

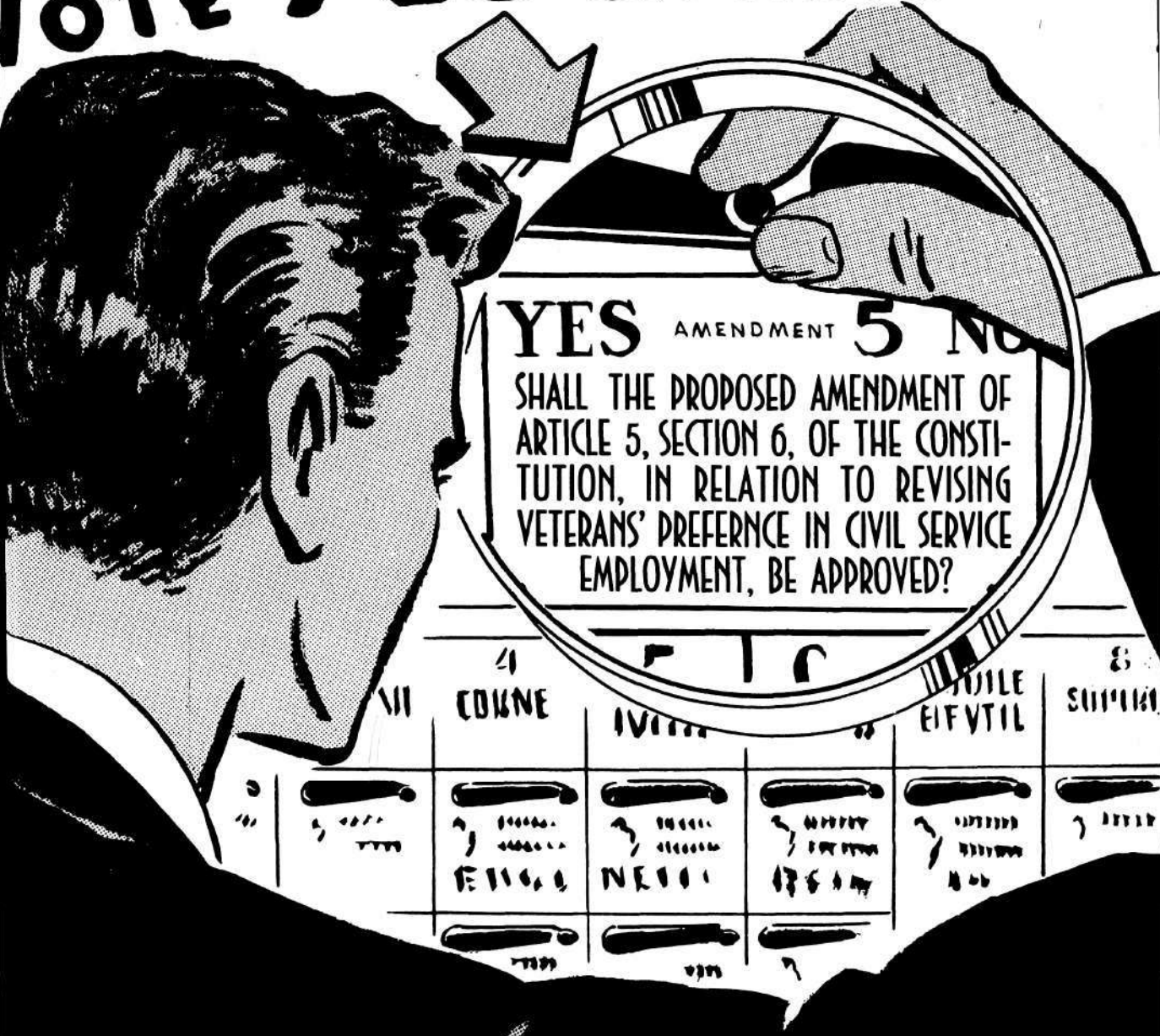
MERIT

MAGAZINE DEVOTED TO THE CIVIL SERVICE MERIT SYSTEM IN NEW YORK STATE

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SEP 30 1949
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VOL. 18 - SUMMER ISSUE 1949 - NO. 2
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NOTE YES ON NO. 5



ote YES on Amendment Number 5 on Election Day, November 8

GOOD NEWS!

About the Association's

HEALTH AND ACCIDENT INSURANCE PLAN

Increased Benefits and Lower Rates (in some classes)

Your Association's Insurance Committee, after many conferences with representatives of The Commercial Casualty Insurance Company of Newark, N. J., and TerBush & Powell, Inc., Schenectady, underwriters and administrators of the Plan, has worked out important improvements in the plan.

The details of the increased benefits and lower rates (in some classes) decided upon are explained herein.

The new benefits become effective November 1, 1949. New applications dated after September 15th will be accorded the new benefits.

INVESTIGATE TODAY!

The Civil Service Employees Association, Inc.

Now has the **BROADEST, MOST EXTENSIVE, and LOW-EST COST** Plan possible for any group of public employees anywhere.

Take Advantage of this Valuable Association Service

TER BUSH & POWELL, Inc.

148 CLINTON STREET

SCHENECTADY, N. Y.

MERIT

Official Publication of
The Civil Service Employees Association, Inc.

Vol. 18, Number 2

SUMMER ISSUE, 1949

15c a Copy

THE ASSOCIATION

President - - - - Frank L. Tolman
1st Vice-President - Jesse B. McFarland
2nd Vice-President - John F. Powers
3rd Vice-President - Frederick J. Walters
4th Vice-President - J. Allyn Stearns
5th Vice-President - Ernest L. Conlon
Treasurer - - - - Harry G. Fox
Secretary - - - - Janet Macfarlane
Counsel - - - - John T. DeGraff
Exec. Secretary - - Joseph D. Lochner
Exec. Rep. - - William F. McDonough
Asst. Counsel - - John E. Holt-Harris
Asst. Counsel - - John J. Kelly, Jr.
Field Reps. - - Laurence J. Hollister
Charles R. Culyer
Research Consultant - - Irving Cohen

THE MAGAZINE

Editor-in-Chief - - Frank L. Tolman
Managing Editor - Joseph D. Lochner
Advertising Mgr. - - - Roy Fisher
Art Editor - - - - Edwin Becker
Photographer - - - - W. P. Kennedy



THE COVER

The cover picture is of a gentleman pulling down the "YES" lever on Constitutional Amendment No. 5, which will be presented to the voters on Election Day, November 8th. It is important that you encourage your family, friends, and all friends of good government to do likewise.

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**YOUR ASSOCIATION MEMBERSHIP DUES
WILL BE DUE OCTOBER 1, 1949**

MERIT is published quarterly. Publication office, 2 Norton St., Albany, N. Y. Editorial and executive offices, 8 Elk St., Albany, N. Y. 15c single copy, 50c per year. Entered as Second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the act of March 3, 1879. Letters to the Editor, contributions, news items, applications for memberships and application for advertising rates should be sent to Executive Headquarters, 8 Elk Street, Albany, N. Y.

The 39th Annual Meeting

The Thirty-Ninth Annual Meeting and Election of Officers of the Association will be held on October 4 and 5, 1949. Every effort is being made by President Tolman and the Association Headquarters staff to make the coming annual meeting the most successful and the most valuable and effective for the delegates who attend and all the Association members they represent. The tentative program for the meeting is printed herein. As arrangements become final, a definite program will be printed and distributed as early as possible to all chapters, delegates and representatives.

GET RESOLUTIONS IN EARLY

The Committee on Resolutions for the Annual Meeting consists of the following members: Jesse B. McFarland, Social Welfare, Chairman; Fred J. Walters, Mental Hygiene; George J. Fisher, State Armories; Harry M. Dillon, Correction; Angelo J. Donato, Conservation; Paul W. Swatwood, State Colleges; Robert Killough, Education; Clarence W. F. Stott, Conferences and Public Works; Theodore Becker, Civil Service; Charles H. Foster, Education; John F. Powers, Labor; Vernon A. Tapper, Onondaga Chapter; Ivan S. Flood, Westchester Chapter; Andrew C. Doyle, Labor and Henry A. Cohen, Public Works.

The Committee on Resolutions must perform a huge task in a short space of time. To enable the Committee to devote as much time as possible to their very important work it is recommended that resolutions for consideration of the delegates at the Annual Meeting be sent AS EARLY AS POSSIBLE PRIOR TO THE MEETING DATES to Jesse B. McFarland, Chairman, Resolutions Committee, Association Headquarters, 8 Elk Street, Albany 7, N. Y.

VOTE EARLY

The Board of Directors, at its June 30th meeting, elected the following Board of Canvassers to validate any independent nominating petitions received and count the ballots cast for the election of officers and members of the state executive committee; Leonard F. Requa, Tax; George W. Hayes, Tax; Isabelle O'Hagan, State; Walter E. Conway, Law and Vernon A. Tapper, Onondaga Chapter.

Official Ballots for the Annual Election, printed on pages 25 and 26, have also been mailed direct to each member of the Association. Any member who loses the ballot mailed to him may secure another from his local Chapter or from Albany Headquarters.

The Board of Canvassers requests the help of all members and Chapters. Official Ballots should be sent in by individual members and chapters as early as possible in advance of the election date so that the Board's work may be carefully completed in time.

REPORT OF NOMINATING COMMITTEE

The Board of Directors at its meeting on June 30, 1949, elected the following Nominating Committee to nominate officers for the Association year beginning October 1, 1949:

Dr. David M. Schneider, Social Welfare, Chairman; Sidney Alexander, Mental Hygiene; Solomon Bendet, Insurance; Dr. Charles A. Brind, Jr., Education; Charlotte M. Clapper, Health; John A. Cromie, Ivan S. Flood, Westchester Chapter; Harry Fritz, Correction; John M. Harris, Mental Hygiene; Clifford C. Shoro, Health; Clarence W. F. Stott, Public Works; Beulah Bailey Thull, Audit & Control and Arnold Wise, Tax.

At a meeting of the State Executive Committee held on June 30, 1949, a Nominating Committee composed of the same members with the exception of Mr. Flood, who is a member of the County Division, was elected to nominate members of the State executive committee for the ensuing year.

The Nominating Committees,

after giving consideration to facts or petitions presented to it by individual members or groups of members filed its report in accordance with the Constitution, with the Secretary at least 60 days prior to the date of the Annual Meeting. Its report follows:

For President: Dr. Frank L. Tolman and Jesse B. McFarland; For 1st Vice-President, John F. Powers; For 2nd Vice-President, Francis A. MacDonald and Frederick J. Walters; for 3rd Vice-President, J. Allyn Stearns; for 4th Vice-President, Ernest L. Conlon and Robert R. Hopkins; for 5th Vice-President, David M. Schneider and Biagio Romeo; for Secretary, Janet Macfarlane and Charlotte M. Clapper and for Treasurer, Harry G. Fox. Miss Macfarlane withdrew as a candidate for the office of Secretary.

FOR MEMBERSHIP ON THE STATE EXECUTIVE COMMITTEE: Agriculture & Markets, William F. Kuehn; Audit & Control, Leo P. Mullen; Banking, P. Raymond Krause; Civil Service, Theodore Becker; Commerce, Mildred O. Meskill; Conservation, Noel F. McDonald and James V. Kavanaugh; Correction, Harry Fritz; Education, Albert B. Corey; Executive, Samuel B. Viner; Health, Charlotte Clapper; Insurance, Solomon Bendet; Labor, Christopher J. Fee; Law, Francis C. Maher; Mental Hygiene, John M. Harris; Public Service, Kenneth A. Valentine; Public Works, Joseph Crotty and Charles J. Hall; Social Welfare, Charles H. Davis and Michael F. Brennan; State, Isabelle M. O'Hagan; Taxation and Finance, Arnold W. Wise; Judiciary, Walter J. Nolan; and Legislative, William J. King.

Noel McDonald and Miss Clapper withdrew as candidates for the State Executive Committee.

Clifford C. Shoro was nominated by petition as a candidate to represent the Health Department on the State Executive Committee.

Don't Forget to VOTE!

On October 4th and 5th

TENTATIVE PROGRAM

(Detailed information as to place of meetings and conferences, names of presiding officers or discussion panel members and prominent speakers will be announced as soon as final arrangements are completed. A Final Program will be printed and sent to all Chapters, Regional Conferences and Delegates as early as possible prior to the meeting dates.)

TUESDAY — OCTOBER 4

From 10:00 A.M. On
Registration of Delegates and Representatives
1:00 P.M. to 4:00 P.M.

Departmental Delegate Conferences
Mental Hygiene Chapters' Delegates
Correction Chapters' Delegates
Health Chapters' Delegates
Social Welfare Chapters' Delegates
Public Works Chapters' Delegates
Education Chapters' Delegates
Conservation Chapters' Delegates
Armory Chapters' Delegates
D.P.U.I. Chapters' Delegates

1:00 P.M. to 6:00 P.M.

County Division Delegates' Conference
From 1:00 P.M. On

Meeting of Resolutions Committee

From 1:00 P.M. On

Meeting of Board of Canvassers
4:00 to 6:00 P.M.

Meetings of Regional Conferences
Capitol District Conference
Central New York Conference
Metropolitan New York Conference
Southern New York Conference
Western New York Conference

7:30 P.M. On

Business Meeting of Delegates

Roll Call
Welcome to Delegates
Reports of Officers and Committees
Report of Special Committee on Revision of the Constitution and By-Laws and Action on Proposed Amendments

WEDNESDAY — OCTOBER 5

From 9:00 A.M. On
Registration of Delegates and Representatives
(Continued)

10:00 A.M. to 12 Noon

Business Meeting of Delegates
Report of Resolutions Committee
Action on Resolutions

12:00 Noon to 2:00 P.M.

Luncheon Meeting

Topic: "Retirement Progress in New York City, U. S. Government and New York State."
(Continued on Page 37)

USE THIS BALLOT
If You Have Not Already Voted.

OFFICIAL BALLOT

ANNUAL ELECTION OF OFFICERS

OCTOBER 4, 1949

The Civil Service Employees Association, Inc.
8 Elk Street, Albany 7, N. Y.

Place "X" in box before name. To vote for other than Nominees listed, place name of officer desired on blank line provided.

Names of Candidates for each office listed in order chosen by lot.

Check

- For President: FRANK L. TOLMAN
 For President: JESSE B. McFARLAND
 For President: _____
- For 1st Vice-President: JOHN F. POWERS
 For 1st Vice-President: _____
- For 2nd Vice-President: FRANCIS J. MacDONALD
 For 2nd Vice-President: FREDERICK J. WALTERS
 For 2nd Vice-President: _____
- For 3rd Vice-President: J. ALLYN STEARNS
 For 3rd Vice-President: _____
- For 4th Vice-President: ERNEST L. CONLON
 For 4th Vice-President: ROBERT R. HOPKINS
 For 4th Vice-President: _____
- For 5th Vice-President: DAVID M. SCHNEIDER
 For 5th Vice-President: BIAGIO ROMEO
 For 5th Vice-President: _____
- For Secretary: CHARLOTTE M. CLAPPER
 For Secretary: _____
- For Treasurer: HARRY G. FOX
 For Treasurer: _____

USE THIS BALLOT IN ACCORD WITH
INSTRUCTIONS ON REVERSE SIDE

(If used in accordance with instructions on reverse side this Ballot will be secret)

USE YOUR RIGHT TO VOTE

Read These Instructions Carefully Concerning Use of Ballots on This Page and on Page 25.

1. Fill out Ballot — do not place thereon signature or other identification.
2. Place Ballot in *Special Envelope provided and SEAL the envelope.
3. Place signature, department employed, and 1948-49 membership card number if known, on back of envelope.
4. Give envelope containing Ballot to your Chapter or mail it to Board of Canvassers, The Civil Service Employees Association, Inc., P. O. Box 124, Capitol Station, Albany 1, New York.
5. Envelopes containing Ballots MUST BE MAILED OR DELIVERED TO Room 156, State Capitol, Albany SO AS TO BE RECEIVED BEFORE 6:00 P.M., TUESDAY, OCTOBER 4, 1949.

CAUTION . . .

1. Make sure envelope containing this Ballot is SEALED. Chapters are instructed to request that all unsealed envelopes containing ballots be sealed by the voter before accepting same.
2. Do NOT accept for your use any ballot that has already been filled out.

*Voter may use any envelope if Special Envelope is not available, providing that information mentioned in paragraph 3 of above instructions is contained on the envelope used.

**USE THIS BALLOT
If You Have Not Already Voted**

OFFICIAL BALLOT

**ELECTION OF STATE EXECUTIVE
COMMITTEE — OCTOBER 4, 1949**

The Civil Service Employees Association, Inc.
8 Elk Street, Albany 7, N. Y.

Vote for ONLY ONE member . . . from YOUR department. Place "X" in box before name.

Names of Candidates for each office listed in order chosen by lot.

Check	Nominee	Department
<input type="checkbox"/>	William F. Kuehn	Agriculture and Markets
<input type="checkbox"/>	Leo P. Mullen	Audit and Control
<input type="checkbox"/>	P. Raymond Krause	Banking
<input type="checkbox"/>	Theodore Becker	Civil Service
<input type="checkbox"/>	Mildred O. Meskill	Commerce
<input type="checkbox"/>	James V. Kavanaugh	Conservation
<input type="checkbox"/>	Harry Fritz	Correction
<input type="checkbox"/>	Albert B. Corey	Education
<input type="checkbox"/>	Samuel B. Viner	Executive
<input type="checkbox"/>	Clifford C. Shoro	Health
<input type="checkbox"/>	Solomon Bendet	Insurance
<input type="checkbox"/>	Christopher J. Fee	Labor
<input type="checkbox"/>	Francis C. Maher	Law
<input type="checkbox"/>	John M. Harris	Mental Hygiene
<input type="checkbox"/>	Kenneth A. Valentine	Public Service
<input type="checkbox"/>	Joseph Crotty	Public Works
<input type="checkbox"/>	Charles J. Hall	Public Works
<input type="checkbox"/>	Charles H. Davis	Social Welfare
<input type="checkbox"/>	Michael F. Brennan	Social Welfare
<input type="checkbox"/>	Isabelle M. O'Hagan	State
<input type="checkbox"/>	Arnold W. Wise	Taxation and Finance
<input type="checkbox"/>	Walter J. Nolan	Judiciary
<input type="checkbox"/>	William J. King	Legislative

This Ballot Should Be Cast Only By State Employee Members

To vote for other than nominee for your department representative listed above, write name of candidate of your choice on the blank line directly below this instruction.

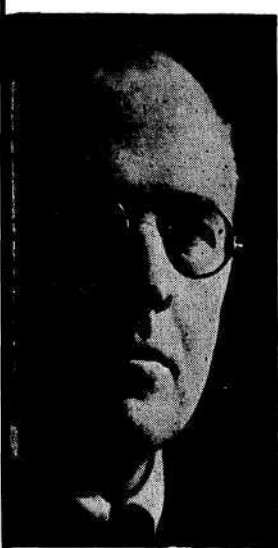
Name of Candidate.....

Your Department.....

**USE THIS BALLOT IN ACCORD WITH
INSTRUCTIONS ON THIS PAGE**

(If used in accordance with instructions on reverse side this Ballot will be secret)

CANDIDATES NOMINATED FOR 1949-50 OFFICES



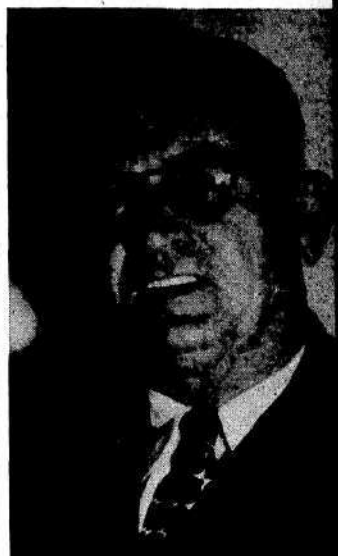
FRANK L. TOLMAN
For President



JESSE B. MCFARLAND
For President



JOHN F. POWERS
For 1st Vice-President



FRANCIS J. MacDONALD
For 2nd Vice-President



FRED J. WALTERS
For 2nd Vice-President



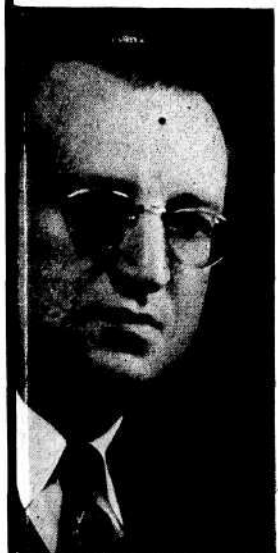
J. ALLYN STEARNS
For 3rd Vice-President



ERNEST L. CONLON
For 4th Vice-President



ROBERT R. HOPKINS
For 4th Vice-President



DAVID M. SCHNEIDER
For 5th Vice-President



BIAGIO ROMEO
For 5th Vice-President



CHARLOTTE M. CLAPPER



HARRY G. FOX

Biographies of Candidates

DR. FRANK L. TOLMAN

Candidate for Reelection to the Office of President

Dr. Tolman is a member of the State Merit Award Board. He entered State service in 1906 as Reference Librarian in the State Education Department. In 1928 he was appointed Director of the Division of Library Extension which in 1937 became the Division of Adult Education and Library Extension.

He has served as President of the Association from October, 1945 to the present and has guided the Association through four years of unprecedented progress. Prior to election to presidency, Dr. Tolman was a member of the Association for many years, serving as Chairman of its important Salary Committee for several years. He did a major part of the drafting of the Feld-Hamilton salary schedules for State employees and was the author of the declaration of policy of the State with respect to equal pay for equal work which was the preamble of the career law.

Dr. Tolman has taken active interest and participation in all the major undertakings of the Association to improve the working conditions for public employees during the last decade.

JESSE B. McFARLAND

Candidate for Election to Office of President

Jesse B. McFarland has served in the Association as First Vice President, member of the Executive Committee, and as chairman of many important committees of the Association, for a number of years. In State service he holds the title of Senior Claims Examiner in the Department of Social Welfare.

Mr. McFarland entered State service in 1935 as head account clerk and has risen to his present responsible position of dealing with vast welfare funds by career steps. Prior to entrance into state service, he worked for the Illinois Central Railroad as clerk and valuation engineer, and later in the steel mills in Virginia as cost analysis expert. For seven years he worked for the Interstate Commerce Commission covering 32 states, and then returned to railroad employment as an efficiency engineer.

Mr. McFarland's keen interest throughout his lifetime in worker problems has aided him in rendering exceptional service in Association councils, especially in institutional matters. He has many hobbies including music, stamps, hunting and fishing.

FRANCIS A. MacDONALD

Candidate for Election to the Office of 2nd Vice-President

Mr. MacDonald is employed as Sr. Boys' Supervisor at the State Training School for Boys, Warwick, Orange County. This school is under the jurisdiction of the State Department of Social Welfare. He entered State service at Rome State School on August 21, 1919 and was later employed at Letchworth Village and Wassaic State School.

He has been a leader in Association affairs for many years and is presently serving his 4th term as President of Warwick Chapter and as Chairman of the Southern New York Regional Conference, which he organized 4 years ago. He is a member of the Association's Board of Directors, and its Directors Committee and was recently elected Chairman of the special committee elected by the Board of Directors to study and recommend as to the composition of the Board of Directors and representation thereon of the State and County Divisions.

Under his guidance, Warwick Chapter initiated several programs later copied by many of the chapters, such as the organization of a unit under the Blue Cross Hospitalization Plan and the organization of a 5-10-15-20-25 year club. This club presents service pins to employees who qualify for same at their Annual Dinner. The chapter recently dedicated a beautiful memorial and plaque to the staff members of the school who served in World War II. Mr. MacDonald is a World War I veteran.

Mr. MacDonald feels that he can properly represent the members of all State departments in the councils of the Association, including those in the Department of Mental Hygiene by reason of his service at Rome State School, Letchworth Village and Wassaic State School. "Mac," as he is better known, serves all State employees without regard to their department or agency. He is interested in every phase of Association activities and is in there pitching all the time.

FRED J. WALTERS

Candidate for Election to the Office of 2nd Vice-President

Mr. Walters was born in London, England, served in the British Army as an infantryman in the first World War, came to the United States in 1924, married Elsie Thompson Hall in 1929 and has a sixteen year old daughter, Marylyn, who is now attending her fourth year of high school at Walden, N.Y.

He entered State service as an Attendant in 1924, became a Graduate Nurse in 1929, and is at the present time a Supervising Nurse at the Middletown State Homeopathic Hospital.

More than twenty years ago he made his first trip to Albany to represent the employees of his hospital and from that time on has been a vigorous worker on behalf of his fellow workers, especially

of the attendant group, as he is ever mindful of their responsibilities and knows well of their many trials and tribulations. During 1930 when the employees of his department were given the opportunity to become members of the state-wide civil service Association, he joined and has been a member ever since. He has been appointed to various committees of the Association, including the Legislative, Resolutions and Building Committees, and has served for the last 2 years as 3rd Vice-President of the Association. He also has been active in the Mental Hygiene Association, and served as a member of the Service Rating Committee of the Department of Mental Hygiene, having been appointed to same by the present Commissioner of the Department, Frederick MacCurdy, M.D.

In his local chapter he has served in every office and has been its delegate for several years. He has been honored also by serving as Vice-President and President of the Mental Hygiene Association. Mr. Walters has represented employees before all of the state officials, having to do with personnel on many occasions relative to classification and salary appeals and other important matters.

During the War, Mr. Walters was given a leave of absence on two occasions so that he could volunteer his services to the War Shipping Administration, and made trips to Sweden to help in the repatriation of prisoners of war, and to Wales to assist in the return of injured G.I.'s.

JOHN F. POWERS

Candidate for Election to the Office of 1st Vice-President

A heart-felt interest in human problems led John F. Powers early in life to join groups dedicated to the betterment of conditions. He listens carefully, weighs issues judiciously and when his mind is made up he springs into action. But always with a soft voice. His manner is mild and quiet, but his convictions are strong, even though he voices them with quiet demeanor. He is not one to make a noise at any time. When arguments get hot, he is the stabilizing influence. The confidence that is reposed in him by his fellow-workers springs from the recognition of his sense of fairness, his charitable feelings and his unemotional reverence for facts.

Mr. Powers has been honored by the New York City Chapter of the Association, the largest of chapters, by election and reelection to its Vice-Presidency, and later its Presidency. In 1944 he was elected Vice-President of the Association itself, and was reelected each year since.

As evidence of his stability, he is employed as a Senior Underwriter in the NYC office of the State Insurance Fund, Department of Labor, the same Fund that gave him his job with the State twenty-three years ago. He brought to that job valuable experience in the marine and fire insurance brokerage business.

From the very moment of his start in State service, Mr. Powers was active in employee organizational affairs and soon was serving on important committees. He was most recently chairman of the Association's Special Committee on Labor Relations in Public Employment, which fought for the Labor Relations Board Bill. He has been a student of all phases of wages, hours and working conditions in state and local government employ. As his experience broadened, he found himself at the helm—President here, Committee Chairman there.

He became one of the leaders in all the State to whom workers turned for opinions and advice. A friend complimented him humorously in these words: "For a State Insurance Fund employee, you know too damned much about how your fellow-state employees have to sweat it out in the Mental Hygiene institutions."

Mr. Powers has contributed much to the advance of the Association and of state and local employees generally. He has served for years as a member of the Association's Resolutions Committee. Besides his Association activities, he has been prominent in serving the New York City State Employees Federal Credit Union, of which he was a Director, and is past Vice-President of the Insurance Anchor Club.

He is a member of the Bishop Malloy Council, Knights of Columbus, and of the Cardinal Mercier Assembly, 4th Degree K. of C. He was chairman of the K. of C. State Legislature Committee and member of the State Council.

Mr. Powers lives in Freeport, where he is an active member of the Volunteer Fire Department. His family consists of his wife and their two young boys.

J. ALLYN STEARNS

Candidate for Election to the Office of 3rd Vice-President

Mr. Stearns, a member of Westchester Chapter, has served as 4th Vice President of the Association for the past two years and as a member of the Board of Directors and the County Executive Committee since June 1947.

He has worked on numerous committees of the Association during the past year, chiefly as Co-chairman of the Membership Committee for the County Division; as Chairman of the Special Committee to Survey Publicity Facilities; and as Chairman of the Directors' Budget Committee. In the belief that Association members should personally know and have more opportunity for direct contact with their high elective officials, he has devoted a great deal of personal time this year to visiting conferences, chapters and local officers in many parts of the State and spoke at more than 18 dinners and meetings in local areas.

He is Chairman of the Board of Directors of Westchester Chapter and of the Westchester County Competitive Civil Service Association and was Editor of its monthly Bulletin. As President of this County organization from 1941 to 1946, he was largely responsible for inclusion of a Classification Board and numerous other employee benefits in the Westchester Personnel Rules and was the employee representative on the County's Salary Survey Committee, whose position evaluations and recommendations in 1945-1946 substantially raised the Westchester Salary schedules and emergency compensation. His work was instrumental in obtaining an almost general 40 hour, 5 day week for Westchester County employees.

Mr. Stearns holds two Competitive class positions with the Westchester County Park Commission. As Assistant Right-of-Way engineer he has had an active part for many years in the layout and construction of the Commission's world-famous Park System, and as its Supervisor of Tolls operates a \$2,000,000 a year business. He is a Director of the White Plains Lions Club and in July took official motion pictures in color of the sessions of the Lions International Convention.

ERNEST L. CONLON

Candidate for Election to Office of Fourth Vice-President

Mr. Conlon has served the State since 1933. His present title is Executive Officer of the Broome County Board in the Division of Alcoholic Beverage Control. Prior to his entrance into State service he was engaged professionally in Boy Scout work.

Mr. Conlon, who has served during the past year as 5th Vice President of the Association has been active in the Binghamton Chapter since its formation and is now serving his third year as President. He has represented the Central New York Conference on the Board of Directors and is Chairman of a special sub-committee of the Board on Regional Conferences.

He was born in Delaware County, New York and attended high school of Franklin, New York. He is married and lives at 50 Mitchell Avenue, Binghamton.

Mr. Conlon is a member and past president of Rotary; member and past commander of the American Legion, having served in the Air Corps in World War I. He saw service in France and with the Army of Occupation in Germany. He is President of the Binghamton District State Employees Credit Union and Chairman of the Broome County Committee for Education on Alcoholism. This committee, under his leadership, has launched a very ambitious program. For a number of years he has taken an active part in Community Chest and Red Cross drives and similar civic enterprises.

ROBERT R. HOPKINS

Candidate for Election to Office of Fourth Vice-President

Robert R. Hopkins entered State service in 1937 as Employment Interviewer in the Division of Placement and Unemployment Insurance, State Labor Department. He is at present Senior Unemployment Insurance Claims Examiner in the Division's Buffalo office at 740 Main Street. Prior to entry into State service, Mr. Hopkins was employed by the Postal Telegraph and the Western Union in sales and supervisory capacities, and brought with him into State service a wealth of experience acquired in private industry.

Mr. Hopkins was three elected President of the Buffalo Chapter of the Association, and has been Chairman of the Western New York Conference since its inception in 1945. In the western portion of New York State, employees have turned to him time and time again for guidance. He has been a member of the Board of Directors for two years, has served on many committees, and, having earned a reputation as an informed and forceful speaker, has taken an active part in Association activities.

Bob Hopkins was the founder of the Conference system, through which state employees meet on a regional basis to deal with their common problems. He was the first state employee in Western New York to receive recognition from the Merit Award Board, earning the first and second awards in that area, and was selected as a "Merit Man" by the Civil Service Leader in April, 1946. He has given much time and effort to Association activities, and has earned state-wide respect as a sincere and able spokesman for his fellow employees.

Mr. Hopkins was born in Buffalo, August 12, 1907. He is married and the father of a daughter and a son, 14 and 7 years respectively. He modestly describes his hobbies as "family, insurance, people, reading."

DAVID M. SCHNEIDER

Candidate for Election to Office of Fifth Vice-President

David M. Schneider's interest in employee problems began twenty years ago when he wrote his first book, which concerned American trade unions. For this work he received a doctor of philosophy degree from Johns Hopkins University, the institution which also gave him his master of arts degree.

In 1930 Dr. Schneider became director of research and statistics for the State Department of Social Welfare. During his nineteen years in State service, he has devoted much of his personal time to building and improving the civil service movement in the State. In recognition of these efforts, he was made chairman of the Association's Education Committee; chosen as 1947-48 president of the Social Welfare Chapter of the Association and elected chairman of the Capital District Conference of the Association.

Dr. Schneider's interests in personnel problems and working conditions is reflected in his activities as a member of the National Panel of Arbitrators; the Motion Picture Panel of Arbitrators; the Committee on the Special Study of Salaries and Work Conditions of Social Workers, National Council of Social Work Education; and as former chairman of the Fort Orange Chapter, American Association of Social Workers.

He has a wide and practical knowledge of the operations of national, regional, State and local associations, which he has been able to put to fruitful use in his Association work. He has been an active member, or has held important posts, in numerous organizations, including the American Statistical Association; the American Association of Social Workers; National Conference of Social Work and Albany Inter-Racial Council.

Among Dr. Schneider's publications is the definite "History of Public Welfare in New York State," published by the University of Chicago Press. His magazine articles and monographs include "Opportunities for Statistical Work in State and Local Governments," "Social Work Careers in Public Service," and his latest, "Preparation and Use of Charts."

Dr. Schneider lives in Albany, which makes it possible for him to keep in close current touch with problems and developments effecting civil service employees.

BIAGIO ROMEO

Candidate for Election to Office of Fifth Vice-President

Biagio Romeo is at the present time head institution patrolman at the New York State Psychiatric Institute Department of Mental Hygiene.

He is President of the Psychiatric Institute Chapter since its inception in 1945, 2nd Vice-President of the Mental Hygiene Association, Chairman of the Grievance Committee of the New York Metropolitan Conference, member of various civil service employees committees and civic enterprises. He has served as President of the Psychiatric Institute Federal Credit Union and also for many years as representative of the New York City Chapter for the Psychiatric Institute before its formation as a chapter.

He has been active in Association and mental hygiene employees affairs since 1930. His excellent leadership and sincerity on behalf of employees and their problems and understanding of the "Little Fellow" in Civil Service has caused him to be respected and admired throughout the state.

Mr. Romeo has been honored by the members of the Mental Hygiene Employees Ass'n; by election to its 2nd Vice-Presidency, for his honest, diligent, and sincere work and accomplishment in their behalf in the betterment of conditions of institutional employees. Still has many objectives for the future and with the support of everyone will eventually reach them.

Strongly advocates better pensions and the right to enjoy these pensions before we are too old and feeble. Strongly urges ideal labor relations machinery that will benefit the state employee and the administration.

He is married and has a daughter, born and lives in Brooklyn, and is a loyal Dodger fan.

CHARLOTTE M. CLAPPER

Candidate for Election to Office of Secretary

Miss Charlotte M. Clapper, candidate for the office of Secretary of The Civil Service Employees Association, Inc., has spent about twenty-five years in State service. She has served as Secretary to the Assistant Director of the Division of Laboratories and Research; to the Director of the Division of Communicable Diseases, and to the Assistant Commissioner of Local Health Services. Since 1940 she has been Secretary to the Commissioner of Health.

For the past three years, Miss Clapper has been a member of the Board of Directors, representing the New York State Department of Health. She has served on the Directors Committee, the Nominating Committee, and the Committee on Resolutions.

She has been very active in Association affairs, and was instrumental in organizing the James E. Christian Memorial Chapter of the Health Department.

Before taking up her abode in Albany, Miss Clapper was a resident of Columbia County where she was active in fraternal, social and religious organizations.

Her successful representation of her own department is perhaps best evidenced by her unanimous renomination for that office in a poll taken by the Membership Committee of the Department Chapter a few weeks ago.

HARRY G. FOX

Candidate for Re-election to Office of Treasurer

Mr. Fox has been in New York State Service for the past twenty years, and during that time has worked in the Department of Public Works, the Department of Labor, and most recently in the Department of Civil Service. He has been with Civil Service since 1939, and is presently serving that department in the position of Finance Officer. His long period of continuous employment with the state was interrupted by his call to military service. During World War II, as a combat infantryman he served throughout the European campaign with the famed 95th "Victory Division", part of General Patton's Third Army.

Before having been chosen for the office of Association Treasurer, he was twice unanimously elected Treasurer of the Civil Service Department Chapter of the Association, and was also designated as chapter delegate. He has continuously taken an active part in all the affairs of the organization and has been named as a representative on many committees. He acted as chairman of the Special Building Committee, through whose efforts the present site of the Association Headquarters was selected and purchased.

Mr. Fox is a native of Troy, New York, where he resides with his wife and two children.

Vote "YES"

Vote "Yes" for Veterans Preference in Civil Service at the election on next November 8!

The reasons for such a vote are wholly logical and sound. Study them in the light of your responsibility as a citizen who wishes justice for all veterans and an efficient public service for every citizen.

YOUR CHANCE TO IMPROVE

For the first time in New York State history the people are being given the opportunity to approve a form of preference that is fair to the disabled veteran, to the veteran who is not disabled, and to the citizen who by reason of his youth, his physical condition, the fact that he was frozen into a war industry and could not serve in war, or some other reason was not drafted into war service and did not attain the status of "veteran".

ACTIVE VETERAN SUPPORT

The proposed Amendment on which you are here asked to vote "Yes" on November 8 is supported by many veterans of both World Wars, by many of the dependents of veterans, by many public employees who know the effect of the present unfair form of preference and by many citizens in every walk of life both veterans and non-veterans.

The reason for the support of the proposed Amendment by veterans is clear. Unless the Amendment is passed, non-disabled veterans will lose all preference in appointment and promotion on December 31, 1950.

The present State Constitution, Article 5, section 6, provides preference for non-disabled veterans only until December 31, 1950 or for a maximum period of five years next following honorable discharge or release from the armed forces.

The vast majority of veterans will, therefore, lose all preference beginning January 1, 1951 unless the proposed Amendment is approved. No new Amendment can be made effective by that date, for it must be passed by two successive legislatures and then approved by the people at a regular election. What veteran who knows that he will thus lose all preference if the proposed Amendment is not approved, will be satisfied to give up the certain and sure preference provided in the proposed Amendment for a vague hope that a "better" Amendment may be passed and approved some day in the future? "A bird in the hand is worth two in the bush".

The sons and daughters and brothers and sisters and wives of veterans who were unable to serve directly in the war and who have finished school or college or seek employment in the civil service of New York State or any of its counties, cities, villages, towns or districts, are practically barred from public service by the present unfair form of preference.

PRESENT PLAN IS UNFAIR

The term "disabled veteran" in the present application of veterans preference disregards the type of disability or type or length of service, except to provide that the Federal Veterans Administration must certify to a disability. A minimum of 10% certified disability was

established by Court Decision as entitling the holder to preference as a disabled veteran in New York State civil service. This disability and a bare passing mark of 75% places such a candidate above all non-disabled veterans regardless of a higher mark of 90, 95 or even 100 in all the competitive tests and regardless of severity or length of their war service.

For many disabled veterans, the present preference is of no value because they are unable to qualify for the examinations for reasons of physical incapacity to do the work. The provision is seriously misleading as to its real value to the truly disabled veteran.

PREFERENCE POINTS ARE LIBERAL

The new Amendment provides a liberal preference for veterans having a real disability, and it provides also for a substantial preference for all veterans regardless of any disability.

The preferences are:

For disabled veterans (10% or more disability) —

10 points added to passing mark on original civil service examination

5 points added as above on promotion examination

For non-disabled veterans —

5 points added to passing mark on original civil service examination

2½ points added as above on promotion examination

The above preference may be used once on either entrance exam or promotion exam, as the veteran desires.

FAIR TO NON-VETERAN

The proposed new preference is fairer to the non-veteran than the present plan, and to the thousands of youths who will graduate each year from New York State high schools and colleges—at least 140,000 annually—by reason of the fact that the proposed preference is on a fair point basis for entrance and promotion. Without this plan the present preference which places veterans at the top of every list regardless of passing mark, forecloses to non-veterans almost completely any opportunity to enter the civil service of the State or any of its subdivisions.

It is fairer to the non-veteran in that the preference may be used by a veteran only once instead of endlessly as under the present plan.

RETENTION RIGHTS FOR VETERANS

Retention rights for veterans is now granted by statutory provisions and continuance of this preference in retention is authorized by the new Amendment.

REAL AID TO VETERANS

Preference for veterans in civil service has been urged largely because of difference in opportunity for study or civilian training on account of absence on war duty as compared with the citizen who was not called to war service.

Since 1945, when the present form of preference was established, veterans have had opportunities for education and training through the G.I. Bill and other measures which have erased many of such handicaps.

The privileges and rights accorded to veterans express the will of a grateful Nation that understands that the whole Nation owes a special debt to the veteran and that veteran rewards should come from all the people of the Nation.

The need for absolute preference for the veteran in civil service examinations has disappeared since the present preference provisions were adopted, and the new proposed point preference plan offers continued liberal recognition of both disabled and non-disabled veterans.

ORGANIZED VETERAN APPROVAL

Large groups of veterans loyal to veterans programs and working for veteran welfare, are vigorously supporting the new Amendment. They support it because they recognize the fact that government is for all of the people and that the best trained and most able and vigorous among the citizenry should be recruited and promoted in public service. They support it also because it gives fair preference to all veterans and does not discriminate unfairly among veterans.

The veterans groups supporting the Amendment which have had real experience in civil service, as well as other groups which have studied the effects of veterans preference, are convinced that the present unfair preference is responsible to a serious degree for lowered respect for the merit system and is therefore inimical to economical, efficient government.

The veteran groups which gave support to the new Amendment include: American Legion Post 930, Fire Department City of New York; Jewish War Veterans, New York State; American Legion Sub-Committee on Veterans Preference; Business and Professional Chapter, American Veteran's Committee; Veterans Committee on Veterans Preference.

ILLINOIS ACTS ON PREFERENCE

The Illinois legislature recently reduced the amount of preference given to veterans in state civil service examinations. The Illinois amendment provides that veterans are given five points in entrance examinations if they pass the examination, and their place on the eligible list is determined by their augmented rating. No extra preference is given for disability. This new policy becomes effective on September 1.

The Civil Service Assembly reporting the new policy state that it "was supported by Governor Adlai Stevenson, and had the endorsement of veterans' organizations."

The New York State proposed constitutional amendment would grant a very much more liberal preference than that in effect in Illinois.

CITIZEN GROUPS URGE AMENDMENT

Various citizen groups actively supporting the Amendment include:

State Charities Aid Association; American Association of University Women; American Association of Social Workers, New York City and Fort Orange Chapters; City Club of New York; Public Education Association; Citizens' Union; New York Academy of Medicine; National Probation and Parole Association; Brooklyn Bureau of Social Service; Women's City Club of New York; Civil Service Employees Association, Inc.;

American Federation of State, County and Municipal Employees (AFL); New York Counties Registered Nurses Association; Prison Association of New York; New York Tuberculosis and Health Association; Civil Service Reform Association; National Child Labor Committee; New York State Nurses' Association; Legislative Clearing House, Volunteer Firemen of New York State.

TWO LEGISLATURES ACT

The 1948 and 1949 Legislatures approved the new proposed Amendment by an overwhelming vote. The vote of both houses of the 1949 Legislature was: Senate 54 in favor; 3 opposed—Assembly 124 in favor; 14 opposed.

It is safe to say that no Amendment ever submitted to the people had more complete consideration by two successive Legislatures or more general approval than the proposed Amendment.

THE GOVERNOR ENDORSES

Governor Thomas E. Dewey endorsed the new amendment in a public statement on February 18, 1949, and said: "I am for the Mitchell veterans preference bill. It is fair. It is necessary."

Similar endorsement came from Hon. Paul Fitzpatrick, State Chairman of the Democratic Party who said: "The kind of veteran preference embodied in the Mitchell Bill (the new proposed amendment) is completely fair to veterans and non-veterans. Moreover it would not break down the smooth functioning of public service in this State."

J. Edward Conway, President of the State Civil Service Commission, urges adoption of the proposed point preference plan. Mr. Conway says: "It will assure the fairest possible distribution of public jobs among disabled veterans, non-disabled veterans, and non-veterans. If the people accept the Mitchell proposal this fall, the task of assigning positions in line with the merit system, at the same time considering a person's service with the armed forces, will become immeasurably fairer. The Mitchell amendment deserves the fullest support of all voting residents of the State."

ASSOCIATION APPROVES

The Association's endorsement of the proposed preference amendment is based upon delegate action at the last annual meeting. The delegates urged that the present preference was discriminatory, unfair to the best interests of civil service employees and inimical to the maintenance of efficient public service. The Association joined with other progressive citizen groups in urging the passage of the new proposed Amendment. The Association would be false to its own constitutional objectives, which seek the highest and fairest opportunity for all of its members and the constant upbuilding of public service, if it did not wholeheartedly and unanimously urge its membership not only to vote "Yes" on the new proposed Amendment but also to urge all members of their families and all of their friends to vote "Yes" on the proposed veterans preference amendment on November 8 next.

FROM NOW UNTIL NOVEMBER 8

Do not lose the Amendment at the polls by failure to work actively for its passage. The watchword from now to November 8 is "Vote 'Yes' on Amendment No. 5."

The Salary Picture

By **IRVING COHEN**
Research Consultant

One major event highlighted the salary picture for New York State employees in the past year. This was the passage by the 1949 Legislature of the Association bill incorporating the 1948 emergency compensation payments into the basic pay scales. Constant appearances of Association representatives before re-allocation hearings of the Salary Standardization Board materially strengthened and improved the income outlook for many state employees.

An interesting footnote on the salary picture was written by the Association's smashing DeMarco victory. Between \$3 and \$4 million in hard cash were added to the incomes of several thousand state workers when the courts set aside the state's interpretation of the procedure for converting pre-1947 salaries to their new April 1, 1947 base.

What is the effect of the merging of all emergency payments into permanent pay scales? How do state salary adjustments now compare with the rise in living costs, with adjustments granted comparable governmental bodies, with the

TABLE 2.

**CHANGES IN THE B. L. S. CONSUMERS PRICE INDEX
LARGE CITIES, APRIL 1948 - MAY 1949**

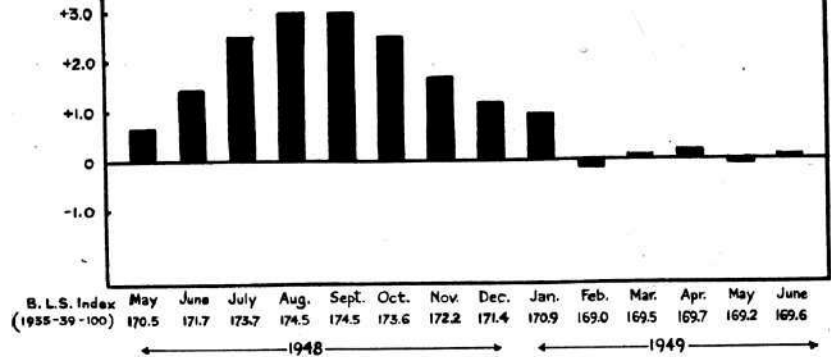
Year	Month	1935-39 = 100	April 1948 = 100	
1948	April	169.3	100.0	
	May	170.5	100.7	
	June	171.7	101.4	
	July	173.7	102.5	
	August	174.5	103.0	
	September	174.5	103.0	
	October	173.6	102.5	
	November	172.2	101.7	
	December	171.4	101.2	
	1949	January	170.9	100.9
		February	169.0	99.8
		March	169.5	100.1
April		169.7	100.2	
May		169.2	99.9	
June		169.6	100.1	

Source: U. S. Bureau of Labor Statistics

**CHART
No. 1.**

Percent change from April 1948

*Change in the B.L.S. Consumers' Price Index
Large Cities, April 1948 - June 1949*



B. L. S. Index (1935-39 = 100)

Month	Index
May 1948	170.5
June 1948	171.7
July 1948	173.7
Aug. 1948	174.5
Sept. 1948	174.5
Oct. 1948	173.6
Nov. 1948	172.2
Dec. 1948	171.4
Jan. 1949	170.9
Feb. 1949	169.0
Mar. 1949	169.5
Apr. 1949	169.7
May 1949	169.2
June 1949	169.6

TABLE 1.

SALARY ADJUSTMENTS GRANTED NEW YORK STATE EMPLOYEES, 1940-1949

Date	Adjustments * on 1940 salaries of					
	Less Than \$1500	\$1500-1999	\$2000-2999	\$3000-3999	\$4000-4999	\$5000 and over
April 1941			No adjustments			
April 1942			No adjustments			
April 1943	10%	10%	7½%	7½%	0	0
April 1944	Continuation of 1943 adjustment					
April 1945	20%	17½%	15%	12½%	10%	10%**
April 1946	30%	26%	22%	18%	14%	14%**
April 1947	No new adjustment. Previous emergency compensation payments incorporated in basic salary scales					
April 1948	15%	15%	15%	15% (2999) 10% (3000-3999)	15% (2999) 10% (3000-4999)	15% (2999) 10% (3000-4999) 5% (5000 and over)**
April 1949	No new adjustment. 1948 emergency compensation payments incorporated in basic salary scales					
Percent Increase						
April 1940						
April 1949	50-*** 105	45- 50	39- 45	33- 39	27- 33	20-** 27

* Adjustment percents are cumulative up to and including 1946.

** Maximum emergency compensation of \$1000. Each of the percentage brackets also had limits for increases. In 1949, the upper limit of salaries were increased from \$12,000 to \$14,000.

*** These percentages have been increased by the establishment of new minimum pay scales in State Service. Actually very few persons were affected by these changes.

course of wage and salary payments in private industry.

Table 1 summarizes all the adjustments granted New York State employees since 1940. As indicated in the bottom line of this table, the overwhelming majority of state workers received pay adjustments ranging between 20 and 50 percent.

Although this merging of temporary payments into basic pay scales is a reassuring factor when price indices wobble and will act, to some extent, as a brake on the administrative and legislative urge to reduce salaries under more trying economic pressures, the plain and simple fact is that corrections of state salaries have not kept pace with the rise in living costs or with wage payments in private industry.

Prices of necessities are still between 69 and 70 percent above their

1940 level. Monthly changes in the U. S. Bureau of Labor Statistics Consumers' Price Index between April 1948 and June 1949 are shown in Table 2 and Chart 1. Despite all the conversation on this matter, the entire unsteady decline in the index from its peak of last August and September to June 1949, the latest available period, amounts to three percent.

A comparison of state salary adjustments with the rise in living costs at each of the periods of adjustment, given in Table 3 and Chart 2, shows the consistent trailing of these corrections in time as well as extent.

This lag is accentuated if the Consumers' Price Index is corrected to take account of the understatement during the price control period.

The trailing of government salaries behind rising living costs and private rates of pay is often defended. What are the implications for employees in such a development?

During years when living costs rise, the real salaries of government workers are cut. This is true even if we assume that government salaries are adequate when prices begin to rise. In this instance, we should have to assume that state salaries were adequate in 1940 — and this is quite a bold assumption. According to the November 1948 issue of State Personnel News, the average yearly earnings of state workers came to \$1692 in 1942. This amounts to \$32.54 a week. Later adjustments do not compensate for the back wages lost. Conservatively, if state salaries were maintained at exact par with their 1940 value, it would have cost the state an additional \$127-170 million in salaries between 1940 and 1949. This theory, then, defends the relative and absolute permanent loss of wages for government employees. State employees have been forced to write their back wages off the books, but they would like to maintain their 1940 buying power in terms of 1949 prices.

The course of industrial vs. state wages during the past nine years illustrates the workings of this theory. Industrial workers made the largest gains in their earnings in the first two years of the war while government employees were forced to

TABLE 3.

COMPARISON OF PERCENT SALARY ADJUSTMENTS GRANTED NEW YORK STATE EMPLOYEES AND PERCENT CHANGES IN THE B. L. S.

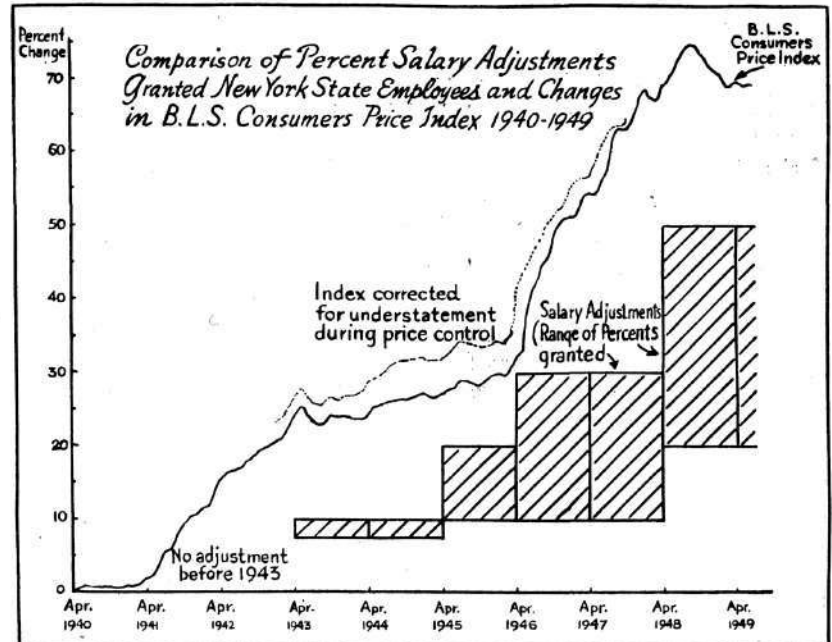
Date	Percent rise in BLS Consumer Price Index (1935-39 = 100) from base to date indicated			Percent salary adjustments granted, 1940 to date indicated
	Large cities	New York City	Buffalo	
April 1941	2.2	2.3	4.1	0
April 1942	15.1	12.6	11.9	0
April 1943	24.1	22.8	27.4	7½-10
(corrected)*	26.7	25.4	30.1	
April 1944	23.9	23.7	26.2	7½-10
(corrected)*	28.1	27.9	30.5	
April 1945	27.1	27.4	27.1	10-20
(corrected)*	31.9	32.2	31.9	
April 1946	31.1	33.6	31.2	10-30
(corrected)*	34.3	36.9	34.5	
April 1947	56.2	56.8	55.3	10-30
(corrected)*	59.3	57.0	55.5	
April 1948	69.3	67.0	67.2	20-50**
June 1949	69.6	66.9	68.3***	20-50**

* Adjusted to take account of understatement during price control period. This adjustment is in line with the report of the President's Technical Committee on the cost of living, better known as the Mitchell Committee, on the Consumers Price Index.

** The majority of employees received 50 percent or less. The rise in minimum pay scales was 105 percent during this period but relatively few employees were affected.

*** April 1949.

CHART No. 2.



Source: U. S. Bur. Labor Statistics and N. Y. State Salary Standardization Board

GROSS WEEKLY EARNINGS

	U. S.	N. Y. State	Consumers' Price Index Large Cities	
			1935-39 = 100	Corrected
April 1940	\$25.20	\$27.09	100.2	100.2
Average 1943	43.14	44.68	123.6	126.3
April 1940 = 100	171.20	161.90		
Average 1946	43.74	49.39	139.3	142.8
Average 1943 = 100	101.30	110.50	112.7	113.0
April 1949	52.62	56.42	169.2*	169.2*
Average 1946 = 100	120.30	114.20	121.4	118.4
*May 1949				

struggle along on shrinking pre-war salaries. Industrial weekly earnings were up 71 percent by 1943 when the state granted its first adjustment of a maximum 10 percent.

Private industry earnings lagged behind the rise in living costs during the period of price control, and have barely kept pace, with the rise of prices, in the period since the lifting of controls despite three major rounds of wage increases. Currently, the largest bodies of organized labor are engaged in fourth round negotiations with the major producers of the country, in steel, auto, electrical machinery, and mining.

A comparison of the adjustments granted New York State employees with those granted Federal employees, shown in Table 4 and Chart 3, spotlights the fact that the Federal government has been at least from 9 to 28 percent more generous with its employees than New York State.

Against an increase of 50 percent or less for most State employees, average weekly earnings of clerical and professional workers in the nation were 74 percent higher in April 1949 than they were in 1939. Table 5 also shows that the composite index of wages and salaries prepared by the Federal Reserve Bank of New York stood 97 percent over its 1939 level in April 1949.

Table 5 and Chart 4 also underscore the fact that wages of all workers, including clerical and professional, in private industry rose 6 percent in the year between April

TABLE 4.

COMPARISON OF SALARY ADJUSTMENTS GRANTED NEW YORK STATE AND FEDERAL EMPLOYEES, SELECTED 1940 SALARY LEVELS, 1940-1949

Salary level 1940	Percent salary adjustment in		Percent increase in Federal over State adjustments
	New York State	Federal Employment	
\$1200	53.3	68.3	28
1500	47.2	56.5	20
2000	44.9	48.8	9
2500	40.1	44.1	10
3000	37.0	41.0	11
3500	34.3	38.7	13
4000	30.8	37.1	20
5000	29.8	34.5	16
6000	29.2	31.9	9
7000	25.7	30.1	17

CHART No. 3.

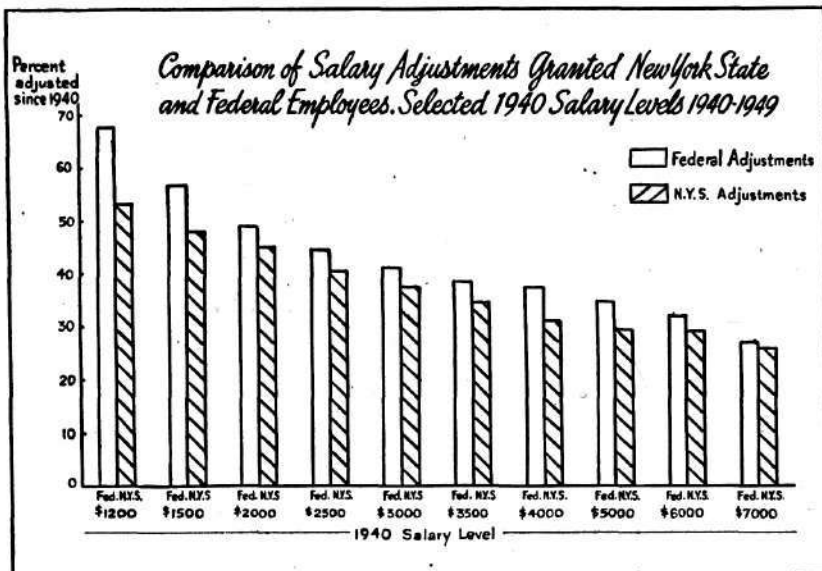


TABLE 5.

CHANGES IN INDEXES OF AVERAGE CLERICAL AND PROFESSIONAL WEEKLY EARNINGS AND COMPOSITE OF WAGES AND SALARIES APRIL 1948 - APRIL 1949

Month	Av. weekly earnings Clerical & Professional		Composite index of wages and salaries	
	1939 = 100	1948 = 100	1939 = 100	1948 = 100
1948 April	164	100	186	100
May	166	101	187	101
June	167	102	189	102
July	169r	103	191	103
August	172r	105	193	104
September	172	105	194	104
October	170r	104	194	104
November	173r	105	195	105
December	173	105	196	105
1949 January	172	105	196	105
February	173	105	196	105
March	174	106	197	106
April (p)	174	106	197	106

(r) Revised

(p) Preliminary

Source: Federal Reserve Bank of New York

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1948 and April 1949. State employees did not receive any wage adjustment during this period.

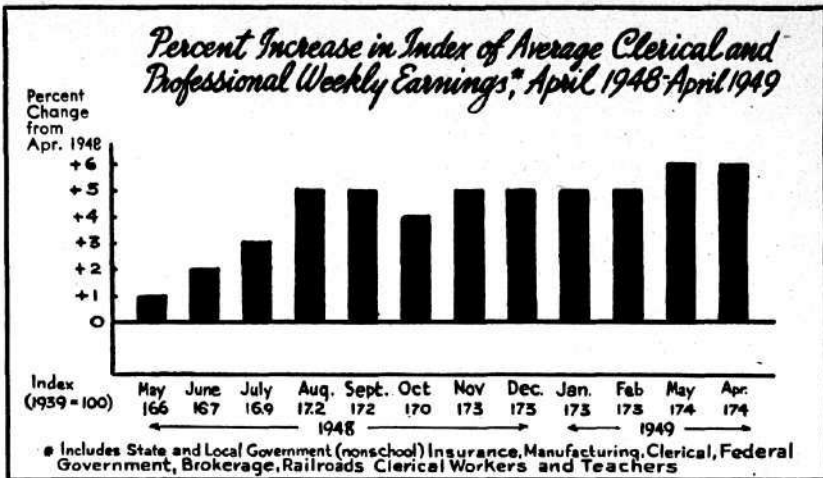
An analysis, by industry division, of the wage increases received by private industry workers is given in Table 6 and Chart 5.

Average gross weekly earnings data tend to understate the change in the wage situation for the past year. Hourly wage increases were offset by reduced overtime and shorter workweeks, particularly in manufacturing. Here is what happened to the earnings of production workers in the state and nation since last April. (See also Chart 6).

Avg. weekly earnings	U. S.	N. Y. S.
Apr. 48	\$51.79	\$55.49
Apr. 49	52.62	56.42
Apr. 48 = 100	101.6	101.6
Avg. hourly earnings		
Apr. 48	\$ 1.29	\$ 1.41
Apr. 49	1.37	1.50
Apr. 48 = 100	106.2	106.3
Avg. weekly hours		
Apr. 48	40.1	39.3
Apr. 49	38.3	37.5
Apr. 48 = 100	95.5	95.4

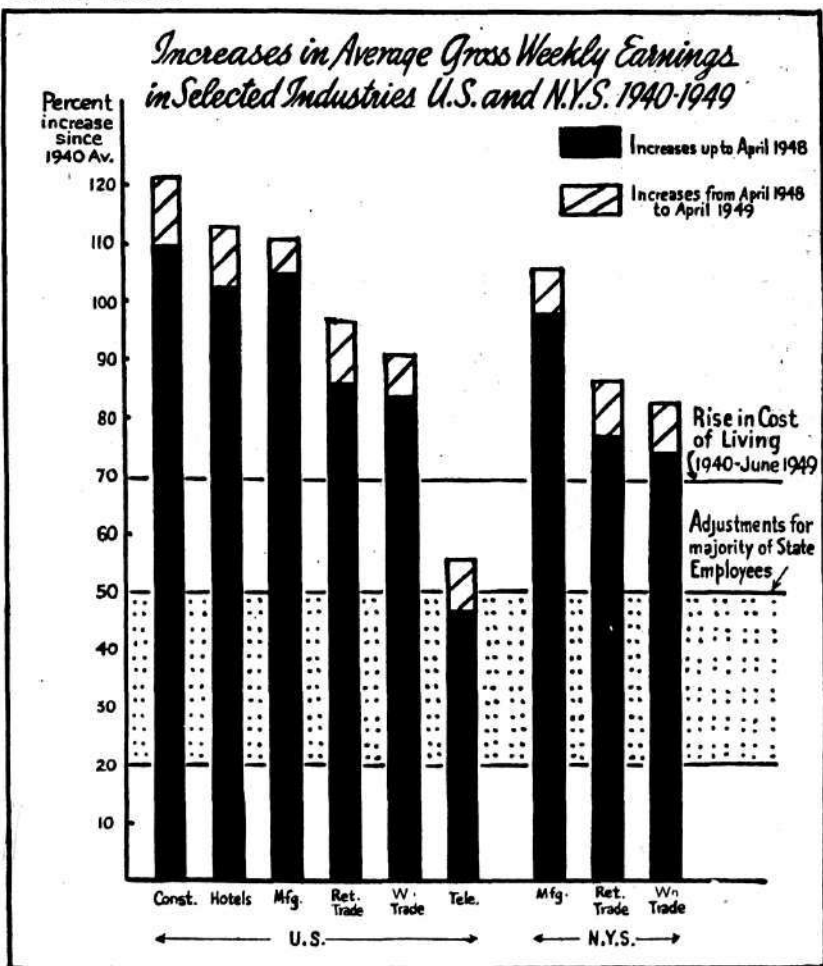
At its 38th Annual Convention in October 1948, the Association delegates declared for a 12 percent increase in salaries in addition to the merging in all temporary payments. Basic economic facts fully justified this position. Only in the face of determined executive and legislative opposition did the Asso-

CHART No. 4



Source: Federal Reserve Bank of New York

CHART No. 5.



Source: U. S. Bureau of Labor Statistics, N. Y. S. Division of Placement and Unemployment Insurance

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Manager

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ciation reluctantly postpone its request for the time being.

Although there has been no radical change in the basic indicators of the national economy since the October convention of 1948, a marked change in the economic climate or environment has occurred.

In the fall of last year, postwar inflationary forces still seemed to be in the ascendancy. Since then, they have abated somewhat. Most economic activities show a moderate downward trend. In June of this year, civilian employment was 3 percent below last June; in the same period, unemployment had climbed 73 percent and is now above the point where it can be considered a "spot" or local problem; under-employment has increased by at least 12 percent. New York State unemployment insurance claims in the first week of July were double the amount of October 1948. Industrial production has declined in June to 13 percent below last fall's peak. Farm income in the first half of 1949 was about 8 percent below the first half of 1948. Business investments, trade, housing activity were all less than the previous year.

Table 7 lists some of the more important changes which have occurred in the last two half years. Elements of strength in the econ-

TABLE 6.

AVERAGE GROSS WEEKLY EARNINGS IN SELECTED INDUSTRIES, 1940 - APRIL 1949

Industry	1940 average	April 1948	Percent increase		1948-1949 increase Percent
			1940-1948	April 1949	
A. United States					
Manufacturing	\$25.20	\$51.79	105	\$53.08*	2
Construction	31.70	66.45	109	70.28	6
Telephone	32.44	47.56	47	50.59	6
Wholesale Trade	30.39	55.84	84	58.12	4
Retail Trade	21.17	39.27	86	41.81	6
Hotels (yr. round)	15.52	31.59	103	33.11	5
B. New York State					
Manufacturing	\$27.42	\$55.49	98	\$56.42	2
Retail Trade	24.25	42.95	77	45.28	5
Wholesale Trade	34.90	60.73	74	64.00	5

* May 1949

Source: U. S. Bureau of Labor Statistics and New York State Division of Placement and Unemployment Insurance.

TABLE 7.

CHANGES IN SELECTED ECONOMIC SERIES SECOND HALF 1948 TO FIRST HALF 1949

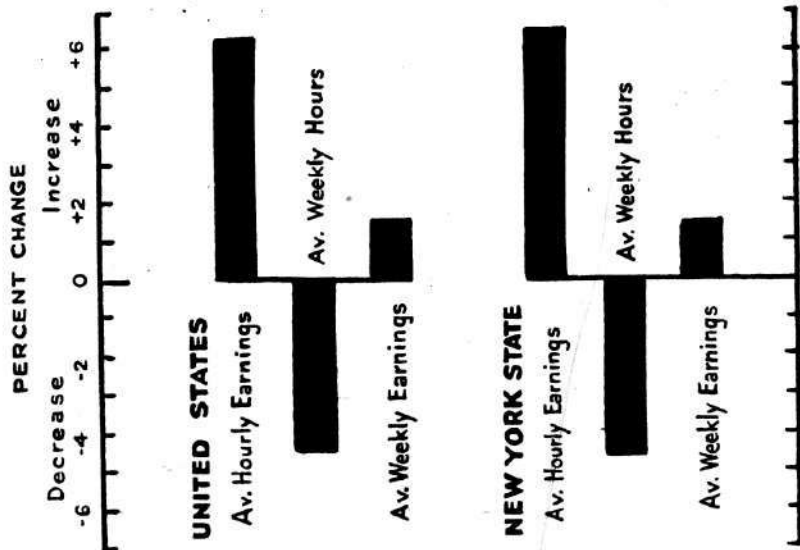
Series	Change from 1948 second half to 1949 first half	
	1948 second half	1949 first half
Gross National Product.....	96.6	107.7
Government Purchases of Goods and Services.....	96.8	114.0
National Income	96.1	166.6
Personal Net Savings.....	94.3	99.6
Civilian Employment	79.6	90.6
Unemployment	94.4	97.9
Industrial Production Index.....	91.5	99.0
New Construction	109.2	95.4
Business Expenditures for New Plant and Equipment...	97.7	116.6
Wholesale Price Index.....	97.9	111.2
Consumers Price Index.....	99.2	109.2
Prices Received by Farmers.....	99.0	109.2
Consumer Credit Outstanding.....	99.0	95.4
Merchandise Exports	99.2	95.4
General Merchandise Imports.....	99.2	95.4
Ratio of Inventories to Monthly Sales:		
Retail Trade*	97.7	116.6
Wholesale Trade*	116.6	111.2
Manufacturing*	111.2	

* April 1948 - April 1949

Source: Council of Economic Advisors

CHART No. 6.

Changes in Average Hourly and Weekly Earnings and Average Weekly Hours U. S. and N.Y.S. April 1948 to April 1949



Source: U. S. Bureau of Labor Statistics, N. Y. S. Division of Placement and Unemployment Insurance

omy, personal savings, government spending, the ratio of inventories to sales are also indicated. (See also Chart 7).

In determining Association salary program for 1949-50 delegates would do well to ponder these new salary and economic developments.

Meanwhile, as a basic step in safeguarding and improving the salary standards of the state employee, the Association must continue to bring all inequities to the attention of the new Compensation and Classification Board for prompt correction.

ANNUAL MEETING

(Continued from Page 25)

Training & Education for the Public Service Local Civil Service Administrat'n (Co. Div.)

4:40 to 5:00 P.M.

Panel Discussion

Topic: "The Membership Campaign for 1949-1950"

6:30 to 8:00 P.M.

Dinner Meeting

Chief Topic: Veterans Preference
8:00 P.M. On

Business Meeting of Delegates

Report of Board of Canvassers as to Results of Election
Introduction and Installation of Officers
Adjournment

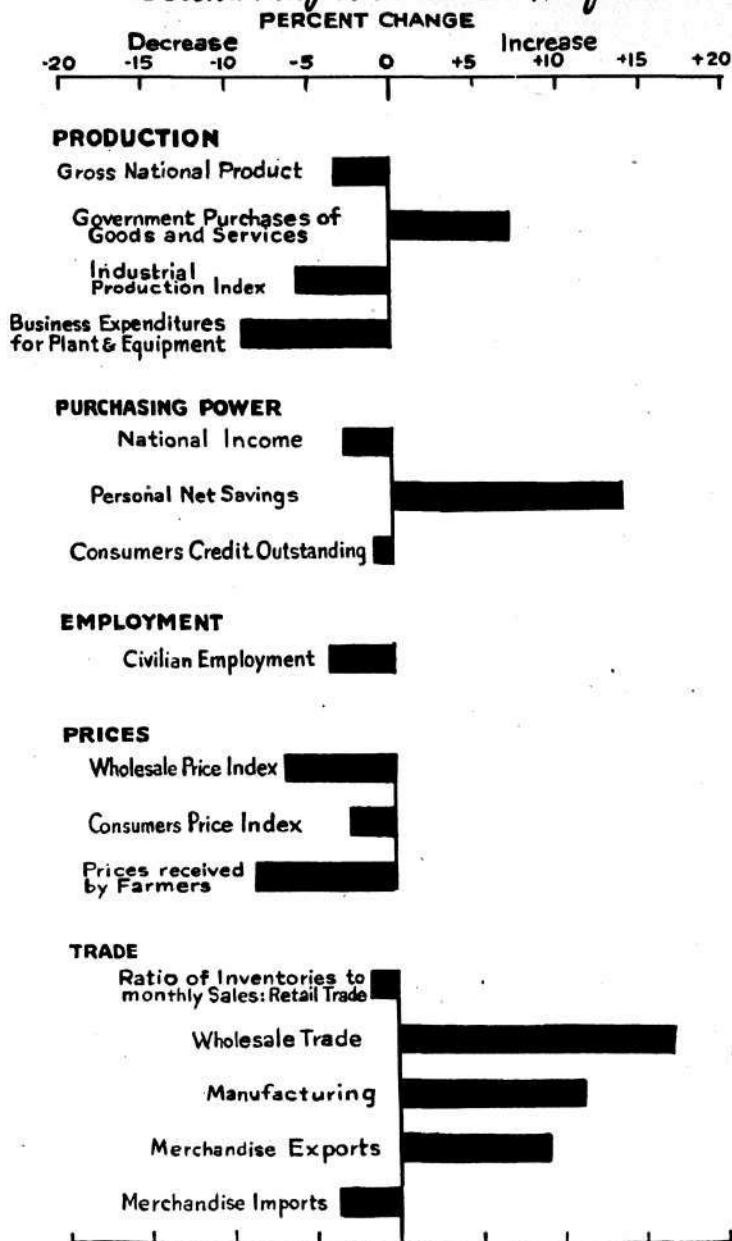
2:30 to 4:30 P.M.

Panel Discussions

Subjects:
Personnel and Labor Relations Salaries
New Classification and Compensation Procedures

CHART No. 7.

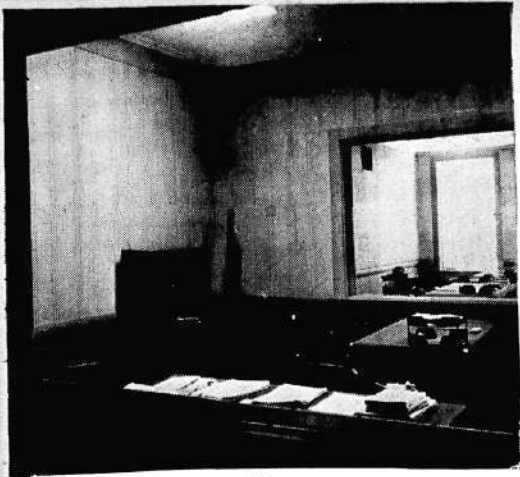
Changes in Selected Economic Series Second Half 1948 to First Half 1949



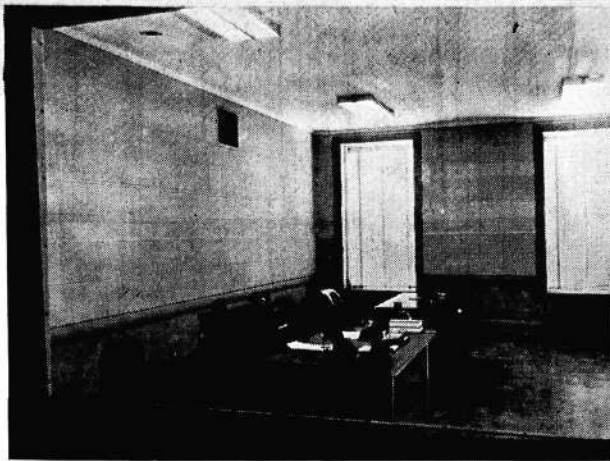
•April 1948 - April 1949

Source: Council of Economic Advisers

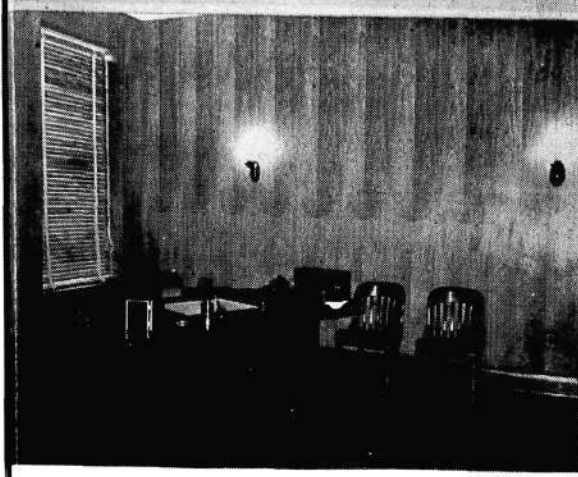
**Vote "YES" On Constitutional Amendment No. 5
On November 8**



EXECUTIVE REPRESENTATIVE'S OFFICE



FIELD REPRESENTATIVE'S ROOM

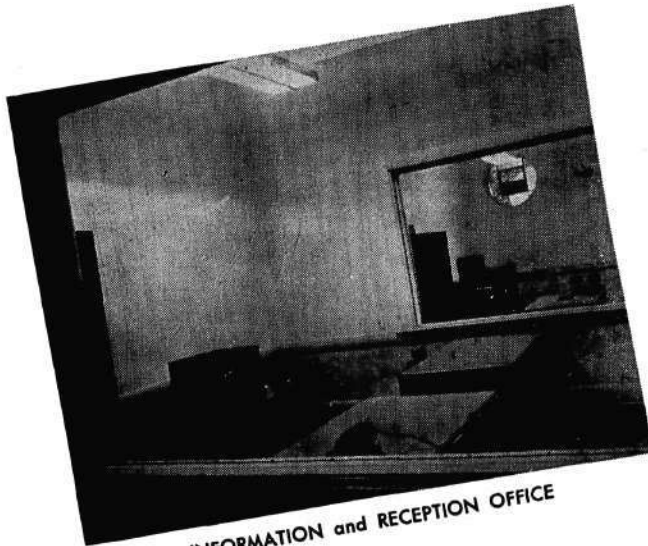


EXECUTIVE-SECRETARY'S OFFICE

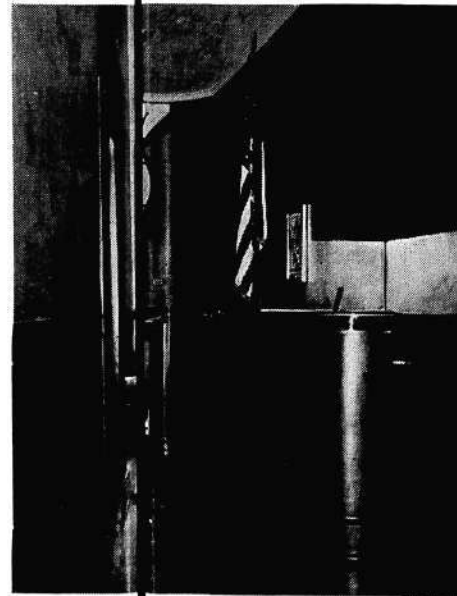


MEMBERSHIP and INSURANCE DEPARTMENT

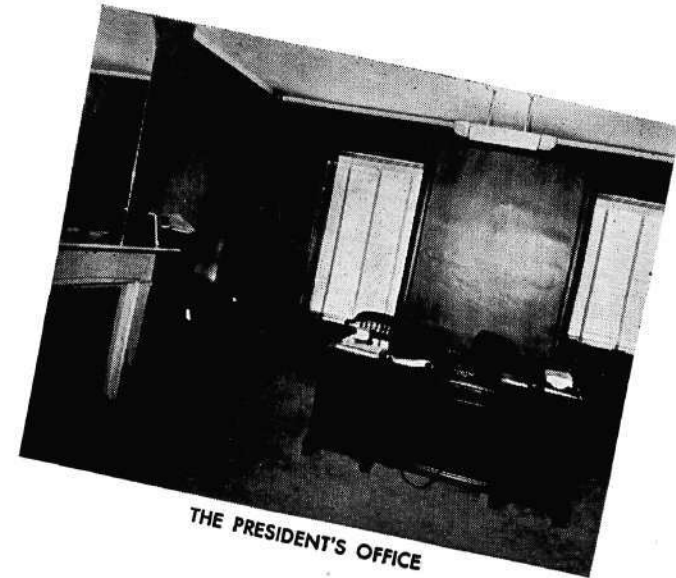
Your Association's New Headquarters



INFORMATION and RECEPTION OFFICE



ENTRANCE LOBBY



THE PRESIDENT'S OFFICE

William F. McDonough
Executive Representative



Laurence J. Hollister
Field Representative



Patrick DeMurio and
Jean O'Hagan
Group Insurance



Freida Roberts (left) and
Ruth Bailie
Stenographers



Joseph D. Lochner
Executive Secretary



...an, President



John T. DeGraff (left)
and
John E. Holt-Harris
Counsels



Dorothy L. Sheehy (left)
Accounts
and Helen Garrah
Group Insurance



Charles R. Culyer
Field Representative



Jacqueline McDowell
& Elizabeth Rivet (right)
Receptionists

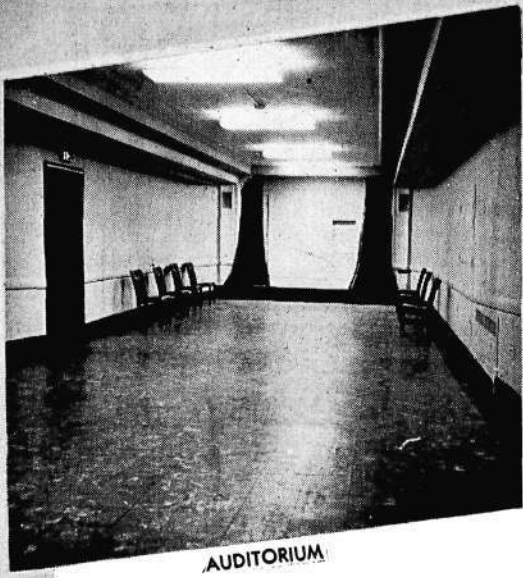


Sylvia Stevens (left) and
Faustine Spencer
Membership

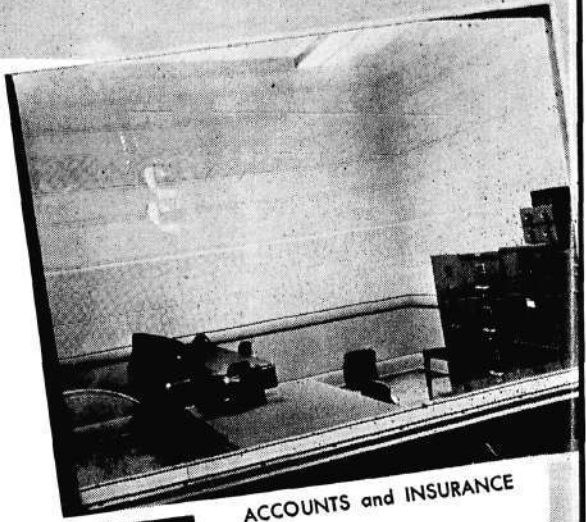


The photos are of the Association's staff and the interior of your new headquarters building, 8 Elk Street, Albany. The services of the staff and facilities of the building are devoted to the protection and promotion of the interests and welfare of members.

The Association's Legal Staff, besides Counsel DeGraff and Asst. Counsel Holt-Harris, pictured below, consists of:
Asst. Counsel John J. Kelly, Jr., whose picture appears on page 46; Regional Attorneys: John J. Conway, Jr., 317 Genesee Trust Bldg., Rochester; J. Norman Crannage, 610 Commerce Bldg., Syracuse; Edmund L. Shea, Elverso Bldg., Ogdensburg; Donald W. Kramer, Security Mutual Bldg., Binghamton; Charles R. Sandler, 1435 Rand Bldg., Buffalo.



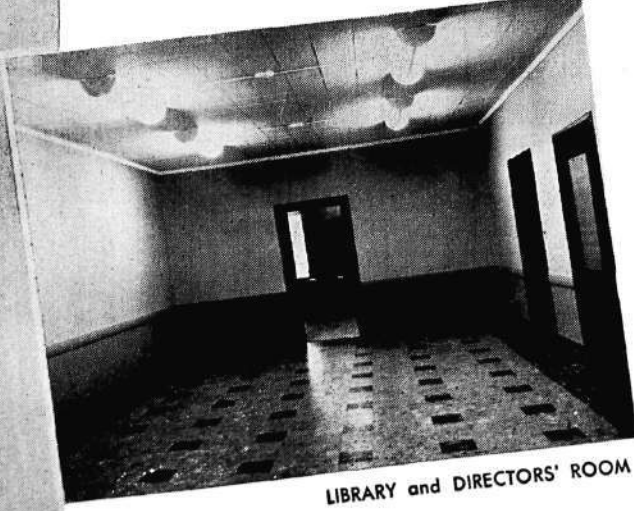
AUDITORIUM



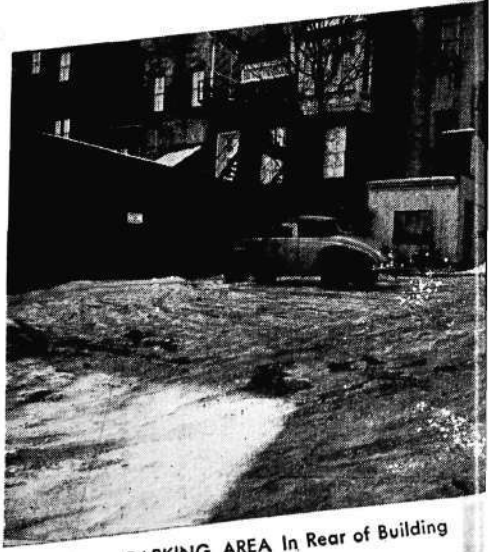
ACCOUNTS and INSURANCE



MACHINE ROOM



LIBRARY and DIRECTORS' ROOM



PARKING AREA In Rear of Building

IRVING COHEN
Salary Research

JESSIE NAPIERSKI
Appliances

JACOB HARRIS
Janitor

ROY FISHER
Appliances



Supplemental Legislative Report

By John E. Holt-Harris, Jr., Assistant Counsel

In the preceding issue of Merit Mr. DeGraff reported to the membership on the results of the Association's campaign in the 1949 legislature. His report dealt, in the main, with the Association's five major legislative objectives.

The Mitchell Bill, the Association's blue print for a fair and equitable veteran's preference in Civil Service, is to be considered for approval by the people in the November election. Detailed information concerning the proposal has been and is being prepared by the Association for distribution and for that reason will not be further discussed in this supplemental legislative report.

The second objective, the establishment of adequate grievance machinery, has not yet been consummated. The Governor has agreed to inaugurate a plan and formulate the necessary procedures by executive order. That agreement was reached during the legislative session and as yet, in spite of repeated urgings on the part of the Association and its officers, the conferences prerequisite to the promulgation of such an order have not been held. The Association will continue to press for a speedy decision on the part of the administration with respect to this phase of our work.

Time has dispelled the misapprehension which initially existed concerning the effective date of the merger of the emergency compensation with base pay. That merger, effective April 1, 1949, is an accomplished fact and is particularly notable because civil servants in other jurisdictions, both in and out of the State, have been unsuccessful in their efforts to obtain similar consideration.

The separate Salary Standardization and Classification Boards no longer exist. The single agency created to handle both title and salary allocations is now functioning and the Association has already represented its membership in frequent meetings with the Director and staff of the Classification and Compensation Division of the Civil Service Department.

At the time when the initial legislative report was prepared several retirement measures had passed

the legislature but had not been acted upon by the Governor. Mr. DeGraff's report discussed and analyzed the disappointing failure of our efforts to obtain a 55 year retirement option. His report also included a description of the bills then before the Governor.

The supplemental information contained in this statement is intended as a ready reference, coupled with the initial report, to new laws passed at the 1949 Legislative session affecting civil servants, both in State service and in the political subdivisions.

Amendments to the Civil Service Law Other Than Retirement Provisions

Chapter 420 of 1949, introduced by Senator Graves, amends Sec. 30 to provide that a **refusal or wilful failure** of an employee of the state or its civil divisions to take and file a constitutional oath shall terminate his employment until such oath shall be taken and filed. An unfortunate situation which arose in Elmira resulted in a Supreme Court decision under which a civil servant lost her position due to inadvertent failure to file a new oath upon entering a new position. Under the provisions of former Sec. 30 the Court held that an employee's failure for any reason to take and file such an oath terminated his employment. A new law protects all employees against a recurrence of such a situation.

Chapter 130 of 1949, introduced by Senator Erwin, amends subdivi-

sions 6 and 7 of Sec. 41 to provide that persons appointed, promoted or reinstated on or before October 1st in any fiscal year shall be eligible to receive an increment on the following April 1st. Prior to this amendment an employee had to be appointed not later than September 30th in order to be able to receive an increment on the following April 1st. Strict construction of the former law had deprived some employees of an increment even though they had been appointed on October 1st.

Chapter 355, introduced by Ostertag, amended Secs. 38, 39, 39-a, 39-b, 40, 43, 44, 45, 46, 47, 47-a and 48, abolishing the separate Classification and Salary Divisions and Boards and consolidated the powers, duties and functions of those divisions and boards into a single agency known as the Classification and Compensation Division. It further created appellate machinery known as the Classification and Compensation Appeals Board to which appeals from determinations made by the Director of the Classification and Compensation Division may be taken. Final authority to approve reclassifications and reallocations is still vested in the Director of the Budget.

The law contains general provisions relating to classification and allocation and also adds a new provision, Sec. 39-b, which clarifies the procedures to be used and the salary rights and limitations of employees where a position allocated to a salary grade in Sec. 40 of the Civil Service Law is reallocated to a higher salary grade.

Chapter 547, introduced by Assemblyman Tift, amended Sec. 16 of the Civil Service Law by adding a new subdivision, 9-a, provides generally for the procedure to be followed when functions of a city agency are transferred or assigned to the county or to another city within the county. It provides that upon such transfer provisions shall be made for a transfer of so

much of the staff employed by the agency as may be necessary and practicable and that such transfers shall be made in accordance with seniority. Employees so transferred are not required to take further examinations and suffer no loss or impairment of Civil Service status.

Chapter 384, introduced by Senator Fino, deletes from subdivision 3 of Sec. 14 the requirement that an applicant for examination state under oath in his application the place of his birth.

Laws Affecting Civil Service

Chapter 238, introduced by the Budget, coupled with Chapter 354 which amends Sec. 40 of the Civil Service Law, introduced by Senator Wicks, resulted in the merger of the bonus and base pay effective April 1, 1949. Chapter 354 also replaces, as of April 1, 1950, the present salary schedules so that the schedules themselves will reflect the fact that emergency compensation has been added to base pay.

Chapter 353, introduced by Senator Erwin, extends until April 1, 1950 the provisions of the Lupton Law which Law the Association successfully passed in 1947. It provided that an employee, upon permanent appointment to the same or a position similar to the one which he has held temporarily, retains the increment credit accorded him during the period of temporary service. Prior to the enactment of the Lupton Law such an employee on permanent appointment had to begin at the minimum of his salary grade.

Chapter 119, introduced by Assemblyman Stuart, amends Sec. 228 of the Labor Law to permit the employment of student nurses over 17 years of age in Mental Hygiene institutions if they are regularly enrolled for training in a school of nursing in an institution in that department. Sec. 228 otherwise prohibits the employment of anyone under 18 years of age in any penal or correctional institution or any institution in Mental Hygiene if such employment relates to the custody of prisoners or inmates.

Chapter 459, introduced by Senator Condon, amends Sec. 21 of the Labor Law to give the Industrial Commissioner general administrative supervision over the divisions,

boards, commissions and bureaus of the Labor Department.

Chapter 346, introduced by the Rules Committee of the Assembly, creates a temporary commission known as the State Board of Equalization and Assessment and transfers to it certain of the functions of the State Tax Commission and Department of Taxation and Finance. Provision is made for the transfer without examination or loss of Civil Service status of all employees of the Local Assessment Bureau of the Department of Taxation and Finance engaged in the performance of duties transferred to the newly created board.

Chapter 362, introduced by Assemblyman Stuart, amends Sec. 60 of the Mental Hygiene Law and discontinues the Edgewood State Hospital as a separate institution in Mental Hygiene and transfers the buildings, grounds and functions of that hospital to Pilgrim State Hospital.

Chapter 733, introduced by Senator Halpern, creates a state commission in Mental Hygiene to be known as the Mental Health Commission to consist of commissioners of Mental Hygiene, Social Welfare, Health, Correction and Education. That commission will formulate plans for the recruitment, training and education of professional and other personnel in psychiatric work.

Chapter 383, introduced by Senator Wicks, amends Sec. 528 of the Public Authorities Law to permit the State Bridge Authority to appoint Bridge Authority Patrolmen who shall be peace officers and have all the powers of policemen within the territorial limits of the Authorities' jurisdiction.

Amendments to the Military Law Relating to Civil Service Employees

Chapter 778, introduced by Assemblyman Fitzpatrick, amends Sec. 246 of the Military Law relating to special military eligible list status of persons returning from military duty. The amendments provide:

1. (a) Where an employee returns from such duty and passes a comparable promotion examination or passes the remaining part or parts of an examination which he had started before entering military duty,

his name shall be placed on the special eligible list, provided that he would have been reached for certification between the date that he entered military duty and the date that he was notified that he had passed the examination.

(b) His name shall be placed upon such special eligible list if between the aforementioned dates any veteran or disabled veteran who achieved a lesser rating in the examination was appointed from the eligible list or special list by reason of veterans' or disabled veterans' preference. This is, of course, with the proviso that the person covered by this amendment was likewise entitled to veterans' preference.

(c) Such lists are to remain in existence for a period of two years from the date that the veteran's name was placed thereon, or for a period of two years from April 23, 1949, whichever is the longer period.

2. (a) The law further provides that when the name of a person is on an eligible list while he was on military duty his name shall be placed on a special eligible list, on written application within two years after April 23, 1949, if during the period of such military duty any veteran or disabled veteran who achieved a lesser rating in the examination was appointed from the eligible list or special list by reason of veterans' preference. It is further provided that such special eligible lists remain in effect for a like two year period.

Chapter 773, introduced by Assemblyman Goldwater, amends Sec. 236 of the Military Law to broaden the application of that section to include positions for which competitive examination is required. The law formerly covered positions in the competitive class of the classified Civil Service. The amendment was made necessary because some positions in the unclassified service are filled by competitive examination.

Amendments to the Civil Service Law Affecting Retirement

Chapter 609, introduced by Assemblyman Stephens, permits employees to make additional contributions to the retirement system in order to produce a larger annuity account which will in turn produce

a larger final retirement allowance. Contributions equal to an additional 50% of the normal contribution on that portion of salary not exceeding \$7,500 a year are allowed.

Chapter 641, introduced by Senator Erwin, permits retired members of the Retirement System, if their retirement allowance does not exceed \$1,500, to earn up to \$750 per annum in public service after retirement. Such earnings formerly resulted in a proportionate reduction of the retired member's retirement allowance.

Chapter 817, introduced by Senator Wicks, permits a retired teacher to earn up to \$500 per year as a substitute teacher without loss or suspension of his retirement allowance.

Chapter 735, introduced by Senator Erwin, permits a member, or after his death, his beneficiary to elect to receive a reduced annuity arrived at by actuarial computation payable for life or the unpaid balance at the date of death.

Chapter 611, introduced by Senator Fino, changes from January 1, 1948 to January 1, 1950 the time limit within which a member transferring from another retirement system to the New York Retirement System must contribute to purchase allowable service credits.

Chapter 734, introduced by Senator Erwin, provides for a method by which contributions of members of the State Retirement System formerly employed in county or city tuberculosis hospitals which have been transferred to the state will be computed with respect to the value to be placed on maintenance allowances.

Chapter 548, introduced by Senator Hughes, makes the same provisions for employees of Onondaga County who are members of the State Employees' Retirement System as are made for the above described employees of city and county tuberculosis hospitals.

Chapter 297, introduced by Assemblyman Barrett, provides for a special 25 year retirement for Regional State Park Police on the same basis as the 25 year retirement now in effect for members of the New York State Police force in the Executive Department.

Chapter 742, introduced by the Assembly Rules Committee, provides that if a member of the Re-

tirement System, after receiving discontinued service benefits, returns to active service for ten years or more, that member will receive credit for his total service upon subsequent retirement. This amendment was made necessary due to inequitable situations which arose when members of the system, often for reasons beyond their control, left State employment and upon return and subsequent retirement found that the interruption in service presented serious retirement problems.

Chapter 736, introduced by Senator Erwin, provides that no reduction shall be made from accidental disability or death benefits for legal fees up to \$100 awarded in conformity with the provisions of the Workmen's Compensation Law.

Chapter 763, introduced by Senator Erwin, provides that the final average salary for determining disability benefits may mean the maximum salary which the retired member would be receiving in the position from which he was last retired for disability or in a comparable position if the position from which he had so retired has been abolished.

Worthy of particular mention is a proposed amendment to Article 7, subd. 8 of the Constitution, introduced by Senator F. J. Mahoney and Assemblyman Douglas. The amendment would permit an increase in the retirement allowances of retired members of state and local retirement systems. It confers power to increase such allowances on the legislature which heretofore declined to take such action on the ground that such increases for retired employees would be unconstitutional. The bill successfully passed the last session and since it amends the Constitution must be passed by the 1951 session of the legislature.

While the gains outlined above are gratifying, it is obvious that none of them can be described as major liberalization of the present Retirement System. The disappointing failure of the 55 year optional retirement has already been discussed. Other major items, both to shorten the time required in which to retire and to increase the benefits are still to come and will not come until our entire membership wholeheart-

edly urges passage on succeeding legislatures and administrations.

Miscellaneous Legislation

Because of peculiar technical and administrative problems, it is always necessary for the Association, in addition to drafting and sponsoring measures which benefit the great majority of state employees, to provide for those employees for whom special legislation is required. Typical illustrations of such measures are to be found in Chapters 356 and 357 introduced by Senator Wicks, which provide for the merger of emergency compensation into the base pay of employees of the judicial and legislative branches of the government.

Senator Wicks also introduced Chapter 620 by which such emergency compensation was merged effective April 1, 1950 with the base pay of civilian employees in armories.

Chapters 689, 456, 479, 457 and 677, all introduced by Senator Wicks, increased respectively the base salary for State Police, School Superintendents, Faculty members of State Indian Schools, the State Law revision Commission, and of Wardens and Chief Administrative Officers in State prisons.

The employees of the institutions at Dannemora and Matteawan, Westfield and Albion have already, by administrative action, been placed in the competitive class and the Association is now actively dealing on their behalf in connection with classification and salary problems.

The Veto

A number of Association sponsored measures passed the legislature but fell victim to the Governor's veto.

A bill introduced by Senator Fino and Assemblyman Austin which would have permitted transfers between retirement systems for those members who had not withdrawn their contributions from the first system within one year from the date of transfer, or before June 30, 1950, was vetoed without memorandum. Similarly, the Scanlon-Herrick bill to permit members of any retirement system maintained by a political subdivision to receive

(Continued on Page 51)

The Year Ahead . . .

CHARLES R. CULYER
Field Representative — County Division

With the approach of the new Association year October first, I believe it is now time to take stock and turn the County Chapters' thoughts to discussing plans for the coming year. Every business organization sits down at least once a year, with its officers and directors, to plan, and so it should be with the Association Chapters.

Many of the Chapter Officers can point to important accomplishments for the benefit of their membership this last year, but let us consider your program for the new year.

What is the most important action for your chapter to take after October first? Is it salary adjustment, job reclassification, rewriting of your work rules, an effort to make the local Civil Service Commission more responsive to local conditions in Civil employment, the setting up of an effective employee grievance committee with your governing body, convincing the local officials of the equity of placing all civil jobs in the competitive service, or having the Employees Retirement Law accepted in the sub-division, or school district units of government? You begin to see the many improvements in working conditions that can be part of your new year program.

Now, how can you plan this work, —for work it is,—so that the new year will be one of successful accomplishments? First, to assist the officers of the chapters, responsible committees should be appointed. The four most important committees of your chapter are the Legislative or Salary, Grievance, Membership and Publicity, and the success of your chapter organization stems from the work of these committees. Certainly to get the program started, you should have frequent meetings of your officers and board of directors.

When the decision is made to work on definite improvements, find out how much of the material and approach to the proper official your chapter can supply. It might be the friendly acquaintance of some of your membership who could take over the contact work with your officials. If you feel that headquarters staff could be of help, call on us with your problem.

Do not overlook the value of your county executive board member, who, on his visits to Albany, at

COUNTY DIVISION Chapter Roster

BROOME
CATTARAUGUS
CAYUGA
CHAUTAUQUA
CHEMUNG
CLINTON
CORTLAND
ERIE
FRANKLIN
FULTON
GENESEE
HERKIMER
JEFFERSON
MADISON
MONTGOMERY
NASSAU
NIAGARA
ONONDAGA
ONTARIO
ORANGE
OTSEGO
ROCKLAND
ST. LAWRENCE
SCHENECTADY
STEBEN
SUFFOLK
SULLIVAN
ULSTER
WARREN
WESTCHESTER

board meetings can discuss your situation directly with the Association officers—or come in direct contact with state officials and departments which could be of help. This may sound elementary, but I know that many chapters are not taking full advantage of contacts with headquarters, and using their elected representatives on chapter affairs and problems.

All of the items for action I have mentioned, have appeared in county

chapter activities these last two years. There are no doubt others, but I have listed the most important. It is not necessary to be a crusader in your actions, but the presentation of your protest with logic, and the representation of your membership, is sufficiently effective. This, also, has been demonstrated in the chapters this last year.

One of the chapter committees written into your by-laws, is a "Publicity Committee." How many chapters have a committee actively functioning to keep your activities before the public? Your committee should prepare and write articles for the local press, supported by photographs of your business meetings or social affairs. Contacts with the press should be cultivated. What you are in Civil Service in your community, is of interest to the public. If you have a special campaign to wage, you will need the support of the press. Your actions are news in the publishing business. Then, how many chapters use the columns of the Civil Service Leader? While the local papers are necessary expressions, do not forget that the Leader goes to the home of every one of your members, and further, to the state employees in your locality. What publicity could you obtain as easily as sending your notices and stories to the "Leader"? You are sure that your material will be published.

In all the chapters, the salary adjustments were the most important business of the chapter. The results show that the fact of organization helped in attaining asked for adjustments. The new year brings the temporary emergency bonus "freeze-in" as the main objective. Headquarters staff have projected material to help in your presentation and in some chapters, upon request, have made on the ground surveys of the salary allocations so that the local officials were made aware of the material used in the chapter presentation. This work can be continued through the period of budget-making in the subdivision and indications are, the start having been made, success will also come as the result of your chapter activity.

Classification and reclassification can be continued as an all year part of your chapter program. I have been surprised to find governmental units where no classification has been attempted since the Fite law wash-in of 1943. Chapters should get the advice of headquarters on this subject and work out with your local Civil Service Commission the proper approach to reclassification. Where energetic local commissions work to help the Civil Employees in their problems, you will find job classification on a current basis but too many of the commissions need the stiffening of public opinion before they become interested in this part of their work. If education is necessary, then the chapter should take over, and make the necessary requests, keeping in mind that technical help is available from headquarters itself. The same attention can be paid to the introduction of a compensation plan affording a yearly increment to employees salaries with a minimum and maximum to the grade. Again, too few units are operating under such a plan, which should be the goal of achievement for every one of the county chapters. The approach to this subject should be put in the hands of a special committee, as technical advice and research will be needed. No unit is too small to go under this plan and its application has been the source of much neglect in the sub-divisions. As champions of the merit system, we should work for its introduction.

Have satisfactory work rules been approved by your governing body and supplied in printed form for the use of your fellow workers? There again, is a weak spot in employee relations in the sub-divisions. I find even in large units of government, a complete absence of any formal set of work rules. Why not make this part of your new year's program? A number of our chapters were successful in having modern work rules put into effect during the last year. You can very readily be supplied with copies of some of the work rules adopted, calling for regulated sick leave, and vacation time, with other conditions of employment which should be part of your Civil Service work. Let us endeavor to have uniform work rules adopted in all the sub-divisions, more in keeping with present day employment practices, and not carried over from the far

distant past, as found in some jurisdictions.

What will this program mean to your chapter? Without question an increase in membership interest, a better reception from the elected officials of your community, a much better public understanding of what Civil Service means and the satisfaction of accomplishment by your officers and committee members. The Association is a voluntary service organization, and it continues to be of service and interest to its members only by energetic action throughout the year. Individual complaints and adjustments must always be faced, but a strong program has been found to be the real membership interest in your chapter and the Civil Service Employees Association.

Do not take Civil Service for granted. It is the administration of the law, rules and regulations that effect you and your fellow members, and you are now the responsible group in your Community and must be the watch dogs for efficient civil employment and fair employment practices in public work. You have the right as an employees organization, to insist that Civil Service functions fairly, honestly and adequately, in your governmental unit.

Much could be written and re-

ported on this subject of activities in the new year, but if your chapter makes the start on any one of the parts of this suggested program, and approaches the situation as outlined, there is no reason why you should not be successful. You are part of the representation of counties listed at the head of this article, and now is the time to make yourself felt in the cause of Civil Service.

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Will Be Due
OCTOBER 1st**

**THE CAPITOL
RESTAURANT**

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JOHN J. KELLY, JR.

Mr. Kelly has recently been appointed Assistant Counsel of the Association, and is associated with the law firm of DeGraff and Foy, Albany. He was formerly associated with Chadbourne, Wallace, Parke and Whiteside of New York City.

His military record included eighteen months of combat service with the First Infantry Division as a platoon leader and company commander in F Company, 26th Infantry, from November 8, 1942 until June 6, 1944. He served in combat with the First Division in Tunisia, Algeria, Sicily and France and participated in the D-Day invasions of Africa, Sicily and France. Mr. Kelly was seriously wounded in both legs during the invasion of France by German mortar shell fragments. He was hospitalized for two and one-half years for treatment and was eventually retired with the rank of Major as "permanently unfit for any type of active service." He was awarded the Distinguished Service Cross, the Silver Star with Oak Leaf Cluster, and the Purple Heart.

Mr. Kelly was graduated from Christian Brothers Academy, Albany. He attended Cornell University and received his B. A. in 1942 when he entered military service. After the war, his legal education was completed at Cornell Law School and his LL.B. was conferred in 1947. He was Editor-in-Chief of the Cornell Law Quarterly and was elected to the Order of the Coif,

Lower Rates - Larger Benefits . . Accident and Health Plan

Policyholders and others interested in the Accident and Sickness Insurance Plan sponsored by the Association will be happy to learn that the plan has been substantially liberalized. The special features of the plan—low-cost, broad coverage, non-cancellability, convenient method of payment, etc.—have made it the best buy obtainable in the past. The added improvements make the plan even more attractive and valuable to members.

The Insurance Committee of the Association has met periodically with representatives of the Insurance Company ever since the plan was originally established in 1936 to assure that members taking advantage of the insurance protection received the most liberal treatment that could be arranged. The Accident and Sickness Insurance Plan has been constantly improved, but the following liberalizations which will take effect November 1, 1949, represent the greatest increase in benefits won to date:

1. Premium rates will be reduced approximately 20% for male policyholders and 10% for female policyholders under age 40.
2. Benefits paid insured members under age 60 disabled by sickness will be increased 10% on policies in effect at least one year, without any increase in premium rates.
3. The Principal Sum payable for

national legal honorary society. He was admitted to the practice of law on September 17, 1947 in the Third Judicial Department, at Albany, New York.

Mr. Kelly, born November 5, 1920, at Albany, is the son of Mr. and Mrs. John J. Kelly. Mr. Kelly, Sr., is Director of Office Audit in the New York State Department of Audit and Control, a career man of many years service. Mr. Kelly, Jr. married Victoria Winks of Birmingham, England, in 1944, and they have two boys, John III, and Paul Francis.

accidental death or dismemberment will be increased from \$500 to \$1000, without any increase in premium rates.

4. **Accidental Dismemberment Benefits** will also be increased under certain conditions. Other improvements in the plan which took effect during the past two years included:

1. The period during which non-occupational accident benefits are paid has been increased from five years to 10 years.
2. Reimbursement for medical and surgical expenses incurred as result of a non-disabling accident was increased fourfold from an amount not exceeding one-fourth of the monthly indemnity to an amount not exceeding one full month's indemnity.

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OCTOBER 1st**

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By John J. Kelly, Jr., Assistant Counsel

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I have been actively interested in veteran's affairs and am a member of The Legion of Valor, The Disabled American Veterans, The Disabled Emergency Officers of the World War, and President of the Officers of the 26th Reg'tal Combat Team.

Thus, I feel that I have had ample opportunity to consider veteran's preference both as an active, interested veteran and as an advocate of the merit system in public employment.

WHY — VETERANS' PREFERENCE

I definitely feel that there is a place in the merit system, as in private industry, for an intelligent preference to veterans. However, I do disagree with the reasons so often put forth by "professional veterans" for the existence of a preference. It should not be viewed, in my mind, as a hero's reward, a bonus, or a bonanza. The emotional approach to veteran's welfare, so often characterized by phrases such as "blood soaked sands of Normandy," "rivers of blood" and "brave boys marching forth to meet the oppressor—many of them never to return" is not the correct way to consider the question. Campaigns based on such statements stir the emotion, as well they should, but serve to becloud the mind as to the actual reason for veteran's preference.

In the first place, comparatively few of our veterans were contributors to the "rivers of blood" which are used as the keystone of the emotional approach, and many of those who were find that they are physically unable to avail themselves of the benefits won for all by eulogizing their personal sacrifices.

No, the proper basis for granting veterans preference is not for what the veteran did, but for what he lost in the doing. All veterans, disabled and non-disabled alike, lost time while in the service. To most of us, the time investment was just as serious as the risks we underwent. To many of us, it delayed the be-

ginning of our careers for four, five, or six years. Others had business careers interrupted almost as soon as they began. All of us sacrificed the years of early manhood when we would normally have had the opportunity to achieve some measure of security, seniority and tenure in public service, or in private employment.

The disabled veteran, likewise, is entitled to a greater preference, in my mind, not because of his disability, *per se*, but again because of the greater loss he suffered. In addition to the time and opportunity lost, the disabled veteran is presumably, because of his disability, at an even greater competitive disadvantage in seeking public or private employment.

That to my mind is the true basis for veteran's preference. Through no fault of our own, we, as a group, lost time and the opportunity to achieve security. The debt of the community should be commensurate with the loss. What the veteran is entitled to, and what the veteran should seek, is a preference that will compensate him for his loss. We should seek a preference that will put us on an equal competitive footing with those who, for whatever good reasons, did not suffer the same loss. Less than equality of competition is not fair to the veteran; more than equality to the veteran is unfair to the community as a whole since it denies opportunity in public employment to those most fitted to serve, be they veteran or non-veteran.

THE PRESENT ABSOLUTE PREFERENCE

The present constitutional preference for veterans I consider as basically unsound for two reasons. First, the scales are weighted much too heavily in favor of the veteran, whether disabled or non-disabled. Any disabled veteran who takes and passes a competitive examination with a minimum passing mark automatically goes to the top of the eligible list. The only persons who may be appointed prior to such a disabled veteran are other disabled veterans who obtained higher marks on the same examination.

Similarly, non-disabled veterans passing with a minimum passing mark are placed next on the list.

It is repeated that the preference is mandatory, and that the veterans must be tendered appointments before any other persons, regardless of their comparative technical qualifications and regardless of the marks achieved on examination.

Because of the great number who normally take the competitive examinations at the entrance level contrasted to the much smaller number of positions available, all non-veterans, and in many instance, non-disabled veterans, under the present unfair preference, are absolutely denied an opportunity to enter public service despite outstanding qualifications.

Unfair as such a system is at the entrance level, it is even more disruptive of the merit system where promotions are involved. Here the same absolute preference is accorded first to disabled, then to non-disabled veterans. By its operation, the most qualified person is often absolutely denied an opportunity for advancement if there are disabled or non-disabled veterans possessing minimum efficiency and experience qualifications in the same promotion unit.

Not only does the merit system suffer, and ultimately the entire citizenry of the state in that they are the recipients of a less efficient public service, but also, it is not

The Year Ahead . . .

CHARLES R. CULYER
Field Representative — County Division

With the approach of the new Association year October first, I believe it is now time to take stock and turn the County Chapters' thoughts to discussing plans for the coming year. Every business organization sits down at least once a year, with its officers and directors, to plan, and so it should be with the Association Chapters.

Many of the Chapter Officers can point to important accomplishments for the benefit of their membership this last year, but let us consider your program for the new year.

What is the most important action for your chapter to take after October first? Is it salary adjustment, job reclassification, rewriting of your work rules, an effort to make the local Civil Service Commission more responsive to local conditions in Civil employment, the setting up of an effective employee grievance committee with your governing body, convincing the local officials of the equity of placing all civil jobs in the competitive service, or having the Employees Retirement Law accepted in the sub-division, or school district units of government? You begin to see the many improvements in working conditions that can be part of your new year program.

Now, how can you plan this work, —for work it is,—so that the new year will be one of successful accomplishments? First, to assist the officers of the chapters, responsible committees should be appointed. The four most important committees of your chapter are the Legislative or Salary, Grievance, Membership and Publicity, and the success of your chapter organization stems from the work of these committees. Certainly to get the program started, you should have frequent meetings of your officers and board of directors.

When the decision is made to work on definite improvements, find out how much of the material and approach to the proper official your chapter can supply. It might be the friendly acquaintance of some of your membership who could take over the contact work with your officials. If you feel that headquarters staff could be of help, call on us with your problem.

Do not overlook the value of your county executive board member, who, on his visits to Albany, at

COUNTY DIVISION Chapter Roster

BROOME
CATTARAUGUS
CAYUGA
CHAUTAUQUA
CHEMUNG
CLINTON
CORTLAND
ERIE
FRANKLIN
FULTON
GENESEE
HERKIMER
JEFFERSON
MADISON
MONTGOMERY
NASSAU
NIAGARA
ONONDAGA
ONTARIO
ORANGE
OTSEGO
ROCKLAND
ST. LAWRENCE
SCHENECTADY
STEUBEN
SUFFOLK
SULLIVAN
ULSTER
WARREN
WESTCHESTER

board meetings can discuss your situation directly with the Association officers—or come in direct contact with state officials and departments which could be of help. This may sound elementary, but I know that many chapters are not taking full advantage of contacts with headquarters, and using their elected representatives on chapter affairs and problems.

All of the items for action I have mentioned, have appeared in county

chapter activities these last two years. There are no doubt others, but I have listed the most important. It is not necessary to be a crusader in your actions, but the presentation of your protest with logic, and the representation of your membership, is sufficiently effective. This, also, has been demonstrated in the chapters this last year.

One of the chapter committees written into your by-laws, is a "Publicity Committee." How many chapters have a committee actively functioning to keep your activities before the public? Your committee should prepare and write articles for the local press, supported by photographs of your business meetings or social affairs. Contacts with the press should be cultivated. What you are in Civil Service in your community, is of interest to the public. If you have a special campaign to wage, you will need the support of the press. Your actions are news in the publishing business. Then, how many chapters use the columns of the Civil Service Leader? While the local papers are necessary expressions, do not forget that the Leader goes to the home of every one of your members, and further, to the state employees in your locality. What publicity could you obtain as easily as sending your notices and stories to the "Leader"? You are sure that your material will be published.

In all the chapters, the salary adjustments were the most important business of the chapter. The results show that the fact of organization helped in attaining asked for adjustments. The new year brings the temporary emergency bonus "freeze-in" as the main objective. Headquarters staff have projected material to help in your presentation and in some chapters, upon request, have made on the ground surveys of the salary allocations so that the local officials were made aware of the material used in the chapter presentation. This work can be continued through the period of budget-making in the subdivision and indications are, the start having been made, success will also come as the result of your chapter activity.

Classification and reclassification can be continued as an all year part of your chapter program. I have been surprised to find governmental units where no classification has been attempted since the Fite law wash-in of 1943. Chapters should get the advice of headquarters on this subject and work out with your local Civil Service Commission the proper approach to reclassification. Where energetic local commissions work to help the Civil Employees in their problems, you will find job classification on a current basis but too many of the commissions need the stiffening of public opinion before they become interested in this part of their work. If education is necessary, then the chapter should take over, and make the necessary requests, keeping in mind that technical help is available from headquarters itself. The same attention can be paid to the introduction of a compensation plan affording a yearly increment to employees salaries with a minimum and maximum to the grade. Again, too few units are operating under such a plan, which should be the goal of achievement for every one of the county chapters. The approach to this subject should be put in the hands of a special committee, as technical advice and research will be needed. No unit is too small to go under this plan and its application has been the source of much neglect in the sub-divisions. As champions of the merit system, we should work for its introduction.

Have satisfactory work rules been approved by your governing body and supplied in printed form for the use of your fellow workers? There again, is a weak spot in employee relations in the sub-divisions. I find even in large units of government, a complete absence of any formal set of work rules. Why not make this part of your new year's program? A number of our chapters were successful in having modern work rules put into effect during the last year. You can very readily be supplied with copies of some of the work rules adopted, calling for regulated sick leave, and vacation time, with other conditions of employment which should be part of your Civil Service work. Let us endeavor to have uniform work rules adopted in all the sub-divisions, more in keeping with present day employment practices, and not carried over from the far

distant past, as found in some jurisdictions.

What will this program mean to your chapter? Without question an increase in membership interest, a better reception from the elected officials of your community, a much better public understanding of what Civil Service means and the satisfaction of accomplishment by your officers and committee members. The Association is a voluntary service organization, and it continues to be of service and interest to its members only by energetic action throughout the year. Individual complaints and adjustments must always be faced, but a strong program has been found to be the real membership interest in your chapter and the Civil Service Employees Association.

Do not take Civil Service for granted. It is the administration of the law, rules and regulations that effect you and your fellow members, and you are now the responsible group in your Community and must be the watch dogs for efficient civil employment and fair employment practices in public work. You have the right as an employees organization, to insist that Civil Service functions fairly, honestly and adequately, in your governmental unit.

Much could be written and re-

ported on this subject of activities in the new year, but if your chapter makes the start on any one of the parts of this suggested program, and approaches the situation as outlined, there is no reason why you should not be successful. You are part of the representation of counties listed at the head of this article, and now is the time to make yourself felt in the cause of Civil Service.

**Your Association Dues
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OCTOBER 1st**

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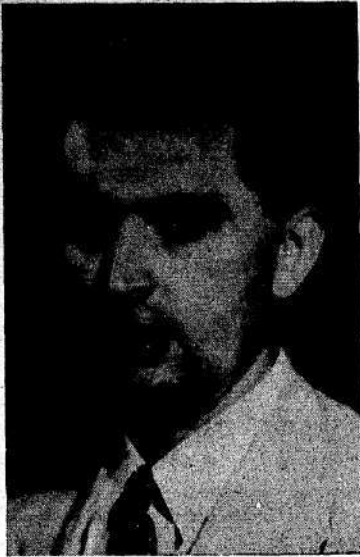
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JOHN J. KELLY, JR.

Mr. Kelly has recently been appointed Assistant Counsel of the Association, and is associated with the law firm of DeGraff and Foy, Albany. He was formerly associated with Chadbourne, Wallace, Parke and Whiteside of New York City.

His military record included eighteen months of combat service with the First Infantry Division as a platoon leader and company commander in F Company, 26th Infantry, from November 8, 1942 until June 6, 1944. He served in combat with the First Division in Tunisia, Algeria, Sicily and France and participated in the D-Day invasions of Africa, Sicily and France. Mr. Kelly was seriously wounded in both legs during the invasion of France by German mortar shell fragments. He was hospitalized for two and one-half years for treatment and was eventually retired with the rank of Major as "permanently unfit for any type of active service." He was awarded the Distinguished Service Cross, the Silver Star with Oak Leaf Cluster, and the Purple Heart.

Mr. Kelly was graduated from Christian Brothers Academy, Albany. He attended Cornell University and received his B.A. in 1942 when he entered military service. After the war, his legal education was completed at Cornell Law School and his LL.B. was conferred in 1947. He was Editor-in-Chief of the Cornell Law Quarterly and was elected to the Order of the Coif,

Lower Rates - Larger Benefits . . . Accident and Health Plan

Policyholders and others interested in the Accident and Sickness Insurance Plan sponsored by the Association will be happy to learn that the plan has been substantially liberalized. The special features of the plan—low-cost, broad coverage, non-cancellability, convenient method of payment, etc.—have made it the best buy obtainable in the past. The added improvements make the plan even more attractive and valuable to members.

The Insurance Committee of the Association has met periodically with representatives of the Insurance Company ever since the plan was originally established in 1936 to assure that members taking advantage of the insurance protection received the most liberal treatment that could be arranged. The Accident and Sickness Insurance Plan has been constantly improved, but the following liberalizations which will take effect November 1, 1949, represent the greatest increase in benefits won to date:

1. Premium rates will be reduced approximately 20% for male policyholders and 10% for female policyholders under age 40.
2. Benefits paid insured members under age 60 disabled by sickness will be increased 10% on policies in effect at least one year, without any increase in premium rates.
3. The Principal Sum payable for

national legal honorary society. He was admitted to the practice of law on September 17, 1947 in the Third Judicial Department, at Albany, New York.

Mr. Kelly, born November 5, 1920, at Albany, is the son of Mr. and Mrs. John J. Kelly. Mr. Kelly, Sr., is Director of Office Audit in the New York State Department of Audit and Control, a career man of many years service. Mr. Kelly, Jr. married Victoria Winks of Birmingham, England, in 1944, and they have two boys, John III, and Paul Francis.

accidental death or dismemberment will be increased from \$500 to \$1000, without any increase in premium rates.

4. Accidental Dismemberment Benefits will also be increased under certain conditions.
- Other improvements in the plan which took effect during the past two years included:

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No, the proper basis for granting veterans preference is not for what the veteran did, but for what he lost in the doing. All veterans, disabled and non-disabled alike, lost time while in the service. To most of us, the time investment was just as serious as the risks we underwent. To many of us, it delayed the be-

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THE PRESENT ABSOLUTE PREFERENCE

The present constitutional preference for veterans I consider as basically unsound for two reasons. First, the scales are weighted much too heavily in favor of the veteran, whether disabled or non-disabled. Any disabled veteran who takes and passes a competitive examination with a minimum passing mark automatically goes to the top of the eligible list. The only persons who may be appointed prior to such a disabled veteran are other disabled veterans who obtained higher marks on the same examination.

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It is repeated that the preference is mandatory, and that the veterans must be tendered appointments before any other persons, regardless of their comparative technical qualifications and regardless of the marks achieved on examination.

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Not only does the merit system suffer, and ultimately the entire citizenry of the state in that they are the recipients of a less efficient public service, but also, it is not

remiss to point out, the present preference system works, an equal injustice to the non-disabled veteran and to most disabled veterans.

The New York City Police and Fire Departments are cases in point. Since the end of the war most appointments have been to disabled veterans. The same is true to an even greater extent of promotions in these departments. The outright inconsistency of such a situation is pointed up by the fact that the physical examination required for entrance is the same as that required for entrance to West Point or Annapolis. What truly disabled veteran could pass such a stringent physical examination?

The second reason why the present preference is basically unsound is because it expires on January 1, 1951 (or five years after discharge, whichever is later) as to non-disabled veterans. After that date, the disabled veteran will retain absolute preference—the non-disabled veteran will have none.

To my way of thinking, any arbitrary cut-off date for veteran's preference is at best illogical and likely to cause unintended hardships. To illustrate, a non-disabled veteran may have tried several different entrance examinations and done well in several or all of them. However, he may not have been reached on these lists because of the great number of disabled veterans ahead of him. (See N.Y.C. Police and Fire Dept. example cited above) To deny such a person preference because of an arbitrary expiration date seems manifestly unjust.

It would seem much more consistent with the underlying principles of veteran's preference to allow the "system" to continue indefinitely, but to limit the number of times any individual may avail himself of the preference. This would avoid inequitable hardship in individual cases, and at the same time limit abuse and unwarranted extension of the objectives sought to be achieved by veteran's preference.

THE PROPOSED AMENDMENT

The proposed constitutional amendment, or the Mitchell Bill, as it is more commonly called, offers a common sense, practical and

easily administered solution to the problem of veteran's preference.

It offers disabled veterans 10 percentage points added to a passing mark on entrance examinations and five on promotion examinations. Non-disabled veterans receive 5 points on entrance and 2½ points for promotion. The preference may be used only once, either on entrance or promotion at the election of the veteran. However, the preference is not deemed to have been "used" until the veteran obtains an appointment or promotion from a list on which the preference is used.

The amendment also authorizes legislation having to do with preference in retention for veterans.

I feel wholeheartedly that the Mitchell Bill is the answer. It meets reasonably and fairly the loss formula which was discussed above and which I believe to be the only proper basis for veteran's preference. At the same time, it certifies the most capable eligibles for early appointment, whether veteran or not.

The 5 and 10 preference requires that a veteran first pass without any preference. Then the preference points are added to determine the final rating on the examination. Certain lists have been "Mitchellized" by persons studying this subject, and the results are eyeopening as well as most desirable. The outstanding candidates, whether veteran or not, have placed near the top of the list. The bulk of the most competent disabled veterans have appeared slightly above the bulk of the non-disabled veterans, and they in turn generally have grouped slightly above the majority of non-veteran applicants. The most significant feature, however, has been that the best now are in a position to be reached first, and the worst (above a passing grade) are generally reached last regardless of veteran status. Under the present absolute preference, the worst disabled veteran is reached before the best of the non-disabled or non-veterans.

In promotion, the veteran's preference under the Mitchell Bill would be just one half of the entrance preference. This, to my mind, is an exceedingly well thought out aspect of the proposed amendment quite consistent with the loss formula. Presumably, a man seeking promotion has already re-achieved

some of his "loss." The very fact that he has a civil service position bespeaks of some degree of seniority and tenure. Thus he does not need as high a preference on promotion to insure him of competitive equality commensurate with his loss. What he needs is given by the Mitchell Bill.

Moreover, from the veteran's point of view, it is apt to point out that the smaller promotion preference is probably even more generous than the entrance preference since those competing in promotion examinations are generally a smaller group possessing more uniform qualifications than are found in examinations at the entrance level. Thus, the 5 or 2½ point preference is almost certain to make itself felt in the narrower "spread" found on promotion examinations.

Besides the equitable fashion in which it assures competitive equality to the veteran, the proposed amendment also would eliminate the objectionable cut-off date, and substitute a use test for expiration of the preference which is much more logical and fair than the present arbitrary provision.

The Mitchell Bill authorizes legislation granting veterans preference in retention in case of abolition of positions or reduction in force. The present absolute preference in retention provided for in Section 21 of the Civil Service Law could be (and I suspect would be) continued.

In conclusion, I ask for a fair veteran's preference, fair to the disabled and to the non-disabled veteran, and fair to the non-veteran as well as to the State as a whole. I feel that the Mitchell Bill is the solution in that it accords the veteran competitive equality with the non-veteran on the basis of the loss suffered while in military service without the excesses and abuses perpetuated by the present constitutional provision.

**Vote "YES" on
Amendment 5 on
ELECTION DAY
November 8th**

Know Your Retirement Plan

Editor's Note: The facts contained in the answers to the following questions were supplied through the courtesy of The New York State Employees' Retirement System, Frank C. Moore, State Comptroller, H. Eliot Kaplan, Deputy Controller.

(1) *Q. When was the New York State Employees' Retirement System established?*

A. January 1, 1921. It applied originally only to the state employees (with a few departments which had their own pension systems excepted). From time to time it was extended until now it includes all the local jurisdictions.—counties, cities, towns, villages, etc., (except the City and counties within New York City).

(2) *Q. What is the primary purpose of the Retirement System?*

A. To make the public service more attractive to those seeking government careers; to provide financial security against old age and disability; and to provide a fair method of retiring state and municipal employees.

(5) *Q. Are pensions guaranteed?*

A. Yes. The Constitution (Art. V, Sec. 7) makes pensions a contractual relationship, "the benefits of which shall not be diminished or impaired."

(4) *Q. How many members are there in the System?*

A. Approximately 144,000.

(5) *Q. Who is eligible for membership in the System?*

A. Any paid employee of the State or of any municipality or agency participating in the system.

(6) *Q. Who contributes to the System?*

A. The employer and the employee on a mutual basis. The employer, however, pays all the cost of administering the System.

(7) *Q. What rate of interest are members paid on their own contributions?*

A. 4% for those in the System prior to July 1, 1943; 3% for those joining thereafter.

(8) *Q. What happens to the amounts deducted from the member's salary?*

A. Such amounts are deposited to the account of each member and credited as a separate account.

(9) *Q. How may membership be terminated?*

A. By death, retirement, or termination of service.

(10) *Q. Can accumulated contributions be withdrawn in a lump sum at any time?*

A. Only upon termination of service but not after retirement status is effected.

(11) *Q. Are there any death benefits?*

A. Yes. (1) Ordinary death benefit after one year of member service; (2) Accidental death benefit at any time during member service.

(12) *Q. What are the death benefit payments?*

A. The ordinary death benefit amounts to one month's salary for each year of service up to a total of 6 years. The accidental death benefit amounts to one-half final average salary payable to the beneficiary.

(13) *Q. What other insurance features are there in case of disability?*

A. 1. Ordinary disability retirement after 15 years of service amounting in most cases to not less than one-quarter final average salary.

2. Accidental disability retirement—Disability incurred in service through accident (before age 60)—three-fourths of final average salary plus annuity based on contributions.

(14) *Q. When is retirement voluntary?*

A. At age 60 or at age 55, respectively, for those having elected to contribute on either basis, or after 25 years of service for those especially entitled thereto as in the case of policemen and firemen.

(15) *Q. When is retirement mandatory?*

A. Upon reaching age 70.

(16) *Q. Assuming I am soon to be retired, may I get an estimate as to the amount of my retirement allowance?*

A. Yes, by writing to the New York State Employees' Retirement System, 256 Washington Avenue, Albany, New York, for estimates under

any or all options.

(17) *Q. What is final average salary for retirement purposes?*

A. The average for the last 5 years of service or of any 5 consecutive years during membership.

(18) *Q. What comprises the term "retirement allowance"?*

A. The retirement allowance is made up of two parts: a pension provided by contributions paid by the employer; and an annuity based on the amount of contributions by the employee.

(19) *Q. What is meant by the "30-day clause"?*

A. It means that a retirement allowance does not become payable until 30 days after an application for retirement has been filed.

(20) *Q. What happens if a member dies during the 30-day period?*

A. The retirement does not become effective. The beneficiary is entitled to the return of contributions with interest and the ordinary death benefit.

(21) *Q. What advantage is there in continuing to pay for additional annuities after reaching voluntary age of retirement?*

A. It helps to increase the retirement allowance upon retirement.

(22) *Q. If I left the System after 19 years of service for personal reasons, will I receive any retirement allowance?*

A. No, unless you have reached the age of voluntary retirement.

(23) *Q. Upon leaving the service and choosing to withdraw my contributions must I withdraw all of them at once, or may I withdraw part of them from time to time?*

A. If you choose to withdraw your funds, you must withdraw all at one time. (This terminates membership).

(24) *Q. May a retired employee receive a lump sum settlement in lieu of a monthly retirement allowance?*

A. No. Retirement allowances are all based on monthly payments to the member or beneficiary.

(25) *Q. May a retired member provide for his dependents after his death?*

A. Yes, through choice of one of several options.

(26) *Q. What happens if a member does not select an option?*

A. He receives a monthly allow-

ance during his lifetime, but upon his death all payments cease.

(27) Q. Is there a time limit on selection of option upon retirement?

A. Yes, it must be made within 30 days of the effective date of retirement.

(28) Q. Having retired and selected an option may I change the option any time thereafter?

A. No.

(29) Q. May a member while still in service change the designated beneficiary?

A. Yes, at any time before retirement.

(30) Q. May a member borrow money from the System?

A. Yes, up to fifty percentum of his own contributions, after 3 years of member service.

(31) Q. How must loans be repaid?

A. By payroll deductions of fixed amounts or lump sum payments.

(32) Q. May I transfer my membership to the Federal Retirement System upon joining the Federal service?

A. No.

(33) Q. May I transfer my membership from the State System to the New York City Retirement System upon becoming an employee of the New York city service?

A. Yes.

(34) Q. May I transfer my membership from the State Teachers' Retirement System to the State Employees' Retirement System?

A. Yes.

(35) Q. May I transfer my membership from the State Employees Retirement System to the State Teachers' Retirement System?

A. Yes.

(36) Q. How are the funds of the Retirement System invested?

A. Regulated by statute. Investments are confined to specified government bonds and FHA guaranteed mortgages.

(37) Q. Are the Retirement System funds trust funds or do they belong to the State?

A. They are trust funds. The State Comptroller is the designated trustee. The funds are kept separate from all other state funds.

SERVICE AT AGE 60

DATA	
Group	Clerical
Sex	Male
Present Age	60
Beneficiary	Wife 55
Present Salary	\$3,000.
F. A. S.	\$2,970.
Member Service	28 years
Prior Service	7 years
Acc. Cont.	\$6,100.

BENEFITS				
Option	Pension	Annuity	Total	Reserve
0	\$891.	\$587.	\$1478.	\$ —
½	891.	489.	1380.	6,100.
1	742.	489.	1231.	15,352.
2	608.	400.	1008.	—
3	723.	476.	1199.	—

COMPULSORY SERVICE AT AGE 70

DATA	
Group	Clerical
Sex	Male
Present Age	70
Beneficiary	Wife 65
Present Salary	\$3,000
F. A. S.	\$2,970
Member Service	20 years
Prior Service	0
Acc. Cont.	\$5,300.

BENEFITS				
Option	Pension	Annuity	Total	Reserve
0	\$424.	\$732.	\$1156.	\$ —
½	424.	548.	972.	5300.
1	317.	548.	865.	8369.
2	259.	448.	707.	—
3	322.	556.	878.	—

55 YEAR SERVICE RETIREMENT AT AGE 55

DATA	
Group	Clerical
Sex	Male
Present Age	55
Beneficiary	Wife 50
Present Salary	\$3,000.
F. A. S.	\$2,970.
Member Service	23 years
Prior Service	7 years
Acc. Cont.	\$11,600.

BENEFITS				
Option	Pension	Annuity	Total	Reserve
0	\$500.	\$973.	\$1473.	\$ —
½	500.	840.	1340.	11,600.
1	432.	840.	1272.	17,557.
2	357.	695.	1052.	—
3	416.	811.	1227.	—

25 YEAR STATE POLICE

DATA	
Group	Trooper
Sex	Male
Present Age	48
Beneficiary	Wife 43
Present Salary	\$3,000.
F. A. S.	\$2,900.
Member Service	11 years
Prior Service	*14 years
Acc. Cont.	\$5,000.

BENEFITS				
Option	Pension	Annuity	Total	Reserve
0	\$1023.	\$427.	\$1450.	\$ —
½	1023.	353.	1376.	5,000.
1	845.	353.	1198.	16,957.
2	663.	276.	939.	—
3	804.	335.	1139.	—

*Prior to effective date of 25 year law.

ORDINARY DISABILITY AT AGE 48

DATA	
Group	Clerical
Sex	Male
Present Age	48
Beneficiary	Wife 43
Present Salary	\$3,000.
F. A. S.	\$2,930.
Member Service	18 years
Prior Service	0
Acc. Cont.	\$3,020.

BENEFITS				
Option	Pension	Annuity	Total	Reserve
0	\$423.	\$309.	\$732.	\$ —
½	423.	204.	627.	3,020.
1	280.	204.	484.	5,959.
2	169.	123.	292.	—
3	241.	176.	417.	—

ACCIDENTAL DISABILITY AT AGE 48

DATA	
Group	Clerical
Sex	Male
Present Age	40
Beneficiary	Wife 35
Present Salary	\$3,000.
F. A. S.	\$2855.
Member Service	10 years
Prior Service	0
Acc. Cont.	\$1,460

BENEFITS				
Option	Pension	Annuity	Total	Reserve
0	\$2141.	\$140.	\$2281.	\$ —
½	2141.	94.	2235.	1460.
1	1446.	94.	1540.	17476.
2	845.	55.	900.	—
3	1211.	79.	1290.	—

ORDINARY DEATH AT AGE 48

DATA	
Group	Clerical
Sex	Male
Present Age	48
Beneficiary	Wife 43
Present Salary	\$3,000. ((Last year))
F. A. S.	—
Member Service	18 years
Prior Service	0
Acc. Cont.	\$3,020.

BENEFITS				
Option	Pension	Annuity	Total	Reserve
0	\$83.	\$167.	\$250.	\$ —
½	—	—	—	—
1	79.	159.	238.	4520.

or

Lump sum payment of Ord. Death Benefit \$1500. /
Contributions to be refunded \$3020.

Total \$4520.

ACCIDENTAL DEATH AT AGE 40

DATA	
Group	Clerical
Sex	Male
Present Age	48
Beneficiary	Wife 43
Present Salary	\$3,000.
F. A. S.	\$2,930.
Member Service	18 years
Prior Service	0
Acc. Cont.	\$3,020.*

BENEFITS				
Option	Pension	Annuity	Total	Reserve
0	\$1465.	0	\$1465.**	\$ —

*To be refunded to beneficiary.
**No option may be selected.

The tabulations contained on this page are for the purpose of illustrating the amount of retirement benefits a member of the System may expect under specified conditions of age, years and type of service, etc. These are given only as guides.



In the Mail Box

LEGISLATIVE REPORT

(Continued from Page 43)

credit for military service in World War I upon payment of contributions therefor was vetoed.

A measure introduced by Senator Campbell and Assemblyman Bannison authorizing municipalities to pay employees overtime compensation at any multiple of the regular rate failed of executive approval as did a measure permitting civil servants leaves of absence with pay while serving as jurors in courts of record. It further provided that they shall not be required to turn over to the state or the municipality any fees received from such jury duty.

The Halpern-Barrett bill amending the present law to broaden unemployment insurance coverage in public employment by extending such coverage to per diem employees and to persons employed for less than one year was vetoed as were measures like the Furey-Clancy bill permitting Saturday closings of County Clerk's offices, and the Sorin-Morr bill providing that vacancies in competitive class positions in municipal Police and Fire Departments be filled within 60 days from appropriate lists, or if no lists exist, providing that examinations must be given, lists established and vacancies filled within 90 days after they occur.

No Action

At times it is difficult for the membership to understand that certain bills on our program take several years of work and education before their chances for passage brighten. In this as in other years, we had our quota of bills which never moved from the committees to which they were referred. Typical of such measures was the Hollowell-Clancy bill concerning salary increments at Cornell University; the Hatfield-Clancy measure prohibiting pay differential in jobs in which men and women performed the same or similar duties; the plan to provide extra increment after 5, 10 and 15 years at the top of a grade; the proposal to bring employees of the revolving fund of the Public Service Commission under Feld-Hamilton coverage; the retirement measures previously discussed, and other bills reported from time to time in the

(Continued on Page 54)

Niagara Falls, N. Y.

Dear Dr. Tolman:

I received my check in the DeMarco case, of two hundred thirty-seven dollars, and you may be sure I appreciate getting it.

The Association is worth all of the cost and much more.

We have all of the members that it is possible to get this year. Nearly all of the regular employees have joined.

I wish there were more here and that we were a larger unit.

Before forming a chapter we were able to get very little information and no real contacts.

Thanking you and all of your co-workers for a good job done, I am

Yours truly,

/s/ CHARLES W. VANBUSKIRK

New York City

Gentlemen:

Today I received a check for the payment of back salary made possible by the DeMarco decision.

I want to take this opportunity to thank the Association, Mr. DeGraff, and all those who so successfully worked on this case, for their efforts on behalf of myself and other State employees.

Surely, every employee of the State must realize that without the Association the DeMarco decision would not have been possible, and many State employees would not have received what was rightfully theirs.

Thanks again.

Yours very truly,

/s/ WILLIAM J. PETERSON

Middletown, N. Y.

Dear Mr. Lochner:

I am writing this short letter to thank you for the services that you rendered me. I wish there was a yardstick to measure appreciation because then I could really tell you how much I appreciated your services.

I received a letter from the Commission in the same mail that I received your letter and after reading both letters a great cloud of gloominess left me.

I have always associated Albany with miles of red tape and it is a real pleasure to know that we have such sharp shears on our side.

Thank you again.

Yours truly,

/s/ GUSTAVE W. ANDERSON

Albany, N. Y.

My dear President:

I received my pay differential today as a Principal Examiner of Municipal Affairs, Dept. Audit & Control, under the DeMarco decision—for which I sure am thankful.

I am aware of the splendid service rendered by the officials of our Organization in obtaining this adjustment—and I assure you that it is appreciated.

Sincerely,

/s/ GEORGE A. BOLD

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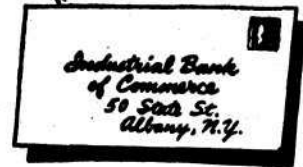
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LEGISLATIVE REPORT

(Continued from Page 51)

periodic reports made to the membership during the session itself.

In retrospect, the Association enjoyed an excellent legislative year. Unfortunately, through misapprehension the very real benefits of the so-called legislative package did not become fully apparent until some time after the session had ended. This session and the results of our work before it serves to again highlight the necessity for a strong and united organization in which each member does his full share to assist in improving working conditions in public employment for himself and his fellow members.

The 1950 session with old and new problems will soon be upon us and we look forward to it with high confidence.

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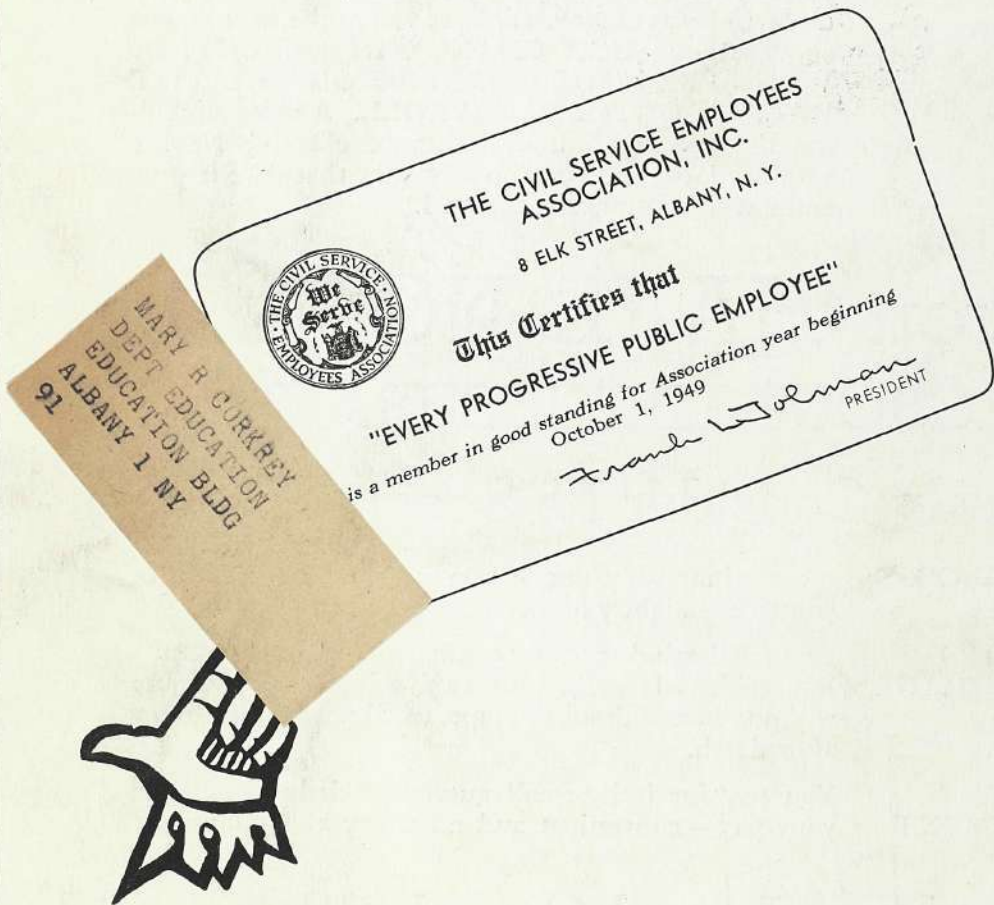
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