

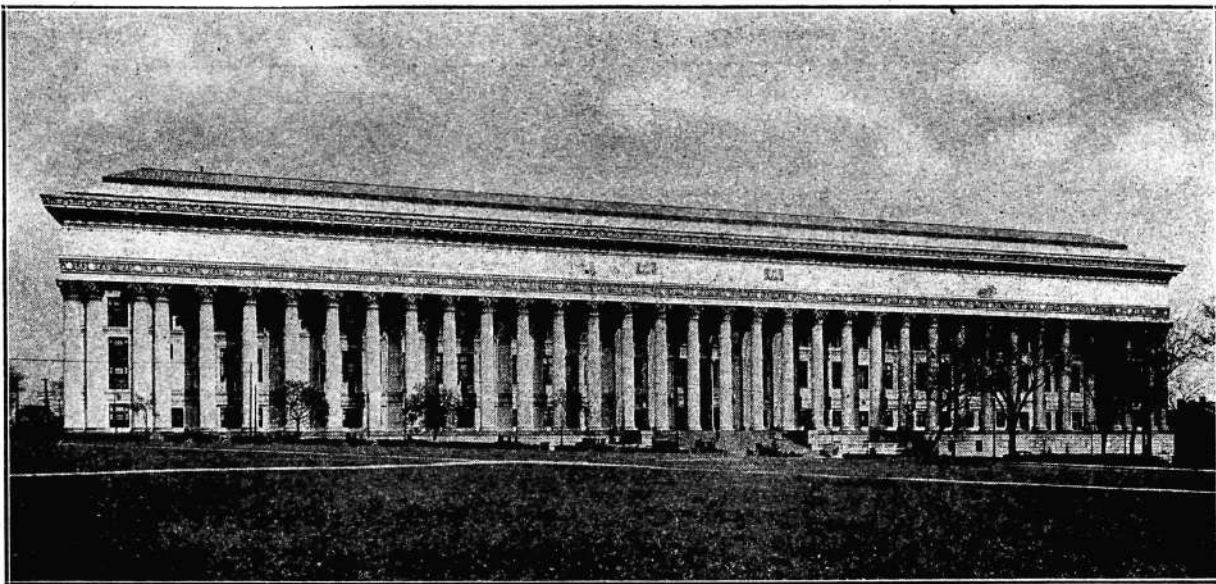
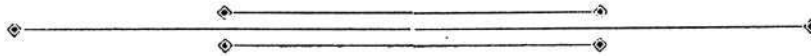


# THE STATE EMPLOYEE

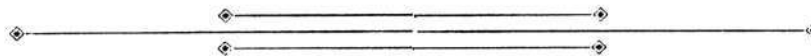
Volume I

April, 1932

Number 4



*New York State Education Building*



PUBLISHED MONTHLY BY  
THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK

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### A PATRIOTIC DUTY

We conceive it to be a duty of paramount importance for the entire membership of associations such as this to dedicate themselves at this time of National stress to the study of all phases of the situation, and to assist in every way toward needed immediate relief and final permanent solution of the problems confronting our country. No other association of people anywhere comprises within its membership a more representative or a more intelligent cross section of American life. If this group has not the vision to appreciate what is needed to maintain the fundamental political and social ideals of good government, then we cannot hope that other groups are more fortunate. This is a time for unselfish thinking and unstinted generosity. All people who have jobs have become in a real sense their neighbor's keeper. It is not a time for carping criticism of our government or of its officials. It is not a time for feeding the fires of communism or hate. It is a time for constructive thinking and doing, of watchful activity, of self-sacrifice and patience. A good word for our National ideals in which Washington and Lincoln had unbounded faith and which are more than ever in the minds of our present leaders, a good word for those who bear the responsibility of National and State government, a good word for our beloved liberty and all of the institutions born of it, and a generous response to every call for material assistance, will answer well to increase confidence and especially to rout the false theories of government aroused through misfortune and excited by selfish propagandists.

### GOV. ROOSEVELT VETOES CLASSIFICATION BILL

On April 8th, Governor Roosevelt announced disapproval of the Hewitt Civil Service Classification Bill Senate Print No 1813. In his veto message he stated that he favored the general principles on which the bill was founded, and that although impatient with the ignorance and false fears of many who opposed it he was not in accord with certain provisions of the measure. He also stated that he believed the matter of classification should not die.

### WILL THE MERIT SYSTEM SURVIVE?

The following statement by Luther C. Steward, President of the National Federation of Federal Employees, is significant: "The National Federation of Federal Employees, has, from its inception, taken the position that proper personnel administration

of any public service must be predicated upon the enactment of a carefully worked out duties classification plan with a qualified administrative agency. In no other way can standardization of positions and uniform compensation for similar work be secured, or a definite scheme of compensation measurement, fair alike to employees and taxpayers, be had."

This is a clear cut statement of facts based upon the fullest possible experience. Repeated attempts to provide the civil service system of this State with the authority and the machinery to function as a complete personnel administrative agency have failed. The 1931 Legislature passed a measure designed to meet the needs of the situation. Another bill with similar purpose passed the 1932 Legislature. It does not seem at this time that there is possibility of again securing legislative attention of a practical sort for many years, in fact, not until public opinion is sufficiently aroused to demand action. It would be folly for the taxpayers to spend additional money in study of the situation when the needs are so apparent to all within the service and when they have been so fully proven by capable study at an expense estimated in all to exceed two hundred thousand dollars.

The merit system in this State cannot be really effective without a sound classification-compensation-promotion plan. This is the experience of progressive commonwealths everywhere.

Administrative action of a saving sort may well precede legislative action. It should begin at once. It must occur if the merit system is to be a living thing in New York State public service.

### LEGISLATIVE ACTION ON CLASSIFICATION BILL

Senator Charles J. Hewitt, of Locke, N. Y., the father of the resolution creating the joint legislative survey of civil service, was also the introducer of the measure providing for the strengthening and modernization of the State's civil service system, which passed both houses of the Legislature of 1932.

Senator Hewitt's long experience as Chairman of the Senate Finance Committee gave him an exceptionally intimate knowledge of the handicaps surrounding the handling of personal service matters from the standpoint of compensation. He was keenly aware of the tangle of titles and of the inconsistencies and inequalities which existed in personnel budgeting. His support of the Committee headed by Mr. Hutchinson, made possible the financial and moral backing essential to the classification study and planning and he lent vigorous aid to the passage of his bill to put the recommendations of the committee into effect.



Great credit is due to Senator Hewitt for his sustained interest and loyal efforts in promoting his work on behalf of the employees of the State.

The splendid cooperation and support of Senate Majority Leader, George R. Fearon, who spoke earnestly on behalf of this bill, when it was before the Senate, as well as that of Chairman Fred L. Porter of the Assembly Ways and Means Committee, Assembly Majority Leader Dunmore, and Assemblyman Willis P. Sargent of Syracuse, helped materially in the advancement of the civil service principles involved.

Doubtless new legislation will be forthcoming at the next session of the Legislature in view of the veto of Senate Bill Print No. 1813.

### HON. EBERLY HUTCHINSON

Once in a generation there comes into public life, a man who combines a full measure of human sympathy with a full measure of wise understanding and good judgment. And when you find the man possessing these attributes to be in addition one having surpassing educational and cultural attainments, it is not surprising that his public achievements should be of exceptional excellence. The State of New York will recall Eberly Hutchinson for many official acts of great importance, but it will remember him most as the man who after long and indefatigable study and labor, conceived a personnel administration plan having within its body the potency to make governmental functioning along fair and economical lines possible and practicable.

For two long years, against political indifference if not actual obstruction, against public apathy, and with unforeseen opposition of various sorts, seldom encountered in any line of public effort, he sustained a faith in and a tireless activity toward the creation of a sound, honest plan for improvement of State civil service. The veto of the bill does not reflect upon the high character of Mr. Hutchinson's work.

If New York State government in the years to come, is good, it will be largely due to the system of personnel management outlined by Mr. Hutchinson and he will be of all men the one most responsible for having pointed out a successful way of personnel administration. The officers and members of this Association, who were privileged to work directly with Mr. Hutchinson, will always remember him for his great zeal in their behalf; and they will cherish deeply, recollections of a splendid friendship hallowed by a fine, unswerving loyalty.

### RETIREMENT MATTERS

#### Changes Resulting From 1932 Legislation

Chapter 7 of the Laws of 1932 amends Subdivision 5 of section 53 by opening the doors to membership to and including January 1, 1933. This chapter further allows prior and member service under certain conditions provided the member pays contributions for the member service allowed as though the person had been a member of the System. This bill also provides that service being paid for under any of the several conditions will

apply toward the ordinary death benefit provided the member has rendered one year of service after making claim for the service.

Chapter 9 of the Laws of 1932 amends Subdivision 1 of section 58 and in effect makes a savings bank of the Retirement System, in that, members may deposit any amounts at any time they may desire and with the approval of the Comptroller may withdraw any or part of the additional amounts so deposited. The additional amounts may if desired by the member purchase additional annuity at time of any form of retirement.

Chapter 20 of the Laws of 1932 amends Subdivision 1 of section 61 and permits a member of the Retirement System, who has withdrawn contributions, to redeposit same. Ordinarily the withdrawal of contributions deprived any member of the credit for service rendered prior to such withdrawal. A new amendment by redepositing the money withdrawn permits allowance of the service when the member will have rendered five years of service after last day of re-entry into service.

Chapter 45 of the Laws of 1932 amends Subdivision 2 of section 61, relative to the return of contributions, permits a member of the Retirement System to receive a benefit if due to be paid as an annuity rather than lump sum. The amendment also provides that the beneficiary on the death of the member may also request the Retirement System to pay the amount in an annuity rather than a lump sum. See Chapter 10 of the Laws of 1932.

Chapter 98 of the Laws of 1932 amends the discontinued service feature, Subdivision 3 of section 61, by stating "fault or delinquency." This subdivision was again amended by

Chapter 454 of the Laws of 1932, by providing that if a member is discontinued from service having twenty years of continuous service in the competitive class and being at least forty-five years of age the retirement benefit shall equal the benefit that would be paid were the member age sixty.

Chapter 256 of the Laws of 1932 amended the Loan Law, Subdivision 6 of section 61 by providing that when a local police or fire pension plan is absorbed by the New York State Employees' Retirement System as provided in section 76 of the Retirement Law and funds are transferred to the state wide System to the credit of the member, that the member may borrow from such funds if he has had a combined service of three years in the local and state plan.

Chapter 8 of the Laws of 1932, Subdivision 2 of section 62, amends the provisions relative to retention in service after age seventy by excluding from the provisions thereof a chaplain of the county penal institution, who has had thirty years of service. This was an individual bill and opposed by the Commission on Pensions.

Chapter 94 of the Laws of 1932 adds a new section to the Retirement System to be known as section 63-b. The bill provides a benefit for the widow of a member of the Retirement System who died suddenly without selecting an option and who even died without making application for retirement. The bill is quite individual in nature. The bill was vigorously opposed by the Commission on Pensions.

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Chapter 283 of the Laws of 1932 amends section 65 of the Retirement Law, accidental disability retirement. The bill provides that a member of the state wide System, who was an employee of the Department of Correction at time of retirement, shall receive his retirement allowance in the same way as though he had been retired under the old prison plan. Under the prison plan a member may receive the accidental disability benefit and also salary if he can be employed. This is not true for members of the Retirement System other than employees of the Department of Correction. This bill is rather individual in nature and was opposed by the Commissioner on Pensions.

Chapter 10 of the Laws of 1932 amends section 65-b relative to the ordinary death benefit, permits a member of the Retirement System to provide that the benefit if due shall be paid as an annuity rather than in lump sum. The amendment also provides that the beneficiary on the death of the member may also request the Retirement System to pay the amount in an annuity rather than in lump sum. See Chapter 45.

Chapter 6 of the Laws of 1932 amends section 67 of the Retirement Law to conform in all cases to the amendment last year. Prior to 1931 any hospital and medical expenses together with compensation benefits were deducted from the otherwise retirement allowance from the Retirement System. Last year the bill provided that in the future hospital and medical expenses would not be deducted. It was requested at that time that the feature be made retroactive. However, this was not accomplished. The amendment to this bill not only makes the section applicable to all members of the Retirement System, while the amendment last year made it applicable to State employees, but also provides that any payments made from retirement allowance made on account of hospital and medical shall be refunded to the retired person.

Chapter 11 of the Laws of 1932, amends section 68-a and permits the election of retirement at age fifty-five on or before January 1, 1933. The bill still provides that the member shall pay the total cost of retirement at age fifty-five. The amendment to section 76 is made necessary on account of the adding of section 68-a to the Retirement Law.

Chapter 66 of the Laws of 1932 simply begins to recodify the pension laws by placing them, for the present, as articles of the Civil Service Law.

Chapter 78 of the Laws of 1932 amends all retirement systems of the state except the New York State Employees' Retirement System Law. The bill provides that after July 1 no person receiving a retirement allowance from the state or a municipality thereof can also be employed by another municipality and receive salary and pension at the same time. There are many cases where retirees also receive salary from the public. A similar bill has been introduced in the Legislature many previous years but was opposed by different groups and could not be moved out of committee.

All of the above bills, except Chapters 8, 94, 283 and 454 of the Laws of 1932, were approved by the Commission on Pensions prior to introduction in the Legislature.

Doubtless all have learned by this time that the Governor

vetoed the three per cent. bill on April 5, 1932. This bill would have caused all members of the New York State Employees' Retirement System, to contribute three per cent. of salary received from July 1, 1932 to June 30, 1933.

**MONTHLY HEALTH TOPIC**

This is the second of series of articles furnished through the courtesy of the Public Health Education Division of the State Department of Health.

**Your Noon-Day Lunch**

Jessie G. Cole, Nutrition Specialist,  
State Health Department.

State employees like everybody else are bound to feel the effect of current conditions and attitudes of mind as reflected in all of the many habits of life, including eating. Economists say that in times of financial pressure people always tend to skimp on food first, thinking that keeping up appearance and maintaining a luxury level otherwise will cover up the fact that they are not living up to their former standard. Probably most people eat too much anyway, so that a general lessening of the amount of total food, especially for those who are overweight is, in general, beneficial. This does not apply, of course, to underweights.

What is really important to know is that there are certain basic protective foods which can insure all around adequacy of the dietary and which at current prices are the most reasonable things one can buy. This refers to milk or dairy products, vegetables or fruits together with whole-grained cereals.

Those who are engaged in sedentary work, such as office people or brain workers, generally feel better if they have their light meal or lunch at noontime with dinner at night. This bite at noon, however, should contribute something to one's health rather than just keep one alive, or be an amusement or pastime. We should, in fact, eat for efficiency.

The equivalent of a pint of milk a day is absolutely essential in the diet of every normal adult. For the overweight this had best be taken in the form of buttermilk or skimmed milk. Underweights should use theirs in creamed sauces, creamed soups or with the addition of other food materials. Dark bread should be chosen in preference to white and a little of some inexpensive fruit or vegetable will cover the barest essentials. An economical noontime lunch both as regards initial outlay and labor in preparation would be

- A glass of milk
- Whole wheat bread and butter
- Peanuts                      Figs
- Orange or apple

If one lunches at a soda fountain counter, the cheapest thing to buy is a hot soup with crackers and some simple dessert like cup custard, rice pudding or squash pie (which is partly equivalent to a vegetable). The dessert par excellence is fresh fruit, but cheaper and giving an excellent return are the dried figs, dried apricots, dates or raisins.

The cost of ready-made sandwiches is high in proportion to

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the current prices of food. It is a great saving to prepare them at home and one can have a never-ending variety of fillings if sandwiches are homemade. Tomatoes should be taken frequently—so one might have a glass of tomato juice, a raw vegetable or a raw fruit salad, and a simple dessert such as cereal pudding or gingerbread one day a week.

In one of the large fashionable hotels recently it was noted that their cafeteria offered at noon for 40 cents

Small glass tomato cocktail  
Plate of fresh vegetable salad garnished with egg  
Plain bread and butter sandwich  
Choice of dessert  
Choice of tea, coffee or milk

Quite remarkably cheap. Such a meal has bulk, necessary for laxative effect, vitamins and minerals, without which the integrity of bodily functions cannot be insured.

"What about meat" someone asks. You see we have been stressing strict economy and getting the greatest food value for our money. The chief advantage of meat at any time is its flavor and palatability. Meats are acid-forming. Eating much of them tends to shift the acid-base balance of the diet to the acid side—a disadvantage to health. Meat also favors intestinal putrefaction. It is more expensive than milk, vegetables and fruits and should not be allowed to displace them. Sweets, sweetened and shortened products from the bakery may also be curtailed in view of economy and with advantage to health.

It seems reasonable to suggest that we should not waste money on food any more than we should waste it on anything else. A few years ago the slogan, "Food will win the war," was on the lips and in the minds of everybody. Surely a wise use of food can help to end the depression and make possible greater helpfulness to public and private relief agencies.

#### RECENT BOOKS WORTH READING

##### Non-Fiction

This list is furnished through the courtesy and cooperation of Dr. James I. Wyer, Director of State Library.

**Risley, E. de la V.** An abandoned orchard. (Atlantic Monthly Press Bks. Little \$2.50.

Finding herself an impoverished widow, and owner of a long-neglected orchard in the Ozarks, the author, "although not drawn to apples", takes possession of an old house, buys Bird, a very old horse, and starts with a crew of uncouth, taciturn men to pick and peddle her first crop of apples. Nothing, from hostile neighbors to cyclones, daunts this plucky woman, and the story of her journey to success, as she accumulates knowledge and faithful helpers and friends, is endlessly diverting and inspiring. Twelve drawings by Kurt Wiese.

**Rosendahl, C. E.** Up ship! Dodd \$3.

Graphic descriptions of flights of lighter-than-air ships, of the tragic disaster of the Shenandoah, and the Graf Zeppelin's flight around the world. Lieutenant-Commander Rosendahl, out of his long experience, gives, also, a good idea of the progress

that has been made with airships and of the airship's place in war, in peace and in the future. There are also simple explanations concerning airship problems. Photographs.

##### Fiction

**MacCrimble, A. M.** Ice in Egypt. Morrow \$2.

Against a perfectly realized background of the sights and scenes of the poorer streets of Cairo and Heliopolis, appear the crafty rascal Mahmoud, his beguiling little son, Hamid Daoud, the mercenary policeman, the laundryman and others, in a variety of episodes, refreshing in their ironic humor and skillful portrayal of individual traits.

**Sackville-West, V. M.** All Passion Spent. Doubleday \$2.50.

Lady Slane, very old, very weary and very lovely, "like an ivory carving", retires, at the death of her distinguished husband, to a small house at Hampstead. There having successfully shut herself away from the ministrations of her children, she enjoys the friendship of three eccentric, unworldly old men, and in peace and quiet conjures up and examines her girlhood and married life. Told with a tender smiling art in a prose that is supple and poetic.

#### COMING BROADCASTS BY STATE DEPARTMENTS

Subjects of general and family interest are discussed at 5:30 p. m. each Friday evening over Station WGY through broadcasts in which the following State Departments are cooperating: Mental Hygiene, Correction, Social Welfare and Education. April and May topics follow:

April 22—Dr. Ruth Andrus, Director of Child Development and Parental Education (State Education Department) Topic, Have You a Favorite Child?

April 29—Miss Clara L. Parsons, Director of Division of Identification (Dept. of Correction) Topic, How We Identify the Criminal.

May 6—Mr. Horatio M. Pollock, Director, Statistical Bureau (Dept. of Mental Hygiene) Topic, Syphilis as a Cause of Mental Disease.

May 13—Mr. Harry M. Hirsch, Assistant Commissioner (Dept. of Social Welfare) Topic, The Care of the Indians in New York State.

May 20—Dr. Ruth Andrus, Director of Child Development and Parental Education (State Education Department) Topic, When Are Parents Grown Up

May 27—Mr. Sheridan Tufts, Identification Analyst (Dept. of Correction) Topic, Modus Operandi.

#### YOUR ASSOCIATION IS GROWING FAST

As this number of the State Employee goes to press, our total enrollment for 1932 is 9,090. This compares with a total membership for the entire year of 1931 of 9,157. It begins to look as though with continued good effort we may before long to attain to one hundred per cent membership.

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Employees of the State of New York have in this Association one of the most efficient employees' associations anywhere conducted and it is available to them at all times for service in promoting good employment policies and practices.

We are not affiliated with any other employees organization, but are anxious and willing to give whatever aid is possible to the betterment of the conditions of every group of salaried employees wherever located. We are assured through many evidences of the good will of the state hospital employees, the Association of New York State Highway Engineers, the Association of Light Maintenance of Way Foremen, and many other groups. The members of these associations are members of this State-wide Association. This Association has become the clearing house for attention to all state-wide problems of State employees. Many requests for membership have come from groups and individuals outside of the State Civil Service, but because of the provisions of our constitution we cannot enroll other than State Civil Service workers.

We cannot offer better evidence than our constant, and, we believe, very successful efforts of the past years on behalf of all State employees in every matter vital to their best interests, as reasons for your membership in this Association and for your personal interest in seeing to it that your fellow workers are enrolled.

Unity and loyalty are as necessary as they were in the days of the great Washington who in his noble life exemplified and anxiously warned of the constant need of these two practical virtues. Join Your Association today, if you have not already done so; help it to greater success by securing other memberships. It is not the dues that count—it is the spirit of loyalty and good will expressed by membership.

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