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*A magazine devoted to the civil service merit system
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"HEAVEN"- CIVIL SERVICE VERSION

FIRST QUARTER, 1948

Vol. 17 - No. 1

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MERIT

Official Publication of
The Civil Service Employees Association, Inc.

Vol. 17, Number 1

First Quarter, 1948

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Editor-in-Chief	- -	Thomas C. Stowell
Managing Editor	- -	Joseph D. Lochner
Advertising Mgr.	-	Patrick P. DeMurio
Art Editors	- - - -	Roger Stonehouse Nicholas Apgar
Photographer	- - - -	W. P. Kennedy
Editorial Board	— Mr. Stowell, Chairman; Theodore Becker, John Daniels, Clifford M. Hodge, Joseph J. Horan, William Livingston, Wayne W. Soper, A. Ranger Tyler.	



Our Cover

"HEAVEN"

See pages 27-37, inclusive. The "Angels" on our cover are Cecelia Vartigan, Education; Edna Walsh, Theresa Leahy, Elizabeth Mihranian, all D.P.U.I.; Dorothea Hoffman, Mary Clark, Elizabeth Cregan and Catherine Holton, all Correction. Is there anything significant that four of the eight "Angels" in our Civil Service heaven are listed as "Correction?"

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ASS'N FACES FIGHT TO

The question of membership dues is the chief matter to be considered at the May 22, 1948 meeting of the delegates. In the belief that every member is entitled to all the facts on the financial condition and needs of your Association, the following statement is issued by Association Headquarters.

This article does not intend to answer the question, "Why More Dues?" It attempts to give the information on which each member can reach a just answer. In brief, the answers are given to the questions "Where Does the Money Go?", "Is It Carefully Spent?", "Can Any Economies Be Made?", "What Do Members Get In Return For Their Dues?"

Future Needs are carefully considered in this statement.

Every year since the Association assumed the leadership in promoting employee welfare and safeguarding the merit system, the problems to be met have increased. Today the Association is faced with the vital need to expand its services in the following fields:

Legislation

Attention and action throughout the year through research, conferences, and the establishment of helpful public relations.

Safeguarding Merit Plan

Assurance of appointments on basis of civil service legal requirements—protection of promotion principle—extension of competitive class—fair rating system—equal pay for equal work—employee representation before Civil Service Commission, Salary Board, Classification Board, Rating Board—improvement of examination procedures—in-service training. These matters affect each employee at one time or another and staff study and action calls for expansion of force and facilities.

Retirement Improvement

Half the members of the State Retirement System are State workers and half civil service employees of cities, counties and other subdivisions. The Association has sound programs for improvement but employees in all departments and sub-

divisions must be informed regarding it and the support of citizens and civic groups throughout the entire State must be enlisted—publicity and travel expense incident to advancing Association program will be very great.

Services to Individual Members and Chapters

Scores of chapter problems and problems of individual members relating to examinations, salary status, classification status, retirement, vacations, sick leave and dismissals pour into headquarters each day. This requires expert legal and other services within headquarters and contacts with department heads, commissions, budgeting authorities and other administrative officials. We have the knowledge and know-how but we must have the force and facilities to clear each case promptly. There is great need for expansion of this branch of service to members. Headquarters is the clearing house for every problem of employees and we wish it to serve fully and promptly every business day of the year.

Organization

Association members know that their strength lies largely in the numbers of public employees who join together to promote employee welfare. This membership does not grow without effort—careful records, assurance that each receives due notice and information relative to all Association and civil service matters. This requires tremendous office activity and every known business machine to assure economy and fair play for all members. The Association must invest in necessary equipment and every facility which will assure constantly increased membership.

Publicity

The public must know the facts as to public employee needs. Publicity through the press, through our own publications, through the radio, through special meetings, through paid advertisements—all of these are vital to the success of the employees' program and all of these cost great sums. The Association needs a powerful publicity punch to get at-

tention to the needs of public employees and of the public service. The investment must be made on an ever increasing scale in our present day society—the return on the investment is the greatest in this field.

Field Services

Our 120 chapters function through organization. Nothing is so vital as meetings of members locally in their chapters where by word of mouth, question and answer, they may express their opinions and voice their needs in a democratic way. Close contact with Association Headquarters demands a competent and sufficiently large field force to visit chapters and conference meetings and to perfect liaison between members and officers and headquarters. Travel is expensive—our needs are growing all of the time.

Office Space and Facilities

Association headquarters were-outgrown several years ago. Your officers and committees and staff want to meet their responsibilities fully in carrying out the vital needs of public service and public employees. Modern office space and facilities are a necessity. They too cost more money today than ever before. We are hopeful the Building Fund Drive will supply the office space; operational costs will depend on adequate dues.

Court Cases

Sometimes the rights of public employees can be protected only by appeals to the Courts. We have excellent counsel. We must have adequate means to present all court cases properly and promptly. This is another investment that pays well in results for members.

Dollars Go Only So Far

A dollar just goes so far—and these days it goes pretty fast, but not very far. During recent years of spiraling living costs, our members experienced great difficulty in making ends meet. So did your Association. Its dollar today buys only 60% of what it did pre-war. All the services, commodities and supplies the Association must purchase in order to protect and promote the welfare and

SAVE CIVIL SERVICE

interests and otherwise serve its members have increased greatly in cost.

Through the organized efforts of the Association its members gained relief through the war emergency bonuses of 1943, 1945 and 1946, the overtime pay act of 1947 and the emergency salary adjustment effective April 1st this year. The Association needs additional income to enable it to maintain its standard of service to its members, and to expand where necessity demands.

Increased Problems

The growing complexities of modern day employment requires even more intensive effort to properly protect employee interests. During difficult periods, as the last few years, the problems of employees necessitate even greater attention. Improvement in personnel service techniques, such as machinery for title classification and/or salary standardization brings greater responsibilities and calls for greater assistance to members from their employee organization. Prior to the enactment of the Career Law employees received no annual increments. With the establishment of the Classification Division and the Salary Standardization Board thru the efforts of our organization, employees have an agency to appeal to for proper titles or for fair pay. Since these agencies have been created, our organization has been busy with many new problems and requests for assistance. The Association finally secured overtime pay, and this improvement too, created many new problems and caused additional work and effort to iron out all the kinks. The same has been true of all the many improvements in working conditions attained during the past few years.

The Association exists for its members. It strives to do the right kind of job for them—in the right kind of way. The organization has fought valiantly to meet every challenge. But it has been handicapped by lack of funds. The members should know this—as it is their interests that suffer if the activities of the Association cannot expand sufficiently to cope with present and future problems.

In spite of the most careful expenditure of its funds the Association's financial report for the year ending September 30, 1947 showed a deficit of approximately \$13,000.00 for the year. This did not include an additional \$6,000.00 of expenses incurred during the fiscal year but paid for after September 30th; actually the deficit was nearer \$20,000.

The 60c. Dollar

Before costs spiraled our dollar bought 100c worth of services, commodities and supplies—now only 60c worth. It is true, dollars don't stretch. Additional services—worth to our members far more than the expenses involved—should have been rendered, but our fiscal condition didn't permit it.

The financial condition of the Association was recognized and considered by chapter delegates representing all members at the annual meeting in October 1947. As a result the delegates adopted the following resolution:

Delegates Act

"WHEREAS, the Association cannot, with its present dues of \$3.00 per annum, maintain the services and high standards expected and required by its members,

"NOW, THEREFORE BE IT RESOLVED, that the Executive Committee be directed to prepare an amendment to the By-Laws increasing the dues in the State Division to \$5.00 per annum, with a \$1.00 refund to chapters, and

"BE IT FURTHER RESOLVED, that such amendment be drafted to be effective October 1, 1947 and that it be submitted to the delegates at the meeting of the Association in March 1948."

At that time it was expected that a special delegate meeting would be held in March.

Dues to Be Acted Upon—May 22

The Board of Directors, meeting on March 25, 1948, voted to hold the meeting of delegates on May 22, 1948 to consider the amendment to the By-Laws to increase the dues in the State Division to \$5.00 per annum.

In accordance with the above resolution of the delegates, the Board of Directors has prepared an amendment to the By-Laws to increase the dues to \$5.00. This amendment will be considered by the delegates at the meeting on May 22nd. It amends Article III, Section 2 of the By-Laws by striking out the word "three" in line 2 and substituting therefor the word "five." The by-law, if approved by the delegates would be amended to read as follows:

"The dues of members of the state division shall be at the rate of five dollars per annum, of which one dollar shall be refunded to chapters as hereinafter provided."

All members of the Association should be acquainted with the facts relative to their organization's finances so that their duly elected delegates may truly represent their wishes at the meeting on May 22, 1948. For this purpose this article outlines the main categories of expenditures.

Personal Services

As in any organization devoted to everyday service to its members and to the promotion of a diversified program of improvements to working conditions, a substantial portion of Association expenditures is for personnel service.

The staff consists of fourteen employees and two legal counsels. Two of the employees are field representatives who travel throughout the State assisting members in every conceivable manner. Space does not permit a complete statement of the work and responsibility of each employee and it is assumed that most members are familiar with the many necessary activities at headquarters and in the field.

The consensus of opinion among the officers and members who have visited headquarters frequently and are intimately familiar with the situation is that the Association is now and has always been understaffed. Since the termination of World War II, three new positions have been added, but the staff continues to work under considerable pressure and much overtime is necessary to perform only the vitally essential work.

It would be desirable to add to the Association's staff one or more publicity experts. Many members complain that the organizations activities are not fully publicized and that many members are unfamiliar with the many accomplishments of the Association. They claim that the program of the Association is not given sufficient publicity. At present several employees of the Association contribute to the preparation of publicity, the President, Executive Secretary, Executive Representative, Counsel, Assistant Counsel and once in a while others. They must take time from their principal duties to care for this work. Regardless of the future publicity program of the organization, investment in an expert publicity staff would pay big dividends to members. Additional field service and legal assistance would also be of great help to all members.

Each position on the staff is classified on the basis of duties and responsibilities and given a salary grade similar to what the job would pay in State service. Emergency cost of living salary adjustments, comparable to what State workers received, were accorded Association employees. They also received sick leave allowances, vacation, overtime pay, and other improved working conditions as they were achieved through the efforts of the Association for State workers. The salary adjustments and other improvements materially increased the cost of personal service.

Members of the staff, however, do not enjoy any retirement provisions, except the Executive Secretary, who is covered to a very limited extent. Officers have long hoped to provide a pension plan for the employees as liberal as the State's, but funds were never available. If the Association is to practice what it preaches, action should be taken in this matter in the near future, and of course, this means an additional expenditure.

Approximately \$50,000 was expended for personal service during the fiscal year ended September 30, 1947.

Refunds To Chapters

One hundred and twenty-five official chapters of the Association throughout the State render many valuable services to members. The many advantages to members and

to the state-wide organization produced by the chapters have frequently been explained in detail in Association publications, and are well known to informed members. Suffice it to say that the members, through the chapters, constitute the backbone of the organization.

Each chapter receives annually a refund of one-third of the membership dues the Association receives from the members of the chapter. This refund furnishes the chapter with funds to provide services locally to its members, and to underwrite the expenses of its delegates to Association meetings and undertake other activities on behalf of members.

The chapter organization movement began in 1934. In the year ending September 30, 1945 about \$9,000 was refunded to chapters. Then as the movement was accelerated to the advantage of the members and the Association, naturally the number of members affiliated with chapters increased, and the refunds to chapters increased proportionately.

In the year ending September 30, 1947, almost \$34,000 was refunded to chapters. This was a large increase in just a couple of years—but it was a splendid investment for members and produced many benefits for them.

This increase in refunds to chapters meant that the Association's main body retained just that much less of the dues income. For all purposes, the increase in refunds could be considered as a necessary increase in expenditures.

Publicity

It is important that thru some media our members be kept currently informed on all matters affecting their interests and welfare. It is likewise vital that the public, as their employer, be fully informed relative to the Association programs. As stated before, it has been strongly recommended by informed Association leaders that its staff be enlarged to include publicity experts so that the organization's activities and accomplishments, and its program may be fully publicized, not only in the publications of the Association, but in the public press as well. To assure the future success of the organization, regardless of the future publicity program, it is advisable that this move be made as soon as the financial condition of the organization will permit such action.

The future publicity program was given some consideration at the last annual meeting, and the delegates adopted the following resolution:

Committee to Survey Publicity Facilities

"RESOLVED, that the President be directed to appoint a special committee to survey completely the situation as to publicity facilities of the Association including the magazine "Merit," the weekly Civil Service Leader and the possibilities of the use of radio, the greater use of the press from the standpoint of the efficiency of present educational and informational services to members, the public and officers of government, and

"BE IT FURTHER RESOLVED, that the special committee so appointed report to the Board of Directors their findings and recommendations."

President Tolman appointed the following Special Committee to Survey Publicity Facilities:

Thos. C. Stowell, Chmn., Health
John Daniels, Budget
Theodore Becker, Civil Service
Charles H. Foster, Budget
Harry G. Fox, Civil Service
Clifford M. Hodge, Health
William Livingstone, Civil Service
Earl J. McGuirk, Conservation
Wayne W. Soper, Education
A. Ranger Tyler, Commerce
Philip L. White, St. Lawrence Co.
Fred W. Walters, Mental Hygiene

It is expected that this committee will report at the April 29th meeting of the Board of Directors, and it is hoped that definite recommendations as to the future publicity program of the Association will be presented at the May 22nd meeting of delegates and possibly forwarded to chapters prior to that meeting.

Civil Service Leader

The 52 issues of the Civil Service Leader mailed direct to the homes of the over 40,000 members during the year ending September 30, 1947, cost the Association approximately \$33,000. The weekly copies furnished the about 30,000 members during the year ended September 30, 1946 cost about \$20,000. This is in line with the increases in cost of printing, distribution, etc. One has but to review press statements relative to increases in cost of newsprint,

printers and pressmen's salaries and other items which produce a newspaper to understand the necessity for increased expenditures for any form of printed publicity.

Merit

During the year ended Sept. 30, 1947, seven 36 page issues of the magazine "MERIT" (then The State Employee) was published and mailed direct to the homes of all members at a cost of approximately \$25,000. Because of the financial condition of the Association this magazine is temporarily being issued as a quarterly.

All informed officials of the Association are agreed that a publication, carrying all current information pertinent to the interests and welfare of members, and mailed direct to all members, is necessary. A first class publication cannot be produced cheaply these days. The two publications furnished our 40,000 members last year cost them about \$58,000. The two publications cost each member less than 3c. per week. Really, a small charge for what they received. Could adequate information and publicity be furnished for less? Would you be willing to sacrifice the effectiveness of your employee organization to reduce this already very small expense per member?

Office Equipment and Machinery

Headquarters office has begun to look like an antique shop. Consider the age of the following equipment which is used daily in servicing the membership. The Speedamaut addressing machine, which produces the address strips for mailing the weekly Civil Service Leader and the periodical magazine Merit to the homes of our over 40,000 members is at least 25 years old. The hand driven graphotype which embosses the addressing plates is about 20 years of age. The mimeograph machine was purchased in 1935. The electric adding machine came in 1939. The postage meter machine was introduced into headquarters in 1940. The vari-typewriter came in 1940 also. Of eight typewriters, only two are less than seven years old, and some should have been retired long ago.

This equipment is used every day. Most of it won't last much longer, and at present it isn't efficient. It should have been replaced before

this. During the war replacements were not obtainable, but since the war ended our financial status wouldn't stand the strain. It is evident, however, that much, if not all of this equipment must be replaced within the next year or so. This means a substantial expenditure—possibly in the neighborhood of \$8,500.

A start has been made through the purchase of addressing machinery costing above \$5,000 which will be paid for during the current year. This purchase became absolutely necessary and was approved by the Board of Directors. At present this new equipment is being prepared for use in the very near future.

During the year ended September 30, 1947 about \$650 was spent for new equipment. This included two typewriters, two desks and filing equipment. Additional desks, chairs, lights, and filing equipment is needed badly.

Various Expenses

During the year ended September 30, 1947, expenditures for office supplies totaled about \$4,000. Included in this item were about 1,000,000 sheets of mimeograph paper, the cost of which raised about 22% since 1944. The cost of envelopes increased 24% during the same period; mimeo ink 34%, rubber bands and paper towels 33%; typewriter ribbons 35%; twine 80%; pencils 20%; Index cards 20%, file folders 20%.

Postage, telegraph, telephone and other communication expenses totaled almost \$6,500. Second-class postage rates having increased. Cost of telegraph services have gone up considerably, besides the tax. Increased service and federal taxes have upped telephone expenses.

The traveling expenses of field representatives, officers, employees, and members of the board of directors totaled about \$7,000. Railroad fares have gone up. Cost of meals have skyrocketed. Last year thru the efforts of the Association, the per diem expense allowance to State employees on official state business was increased, as was the per mileage allowance for personally owned cars used on State business. This was a definite recognition of the increased expense of travel these days. But even the present allowances aren't adequate to meet actual expenses incurred.

In this article the main categories of expenditures made by the Association have been referred to.

\$5.00 Today—\$3.00 Pre-War

Yes, if the present \$3.00 dues in the State Division would purchase what it did in pre-war days the Association might be able to get along. But the \$3.00 only buys about \$1.80 worth of what it did before. \$5.00 dues today will purchase what \$3.00 did before.

At \$5.00 dues per year, the member would invest about a cent and one-third per day in the worker's organization which is devoted to the future improvement of his working conditions, to the protection of his interests and welfare.

Elsewhere in this issue you will find an article entitled—"TEN YEARS OF PROGRESS." It will give you an idea of the work and accomplishments of the Association. You will also find a "Legislative Report"—both are worth your reading.

Every member should first consider carefully the work, accomplishments, services and necessary costs of the program of the organization, and then consider proposed annual dues of \$5.00. Is it not worth about one and one-third cents per day to receive continuous representation before the Executive, legislative and administrative branches of government plus all the other valuable services the Association offers. Members who participate in the group insurance save premiums alone each year much more than they pay in dues.

Up to this point we have considered only past and present costs and services of the Association. What of the future?

Never was the opportunity to go forward as great as now. The Association is recognized by the Administration as the representative of the great body of State employees. It can now present the problems and needs of the State workers for conference and determination more effectively and more promptly than ever before if it has the necessary staff and wherewithal.

The biggest fight the Association has ever waged lies just ahead. It is the fight to save civil service itself. Unless we have the means to win this fight, all the Association has done will be of little avail.

HIGH SPOTS IN ASS'N



← On June 3, 1937, the CAREER SERVICE LAW—the most outstanding workers' salary measure anywhere established—was signed. In the photograph are Governor Lehman signing the law, and sitting next to him is Charles A. Brind, Jr., then Association President. Standing left to right are Messrs. Lochner, Tolman, DeGraff and McDonough of the Association, Charles Poletti, the Governor's Counsel, and Kelly and Schwartz of the Association.



→ This picture shows Governor Dewey signing the first War Emergency Compensation Law in 1943, in the presence of Budget Director Burton, Classification Director Campbell, former Vice-President of the Association and the late Harold J. Fisher, then President of the Association.



← John A. Cromie, former member of Board of Directors of the Association, and Janet Macfarlane, Association Secretary, look over with Governor Dewey the first salary check drawn with the War Emergency Compensation in effect in 1943.



→ In 1946 Governor Dewey signs law granting increased War Emergency Compensation. Governor's Counsel Breitell, Clifford C. Shoro, then Association President, and Jesse B. McFarland, present Association Vice-President, look on.

HISTORY OUTLINED

By JOHN T. DE GRAFF, COUNSEL

The Association approached the dawn of 1937 with optimism and high hope. Although by present day standards, its then membership of 12,085 seems inconsequential, it was gratifying and impressive at that time, for it had steadily increased from a 1930 total of only 600. In those days, this increase seemed miraculous because, during the 20-year period following its establishment in 1910, Association membership had remained stationary at about 500 to 1,000.

President Charlie Brind, now Counsel to the Education Department, and the members of the Executive Committee, felt justified in facing the future with confidence. The previous year had been the most outstanding in the Association's history, for it had marked the successful completion of the Association's five-year campaign to abolish the twelve-hour day in state institutions. Although a score or more "8-hour day" bills had been introduced in the 1936 Legislature, it was the bill drafted and sponsored by the Association which was passed and signed by Governor Lehman. This memorable accomplishment raised employee morale to a new high point and encouraged the Association to adopt more far-reaching plans for the coming year.

Of the officers and members of the Executive Committee who served in 1937, only one remains in office. "Pete" Mahar was then, as now, the representative of the Department of Law. The list, however, contains many names that are well known to present members, including Bill McDonough, representing the Department of Agriculture and Markets, Charlie Campbell, who was Vice-President and also the representative of the Department of Civil Service, Cliff Shoro, who represented the Health Department, Harold Fisher, representing the State Department, and John Cromie representing the Tax Department.

The results of the enthusiasm generated in those years are now a matter of history. The extent of the progress can best be measured, however, by recalling Association activi-

ties and working conditions of that era.

The Association was then known by the mouth-filling title of "The Association of State Civil Service Employees of the State of New York." Its principal competitor was an organization with headquarters in New York City, whose official name was "The Civil Service Association of the State of New York." In an attempt to avoid confusion of identities, the New York City organization was commonly referred to as "The Forum." In its publication, "The Chief," however, it used both names and confusion persisted until 1946, when the Association changed its name to "The Civil Service Employees Association, Inc."

Although the Civil Service Forum never disclosed its actual membership, it probably had, in 1937, a greater membership among state employees than did our own association. The Forum had an extensive legislative program every year and, each week of the session, it sent ten or more representatives to Albany to advance its bills. It was more widely known than the Association in those days, because of its ability to publicize its activities in its weekly newspaper, "The Chief." The Association was also faced with competition from the newly organized State, County and Municipal Workers of America, commonly called the SCMWA (CIO) which was about to initiate an intensive organizing drive.

The officers of the Association were undisturbed by this competition, however, and had unlimited confidence in the destiny of the Association. They pointed with pride to many expanding Association activities. One was the rapid growth of employee credit unions. The first state employee credit union had been organized in Albany, under the auspices of the Association, in 1935. By 1937, 24 were in operation throughout the State. Group accident and health insurance, first offered in 1936 as a service to its members, was meeting an enthusiastic reception and 3380 policies had been issued as the year 1937 commenced. Today, 13,-

000 members participate in this group project and over \$1,900,000 has been paid out in benefits.

The New York City Chapter, organized in 1935, was beginning to attract members in the stronghold of the Civil Service Forum. Milton Schwartz and Earl Kelly were the moving spirits in the New York City Chapter, which boasted a membership of over 1,000, and printed its own periodical to keep New York City members informed of Association activities. Other chapters were organized, or in the process of organization in some of the larger up-state cities. At that time, however, chapters had no official representation at Association meetings. Although their creation had been authorized by an amendment to the constitution in 1935, the Association's annual meeting was a meeting of individual members. It was not until 1940 that the constitution was amended to give chapters official representation by providing for delegates at the annual meeting.

Before 1940, the policies of the Association were established by the Executive Committee and by the individual members who happened to attend the annual meeting, usually a hundred or less, mostly from Albany. Association dues, in 1937, were \$1 a year and the staff consisted of Joe Lochner as Executive Secretary, assisted by one stenographer—a startling contrast to today's office crowded with a staff of fourteen. I have a vivid recollection of those days for I had been retained as Counsel to the Association only two years before and was just beginning to find my way around the Capitol. During those two years in the legislative halls, I had become familiar with every known variety of brushoff and runaround, and, after studying several hundred civil service bills I had begun to acquire a bowing acquaintance with the idiosyncrasies of the Civil Service Law.

As the Legislative session of 1937 opened, the Association bent every effort to accomplish the objectives outlined in resolutions adopted at the previous annual meeting. There were only seven resolutions,—a far cry

from the hundred or more that are presented at every annual meeting today. The resolutions were —

1. To require the state to pay moving expenses of employees who were transferred from one section of the state to another, — an objective that has not yet been accomplished, although bills to this effect have several times been passed, only to be vetoed.

2. To request the Governor to proclaim May 4th as "Civil Service Day."

3. To increase the appropriation for the Civil Service Department. It is interesting to note that at that time the appropriation was \$200,000. The Association, in succeeding years, continued to press this objective and it is significant that the appropriation for the Civil Service Department has steadily grown until today it amounts to \$1,500,000.

4. To extend the competitive class by classifying as competitive many positions which were in the non-competitive and exempt classes.

5. To include in the budget sufficient appropriations so that employees entitled to commutation would receive what the law allowed them. The commutation system, under which employees living outside an institution were allowed \$24 per month for meals and \$8 per month for lodging, with an additional monthly allowance of \$10 for the "head of a family" was never satisfactory. A legislative committee which studied conditions in state hospitals in 1934 had reported that the number of employees entitled to commutation but not receiving it was as high as 1450. While this shocking condition was mitigated year by year, it was never fully corrected until the commutation system was abolished by the extension of the Feld-Hamilton law to state institutions in 1943.

6. Extension of the 8-hour day to cover all institution employees. The bill which inaugurated the 8-hour day was originally limited to employees engaged in attending, nursing or guarding inmates or patients. The state had not, in 1936, been able to hire the 5,000 or more employees required to put the 8-hour day fully in effect. This was not surprising since the entering salary for Attendant was \$54 per month and other salaries were correspondingly meager. At that time, 60% of the employees in institutions were required to work

more than eight hours a day, a third were required to work at least twelve hours a day and some 435 were obliged to work more than twelve hours a day.

The legislative committee report, from which these figures are taken declared, "So widely at variance, one with the other, is the management and direction of many of the institutions investigated, that, to a substantial extent each may be said to be operating under laws of its own." It concluded, "from evidence adduced at the various hearings conducted by the committee, it is evidence that present arrangements for employees regarding working hours, commutation, sick leave, salary increments and time service allowance are generally unsatisfactory."

7. The most far-reaching objective of the Association was in the resolution advocating a "salary increment" plan. It is almost impossible today to comprehend the chaotic and deplorable conditions that prevailed in the state service in 1937. Senator Eberly Hutchinson expressed the general opinion when he publicly declared that state salaries were fixed "by guess and by God."

The need for a salary system had been revealed as early as 1915 when a classification and compensation study was made under the auspices of a legislative committee known as the Horton Committee, but the plans then developed failed of adoption.

Again, in 1922, under the administration of Governor Miller, a classification of positions was begun, but the work was abandoned and no practical results came of it. In 1930, the Association was instrumental in creating another legislative committee which, in 1932, presented the famous "Griffenhagen Report."

The lack of a classification and compensation plan was graphically illustrated by that report. It pointed out, for example, that the title of "Clerk" was applied to 110 different kinds of positions, ranging from a Junior Stenographer paying \$900, up to a Senior State Accounts Examiner paying \$3,900. A few examples of salary variations are revealing. Senior Clerks ranged from \$696 to \$4,000; Senior Account Clerks ranged from \$840 to \$3,750; Assistant Typists ranged from \$744 to \$3,000; Senior Civil Engineers from \$2,700 to \$4,500 and Senior Engineering Aides

from \$960 to \$2,880. Some positions paid as low as \$540 per annum and the average salary in the state service was a little over \$1,500.

Civil Service examination announcements as to salary ranges were meaningless. An examination for Senior File Clerk, for example, carried an announced salary of \$1,200-\$2,100. Yet when the list was established the only appointments were at \$900 and \$960 per annum. Promotions were even worse. Employees worked as long as five and ten years without receiving a single salary increase. In one outstanding case, which the Association quoted effectively, a stenographer worked faithfully for fifteen years before receiving an increase and when an increase finally came through it was for \$25 per annum.

The Griffenhagen report was accompanied by an elaborate bill which was submitted to the 1932 Legislature. Anticipating that the bill would be adopted, titles in the departmental service were changed in the budget to correspond with the titles recommended by the legislative committee. The reclassification bill passed the Legislature only to be vetoed by Governor Roosevelt. With this veto, confusion became more confounded. The Legislature had passed the budget which contained the new titles, but the bill which created and validated the titles had been vetoed.

Numerous court proceedings were commenced in which it was held that the new titles were valid for payroll purposes but that they had no effect on the civil service status of the incumbents. This meant that employees in the same grade had different titles and employees with the same title were in widely different salary grades.

Under such circumstances, it was almost impossible to determine the proper procedure with reference to promotions, transfers or layoffs. When, during the depression, some hundred or more employees of the Division of Architecture were laid off, they instituted a court proceeding which resulted in the reinstatement of the employees who had been laid off and the dismissal of an equal number who had previously been kept—at a cost to the state of \$90,000 in back salaries.

This deplorable and confusing condition had existed for five years

when the Association presented the remedy which subsequently transformed the State service. The entire January, 1937 issue of the State Employee—then a 16-page monthly publication—was devoted to an explanation of what was called "Our Mandatory Salary Increment Bill" which, in the next issue, was called the Feld-Hamilton bill. Months of hard work had gone into the drafting of this bill. Doc Tolman, single-handed, prepared the schedules, after compiling from the Budget a tabulation which showed the number of employees in every title in the state service, together with the minimum salary, the maximum salary and the median salary for each position.

When the bill was first presented to the Executive Committee, shortly before the 1937 session of the Legislature opened, serious differences of opinion were revealed. Many members felt that the Association should sponsor a simple bill for a straight 10% salary increase, contending that, while the mandatory increment bill was sound in principle, it was so revolutionary in concept that its prospect of passage was remote. On the initial vote most of the members of the Executive Committee favored the simple 10% increase bill. After an extended debate led by Charlie Brind, Charlie Campbell and Doc Tolman, the vote was in favor of the mandatory increment bill. This was probably the most important decision the Executive Committee has ever made and one which it has never regretted.

After the introduction of the bill by Senator Feld and Assemblyman Hamilton, it received enthusiastic support from the employees of the state and immediate backing by many civic organizations. The only opposition came from the Civil Service Forum which violently opposed the bill in the columns of "The Chief" and did everything in its power to prevent its passage. After passing the Assembly, the bill was referred to the Senate Finance Committee. Senator McNaboe of New York City, who was chairman of the Senate Committee on Civil Service, made an ineffectual attempt on the floor of the Senate to have the bill referred to his committee. The purpose of this move was not obscure. Senator McNaboe had, for many years, co-operated closely with the Civil Service Forum and had in-

variably killed any Association bill that was referred to his committee.

Finally, the bill was reported favorably by the Senate Finance Committee and it passed the Senate unanimously at a time when Senator McNaboe was not on the floor. When Senator McNaboe heard what had happened he immediately moved to have the vote reconsidered and this motion was carried. He then took the floor, spoke against the bill claiming that the employees of the State were opposed to it. Senator Pitcher, then the majority leader of the Senate, pointed out that the bill had been sponsored by the Association, whose representatives were in the galleries, and that the communications he had received indicated that the employees of the state were enthusiastic in its support. The bill was then re-passed, the only dissenting vote being that of Senator McNaboe. It was signed by Governor Lehman on June 3, 1937. The report of the ceremony, in the State Employee, ended on this prophetic note—"A new day is dawning in public service in the State of New York."

The misguided opposition of the Civil Service Forum spelled its death knell in the State service. As the benefits of the Feld-Hamilton law became evident to more and more employees, the opposition of the Civil Service Forum was recalled and its members gradually transferred their allegiance to the Association, with the result that the Forum, today, has barely a handful of members in the State service.

The original Feld-Hamilton bill of 1937 created the Temporary Salary Standardization Board with power to allocate positions to the various services and grades set up in the bill. It contained no provisions for classification and no machinery for correcting existing titles. This was not an oversight. The omission was deliberate because, if provisions for reclassification had been contained in the bill, it would not have passed. The 1932 bill, which Governor Roosevelt had vetoed, had been commonly referred to as a "Reclassification" bill. The memory of the chaotic conditions resulting from the reclassified titles in the 1932 budget was so vivid that the word "reclassification," to a member of the Legislature, was equivalent to waving a red flag before a bull. Any bill which included the word "re-

classification" or which could be designated as a reclassification bill was doomed to die in committee.

The following year, however, the Association sponsored the Feld-Ostertag bill which created the Classification Division and empowered it to reclassify titles to correspond with the duties of the position. By this time it was generally recognized that the Feld-Hamilton law could not operate without a classification agency and the bill was passed with little difficulty. The only opposition came from the SCMWA (CIO) which, at that early date, adopted the policy of opposing measures sponsored by the Association even though its opposition was contrary to the best interests of the employees it purported to represent.

Despite the efforts of the Civil Service Forum and the SCMWA (CIO), Association membership steadily increased to 15,000 in 1937 and 19,000 in 1938. The CIO, which was backed by a fund reputed to be in excess of \$50,000, became especially active and had a paid organizer in every institution and most of the up-state cities. The first official recognition of the existence of the CIO appears in the June, 1938 issue of "The State Employee." Under the title, "Let's Be Reasonable," the Association said: (It reads as if it were written by Bill McDonough):

"The time is here to politely inform the CIO of a fact that would have long since been apparent to any advised group, namely, that they do not and cannot render any worthwhile service to State employees and that they should therefore cease the collection of dues from State employees and cease dissension creating organization tactics.

"There is at hand after many weeks and months of activity, no evidence whatever that the CIO has secured for State employees or aided in the securing of a single improvement in State service. On the other hand, the doubts and questioning they have created by statements issued relative to State employment matters, and their direct opposition to certain legislation fostered by employees through the employees' own Association—notably the Feld-Ostertag Bill—really menaced progress. Is it any reason that State employees should be deceived by statements and propaganda urging a new workers' organization when

employees are already efficiently organized?

"Would it not be foolish for a farmer to have one idle horse always running about beside a busy, working horse? What would you think of a man who carried an extra empty suit case everywhere he went when he had no use for it? And where is the logic in having a workers' organization trailing, duplicating, and actually getting in the way of an honest, well organized group devoted wholly to good State service and good working conditions? Can any worker logically support a futile effort—a worker's organization shouting empty promises, running empty errands, bringing home empty hands?"

No better description of the activities of the CIO in the State service has ever been written. In the ten years since it was organized not a single bill affecting State employees and sponsored by the CIO has ever been enacted.

In addition to the Feld-Ostertag bill, the Association was successful in passing over a dozen measures at the 1938 session, including the six-day week for employees in the Division of Canals, a bill that required retirement allowances to be based on the highest salary received during any five consecutive years selected by the employee instead of the salary received during the last five years, and a special bill authorizing group life insurance for an association of civil service employees.

Under the authorization of this bill our group life insurance plan was started in 1939. It met with an enthusiastic reception and today nearly 20,000 members hold this fine low-cost insurance policy. Since its inception, \$2,303,300 has been paid out in benefits to the families of Association members.

Two very important bills were vetoed by the Governor. One provided for sick leave for institution employees. It was vetoed in 1938 and for several successive years thereafter because of the opposition of Dr. Parsons, Commission of Mental Hygiene, and was not enacted until 1941. The second important bill to be vetoed was the Ostertag bill which brought employees of the Department of Correction under the Feld-Hamilton schedules.

The Civil Service Forum opposed the extension of the Feld-Hamilton

Law to the employees of the Department of Correction, most of whom were then affiliated with the Forum. The Forum sponsored a salary increase bill of its own for Correction employees and the employees were divided in their allegiance. This division was responsible, in a large measure, for the failure of these employees to receive the Feld-Hamilton benefits in 1938. It was not until five years later, in 1943, that the Association finally succeeded in extending the Feld-Hamilton law to employees of the Department of Correction.

The year 1938 was a busy one for the Association. No sooner had the legislative session closed than the Constitutional Convention assembled. There, two proposals of vital importance to Civil Service employees were vigorously debated. The first was an amendment sponsored by Attorney General John J. Bennett, which was designed to protect the pensions of public employees by declaring in the Constitution that a pension is a "contractual obligation which shall not be diminished or impaired." There was widespread fear that the benefits of the Retirement System might be reduced because the Legislature, a short time before, had failed to make the annual appropriation required for the operation of the Retirement System. The Association vigorously supported the Bennett amendment which, after passage by the Convention, and approval by the people, now furnishes a constitutional guaranty that pension benefits cannot be reduced.

The other amendment proposed to extend veterans' preferences by giving the Legislature blanket authority to adopt any preference it might choose to enact, for all veterans, both disabled and non-disabled. The Association vigorously opposed this amendment which was killed in committee. It was, however, revived on the floor and advanced by an overwhelming vote to third reading.

One of the most amusing incidents of the Convention occurred when Delegate Hamilton Fish proposed the amendment from the floor. The Chairman directed him to put it in writing, whereupon he wrote the proposed amendment on a Western Union telegraph blank and handed it to the Clerk for reading. After the amendment so drafted had been passed, Delegate Al Smith rose to his feet and asked that the amend-

ment be read again, stating that, to him, it seemed confusing in its phraseology. When the amendment was re-read slowly, the delegates recognized, for the first time, that its phraseology provided for a preference for everyone except veterans. This muddle was finally straightened out and the amendment was re-written and again passed by an overwhelming vote.

In the short period that intervened before the final vote on third reading, the Association bent every effort to demonstrate to the delegates that such a broad preference could not fail to destroy the merit system. A printed memorandum setting forth the dangerous aspects of the amendment was widely distributed. Governor Lehman addressed a special message to the Convention strongly urging rejection of the proposal and his stand was supported generally by the press and scores of civic organizations.

As this rising tide of opposition became manifest, support for the amendment declined, but the outcome hung in the balance when the final roll call started at the completion of the debate. Under the Convention rules, the roll call was taken in alphabetical order and the first votes cast, by delegates whose names began with A and B, were predominantly in favor of the amendment. Then occurred what many have described as the most dramatic moment of the entire Convention. Delegate Adrien P. Burke, when his name was called, made his first and only speech during the Convention. His prophetic words will bear repetition, although a reading of his speech cannot fully convey the effect it had on his listeners.

"I speak as the brother of two disabled veterans. The veterans' preference absolutely destroys the entire intent and purpose of the present constitutional amendment on civil service. No delegate in this hall dare stand up and state to me that the words 'merit' and 'preference' are not mutually exclusive terms. You cannot have a merit system and have a preference system.

"Do you mean to tell me that the World War widow whose husband was killed in action wants the veterans of this State to insist on a preference against her children?

"Do you mean to tell me that the Gold Star mother who lost her son

in the World War wants the veterans of this State to insist on a preference against her other sons?

"Do you mean to tell me that the parents of the men who fought in the World War wish one son to have preference over another son?"

"Do you mean to tell me that it is in the best interest of the people of this State, with 600,000 youths between the ages of 16 and 25 unemployed, that they should be foreclosed from the civil service of this State?"

"Do not tell me that there will only be a handful. Remember, gentlemen, that on every list there are but few who are appointed before that list expires. And that means that if 100 people take an examination and four veterans pass that examination, they immediately go to the top of the list."

"I want the veterans to be given every consideration, but to carry this principle to its logical conclusion, we should start a veteran in a campaign with 10,000 votes. Why should not they have a preference as an elected official or an appointed official? Why raid the civil service?"

Many members of the Convention have said that this was one of the few speeches to actually influence the action of the delegates. After it was made, most of the delegates voted "No" and the amendment was defeated by a vote of 80 to 61.

The year 1939 found the Association engaged in defending the gains it had won in previous years. This was the year of the famous "Battle of the Budget," and the session lasted until May 20th, one of the longest sessions on record.

The Legislature cut \$9,000,000 from the executive budget and proposed the suspension of the Feld-Hamilton increments, which had become effective only the preceding year. Even more serious was the fact that the itemized executive budget was changed by the Legislature into a "lump sum" budget.

The constitutionality of the new budget was challenged and the Association appeared as *amicus curiae* in the Court of Appeals and filed a brief in opposition to the "lump sum" budget. We were gratified by the decision of the Court of Appeals which held the lump sum budget unconstitutional and removed this serious threat to the merit system. The Association also succeeded in retaining the Feld-Hamilton incre-

ments except for employees whose salaries were in excess of \$3,500.

Because of the litigation affecting the validity of the budget, the State, when the new fiscal year opened on July first, was unable to issue pay checks. The Association arranged an ingenious remedy whereby a State employee could apply to any bank in the State and receive his salary check upon executing to the bank an assignment of the amount due him from the State. This arrangement was made through the National Commercial Bank and Trust Company of Albany which obtained the co-operation of all other banks in the State and performed these services for a nominal fee of 25c per pay check. This service was a lifesaver to thousands of employees whose pay checks in many cases were delayed for a month to six weeks or more.

Although 1939 was notable chiefly for the partial suspension of the Feld-Hamilton increments and other reductions in the budget, progress was made in other directions. The Civil Service Leader was founded and was offered to State employees at special rates. The Legislature created the Fite Commission to study the advisability of extending civil service to all the cities, counties, towns and villages of the State. The Association's part in this extension of the merit principle was recognized by the appointment of two of its representatives to participate in the work of the commission. Charlie Brind, President of the Association, was appointed by Governor Lehman as one of the members of the Commission, and Counsel to the Association was appointed to act as Counsel to the Legislative Commission which, the following year, drafted a bill which was duly enacted and which extended the merit system throughout the entire State.

It was in this year also, that a Commission was appointed to bring about an extension of the competitive class. It will be recalled that since 1936 the Association had continuously pointed out, through the columns of the State Employee, that only half of the employees of the State were in the competitive class, the remainder being appointed without examination. Governor Dewey, in his 1938 campaign, publicized this issue by urging that a much higher proportion of the civil service should

be in the competitive class. In response to this criticism, Governor Lehman appointed a commission to study the advisability of this extension. Again, the Association was the only employee-organization to be represented on the Commission.

The following year, this commission recommended that all the Attendants in the Mental Hygiene institutions be reclassified as competitive and, in this one step, some 12,000 employees were added to the competitive class. The Commission continued its studies and was about to recommend certain other positions for competitive status, but the war intervened and no substantial extensions have been made since that time.

During the war years that followed, the Association was one of the first to point out that the SCMWA (CIO) was dominated by Communists. In the June, 1940 issue of the State Employee the following editorial appeared:

2 + 2 = 4

"Earl Browder, leader of the Communist Party in the United States, on a nationwide hookup, advocates the formation of 'The Yanks Are Not Coming Committee.'

"The Daily Worker, official Communist newspaper, advocates the formation of 'The Yanks Are Not Coming Committee.'

"The Civil Service Standard, official weekly newspaper of the State, County and Municipal Workers of America (CIO), announces the formation of 'The Yanks Are Not Coming Committee' and carries propaganda articles following the Communist Party line.

"The SCMWA locals throughout the State announce the formation of 'The Yanks Are Not Coming Committee' and issue propaganda bulletins following the Communist Party line.

2 + 2 = 4

"The Communist Party line, strictly followed by the SCMWA and its locals, is not limited to the advocacy of non-intervention in Europe. Its cardinal tenet is resisting the militarization and armament defense program of the Administration and Congress."

The sequel appeared a few months later in "The State Employee" which reported:

"After 'The Yanks Are Not Coming' episode, the C.I.O. continued the same policy of creating

discord and disunity, but softened the rough edges of its propaganda which so obviously associated it with the Communist Party. The column in 'The Civil Service Standard' formerly entitled 'The Yanks Are Not Coming' was changed to the title 'In Defense of Peace,' but it continued to hand out the same line of opposition to adequate defense measures that had appeared under the former title. The organization sponsored a 'Peace Rally' in New York City at which it adopted the resolution calling upon the President and the State Department 'specifically to provide expenditures for social security, **not munitions.**'

Loyal and patriotic State employees began to wonder what the SCMWA meant when it said to Governor Lehman that it supported 'adequate defense measures' yet continued to oppose defense appropriations and the training of our citizens for defense. The answer finally came in 'The Civil Service Standard' of September 6, 1940, when in its editorial, the SCMWA again called upon its members to write and telegraph their congressmen **to vote against the Burke-Wadsworth Conscription Bill**, at the same time promulgating its definition of its 'defense' program. The editorial declared: 'We have said before and we repeat that this organization is and always has been solidly in support of a real defense program. We believe, however, that to defend democracy, we must protect the gains of labor, increase representative government by abolishing such undemocratic measures as the poll tax, afford greater opportunity to youth and security for the aged.'

Although the SCMWA (CIO) subsequently changed its name to United Public Workers—UPW (CIO)—it never lost its Communist line and it never gained the confidence of state employees. Its membership has constantly dwindled so that today it is no longer a factor in the state service.

During the past decade, the Association has seen a number of other organizations come and go. One of the most meteoric was the Uniformed Prison Officers Association. It started with a barrage of bulletins and pam-

phlets and a legislative program for the benefit of prison guards.

Shortly before the close of a legislative session, it distributed a bulletin urging its members to write to the Assembly Civil Service Committee requesting a favorable report on its bill to extend the eligible list for prison guards. In the bulletin, it claimed authorship of the bill, stated that it was blocked in committee and that only a barrage of letters to the committee could get the bill reported out.

In fact, however, the bill in question had been drafted by the Association and introduced at its request. On the day this organization issued its bulletin urging a letter-writing campaign to get the bill "out of committee," the bill **had already passed both houses and had been signed by the Governor.** The Association issued a bulletin setting forth the true facts and suggested that the name of the organization be changed to the **Uniformed Prison Officers Association.** It disbanded a few months later. Other organizations of the same type have appeared briefly on the scene, but few disintegrated so rapidly.

By 1941, Association membership had risen to 35,000 and its place as a leading civil service organization was secure. It was in that year that the Association sponsored a bill to protect the civil service rights of all civil service employees, both state and local, who were called to military duty.

During World War I there was no adequate protection of the civil service status of employees who entered military service. When the war was over many veterans found that their right to reinstatement depended on the good will of the appointing officer.

The Association, even before the United States formally engaged in World War II, successfully sponsored a bill which gave to civil service employees the most complete protection that has been accorded in any state. The bill, which became section 246 of the Military Law, did more than protect the employee's right to be restored to his job. It also assured the continuance of his increments, protected his retirement status and all his civil service privileges that could be protected. It permitted employees to participate in promotion examinations while in military camps and gave them the right to

take comparable promotion examinations after their restoration to civil service.

By its broad comprehensive terms, veterans were given every possible consideration, with the result that the transition from peace to war and back again has been made with a minimum of difficulty in all units of government throughout the state. This protection was further supplemented by a bill passed in 1947 which gave full retirement credit for the period of military service.

As 1941 came to a close, the Association was primarily concerned with the drastic rise in the cost of living. At the opening of the 1942 session, it proposed a plan under which state salaries would be automatically increased in proportion to the rise in the cost of living. It called attention to the fact that 80% of the employees of the state then received salaries of **less than \$2,000** per annum and that the law did not permit payment for overtime work, although overtime was increasingly required because vacancies simply could not be filled.

Our automatic salary adjustment bill was passed by the Legislature but vetoed by Governor Lehman, who expressed his unwillingness to commit the state to future automatic salary increases. Under the terms of the bill, the automatic increase was to become effective when the cost of living rose 20 points above the 1935-1939 average, and a similar increase was mandated whenever the cost of living should rise an additional ten points.

Although the bill failed of enactment it was, nevertheless, a moral commitment by the Legislature to provide salary increases when the cost of living rose 20%, and it furnished the basis for the emergency increases which were made the following year when Governor Dewey took office.

When Governor Dewey was inaugurated, in 1943, one of his first acts was to increase the existing \$900 minimum salary to \$1200, and before the session closed \$10,000,000 was appropriated for a war emergency salary increase at the rate of 10% for employees below \$2,000 and 7½% for employees between \$2,000 and \$4,000.

For the first time in the history of the state, a statute authorizing compensation for overtime work was enacted. During the war years, our

state institutions were so handicapped by the shortage of personnel that they were kept running only because thousands of employees worked twelve hours a day and seven days a week when the occasion required.

The Association's long campaign to extend the Feld-Hamilton law to institution employees was finally put in effect on October 1, 1943. This long-sought reform resulted in the abolition of the outmoded, unsatisfactory commutation and time-service system and brought about substantial increases in the inequitable and grossly inadequate salary rates that had prevailed in the institutional service for many generations.

The progress during the past few years is fresh in our minds and only major advances need be mentioned. The war emergency bonus was increased to 20% in the lower brackets and 10% in the higher brackets in 1945. In 1946, the rates were proportionately increased from 30% in the lower brackets to 14% in the higher brackets and the following year these temporary raises were merged in the basic schedules. At the same time, a basic 40-hour week was established with provisions for overtime compensation for departmental as well as institutional employees.

An appropriation of \$30,000,000 was required in 1947 to pay overtime compensation and to incorporate into the basic schedules the cumulative emergency bonus of the preceding years. To this was added, in 1948, an appropriation well in excess of \$20,000,000 for the emergency compensation added to employees' paychecks commencing April 1st this year.

It may be instructive to contrast these appropriations with the appropriations made to meet the rising cost of living in World War I when the cost of living rose even higher, and even more rapidly than it did in World War II. In 1918, the state gave a 10% increase to employees receiving less than \$1500 per annum—nothing to those above that figure. In 1919, there was added to this bonus another 10% bonus for employees under \$1400 per annum, and a flat \$100 increase to employees receiving between \$1400 and \$2500. The cost of these two World War I bonuses amounted to only \$1,275,000, an interesting contrast to the two-year total of \$50,000,000 for the past two years.

During the past decade, the Association has brought about the enactment of about 200 laws to improve salaries and working conditions in the state service, to perfect the administration of the Civil Service Law and to liberalize the Retirement System. In a summary of this type, it is impossible to accord proper recognition to our many friends in the Administration and in the Legislature who have generously cooperated in the preparation and passage of these measures. Special mention can be made of only a few of the officers, representatives and committee members of the Association whose initiative and hard work have made this progress possible.

Only hard work, cooperation, mutual confidence and respect could produce a legislative program such as that of 1945 when, out of a program of 60 measures, 40 were passed and 30 signed by the Governor, or the even larger program of the current year when a similar percentage of bills were passed and signed by the Governor.

Brief mention should, however, be made of some of the more important advances during recent years, including—

The adoption of the basic 40-hour week with compensation for overtime in excess of 40 hours;

The creation of the Personnel Council, a necessary step in the all-important task of improving personnel administration;

The coverage of state employees under the Unemployment Insurance Law and the extension of that law this year to employees of counties, municipalities and other units of local government;

The creation of the Merit Award Board which provides cash incentives for suggestions leading to governmental economy and efficiency;

The continued year by year improvement and liberalization of the provisions of the Feld-Hamilton Law; and

The restoration, in 1946, of the four weeks vacation for all state employees. The last item was more than a restoration. Institution and field employees who had previously received two-week vacations were placed, for the first time, on an equal footing with departmental employees.

The Association has always been

non-partisan. It has never endorsed or opposed a candidate for political office. It has not hesitated, however, to state the facts as it sees them. Its appraisal of those who hold public office is based solely on the ability and the policies of the individual—without regard to the party with which he is affiliated. It is fitting, therefore, that we acknowledge our indebtedness to the two outstanding Governors under whom we have served during the past ten years, a period which has been almost equally divided between the administrations of Governor Lehman and Governor Dewey.

During Governor Lehman's administration, the outstanding advances were the inauguration of the eight-hour day and the adoption of the Feld-Hamilton law. Less spectacular, but of equal importance, was the Governor's consistent support of the sound merit principles advocated by the Association. The merit principle was safeguarded in every new state agency that was set up. The concept of a career service was encouraged by the advancement of career employees to the top positions including, in many cases, appointments as head of a department.

Attempts by the Legislature to weaken the merit principle by the creation of exempt positions and by the "covering in" of temporary employees, were consistently thwarted by the Governor's veto. Literally hundreds of bills attempting to raid the Retirement System by giving special preferences to individuals or small groups with political backing were likewise vetoed. The Association said of Governor Lehman in the December, 1942 issue of the State Employee:

"He could have destroyed the merit system by simply continuing the *laissez faire* attitude under which it was gradually declining, and the politically selfish would have praised him. He could have scuttled educational advances, and misguided economists would have hailed his 'thrift.' He knew a different kind of thrift. Education was with him a resource, a necessity to human happiness.

Civil Service employees called their chief 'A Civil Service Governor.' They and their jobs gained dignity during his administration. The human element—the personnel of State government—became

under his administration more important than a mile of highway, or a bridge, or a culvert."

The past five years under the administration of Governor Dewey have been notable for the substantial increases in state salaries, accompanied by a reduced 40-hour basic work week with compensation for overtime. When Governor Dewey took office on January 1, 1943, the average salary in the state service was in the neighborhood of \$1700. Today, the minimum salary is \$1840 for all positions in the competitive and non-competitive classes. After five years of service, the lowest Feld-Hamilton job now pays \$2530. It is apparent that salary rates in the state service have advanced more in the past five years than during the entire preceding fifty-year period.

Of equal importance, from the long-range viewpoint, is the foundation that has been laid for settling employee problems by what has been called the "conference" method, where the Administration and the Association sit down at the same table to discuss the problem before a decision is reached. Governor Dewey, at the annual dinner in Troy this year, after generously sharing the credit with Charlie Breitel and John Burton, expressed his policy in these words:

"It is, however, fundamental that the State should, before launching on a course affecting its public servants, discuss this course with the public servants. It ought to sit down with them and discuss their point of view as well as the point of view of the 14,200,000 citizens for whom we all work, before coming in with a recommendation. I do believe that we have devised means by which employees have a real share in the decisions."

Doc Tolman's views in relation to the new policy were well expressed in his column in the Civil Service Leader. He said:

"There are some labor and employee organizations that operate on the principle that management and the employees are necessarily enemies, that the war of the classes, the struggle for power admits of no truce or any amenities.

Our Association is dedicated not to war but to peace through fair conferences and conciliations. We hold that fair minds can sit down

as equals around the conference table and reach agreement or compromise as fair as any that can be won by conflict and by strike. As men of good will, employees and high executives can discuss difficult problems fully and fairly, iron out differences and arrive at just and fair conclusions or compromises.

We owe much to the present administration, but to my mind the greatest is the advance in dealing openly with our employee Association. The Association has often been called into conference before—too frequently—after major decisions had been made. This year we were accorded conferences to reach decisions—a very different matter. We were given facts and figures prior to the conferences and we had full opportunities both to present our proposals and points of view, and to fairly and fully examine counter-proposals and viewpoints.

We hope, we trust, and we expect that this policy of open diplomacy with agreements freely and openly arrived at, will prevail through the years as long as the Association is worthy of the trust and confidence of its members, of the people and of the administration."

Governor Dewey has shown a sensitive appreciation of the pressing problems created by the drastic rise in the cost of living and has taken prompt action to alleviate present distress as well as to correct salary inequities of long standing. Salaries have been increased and working hours have been reduced. He has been alert to the necessity for better administration and better working conditions in the public service. The inauguration of the "conference" method and improved personnel policies have raised employee participation to a new high level which is reflected in increased efficiency and improved morale throughout the service. He has, in short, been an outstanding Governor and a good boss to work for. No higher tribute can be paid by any employee.

While the Association may take justifiable pride in its accomplishments during the past decade, it has not and will not become complacent. Much remains to be done, for the work of an employee organization is never completed. While the sound

foundation of the conference method has been laid, the structure remains to be built. To fully extend this method to various governmental units throughout the state will undoubtedly require the enactment of the "Public Employee Labor Relations Act" sponsored this year by the Association, or legislation along similar lines.

Even within the state service, we have made but a beginning. Many departments cooperate fully, but some only sporadically, and others not at all. There are still a few in high places, like Chairman Maltbie of the Public Service Commission, who feel that they must maintain their authority by oppressing and intimidating the employees who work under them, and whose joy in the exercise of power, for the sake of power, forecloses the conference method within their sphere of influence. Such obstacles to sound employer-employee relations in public employment must and will be overcome.

One of our major objectives must be the liberalization of the Retirement System. Of the Eleven-Point program inaugurated by a committee headed by Charles Dubuar in 1944, only three planks,—insurance of retirement loans, reduction of retirement interest on loans from 6% to 4%, and liberalization of the Mental Hygiene Retirement System have thus far been enacted. The major portions of that program, including a minimum retirement allowance for low-paid employees, optional retirement at age 55, 25-year retirement for certain large groups, increased death benefits and other similar reforms remain to be accomplished.

Despite substantial increases in the State's salary structure, many inequities still require and will constantly require correction. A part of our wage structure is still on a "temporary" basis. Within the next year or two, when the State may be faced with declining tax revenues and the necessity for adopting new taxes, further increases will be more difficult and we may be faced with serious problems in renewing or making permanent the present temporary rates.

Special efforts will be required to extend the competitive class and to maintain sound merit principles. During the war, thousands of tem-

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To Vote On Proposed Changes

Time permitting at the special meeting of the Association scheduled for May 22, 1948, the following amendments to the Constitution and By-Laws will be submitted to the delegates with the recommendations of the special Committee on Revision of the Constitution and By-Laws, the Board of Directors and the Executive Committee of the County Division. Some proposals were first introduced at the annual meeting in October, and others at Board of Directors Meetings as indicated.

* * * *

That Article II, Section 2 of the By-Laws be amended to read as follows: (The bold face type is new)

"Regular meetings of the Board of directors shall be held monthly throughout the year and special meetings of the board of directors shall be held upon call of the president. Upon the written request of five or more members of the board of directors, the president shall call a special meeting of the board."

* * * *

That Article V of the By-Laws be amended to read as follows:

Section 1—The standing Committees shall be as follows: Legislative Committee, Auditing Committee, Grievance Committee, Social Committee, Education Committee, Membership Committee, Pensions Committee, Salary Committee, Publicity Committee.

Section 2—The Legislative Committee shall keep itself informed on all proposed or pending legislation affecting Civil Service Employees generally, and the members of the Association specifically. During the legislative session it shall report on all legislation at each meeting of the Board of Directors or of the State or County Executive Committees. It shall sponsor, and draft, such proposed legislation as the Delegates of the Association or the Board of Directors may suggest and submit such drafts to the Delegates, or, if the Delegates be not in Session, to the Board of Directors for approval.

Section 3—The Auditing Committee shall conduct quarterly audits of the books and accounts of the Association to coincide with the issuance of quarterly statements of financial

condition, income and expense when issued by the Treasurer. The Auditing Committee may conduct more frequent audits when desirable or required by the Board of Directors. The Committee may make recommendations to the Board of Directors for refinements and improvements which it deems to be advantageous to the interests of the Association and its members.

Section 4—The Grievance Committee shall consist of members residing in the City of Albany and its environs and shall investigate complaints and grievances referred to it by the President of the Board of Directors. Except where directed by the President to adjust a grievance or remedy an unfavorable condition, the committee shall report its findings to the Board of Directors or the Directors Committee at its earliest convenience.

Section 5—The Social Committee shall devise ways and means for developing and improving the social life of Association members, shall arrange and be responsible for special entertainment and amusement of Delegates during convention. It shall stimulate the social and mutual interest of members in one another.

Section 6—The Education Committee shall devise ways and means for the provision of all types of education desirable for public employees. It shall plan and arrange for courses to be available to Association members at existing colleges and universities at reduced rates wherever possible, and for subjects of particular interest and use to public employees.

Section 7—The Membership Committee shall consist of all Chapter Presidents. It shall be headed by the Executive Secretary of the Association, or, in his absence, by an appointee of the President. It shall be the duty of this Committee to develop ways and means to maintain and to increase membership in the Association.

Section 8—The Pensions Committee shall study and research pension and annuity plans from time to time and shall make recommendations to the Delegates or Board of Directors

for the improvement and enhancement of employee pension system through legislation.

Section 9—The Salary Committee shall study and compute changes in the price structure and in economic conditions with a view towards determining when substantial changes require consideration of legislation for increases in salaries. It shall survey salary conditions in private industry and in other public employment to determine the equability of salaries paid in the State of New York. The Committee shall report its findings and make recommendations quarterly to the Board of Directors and semi-annually to the Delegates in convention.

Section 10—The Publicity Committee shall be subdivided into three sections as follows:

Subdivision (a)—the publication of Merit

Subdivision (b)—the publication of newspaper items to be published in the Civil Service Leader

Subdivision (c)—the general and specific programing and execution thereof of all of the Association's activities, aims, objectives and accomplishments through all media including the Press and the Radio.

This committee shall edit and review all articles and pictures and material used for publicity purposes to determine and use only such as may be beneficial to the objectives of the Association membership.

The President of the Association shall be responsible for supervision of all material and articles to be published and shall have final say as to whether or not an article, picture or material shall be published.

If desirable, he may appoint a sub-chairman to carry out the objectives contained in Subdivision (c) of this section.

* * * *

That the Constitution be amended to provide that the Nominating Committee present to the Secretary the names of at least two (2) nominees for each office of the Association for

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IMPRESSIVE LEGISLATIVE

By JOHN E. HOLT-HARRIS, Jr., Assistant Counsel

The ever-increasing complexity of modern government was strikingly reflected in the tremendous volume of legislation considered by the 1948 Legislature. In a record shattering session a total of 2,975 bills were introduced in the Assembly and 2,560 in the Senate. Of these totals, 659 Assembly bills were sent to the Governor for action, while the Senate transmitted 567 bills to the Executive Chamber.

A recapitulation reveals that of the 5,535 measures considered by both houses, 1,226 won legislative approval. Of this total 876 have been enacted into law by the Governor's signature. Against that background, the Association has every reason to congratulate itself on the success of its legislative program. The program consisted of some seventy-nine measures, forty-seven of which successfully passed both the Senate and the Assembly. This success is directly attributable to the long months of preparation undertaken by the officers and employees of the Association and to the intense interest and enthusiasm of the Association's Committees and of the membership as a whole.

Those who sponsor legislation today must have more than preparation and enthusiasm. Successful legislation requires the cooperation of the administration in power and of the individual members of the legislature. This year, with few exceptions, that cooperation was generously extended.

It is encouraging to note that where areas of disagreement developed, conferences and negotiation often successfully dispelled the difficulties and reconciled divergent points of view. As in past years, the Association endeavored to create a framework within which problems arising out of public employment can be fully and frankly discussed.

The session was not without its disappointments and failures. Not one major liberalization of the laws respecting retirement was effected. The veto, in other instances, nullified proposals which the Association honestly feels are necessary to improve and extend the merit system. Even

in failure it must be observed that the door has not been closed. This is particularly true in the field of retirement legislation. Past history conclusively proves that some proposals will meet success only after several years of inability to reach a common ground. We are convinced that the foundation has been well laid and that, in time, a good sound structure can be built on that foundation.

We extend our thanks to the Governor, to Frank C. Moore, State Comptroller, to Charles D. Breitel, the Governor's Counsel, to John Burton, the Director of the Budget, and to the members of the Civil Service Commission, together with Joseph Schechter and Charles L. Campbell of the Commission staff, and to many others too numerous to name in the administration and to the legislature, for their cooperation in attempting to solve our problems with us.

It is obvious that civil servants are peculiarly and vitally affected by legislation. Unlike private industry, we must change our contract, the Civil Service Law, through the orderly democratic methods of legislation and negotiation without resort to the methods at the disposal of the private employee. It is significant to note that the Condon-Wadlin bill, enacted in the preceding session, has in no way hampered the effectiveness of the Association. This fact alone augurs well for the future.

Particular attention is directed to that part of this report in which the current proposals for amending the present constitutional provisions respecting Veterans Preference are discussed. These proposals are of paramount interest to everyone in the career service and we strongly urge that they be made the subject of diligent study and concerted action during the coming year.

SALARY LEGISLATION

The Association's progress in this field is marked by the shattering of a long and restrictive precedent. This year, for the first time, the Association and the administration held extended conferences with respect to state salaries. We were furnished with all the facts and figures which

we deemed necessary and our own proposals and counter-proposals were fully and carefully considered. We are confident that a new and sound precedent for future salary discussions has been established. Our conviction in this respect is strengthened by the assurance which the Governor gave at our annual dinner that the conferences which preceded this session are the fore-runners of future conferences in the years ahead.

It is of high significance that the bitterness which was engendered by our failure to obtain emergency salary increases in the 1947 session was nowhere evident this year. Equally significant is the obvious fact that our militant campaign last year was the precursor of this year's harmonious solution.

Emergency Increases (Chapters 139, 585, 586)

The conferences referred to above resulted in the enactment of three bills. These bills granted emergency salary increases to employees of all state departments, the employees of the legislature, and those employed in the judiciary.

By the provisions of these measures, an emergency salary adjustment effective April 1, 1948 granted a 15% salary increase on the first \$3,000 of basic salary, an increase of 10% on the 4th and 5th thousand dollars, and an increase of 5% on the remainder above \$5,000. These increases, under the express provisions of the bills, are regarded as salary for retirement purposes. The percentages are to be computed on the gross salary as of April 1, 1948 (including any increment payable on that date) and are calculated before the value of maintenance is deducted. The percentages are computed on all salaries up to \$12,000 and the total amount of individual increase is limited to \$900.

The membership is undoubtedly acquainted with the provisions of these bills through the special bulletins and periodic legislative reports issued by the Association. For that reason they will not be discussed in detail here. We feel that the importance of the precedent created, as well as the increases themselves, are ample testimony on the fact that

PROGRAM ACCOMPLISHED

membership, and interest in Association activities, are "musts" for every State employee.

Hazardous Pay (Chapter 596)

For some time past it had been apparent that the administrative difficulties arising out of the extra-hazardous pay provisions of the law were presenting almost insurmountable problems. The artificial requirements by which eligibility for such pay were determined led to endless bickering and red tape. In view of these difficulties the administration called for a repeal of the extra-hazardous pay provisions.

After prolonged study we proposed a compromise solution which was acceptable to both sides. The law resulting from the compromise repeals the provisions for extra compensation for extra-hazardous duty but protects employees now receiving such pay. It provides that any employee who received \$50 or more in his regular position during the fiscal year, 1947, as extra-hazardous compensation, and who received some part of that amount in the last quarter of the year, will have the entire amount received last year, for a forty hour week, frozen into his basic pay.

Because of the complexity involved in computing the amount of hazardous pay, it will not be incorporated in the payrolls until some time in June. Thereafter, however, employees will receive a separate check for the amount due in the interval, so that payments will be fully retroactive to April 1st. Some of the provisions of the bill which require explanation are as follows:

1. Employees who are now receiving the maximum for their position will, nevertheless, have hazardous pay added to their basic salaries. They will continue at that rate—above the maximum until promoted to a new position or reallocated to a higher position.

2. Employees will receive their April 1, 1948 increment even though the increment, plus the hazardous pay, brings them over the maximum of their grade. This is extremely important because it was the major point discussed at the meeting of institution representatives who specifically requested that the law be drawn in such a way that employees would not lose the increment they would otherwise receive on April 1, 1948.

3. Since the hazardous pay will become a part of basic compensation, the emergency bonus will be computed on the higher total, and overtime compensation in excess of 40 hours will also be computed in the higher total.

4. The amount of hazardous pay merged into basic annual salary will be the amount received last year on a basic 40-hour work week. This is done because, if the freezing were to be computed on a 48-hour week, the hazardous pay for overtime would be counted twice. For example,—a person entitled to \$100 hazardous pay for working a 48-hour week—a total of \$120. If the \$120 received for 48 hours work were added to his 1947 basic pay, commencing April 1, 1948, another 20% would be added for overtime, thereby giving him \$144 for hazardous pay for 48 hours in 1948, instead of the \$120 actually received last year. The law consequently provides for, adding, on April 1, 1948, the \$100 received last year on the basic 40-hour week. 20% will

be added to this for working 48 hours during the coming year, so that the employee will receive the same \$120 this year that he received for hazardous pay last year. This explanation, which will probably require re-reading two or three times before it is understandable, illustrates some of the difficulties involved in the problem.

In addition to the merging or freezing of hazardous pay, into the basic salary certain positions will be reclassified upward by administrative action. Employees engaged in attending T.B. patients, for example, are expected to receive new titles and a higher salary grade. In other cases where the problem is more difficult, the Association will request hearings. Despite recent increases in compensation for Attendants, Nurses and others engaged in caring for inmates in our state institutions, we feel that present rates are still too low and that the ultimate solution is to reallocate these positions to a higher grade.

It is obvious that, in order to avoid further dissatisfaction, the administration of state institutions will require delicate and enlightened judgment. As a general rule, it is felt that the employees who benefit under the provisions outlined above, will be those required to perform work formerly designated as extra-hazardous. Some employees who have not so benefited will undoubtedly be called upon to perform such work on occasion without extra compensation, but it is felt that a careful handling and distribution of the work load involved in this problem should result in a minimum of difficulty.



Jesse B. McFarland, Vice President and Chairman of the Legislative Committee and John E. Holt-Harris, Assistant Counsel, study Civil Service bills.

Pay for Military Duty or Training (Chapter 20)

After the war, many state employees remained in the reserve forces of the Federal government, or in the military establishment of the state. In order to preserve their reserve status and be eligible for promotion, it was necessary for them to perform certain periods of duty or training in each calendar year.

The Military Law, even before the last war, had provided that public employees were entitled to thirty days leave with pay in any year while performing "Ordered Military Duty." The Attorney General had issued an opinion that the only persons entitled to such pay were those who had no choice or volition in deciding when or how such duty would be performed. On the other hand, the reserve organizations of the Federal forces in writing orders for their members, permitted a choice of duty dates and in most cases the orders were so worded that it appeared that they were issued with the consent of the member affected. As a result, it was impossible, under the opinion of the Attorney General referred to above, for such employees to obtain pay during the period of their military leave.

The Association drafted a bill, which has been enacted into law, which provides that public employees shall be entitled to a thirty day leave with pay in any year, to perform military duty or training, whether such duty or training is "Ordered" or performed with the consent of the employee. Although three bills to accomplish this objective were passed by the Legislature, it was the Association's bill that was signed by the Governor.

We feel that this measure not only reaches a just and equitable result, but will be of vital importance in encouraging and preserving membership in the various reserve organizations during this extremely critical time in our national history.

Armory Employees (Chapter 140)

The Association drafted and sponsored several measures on behalf of the civilian employees in the state armories. The others will be discussed under appropriate headings. In connection with salaries, this session of the legislature, for the first time since 1924, increased the per diem salaries for such employees.

This increase was substantially the same as the one called for in our bill last year which failed of passage.

We were keenly disappointed in the failure to pass the Hammond-Radigan bill which, in addition to increasing salaries, generally amended the Military Law with respect to salaries, titles and working conditions of employees in buildings under the control of the Adjutant General. We shall continue to work on this problem and, by next year, we feel that there is every chance of successfully passing this long needed legislation.

(Chapters 89, 165, 166, 167,
169, 170, 297)

Miscellaneous Salary Legislation

There is a common misconception that the vast majority of state employees are covered by the salary schedules in the Feld-Hamilton law. There are many large groups, including the employees of the legislature and judiciary, whose salaries are administered on a different basis. Among these groups are the employees in institutions and agencies under the direction and control of the Department of Education. Salaries of such employees, for many years, have been regulated by outmoded and antiquated salary plans, most of which were based on a vague grading system under which the higher paid jobs were all included in a so-called "plus" category. The Association's program included seven bills designated not only to provide salary increases for these employees, but also to modernize the existing salary schedules.

Since the detailed provisions of these bills can only be of interest to certain special groups who are now familiar with their provisions, they will not be listed in detail here.

In general, these bills increased salaries and amended classification and salary schedules for employees in State Colleges, in the Indian Schools, in the State College of Forestry, in the New York State Maritime Academy, in the Agricultural and Technical Institutes, and at the Batavia School for the Blind. In addition to the institutions listed, the Association endorsed another measure which substantially increased basic salaries in the Division of State Police.

Cornell Employees (Chapter 200)

The salary problem at Cornell differs from that in other institutions

administered by the Education Department in that employees of the State Colleges at the University and the Experiment Stations were already covered by a section of the Education Law similar in wording and purpose to the existing Feld-Hamilton Law. This year the Education Law was amended to make certain changes in that salary schedule and to incorporate into basic salaries the emergency increases which these employees have heretofore been granted.

The administration of the Cornell salary plan is, we feel, still defective in that it permits discretion in the granting of increments under the plan. Our bill to remedy this situation failed to pass although it was advanced to third reading in the Senate before being recalled to Committee. An investigation of the situation reveals that increments are, for all practical purposes, granted automatically at Cornell to clerical and maintenance personnel, but that the discretion vested in the University has been employed by its administration to deny increments to employees in the professional services. The Cornell Administration contends that denial of increments does not indicate that the services of the employee are unsatisfactory but that the persons who do receive increments have performed a sort of "Super-satisfactory service."

The Association feels that the granting of increments at Cornell should be predicated on the same ground as that prevailing in the state, namely, satisfactory service, and we will continue our efforts to change the Cornell salary plan to reflect that view.

UNEMPLOYMENT INSURANCE Employees of Political Subdivisions (Chapter 844)

At the preceding session of the legislature the Association was successful in its campaign to extend Unemployment Insurance coverage to employees of the state.

We are happy to report that in this, the first year in which membership in the Association has been open to employees of the political subdivisions, an Association bill of vital interest to those employees has been passed by the Legislature.

The Halpern-Gugino Bill extends Unemployment Insurance coverage, on exactly the same basis as it is now granted to state employees, to em-

ployees of all political subdivisions of the state which elect to provide this coverage for their employees. The cost of this extension, under the bill, is to be borne by the local units of government. We feel that this is a milestone in the history of working conditions in the public service and is a further recognition of the principal that public employees, like those in private industry, are entitled to the benefits of enlightened social legislation.

The Association has already instituted a campaign designed to encourage the political subdivisions to elect this coverage for their employees.

ARMORY EMPLOYEES

This group of state employees were excluded from the coverage of the Unemployment Insurance Law, as enacted last year. The civil service status of these employees has never been clear. The military law states that they are in the military service of the state and subject to the discipline inherent to all military organizations. The constitution, however, in its definition of military service is not broad enough to include civilian employees in armories. We feel that the provisions of the military law placing these employees in the military service are clearly unconstitutional. Furthermore, in the definition of the two branches of the Civil Service of the state, armory employees are not included in the unclassified service. We contend, therefore, that they are, *ipso facto*, in the classified service and so are entitled to the unemployment insurance coverage afforded to other state employees. However, the bill under discussion was drafted and presented to the legislature with the idea of specifically stating that armory employees are entitled to the benefits of unemployment insurance coverage.

The Governor, on April 6, vetoed the measure without explanation.

FELD-HAMILTON AMENDMENTS

Increment Credit For Temporary and Provisional Service. (Chapter 272)

At the preceding session of the legislature an Association bill remedied an inequitable situation of long standing. Under the prior law, a person employed on a temporary or provisional basis who received a permanent appointment to the same

or a similar position, was forced to accept that appointment at the minimum salary of the grade.

Our bill last year provided that any employee so appointed between April 1, 1946 and April 1, 1948, retained salary increments equal to the number of years during which he had worked as a temporary or provisional employee. Since that provision automatically expired on April 1st of this year, it was necessary for us to renew it. The bill passed this year extends those provisions until April 1, 1949.

INCREMENT CREDIT — TEMPORARY OR PROVISIONAL SERVICE — D.P.U.I. (Chapter 613)

Although this measure effects only one group of employees, it is discussed here in detail because it again demonstrates the efficacy of the conference system.

During the war large numbers of state employees were transferred from the Division of Placement and Unemployment Insurance to the United States Employment Service. Their rights on this transfer were protected by the so-called Condon Law. However, no provision was made in that law which would permit a non-federalized employee, i.e., an employee entering state service from the U.S.E.S., to retain the increment credit which he had earned in temporary or provisional capacities while an employee of the Federal government.

It was manifestly inequitable to grant this benefit to returning state employees but deny it to employees who had done exactly the same work as the state employees, but who had not formerly been employed by the state.

When these non-federalized employees were reached for permanent appointment, it appeared that the Civil Service Commission had no alternative but to order their appointment at the minimum salary for the position. The first permanent appointments were made before the legislature convened.

At a series of conferences in which the Association, the Civil Service Commission and the administration of D.P.U.I. participated, it was agreed that the matter of permanent appointment at the minimum rate would be delayed long enough for the Association to attempt to pass a

bill which would relieve the existing inequity.

The Mitchell-Lupton Bill was successfully passed at this session and provides that services in the U.S.E.S. in a temporary or provisional capacity by non-federalized employees will be regarded as state service upon the permanent appointment of such an employee to the same or a similar position in D.P.U.I. thus placing federalized and non-federalized employees on a par with respect to the retention of increment credit earned in federal service. The bill also extends the date for holding qualifying examinations for the non-federalized employees to March 31, 1949, thus extending the provisions of the present Condon Law which would have otherwise expired on March 31st of this year.

FELD-HAMILTON EXTENSIONS (Chapter 26)

The Association's program included bills to extend the Feld-Hamilton law to cover employees in the revolving fund of the Public Service Commission and to Inspectors in the Labor Department. Both bills successfully passed the legislature and the bill affecting the Labor Department employees was enacted into law.

The Governor vetoed the revolving fund bill. This veto is a bitter disappointment to the employees involved and to the Association. We feel that its passage was necessary in order to correct a long-standing abuse. The Public Service Law provides for the creation of a revolving fund to which the state originally contributed the sum of \$300,000. The fund is constantly replenished by assessments made against utilities examined by the Public Service Commission. These assessments, in theory, are levied as a charge against the utilities for services performed by the Commission's employees. These employees are subject to the Civil Service Law and to the administration of that law by the Civil Service Commission. They have been denied the Feld-Hamilton benefits solely because of Chairman Maltbie's negative and repressive policies. Although this bill has been twice vetoed, we predict that it will soon be enacted into law — despite Mr. Maltbie's congenital objections.

RETIREMENT LEGISLATION

The Association's program in re-

spect to retirement included 28 bills. The number of these bills alone is a clear indication of the predominant interest of the state employees in the Retirement Law and its liberalization.

The further fact that few bills, none of which materially liberalize the law, were passed, is indicative of the problem presented in this field and the tremendous amount of work yet to be done.

The Association has held year-round conferences with the Comptroller's office in respect to retirement. The officers and Committees have presented numerous proposals all of which were designed to alleviate existing conditions. We feel that these proposals received careful consideration and we understand the difficulties involved in the adoption of the major reforms we have suggested. The problem is not insoluble but obviously requires a good deal of further thought and effort on the part of the Association and the administration. We intend to continue our conferences with the Comptroller and his staff and to urge our proposals upon the administration and the legislature.

INSURANCE OF LOANS (Chapters 425, 426)

It will be recalled that two years ago, the Association was successful in passing a law providing for life insurance on loans to members of the Retirement System. The provisions were temporary in nature and would have expired on April 1 of this year. This insurance was further extended by two bills on the Association's program, the first of which continues the provision for insurance until July 1, 1948, which is the effective date of the recodification of the language of the Retirement Law.

The second law continues until March 31, 1950 the life insurance provisions on loans to members. Such insurance is an important step in providing for the security of the survivors of state employees who die in service.

RETIREMENT CREDIT FOR MILITARY SERVICE (Chapter 742)

A problem with which the Association and the Retirement System have been greatly concerned during the past year centered around the service within 90 days after discharge

from military service. It will be recalled that in order to obtain retirement credit without cost for the period of time spent in military service, the law required that the employee must return to state service within 90 days following the date of his discharge from military service. Numerous cases arose in which veterans had been denied this credit. A typical case involved a veteran who applied for reinstatement within the ninety day period but was requested by the appointing officer to permit the temporary employee who had filled the position on a war duration appointment to continue to the next payroll period. The veteran, unaware that he was jeopardizing his rights, and anxious to accommodate his temporary replacement, consented. As a result he was not reinstated until the 99th day, and under the strict wording of the law could not be granted pension credit.

Another typical case arose when a veteran applied for reinstatement within the required period but through inadvertence did not have his name placed on the payroll until the 91st day.

As a result of conferences concerning this matter, an Association program bill extends the 90 day period to one year. This extension will blanket in all known cases where the difficulty arose and will insure that veterans formerly denied these benefits will obtain them.

This law also extends the definition of military service to include service on or before July 1, 1948. It also extends such retirement credit to employees of political subdivisions which elected to join the system during World War II.

CORRECTION SYSTEM OPTIONS

The Association again this year passed its bill which would permit members of the Correction Retirement System, now closed to new entrants, to exercise options similar to those now in effect for members of the Employees Retirement System. The Correction System differs from other systems in that members make no contributions to purchase annuities. Unfortunately, the bill was vetoed on the ground that the cost of granting such options at this time would be prohibitive.

CORNELL PRIOR SERVICE (Chapter 672)

Certain employees at Cornell University, by their failure to exercise the option granted in the Retirement Law to perfect membership in the system within the prescribed time, found that they were no longer eligible for such membership.

The Association's bill to extend the time during which such employees may join the system successfully passed the legislature and was signed by the Governor.

RETIREMENT BENEFITS — WORKMEN'S COMPENSATION (Chapter 495)

The Association in cooperation with the Retirement System, endorsed a bill which authorizes the Comptroller to pay members of the Retirement System benefits on account of accidental disability pending the determination of such members' rights to Workmen's Compensation. The bill provides that the system, in the event that the employee's injury is found to be compensable, shall be reimbursed out of unpaid installments of any compensation which may be due.

This measure will materially speed up procedures and should prevent the unfortunate delays which now often ensue when an employee is injured in service.

MUNICIPAL POLICEMEN AND FIREMEN (Chapter 595)

A measure endorsed by the Association allows municipal policemen and firemen who are now members to elect to contribute for retirement after 25 years of service. The law removes a time limit which would have cut off such elections after July 1, 1948.

MISCELLANEOUS

For some time the Association has urged upon the administration the passage of a bill which would permit members of the Retirement System to make additional contributions in order to increase their final retirement allowances. Such a bill was introduced again this year and failed of passage. We are confident that it will be adopted next year.

While our major retirement proposal failed of passage, our efforts have brought closer the day when they will be adopted.

We hold that a minimum retire-

ment allowance of \$1200 is an absolute essential and must be enacted soon. We feel that there is every equity in our proposals to have the employer and the employee equally divide the cost of an election to retire at age 55. We maintain that employees should be permitted to make additional contributions to the retirement system for the purpose of producing increased annuities. We still contend that certain types of employment are so hazardous and arduous that provision should be made for the retirement of employees engaged in them after 25 years of service.

These and other liberalizations are necessary in order to provide a minimum standard for future pensioners and present employees.

In passing it should be noted that recent Federal Income Tax Legislation permitting an extra \$600.00 exemption for persons over 65 will do much to alleviate the financial condition of persons who are now retired from State service. The association is supporting its own and other bills in Congress to provide a more liberal exemption for pensioned employees.

CIVIL SERVICE BILLS

It was indicated at the outset of this report that extremely significant developments in the veterans preference field began during the past session. The Association, at the time the preference amendment was proposed, vigorously opposed the move. After a long campaign, the preference was carried by some 34,000 votes. This year the first attempts to modify the present preferences were made. The ultimate outcome of these proposals will affect the future of every Civil Service worker.

MITCHELL-VAN DUZER BILL

The Association has always contended that the present absolute preference in appointment, promotion and retention is inequitable and gravely jeopardizes the entire merit system. We have always contended that a percentage preference is the only fair way to acknowledge the fact that veterans lost valuable opportunity for education or experience for State service during the war, and, at the same time, provide an opportunity for qualified non-veterans to compete. The Mitchell-Van Duzer Bill abolishes the present absolute preferences and substitutes a per-

centage preference plan. Under this plan a disabled veteran, providing he passes the examination, receives 10 points credit in addition to the mark which he has attained on the examination for original entrance into service. A non-disabled veteran receives a similar 5 point credit for original entrance. On promotion examinations, a disabled veteran who passes is credited with 5 points and a non-disabled veteran receives a 2½ point credit. The preference granted under the bill may be used only until the veteran has either entered service or secured one promotion by using his percentage credits.

With respect to this latter provision, it appears obvious that most veterans who intend to make State service a career are already in the service and many of them have already started up the promotion ladder. One of the most important features of the Mitchell-Van Duzer bill is contained in the provision that the preferences granted under it are only available once. This means that if the constitution is amended in conformity with the terms of the bill, a new entrant can continue to use his percentage preference until he is appointed, after which time he has no further preference. By the same token a veteran already in State service may use the preference granted until by virtue of the use of the credit, he has received one promotion. After this time, he competes for further promotions on complete parity with non-veterans.

We submit that the Mitchell-Van Duzer bill is the only proposal which can be justified in a system where the predominant consideration should always be given to merit and fitness and to those two attributes alone. This bill has already received strong backing from other Civil service groups, and even more important, from the veterans themselves. We urge that every member of the Association, veteran and non-veteran, carefully consider the bill and give it his wholehearted support at the next session of the legislature and when it is submitted to the electorate. It will be necessary, since the proposal involves a constitutional amendment, to have it passed by two consecutive sessions of the legislature. If the bill again passes in the 1949 session it will be submitted to the people in November 1949.

CONDON-AUSTIN BILL

This second proposal with respect to the preference retains the disabled veterans' preference without change. It also proposes to extend the non-disabled veterans' preference for original appointment beyond the present expiration date for an additional five year period. In short, the only modification of the present preference which this bill provides is the abolition of the promotion preference for non-disabled veterans at the time when the termination date in the present law is reached.

We feel that the Condon-Austin bill retains all the provisions which have already done much to wreck havoc with the merit system. We further feel that its provisions with respect to the abolition of the promotion preference are unfair. It seems to us that experience has shown that the non-disabled veteran, both under the present preference and under the proposed modification contained in the Condon-Austin bill is prejudiced unduly.

There is one salient fact which should be clearly understood. Neither of these bills is a "Legion Bill" or an "Association Bill." Both are backed or opposed by veterans. Non-veterans are in the same position. The Association feels it has the responsibility of fully acquainting its membership with the provisions of both bills and intends to discharge that responsibility during the coming year. It further feels that, in its role of guardian of sound merit system principals, it must support the Mitchell-Van Duzer proposal and report unfavorably on the Condon-Austin measure.

PUBLIC EMPLOYEE LABOR RELATIONS ACT

We have already pointed out that the provisions of the Condon-Wadlin law have in no way affected our activity or efficiency. The fact remains, however, that the State, since it has seen fit to employ restrictive measures with respect to grievances in public employment, must meet its obligation to provide a method by which disputes in the public service may be peacefully resolved. The Association's proposal in the form of the Desmond-Davidson bill, offered a formula for erecting a framework for such negotiation. The bill failed of passage in this session of the legis-

lature. It failed, not because the administration does not recognize the principle for which it stands, but rather because doubt exists as to the formula which the bill sets up. We do not claim that we know all there is to know about the problem. We do feel that the solution which we offered was a fair and workable one. We further recognize that the administration needs time to study and consider the proposal. We are confident that this bill, or some bill designed to perform the same function will become part of the law of the State in the not too distant future. The Association plans to do everything in its power to bring such a law into being.

MERIT AWARD BOARD (Chapter 239)

Under the sponsorship of the Association, the Merit Award Board, until this year, was a temporary part of the State government. In the light of experience with the Board and its functions during the past two years, we felt it had amply justified its existence. At this session we proposed a bill to make the Board permanent and that bill was favorably considered by the legislature and the Governor. The Merit Award Board is now a permanent part of the Civil Service administration of this State, and a great power for the advancement and improvement of the Merit System.

In passing we must congratulate the three members of the Board, Clifford Shoro, a past President of the Association, Henry A. Cohen, who has long been an active Association member, and our own Dr. Tolman, for the splendid work they have done.

CIVIL SERVICE APPEALS — POWER TO REINSTATE

Under the present law, the Civil Service Commission is empowered to hear appeals by employees from dismissal or other disciplinary action instituted by an appointing officer. The law does not, however, give the Commission the power to reinstate the employee in the position from which he has been discharged in the event that it finds that the dismissal was unwarranted. The only provision made in such cases is for a transfer of the vindicated employee to another department. We contend that under the present law a successful appellant

receives little or no benefit from his appeal.

Our bill to empower the Commission to reinstate such an employee in the job from which he was discharged passed the legislature but was vetoed by the Governor. We strongly feel that the Commission should shoulder its responsibility to uphold the Merit System and we feel that by this veto some of its power to do so is lost.

The Commission must decide whether it will function as apologists for the present system, or whether it will squarely meet its obligation even at the risk of offending an appointing officer. A strong Commission is one of the best guarantees of a sound system. This bill would have added to the strength of the Commission and we feel it should have been approved.

ARMORY EMPLOYEES

The legislature passed the Association bill which provides that Armory employees should have the same vacation and sick leave allowances now granted to employees in the departmental services. For 20 years these employees have been required to work a 7 day week throughout the year and are accorded a 14 day vacation under the Military Law although, by administrative action they have been granted a four weeks vacation during the past two years. We have already pointed out elsewhere that we feel that they are not in the Military service, but in the Classified service of the State and are therefore entitled by law to the same benefits as their fellow employees. Unfortunately, full recognition of that principal has not yet arrived because the Governor has vetoed this legislation.

OTHER CIVIL SERVICE BILLS (Chapters 294, 43, 70)

Five Association program bills affecting Civil Service were passed by the legislature. One repealed certain obsolete provisions relating to promotion in the City police forces. Years ago a bill obviously designed to make one person eligible for promotion in a city police force passed the legislature and was signed by the Governor. It resulted in a law which was in complete derogation of good Civil Service administration. Our bill has wiped this measure from the books.

Two other bills endorsed by the Association make simple changes in the form of Section 14 and 16 of the Civil Service Law relating to examinations, eligible lists and promotions. No substantive changes are made but the law is now a great deal more readily understood by those who read it.

The Association endorsed a bill which provided for a court review of removals in the Division of State Police. This bill was vetoed by the Governor. The Lawrence case has demonstrated that removals in the Division of State Police are already the subject of court review and the veto was undoubtedly predicated on the fact that recourse to the courts is already available to troopers who are unjustly dismissed from their positions.

MISCELLANEOUS (Chapters 173, 670)

An Association bill enacted into law provides that employees in institutions may be paid for loss or damage to personal property resulting from damage by inmates or by fire upon simple certification by the Comptroller and approval by the Superintendent of the institution. Payments authorized under the bill are limited to \$150 and its provisions are retroactive to March 1, 1947. The bill is designed to eliminate the present necessity for filing of complicated claims and the occasional necessity of recourse to the Court of Claims to recover small amounts. It was also necessary to make its provisions retroactive to include employees of Manhattan State Hospital and others whose claims had been cut off by the Statute of limitations.

On Election Day last year at one State institution the employees were informed that they would not be accorded time to vote during working hours. Employees in private industry and in political subdivisions of the State were accorded this right by Sec. 200 of the Election Law, Our bill, which successfully passed, now guarantees to all public employees an allowance of two hours during the working day to permit them to go to the polls to vote.

Examined in retrospect the Association's legislative year was an extremely successful one. A greater number of our bills passed than in any previous year. Far more im-

(Continued on Page 45)

COUNTY DIVISION REPORTS

Organization of civil employees of the local units of government throughout the State of New York is proceeding at a fast pace. Charles R. Culyer, Field Representative of the Association, has visited employee groups in every county in the state. Thus far the following Chapters of the County Division have been officially approved by the Board of Directors and are functioning day in and day out for the benefit of employees of local units of government of their particular county:

Broome Chapter, Chemung Chapter, Clinton Chapter, Franklin Chapter, Herkimer Chapter, Jefferson Chapter, Niagara Chapter, Onondaga Chapter, Orange County Chapter, Otsego Chapter, Rockland Chapter, St. Lawrence Chapter, Schenectady Chapter, Steuben Chapter, Suffolk Chapter, Ulster Chapter, Westchester Chapter.

Mr. Culyer reports that as a result of organizational work now being carried on, it is expected that employees in the following counties will request approval of Chapters in the near future: Erie, Cattaraugus, Nassau, Sullivan, Tompkins, Chautauqua, Columbia and Essex.

Expect 10,000 Members

The goal of the County Division by January 1, 1949 of 30 County Chapters and 10,000 membership looks possible at the present time. The paid membership of the County Division as this publication goes to press is approaching the 5,000 mark.

Requests for organization come in from city, county, town, village and school district employees. Many of the groups have never heretofore been organized—others have organizations which are interested in affiliating with the Association. Many police and fire officers are joining the Association with their local groups.

Requests for attendance of Mr. Culyer at meetings of employees to explain the program and services of the Association are received at Association Headquarters every day. Mr. Culyer includes these meetings on his itinerary and gives the groups first-hand information and answers a vast variety of questions relative to the Association and to specific accomplishments which organized

employees have made and can make through the Association.

County Employee Problems

What are the problems about which county employees are most concerned?

First, salary; in some cases, local pay is pitifully inadequate.

Then come the problems of classification—employees don't always know what their jobs actually are, and have to work at all kinds of tasks they didn't dream of when they entered these positions.

Sick leave, vacation rules, and day-to-day working conditions are far from uniform, and in some cases actually "scandalous" Mr. Culyer has found.

Only rarely is decent machinery found for the handling of grievances.

Substantial Achievements

Even though county organization is new, there have already been substantial achievements.

In Broome County, for example, appearance of the Association representative before the Board of Supervisors resulted in a \$250 annual across-the-board increase in pay for almost 1,000 county employees.

In Batavia, Association intervention resulted in \$200 raises for 160 employees.

In Syracuse, the Association's Onondaga Chapter won a \$250 across-the-board pay increase.

In Franklin County, the employees gained entrance into the Retirement System.

The Westchester County Chapter, especially active, has made a great variety of gains, and has a wage plan tied in with the cost-of-living index, considered one of the most progressive wage plans in the nation.

The Program

The program of the County Division to improve the working conditions of employees of local units of government includes:

1. Adequate salary schedules.
2. Fixing of wages and hours of non-teaching school employees.
3. Salary increments for local public employees.
4. Forty-hour working week for local employees who now work longer hours.
5. Saturday closing—a 5-day week.
6. Retirement system liberalization.
7. Time and a half for overtime work.

8. Sick leave and vacation credit before retirement.
9. Extension of State Retirement System membership to county employees who don't belong at present.
10. Pension credit for military service.
11. Uniform annual leave.
12. Uniform leave for sickness and religious observances.
13. Hearing and court review for military service.
14. Employee representation on local personnel boards and committees.
15. Hearing and court review on dismissal.
16. Right to counsel at formal hearing.
17. Unemployment insurance coverage for local public employees.
18. Civil Service Commission to make immediately available notices and results of examinations.
19. Exemption of pensions from Federal income tax.

Organization Needed

Prior to 1946, the Association was composed wholly of State employees. Up to that time the Association was known as "The Association of State Civil Service Employees of the State of New York." After long consideration, the organization decided to incorporate other groups of public employees. This decision resulted from several major considerations. Most important of these were:

(a) The constant and increasing number of requests received from local employees for assistance and for organization;

(b) The vital need of organization of these employees as revealed by the antiquated working conditions that existed in most local units of government and the lack of attention to employee needs;

(c) The obvious increased effectiveness of an organization both as to size and influence from the inclusion in its ranks of local employees;

(d) The possibility of improving the functioning of the Merit System generally by helping to improve it on the local level.

Members of the Association should encourage any local individual or group of employees who are interested in the Association to contact Headquarters. Every assistance possible will be given to local employees to organize and improve working conditions locally as to their salaries, hours of work, vacations, grievance procedure, and other improved working conditions.

Twenty-Ninth Annual Dinner

Programme

PRESIDENT FRANK L. TOLMAN

★

Toastmaster

DR. CHARLES A. BRIND, Jr.

★

GOVERNOR THOMAS E. DEWEY

★

Presentation by

GOVERNOR THOMAS E. DEWEY

of the Civil Service Leader's

Harold J. Fisher Memorial Award and Medals to:

Silver Cup Award: William E. Hannan

Medals: Francis X. Disney

Charles J. Finnick

Martin P. Lanahan, Jr.

Harry C. Smith

George J. Syrett

Presentation of Joint Merit Award of \$250 to:

Harry E. Dobbins, District Forester

Grant M. Powell, District Forester

Herbert A. Lane, Forest Laborer

New York State Merit Award Board represented by

Henry A. Cohen

★

PROGRAM OF ENTERTAINMENT

★

DANCING UNTIL TWO

The Twenty-Ninth Annual Dinner and "Fun-Fest" took place on Thursday, February 26, 1948, in the Crystal Ballroom of the Hotel Hendrick Hudson in Troy.

(The De Witt Clinton and Ten Eyck Hotels in Albany were being picketed on that date by union employees on strike.)

Social Committee

JANET MACFARLANE
Chairman, Mental Hygiene

CATHERINE V. CANNY
Steuben County

MARGARET FENK
Utica State Hospital

MATTHEW FITZGERALD
Bureau of Motor Vehicles

GEORGE HAYES
Taxation and Finance

RAYMOND HECKEL
Metal Hygiene

JOSEPH J. HORAN
Commerce

JOHN J. JOYCE
Audit and Control

PAUL D. McCANN
Correction

ANN QUIRK
Health

ELIZABETH SCHIFFERDECKER
Public Works

ROBERT J. SHILLINGLAW
Public Works

WILLIAM K. WILSON
Education

and Entertainment a Success

"JUST ONE MORE CHANCE" or

"Heaven Can Wait"
(A stirring drama in song and story)

Produced and directed by
GENE McCARTHY

Lyrics by

PAUL D. McCANN, Correction
WILLIAM K. WILSON, Education
MILES HEBERER, Commerce

ROBERT J. SHILLINGLAW, Public Works
STORY by PAUL D. McCANN

Accompanist..... Francis Mullarkey, Public Service
Stage Manager..... Doris Vrooman, Commerce
Musical Director..... Laurence J. Hollister
Property Manager..... Charles R. Culyer
Costumes..... Mrs. Charles R. Culyer
Electrician..... George Hayes, Taxation and Finance

★

CAST

Governor Dewey..... Kenneth E. Sullivan, State
Lt. Gov. Hanley..... Harold Burgess, Correction
Comptroller Moore..... William K. Wilson, Education
Commissioner Conway..... Matthew Fitzgerald, Motor Vehicle
Oswald Heck..... Donald Walling, Education
Dr. Bigelow..... Foster Potter, Agriculture and Markets
John Burton..... Jerry Ryan, Taxation and Finance
St. Peter..... Robert Shillinglaw, Public Works
St. Peter's Attendant..... Elizabeth Mihranian, D.P.U.I.
Devil..... Miles Heberer, Commerce
Devil's Attendant..... Margaret Kennedy, State
Stassen..... Paul Benedict, Education
Taft..... James Hatch, Education
Warren..... George Cantzlaar, Mental Hygiene
Gate Attendant..... Dorothea Hoffman, Correction
Sadie..... John E. Holt-Harris

ANGELS

Cecelia Vartigan, Education
Theresa Leahy, D.P.U.I.
Edna Walsh, D.P.U.I.
Mary Clark, Correction
Elizabeth Cregan, Correction
Catherine Holton, Correction

SCENE

Civil Service Employees' Heaven

"JUST ONE MORE CHANCE"

(As lights go on, Devil is sprawled nonchalantly on edge of throne, chin in hand staring into space. Attendant nods on floor besides him, her head against his knee. Without looking at her, Devil taps her on the shoulder.)

Devil: Time to wake up, my dear. The show's about to begin.

Girl: (Comes to, rubs eyes, yawns) I don't know what makes me so sleepy.

Devil: (After a slight pause) It's the altitude, honey.

Girl: (Looks around, then to Devil) Where are we, Meph?

Devil: Why, this is Heaven.

Girl: You mean . . . really Heaven?

Devil: Well, as near as you can get to Heaven in the Hendrick Hudson.

Girl: I don't like it. It's not pretty like it is down home.

Devil: Heaven always was an unattractive place. Now it's colder than ever. (Devil gets up).

Girl: (Shivering) It certainly could be a lot warmer.

Devil: (Pays no attention to her movement (I told you to bring your coat. What'd you do with it?

Girl: I left it outside when I was trying on them golden slippers.

Devil: Them golden slippers. Honey, if I've warned you once I've warned you a thousand times, fancy clothes will be the salvation of you. We'll get your coat later. Get up and move around. You'll get warm.

Girl: (Gives him a look but gets up) What part of Heaven is this?

Devil: This is a herein ('hearin') room.

Girl: What's a herein room?

Devil: That's where they give applicants the business. From herein they either go up or down. (Aside) Did Fred Allen tell one of his writers to go to Hell? Somebody's been fooling with this script.

Girl: (Comes to him) Oh, Meph, dear, it was sweet of you to bring me along on one of your business trips.

Devil: Glad you appreciate it. (Puts arm around her) If you're not too good maybe I'll take you along some other time. If I haven't got too much work to do, maybe someday we can raise a little Hellion. (She snuggles against him) Getting warmer? (She nods, her expression what a girl devil feels like when everything is heavenly. The Devil, in the midst of her reverie, suddenly walks away, chuckling).

Girl: (Coming out of her dream, snorts) What's so funny?

Devil: (Laughing) The fuel situation. I warned them about switching to oil up here.

Girl: I don't get it.

Devil: Don't you see, honey? We've been a little short on oil ourselves. So I arranged a small diversion project.

Girl: Oh, you mean fussin' and feudin'? Is that why we came up here?

Devil: Oh, no. This is some other business.

Girl: Tell me what it is. I love business. And big businessmen. Like you . . . and those fellows from

the Department of Commerce in Albany. Remember them? Weren't they devils?

Devil: (Condescending) They thought they were.

Girl: (Laughing) Oh, I had so much fun with them. And you were SO jealous.

Devil: Honey, sometimes you sound surprisingly like a woman. Maybe I better tell you why we're here. Sit down. It's quite a story. (She sits on throne. He moves to her side and sings.)

DEVIL'S SONG

(Tune—"The Gentleman Is a Dope")

When I was a very young guy,
Several million years ago,
I got the silly notion
That Hell was the place to go,
But I've changed my mind—I'm all wrong—
And I'm sure that you'll agree
That Hell's no place for the Devil—
Heaven's the spot for me.

CHORUS:

For tonight it is reported
You can take the Devil's word
That Hanley, Joe, from down below
Is bringing up his herd,
When Joe gets into Heaven,
With Jack and Frank and Oz,
There'll be more Hell up in Heaven
Than in Hell there ever was.
Saint Peter asked the boys up
To guard the angel's door—
You'd think that ol' Saint Pete 'ud know
Those guys would ask for more.
With that crowd here in Heaven,
I'm stickin' round because
There'll be more Hell up in Heaven
Than in Hell there ever was.

Assistant:

They're somebody else's problem—
Why are they your concern?

Devil:

Honey, if they should become my problem
I'm the one that would burn.
Now they'll be here before long—
I pity Saint....., oh gee!
Suppose those guys should ostracize
Saint Pete 'n' hire me!
If that should ever happen,
I'm going back to Styx—
There'll be no peace up in Heaven
With those guys pulling tricks.
What a Hell of a place this'll be!

(At close of Devil's song, music is heard off stage, singing of angels, and Devil and his Attendant assume more or less permanent positions near Gate. Angels enter, singing softly. Fanfare and enter St. Peter. Peter and Angels sing.)

(Tune—"Uncle Remus Says")

Angels:

Old St. Peter, Good St. Peter, Our St. Peter says—
Old St. Peter, Good St. Peter, Our St. Peter says—

St. Peter:

Gather round me all my Angels
Before you go to work—
Just give me your attention—
Hear what I've got to say.
I'll tell you what we're gonna be doing today:

When strangers knock upon our door,
Their earthly virtues we'll explore.
If they've been honest, good and wise,
Why we'll measure them for halo size.

Angels:

That's what our St. Peter said,
That's what our St. Peter said.
If they've been honest, good and wise,
We'll measure them for halo size.

St. Peter:

We'll scan their records in our book,
Before we give them our New Look.
And if we find they lived by trick,
Then down we'll send them to St. Nick.

Angels:

That's what our St. Peter said:
That's what our St. Peter said:
And if we find they lived by trick,
We'll send 'em down to old St. Nick.

St. Peter:

When at our gates they first appear
And ask to be allowed in here,
Just tell them to sit down and rest,
Because they gotta take a test.

Angels:

That's what our St. Peter said:
That's what our St. Peter said:
We'll tell them to sit down and rest,
Because they gotta take a test.

St. Peter:

An application each must file
In perfect Civil Service style,
So we can see how qualified
They are in Heaven to abide.

Angels:

That's what our St. Peter said:
That's what our St. Peter said:
Yes we must see how qualified
They are in Heaven to abide.

St. Peter:

A few newcomers soon will knock
And ask us to our gates unlock,
So to your stations everyone—
I think we're gonna have some fun.

Angels:

That's what our St. Peter said:
That's what our St. Peter said:
Now to our stations everyone,
Cause soon we're gonna have some fun.

St. Peter:

And that, little Angels,
Yes that, little Angels,
And that, little Angels,
Is how we do our work.

Angels:

That's Heav'n's Civil Service:
That's Heav'n's Civil Service:
That's Heav'n's Civil Service:
That's what our St. Peter says.

(After song, Angels climb up on cloud. Peter sits on Royal Throne and speaks to his Attendant, who has remained quietly in background during song. Female Gate Attendant can also be seen.)

Peter: (To his Attendant after having counted Angels very dramatically) No word yet from Sadie? (Attendant looks at Angels who turn to each other and sadly shake heads, "No.")

Peter: (Continues) Seven years and still no word. (Shakes head discouragingly). Well, what earthly creatures are scheduled to appear today to prove that they deserve admission to Heaven?

Attendant: (Consulting large book) Your Majesty, today we are to be graced by a recently departed

group of gentlemen from one of the largest states on earth.

Peter: You mean the state of utter confusion? (Laughs at own corn).

Attendant: Well, yes and no, Your Majesty, these gentlemen were politicians in the great State of New York.

Peter: Politicians, you say—why this is ridiculous! I admit that we have on occasion allowed a few bootleggers, kidnappers and even bank robbers to pass thru our gate—but politicians!

Devil: (Aside to audience) Maybe this is turning into a hell of a place after all!

Peter: Well things are bad all over. Perhaps we have been a little strict lately. What are the names, per chance, of these politicians?

Attendant: (Consulting book) They are listed in the great book as follows: Joe R. Hanley, Oswald Heck, Frank Moore, John Burton, J. Edward Conway and Newton T. Bigelow.

Peter: Does the book show what positions these men held on earth?

Attendant: Yes, Your Majesty. Hanley was Lt. Governor. Heck was Speaker of the Assembly, Moore was State Comptroller, Conway was President of the Civil Service Commission, Bigelow was Chairman of the Salary Standardization Board, and Burton was Director of the Budget.

Peter: (Shaking head ruefully) And to think we are getting them all at one time. Does the book show what caused their (hesitates) departures?

Attendant: Yes, Your Majesty. The great book reveals that Joe Hanley was suddenly stricken while trying to figure out Section 394 of the State Retirement Law. When they reached his side he was still whispering something about dividing 52 weeks by \$3,784,682 and still having enough left over for a pound of butter. (Sadly) Those were his last words.

Peter: What happened to Frank Moore?

Attendant: Moore ran into trouble with some of the Counties. When Buffalo went Democratic last November, Erie County lost its nuisance tax. When he heard that about his own home town, Moore gave up the ghost.

Peter: What about Burton?

Attendant: Burton—oh yes—here it is. The great book shows that he caught Everett Mulvey giving an increment to a temporary File Clerk in the Mental Hygiene Department. Burton passed away while they were digging him out of the ceiling.

Peter: And what about Ozzie Heck?

Attendant: The book gives just one word—malnutrition.

Peter: Better let me see that book a minute. Let's see now—Newton T. Bigelow—the record shows that Bigelow received a reply from the Civil Service Department only three days after he had written them a letter. The shock got him just as he was opening the envelope.

Attendant: What about Judge Conway?

Devil: (Aside to audience) The shock finished him too.

Peter: Well, they sound like a pretty desperate bunch of characters to be looking for jobs up here in Heaven. Even if we accept them, what jobs can we give them?

Attendant: Well, they were all political wizards while they were on earth.

Peter: Ignorance is no excuse. If they're going to stay

up here they'll have to work for a living. (Gate Attendant approaches) Yes, what is it, my dear? Gate Attendant: Your Majesty, there are six earthly creatures at the outer gate. Are they to be admitted for examination?

Peter: Gosh, these must be those characters from New York State. Well, give them their heavenly Civil Service application blanks as they enter. We'll check their efficiency ratings later. Right now we'd better see what sort of training and experience they've had. After all, they'll have to be classified before they can be measured for their halos. Alright, send them in. (Enter Hanley, Heck, Moore, Conway, Burton and Bigelow).

SONG BY GROUP

(Tune: "Everything's Up to Date in Kansas City")
Politicians:

We are the boys who ruled in old New York State,
We all have come to Heaven for to stay.
We'll file our application—and then we gotta wait
For heavenly Civil Service to give its O. K.
If they're as slow up here as in New York State,
Outside the gates we'll stay for many a day—
We'll ask for reclassification up here at the Pearly Gate,
But just like our Earl Kelly, St. Pete's gonna hesitate.
It'll take some time, so rest awhile, is what he'll say to us—
We've done about as much as we can do—
We've done about as much as we can do.

St. Peter:

You boys are just the victims of a system
Like that which you set up down there on earth.
Conway and Bigelow thought they had a real gem—
Now you can see how much their red tape's worth.
You'll find reclassification takes a long, long time—
Your fondest hopes we probably will wreck—
Only thing to do is to sit down and stew
And hope that you don't get it in the neck.

Politicians: Who me?

Devil: Could be.

Politicians: Not me! Not me! Not me!

Devil:

No reason boys for all of you to be blue—
Up here you haven't got a single chance—
Doc Tolman has the cards stacked up against you—
He sent a wrecking crew up in advance.
You'll find the Civil Service workers are in control—
Your hopes to get in Heaven have gone bust.
If with me you'll come, you'll have a lot of fun,
And all your talents won't be gathering dust.

Politicians: That right?

St. Peter: Could be.

Politicians: Ah me, Ah me, Ah me!

All:

Now you can see how tough it is to get in—
The Pearly Gates ain't swinging very wide.
We never looked for trouble like this when we arrived—
We thought it would be a cinch for us to get inside.
Maybe our plight will serve as a real lesson
To those who down on earth may still abide.
Now when asked for reclassification down there in Albany,
The board may go to work at once, not wait for eternity.
If through Heaven's gates they hope to pass, and angels
really be,
They gotta treat 'em right in Albany—
That's right—
They gotta treat 'em right in Albany!

Peter: So you boys are from the Empire State, eh?
How were things down there when you left, Judge Conway?

Conway: I can only speak for my own Department,
Your Majesty, but I must say that everything in the

Civil Service Department was up to date and in perfect shape when I left.

Devil: ((Aside to audience) Perfect shape? Ozzie Heck is in better shape than that Civil Service Department will ever be.

Burton: Oh come now Conway, after all—a joke is a joke. Why from what I hear they had to throw out those last two File Clerk lists because over 93% of the candidates had died from old age by the time you published the lists. Why my Budget Division, although I'll admit we do make mistakes occasionally, was the only Department that was in good working shape when we left (although that guy Mulvey was still throwing increments all over the place the last time I saw him). You boys will have to admit that the budget balanced perfectly this year.

Hanley: Hell, John Burton, you never did pay the \$3,000,000 that you owed to those poor employees that got reallocated during the year. Why if you paid your debts that budget would have had more red in it than Henry Wallace. (Aside) For a guy over fifty-seven, I sure deliver some pretty nifty punch lines.

Bigelow: Well, you can't deny that my Salary Board had a big year. Why we raised more people this year than Papa Dionne. If you, Burton and Conway there, had just gone along with us on those increases we recommended, you would have spared us from all that undeserved criticism they threw at us. After all, that Salary Survey had a lot of good points to it. Right, Ozzie Heck?

Heck: Yeah, Bigelow, so has a porcupine got a lot of good points, and if you're not careful they'll usually get you in the end. Look at the mess you got me into by juggling all those employees' salaries around. We had to go and decide what kind of a raise to give all those legislators. It was too much for me. I'm darn glad to be here. (Shivers). Everybody was telling everybody else in the Assembly to go to Heck.

Devil: (Aside) They're not that polite in the Senate.

Burton: The trouble with you guys is that you can't say no to anyone. Here, let me explain how it's done.

BURTON SONG

(Tune: "No, No, a Thousand Times No!")

There was a pretty young steno—
Her typing was neat and was clean—
But she needed a new shiny ribbon
To put in her little machine.
Her boss knew exactly how much ribbons cost,
And he thought I would fall for his game,
So he padded his budget for sixty-five cents,
But they heard me in Brooklyn exclaim:

CHORUS OF POLITICIANS

No, no, a thousand times no—
Ribbons are needed, we guess—
But no, no, a thousand times no,
I'd rather die than say yes.
There's a guy in State Service who's loco,
He thinks his department should work.
But he claimed that the joint couldn't function
Without twelve hundred bucks for a clerk.
So I set aside fifteen thousand to hire
An expert to study his need.
Then I found that by spending ten thousand each year
I could save that clerk's salary indeed.

CHORUS

So— No, no, a thousand times no,
We musn't spend to excess.

No, no, a thousand times no,
I'd rather die than say yes.

If I make the budget for Heaven,
And St. Peter needs halos and things,
I'll insist on the cheapest of halos,
And that angels get round without wings.
For it won't be heaven for people like me,
If the folks there are happy and gay.
When the angels need zithers to play do, re, mi—
I'll jump on a cloud, and I'll say:

CHORUS

Oh—— No, no, a thousand times no,
We're happy up here we confess,
But no, no, a thousand times no—
Damned if I'll ever say YES.
(During song, all others start to fill in applications)

Peter: Well, my dear, he's taught me a lesson. Remind me to say no to his application. (Telephone rings.)

Peter: (Answering phone) Hello. Yes, this is St. Peter talking. (Brusquely) Well, what is it? (Condescendingly) Oh, I'm sorry sir, didn't recognize your voice. Yes sir, yes sir, of course we will. Anything you say sir. After all, you're running things up here now you know. Yes sir, I'll see that everything is rearranged to suit you. Yes sir, yes sir, alright sir—what was that, sir? Oh yes sir, I'll have someone tell Elliott to charge \$1.25 for the Christmas trees next December. Yes sir. Goodbye sir. (Continuing) Phew! But what was I saying about not letting politicians in here. He was a politician and what a politician. Well, have you boys completed those application blanks yet? We'll have to get you classified for your new jobs, you know.

Conway: I never could understand these damn applications.

Gate Attendant: Excuse me, Your Majesty, but there is another applicant who has just arrived. He states that his name is Thomas E. Dewey and that he was Governor of New York State.

Peter: Have him fill out an application the same as the others.

Gate Attendant: Oh he has one already filled out, Your Majesty—all signed, sealed, notarized and everything.

Peter: (Aside): This guy will have my job inside of two weeks. (To all) I wonder what caused his departure from the earth?

Devil: (Aside) He probably smelled MacArthur's corn-cob pipe—that's one of those corny lines.

Peter: (To Gate Attendant) Alright, show him in.

(Dewey enters—does not see Hanley, Heck et al., who have placed hands over hearts and bowed reverently. Dewey gives Peter false smile and then sings).

DEWEY SONG

(Tune: "It's a Grand Old Flag")

I'm a grand old guy
Who is still flying high,
I'm the one that you're all waiting for.
I was captain of
The team they loved—
I ran the whole second floor;
And when things got tough and they
got in the rough,
I was always there standing by,
Should old acquaintance be forgot?
They'll admit I'm a grand old guy.

I'm a grand old guy
Who is still flying high,
I'm the one whoooooo——

(Dewey stops dead and music trails off as he spots Heck, Hanley, et al. Seems rather flabbergasted but says:)

Well, hello there, boys—it's good to see you all up here. I (coughs) didn't expect that we'd all be going in the same direction. How are you all? Are you getting good service and proper treatment? Anything I can do?

Hanley: Well, Tom, so far we haven't been classified for our new positions. By the way, what position have you made application for?

Peter: (Telephone rings, answers, turns to Dewey and says): It's for you Governor (Dewey answers).

Dewey: Hello. Well, hello there. Nice to hear from you again. How are things down there? That's good. What's that? She's going to sing in Madison Square Garden Friday night? Well, that's fine Harry. Just before the main fight, eh? Yes, we'll be listening. How are the piano lessons coming? Good. Well, thanks for calling, Harry. We'll be looking for you up here in November. Goodbye, Harry. (Puts phone back) That was Harry, boys.

Peter: Any word yet from Sadie? (Angels look at empty seat and indicate "no.") I can't understand it—seven years and not a word.

Moore: Well, boss, what about it? What jobs do you think we're qualified for?

Devil: (Aside) When he asks the question that way, there just isn't any answer.

Dewey: Well, boys, we could all apply for exempt positions. After all, Conway had over 90% of the jobs in the exempt class before he left.

Conway: Now wait a minute, Governor—that's not fair. Just because Bill McDonough hopped all over me on that point is no reason why you have to keep rubbing it in. Why we just couldn't get enough good applicants to fill all those New York State jobs on a permanent competitive basis.

Burton: Why didn't you draft some of that slave labor that Doc Bigelow used when he was getting those figures together for the Salary Survey last year?

Bigelow: Now cut that out, Burton. Phil Haggerty did a swell job on that Survey. You fellows in the Budget were the ones that upset the apple cart. If someone would just hide all those red pencils on you maybe we'd be able to get things done.

Dewey: Well, we can't afford any more mistakes like that. We're in the big time now you know boys. We all have work to do up here. That's what we're here for.

Moore: Well, if there were any mistakes down below, the Comptroller's Office wasn't the guilty party. Let me tell you about that Retirement System of mine.

MOORE SONG

(Tune: "Fussin' and Feudin'")

I've labored many a year, Retirement to improve!
In New York State, where workers rate
The best of things in life.
I speeded up procedures; equipment's mechanized
Retirement checks now are mailed out early;
It's all been legalized.
We love the employee—our information's free.



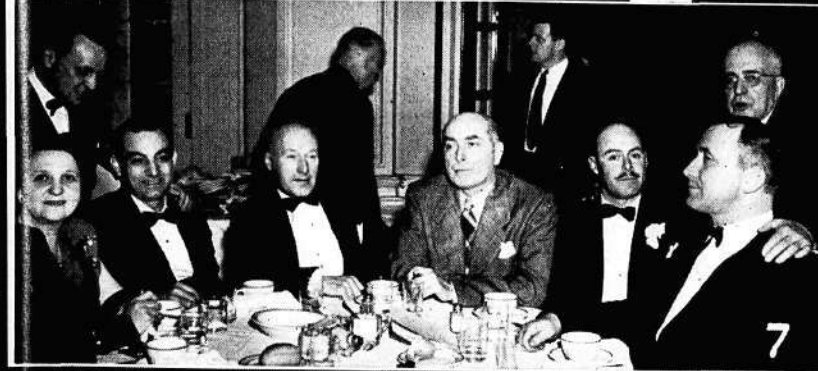
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17

AT THE ANNUAL DINNER

1. The Devil—Miles Heberer, Commerce; Devil's Assistant—Margaret Kennedy, State.

2. Governor Dewey presenting The Leader's Harold J. Fisher Memorial Cup to Dr. Charles F. Gosnell who is accepting it on behalf of William E. Hannon.

3. Association President Frank L. Tolman, Governor Dewey and Civil Service Commission President J. Edward Conway.

4. Association Counsel John T. DeGraff and Director of the Budget John E. Burton.

5. Headquarters Guests—Mrs. Joseph D. Lochner, Mrs. Laurence J. Hollister, Mrs. William Barrett, Mr. Barrett, Miss Helen McCue, Fred J. Burke, Jean O'Hagan.

6. (Seated) Mayor John J. Ahearn of Troy, Conservation Commissioner Perry E. Duryea, Henry A. Cohen, Merit Award Board, Governor Dewey.

7. Mrs. Henry A. Cohen, Michael Russo, Michael Cleary, Francis A. McGrath, J. Allyn Stearns, Ivan S. Flood; (standing) Joseph D. Lochner, President Tolman.

8. Frank M. Gonsalves, Frank E. Wallace, George Fisher, James A. Deuchar, Clifford Asmuth, Carl R. Fellows, Wm. S. Fredenrich, Robert Middlebrooks, Joseph E. Uhl, Theodore E. Bopp, Seymour Ellenbogen.

9. Jules Dulce, Charlotte Morse, William Pfeiffer, Kenneth Stahl, Mrs. John Joyce.

10. Mrs. Herbert C. Campbell, Miss Anne Lowry, Mr. Campbell, Miss Ruth Myton, Commerce Commissioner Harold Keller, Miss Jane H. Todd, Miss H. Louise Van Allen, Alfred J. Worsdell, Jr., Mrs. Miles Heberer.

11. Supt. of State Police John E. Gaffney, Kathleen Grace, Allen J. Goodrich, Lillian Rosse, Dr. Harry La Burt, Chairman Mary Goode Krone, Personnel Council; Paul E. Lockwood.

12. Phillip C. Hagerty, Mrs. Hagerty, Milton Musicus, Theodore Becker, Mrs. Harry G. Fox, Association Treasurer Fox, Mrs. Louis Liuzzi, Mr. Liuzzi.

13. William McWilliams, Mrs. McWilliams, Director Burton, Mrs. Burton, R. Scott Craig.

14. Henry LaBarba, Mrs. Ellis T. Riker, Mr. Riker, James Decker, Francis Kelliher, George W. Hayes.

15. Presentation of Medals by Governor Dewey—(Standing) Charles J. Finnick, Conservation; Maxwell Lehman, The Leader; Francis X. Disney, D.P.U.I.; Martin J. Lanahan, Audit and Control; Governor Dewey; Harry C. Smith, Public Works; George J. Syrett, Labor.

16. Executive Representative William F. McDonough, Assembly Majority Leader Lee B. Mailler, Dr. Tolman, Mrs. Charles A. Brind, Jr., Mayor John J. Ahearn of Troy, Toastmaster Charles A. Brind, Jr.

17. Lieutenant Governor Joe R. Hanley, Civil Service Commission President J. Edward Conway, Mrs. Harold J. Fisher, Assembly Speaker Oswald D. Heck.

CHORUS

Workin' for New York State's excitin'
Sometimes there's fussin' and a-fightin'
Like when a pretty young thing whose boss gets too
bold
Can't retire, till she's sixty years old.
Daughter, baby daughter, a-doin' things she hadn't
oughter;
Broke her leg a-fightin'
'Gainst a wrong that needed rightin'
Daughter was a file clerk.
Look how Retirement benefits you; we
Taught Baby Daughter jiu-jitsu,
Now she can have a good time till she can retire,
Without fussin' and fightin' no more.

If I'm reclassified
And land a job up here,
I'll ask Saint Peter, the head bookkeeper,
If he won't soon retire.
Then I'll be boss Comptroller
Of all the heavenly dough—
I'll get retirement for cops and firemen
Just like I did below.
Then at the close of day
I'll dream of home and say

CHORUS

Workin' for New York State's like fightin'
Sometimes it gets to damned excitin'
But when the goin' gets tough and you're feelin' blue,
Retirement's got somethin' for you, and you, and you.
Now take Gran'ma, dear ol' gran'ma,
Why'd they have to shoot poor gran'ma?
But gran'pa didn't mind it—
She worked for the State, and he knew
Her death was accidental.
Gran'pa collected on her services—
That's how my system will preserve us.
It was a hell of a system 'till it was revised,
But now it is HUMANIZED.

Hanley: Speaking of jobs, Chief, that Merit Award Board certainly did a job on us down below, didn't it? Remember that one from that employee at Sing Sing Prison who suggested that the State should rent a big armory and go into the wholesale junk business? Gee, that was a great one!

Moore: Yeah—and then one of the inmates at Auburn wrote in and said he'd be willing to let them have the bars off his cell window as the first contribution.

Heck: (Thoughtfully) I had an uncle once that had so much iron in his blood that when he died my Aunt didn't bury him, she junked him. Golly, maybe she could have made money on him.

Dewey: Well, Cliff Shoro and the rest of that Merit Award Board thought that the idea was worth something, I guess. What did they pay for that suggestion, John—about \$150.00?

Burton: Oh, no, Chief—that just got a Certificate. The big money winners have to really have a good suggestion. You know, something that will save the state maybe a thousand dollars or more, and will only cost about two million dollars to put into practice.

Bigelow: You mean like that one for improving the elevator service in the State Office Building so that there wouldn't be such a jam up every morning and every night at five o'clock?

Burton: Yeah, that was one of the big money winners.

Dewey: I don't recall that suggestion offhand, John. What was there to it anyway?

Burton: Well, everybody in the Mental Hygiene De-

partment was complaining that they couldn't get up to the 18th floor in the morning or get down off the floor at five o'clock. So Frank Osborne sent in a suggestion to the Merit Award Board to correct the situation. He got a couple of hundred bucks for it too.

Dewey: What did he suggest, John?

Burton: Osborne suggested that instead of having the people wait on each floor for the elevators, they oughta have the elevators stay in one place and let the building move up and down.

Hanley: Even Doc Tolman and Henry Cohen, the other members of the Board, liked that one. They convinced Cliff Shoro that it was worth two hundred, and Cliff went for it hook, line and sinker. Gee, I wish I could think of clever ideas like that.

Moore: How about that one that Bob Hopkins, Chairman of the Western Conference, sent in to the Board? You know, that one about eliminating the milk shortage during the crisis upstate last year?

Peter: That sounds as if it might have been an interesting suggestion. What was it?

Moore: Well, Hopkins wrote to the Merit Award Board and suggested that the way to avoid another milk shortage was to have all the fellows in the State Legislature spend every week-end on a farm and give the poor farmers a helping hand with the cows.

Heck: That wasn't as crazy as it sounds. Some of those boys in the Assembly have got plenty of pull, you know.

Dewey: Yes, that's true, Ozzie. And with some of those State Senators around the farm, there'd be plenty of bull to keep the cows company.

Devil: (Aside) Now we're getting back to a state of udder confusion again.

Dewey: Well, all in all that Merit Board is doing a pretty fine job. And speaking of jobs, maybe we'd better get our own straightened out. After all, that's what we're here for.

Hanley: Careful boss. You ended that last sentence with a preposition. You know what Doc Spaulding, the Commissioner of Education, always told you about that stuff.

Dewey: We don't have to worry about Spaulding any more. He's the one that's doing the worrying now. Those darn school teachers have him running around in circles. He'd probably be glad to be up here with the rest of us.

Peter: (Aside) Bank robbers, kidnappers, bootleggers and maybe even politicians—but school teachers, never.

Conway: You made a few mistakes yourself down below, Chief.

Dewey: Why what do you mean, Judge?

Conway: What about that new Veteran's Bonus Bureau that you set up in North Albany? I understand that it's right over a fertilizer plant.

Dewey: (Aside) Well, the place will have an air about it, anyway.

(Continues to Conway): Don't worry about that Veteran's Bonus Bureau. They've already started both day and night forces working on those millions of applications. By the time the warm weather comes that work will fairly shrink.

Devil (Aside) Now he ought to be able to speak plainer than that.

Peter (To Angel who has come down off platform) Yes, my dear, what is it? (Angel whispers to Peter, who says to Dewey): Governor, the girls would like to sing a song for you and your friends.

Dewey: Maybe we could do one together.

SONG OF DEWEY AND ANGELS

(Tune—"You Did")

Dewey: Who made the folks all love us?

Angels: You did.

Dewey: Who made them think well of us?

Angels: You did.

Dewey: And in November, when things were looking grim,
Who made the speeches, that turned the tide and swept us in?

Who has the smile that very few do?

Angels: Who has that certain style like you do?

Dewey: If given one more chance, I'm sure I could come thruooooooooo.

Angels: We don't need three guesses, we'd choose you.

Dewey: Four years ago I was alert, kid.

One Angel: Who almost lost their shirt like you did?

Dewey: If I could try once more, I'm sure I could come thruooooooooo.

Angels: We don't need three guesses, we'd choose you.

Dewey: Well, that was very nice of you girls. Doc Tolman could have used you very nicely at some of those Association dinners he arranged for.

Hanley: Watch it, Chief, there you go ending a sentence with a preposition again. Remember about Doc Spaulding.

Dewey: Oh relax, Joe, not even Jim Farley or Paul Fitzpatrick can bother us now. (Phone rings and Peter answers.)

Peter: Yes—What's that name again? John Gaffney. Oh yes, he was head of the State Troopers. Hold on a minute and I'll see if I can locate him for you. (To Attendant): What position have we got John Gaffney in now?

Attendant: (Consulting book) Chief Chauffeur. He's driving a car for a former Trooper named Roman Laurence, or something like that.

Peter: (Still on phone) Driving for Roman Laurence? Gaffney is on the road this week. Maybe you can pick him up on that new 7-way radio he installed. (To Dewey, et al.): Well, we still haven't classified you fellows yet.

Dewey: How about making me track coach? Then all these fellows could act as my assistants again and we'd be all set.

Devil: (Aside) When Heck goes over that first hurdle, we wanna be there.

Peter: Well, we could try that. (To Dewey): Did you ever run much?

(Pause)

Dewey: Gosh, he oughta know better than to hand me a straight line like that.

Gate Attendant: Excuse me, Your Majesty, but three characters are demanding immediate entrance. Their names are Robert Taft, Earl Warren and Harold Stassen. Here they are now.

(Enter Taft, Warren and Stassen who sing)

TRIO

(Tune—"The Blue Tail Fly")

All:

We pay our respects to Old St. Pete

As we go passing through.

We're goin' to the city of brotherly love
To see what the delegates there might do.

Chorus:

They might pick me, but I don't care—
They might pick me, but I don't care—
They might pick me, but I don't care—
Our Tommie's gone away.

Taft:

I'm a fav-rite son in Ohi-o
With all the boys but Brother Charlie.
When the Democrats get too tough out there
I'll brush 'em away like a Blue Tail Fly.

Chorus:

They might pick me, but I don't care—
They might pick him, but we don't care—
They might pick him, but we don't care—
Our Tommie's gone away.

Warren:

I'm a big dark horse from away out West
Where all the folks vote for me.
I tickle the Elephant and Donkey too
When I brush away the Blue Tail Fly.

Chorus:

They might pick me, but I don't care—
They might pick him, but we don't care—
They might pick him, but we don't care—
Our Tommie's gone away.

Stassen:

I'm a travellin' man from Minnesota—
I challenge 'em all to a big debate.
When they deal in grain or spec-u-late
I'll brush 'em off like a Blue Tail Fly.

Chorus:

Ditto (Then all repeat Chorus)
They might pick me, but I don't care—
They might pick me, but I don't care—
They might pick me, but I don't care—
(Seeing Dewey for the first time)
Why! Our Tommie's RIGHT UP HERE
(Trio walk over and join Dewey)
Abe Lincoln used to sing this song
A long, long time ago.
And if Abe could win, then why can't we—
At least it's worth a damn good try.

Chorus:

Herbert didn't win, but I don't care—
Alf didn't win, but I don't care—
Even Tom didn't win, but I don't care—
Our Master's gone away.
(Trio put arms over each other's shoulders)
We're all for one, and one for all—
We're all Re-pub-li-cans.
We'll ride that elephant tandem style,
And make the Donkey's blue tail fly.

Chorus:

Henry might run, but we don't care—
Harry might run, but we don't care—
Eleanor might run, but we don't care—
Since our Master's gone away.

Dewey: Well, fellows, I appreciate your sentiment but—

DEWEY SONG

(Tune—"If I Had My Life to Live Over")

If I had my life to live over,
I'd never lose out again,
And I'd still want to roam
Round that little white home
On that new porch my days I would spend.
I'd greet you when you came a-calling,
And talk over old times and new—
If I had my life to live over
I'd always be thankful to you.

Dewey: Well, it's nice to see you boys again. Aren't you a little off your course up here though? I mean,

I didn't know that you had departed from down below yet.

Hanley: You always did say that Stassen and Taft were "out of this world," boss.

Dewey: Quiet Joe, that wasn't exactly what I meant.

Warren: We were just passing through on our way to Philadelphia, Tom.

Devil: Gosh, I always knew that Philadelphia was a dead town, but I never knew that they moved it up here.

Taft: That's right, Governor it looks as if we're going to have a lot of fun at that Philadelphia convention. (Hopefully) By the way, MacArthur hasn't checked in up here yet has he?

Peter: No, no word yet from Doug or Sadie either. (Taft looks glum and shakes head).

Stassen: With you and Ike Eisenhower out of the picture, it looks as if either Earl or Bob or myself will be sitting on Harry Truman's new porch after November.

Dewey: Gosh, I sure wish I could join you boys on that Philadelphia trip. You know, I didn't do bad in 1944, and I'm a lot smarter now than I was then.

Warren: Well Tom, we'll have to be going. Are you sure you won't be joining us?

Dewey: You're a little late boys. I'm booked up here for quite a while I guess. (Looks pleadingly at Peter) Any chance of getting back down to earth for just one more crack at Pennsylvania Avenue?

Peter: (Slowly) Well, I don't know. It's a bit unusual. (Gate Attendant approaches)

Gate Attendant: Your Majesty, we have just received word that Earl Kelly, head of the Classification Board is leaving the earth. He probably will want to reclassify all of these fellows personally.

Peter: And us too.

Dewey: Gosh, if Kelly has to reclassify us, we waste another 5 or 10 years waiting for a reply. What do you say, Peter—how about that reprieve so that I can join these three boys?

Peter: Well, I know how long it takes that Classification Board to act, so maybe . . .

Dewey: You mean that you people have had trouble getting anything out of Earl Kelly's gang?

Peter: Have we! Where do you think Sadie's been for the last seven years?

Hanley: Well what about it, Peter? I've got another 30 or 40 years left in me. After all, if Tom moves down to the White House, I might get a chance at that office of his on the second floor.

Peter: That's a very unusual request. I'll have to talk it over with my seraphic secretary. What do you think, dear?

PETER AND ANGEL SONG

(Tune—"In the Garden of Tomorrow")

Angel:

In politicians' breasts, you know,
Hope springs eternally—
That's why they think the next big show
For them means victory.

Peter:

Should we listen as they ask us
For another chance on earth?

Angel:

If we do they'll make a big fuss

Telling voters what they're worth.

Peter:

June is when they'll meet their first test—
Delegates then nominate.

Both:

Oh, we wouldn't want to
Ever be the ones who
Held them back in '48.

Peter:

Now I don't know just what to do—
I've heard their argument
And though they've knocked upon our doors,
They don't seem heaven bent.

Angel:

Washington's where Tom would like to
Hang his hat a year from now.

Peter:

If he does, then Joe R. Hanley
As Governor could make his bow.

Angel:

Why not listen to their pleading?
Let them go back through the gate.

Both:

No, we wouldn't want to
Ever be the ones who
Held them back in '48.

Dewey: (To politicians) You know boys, I think Peter is weakening a little bit.

Moore: Well, Chief, isn't that what you wanted?

Dewey: Frank, all I want is . . .

(Tune—"Just One More Chance")

Just one more chance
To prove that I'm the one they hope for,
That all would go and cast their vote for—
Just one more chance.
Just one more chance
To prove that I can run and carry,
A few more states than even Harry—
Just one more chance.
I've learned the meaning of repentance
I lost the game in '44,
But I'm sure that I can make it
If you'll let me try once more—I'm asking
Just one more chance.
And if I fail to make expansion,
I'll spend my days up at the mansion,
Just one more chance.

Bigelow: Gosh Governor, after that, I think maybe we can convince them to let us all have one more chance. What about it?

Peter: I'm convinced—go back to earth but win this time, okay girls?

FINALE

(Tune—"It Was a Real Nice Clambake")

Girls:

(To Politicians)
You didn't make the grade, boys—
You didn't have the stuff—
Your friends, they were
(Boys—enthusiastically): True
(Girls): Enemies?
(Boys—a little doubtfully): Few
(Girls): Experience?
(Boys—sadly): Not enough.
(Girls): Don't look so sad, you're going back home—
You should be feeling fine.
Come on, cheer up, be gay, boys,
We'll invite you again some time.

One of the Boys:

When I'm back on State Street,
Sittin' on my cushion,
I'll have something on my mind

More than button pushin'—
I'll be working both day and night
For every state employee.
Perhaps if I'm good till November,
I'll be Tommy's favorite boyce.

Chorus:

Perhaps if I'm good till November,
I'll be Tommy's favorite boyce.
Gee!

St. Peter:

I've great respect for candor—
That's something hard to find.
I'm happy to see, professionally,
You fin'ly made up your mind.
Now let me sound a small warning note
To look before you leap—
You'll find that folks will judge you
By the company that you keep.

(Sadie enters. The Angels exclaim.)

Peter:

(To Sadie) Sadie, what's kept you?

Sadie:

Remember seven years ago you sent me
Back to the classifier?
I ain't really done no wrong
Or I couldn't sing this song
Fitten fer an angel's choir.

Chorus:

Fitten fer an angel's—
Fitten fer an angel's—
Fitten fer an angel's choir.

Sadie:

They got me in a room and examined me good,
Till I couldn't even stutter,
Then they let me set for a million days,
Cause they were in a mood to putter

Chorus:

Fitten fer an angel's
Fitten fer an angel's
Fitten fer an angel's choir.

SADIE'S SONG

(Tune—"I Wanna Get Married")

1.

Everything is ready for the hearing—
The brief is 8 years old in one more week—
The employees are dead or out on pension—
Earl Kelly it seems is playing hide and seek—
And here I'm standing waiting, starry-eyed,
When will I get to be reclassified?

CHORUS

I wanna new title, I wanna get set,
I wanna make more pay, get more of that green hay,
I wanna quit eaten spaghetti.
They say that Civil Service is what you make it,
I know I've got what it takes,
But Kelly won't take it.
I wanna get settled, I wanna live well,
I wanna start cooin' and spending my life doin'
The things J. Edward Conway can't spell.

I wanna cottage small where a railroad never stops—
I wanna sleep in pajama tops—
I gotta get classified.

2.

Yesterday I went to see Newt Bigelow,
But Hagerty very gently closed the door.
I told him I just had to get much more pay,
But out I came without a penny more.
I need someone to share this hour of bliss—
Please call the Governor up and tell him this:

CHORUS

3.

I wanna new title, I wanna get set,
I wanna make more pay, get more of that green hay,
I wanna quit eaten spaghetti—
Let others take exams—I want an exempt one,
I'd like a deputy's job or Lockwood's position.
I wanna get settled, I got a passionate craze,
Tho' Burton is so good, you know it feels no good
to wait 7 years for a raise.
They say the thrill you get when they raise that take
home pay
Pays off on Election Day—
I wanna get allocated.

Devil:

I've kept silent long enough—
This angel's lying
While they were classifying
She tried to get her job EXEMPT . . .
She can't deny it!

(The whole company is astounded. Peter goes to Sadie, who has cringed away from the Devil, and lifts her up. Seeing this everybody turns bravely to the Devil)
Chorus: Don't be a drip—Get out!

St. Peter, seeing that everybody else is brave, gets on the bandwagon. Devil cringes, turns suddenly facing Dewey.

Devil: (Screaming) Uncle Tom! Save us!

Chorus: No No Go Go No No Go Go No No No No
No—GET OUT! (But that doesn't deter anybody.
The Attendants drag the Devil and his Attendant out.
Gradually everything settles back to normal.)

All: (Starting very softly). To Audience

This was a real nice clambake—
We're mighty glad you came.
The vittles you et
Were good we bet,
We wish we could say the same.
Your applause was warm—
Your laughter was good—
And we are feeling prime,
This was a real nice clambake,
And we all had a real good time,
We said it afore and we'll say it again—
We all had a real good time!
YIPPEE!

(CURTAIN)



They're Building It - The New Association Headquarters

"Talk" is easy. But "action" is what really counts. There is a group of members in each chapter that are "acting" to assure the success of the building fund. That group is the Building Fund Committee. Members of these committees are not merely rendering "lip service." They are working hard and merit the appreciation and cooperation of every Association member. Help them in their work and pat them on the back. They are unselfishly giving their time and effort on your behalf.

For the sake of the "record" the names of members of the Building Fund Committees of the Chapters throughout the State are printed herewith. In some cases the building fund committees do not include the chapter officials who are likewise "acting" to put the building fund "over the top."

Department of Agriculture and Markets, Albany Chapter: Elizabeth F. Gleason, Charles W. Noxon, Alice D. Reilly, Spencer Duncan, Dorothy Van Derzee, Perley Eastman, Margaret E. Nial, Kathryn J. Devine, Florence Van Noy, Mildred M. Baxter, Lucia C. Damarell, Eleanor M. Holmes, Isabel G. Fitzpatrick, Rhoda Green, Dr. C. E. Safford, and Dorothy J. Smith.

Capital District Correction Department Chapter: William J. Deere, Marie Loughlin, Helen T. David, Werner A. Kusters, H. Agnes Maloney, John J. Young, J. Stewart Burton, May H. Raymond, Nora Meehan, Lorinda V. Day, Vera Weissenburger, Sarah E. Wessels, Helen Upjohn, Charles Mullady, Margaret King, Catherine Kusters.

Capital District Armory Chapter: Randall W. Vaughn, Anthony J. Stangle, Willard G. Walsh, Willard G. Landsberg, Charles W. Jacobie, John L. Trumble, Francis W. Morey, Howard W. Coonradt, William W. Gregory, Charles L. Moore, and Frank D. Salmons.

Education Department Chapter: Lewis Binns, Samuel Clements, John W. Albert, Lloyd L. Cheney, Hazel Abrams, Ward C. Bowen, Ethel Lansing, James O. Hoyle, Mary S. Lindsey, Lillian D'Armit, Wayne W. Soper, Walter A. Le Baron, Agnes A. Wall, Catherine La Rosa, William K. Wilson, Edward S. Mooney, Hugh M. Flick, John G. Broughton, William N. Fenninger, Forrest Benjamin, William MacLean, Howard F. Konig, Dr. H. V. Gilson, Marie Tracey, Irwin A. Conroe, Laura MacDowell, John Connery, Ida M. Cohen, Mary R. O'Brien, Mary Nerf, Ada Rixen, Samuel Bohlin, Katherine Bender, Ralph D. Fleming, Florence Boochvever, Martha Kern, Marguerite Vine, and Arthur F. Ahr.

James E. Christian Memorial Health

Department Chapter: George Fisher, Betty Slick, and Ellen McManus.

Public Works No. 1, Albany Chapter: John D. McNamara, James B. White, Earl Ingraham, Murray Sarr, Lowell Slocum, Howard Green, Hurf Bean, Edith Near, P. Albertine, J. J. Murphy, Lawrence O'Neill, Harry Maynard, Frank Finn, O. Fortier, T. Burke, Frank Barber, John Bennett and Frank Sand.

George T. Gilleran Memorial Public Works Department Chapter: Virginia Wessle, George Pearson, May Kelley, Charles Scholtes, William Zeh, Carroll E. McCoy, Edward Grennon, Raymond Klein, Cletus Benjamin, Lenore Traver and Joseph La Fleur.

Department of Social Welfare Chapter: Eleanor C. Buchholz, Gladys L. Brown, Edward Groeber, Harry Lohre, William Stodart, Morris Weiner and Rendle Fussell.

Department of State Chapter: Louise Kelly, Isabel Pattinson, Ann Farrell, Sadye Rosen, Mrs. Margaret Burgess, Mrs. Helen Nolan, Maetta Hazelum, Joseph J. Maloney, Viola Zimmer, Mary Johnson, Joseph A. Thaler and Rita Pickett.

State Department of Taxation and Finance Chapter: Henry LaBarba, John Haggerty, Anne McConville, Margaret Hussey, Vivian Quarfordt, Matthew Dempsey, Edward Conroy, George Walsh, Alice Allen, Gerald Ryan, Agnes Sullivan, Francis Kavanaugh, Thomas Fealey, Martin McNulty, Rita Lemieux, Hilda Strisower, Irma Philpot.

Buffalo Chapter: Virginia Lotkowiak, Robert Hens, James Wolcott, Leland Harrison, Martin Rowends, Mary McBride, William Burke, Terrance McShane, Blanche Norris, Germaine Hopkins, Bert Wallace, Arthur Lesswing, Rita Kenny, Leroy Hardy, Thelma Pottel, Celeste Rosenkranz, Aletha S. Kloepfel, Robert Hopkins, Albert H. Ferguson, Norman Stiglmeier, Genevieve Martin, Edward Schilke, Margaret Donohue, Walter Bell, John Evanko, Helen Wayne, Margaret O'Neill, J. Milford Diggins, Marie A. Keller, Henry Lapp, Justin Strunk, Frank English, C. Bartlett, Jane DiAddario, Albert C. Killian, Peter Juran, Katherine Stall, Otilia Busczkowski, Edwin A. Keller, Joseph Midgley, Margaret A. Miller, Regina Reidy, Mary Herbster, Miss M. Agnes Cassidy, Herbert Ashley, and Michael Regan.

Ithaca Chapter: Mrs. Ruth Burt, Mrs. Veda Lawson and Mrs. Mabel F. Ford.

New York City Chapter: Edwin C. Hart, Jacob Ciering, J. Jennings Mahron, Matthew McAvoy, James A. Dermody, Jane Kiernan, Arthur H. Johnson, Carol Schloss, Bernhard C. Riffel, Lucy Porcelli, Solomon J. Heifet, Mrs. Elvira Hart, Alvin E. Bloomquist, Lt. Col. Leo Heyman, Foster A. French, Harry A. Kisver, S. G. Ashkenazy, Edward A. Kenny, Ruth Shaefer, Sol Bendet, Margaret Shields, Frank Newman, Martin Vulpis, Francis J. Conlon, Salvatore Anastasio, Helena Dickinson, Mrs. Marie Doyle, William Teitelbaum, Carmelo In-

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Palisades Interstate Park Commission Chapter: Angelo Donato, Thomas McGovern, Le Roy Lemko, and Ruth Fowler.

Saratoga Spa Chapter: Adrian L. Dunkel.

Attica State Prison Chapter: Lawrence Slocum, Kenyon Ticen, Lawrence Law, N. Waggoner, E. Schmidt, A. Meyers, and Roland Clark.

Coxsackie Chapter: Harry Fritz, W. W. Rice, Adelaide Zackary, Frank Foley, Ray Morohn, Richard Prendergast, Howard Pillsworth, J. M. Van Deusen, Edward

Feigel, Viola Dimmick, Thomas Henderson, Thomas Ladonsky, Francis Sullivan, Russell Bedford, and Ervin Keinath.

Great Meadow Chapter: Frank B. Egan, Leo M. Britt, Richard Woodward, James Flannigan, Robert Leonard, Benedict Kirkpatrick, John Mack, Asa Darling, Walter Fisher, and Leonard Havens.

Napanoch Institution Employees Chapter: William A. Paterno, Harold Butler, Arthur Draw, Le Roy Sherwood, and Stanley Lawrence.

Mattewan State Hospital Chapter: Harry Phillips, Albert Carr, Fred Haight, William McCarroll, and Rocco Ferrone.

Sing Sing Prison Chapter: Arthur Brown, Frank Leonard, Walter Smith, William Feeley, Fred Rickert, and Caesar Merone.

Westfield State Farm Chapter: Anna G. Allen, Clyde Valien, Mary Kain, Frances Edwards, and Ruth Robinson.

Wallkill Prison Chapter: L. Frisco, J. Kazmir, W. Ahearn, C. Irvine, W. Denno, C. Doolittle, C. Braur, N. Henzel, J. Wicks, E. O'Mara, V. F. Sutherland, E. Melville.

Woodbourne Prison Chapter: Ray Johnson, Don Harvic, Victor Higgins, Vincent Mancusi, and Richard Corcoran.

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Geneva Chapter: Bette Cullinan, Karl Breitfeld, Jeanne Smith, M. H. Campfield, Viggo Jensen, Peter Gigliotti, James Hefron, Mildred Wharton, Josephine Murphy, Roy Bergstresser, Robert Larsen, John Shannon and Grant Stevens.

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Mount Morris Tuberculosis Hospital Chapter: John Barrett, Charles Cottone, Mildred Grover, Grace Longhurst, Helen Shores, Fletcher Sliker, Harry Westler.

Ray Brook Chapter: Albert McClay, Vivian Favre, Mary Reilley, Bill Langus, Frank Witkowski, Eunice Cross, Martha Fecuirra, Albert Bersch, and Arthur Mac Mullin.

State Rehabilitation Hospital Chapter: Joseph Cooney, Caroline Lamb, Ray Easton, J. W. Townsend, Julia V. Reilly, Julia C. Reilly, Olive Phillips, Caroline Earl, Mary McCormick, Nora Quelch, Frances Partridge, Lilly Shaw, and Rose Comerata.

Buffalo State Hospital Chapter: Harry

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Central Islip State Hospital Chapter: Frank Walsh, Lynn Dickson, Minerva Delaney, Mabel Gilmartin, Georginia Wood, Hannah Donlon, Lovetta Shaughnessy, Marie McAdam, Alvira Bartells, Michael Convery, Michael Brennan, Sam McMinn, Donald Bellefeuille, William Leach, James Fraser, Elizabeth Murphy, Elizabeth Reilly, Andrew Morrow, Henry Schneider, Kathryn Ely, William Meech, and Patrick Murphy.

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Hudson River State Hospital Chapter: Mae E. McCarthy, Howard R. Chase, Dr. Albert Lafleur, Grace de Cordova, Mary Jane Freer, Sally Galbraith, Louis Garrison, C. G. Nuhn, Theresa Bouyea, Mary O'Donnell, Elizabeth V. Ryan, Dave Jones, Johanna Williams, Ada Smith, John Burke, Wilson Burke, Arthur Marx, Katherine Keyes, Alice Doeinck, Russell Murphy, Frank Cox, Victor Burgiel, A. Eitzen, James Dingman, Aaron Decker, Edward Britt, Donald Holden, Charles Veith, George Magee, John Whalen, Julia Beck, Ruth Van Anden, George Brown, George Beam, Edith Chase.

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mand Arpin, Bertha Wright, Caroline Gaghan, Sadie Henderson, Luella Colton, Florence Foster, Hazel Smith, Opal Thrasher, Martha Harris, Ada Gallagher, Frances Trought, Marie Comeau, Anna Cox, Grace Wureschke, Agnes McKenzie, Helen Hogg, Helen Grant, Myrtle Mc Gregor, Ambrose Margiotta, John Bennett, Ellen Farrell, Gladys Davis, Robert Phillips, Daniel McNulty.

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(Continued on Page 46)

Editorials

A Housing Problem

Can 40,000 Association members be served adequately from two small rooms in the Capitol, loaned to the Association by the State many years ago when the Association was small and its activities limited?

Can a staff of 14 operate efficiently in two rooms originally planned for a single person, the President and a part-time Secretary?

Can visiting members be welcomed properly and their intimate problems be discussed properly when there is neither quiet or privacy, but only constant interruption and a roar of machines?

Can important staff representatives function efficiently when they have no desks, no personal files, and even no place to hang their hats?

The answer to all these questions is an emphatic—NO.

At the last annual meeting, delegates representing our 40,000 members throughout the State recognized the vital need and went on record as to the remedy. They voted:

“That the Association dedicate itself to an intensive effort during the coming year to provide a suitable building for its Headquarters in the City of Albany;

“That the President appoint immediately following the meeting a Special Building Fund Committee whose duty it shall be to study and arrange plans for raising the money for such a building, and

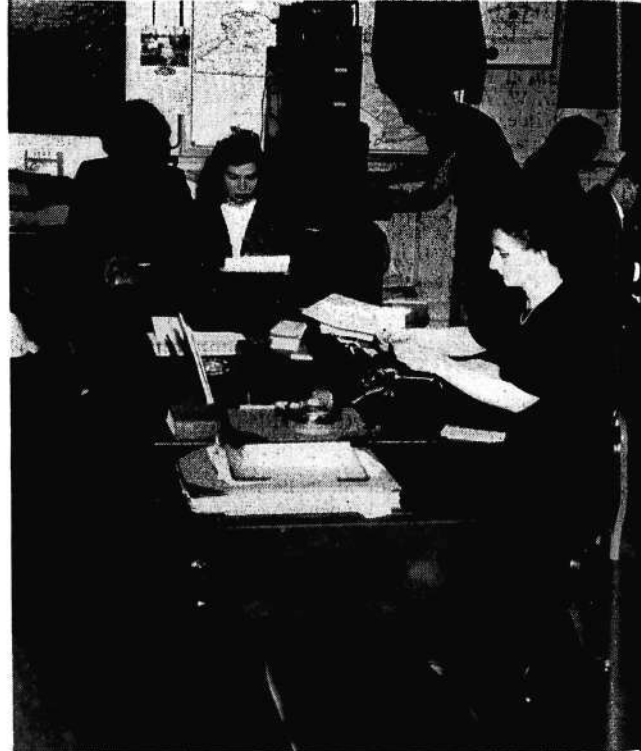
“That the delegates pledge full support and assistance in carrying out any and all plans of the Building Fund Committee to the end that a building suited to the traditions and prestige of the Association be provided at the earliest possible time.”

The purpose of the new headquarters is to serve YOU and every member. The success of the Headquarters Building Fund now depends upon the support of EVERY member. Reports on the growth of the Fund have and will be issued periodically until the end of the drive on May 22, 1948. These reports show how each chapter is supporting the Fund. It has been suggested that based on the final report, a scroll be attractively prepared containing the names of the Chapters which have supported the drive 100%, and that this scroll be framed and illuminated and placed on display in the new headquarters as fitting testimony to the chapters which have made the new quarters possible. Possibly something of this sort will be done.

Every member, for his own as well as his fellow worker's sake, is urged to give wholehearted support to the Headquarters Building Fund effort.

Through support of the Headquarters Building Fund, YOU help to protect and promote YOUR own welfare and interests.

SUPPORT YOUR HEADQUARTERS BUILDING FUND



Opposite Editorial Page

Adequate Headquarters Needed

YOU, and every member, have a big stake in the future of the Association, in its ability to protect your interests and promote your welfare. Your job is important to you. So is the organization which works every day to improve your working conditions—salaries, retirement, hours of work, vacations, promotional opportunities and so forth. Upon the success of this organization depends to a considerable extent your future happiness and welfare and that of your loved ones.

YOU, as a member, own your Civil Service Association. YOU, with your fellow members, have equal title in all its property. YOU wish it to represent your interests fairly and efficiently. To do this the Association must have the necessary staff and equipment and the ROOM for both staff and equipment. In other words, The Association's HOUSING PROBLEM MUST BE SOLVED.

The space occupied by your Association Headquarters is about the same as it was twenty years ago. In the same time its staff has grown, as has its membership and activity, from one to twelve, plus two field representatives. Lack of space greatly handicaps efficiency of operation. Who suffers? YOU and every member.

At the last annual meeting more than 300 delegates of all chapters unanimously approved a Building Fund Campaign. They have visited present headquarters and are personally acquainted with the need. These

elected representatives have put our 40,000 members on record.

Following the delegates direction, President Tolman appointed the following capable Special Building Fund Committee:

Dr. Charles A. Brind, Jr., Chairman and former Association President.

Harry G. Fox, our Treasurer

Harry Fritz

Robert R. Hopkins, Chairman of the Western Regional Conference

Arthur Marx

Francis A. McDonald, Chairman of the Southern Regional Conference

Victor J. Paltsits, Chairman of the Metropolitan Area Regional Conference

Robert K. Stilson, President, Schenectady Chapter

Clarence W. F. Stott, Chairman of the Central Regional Conference

John McNamara

Joseph D. Lochner, Executive Secretary, was appointed secretary to the special committee.

The Special Building Fund Committee labored hard and brought forth a plan to raise funds that has been enthusiastically accepted throughout the State.

Many interesting and worthwhile suggestions have been received from members relative to the make-up of the new proposed headquarters. The new quarters will be planned with the primary objective of better and more service to members. It is earnestly hoped that the proceeds of the building fund will enable the

purchase of a building large enough to provide some revenue to meet operating costs of the building, possibly through rentals until the space is needed for expanding Association activities. Certainly every member would like to see the Association have rent-free headquarters for the future.

The person who first said "money talks" must have tried to purchase real estate. The degree of success of our building fund drive will determine just how adequate and fitting the new headquarters will be. The fundamental needs to assure efficient service to members are: (1) Sufficient business office space; (2) A machine room to house addressing, postage, duplicating and other machinery; (3) Executive office and consultation rooms where members may privately discuss their personnel problems; (4) Small Meeting and Conference Rooms for use of committees; and (5) Storerooms. All of the above are lacking in the present headquarters.

Many members and delegates who visit present headquarters for the first time are pleased at the buzz of activity on their behalf, but rather disappointed by the physical set-up and appearance. Adjacent to the State Capitol are headquarters of several state-wide organizations. In comparison with the headquarters set-up of these organizations, many members expressed the belief that their present inadequate headquarters deters the prestige and importance of their Association.



OFFICIAL ROSTER

of

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

CAPITAL DISTRICT REGIONAL CONFERENCE

Chairman: E. Kenneth Stahl, Retirement System, 256 Washington Ave., Albany
Vice-Chairman: Dr. David Schneider, Social Welfare Dept., 112 State St., Albany
Treasurer: Margaret Mahoney, Public Service Dept., State Office Bldg., Albany
Secretary: Eileen Dailey, Retirement System, 256 Washington Ave., Albany

CENTRAL NEW YORK REGIONAL CONFERENCE

Chairman: Clarence W. F. Stott, RD 3, Binghamton
Vice-Chairman: Margaret M. Fenk, 1223 York St., Utica 4
Secretary: Mrs. Florence A. Drew, 18 Riverside St., Binghamton
Treasurer: Emmett J. Durr, Ray Brook State Hospital, Ray Brook

METROPOLITAN REGIONAL CONFERENCE

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Vice-Chairman: John L. Murphy, Creedmoor State Hospital, Queens Village, L. I.
Treasurer: Clyde H. Morris, Long Island State Park, Babylon, L. I.
Secretary: Mrs. Marie S. Lauro, Banking Dept., 270 Broadway, New York City

SOUTHERN REGIONAL CONFERENCE
Chairman: Francis A. MacDonald, State Training School for Boys, State School, Orange County
Vice-Chairman: Harry W. Phillips, Matteawan State Hospital, Beacon
Treasurer: Rangwald H. Brusie, Wassaic State School, Wassaic
Secretary: Mrs. Josephine M. Criscuolo, State Training School for Boys, State School, Orange County

WESTERN REGIONAL CONFERENCE
Chairman: Robert R. Hopkins, 78 Wilton Parkway, Buffalo
Vice-Chairman: Lawrence Law, Attica Prison, Attica
Secretary: Mrs. Dorothy Monroe, State School for the Blind, Batavia
Treasurer: Mrs. Alice Wagner, 112 S. Clinton St., Albion

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Secretary: Katherine F. Quilty
Treasurer: G. Wesley Callan

DEPARTMENT OF AUDIT AND CONTROL CHAPTER

President: Frank Conley, State Office Building, Albany
Vice-President: Frank Cox
Secretary: Ethel Myers
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Vice-President: Leland Z. Anderson, State Armory, Gloversville
Secretary-Treasurer: Randall W. Vaughn, New Scotland Ave. Armory, Albany

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Vice-President: William Deere
Secretary: Miss Helen Thau
Treasurer: Miss Marie Loughlin

CIVIL SERVICE DEPARTMENT CHAPTER

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Vice-President: Frances Becker, State Office Building, Albany
Secretary: Donald G. Simmons
Treasurer: Harry G. Fox

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Temporary Chairman: Mildred O. Meskil, 112 State St., Albany

Temporary Secretary: Gordon H. Stedman
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CAPITAL DISTRICT CHAPTER**
President: Earl J. McGuirk, 488 Broadway, Albany

Vice-President: Rosine Mullarkey
Secretary: Helen Barry
Treasurer: Joseph Lennon

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Vice-President: Joseph Redling, 42 N. Pearl St., Albany
Secretary: Miss Elisabeth S. McKnight, 1279 Broadway, Albany
Treasurer: Bart Dunn, 42 N. Pearl St., Albany

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President: Albert B. Corey, Education Building, Albany

Vice-President: Mary B. Brewster
Secretary: L. Emme Rucht
Treasurer: Jane L. Bartelle

JAMES E. CHRISTIAN MEMORIAL HEALTH DEPT. CHAPTER

President: Frank J. Smith, 33 Columbia St., Kennedy Garage, Albany
Vice-President: John R. Clark, State Office Building, Albany
Secretary: Virginia Clark
Treasurer: Harold Hall

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2nd Vice-President: Mrs. Helen Gillette

Secretary: Mrs. Ina Cray

Treasurer: Mrs. Frances Warren

NIAGARA CHAPTER

President: Howard Kayner, County Court House, Lockport, N. Y.

1st Vice-President: William Leyden, Welfare Department

2nd Vice-President: Clarence Salmons, Highway Department

3rd Vice-President: Charles Daboll, Sanatorium

Secretary: Anna Ziehm, County Clerk's Office

Treasurer: Winfield Mang, Sheriff's Office

HOLT-HARRIS

(Continued from Page 24)

portant than this, is the fact that significant precedents have been created. The passage of the Mitchell-Van Duzer bill should be regarded by all Civil servants as one of the most important pieces of Civil Service legislation since the enactment of the Feld-Hamilton Law. All told, the membership has every reason to congratulate itself for its untiring efforts to improve the Merit System and in so doing to improve working conditions for every public employee.

**A MESSAGE
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(Signed) Wm. L. Pfeiffer
Deputy State Comptroller

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THEY'RE BUILDING

(Continued from Page 39)

Utica State Hospital Chapter: Mildred Agne, John W. Kauth, Rose McKenna, Vincent P. Karwacki, George Cook, Harold Bessee, Kathryn Szczesny, Virginia McDonough, Flora Zane Wright, Hilda McGuire, Louise Johnpoll, Adolphe Desgroissillier, Watkin Perry, Genevieve Maxwell, Frances E. Hackett.

Wassaic State School Chapter: Herbert Nelson, Thomas Ahearn, Frank Barnish, Rangwald Brusie, Helen Sweeney, Mary Yegella, Thelma Carl, Margaret Grogan, Edna Barth, Clarence Crawford, Madeline Davis, Beatrice Harrison, Ethel West, Jack Dempsey, Adelaide Tripp, Stella Warren, Alice McCrystal, Charlotte Burke, Annie Wilson, Laura Remsberger, William Shaeffer, Alvin Sedore, Ruverner Ward, Ludwig Haferkamp, Edwin Hammond, Gilbert Smith, Rose White, Carl Sabo, Margaret Flanagan, Minnie Andrews, Mildred Doty, Maude Minogue, Adeline Foley, Nellie Innocent, Dorothy MacDonald.

Columbia County Public Works Chapter: Peter Miller, Arthur F. Spath, Charles Parsons, and Donald Weaver.

Public Works District No. 2 Chapter: John R. Roszykiewicz, Edward W. Perry, Lillian H. Peckham, L. Lavern Cheney, Walter T. Hayes, Arthur T. Madison, Llewellyn Jones, Carl Davies, Fay C. Hulbert, Fitzhugh Vogan, Werner Brown,

Louetta G. Keller, Lester H. Krich, Joseph A. O'Brien, Harry F. McQuade, and Evelyn F. Ball.

Rochester District No. 4 Public Works Chapter: Charles Dinnelly, Bert Goyette, Walter Phillips, William Bristow, Joseph Martin, Harry Driher, Frank I. Fuller, Charles MacKenzie, and Harry Bailey.

District No. 8 Public Works Chapter: William F. Close, H. B. Armstrong, J. A. Brady, D. V. Z. Bogert, J. Edelstein, J. F. Miller.

District No. 10 Public Works Chapter: W. A. Greenauer, J. McAree, R. Watts, H. Henderson, M. Hammond, E. Kennelly, E. Maher, D. C. Dezendorf, J. Leimer, George Burt, C. Pearsall, F. Hirsch.

New York State Training School Chapter: Beatrice McDonald, William J. Connally, Julia Johnson, Isabel McKenzie, Frank Miller, Harriet Kendall, Bertha Boice, G. Z. Adducchio, Charles Tiano, John Deyo, Harry King, and Marylynn Pierce.

Oxford Chapter: Stuart Holdridge, Sylvia McGowan, Raymond Barber, William Miles, John Carney, Mildred Manwarren, Lillian Gray, and Ralph Mowry.

Niagara Chapter: Paul Pils, Alice Gammon, Joe Police, Agnes Judd, Madalyn Rosenbaugh, Ethel Redhead, Arthur Barger, Renetta Rausch, Forrest Maxwell, Elizabeth Doyle, William Ackerson, and Grace A. Brett.

Suffolk Chapter: William F. Reylek, Edna A. Mills, Henry D. Newton, June Sposato, Alice Parks, Julia Smyrski, Jessie Dahl, William J. Burns, and Henry C. Ruland.

St. Lawrence Chapter: George Brosoic, Yale Gates, William S. Mead, E. Stanley Howlett, Roy W. Countryman, Ruth Venier, Elizabeth P. Whalen, and Nona G. Dunn.

Steuben Chapter: Catherine V. Canny, William M. Groesbeck, William G. Look, Jean A. Curry, George M. Crippen, Harold L. Richardson, Harold McGuire, Helen Manning, and Cora E. Kittle.

Ulster Chapter: Rosemary Jones, Edwin Wetterhahn, Thomas Hart, William F. Miller, Harry Seitz, and Harry Sweeney.

Westchester Chapter: Wesley Denniston, Bernice McKibben, Lester Conkling, Theresa M. Irving, Margaret M. Luongo, Francis I. McGrath, Viola Berg, Julia Dugan, Anna De Salvo, Esther Huzarsky, Anthony Grasso, Mr. Dowdell, Anthony Idarola, Joseph Petrillo, Anthony Paradise, Charles B. Henry, George W. Gordon, Michael A. Russo, Eugene F. Ash, Margaret M. Hughes, Mary E. Brichter, Dorothy Baker, Mary De Nardo, Helen F. Turner, Ralph Anderson, William J. West, Rachel E. Rux, Karl Reichlein, Merrill Shoemaker, Reed Ferris, Delos J. McKinsty, Ruth Irwin, Wilbur F. Curran, Michael J. Cleary.

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Governor



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PROPOSED CHANGES

(Continued from Page 17)

inclusion on the official ballot. Proposed by the Social Welfare Chapter.

• • • • •

That the Constitution be amended to provide that any regional conference, once admitted to the Association, continue to enjoy full rights of representation on the Executive Committee and Board of Directors until the charter of such regional conference is abrogated and an-

nulled. Proposed by the Central Conference.

• • • • •

That Article VI of the Constitution be changed to read as follows: (The bold type is new)

"Section 1. County executive committee. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a

county executive committee which shall consist of the officers of the Association and one representative from each chapter in the County Division. The county executive committee may create one or more subcommittees to perform such duties as the county executive committee shall delegate. The representative of each chapter shall be selected by such chapter."

"Section 2. Chapter. A chapter may be formed by members in the county division in any county, or in any region containing one or more counties, or in any city with a population of 200,000 or more, upon the approval by the Board of Directors of the constitution and by-laws of such chapter; provided, however, that no chapter shall include in its membership any employee of the City of New York or of any of the five counties comprising the City of New York. Such Chapter may be dissolved by a two-thirds vote of the board of directors."

Approved by Executive Committee County Division, and Board of Directors.

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The Civil Service Employees Association, Inc.

Room 156, State Capitol, Albany 1, N. Y.

ASSOCIATION HISTORY

(Continued from Page 16)

porary, provisional and war duration appointments were made and competitive examinations were necessarily deferred to give veterans full opportunity to compete for positions in the public service. Today nearly 10,000 competitive positions are filled by employees who, without examination, hold temporary or provisional appointments of one kind or another. The following table, contained in the last report of the Civil Service Commission demonstrates the problems that face us and the efforts that are still required to extend the competitive principle "as far as practicable."

State Employees Under Jurisdiction of State Civil Service Commission		Total
Unclassified		562
Exempt		1,348
Exempt Labor		4,895
Non-Competitive		9,191
Competitive (total)		42,746
Permanent	32,436	
Temporary—from eligible list	575	
Temporary—pending canvass of eligible list	1,188	
Temporary—military substitute or war duration	1,445	
Provisional	6,712	
Other temporary	390	
Total employees		58,842

Hundreds of non-competitive employees, at Dannemora, Matteawan, Westfield and Albion, for example, can and should be placed in the competitive class.

The list of what must be done in

future years could be extended indefinitely. The improvement and expansion of in-service training, employee operated cafeterias in our institutions, the constant improvement of personnel administration and civil service examination techniques are but a few of the many objectives that could be emphasized.

Progress during the past ten years has been spectacular in its steady growth, yet no one advance, by itself, can be said to be spectacular. Advances have, nevertheless, been made without strikes or threats of strike. Progress from year to year has at times seemed painfully slow, but when viewed in retrospect, over a period of ten years, it has been remarkably rapid. A state job today, taking into consideration all its aspects, including salary, working conditions, vacations and pension rights, is infinitely more attractive than it was in 1937.

The Association itself faces the urgent necessity of expanding its services to meet the growing responsibilities placed upon it. We need a new building to house our activities. It is imperative that the dues in the State Division be increased this year to a minimum of \$5. Such an increase is absolutely essential if the Association is to maintain its present services and further increases will doubtless be required in the future as Association services expand to meet the ever-growing needs of its members.

During the past ten years, the Association has steadily increased in size and effectiveness. Its member-

ship now includes civil service employees in the counties, municipalities and other sub-divisions of local government. Today, it has 125 chapters,—108 in the State Division and 17 in the newly created County Division. Its membership now approximates 43,000 and is expected to approach 50,000 before the end of the year. Of these, nearly 5,000 are in the rapidly expanding County Division, which is little more than a year old.

The progress of the Association is a convincing demonstration of the need for an effective, democratic employee organization in the public service. What has been done represents only a fraction of what remains to be done during the coming years. The officers and the members of the Association however, have every reason today, as in 1937, to face the future with confidence.

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Do It Today . . .

Apply for this low-cost, broad-coverage protection. Applications may be obtained from Association Headquarters, at address above. If you are already insured under this plan, bring it to the attention of your fellow workers. The success of the plan will always depend upon a large percentage of employees being insured.

Attention: New Employees . . .

New employees may secure this life insurance protection **WITHOUT MEDICAL EXAMINATION** providing they apply for it within the first 90 days of State employment.

The Association Is Proud . . .

to have WON the SALARY ADJUSTMENT effective April 1st. This will assist all State employees to better cope with the high living costs in providing for themselves and their loved ones. EVERY fair-minded State worker (WHO DOESN'T WANT A FREE RIDE) should want to support the Association for this and other improvements it won relative to salaries, retirement, hours of work, vacations, sick leaves, promotional rights, and other working conditions.

USE THIS APPLICATION FOR MEMBERSHIP
PRINTED AND INVITE ANY NON-MEMBER
FELLOW EMPLOYEE TO JOIN TODAY!

Hand this Application, with dues attached to your Local Chapter, or send to Association Headquarters.

MEMBERS may now join the Association's State Chapter for the balance of the year ending September 30, 1948 upon payment of the prorated dues of \$1.50.

(Authorized by action taken by the Association's Board of Directors)

Print Last Name Above

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Initial

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Association Year Ending September 30, 1948

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