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THE STATE EMPLOYEE

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For God, and Home, and State

Liberality and brotherly love are coming into their own. The great problem of woe and want is serving an important social purpose by humanizing the visions and policies of the peoples of the earth. No longer are "our ears so close to the ground that we cannot hear the heartbeats." If here and there, the leaders of society falter in their recognition of the facts, it can at most only slightly delay the final acceptance of the doctrine of mutual helpfulness and brotherly love. Humanity is learning again as it has on so many previous occasions that selfishness imposes hardships and unhappiness greater than those attaching to any other human error.

Public servants have a call to stir themselves anew and to keep ever before their eyes the sacred responsibility of evolving a constantly higher standard of service. In this period of widespread distress, the civil army of public workers must respond to every demand for sacrifice and devotion necessary to assure that the essential services of government shall not lag, but that they shall fulfill in every way their substantial part in safeguarding the home and the state and in sustaining a right regard for the fundamental virtues instilled in the hearts of mankind by Divine Providence.

YOUR ASSOCIATION

YOUR ASSOCIATION IS TODAY THE OUTSTANDING STATE-EMPLOYEE ASSOCIATION IN THE UNITED STATES. IT EXEMPLIFIES THE REAL PURPOSES OF ORGANIZATION OF CIVIL EMPLOYEES, NAMELY, TO IMPROVE THE CHARACTER AND EFFICIENCY OF PUBLIC SERVICE, TO FOSTER A SPIRIT OF LOYALTY, GOOD WILL AND CHEERFUL COOPERATION AMONG ALL WHO SERVE IN PUBLIC LIFE, AND TO PROMOTE AND PROTECT EMPLOYEE INTERESTS.

THIS IS THE ONLY STATE-WIDE ASSOCIATION OF STATE EMPLOYEES IN NEW YORK STATE. IT REPRESENTS ALL STATE EMPLOYEES IN WHATEVER LINE OF STATE ENDEAVOR OR PART OF THE STATE THEY MAY BE. ITS MEMBERSHIP INCLUDES DOCTORS, LAWYERS, ENGINEERS, INSPECTORS, CLERKS, STENOGRAPHERS, TYPISTS, HOSPITAL WORKERS, PRISON WORKERS, PARK WORKERS, FOREST FIRE OBSERVERS, GAME PROTECTORS, HIGHWAY MAINTENANCE WORKERS, CANAL WORKERS, AND EVERY OTHER CLASS OF STATE EMPLOYEE.

THE ASSOCIATION IS NOW GOING FORWARD 10,000 STRONG. WE APPEAL TO YOU WHO ARE NOW MEMBERS TO SEE TO IT, FOR THE WELFARE OF ALL STATE EMPLOYEES, THAT ALL WHO ARE NOT MEMBERS JOIN IN THIS EFFORT FOR 20,000 MEMBERS IN 1933. NEW YORK STATE WORKERS CANNOT AFFORD TO BE WITHOUT A SINGLE, UNITED, STATE EMPLOYEE ORGANIZATION. THIS ASSOCIATION HAS ALREADY BUILT UP A HIGHLY EFFICIENT ORGANIZATION WITH HEADQUARTERS AT THE SEAT OF STATE GOVERNMENT IN THE CAPITOL AT ALBANY. THE OFFICERS, COMMITTEES AND COUNSEL ARE CONTINUOUSLY ACTIVE IN REPRESENTING EVERY STATE EMPLOYEE IN EVERY STATE EMPLOYEE MATTER. IT IS NOW SQUARELY UP TO THE STATE EMPLOYEES EVERYWHERE TO GET BACK OF THEIR OWN STATE ASSOCIATION AND SUPPORT IT BY MEMBERSHIP AND ACTIVE INTEREST IN CARRYING OUT ITS PROGRAM FOR THE DEVELOPMENT OF A COMPREHENSIVE CIVIL SERVICE SYSTEM, A FAIR COMPENSATION PLAN, SOUND RETIREMENT PRIVILEGES, REASONABLE HOURS OF WORK, AND EDUCATION AND RECREATIONAL HELPS.

THE BUDGET AND THE GOVERNOR'S PROGRAM

Every part of the world is at grips with hard times. Every government of the world and every sub-division thereof is surveying the future through anxious eyes.

Governor Lehman, accepting the challenge of business adversity in this State, satisfied the most critical as to his full understanding of the business side of State government and put forward a budget and plan for state financing that commands general respect. It is not expected that he spoke the last word on taxes or that everyone agrees with economies that curtail public work. There is a large body of the thinking public that cannot get away from a strong faith in the principle that spending rather than saving is the sound means for rehabilitating the economic structure. There is another large body that believes that there are very much more equitable ways of levying taxes than now exist. There will always be a difference of opinion on these large public questions. Governor Lehman is too much of a statesman to close the door to any sound reform; rather will he welcome aid to the best solution of every problem no matter where the help originates.

The reduction of the salaries of State workers as a part of the policy of retrenchment was not unexpected. State employees, through this Association, went as far in seeking to influence against these reductions as it is ever proper for any citizen group to act in public affairs; that is, they collected all of the true facts as to State salary relationships to all governmental operations, compared them with similar salary facts in other fields, and presented a comprehensive statement to the Governor, the Director of the Budget, the State Budget Advisory Committee, and the general public. They used every possible argument to prevent reduction of already moderate levels. The executive decision to exempt all who receive less than \$2,000 per annum from the reduction relieves about seventy-five per cent of employees from reduced salaries and was a pleasing concession to the appeals of employees against reductions of any kind.

Good public service depends upon an efficient, satisfied rank and file of workers. Executive, legislative and administrative heads of State government understand this. The civil service employees have never yet failed to symbolize good, clean, honest economical public service. They are especially intent in this time of citizen distress to make every sacrifice to uphold the high standard of efficiency in State service that now exists, and to bend every effort to aid toward the maximum of economy.

Governor Lehman enjoys the respect and confidence of every worker in State service. The organized employees in this Association have found him a willing counselor and friend in every employment problem presented to him. Never before in the history of the State has there existed on the part of executive, legislative and administrative leaders such a fine spirit of cooperation with a will to recognize the tremendous source for good that lies in the organized initiative and enterprise of the thousands of professional and skilled employees comprised within the civil service group. This group stands ready to suggest many important avenues open to increased efficiency in public functioning, and with the good will now established is in an admirable position to safeguard the interests of employees from the unthinking and persistent attacks constantly directed against the salaried groups.

TRULY EFFECTIVE CIVIL SERVICE IMPOSSIBLE WITHOUT THESE CHANGES IN LAW

Since the Legislature convened in January, there have been a number of bills introduced relating to the civil service. Of vital interest to employees is Senator Nunan's Bill, Senate Introductory No. 726. This bill, in the preparation of which your Association took an active part, makes it mandatory on the Civil Service Commission to provide a classification plan, based on duties and responsibilities, for that part of the classified service of the State generally known as the department service. A very large part of such a plan is in effect today. This bill makes specific and mandatory, a hitherto general and discretionary power of the Civil Service Commission, thus giving much needed protection to employees.

At the request of representatives of the institutional employees of the State, the bill specifically excludes them for the time being, but provides that they may be brought in later upon formal application of the proper institutional authorities to the Civil Service Commission. In a similar way, the bill specifically excludes the employees of the civil divisions of the State, that is, counties, cities, and villages.

Of primary importance to employees are the provisions of this bill making it mandatory upon the Civil Service Commission to prepare and recommend to the Governor and the Legislature, a uniform compensation plan to fit the classification. Thus, direction is given to what should ultimately develop into a sound, sensible, and equitable plan for the payment of salaries by the State. With a good compensation and classification system, provision is made for employees doing similar work to receive similar rates of pay, and what is more, employees will know definitely what they can look forward to in the State service in the way of advancement and increased earnings.

The bill provides for safeguarding the rights of the employee both as to his status at the time his position is classified and as to the adjustment of his salary to the compensation plan when it becomes effective. It definitely contemplates that when the compensation plan takes effect, salaries of employees that exceed the amount provided in the plan, shall not be reduced, but shall continue at the rate last in effect. For other employees, whose salaries are either below or within the scale of rates set up, it provides for adjustments in favor of the employee. Of course, any adjustments to meet any compensation plan at any time, must be subject to appropriations made available by the Legislature. This bill provides a fair and impartial plan upon which such adjustments shall be made, when the necessary funds are appropriated.

One other provision of this bill, which is of major interest to the employees, is the establishment of a system of advisory boards, representative of the employees within the several departments, or within representative groups of related employments; and for central advisory boards representative of such department and group advisory boards, to make recommendations to the Civil Service Commission and the Director of the Budget upon matters involved in the administration of the Civil Service Law and of the classification and compensation plans. It is certain that the Civil Service Commission will make use of this provision to a very considerable extent and it is expected that the cooperation of these employee advisory boards will be of great assistance in strengthening and further perfecting personnel administration of the classified State service.

The bill specifically provides that the Civil Service Commission shall prepare class specifications for all classes of positions and revise such specifications for any class whenever the Commission deems such revision to be warranted; the Commission will fix educational and other requirements as it has done in the past. This Association finds the Civil Service Commission in entire harmony with the principle so often enunciated by the Association, namely, that, with the exception of purely professional work, educational requirements shall not preclude any citizen from proving his capacity for promotion to higher duties within or for entry into the service. A perusal of the current specifications for State positions shows plainly the fair policy of the Commission in refusing to set up arbitrary

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and unsound academic barriers to entry into State service or to promotion therein. The provision in the bill for active employee representation in the counsels of the Commission will serve to assure complete protection of this and all other protective features of civil service. The fears that the educational requirements contained in the report of the Legislative Civil Service Survey Committee might prevail are entirely overcome in Senator Nunan's bill.

Senator Nunan's bill eliminates all of the features of last year's bill which were objectionable to and led to the veto of Governor Roosevelt, and, as introduced, has the general approval of the Civil Service Commission, the Civil Service Reform Association, the Director of the State Budget, as well as the Legislative Committee of your Association. This bill merits and will have the hearty support of every friend of good civil service. Even the boldest enemy of the civil service system will hesitate to oppose such an honest, progressive, vitally necessary piece of legislation as this.

STUDY YOUR RETIREMENT SYSTEM

F. B. Holmes, Director, State Retirement

It is noted that there have been introduced in both houses of the Legislature, Senate Bill Intro. No. 32 and Assembly Bill Intro. No. 16, a bill that would permit retirement at age fifty-five, with one-sixtieth of one's final average salary for each year of service instead of one-seventieth. This bill, therefore, becomes a thirty year of service with age fifty-five bill.

Many who would support and advocate a fifty-five year retirement doubtless have in mind the non-actuarially sound local pension plans, where retirement is permitted at any age after twenty or twenty-five years of service. These local plans are very expensive and cost the municipality anywhere from fifteen to twenty-five per cent of payroll, while the New York State Employees' Retirement System is operated at an average cost of ten percent of payroll to both the municipality, including the State, and the member.

All of these expensive local plans will eventually be taken over by the New York State Employees' Retirement System.

The Utica Fire Department, composed of 188 active firemen, has recently adopted the Retirement System and all firemen of that city are now participants in the state wide System. It came over to the state wide System simply for the reason that it could not support itself and the city would not contribute twenty-four per cent of payroll. This is indicative of what will happen regarding all local plans.

As all of you know times are very hard now. The State is at a loss to find enough income to pay its obligations. At this time, when all retirement plans in the State are being fine-tooth-combed by the taxpayer, it behooves all members of the State wide Retirement System to safeguard their interests and refrain from proposals which would add greatly to the cost.

The budget carries an item for the Retirement System this year of \$3,427,851.05. If all were to enjoy fifty-five year retirement, that is, the total cost of same to be borne by the State, this appropriation would have to be increased by at least thirty

per cent of itself, which means that the State would have to appropriate at least an additional \$1,000,040 to provide for fifty-five year retirement.

Any member can himself see the reason for this if he will compare the rates of contribution for new entrants into the Retirement System for fifty-five year retirement and for sixty year retirement. For instance, at age twenty, Group 1, the rate for sixty year retirement is .0429. For fifty-five year retirement, age twenty, Group 1, the rate is .0944.

Every member of the Retirement System, of course, wants a sufficient amount to be reserved in the System for him if and when he should retire. The best way to accomplish this is to see to it at all times there are no inroads made into the stability of the system by special groups and that there are no special individual conditions taken care of.

NOTE: This Association has consistently supported the principle of optional retirement at age 55, the State and the employee to bear equal cost. This article was kindly prepared by Mr. Holmes to give the exact facts as to costs, etc., of such a policy.—President.

THE MAXIMUM EIGHT HOUR DAY

Senator Thomas E. Desmond, of Newburg, has not lost faith in the abolition of the twelve hour and longer day service in State work. His bills dealing with this subject include Senate Introductory No. 168, which amends the State labor law and applies to all State workers, and Senate Introductory No. 169, which applies particularly to prison guards. Social and economic justice require that the State of New York abolish the long day from public service. There is no doubt but that the lack of funds required to make possible the construction and other changes incident to extending the shorter day to thousands of institution workers will militate against the success of these bills at this time. On the other hand, there is the apparent advantage in the proposal of giving opportunity for employment to many hands.

A MONTH'S NOTICE IN CASE OF DISMISSAL

The serious reduction in appropriations for public construction has resulted in the unfortunate laying off of hundreds of State civil service employees of the Department of Public Works. Several conferences have been had by representatives of the Association with Colonel Greene relative to these dismissals and also as to demotions in rank and pay of certain groups. Colonel Greene and his staff have laid before the Association the facts as to the disastrous effect upon employee retention in service resulting from decreased appropriations amounting to almost forty millions of dollars in two years. As in the case of the Governor, administrative heads faced with the necessity of reducing their force are saddened and distressed and are bending every effort to make actual layoffs only when all other means of saving have been exhausted.

Governor Lehman has ruled that at least a month's notice must be given every employee whose dismissal is occasioned by depleted funds.

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LEGISLATIVE ACTIVITY

Many bills of interest to civil service employees have been introduced. Your Legislative Committee, Retirement Committee, Officers and Counsel are studying all carefully. The following bills have been approved by the association and others are still under consideration. The weekly "Bulletin Board" bulletin sent to all offices and institutions will deal with these and all other pertinent matters as they are decided upon. Civil service employees should support the following bills. Copies may be secured by writing to your representative in the Legislature and giving reference number.

Senate Intro. No. 726, Senator Nunan, provides needed strengthening of civil service law including employee representation.

Senate Intro. No. 452, Senator Kleinfeld, requiring U. S. citizenship and residence in State two years for civil service appointees.

Senate Intro. No. 34, Senator Crawford, providing term of eligibility for reinstatement of persons on preferred list shall be four years from date separated from position in civil service.

Senate Intro. No. 168 and 169, Senator Desmond, providing maximum eight hour day in institutional service.

Senate Intro. No. 140, Senator Wald, one day rest in seven.

Assembly Intro. No. 15, Mr. Bernhardt, extends scope of classes for reinstatement civil service employees separated from service.

Assembly Intro. No. 16, Mr. Bungard, provides optional retirement at 55 with State and employee bearing costs.

EXCELLENT WORK BY COUNSEL

The counsel for your Association, Hon. Charles J. Tobin, rendered exceptional service to State workers in presenting fully and clearly to the Governor, the Director of the Budget, and the State Budget Advisory Committee the facts as to State employment matters, the long neglect of State workers in the matter of compensation, the need for maintaining adequate salaries in the upbuilding of public service, the justice of honest protection from demotion or dismissal of the faithful employees who have frequently sacrificed much for their careers as public servants, and the social need for the safeguarding of the retirement system. That he will aid still more successfully the employees through appearances before the Legislature during the coming session is certain. No man is better or more favorably known in the State Capitol than Mr. Tobin.

COOPERATION WITH BUSINESS GROUPS

The recent action of the Albany Chamber of Commerce (like that of the Poughkeepsie Chamber last winter), in setting aside the recommendations of a sub-committee that had hastily recommended salary reductions, is an indication of citizen pride and good sense which appeals to State workers generally. The matter of salaries paid to public workers is one for internal study and action within the State government itself.

Now that everybody understands everybody else in the salary matter and the ill will which developed as a result of the sub-committee action on salaries has been entirely ironed out, let's get back to the good old habit of spending our money among our local merchants. Albany merchants have assured State employees that it was all a misunderstanding, and this Association urges strongly that the spirit of cooperation between employees and merchants be developed to the greatest possible extent. There are no better stores or business establishments anywhere in the world than there are in the Albany District. A number of Albany merchants tell you of their goods in the columns of THE STATE EMPLOYEE this month. Read them carefully and patronize all home industry.

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**THIS ASSOCIATION ORGANIZED
OCTOBER 24, 1910**

It is difficult for thinking men and women within and without State service to understand the intentions of those who seek to divide State employees into various groups. It is impossible to appraise their actions or statements as anything other than inspired by selfishness and self-seeking. This Association has no quarrel with any individual or group. It exists solely to promote good State service and to assure fair play for State employees. Some recent statements as to the formation and history of the Association have been entirely erroneous as the following facts will show.

This Association of State Civil Service Employees was organized on Monday, October 24, 1910. The report appearing in the Albany Knickerbocker Press of October 30, 1910, which is a part of the files of that paper, tells the facts as follows: "The Association of New York State Civil Service Employees which was formed on Monday night promises to be one of the strongest organizations in the State. When the subject was broached several months ago as to the advisability of forming State civil service employees into an association, the question was raised as to who could be relied upon to take the initial steps to perform the arduous task of developing the plan and perfecting the details of its consummation. The question was finally answered by the selection of William M. Thomas. Those who were at first reluctant to join now admit its advantage. Undeniably the gratitude of every member should be expressed to Mr. Thomas whose experience in matters of organization did so much to pilot the hesitating craft into placid waters. Mr. Thomas has been chief stenographer in the department of the attorney general for 28 years."

The Association was for a time known as Capital City Council 98, Civil Service Association of the State of New York. The fundamental reason for these State employees severing connections with the Civil Service Association of the State of New York, composed principally of city and county workers, was the one that now governs in maintaining the Association of State Civil Service Employees of the State of New York as an all-State employee organization, namely, the very obvious needs of State employees for a united stand upon all State service matters, and the clearly understood fact that it is wholly impracticable for State employees to become involved in the purely local problems, political and otherwise, of the hundred or so city and county groups of employees spread throughout the State. The Association is in no way unsympathetic or unfriendly toward these groups. It stands ready and willing to help them with their problems in every consistent way. It sees every possible reason for standing strictly as a strong, united all-State employee body, devoted first of all to State employee matters. It would be nothing short of ridiculous for State employees, with their own peculiar problems which are all handled exclusively by the executive, legislative and administrative heads of State government, to mix their interests with the countless troubles and ambitions of the approximately one hundred civil subdivisions of the State.

The following members of the Salary Committee active in 1921, whose names appeared on the circular prepared by them in defense of higher salaries, are still members of this Association and will gladly inform any person so desiring, of the facts as to association history and activities:

Dr. Horatio M. Pollock, now a member of the General Committee and William E. Hannan, a member of the Education Committee of this Association. Both are very active in Association councils. Mr. Thomas, the first secretary, was actively associated with the Association up to his death last April.

We are proud of our State Employee Association and of its history and achievements. The more we know of it the more we understand the present ten thousand membership.

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LOOKING AHEAD

Curtaiment of public activities can at most be only temporary. No student of economic affairs disregards the growing certainty that there are many things important to social welfare which the people themselves can do as well or better than private groups. The old bugaboo that waste and extravagance is necessarily a part of governmental functioning, and that wise planning and thrifty accomplishment go hand in hand with private enterprise has been thoroughly dissipated by the disgraceful pillaging of the people and the virtual wrecking of economic faith by countless business groups occupying high place in the business world.

Whenever the people decide seriously to take over additional essential social services and public utilities as a means of enjoying to a greater extent the necessities and conveniences which have accumulated throughout the years, and which are bound to be added to in the years to come, they will lay aside tradition and fear and begin doing much of the work that is now done by private groups. When they do this successfully, however, they will have reached the stage where they will hold their public servants in greater respect than they now do, and will insist that all such shall be selected and directed under a wise system such as is possible in a properly developed civil service system. There need be no waste in public operation of any utility or other constructive work, if there is a right regard for moral and business relationships between the people and their servants.

This Association urges again, as it has so often in the past, that civil service employees give the gravest of thought to self improvement, mental and physical, not only for their present work but for the opportunities of the future. Can you do anything better than live more abundantly through greater knowledge and appreciation of the fine and worthwhile things of life, and are you giving yourself a fair chance through wise utilization of the thousands of avenues for social and economic improvement open to you? The Association's Committee on Education will be glad to help you by wise planning.

VETERAN PREFERENCE IN CIVIL SERVICE

As a veteran and as President of this Association, the writer is wholly opposed to any and all legislation which seeks undue recognition for veterans or others in public service. Disabled and other veterans should receive every proper honor and respect for their especial service to their Country. They should not, and I am sure do not, support any legislation which would make them the recipients of more than fair recognition in the system of recruiting public servants. The State service should always be open to all citizens of the State. If the service is to be filled with veterans simply because they are veterans, the boy and girl who has come of age since the close of the war will be discriminated against in obtaining public work. No such selfish demand will ever come in time of peace from unselfish men who braved all in honor and love of country in time of war. Veteran organizations should take the initiative in opposing suggestions along this line that may be made by overzealous buddies on behalf of veterans.

ASSOCIATION BROADCASTS

The WGY Broadcasting Station is rendering a splendid service to the people of the State, and a fine courtesy to your Association, by according the privilege of reviewing the facts as to the State civil service system each Wednesday at 1:40 P. M. The Association is endeavoring to show the value of the maintenance of a body of public servants free from political or other interference and the need for citizen attention to assure that civil service reform shall continue to develop to the point where respect for public service and public servants will rest upon a true understanding of the important and difficult work involved.

Civil service employees have an especially good opportunity at this time to impress citizens favorably as to their government through attention to every possible economy and wise practice, and by their industry and cheerful attitude in their daily work and contacts with the people of the State who employ them.

Call the attention of your friends to these broadcasts and listen in when you can.

PATRONIZE YOUR PATRONS

In another column of this issue we have called attention to the desirability of trading with your local merchants. We wish to call your especial attention to the advertisers in **THE STATE EMPLOYEE**. This magazine is presented to business people solely upon its merits as an advertising medium. It is helpful to the Association to have this advertising as a means of paying at least a part of the cost of printing the magazine. We will not, however, accept any complimentary advertising, because we believe that the circulation is sufficient to make advertising in our columns worth while on a strictly economic basis.

Will you not, beginning with this issue, tell the advertiser whose advertisement appears in **THE STATE EMPLOYEE** that you noted his advertisement and that you are glad to patronize him because of his apparent interest in serving State employees? This will help tremendously in an honest and proper way to build up the known advertising value of the magazine and make it even more useful to merchants and others.

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RECREATIONAL ACTIVITIES

A splendid start has been made in developing worthwhile recreational activities among the thousands of State workers in Albany. This work was begun by the Association in cooperation with the City Board of Education, Physical Culture Division, and hundreds of State employees have joined one or more of the twenty-five activities planned by that body.

An eight team basketball league has been playing each week all season. Horseback riding, swimming, and bowling classes have also been inaugurated with pleasure and health advantage to those taking part.

Efforts will be made to secure even greater cooperation of the various executive and administrative heads to the end that healthful sports and activities may be fostered from the standpoint of increased physical well-being of the workers.

THE ASSOCIATION'S SUMMER CAMP

Advice received by the Camp Committee gives hope that the camp for State employees conducted last summer at Lake Meacham under the auspices of the Association, will be possible again this year, and with increased facilities.

Full details will be circulated among employees when final arrangements have been completed.

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