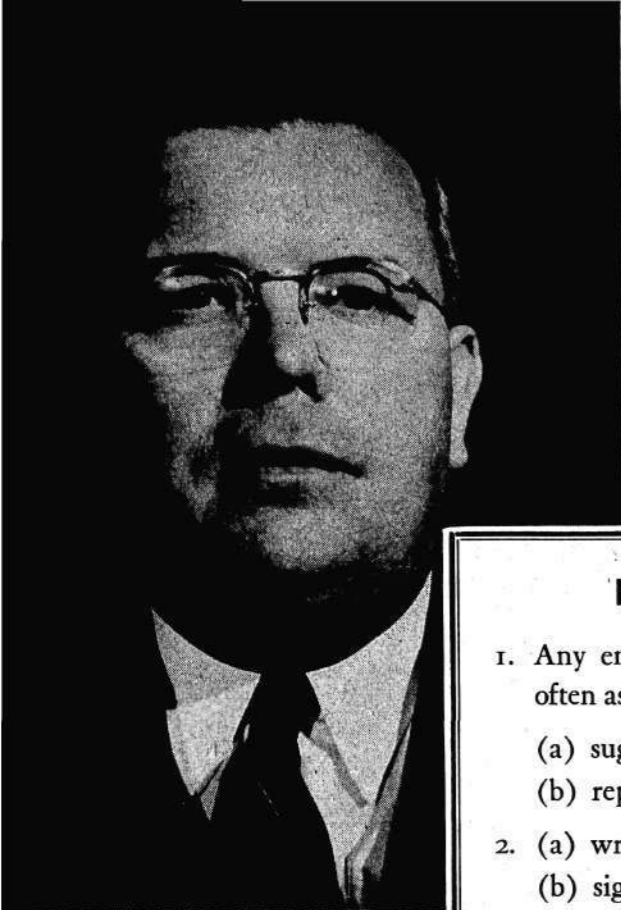
1. The Feld-Hamilton annual increments for service.
2. The adjustment of excessively low salaries to approximately the levels established as proper minimum salaries by the State Department of Labor.
3. The probable hiring of new employees at higher rates than older employees receive for the same work. This serious statement is extremely difficult if not impossible to prove but there is an obvious human tendency to raise job titles with no commensurate increase in requirements to fill jobs when salaries are below the proper competitive levels. For instance, when a job as Junior Statistician cannot be filled, and the work is essential, the job specification is likely to be rewritten to require a statistician in a higher grade to replace a junior statistician. This is the only way to get the State's work done but it is not fair to the other junior statisticians.

The first two of these types of increases would have occurred even without a change in the value of the dollar. The third, to the extent it has occurred, is one of the makeshifts used when basic problems of general wage adjustments are not met promptly.

Against this 30 per cent or less cost-of-living adjustment, the cost of living is now about 50 per cent above pre-war. Thus the most favorably situated workers, the new entrants into State service, are getting 13 cents where they need 15 cents to maintain the standard of living that their predecessors had. The employee earning more than \$4,000 is getting 11.4 cents when he needs 15 cents to maintain his standard.

(Continued on Page 30)





# Merit Award

Department of Civil Service  
 New York State Employees' Merit Award Board  
 Chairman, Clifford C. Shoro (1.)  
 Frank L. Tolman  
 Henry A. Cohen

## HOW TO APPLY FOR AWARD

1. Any employee of the State of New York may submit as often as desired:
  - (a) suggestions for improvement in doing any official work;
  - (b) reports on any unusual accomplishment.
2. (a) write clearly and in full detail;  
 (b) sign your name, show the department or institution where employed, title or position, and mail address;  
 (c) mail to the New York State Employees' Merit Award Board, The Governor Alfred E. Smith State Office Building, Albany 1, New York.
3. Be specific in explaining the anticipated results of your suggestion. For example, if you suggest a time-saving procedure, indicate how much time will be saved, by how many employees, and why your proposed method is more efficient than the existing one; if you suggest a form revision, submit the suggested form together with a copy of the original one.

## PROCEDURE OF THE BOARD

4. The Merit Award Board will date-stamp and acknowledge promptly each such communication. Where duplicate suggestions are received, priority of receipt will determine eligibility for an award. An identification number will be substituted for the author's name before an application is considered. Every application will be judged solely on its merits.
5. The author will be notified whether or not his application has been approved for an award, and if not approved, the reasons why not. The awards will be delivered promptly.

**PUT YOUR IDEAS TO WORK!**

# Board Plan Explained

*PLAN TO  
 ENCOURAGE AND REWARD UNUSUAL AND  
 MERITORIOUS SUGGESTIONS AND  
 ACCOMPLISHMENTS BY STATE EMPLOYEES  
 FOR THE PURPOSE OF PROMOTING EFFICIENCY  
 AND ECONOMY IN THE PERFORMANCE OF THE  
 FUNCTIONS OF STATE GOVERNMENT*

### 1. OBJECTIVE:

To promote greater efficiency and economy in the government of New York State, to increase understanding and to foster good human relationships between State employees, public officials, and citizens of the State.

### 2. METHOD OF ACHIEVING OBJECTIVE:

By granting various types of awards to State employees for unusual and meritorious suggestions designed to improve any procedure or routine of government, or for significant accomplishments in their official capacity.

#### Possible Types of Awards

- (a) Cash
- (b) Salary increment
- (c) Medal or insignia
- (d) Certificate

A certificate will accompany every type of award other than (d).

### 3. ELIGIBILITY FOR AWARD:

Any employee or group of employees of New York State is eligible to receive an award for a meritorious suggestion or accomplishment accepted and approved by the Merit Award Board. Recommendations on behalf of a State employee for an award for an unusual accomplishment may be submitted by any person having knowledge of the circumstances.

### 4. DUPLICATE SUGGESTIONS:

Duplicate awards will not be made for the same or essentially similar suggestions.

### 5. STANDARDS FOR MAKING AWARDS:

A. The acceptance and approval of a suggestion and granting of an award by the Merit Award Board shall be governed by criteria, of which the following are typical:

- (1) Is the suggestion original? (It must not be a minor revision of an existing practice.)
- (2) Is the suggestion feasible? (Will the cost or

some other factor render it impracticable?)

(3) Will the suggestion improve working or living conditions? (Will the human standard of living be raised, such as betterment in health, welfare, education, and convenience of employees and citizens of the State?)

(4) Will the suggestion increase safety? (Will hazards from accidents, fire, or floods be reduced?)

(5) Will the suggestion increase efficiency? (Will waste of materials, duplication of work, and delays be eliminated? Will improvement in procedures and management result?)

(6) Will the suggestion further the use of equipment? (Will new uses for existing equipment result? Will improved maintenance of equipment prolong its usefulness?)

(7) Will the suggestion help to conserve natural and physical resources? (Will it result in better flood control, improvements in agriculture, reduction of stream pollution, etc.?)

(8) Will the suggestion improve human relationships between employees, officials, and citizens of the State? (Will service to citizens of the State be improved?)

B. Suggestions relative to any activity of the State of New York may be submitted. The following are listed solely to indicate the wide range of activities included:

- (1) Standardization of and reduction in number of printed forms;
- (2) Methods and techniques in the advancement of science and education;
- (3) Public recreation facilities;
- (4) Purchase, storage, and issue of supplies and equipment;
- (5) Tax procedures;
- (6) Motor vehicle accidents and traffic control;
- (7) Conduct of racing and other sporting events;
- (8) Budget-making techniques;
- (9) Methods of producing, preserving, storing, packaging, and transporting foods;
- (10) Legislative procedures and routine;
- (11) Personnel policies to attract and hold the highest type of employee to the State service;
- (12) Development of the potentialities of New York State, and the initiation of new industries;
- (13) Further extension and use of existing facilities of the State government, such as educational, health, welfare, and agricultural services;
- (14) Design and construction of bridges and other highway structures.

### 6. DEPARTMENTAL AND OTHER COMMITTEES:

In each State department, the department head shall nominate a Departmental Committee whose function will be to analyze, investigate, and make recommendations on suggestions referred to it by the Merit Award Board. It (Continued on Page 32)

# KNOW YOUR LEGISLATORS

Members of the State Senate and State Assembly for the years 1947 and 1948, were chosen at the general election on November 5, 1946, and took office in January.

While a majority of the members of both houses of the Legislature were re-elected, the new role of members shows that fifteen senatorial and thirty-two assembly seats will be filled by members new to the Legislature. The party line-up in the Senate shows: Republicans, 41; Democrats, 14; American Labor Party, 1, and in the Assembly: Republicans, 109; Democrats, 40; American Labor Party, 1.

As in previous years, the Association urges each of its members to become personally acquainted with his or her representative in the State Legislature, and further urges that each Chapter have a legislative committee whose duty it will be to keep in constant touch with the members of the Legislature who represent the district or districts in which the Chapter functions.

The Association's program for the coming year — set forth in resolutions adopted at the Annual Meeting on October 15, 1946, and printed in the October issue of "The State Employee" — calls for legislation relating to salaries, hours, overtime, retirement, unemployment insurance, and many other matters of vital importance to civil service employees. It is a well known fact that members of the Legislature welcome the opinions and advice of their constituents. While our officers, counsel, headquarters staff and legislative committee will be constantly active in Albany in promoting our legislative program, individual talks by members of the Association with legislators in the home district of the Senators and Assemblymen, setting forth the reasons for the legislation sought and how it effects public service and its value to the public worker, will be of tremendous help to favorable action when the bills actually come before the legislator.

We urge also that Chapters invite their representatives in the Legislature to speak at meetings of the Chapter and that they otherwise stimulate in their Chapters interest in all of the proposals of their Association so that all members will be enthusiastic crusaders for the improvements sought. All members of the Association can help in promoting its program, and pride in and loyalty to their Association will increase with every new achievement. We have an unselfish program. All can work unselfishly for it.

The association intends to increase its advice to members with respect to legislative bills and their progress during the session beginning January 7th. This will be done through weekly reports in "The Civil Service Leader" and by special bulletins.

Herewith is an official list of Senators and Assemblymen. Visit with your Senator and Assemblyman. Talk with him about your Association's legislative program. Give him first hand facts. Let him understand that you and your Association are interested in insuring the best possible government throughout New York State. You and your Chapter can do much to aid in the success of your Association's great program — your program.

## SENATORS

D. Pol.	Name and Address
1 Rep.	*S. Wentworth Horton, Greenport.
2 Rep.	John D. Bennett, 344 Merrick Rd., Rockville Centre.
3 Rep.	William S. Hulst, Jr., 14 Lowell Rd., Port Washington.
4 Rep.	Seymour Halpern, 8380 118th St., Kew Gardens.
5 Rep.	Frederic E. Hammer, 256 Beach 141st St., Belle Harbor.
6 Rep.	*Charles T. Corey, 3541 80th St., Jackson Heights.
7 Rep.	*Irwin Pakula, 41-07 42nd St., Long Island City.
8 Dem.	James J. Crawford, 589 Bedford Ave., Brooklyn.
9 Rep.	*Richard McCleery, 35 Jewell St., Brooklyn.
10 A.L.P.	*Kenneth Sherbell, 642 Pennsylvania Ave., Brooklyn.
11 Dem.	Fred G. Moritt, 650 Greene Ave., Brooklyn.
12 Dem.	Samuel L. Greenberg, 1375 Ocean Ave., Brooklyn.
13 Rep.	*C. Corey Mills, 264 Carroll St., Brooklyn.
14 Rep.	Joseph E. Parisi, 1327 East 4th St., Brooklyn.
15 Dem.	Louis L. Friedman, 2094 East 4th St., Brooklyn.
16 Dem.	William Rosenblatt, 3026 Brighton 5 St., Brooklyn.
17 Rep.	*Robert E. Johnson, 11 Woodbridge Pl., Staten Island.
18 Dem.	Elmer F. Quinn, 285 W. Houston St., New York City.
19 Dem.	Francis J. Mahoney, 421 W. 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 E. 107 St., New York City.
23 Dem.	Alexander A. Falk, 75 Park Ter. E., New York City.
24 Dem.	*Sidney A. Fine, 235 E. Mt. Eden Ave., Bronx.
25 Dem.	Arthur Wachtel, 818 Manida St., Bronx.
26 Dem.	Isidore Dollinger, 17 Crotona Park East, Bronx.
27 Rep.	Paul A. Fino, 1518 Lowell St., Bronx.
28 Rep.	*Charles V. Scanlon, 130 West 183rd St., Bronx.
29 Rep.	William F. Condon, 25 Hollis Ter., Yonkers.
30 Rep.	Jay R. McGovern, 208 Beechmont Dr., New Rochelle.
31 Rep.	Pliny W. Williamson, 11 Heathcote Rd., Scarsdale.
32 Rep.	Thomas C. Desmond, Newburgh.
33 Rep.	Frederic H. Bontecou, Millbrook.
34 Rep.	Arthur H. Wicks, Kingston.
35 Dem.	*Peter J. Dalessandro, 804 25th St., Watervliet.
36 Rep.	Gilbert T. Seelye, Burnt Hills.
37 Rep.	Thomas F. Campbell, 1503 Union St., Schenectady.
38 Rep.	Benjamin F. Feinberg, Plattsburgh.
39 Rep.	Rhoda Fox Graves, Gouverneur.
40 Rep.	Fred A. Young, Lowville.
41 Rep.	*Robert C. Groben, 6 Prospect St., Utica.
42 Rep.	Isaac B. Mitchell, LaFargeville.
43 Rep.	*John H. Hughes, 311 Brookford Rd., Syracuse.
44 Rep.	Walter W. Stokes, Middlefield.
45 Rep.	Floyd E. Anderson, 702 1/2 Chenango St., Binghamton.
46 Rep.	Chauncey B. Hammond, R. D. 2, Elmira.
47 Rep.	Henry W. Griffith, Palmyra.
48 Rep.	Fred S. Hollowell, Penn Yan.
49 Rep.	Austin W. Erwin, Geneseo.
50 Rep.	*George T. Manning, 165 1/2 Alexander St., Rochester.
51 Rep.	Allen J. Oliver, 316 Inglewood Drive, Rochester.
52 Rep.	William Bewley, Lockport.
53 Rep.	Walter J. Mohoney, 6 Saybrook Place, Buffalo.
54 Rep.	Edmund P. Radwan, 3 Norway Park, Buffalo.
55 Rep.	Chas. O. Burney, Jr., 168 Cayuga Rd., Williamsville.
56 Rep.	George H. Pierce, 142 North 5th St., Allegany.

## ASSEMBLYMEN

### ALBANY COUNTY

- 1 Dem. \*D. Cady Herrick, 2nd, McCormick Rd., Slingerlands.
- 2 Dem. George W. Foy, 76 Lenox Ave., Albany.
- 3 Rep. \*John McBain, 2332 Broadway, Watervliet.

### ALLEGANY COUNTY

- Rep. William H. MacKenzie, Belmont.

### BRONX COUNTY

- 1 Dem. Patrick J. Fogarty, 446 E. 140th St., Bronx.
- 2 Dem. \*Richard M. Goldwater, 900 Grand Concourse, Bronx.
- 3 Dem. Edward T. Galloway, 1419 University Ave., Bronx.
- 4 Rep. \*A. Joseph Ribustello, 3110 Park Ave., Bronx.
- 5 Dem. \*Joseph A. Martinis, 730 Manida St., Bronx.
- 6 Dem. Julius J. Gans, 1016 Faile St., Bronx.
- 7 Dem. Louis Peck, 1605 Fulton Ave., Bronx.

- D. Pol. Name and Address  
 8 Dem. Louis Bennett, 1940 Clinton Ave., Bronx.  
 9 Rep. \*Elizabeth Hanniford, 2224 Homer Ave., Bronx.  
 10 Rep. John J. DePasquale, 3340 Barker Ave., Bronx.  
 11 Rep. Gladys E. Banks, 3715 Rombout Ave., Bronx.  
 12 Dem. Nathan A. Lashin, 1950 Andrews Ave., Bronx.  
 13 Rep. \*William J. Drohan, 395 Oliver Pl., Bronx.

**BROOME COUNTY**

- 1 Rep. Richard Knauf, 19 Howard Ave., Binghamton.  
 2 Rep. Orlo L. Brees, 508 Mountain View Dr., Endicott.

**CATTARAUGUS COUNTY**

- Rep. Leo P. Noonan, Farmersville Station.

**CAYUGA COUNTY**

- Rep. \*Charles A. Cusick, Weedsport.

**CHAUTAUQUA COUNTY**

- Rep. E. Herman Magnuson, 31 Locust St., Jamestown.

**CHEMUNG COUNTY**

- Rep. Harry J. Tift, 205 John St., Horseheads.

**CHENANGO COUNTY**

- Rep. \*Janet Hill Gordon, Norwich.

**CLINTON COUNTY**

- Rep. \*James A. Fitzpatrick, Plattsburgh.

**COLUMBIA COUNTY**

- Rep. \*Willard C. Drumm, Niverville.

**CORTLAND COUNTY**

- Rep. Harold L. Creal, Homer.

**DELAWARE COUNTY**

- Rep. Elmer J. Kellam, Hancock.

**DUTCHESS COUNTY**

- Rep. Ernest I. Hatfield, Hyde Park.

**ERIE COUNTY**

- 1 Rep. Frank A. Gugino, 438 Busti Ave., Buffalo.  
 2 Rep. Justin C. Morgan, 143 Doncaster Rd., Kenmore.  
 3 Rep. William J. Butler, 65 Rose St., Buffalo.  
 4 Rep. \*Gerald F. Sullivan, 63 Red Jacket Parkway, Buffalo.  
 5 Dem. Philip V. Baczkowski, 379 Peckham St., Buffalo.  
 6 Rep. George F. Dannebrock, 58 Woeppl St., Buffalo.  
 7 Rep. Julius Volker, 194 Central Ave., Lancaster.  
 8 Rep. John R. Pillion, 61 Magnolia St., Lackawanna.

**ESSEX COUNTY**

- Rep. L. Judson Morhouse, Ticonderoga.

**FRANKLIN COUNTY**

- Rep. William L. Doige, Chateaugay.

**FULTON and HAMILTON COUNTIES**

- Rep. Joseph R. Younglove, 14 Hoosac St., Johnstown.

**GENESEE COUNTY**

- Rep. \*John E. Johnson, LeRoy.

**GREENE COUNTY**

- Rep. William E. Brady, Coxsackie.

**HERKIMER COUNTY**

- Rep. Leo A. Lawrence, Herkimer.

**JEFFERSON COUNTY**

- Rep. Orin S. Wilcox, Theresa.

**KINGS COUNTY**

- 1 Dem. Max M. Turshen, 1392 E. 49th St., Brooklyn.  
 2 Dem. J. Sidney Levine, 1444 E. 7th St., Brooklyn.  
 3 Dem. Mary A. Gillen, 82 Powers St., Brooklyn.  
 4 Dem. Bernard Austin, 500 Bedford Ave., Brooklyn.  
 5 Rep. \*Seymour Brenner, 194 Reid Ave., Brooklyn.  
 6 Rep. Robert J. Crews, 345 Clinton Ave., Brooklyn.  
 7 Dem. \*Louis Kalish, 4001 Sixth Ave., Brooklyn.  
 8 Rep. \*Thomas Carney, 556 Third Ave., Brooklyn.  
 9 Rep. Frank J. McMullen, 68 76th St., Brooklyn.  
 10 Rep. Lewis W. Olliffe, 199 Bergen St., Brooklyn.  
 11 Dem. Eugene F. Bannigan, 136 Maple St., Brooklyn.  
 12 Rep. \*Frank P. Davern, 11 Bills Place, Brooklyn.  
 13 Dem. Lawrence P. Murphy, 4408 Flatlands Ave., Brooklyn.  
 14 Dem. Harry Gittleson, 287 South 2nd St., Brooklyn.

- 15 Dem. John Smolenski, 1044 Manhattan Ave., Brooklyn.  
 16 Dem. Frank J. Pino, 1844 W. 3rd St., Brooklyn.  
 17 Dem. John J. Walsh, 789 St. Marks Ave., Brooklyn.  
 18 Dem. Irwin Steingut, 706 Eastern Parkway, Brooklyn.  
 19 Dem. Philip J. Schupler, 4701 12th Ave., Brooklyn.  
 20 Rep. John E. Beck, 1277 Madison St., Brooklyn.  
 21 Dem. Thomas A. Dwyer, 830 E. 22nd St., Brooklyn.  
 22 Rep. \*Joseph Soviero, 282 Linwood St., Brooklyn.  
 23 Dem. Alfred A. Lama, 1760 Union St., Brooklyn.  
 24 A.L.P. \*Samuel Kaplan, 595 Powell St., Brooklyn.

**LEWIS COUNTY**

- Rep. Benjamin H. Demo, Croghan.

**LIVINGSTON COUNTY**

- Rep. Joseph W. Ward, Caledonia.

**MADISON COUNTY**

- Rep. Wheeler Milmo, Canastota.

**MONROE COUNTY**

- 1 Rep. \*Joseph W. Bentley, Penfield.  
 2 Rep. Abraham Schulman, 445 Harvard St., Rochester.  
 3 Rep. \*Raymond Combs, Churchville.  
 4 Rep. Thomas F. Riley, 24 Lapham St., Rochester.

**MONTGOMERY COUNTY**

- Rep. John F. Bennisson, Fort Plain.

**NASSAU COUNTY**

- 1 Rep. Frank J. Becker, 42 Winter St., Lynbrook.  
 2 Rep. Joseph F. Carlino, 310 Riverside Blvd., Long Beach.  
 3 Rep. Genesta Strong, Plandome.  
 4 Rep. David S. Hill, 15 Glen St., Glen Cove.

**NEW YORK COUNTY**

- 1 Rep. \*Maude Ten Eyck, 102 E. 22nd St., New York City.  
 2 Dem. Louis De Salvio, 425 W. Broadway, New York City.  
 3 Dem. Owen McGivern, 305 W. 52nd St., New York City.  
 4 Dem. Leonard Farbstein, 504 Grand St., New York City.  
 5 Dem. Irwin D. Davidson, 151 Central Pk. W., N. Y. C.  
 6 Dem. Francis X. McGowan, 235 E. 22nd St., New York City.  
 7 Rep. \*Howard Henig, 845 W. End Ave., New York City.  
 8 Rep. Archibald Douglas, Jr., 345 E. 57th St., New York City.  
 9 Rep. John R. Brook, 27 E. 95th St., New York City.  
 10 Dem. John P. Morrissey, 343 E. 87th St., New York City.  
 11 Dem. William E. Prince, 254 Manhattan Ave., N. Y. C.  
 12 Dem. William T. Andrews, 409 Edgecombe Ave., N. Y. C.  
 13 Dem. \*Harold A. Stevens, 295 Convent Ave., New York City.  
 14 Dem. Hulan E. Jack, 45 W. 110th St., New York City.  
 15 Rep. \*Samuel Roman, 213 Bennett Ave., New York City.  
 16 Dem. \*Louis A. Cioffi, 345 E. 119th St., New York City.

**NIAGARA COUNTY**

- 1 Rep. Jacob E. Hollinger, Middleport.  
 2 Rep. Ernest Curto, 635 Sixteenth St., Niagara Falls.

**ONEIDA COUNTY**

- 1 Rep. Harlow E. Bacon, 316 West Embargo St., Rome.  
 2 Rep. \*Richard R. Griffith, 2807 Genesee St., Utica.

**ONONDAGA COUNTY**

- 1 Rep. \*Searles G. Schultz, 6 Leitch Ave., Skaneateles.  
 2 Rep. Clellan S. Forsythe, 600 Roberts Ave., Syracuse.  
 3 Rep. Lawrence M. Rulison, 156 Hasting Place, Syracuse.

**ONTARIO COUNTY**

- Rep. Harry R. Marble, Holcomb.

**ORANGE COUNTY**

- 1 Rep. Lee B. Mailler, Cornwall.  
 2 Rep. Wilson C. Van Duzer, Middletown.

**ORLEANS COUNTY**

- Rep. John S. Thompson, Medina.

**OSWEGO COUNTY**

- Rep. Henry D. Coville, Central Square.

**OTSEGO COUNTY**

- Rep. Paul L. Talbot, Burlington Flats.

**PUTNAM COUNTY**

- Rep. D. Mallory Stephens, 70 Pine St., New York City.

(Continued on Page 23)

\*Newly elected — Others re-elected.

# New Style Check for All State Employees

New type salary checks, designed to speed up processing of payrolls and reconciliation of bank accounts, were distributed in December to more than 40,000 State employees on the permanent payroll, State Comptroller Frank C. Moore announced.

After three payrolls had been met with the new type of check, it became necessary for the Division of the Treasury of the Department of Taxation and Finance to send this letter to all department payroll units:

"Serious difficulty is being encountered in processing the punch card payroll checks inaugurated last month. If these checks are folded, perforated, stapled or otherwise mutilated, it is impossible to process them through the tabulating machines and thus it is necessary to produce new cards for the checks so mutilated. 37,000 punch card checks were issued in December. 4,800 of these or approximately 14% were received in such a mutilated condition that it was necessary to produce cards to be substituted for them. Experience of other users of punch cards shows an average mutilation of only 4% to 5% which indicates careless handling of these checks by employees.

"We are forwarding with your payrolls individual notices to be distributed to employees with their next punch card check. We would appreciate your cooperation in distributing these notices with the checks. Please ask the supervisors who distribute checks to see that each employee who receives a punch card check also receives a notice and that each employee is asked to cooperate in this matter. Employee cooperation is necessary in order to eliminate careless check handling and mutilation. Your efforts in this matter will be greatly appreciated."

STATE EMPLOYEES—Read carefully the notice that comes with your next check—and please cooperate!



**PAYROLL ACCOUNT**

SERIES **B** No. \_\_\_\_\_

DATE \_\_\_\_\_

**State of New York**

DEPARTMENT OF TAXATION AND FINANCE - DIVISION OF THE TREASURY  
THE NATIONAL COMMERCIAL BANK & TRUST COMPANY OF ALBANY  
60 STATE STREET, ALBANY, NEW YORK

Pay to the order of \_\_\_\_\_

EXACTLY \_\_\_\_\_ DOLLARS AND \_\_\_\_\_ CTS. \$

STATE COMPTROLLER \_\_\_\_\_ COMMISSIONER OF TAXATION \_\_\_\_\_

COUNTERSIGNED \_\_\_\_\_

**State of New York**

EMPLOYEE'S STATEMENT OF EARNINGS AND DEDUCTIONS

LINE ITEM NO.	RETIREMENT NO.	DEDUCTIONS					GROSS SALARY
		RETIREMENT ARREARS	LOANS	LIFE INSURANCE	BONDS	GARNISHEE	
FOR PAY PERIOD ENDED	MO. DAY YR.	NORMAL	MAINTENANCE	ACCIDENT INSURANCE	FEDERAL TAX		
FEDERAL TAX	SALARY	YEAR TO DATE					NET CHECK

DETACH BEFORE CASHING AND RETAIN AS EVIDENCE OF YOUR EARNINGS AND DEDUCTIONS. "YEAR TO DATE" TOTALS ARE ACCUMULATIVE; YOU NEED KEEP ONLY THE STATEMENT OF THE LATEST DATE.

FRANK C. MOORE, STATE COMPTROLLER



# "HOW WELL I REMEMBER!"

By "An Oldtimer"  
(Name Furnished)

The Association certainly has an "ambitious" program for 1947. The resolutions adopted by the delegates at the annual meeting in October, which were printed in the October issue of "The State Employee," completely covered every phase of working conditions—salaries, hours of work, retirement, leaves, tenure, promotion—and then some. There are many improvements in working conditions in State service that employees need and desire. Year after year I have read the Association's program—and year after year I have observed its many accomplishments. So I am a "believer" in the "type" of organization the Association is—its officers and delegates are elected by members—its finances are no secret—its officers and committees are unpaid—it has no closed shop—it is dependable and respectable—and for these reasons, and because it improves my lot, I have supported the Association loyally.

I often talk to new employees who haven't "been around" very long. Most of these "young uns" think that the Association is O.K., but haven't "been around" long enough really to appreciate it. Little do they realize how much the Association has done for them. When they accept employment with the State they receive better salaries, become members of an improved retirement system, enjoy shorter working hours, sick leaves and vacations, and get many other benefits BECAUSE OF THE WORK OF THE ASSOCIATION IN THE PAST.

## Let's look at the Record:

Prior to 1937 the salary paid each State worker was established by a hit-or-miss, by guess-or-"by-God" system. There was no relationship between responsibilities or duties and the amount of salary paid. In fact, the great majority of State workers, except institutional employees, didn't receive any salary increases for the past five, ten and even fifteen years. Hundreds of clerical workers were receiving \$720, \$840 and even lower

annual salaries. And the salaries paid in institutional service were disastrously low.

The Association in 1937 was successful in having enacted the "Career Salary Law"—in fact it drafted this law entirely. This statute resulted in payment of millions of dollars of salaries to State workers, to which they were justly entitled, but which they wouldn't have received if the Association was not alert and progressive. For the first time in State service, the Association also secured official boards to which employees might appeal for title and salary remedies—the Classification and Standardization Boards.

The "Career Law" was extended at a later date to institutional employees and others and resulted in increased salaries for thousands of workers.

Then don't forget the War Emergency Compensation—first accorded to State workers in 1943, and increased in 1945 and 1946. The Association surely was on the job to inform the public, the executive and legislative branches of State government as to the plight of State workers in the "increased cost of living" period. Yes, the small investment in Association membership has certainly brought forth much material gain.

Institutional workers prior to 1934 worked 12 and more hours a day. The Association's "8-hour day" bill was enacted that year. Now the Association has secured an assurance that a "40-hour" week will be inaugurated early in 1947. The institutional workers received 2 weeks vacation as late as 1943—then they were given 3 weeks annual vacation—in 1946 they were given 4 weeks vacation, or pay therefor. They also now enjoy fair sick leaves with pay. These improvements, even though they are only fair and just, did not come without a great deal of effort on the part of the Association.

Then on retirement matters—I remember well how the Association year after year strove continuously for improvements in retirement—in fact, when I came into State service

my co-workers told me how leaders of the Association secured the establishment of the State Employees' Retirement System in 1921. Since then many features, as death benefit, loan service, disability retirement, and many others, were attained by the Association.

Every State employee, whether a newcomer or an oldtimer, can thank the Association for many improvements—too many to explain in detail herein. It protected State employees from salary reductions during the depression, secured promotional rights, seniority rights, tenure privileges, etc. When World War II broke out the Association led all other organizations in successfully protecting the rights of State workers who entered military service. It drafted and had enacted a special section of the Military Law to protect the reinstatement and retirement rights of veterans, to provide the same salary increases at reinstatement as if the veteran had remained in active State employment. It protected the veteran's status on eligible lists and their rights to take examinations equivalent to promotion exams given during their absence.

As for me—I support the Association wholeheartedly because I realize how much it means to me. I think that my fellow workers should all be members. Loyalty to their fellow workers who are members, should persuade them to support the Association.

Of course, I have been around awhile—no doubt when the newcomers are here awhile and see for themselves how the Association helps them—they will support it wholeheartedly too. BUT I KNOW THAT THE SUCCESS OF THE ASSOCIATION, AND HOW SOON THE NEEDED IMPROVEMENTS IN WORKING CONDITIONS WILL COME, DEPEND UPON THE MEMBERSHIP STRENGTH OF THE ASSOCIATION. SO I HOPE THAT OUR ORGANIZATION WILL ENJOY 100% MEMBERSHIP IN 1947.

# Retirement Information for U. S. E. S. Employees

*These paragraphs on retirement and United States Employment System employees were especially prepared for THE STATE EMPLOYEE from information furnished by Milton O. Loysen, Executive Director of the State Division of Employment Security.*

1. All employees must become members of the New York State Employees' Retirement System.
2. Federalized employees who did not withdraw their funds from the Retirement System continue to be members and retain their registration numbers and retirement rates.
3. Federalized employees who did withdraw their funds must re-enter the Retirement System as new members; new registration numbers and retirement rates based on present age will be assigned to them.
4. The Retirement System notifies each new member of his registration number and retirement rate.
5. New members of the Retirement System, including those who withdrew their funds, receive 3% interest compounded annually on the amount to their credit in the annuity account.
6. Current retirement contributions are computed and deducted from salary by multiplying each employee's retirement rate by the gross amount of his salary including emergency compensation.
7. The law permits U.S.E.S. employees to obtain retirement credit for federal service by paying their own share and the State's share of arrears contributions for the period involved.

Such employees may elect to repay the amount withdrawn without interest.

Upon completion of five years service as a new member and of repayment of the amount withdrawn, employees will obtain retirement credit for their State service prior to federalization.

Form 1-12 is available to employees for use if employees desire to repay the amount withdrawn; the form should be prepared in duplicate and both copies forwarded to the Administrative Finance Office.

Repayment may be made in a lump sum, or by payroll deduction, or by a combination of partial lump sum and payroll deduction.

If an employee elects to repay by payroll deduction, the period in which he must repay can extend

no longer than the period of prior State service for which he is claiming credit.

The Retirement System will notify each employee of the total to be repaid, and if salary deduction is elected, of the maximum number of payments allowable.

No interest is charged on the amount withdrawn.

The Retirement System notifies each new member of his registration number and retirement rate.

New members of the Retirement System, including those who withdrew their funds, receive 3% interest compounded annually on the amount to their credit in the annuity account.

Current retirement contributions are computed and deducted from salary by multiplying each employee's retirement rate by the gross amount of his salary including emergency compensation.

The law permits U.S.E.S. employees to obtain retirement credit for federal service by paying their own share and the State's share of arrears contributions for the period involved.

If at any time federal funds are provided for this purpose, the State's share will be paid from the Unemployment Insurance Administration Fund. The Division has already requested funds from the U. S. Department of Labor for payment of the State's share. The U. S. Department of Labor is in favor of granting the funds, but anticipate that a Congressional appropriation will be required, which may take some time to obtain.

If and when federal funds are provided so that the above-mentioned arrangements can be completed, employees who have been

continuing payments to the State Retirement System, including payment of the State's share, will receive a refund from the Retirement System of the amount they contributed for the State's share. Employees will be advised as soon as arrangements are completed. Necessary action will be taken by the Administration of the Division and the Retirement System to protect the rights of all employees transferred from the U.S.E.S. In the meantime, the Association is advised that no purpose will be served by communicating, on the subject, either with the Employees' Retirement System or with the Division until employees are informed that such funds have been made available.



afternoons  
from 4  
evenings  
from 9  
(except Sunday)  
★  
MUSIC  
DANCING  
ENTERTAINMENT  
★  
DE WITT  
CLINTON  
Cocktail  
Lounge



## Ring Out Wild Bells

1947 is y'commin in. More than most years, A. D. 1947 is uncertain in its promises and its dangers. The New Year bells were wilder than ever. 1947 may mean much or less than nothing to Public Employees. The final result rests partly on circumstances but more on the active efforts of all civil service workers.

The Association now has a new constitution, a new name and new opportunities. It enters what should prove to be a New Era of progress and expansion. In offering membership in the Association to local civil service employees, there is a promise of some 200,000 new members. There is also an incredibly difficult job to be done for these county members. We have been accustomed to work with a single government. Now we must establish good relations and work with thousands of distinct and different governments. We have been accustomed to an administration long experienced in civil service law and procedures. Now we must work with many small units of government only recently and partially under the Civil Service System. We must learn the potentialities and the needs of all these municipalities and districts. We must sell them on the value of the Association in their particular fields of operation. We must convince them that they can do a better job for their public with our help.

We must offer real help to the local civil service employees. We can, in the long run, and as a general policy, accomplish this best, I think, by urging fair and equal treatment for all public employees whether local or State. Equal pay for equal work should apply *everywhere* in the public service in the State of New York. Attendance rules should likewise be *uniform*, as far as possible. The Feld-Hamilton law should be extended to local governments.

Objections are always raised that any particular city or county in question is different—that it must have special treatment—that it cannot raise its costs or standards to the State level without disaster. To a very limited extent, this may be true temporarily, but the claim is more often used as an excuse for doing nothing rather than a reason for doing what can be done. The Association must press for essential progress until and unless it can be shown that improvement is in fact impossible in any locality.

Salaries will of necessity be the major problem of the year. In its program, the Association recognizes that runaway wages plus runaway prices means national disaster. It realizes that every right-thinking person must now sacrifice something for the common welfare. This is the obligation of all groups and there is no injustice greater than to ask one or a few groups to do all the sacrificing. The Association takes the position that present high prices compel salary adjustments to the extent required to keep the buying power of the salaries of public employees in line with the price level of the necessities of life. The Association is asking for no increase in real wages, and only for enough increase in money wages to maintain the living standards of the State employees. The

laborers in State service is worthy of his hire in dollars that will buy a dollar's worth of goods.

In addition, the Association is asking for the enactment of a cost-of-living bill to keep salaries and prices in line in the future. Little is accomplished by emergency measures when the emergency long continues and becomes ever more severe. For that a permanent method of adjustment is required. Cost of living adjustment plans are becoming so common in private industry and in Government that the State of New York can hardly postpone longer careful consideration of the Association's plan for solving the salary problem.

1947 is a year of promise chiefly because it is a year of difficulties. The Association must have your active help if it is to succeed in serving you. **F.A.T.**

## New Horizons

The Civil Service Employees Association, Inc. is now officially organized, and the civil service employees of the various political sub-divisions of government in New York State are cordially invited to join with the State Civil Service employees in a united effort to upbuild public service and to establish sound employment practices in public service everywhere in our State.

The official approval of the aims and objectives of the Civil Service Employees Association, Inc. came from the Board of Standards and Appeals, State Department of Labor.

A change in the name of the Association to The Civil Service Employees Association, Inc., was approved previously by Supreme Court Justice William H. Murray.

The membership is now open to persons who are employed in or who have retired from the civil service of the State of New York or any political subdivision thereof. For the present, membership will not extend to the City of New York or the five counties comprising the City of New York.

The headquarters of the Association will remain in Albany as at present.

The constitution of the Association states its purposes and policies as follows:

"The Association is organized to uphold and extend the principle of merit and fitness in public employment, to maintain and promote efficiency in public service and to advance the interests of all civil service employees. It is dedicated to the principle that Government is the servant and not the master of the People, that its objectives are to be attained by truly democratic methods and, with the conviction that the People are entitled to uninterrupted governmental service, it renounces the use of the strike by public employees."

In commenting upon the extension of membership, President Tolman states:

"Expansion of membership to include employees in the various units of government throughout the

State of New York has resulted directly from requests of many employees in such units for membership in our organization. It is extremely gratifying to note this interest and to announce that membership is now open to them."

## Beg Pardon!

In our November-December holiday number we published the complete speech of Miss Mary Smieton at the Association's 36th Annual Meeting in Albany, October 15, last. Accompanying her interesting words was a photograph of Miss Smieton taken by the Albany Times-Union during the meeting.

Nowhere in the article was there a word as to its source. Not even under her picture did Miss Smieton's name appear. Naturally this was not intentional. Explanatory matter which was supposed to be included was inadvertently omitted.

That the "slip" puzzled few who heard Miss Smieton's interesting speech at the Annual Meeting or read about the affair in previous issues of "The State Employee" is indicated by the fact that we received only one inquiry — and that from a person whose picture was published almost next to Miss Smieton's in our October number!

However, it was unfortunate, and we apologize to Miss Smieton and to our readers.

## Contest Popular

The contest conducted by THE STATE EMPLOYEE for suggestions for a new name closed at midnight December 31, 1946.

The flood of suggestions indicated the popularity of the contest among our readers. The Editorial Board will announce its decision in the next issue and the name of the winner of the \$50.00 prize, if any — remember, you had to suggest a better name, in the opinion of the Editorial Board, than the name they have tentatively selected.

In our next issue will also be announced a new prize contest with three cash prizes. Look for the announcement of this interesting contest.

Have You Read

Pages 4 to 9?

Read - - Think

## LEGISLATORS (Continued from Page 17)

### QUEENS COUNTY

- 1 Dem. Alexander Del Giorno, 3175 29th St., Long Island City.
- 2 Dem. William E. Clancy, 61-49 Linden St., Ridgewood.
- 3 Rep. Joseph H. Brinster, 7115 71st St., Glendale.
- 4 Rep. \*George T. Clark, 24-17 35th St., Long Island City.
- 5 Rep. Thomas F. Hurley, 3531 93rd St., Jackson Heights.
- 6 Rep. \*Meyer Wilen, 3029 149th St., Flushing.
- 7 Rep. George Archinal, 7732 78th St., Glendale.
- 8 Rep. Samuel Rabin, 182-11 Rednor Road, Jamaica.
- 9 Rep. Fred W. Preller, 218-05 100th Ave., Queens Village.
- 10 Rep. Angelo Graci, 107-19 75th St., Ozone Park.
- 11 Rep. \*Sidney Paymer, 148-25 89th Ave., Jamaica.
- 12 Rep. \*Henry Schneider, Jr., 148-63 177th St., Jamaica.

### RENSSELAER COUNTY

- Rep. John S. Finch, Castleton-on-Hudson, Schodack.

### RICHMOND COUNTY

- 1 Rep. Arthur T. Berge, 63 Gregg Place, Staten Island.
- 2 Rep. Edmund P. Radigan, 152 De Kalb St., Staten Island.

### ROCKLAND COUNTY

- Rep. Robert Walmsley, Nyack.

### ST. LAWRENCE COUNTY

- Rep. Allan P. Sill, Massena.

### SARATOGA COUNTY

- Rep. John L. Ostrander, Schuylerville.

### SCHENECTADY COUNTY

- Rep. Oswald D. Heck, 2146 Union St., Schenectady.

### SCHOHARIE COUNTY

- Rep. Arthur L. Parsons, Central Bridge.

### SCHUYLER COUNTY

- Rep. Jerry W. Black, Trumansburg.

### SENECA COUNTY

- Rep. Lawrence Van Cleef, Seneca Falls.

### STEBEN COUNTY

- Rep. William M. Stuart, Canisteo.

### SUFFOLK COUNTY

- 1 Rep. Edmund R. Lupton, Patchogue.
- 2 Rep. Elisha T. Barrett, Brightwaters.

### SULLIVAN COUNTY

- Dem. James G. Lyons, Monticello.

### TIOGA COUNTY

- Rep. Myron D. Albro, Lounsberry.

### TOMPKINS COUNTY

- Rep. Stanley C. Shaw, 315 North Geneva St., Ithaca.

### ULSTER COUNTY

- Rep. John F. Wadlin, Highland.

### WARREN COUNTY

- Rep. Harry A. Reoux, Warrensburg.

### WASHINGTON COUNTY

- Rep. Henry Neddo, Whitehall.

### WAYNE COUNTY

- Rep. \*Mildred F. Taylor, Lyons.

### WESTCHESTER COUNTY

- 1 Rep. Malcolm Wilson, 77 Rockland Ave., Yonkers.
- 2 Rep. Fred A. Graber, 146 Grove St., Tarrytown.
- 3 Rep. P. Raymond Sirignano, 72 Douglas Place, Mt. Vernon.
- 4 Rep. Frank S. McCullough, 15 Wappanocca Ave., Rye.
- 5 Rep. Christopher H. Lawrence, 26 Valley Road, Bronxville.
- 6 Rep. Theodore Hill, Jr., Jefferson Valley.

### WYOMING COUNTY

- Rep. Harold C. Ostertag, Attica.

### YATES COUNTY

- Rep. Vernon M. Blodgett, Rushville.

\*Newly elected — Others re-elected.

# What's Doing in the Association



## Names New Field Representative

The appointment of Charles R. Culyer to act as Field Representative of the Association has been announced by Dr. Frank L. Tolman, President.

To Mr. Culyer is assigned the duties of organizing the civil service employees in cities, counties, towns, villages, and school districts throughout the State, as provided for in the new constitution of the Association. A member for ten years and active worker in Association affairs, having been President of the New York City Chapter for the past two and one-half years, Mr. Culyer is leaving the Division of Placement and Unemployment Insurance (now the Division of Employment Security) where he was an insurance office manager in New York City.

Interested in civic affairs in Westchester County, where he has resided in White Plains for 30 years, he was a member of the Fire Chiefs' Emergency Plan, the B.P.O.E. and St. Agnes Brotherhood, being also on the Advisory Council of selective service board during the last war. Mr. Culyer has participated in many of the Association plans for increasing membership and brings to the Association an extensive knowledge of the problems of civil service employees.

## Tolman Appoints New Committees

The Standing Committees, as announced by the President for the current Association year, are listed below.

President Tolman has impressed upon each member of the various committees the serious responsibility which rests upon them to deal zealously with the problems of their committees. The broad program of the Association for the coming year calling for legislation and administrative action in matters vital to the State and to employees, has the loyal support of the membership and the active cooperation of committees and officers insures a vigorous and successful campaign to bring about the substantial advances called for in the resolutions adopted by the delegates to the Annual Meeting.

**Legislative** — Jesse B. McFarland, Chairman; Leo M. Britt, Henry A. Cohen, William M. Foss, Joseph Lipski, Harry B. Schwartz, Theodore Becker, James S. Evans, Charles R. Cox, Victor J. Palsits, Frederick H. Cranage and John Denn.

**Salary Committee** — Charles M. Armstrong, Chairman; Mildred M. Lauder, Philip A. Cowan, Charles H. Foster, Dr. Sylvia Parker, Edward J. Ramer, David Schultes and J. Scott Nichols.

**Pension Committee** — Charles C. Dubuar, Chairman; Victor S. Cohen, Charles H. Foster, Theodore Becker, Charles L. Culyer, Leo M. Britt and Gordon Carlile.

**Education Committee** — Dr. David Schneider, Chairman; Ralph Spence, Francis C. Mayer, Henry B. McFarland, Clifford C. Shoro, Mrs. A. B. Tremper and C. W. F. Stott.

**Publicity Committee** — Thomas C. Stowell, Chairman; Theodore Becker, John Daniels, Joseph J. Horan, Wayne W. Soper, Ranger Tyler, Clifford Hodge and William Livingston.

**Grievance Committee** — C. J. Fee,

John C. Collins, Arvis Johnson, Charles R. Cox, Dr. Joseph Schleifstein, John C. Miller, Charles H. Davis, Paul D. McCann, Joseph O'Hare and Theodore Becker.

**Social Committee** — Janet Macfarlane, Chairman; Ann Quirk, Betty Schifferdecker, George Hayes, John Joyce, Joseph J. Horan and Paul D. McCann.

**Auditing Committee** — Charles H. Foster, Chairman; Martin Lanahan, Edward J. Ramer, Marion Henry, Earl Pfannebecker and O. E. Maxwell.

## Question - Are You Satisfied?

Almost \$3,000,000 have been paid to members disabled by accident or sickness and to beneficiaries of members insured under the group insurance plans sponsored by the Association. This service constitutes a valuable contribution to employee welfare.

At the request of many members, and for their benefit, the Association used the tremendous purchasing power of its over 30,000 members to arrange low-cost, broad-coverage life and accident and sickness insurance protection for members. The Association's Insurance Committee, composed of experts in the insurance field, carefully studied all types of insurance contracts available to secure the "best buy" for Association members.

Numerous commendatory letters, relative to claim service and payment and many other matters, have been received from policyholders of the group insurance. The Association has taken every possible interest to assure that members receive just settlement of claims and are satisfied with their group insurance.

THE ASSOCIATION WISHES TO RECEIVE ADVICE FROM ANY MEMBER WHO IS NOT

(Continued on Page 33)



# SNAPS OF CHAPTER HOLIDAY PARTIES



DIVISION OF LABORATORIES AND RESEARCH, ALBANY CHAPTER, HEALTH DEPT.: 1. Wm. F. McDonough, Dr. Joseph Schleifstein, Pres. 2. Margaret King, Mary Salm, Mary Thompson, Marie Cassidy, Ann Snapeck. 3. Frank Smith, Dorothy Metzger, Mrs. Margaret Zimmerman.  
 CIVIL SERVICE DEPT., ALBANY: 4. left to right, Frank Densler, William Murray, Joseph Schechter, Mrs. Henry McFarland, Henry McFarland,

Eugenia McLaughlin, Mary Kane. 5. left to right, Philip Hagerty, Judge J. Edward Conway, Mrs. Conway, Charles L. Campbell, J. Earl Kelly, Mary Goode Krone, Lawrence Jensen, Mrs. Hagerty. 6. left to right, seated, Margaret Barua, Mary Morrissey, Harry Fox, Co-Chairman, Lorraine Page, Ruth McLaughlin; standing, Theodore Becker, Pres., Jane Lacy, Lawrence Jensen, Co-Chairman, Guy Graves, William Scheidler, Matthew Lavenia.

# What's Doing in the Departments



## BURT R. RICKARDS, DR. KIRKBRIDE END CAREERS IN STATE SERVICE

The Department of Health has experienced two recent losses of personnel through the retirement of veteran executives, Burt R. Rickards, director of the Division of Public Health Education, and Dr. Mary Butler Kirkbride, Associate Director of the Division of Laboratories and Research. Each had served the Department continuously for more than a quarter-century.

As head of the Public Health Education Division since 1922 Mr. Rickards is recognized as one largely responsible for establishing the detailed services now available to the public through the office. A graduate of Massachusetts Institute of Technology he came to the Department in 1917 to serve as assistant to the Deputy Commissioner.

He began his public health career as assistant director of the Boston Health Department Bacteriological Laboratory, later serving as director. He was director of the laboratories of the Ohio State Department of Health and associate professor of municipal and sanitary dairying at the University of Illinois. He left the latter post to become associate director of the biological department of the Eli Lilly Company where he took charge of the development and

organization of the antitoxin and vaccine laboratories.

Early in his career his interest and ability in the editorial field was recognized and he was assigned to assist in the editing of the Massachusetts Public Health Association Journal. He later became editor-in-chief of the publication. Not long after assuming the directorship of the Division of Public Health Education he reorganized "Health News," the official publication of the Health Department, making it a weekly, where it had previously been published but once a month.

He was a pioneer in the field of radio and very early in the life of Station WGY, he prepared a series of five-minute health talks which were presented over this station. The lecture series continued for more than a decade when it was replaced by 15-minute dramas, written, acted and produced by members of the Department staff.

Through his efforts the Department was one of the first to inaugurate a program of home and farm safety and he was able to guide and develop effective plans for safer living throughout the State. During his administration, the Division established a film library which has now grown to include 155 subjects and 500 prints. This was in addition to the production and distribution by the Division of several full-length health films. All of the subjects are available for public use in the promotion of personal and public health.

Mr. Rickards has made many contributions to health education through lectures and published articles. He is a life member of the American Public Health Association, a member of the Sigma Xi, an honorary scientific society, and of Delta Omega, honorary public health society. For many years a familiar figure

at the annual conference of Health Officers and Public Health Nurses he has watched that meeting grow under his direction from one with an average attendance of 350 to a convention with registration running several times that figure.

Thomas C. Stowell, with the Department since 1932 and assistant director of the Division for more than 10 years, has been named to serve as acting director.

Doctor Kirkbride, for 32 years with the State Health Department, began her scientific career at the University of Pennsylvania. She later studied at the Philadelphia Polyclinic and College for Graduates in Medicine, at Harvard and Cornell Medical Schools, and at the College of Physicians and Surgeons of Columbia University. She was engaged in immunologic research at Columbia until 1914 when she came to the State Division of Laboratories and Research. Since that time she shared generously in the development of the laboratories, first as bacteriologist, then in charge of the Antitoxin, Serum, and Vaccine Laboratories, and finally as Associate Director.

Her immunologic studies are of fundamental importance and her noble experience in the production and standardization of therapeutic serums was drawn upon during the war period in her appointment as a member of the civilian commission on meningococcal meningitis of the War Department. In 1935 a testimonial medal was presented to her by the New York State Association of Public Health Laboratories of which she was secretary from the time of its organization.

Doctor Kirkbride has been honored by membership in leading scientific societies, and by an honorary degree from Smith College.



# Fisher Award Presented

State Comptroller Frank C. Moore presented the second annual Harold J. Fisher Memorial Award for outstanding achievement by a New York State employe to Mrs. Dorothy D. McLaughlin of Central Islip State Hospital at ceremonies in the Comptroller's office December 18.

The award, consisting of a silver trophy, and medals of merit for five other state employes were presented by Comptroller Moore on recommendation of a committee of judges chosen by the Civil Service Reform Association, represented at the ceremonies by H. Eliot Kaplan of New York City, Executive Secretary, and one of the judges.

The medals of merit, also for outstanding achievement in state service, were awarded to Frank J. Corr, Jr., Department of Audit and Control; Herbert L. Bryan, Department of Social Welfare; Joseph Gavit, Department of Education; J. William Rogers, Department of Correction, and Kinne F. Williams, Department of Conservation.

Mrs. McLaughlin, Principal of the Nurses Training School, Central Islip State Hospital, won the high honor for development of a model educational and training program for nurses and nurses aides. The citation accompanying her award hailed her plan as "one of the most progressive developed in the nursing field during

the war . . . making her school of nursing highly recognized in the professional nurses training field." Mrs. McLaughlin, a director of the New York State Nurses Association, is completing her 12th year in her present state position.

The medal winners were cited as follows:

Mr. Corr, for developing a new system of fiscal control and supervision of municipal finances by his Department and for extensive research work with the Commission on Municipal Revenues;

Mr. Gavin, for contribution of employe morale and information service to legislators and department heads and for advancement of the merit system;

Mr. Rogers, for devising and instituting vocational training programs in prisons;

Mr. Williams, for excellent control of forest fires during the dangerous wartime period of manpower and equipment shortages;

Mr. Bryan, for establishing new statistical research methods in the social welfare and delinquency programs.

Right — Comptroller Moore and Mrs. McLaughlin.

Below (l. to r.) — Mr. Rogers, Comptroller Moore, Mr. Williams, Mr. Gavit, Mr. Bryan and Mr. Corr.

All six winners are members of The Association of Civil Service Employees.

The annual award, honoring the memory of Harold J. Fisher, former president of the state employes association, who died May 1, 1944, was established by "The Civil Service Leader." Trophies and medals are donated by "The Leader."

Presented for the first time last year, the Fisher Award was won by Association President Frank L. Tolman of the Department of Education, in recognition of "his splendid talents and unselfish public labor," who was present at this year's ceremony.

Citations accompanying each award were read by Comptroller Moore upon each presentation. He extolled the service of Mr. Fisher

(Continued on Page 31)



# New State Publications



**"Guides to Central and Western New York,"** 77 pp.

**Guide to Northern New York,"** 82 pp.

**"Guide to Southern New York,"** 69 pp.

**"Guide to New York City and Long Island,"** 45 pp.

Each of these guides was prepared by the Division of State Publicity of New York State Department of Commerce to assist the people of the State as well as non-residents in taking full advantage of the State's vast vacation and playland resources. Each guide describes the particular region of each area, subdivides the regions into counties and presents the facilities in each county even to the detail of where to go to catch certain kinds of fish. Hotel, boarding-house and summer cottage resources together with rates are also included. Cartoon sketches enliven the guides. Write to the Division of State Publicity, New York State Department of Commerce, 112 State Street, Albany. No charge.

**"Laws Pertaining to the New York State Employees' Retirement System."** Frank C. Moore, State Comptroller, 1946. 66 pp.

This publication presents the retirement law including amendments by the 1946 Legislature and also including other laws pertinent to the New York State Employees Retirement System, 256 Washington Ave., Albany. No charge.

**"Vocational Training Opportunities in New York State."** Revised. University of the State of New York, 1946. 160 pp. 25c.

A revised edition of the popular publication under the same title and prepared under the direction of the Committee on Veterans Education. It has been designed primarily for those who counsel with re-

turning veterans and others who need information in planning for specialized training. The pamphlet provides a coded alphabetical index of occupations and lists of schools offering training in each occupational group. Write to Bureau of Guidance, New York State Education Department, Albany.

**"Schools in New York State Approved for the Education of Veterans."** State Education Department. 1946. 65 pp. 15c.

This bulletin lists schools approved for veteran education and training, the list including colleges and universities, junior colleges, business institutes and schools, public and private high schools, special schools and correspondence schools. It is of particular value to agencies and individuals desiring accurate information on schools qualified and equipped to offer education under the G.I. Bill of Rights. Public Law 346. Write New York State Education Department, Albany.

**"Prevention in Action."** New York State Youth Commission. 1946. 64 p. No charge.

A comprehensive report of the Youth Commission with treatment of such topics as New York State's Prevention Program (referring to delinquency), municipally-sponsored and state-assisted projects, mental hygiene facilities, child care, the role of the school, family life education, community leadership and crime and delinquency trends. Write New York State Youth Commission, 24 James Street, Albany.

**"Opportunities for Higher Education in New York State."** Supplement to. State Education Department, 1946. 19 p. 20c.

Under the same title Part I of this pamphlet was published

in 1944. It listed degree-granting institutions and the courses each offered, fees charged and the like. The supplement brings up to date certain information on tuition and fees charged and lists the fields in which the colleges have courses of study registered by the Education Department and approved for the G.I. Bill of Rights. Write New York State Education Department, Albany.

**"Winter in New York State,"** State Department of Commerce, 29 p.

This publication, in an attractive manner, apprises the reader of the unmatched winter sports facilities in New York State. In addition to reproduced photographs of people engaged in various winter sports, there are illuminating articles on the beauty of the snowflake, training for ski enjoyment and animals in winter. Accompanying the publication is an illustrated map showing the locations in the State of various sport centers together with highway, bus and railway connections. Address New York State Department of Commerce, 112 State Street, Albany 7, N. Y.

**"Let Us Give Them the Opportunity They Deserve,"** Council on Rural Education, 15 p. \$.05 per copy.

In order to better inform the layman and to answer questions that have arisen regarding the proposed intermediate school district in New York State, the staff prepared this brief question and answer bulletin. It covers most of the actual questions asked and some anticipated questions in simple, clear language. Address New York State Education Department, Albany 1, N. Y.



# In Memoriam

The Association notes with sorrow, and with sincere sympathy for the relatives and friends, the death of the following members, as reported from

AUGUST 6, 1946 TO DECEMBER 9, 1946

NAME	DEPARTMENT	TITLE
Chase, Alice E.	Mental Hygiene	Attendant
Webb, Ralph L.	" "	Attendant
Brunell, George	" "	Attendant
Johnston, Harry C.	" "	Nurse
Sugg, Ethel C.	" "	Attendant
Daniel, Bruno	" "	Physician
Wiggins, Elizabeth	" "	Attendant
Porter, Leah S.	" "	Attendant
Fraser, Henry	" "	Attendant
Power, John	" "	Supervisor
Palmitier, Edward F.	" "	Chief Engineer
Wal, Frank	" "	Roofer
Hobert, Dyonisius	" "	Attendant
Clark, Edwin E.	" "	Attendant
Mannion, Thomas	" "	Attendant
Henchey, Mary E.	Public Works	Sr. Typist
Stevens, Milo E.	" "	Asst. Engineer
Rozell, Lewis F.	" "	Laborer
Dixon, Charles E.	" "	Laborer
McCarthy, John	" "	Foreman
Voorheis, Alvin M.	" "	Foreman
Perkins, George F.	Correction	Guard
Pickett, Nina B.	"	Attendant
MacDonald, John W.	"	Engineer
Kelley, William J.	"	Guard
Martin, Maxwell	"	Guard
Chesebro, Elizabeth B.	"	Clerk
McCreedy, Gordon N.	Executive	Trooper
Baier, William J.	"	Supervisor
Murphy, Leo J.	"	Prin. Clerk
Stark, Arthur P.	Conservation	Jr. Park Engineer
Krause, Edward	Armories	Laborer
Cramer, Francis	"	Engineer
Girard, Carl	Health	Cook
Erickson, Wendell	"	Engineer
Hurley, Genevieve	State Insurance Fund	Stenographer
Hughes, John J.	Public Buildings	Porter
Farr, Delano E.	Law	Title Examiner
Lyons, John J.	Public Service	Sr. Accountant
Stahlin, Charles W.	" "	Sr. Accountant
Dawson, Wesley M.	Tax	Supervisor
Brockett, Donovan	"	Examiner
McMahon, J. Raymond	Courts	Conf. Clerk

## RETIREMENT LEGISLATION

(Continued from Page 10)

ment age with at least a partial substitute for social security. The Association proposes that if the member so selects the contributions of the State and of the employee for his years of service shall remain in the System and that when the employee reaches retirement age that he shall receive such retirement allowance as the vested contributions of the State and the employee creates.

Bills to provide each of the proposed changes in the Retirement System will be ready for introduction early in the 1947 legislative session. They will follow the lines of similar bills last year. They are of tremendous importance not only because of their social implications but because of the substantial investment which the people of the State must make to establish them. Members of the Retirement System throughout the State have such a vital interest in these bills that each should promote full discussion and support for them.

## SHALL LIVING STANDARDS BE CUT?

(Continued from Page 11)

The State worker is obviously being treated unfairly. Sometimes situations are so difficult that there is no easy way of overcoming unfairness. Most people would say the plight of insurance company pensioners was in this category. But this justification for unfair treatment does not apply to the State workers. The State depends for its income on the prosperity of the individuals in the State. In 1940, the per capita income in New York State was \$863; in 1944 it was \$1519, and a reasonable estimate for 1946 is \$1600. Thus, the New York State government could have almost doubled its 1940 income if it took the same percentage of the State income as in 1940. Actually, while cutting the State income tax, the State income has advanced rapidly from \$376 million dollars in 1940 to \$495 million in 1945 and probably well above \$500 million in 1946. Obviously the State can secure the neces-

sary funds to maintain the real wages of the State employees.

The raising of State salaries up to present living cost levels is not enough to safeguard the living standards of the State workers. The cost of living has gone up about 15 per cent since the Legislature met last year. It may go as much or more next year. The State workers need an automatic cost-of-living adjustment, above basic scales, that will make the adjustments between legislative sessions. The Association of State Civil Service Employees has been seeking such legislation for years. There has been a serious argument raised against it. The CIO and AFL unions have generally condemned it as leading to a static standard of living. The events of the past year have shown some of the unions that such a clause would be of great assistance and some labor unions are including cost of living adjustments in their contracts so the large unions are no longer presenting a united front against the idea.

Several very simple points have been presented in this article but they conclusively show that the State employees need a substantial increase in pay. These points are:

1. The State employees are lowering their living standard because State salaries will not support them in their accustomed manner.
2. The standard of living of the people of the State has advanced.
3. The State has the taxing power to secure a fair living standard for its workers.
4. The State should provide a mechanism for automatically adjusting all salaries and wages to changes in the cost of living.

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## FISHER AWARD

(Continued from Page 27)

both to the State and to his fellow employes in a brief comment on the history of the Fisher Award before the ceremonies were brought to a close.

Also present were: Joseph D. Lochner, Executive Secretary of the Association; Charles L. Culyer, newly appointed Field Representative; Mrs. Florence Smith Vincent, of the New York State Nurses Association; Dr. Charles Gosnell, State Librarian; E. A. O'Hara, of Comptroller Moore's staff; and H. J. Bernard, Executive Editor of "The Leader."

In the course of his remarks, Dr. Tolman said:

"The secret of good administration is to spread responsibility and offer a certain extent of opportunity and at least a little recognition. An administration is a lot better when, in the words of Governor Dewey, it works as a team, rather than as a group following the directions of only one man. We have here today prize winners who represent the success of teamwork."

## COME ON, LET'S GO!



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## GREYHOUND LINES

January

## HOW'S YOUR HEALTH?

By ISABEL BEARDSLEY

Sound teeth make a big contribution to health and good looks. As indicated in the following paragraphs from a health department pamphlet on building and maintaining sound teeth, care of the teeth is one way of getting the best of Father Time!

Food and nutrition play an important part in the development of teeth. Experiments seem to prove that eating excessive amounts of sugar, particularly hard candy which is held in the mouth for some time, tends to increase acid-producing germs which cause fermentation and lactic acid. This in turn dissolves the minerals in the tooth enamel, thus starting a cavity. Statistics show that from 90 to 95 per cent of the children entering school have one or more decayed teeth. Such teeth may affect seriously the general well-being of the child.

It has been said that pain is man's best friend, because it gives him the signal to correct some irregularity in his system. If every tooth with a small cavity were to ache, many teeth which are now being lost could be saved and much suffering would be avoided. Unfortunately many decayed teeth do not ache until considerable damage has been done. It is not uncommon, the dentists say, to X-ray a person's teeth and find an abscessed tooth which has never ached or caused any known trouble. Yet that abscess may be sending its army of germs and resultant poisons to other parts of the body, thus acting as a starting point of infection from which other organs and tissues may be affected.

The teeth should be carefully brushed at least twice a day—once after breakfast and again before going to bed, but it should be remembered that the tooth brush and dentifrice are intended for the sole purpose of cleansing the teeth and not to cure dental disease. The different types of dentifrices, paste, powder, or liquid, have no particular advantage over one another. As a matter of caution, look for the seal of the American Dental Association on the package. This means that the dentifrice has been tested and found to be satisfactory.

By following the advice of your dentist concerning the care of your teeth, and by permitting him to correct dental defects before too much tooth structure is lost, you will be following a sound policy of economy and do much to preserve your teeth and your health.

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Albany Phones 5-4574 and 5-4575

## MERIT AWARD

(Continued from Page 15)

is suggested that such Departmental Committee consist of not more than five nor less than three members, including the head of the department or his representative and at least one employee from the rank and file. One member of the Committee shall be designated Secretary to act as liaison between the Departmental Committee and the Merit Award Board. It is expected that the departmental committees will implement their duties by enlisting as sub-committees employees who have the capabilities necessary to judge and evaluate suggestions submitted. Committees will be organized for both branches of the Legislature and for the Judiciary.

### 7. PROCEDURE:

- A. Every suggestion shall be submitted in writing by an employee or group of employees direct to the Merit Award Board, 26th floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y. This is to provide a free channel of communication between employees and the Board, and to provide an equal opportunity for all employees to qualify for a merit award. Every application must be complete enough to allow the Departmental Committee and the Merit Award Board to judge its merits.
- B. The Merit Award Board will record and acknowledge receipt of each suggestion.
- C. Each suggestion will be numbered serially for identification before being referred to the proper Departmental Committee for investigation and recommendations, and the author's name will be removed from the suggestion.

D. Departmental committees will be required to submit a report and recommendations on each suggestion referred to them within a period of fifteen days from the date of referral by the Merit Award Board.

E. Investigation of suggestions by the Departmental Committee may be guided by the following check list:

- (1) How will adoption of the suggestion result in
  - (a) reduction of material
  - (b) saving of labor
  - (c) other savings — use of equipment or facilities?
- (2) How much will it cost to put the suggestion into operation?
- (3) How much money will be saved (estimated) by adoption of the suggestion?
- (4) Is a similar suggestion already under consideration?
- (5) Does the suggestion concern something that is well known but for very good reasons has not been put into use?

- (6) Is part of the suggestion deemed practicable and desirable? If so, what part?
- (7) Is adoption of the suggestion recommended? If not, why not?
- (8) If adopted, how soon can this suggestion be put into operation?

F. Investigation of unusual accomplishments:

- (1) Is the accomplishment above and beyond the usual duties and responsibilities of the position?
- (2) What is the lasting value of the accomplishment?
- (3) Does the accomplishment lead to some change in method?
- (4) Is the value of the accomplishment generally recognized by professional or other groups?
- (5) Has the accomplishment tended to a wider appreciation of the value of the State government or to a better human relationship in government?

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## CONWAY EXPLAINS VACATION ALLOWANCES FOR VETERANS

On December 31, 1946, President J. Edward Conway of the Department of Civil Service, wrote Dr. Tolman as follows:

"This is in reply to your letter of December 9, requesting a clarification of my memorandum of June 6, 1946 on the subject 'Vacation Allowance For Veterans.'"

"Prior to the issuance of this memorandum, reinstated veterans were only allowed vacation which they earned prior to entrance into military service and vacation which they earned after reinstatement to their positions. The purpose of my memorandum was to assure a veteran reinstated in State service after a military leave of absence a full four weeks' vacation allowance during the 1946-1947 fiscal year. The memorandum was not intended to apply to a reinstated veteran who would be entitled, under regular procedure, to receive four weeks' vacation during the fiscal year 1946-1947. It was only intended to apply to a reinstated veteran who would not have been entitled under regular procedure, to four weeks' vacation allowance during the 1946-1947 fiscal year.

"Accordingly, in the case of a veteran, reinstated in 1946-47, whose vacation credits accumulated prior to military service and the vacation credits that he would have earned during the fiscal year 1946-1947 subsequent to his return would not have aggregated four weeks, such veteran is entitled to receive four weeks' vacation during such fiscal year. On the other hand, if such accumulated and earned vacation aggregated four weeks or more, the terms of the memorandum do not apply and such veteran will be entitled to use such accumulated and earned vacation during the fiscal year 1946-1947. For the purpose of computing vacation for the fiscal year 1947-1948 every veteran reinstated during the fiscal year 1946-1947, will be deemed to have been reinstated on April 1, 1946.

"In applying the above principles, there has been some confusion because in some departments vacations earned in a fiscal year are taken during the fiscal year in which they are earned and in other departments vacations earned during a fiscal year are taken during the ensuing fiscal year. In order to clarify this confusion the following illustrations of the application of the above principles are given:

"1. Procedure in departments where vacation earned during the fiscal year is taken during the same fiscal year.

"(a) Where a veteran is reinstated on October 1, 1946 (and has no accumulated vacation allowance prior to military service) he is entitled to four weeks' vacation during the 1946-47 fiscal year, even though he will have earned only two weeks' vacation by the end of such fiscal year. Such veteran, on April 1, 1947, will begin accruing vacation for the fiscal year 1947-1948 in the same fashion as other employees and

he will receive no vacation credit for the period from October 1, 1946 to March 31, 1947, inasmuch as such period of time was covered in the allowance of four weeks' vacation upon reinstatement.

"(b) Where a veteran is reinstated during the fiscal year 1945-1946, or prior fiscal years, such veteran is not affected by the memorandum, inasmuch as he will have earned four weeks' vacation during the fiscal year 1946-1947 under regular procedure.

"(c) Where a veteran is reinstated on October 1, 1946 (and had accumulated vacation allowance of three weeks prior to entry into military service) he is entitled to five weeks' vacation during the 1946-1947 fiscal year, consisting of the two weeks that he will have earned from October 1, 1946 to March 31, 1947 and the three weeks of his earned vacation prior to entry into military service. In view of the fact that such veteran would, under regular procedure, receive more than four weeks' vacation during the fiscal year of his reinstatement, the memorandum has no application to him.

"2. Procedure in departments where vacation earned during the fiscal year is taken only during the succeeding fiscal year.

"(a) Where a veteran is reinstated on October 1, 1946 (and had no accumulated vacation allowance prior to military service) he is entitled to four weeks' vacation during the 1946-1947 fiscal year, just as if he had earned such four weeks' vacation during the preceding fiscal year 1945-1946. For the purpose of computing vacation allowance for the fiscal year 1947-1948, such veteran shall be deemed to have been reinstated on April 1, 1946 and he will be entitled to a full vacation allowance in the fiscal year 1947-1948.

"(b) Where a veteran is reinstated during the fiscal year 1945-1946 he is entitled to a full four weeks' vacation allowance during the 1946-1947 fiscal year, just as if he had served for the full fiscal year 1945-1946.

"(c) Where a veteran is reinstated on October 1, 1946 (and had accumulated vacation allowance of three weeks prior to entry into military service) he is entitled to only four weeks' vacation during the 1946-1947 fiscal year, inasmuch as his service during the fiscal year 1946-1947 cannot be used for vacation purposes during the same fiscal year. For the purpose of computing vacation allowance for the fiscal year 1947-1948 such veteran will be deemed to have been reinstated on April 1, 1946 and will be entitled to a full vacation allowance in the fiscal year 1947-1948.

"I hope that this reply will clarify any confusion or misunderstanding relative to the interpretation of my memorandum of June 6, 1946."

SATISFIED WITH THE GROUP INSURANCE, WHETHER IT BE RELATIVE TO A CLAIM OR ANY OTHER FEATURE. Send all the details to Association Headquarters and you may be certain that the proper interest will be taken in your case.

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1. When you become disabled, notify PROMPTLY the nearest claim office of the Commercial Casualty Insurance Company, or TerBush & Powell, Inc., 423 State Street, Schenectady, N. Y., or Association Headquarters. See your physician at least ONCE IN EVERY SEVEN DAYS, during your disability period, unless you have the permission of the insurance company to have medical attention less frequently.
2. Read over the copy of application for the insurance which is attached to your policy. If you did not answer the questions therein completely and accurately, notify TerBush & Powell, Inc., promptly. THIS IS IMPORTANT.

If you have not been satisfied with claim service or payment, or any other phase of the group insurance — WRITE TO ASSOCIATION HEADQUARTERS and furnish all the details concerning your complaint.

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\$1,000. but less than \$1,200.	\$ 60.	\$ .90	\$1.25
\$1,200. but less than \$1,600.	\$ 75.	\$1.10	\$1.55
\$1,600. but less than \$3,500.	\$100.	\$1.45	\$2.05
\$3,500. but less than \$5,000.	\$125.	\$1.80	\$2.60
\$5,000. and over	\$150.	\$2.20	\$3.10

### IMPORTANT NOTICE Group Plan Accident and Sickness Insurance

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