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*A magazine devoted to the civil service merit system
in New York State*



SUMMER ISSUE, 1948

Vol. 17 - No. 2

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MERIT

Official Publication of
The Civil Service Employees Association, Inc.

Vol. 17, Number 2

Summer Issue, 1948

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Our Cover

VACATION DAYS

Mid-Summer!

Vacation Days!

New York State!

They all go together, and the State Government, through its Departments of Commerce, and Conservation especially, is doing everything possible to make us in New York State — and everyone else — realize that New York is the **Premiere Vacation State** and to make it easy for us to enjoy our State's unparalleled Vacation facilities.

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MERIT is published quarterly. Publication office, 2 Norton St., Albany, N. Y. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 15c single copy, 50c per year. Entered as Second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the act of March 3, 1879. Letters to the Editor, contributions, news items, applications for memberships and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y.

HISTORY WRITTEN AT

THE Association is practical. It does business with groups and agencies that are practical. The best of thought and the best of tools are needed by the Association to keep step with the people and the agencies with which it must associate and act from day to day. The Association like the government deals with and depends upon the people. The people have no respect for any agency that is not keen, alert, dynamic, constructive. Because of these considerations, the action of the delegates at the May 22nd meeting, establishing dues sufficient to provide the wherewithal for progressive action was not unexpected. It was in line with the high traditions of the Association—to keep the civil service employee in the forefront of all civic and labor groups.

The specific proposal before the delegate meeting was the amendment of Section 2 of Article 3 of the By-laws to provide that the dues of the members of the state division shall be at the rate of five dollars per annum instead of three dollars per annum. The new rate is for the Association year beginning October 1, 1948.

There was very complete discussion of the proposal, and when the vote of the delegates was reported it showed 242 votes cast by chapters on basis of one vote for each 100 members for the increase in dues and 163 opposed.

The meeting included a luncheon which was addressed by State Comptroller Frank C. Moore. It also included a Grand Ball in the evening in the State Armory in celebration of a successful building fund drive under the Chairmanship of former President Charles A. Brind, Jr. The funds donated by the members and their friends will make possible the first permanent home of its own which the Association has ever possessed.

Two hundred and forty-eight delegates responded to the roll call of the Secretary when President Frank L. Tolman called the business meeting to order in the Crystal Ballroom of the DeWitt Clinton Hotel on the morning of May 22nd.

On May 22 the delegates of our Association met in Albany. President Tolman characterized it as "the most important meeting of the delegates that we have held."

HIGHLIGHTS

Annual dues increased from \$3 to \$5.

Building fund over the top, making possible first permanent home in Association's history.

Dr. Tolman's address—a masterful outline of the ideals of the organization—is printed herewith in full, except for details regarding casting and canvassing of votes.

Read it. Preserve it—for record and for inspiration!

Dr. Tolman's opening remarks follow:

"Fellow members of the Association, fellow employees, friends, we are meeting today to determine in large measure the future policy of the Association. In my opinion, this is the most important meeting of delegates that we have held. I ask everyone of you to realize the importance of your position and the importance of your vote at this meeting. This organization is a democratic organization. You, as representatives of the members, are the bosses. You make the final decision. We follow your instructions.

"We will attempt to give very full time and very free opportunity for everyone to discuss and debate the subject before us today. It is evident, however, that we must have business-like procedure, that we must conduct our business in an orderly manner, that we must follow parliamentary rules of order to give everyone equal opportunity, and that we must have consideration for the other fellow as well as for ourselves. Now, it is the function of the moderator, or the President primarily, in conducting a meeting, to be sure that the minority has full opportunity to express its opinion as well as the majority. It is his duty to see that nothing is 'railroaded', no sharp tricks are called, that everyone meets on a basis of equality and has full

opportunity to express and exercise his rights as a delegate to this meeting. That, I shall attempt to do." (Dr. Tolman then outlined the program for the meeting and cited the constitutional rules governing voting and canvassing of the vote).

"I want to say just a word or two more in reference to the growth and importance of the Association. I think you all know that the Association is larger and stronger than it has ever been. The membership in the Association at the present time is over 44,000 and is growing very rapidly and may attain 50,000 by the end of the Association year. There are 39,520 members in the State Division and there are 4,800 in the County Division.

"Going back a few years I can remember very vividly at our little meetings we always asked the Governor to come and talk to us. He made it a practice to say 'Gentlemen, your influence with the Legislature and the government is almost directly proportional to your membership. My advice to you is to make it evident to everyone that you are the voice of the public employees of the State and then you will get definite recognition. I find it very hard' he said, 'to explain to a very great many politicians in particular why I pay so much attention to an organization of four or five thousand when there are twenty or thousand

DELEGATES' MAY MEETING

State employees in the service. You would make it very much easier for me if you had a membership, and particularly a live active membership that represented a great majority of the public employees.'

"Those of you somewhat removed from Albany probably do not realize that now that we are definitely the majority organization in the public employee field in the State of New York the attitude of the state administration is very definitely changed. We used to beg for audiences and the right to press our views. We didn't always get them no matter how much we tried to get the opportunity for a hearing. The condition is quite different today. We are frequently asked by the Civil Service Department, for instance, to come in and talk over some proposition which affects employees and public service. It may be a very important amendment to the rules related to promotions or something of the sort. They don't wait for us to come to them—they ask us to come in before any action is taken, to discuss the matter on its merits and to give them the point of view of the employees. That relationship exists with a number of departments. We do have some difficulties in some quarters in getting official attention to employee matters, but I am glad to say that those difficulties are getting fewer every year.

"I have spoken of the membership because that is a very concrete evidence of the growth of the Association. I want to point out particularly that as your membership grows, the problems and the necessary business of the Association grows even faster than your membership. It is very easy to have relatively a small group around Albany and operate at a minimum of expense. But when you have 44,000 members spread all over the State, a great many of them having their interests in the various counties, towns, school districts where your contacts are with the hundreds of local governments as well as an interest in executive and legislative action; when you have an organization that is so widespread

with so diverse interests, you just have the problems that grow faster and faster in proportion to the growth of membership. I have felt that the only way this organization could properly function was to keep it not only large but to keep it strong and active. I have done everything I could to keep the members informed of what we were doing. I have done everything to tell them the situations which we have met from time to time. We not only try to tell the membership through the Civil Service Leader, and through MERIT, but we send out, as you know, a great number of informative bulletins; we issue press releases and we do almost everything possible, I think, in the way of answering letters, so that every member will know what the problems are and what is being done about them.

"Now, that means, as I see it, a two-way proposition. We try to take care as far as we can of the Association issues in Albany and various jurisdictions within the State. We try to help individuals through our contact with the State offices all over the State, but more important the real effective work of the Association is the work we ask the members of the Chapters to do. The Building Fund Drive success is due definitely to the interest of members throughout the State. We ask the members constantly to contact their legislators. We ask them to put articles in their local papers and we ask them to see this man and that so that we consider every member in every Chapter as having a vital part in the work of the Association.

"I have tried as everyone has tried these days to operate the organization as economically as possible. Last night in the Board of Directors, I objected to certain proposed expenditures. I have done that on numerous occasions and I have tried to practice what I preach in keeping down expenditures in the Headquarters. We have not done a great many things that we ought to have done because we didn't have the money. At the same time you all know that an organization either goes forward—either is fully alive—or it begins

to die, and when the process of dying begins it dies very fast.

"We simply cannot operate on our present income. I think that this is your problem. I have tried to tell you a little bit about it as I saw it.

"You cannot find a labor organization that operates on anything like five dollars a year dues. Eighteen, twenty-four, thirty-six and up to almost anywhere is the limit, and they find it necessary to deal with the same factors that we do. We do not want to make any expenditure of money that isn't from your point of view a wise expenditure.

"If you just take the amount of money that you have put into the Association plus any effort that you have put on it and see what it has brought you in the way of better working conditions, of higher salaries, of better general morale, of making public service better and of giving you a feeling that the job was worth while and that you had a real interest in it; and if you measure the results with the price, I believe you will agree that it is the best bargain that has been offered in America.

"We have deferred some expenditures that we ought to make. As long as I have been President we have felt that we ought to have a pension system for our own employees and we have been working on that plan. We have been feeling that as soon as it was possible such a system ought to be put into effect. It is going to cost quite a lot of money. It is going to add approximately ten per cent to our payroll. That is the very best we can do and I have been unwilling, as much as I want to put that into effect, to initiate that plan until we have the money to do it with.

"I wont burden you with additional details of our puzzle. We will now proceed with the meeting."

NEXT - - ANNUAL MEETING

THE Association year begins October 1. The officers and program will be established on October 5. Thus, the Annual Meeting date brings up the vital need for pre-meeting thought on the leadership of the Association as well as to the program for the coming year. Starting the year in October was pre-meditated. It gives the officers and committees opportunity to get the legislative program prepared and ready for the Legislature when it convenes in January.

The Constitution provides for nominations for officers to be made at least sixty days before the Annual Meeting and that ballots shall be distributed to the membership at least ten days before the Meeting. The nominating committee is selected by the Board of Directors at least 90 days before the annual meeting. Independent nominations are required to be filed with the Secretary at least thirty days before the Annual Meeting.

The Association has an enviable record of leadership ever since it was organized thirty-eight years ago. The democratic procedure of election has worked well. The responsibility of chapters in interpreting, analyzing and evaluating employee needs and of presenting them to the meeting of delegates ranks with the responsibility of each member in making choice of the leadership of the Association. A dynamic program and dynamic leadership mean constructive accomplishment.

The following matters are among those uppermost in the minds of civil service employees. They are put forward for employee discussion in chapter meetings and for thought in the formulation of definite program at the Annual Meeting for the coming Association year.

1. COMPLETE APPLICATION OF THE MERIT SYSTEM PRINCIPLES CONTAINED IN THE MANDATE OF THE STATE CONSTITUTION

Governor Thomas E. Dewey and the 1948 Legislature made substantial appropriations for personnel administration.

It is encouraging to have such fi-

ancial support of our State Civil Service Commission and State Department of Civil Service. It means that we have the physical resources to apply the merit system.

It is discouraging to note the slowness with which the merit system is being applied following the war years. The Constitution visualizes the appointment and promotion of all civil service employees in the government of the State and its subdivisions on the sole basis of merit and fitness, in the case of all non-policy forming positions and wherever examinations are practicable. The most recent figures for the State service show that of 58,842 positions in State service only 42,746 are filled as a result of competitive examination and that only 32,436 of the 42,746 are filled with permanent employees. The number of positions in the exempt and non-competitive classes, 15,996, is far in excess of the policy forming positions or positions for which competitive examination is impracticable. As the Civil Service Reform Association well points out, such civil service practice is not conducive to attracting and holding the best fitted among the citizenry in civil service—the obvious objective of the Constitutional mandate—because there is lacking in exempt and non-competitive positions the stability of tenure and the opportunity to advance according to merit and fitness. In short, unless the positions in public service are given career characteristics they become the football of political and other prejudices entirely foreign to the concepts of the founders of the merit system and of the host of statesmen in this and other states who have battled to maintain the integrity of that system since it was first established in 1883.

The complete application of the merit system is aided by inservice training, fair efficiency rating, scholarships for those qualifying where such would help to develop better service to the people, and the most careful safeguarding of promotion opportunities. Promotion examinations should always be held promptly and there should never be

more than a handful of temporary or provisional appointees at any time.

The very first tenet of the Association's constitution calls for the upholding and extension of the principle of merit and fitness in public employment and the second is like to the first "to maintain and promote efficiency in public service". The membership advance these objectives by individual industry and ability on the job each day, and through their Association by insisting that the agencies charged with administration of the merit system do their duty within the civil government they serve.

2. SALARY ADJUSTMENTS

The matter of proper pay for each position in the public service is a major concern of the Association. This is true because governmental service is in competition with every profession, trade, industry and business in the State. Public service calls for quality service. Economy calls for the least possible number of workers. Both of these facts indicate that governmental units on all levels must have adequate pay scales to attract and hold the most competent among the citizens. There is no really scientific foundation for wages and salaries throughout the Nation. There is such a variation that any management which may seek to pay low wages and salaries is in a position to confuse and obstruct.

Coupled with lack of harmony in dealing with wages and salaries on a scientific plan, workers are faced with economic changes, world wide, that, as in our present period, result in fantastic prices for necessities of life. Unless we can keep the value of services on a fair general level and provide a flexible method of adjusting wages and salaries to prices, the public worker becomes the helpless victim of economic forces over which he has no control whatever.

The Association has been fully active in dealing with the salary situation. It has successfully maintained a fairly good balance as between salaries and prices for the civil service employees of the State and to a degree for workers in sub-

and WHAT OF NEXT YEAR?

divisions. This has called for constant activity on the part of an expert salary committee, for research, for publicity, for conference with and urging upon executive and legislative appropriating authorities. We are not satisfied with what has been accomplished. The situation is very spotty as far as city, county, town, village and district employees goes. Salaries of employees of the State service despite helpful adjustments have not kept pace with the rising living costs.

The serious thing is that prices are still rising. They have risen since the last legislature adjourned in March. Wages in industry have also risen in many cases and another price rise is promised because of that.

The Association must seek with the Governor and with the 1949 session of the Legislature to have the emergency pay which was added to basic scales on April 1, 1948 made a part of the basic scales, and then to have established a plan whereby emergency pay shall be added automatically to the basic scales as the cost of living rises. We must consider whether the basic scales as of March 30, 1949 shall be the floor in such automatic plan. This is not a new proposal with the Association. Although the auto workers and auto makers on a large scale have adopted a like plan within the past few months, this principle was proposed by the Association and adopted by both houses of the New York State Legislature of 1941. It is like to the Westchester Plan so well outlined by Vice President Stearns elsewhere in this issue. It is a plan which seems to afford the needed real salary—the income which would enable a worker and his family to meet the varying price changes over which he has no control and which may be necessary to the overall economy of the world.

To deal properly with the salary question in 1949 there is need for complete unity and for a very intensive program of information to secure public approval of a sound pay plan in every unit of our civil government.

(Continued on page 68)

Time marches on! On the first Tuesday of October, 1947, the largest group of serious delegates ever to gather for a meeting of public employees met in Albany and outlined the program for the largest group of state and municipal employees in the Nation.

On the first Tuesday of October, 1948, a still larger group of delegates, speaking for a still larger group of civil service employees, will gather at Albany to speak out on what it is desirable to do within the State of New York to improve further civil government and to advance further the welfare of civil service workers.

Substantial impetus to public thinking with regard to efficient civil government has resulted from the continuous activity of the Association throughout the years since 1910, when it was organized, to the present time. It has never ceased to urge maximum respect for the merit system of selection and promotion of public workers.

In the past few years, substantial gains have been made in the income of State workers and of many municipal employees. Some advances were achieved in extending the retirement system helpfulness, unemployment insurance coverage, and in promoting a long range program for recognition of the need of machinery to deal with labor relations in the field of public employment.

Building Fund Goes Over Top, New Headquarters Assured

At the Delegates' Meeting and Dance



A

A

SCENES AT BUILDING FUND BALL

(L. to R.)—Mr. and Mrs. Roy Fisher, Mr. and Mrs. Robert J. Burns, Miss Barbara Delaney, Robert Linzey, and Miss Doris Lefever. (Mr. Fisher is of the Association staff; Mr. Burns of D.P.U.I.; Miss Delaney of Dept. of Correction; Miss Lefever, Labor Dept., Syracuse.)



B

B

HEAD TABLE AT DELEGATES' DINNER

(L. to R.)—Wayne W. Soper, Harry G. Fox, Janet Macfarlane, State Comptroller Frank C. Moore, President Frank L. Tolman, Civil Service Commissioner Louise C. Gerry, John F. Powers, Theodore Becker.



E

C

Tony Pastor and His Orchestra Giving Out

D

Some of the Dancers on the Armory Floor

E

Joe Lochner, Checking on the Results to Which His Tireless Work Greatly Contributed

The splendid financial success of the Association Building Donation Campaign means much to the membership of the Association. A total of \$87,000 is now available for this purpose. For many years the officers and committees have had no fitting meeting place in conjunction with the Headquarters Office in the State Capitol, because of the limited space available. The Headquarters staff has been seriously handicapped in their work by reason of crowded conditions and, what is even more serious, the necessity for maintaining and operating the machine upon which the addressing each week of the over 40,000 labels for THE LEADER, and similar labels for MERIT, must be prepared. This machine which is necessarily very noisy must be in operation for hours during the day in immediate proximity to the immense membership, insurance—life and accident—hospitalization, publicity, editorial, correspondence and general work incidental to progressing the program of the Association. Machines for preparation of the label plates, mimeographing and numerous typewriters are all in operation at times within the very small two-room space at present available. There is no adequate room to meet and confer properly with the hundreds of members who call at Headquarters during each year. Committee conferences must be held elsewhere, as there is no committee or conference room.

The \$87,000 contributed by generous members and friends of the Association will make possible the securing of efficient headquarters. A Special Building Committee—the names of the members appear on another page of this issue—is busily engaged in examining the various properties near the State Capitol to determine the best possible building.

The Building Committee is composed of engineers, architects and other Association members who are well informed of the realty values and possibilities and the needs of the Association. They will exercise the best possible judgment. Association officers, committees, and especially the Headquarters staff who carry on under such present difficult space limitations, feel a true sense of gratitude to the membership and friends of the Association who contributed toward the much needed new Headquarters, and they are especially mindful of the hard work done by those who actually carried on the solicitation activities in the various units of the Association.

The new Headquarters will be the shrine of civil service employees from far and near and they will find welcome there throughout the years. All members will also receive better day to day service through more and better space and facilities for their officers and Headquarters staff.

Westchester Additional Pay

by J. Allyn Stearns

The Westchester Plan for periodic adjustment of take-home pay in accordance with measured changes in the cost-of-living, is the only plan of its kind in use in public employment in the State of New York as far as we know. Similar plans are in use in other jurisdictions in the United States but the Westchester Plan differs in one important particular, i.e., a floor is established beneath which no adjustments are made when living costs are on the downgrade. This means that basic salary scales are assured against being decreased, while under other plans downward adjustments of pay may automatically continue.

The Westchester Plan of Additional Compensation was first proposed by the Westchester County Competitive Civil Service Association, Inc.,* in a Report given by its then President in a special appearance before the County Board of Supervisors on March 1, 1943. The Flexible Salary Adjustment Plan proposed at that time was finally adopted with some variations as of July 1, 1944 on the recommendation of County Executive Herbert C. Gerlach, after a year's trial of a rigid, percentage-on-salary type of War Emergency Compensation patterned after that in use by New York State.

The present Plan is composed of the basic salary scales of the Service, which were originally called 100, and an emergency compensation, over and above these scales, which rises and falls with the cost-of-living but never to a point below the basic scales.

Changes in the cost-of-living are determined from the "Consumers' Price Index" of the Bureau of Labor Statistics of the U. S. Department of Labor, which is issued monthly and gives index figures as of the 15th of the preceding month. The Index gives the relative cost of items such as food, clothing, rent, fuel, house-

*Ed. Note: Now a Unit of The Civil Service Employees Association, Inc.

furnishings and all-items combined, as compared to their average cost during the period of 1935 to 1939. The averages for these years is taken as the base by the Index and called 100. Figures are given for large cities and their surrounding area. Thus; the Index for May 15, 1948 showed a figure of 167.5 as the average cost of All-items for New York City, indicating that a family would have to spend \$167.50 to obtain the same living items for which they spent \$100.00 during 1935-1939. There are other indices available, such as that issued by the National Industrial Conference Board (NICB) but during the past

last adjustment by at least two and one-half points; (4) upward adjustments to be made for each point or major fraction thereof, provided, however, that no upward adjustment be made until and unless the index has increased since the last adjustment by at least one and one-half points.

As the Index on April 15, 1944 stood at 125.3, the formula as applied worked out to $25 \times \$12 = \300 emergency compensation, for the six months from July 1 to December 31, 1944.

However, the adoption of the flex-

Mr. Stearns is 4th Vice-President of The Civil Service Employees Association, Inc., a Director of Westchester Chapter, and Chairman of the Board of Directors of the Westchester County Competitive Civil Service Association, Inc., of which he is a Past President, having served five terms from 1941 to 1946.

few years the Consumers' Price Index has come to be generally accepted as the best and most authoritative for uses of this sort.

The formula for application of the Westchester Plan as of July 1, 1944 was:

- (1) emergency compensation equals the number of points that the cost-of-living index for the New York area stands above 100, multiplied by \$12.00 a point;
- (2) payments to be adjusted upward or downward on January 1st and July 1st of each year based on the United States Bureau of Labor Statistics' index as of the previous September 15th and April 15th respectively;
- (3) downward adjustments to be made for each point or major fraction thereof the cost-of-living index decreases, provided, however, that no downward adjustment be made until and unless the index has decreased since the

ible salary adjustment plan was only an early result of an intensified program of the Westchester Association to modernize pay scales in the County Service. When the program was complete another recommendation of the Association "that \$300 of Emergency Compensation be merged into the permanent pay scales in order to bring those basic scales to their proper levels" had been proven correct through a study by a private agency and also, an increase in the point-value from \$12 to \$15 was recommended. With the merging on July 1, 1946 of \$300 (20 points at \$15 a point) into the basic scales and adoption of the increased point-value, the formula changed to:

- (1) emergency compensation equals the number of points that the cost-of-living index for the New York area stands above 120, multiplied by \$15 a point;

As the Index on April 15, 1946 stood at almost 134 the applied formula was $14 \times \$15 = \210 emergency compensation, above

Plan Unique In New York

the basic pay scales into which \$300 had been absorbed.

Since its inception the Westchester Plan has worked out as follows:

(A) The statute originally pro-

Date	Index	Points Above	Points		Point Value	Emergency Compensation	For Period
4/15/44	125.3	100	25	x	\$12	\$300	7/1 to 12/31/44
9/15/44	127.1	100	27	x	12	324	1/1 to 6/30/45
4/15/45	127.3	100	27	x	12	324	7/1 to 12/31/45
9/15/45	129.5	100	30	x	12	360	1/1 to 6/30/46
4/15/46	133.7	120*	14	x	15*	210	7/1 to 12/31/46
9/15/46	149.4	120	29	x	15	435	1/1 to 6/30/47
4/15/47	156.1	120	36	x	15	540	7/1 to 12/31/47
9/15/47	161.9	120	42	x	15	630	1/1 to 6/30/48
4/15/48	167.2	120	47	x	15	705	7/1 to 12/31/48

*See explanation above of changes in basic computations.

vided that all officers and employees in the Westchester County Service would be covered by the Plan with the exception of Members of the Board of Supervisors, Members of Boards or Commissions, Officers whose salaries are specifically fixed by statute, students and internes, persons employed on a per diem or fee basis. (B) Part-time employees are paid emergency compensation in proportion to the time worked. The pay rates of per diem employees have generally been increased in proportion to increases in emergency compensation paid to employees on annual pay basis.

(Note: In the 1948 Budget it is pro-

vided that elective officers and officers appointed by the County Executive are eligible for emergency compensation: either 15% of their 1945 base salary; or emergency com-

ensation as outlined above in the event that the 1948 base salary is 15% or more greater than the 1945 base salary.)

The formula of the Westchester Plan as outlined has been adopted as standard procedure by the Board of Supervisors but an Act must be adopted annually to provide funds for its application. Retirement contributions are paid on emergency compensation received and the emergency compensation is usable as a part of total salary in determining the highest five-year average salary for computing retirement allowances. In the case of employees, usually institutional, who receive

maintenance allowances, the annual value of charges of such maintenance has usually been increased about proportionately with the emergency compensation increases after cost-checks have been made.

The case for establishment of some pay adjustment to keep pace with cost-of-living changes is not easily disputable. It is reasonable to assume that when salaries are established in their relationship to the living costs existing at the time of establishment, when those living costs increase, the salaries should also increase proportionately in order to maintain the employees' agreed-upon standard of living. This is always done in private employment, often far in advance of actual increases in living costs. When it is recognized that such salary adjustments should be made, as in all fairness they must, the adoption of an adjustment plan keyed to an accepted measuring rod is the most simple and reasonable method of procedure, placing such adjustments on a sound and scientific basis and eliminating the necessity for pro and con bickering and discussions on the basis of probably prejudiced opinions at annual budget hearings.



Group at the signing of the Act establishing the Westchester Plan of Additional Compensation July 6, 1944. Signing, County Executive Herbert C. Gerlach; from left to right, Robert B. Stewart, then Chairman of the Board of Supervisors, William B. Folger, Budget Director, J. Allyn Stearns, then President of the Westchester County Competitive Civil Service Association, Inc.

Nominations and Elections Decide Ass'n Leadership

Democratic procedure means full expression and fair play and serious thought in the selection of candidates for the officers and State executive committee of The Civil Service Employees Association. The Association prides itself upon a fine record of democratic action throughout its 38 years of dynamic functioning in New York State.

Nominating Committee

The first step towards the selection of leadership for the Association for the year 1948-49 has been taken. The Board of Directors on June 29, 1948 appointed the following Nominating Committee which, according to the Constitution, "after giving full consideration to all facts or petitions presented to it by individual members or groups of members, shall file with the secretary, at least sixty days before the annual meeting (or by August 5th), nominations for officers of the Association (the Annual Meeting is, this year, according to the Constitution, on October 5th):

Mrs. Beulah Bailey Thull
Charles A. Brind, Jr.
John A. Cromie
Clifford C. Shoro
Ivan S. Flood
Theodore Becker
Kenneth A. Valentine
E. Kenneth Stahl
Fred J. Walters

On June 29th the State Executive Committee appointed the same nominating Committee, with the exception of Mr. Flood, who is a member of the County Division, to file with the secretary nominations for members of the state executive committee.

Association members are reminded of their right individually or collectively to suggest candidates for officers or for departmental representatives on the state executive committee. Such suggestions should be addressed to The Nominating Committee, The Civil Service Employees Association, Room 156, State Capitol, Albany.

Independent Nominations

The Nominating Committees will file the slates of regular nominees with the Secretary on or before August 6th. The Nominating Committee's report will be publicized in the Leader and by special bulletin. If the report of the committee does not include the name of any candidate that an individual or group of members are interested in, the opportunity for **Independent Nominations** is available.

For officers, **Independent Nominations** may be made by petition signed by **not less than 5 per cent of the members of the Association**, and for members of the state executive committee, by petition signed by **not less than 10 per cent of the members in the department** making such nominations.

The names of independent candidates will be printed on the Official Ballot if petitions in proper order are filed with the Association Secretary, Room 156, State Capitol, Albany, N. Y., before Sept. 5, 1948.

Balloting

The Constitution provides that "officers of the Association and one representative from each state department shall be elected by ballot." Official ballots, with the names of all duly nominated candidates printed thereon, will at least 10 days prior to the date of the annual meeting, be distributed in "Merit" or otherwise made available to members at all offices or locations designated by the Board of Directors.

The ballot, or the envelope in which the ballot is enclosed, should be marked "Ballot" and the envelope or ballot should also bear the signature of the member and name of the department or unit of government in which he is employed.

The ballot will contain instructions as to how a **secret ballot** may be cast.

To be counted, the properly prepared ballots must be received at Association Headquarters, either by mail or in person, before six o'clock

P.M. on the day of the annual meeting, according to the Constitution.

Board of Canvassers

A Board of Canvassers, to determine the validity of nominating petitions and to count the ballots cast in the election, was selected by the Board of Directors on June 29th. The board selected consists of the following members:

Leonard Requa, Chairman; Walter F. Conway, George W. Hayes, Isabelle M. O'Hagan, Vernon A. Tapper.

Special Election Committee

At the June 29th meeting of the Board of Directors the following resolution was adopted:

"That a committee be appointed to study and recommend improvements in the conduct of Association elections; this committee to include Association members experienced in the conduct of elections and required to both solicit suggestions from the membership of the association and to include a report on the practicabilities of a secret ballot."

The committee appointed pursuant to above resolution consists of:

Francis C. Maher, Chairman
Mrs. Helen Nolan Allen
Robert R. Hopkins
Leonard F. Requa
Aaron Winig

Thru the Leader and by special letter to all chapters this committee has already solicited suggestions as to improvements in the conduct of Association elections and their findings and recommendations will be submitted to the Board of Directors.

Member's Responsibility

Every member should be familiar with his rights as to nominations and voting. Voting for officers and members of the State Executive Committee is more than a right, it is a **responsibility that every member should take very seriously**. Familiarize yourself with the nominating procedure established by the Association . . . and **VOTE** in the Association's coming annual election.

Name Important Committees

Scores of members of the Association throughout the State give unselfishly of their time and effort through committee assignments to assure the success of the Association's program for the advancement of the interests of civil service employees. They serve on local chapter and conference committees. They serve on State-wide committees.

Proof of their unselfish activities is ever present in the outstanding record of accomplishments of the Association. The thousands of members who benefit substantially from the service and the sacrifice made by the members of committees, local and state-wide, owe a large debt of gratitude to the active committee members of Association committees. Not a single one of those who give long hours of service on committees receive a cent of compensation. Their work is vitally essential and exceedingly praiseworthy.

In the last issue of MERIT there appeared a roster of the conference and chapter officers, who like the members of committees serve freely and well without compensation of any kind for the welfare of all members.

There follows a list of standing committees and special state-wide committees for the Association year 1947-1948, which will give an idea of the many activities and the many specialists and experts called upon in various lines to contribute to the efficient functioning of your great organization through committee service:

STANDING COMMITTEES

Auditing Committee: Charles H. Foster, Chairman, Budget; Marion Henry, Health; Earl P. Pfannebecker, Tax; Edward J. Ramer, Public Works; J. Leslie Winnie, Chemung Chapter.

Education Committee: Dr. David L. Schneider, Chairman, Social Welfare; Price Chenault, Correction; Eugene D. Fink, Education; Henry B. McFarland, Civil Service; Edward S. Mooney, Education; R. J. Pulling, Education; Clifford C. Shoro, Health; Elizabeth G. Staley, Civil Service.

Grievance Committee: Presidents of Chapters in Albany Area.

Legislative Committee: Jesse B. McFarland, Chairman, Social Welfare; Charles A. Brind, Jr., Vice-Chairman, Education; Theodore Becker, Civil Service; Leo M. Britt, Great Meadows Prison; Henry A.

Cohen, Public Works; Angelo J. Donato, Conservation; Ivan S. Flood, Westchester Chapter, Robert R. Middlebrooks, Adjutant General's Office; Michael L. Porta, Labor; Clarence W. F. Stott, Public Works; Fred J. Walters, Mental Hygiene; Victor J. Paltsits, Banking; John J. Denn, Tax; James Evans, Conservation; Harry B. Schwartz, Mental Hygiene.

Membership Committee: Presidents of all Chapters.

Pension Committee (Also cares for Group Insurance matters): Charles C. Dubar, Chairman, Insurance; Charles R. Culyer, Secretary; Victor S. Cohen, Insurance; Harry M. Dillon, Correction; William J. Farrell, Mental Hygiene; Harry A. Kimmey, Onondaga Chapter.

Publicity Committee: Thomas C. Stowell, Chairman, Health; John Daniels, Jr., Budget; 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 Chapter.

Salary Committee: Davis L. Shultes, Chairman, Insurance; Philip A. Cowen, Education; Charles H. Foster, Budget; Mildred M. Lauder, D. P. U. I.; Sylvia Parker, Correction; Chester B. Pond, Tax; J. Allyn Stearns, Westchester Chapter; Bernard Campbell, Education; Fred J. Decker, State Teachers Retirement System.

Social Committee: Janet Macfarlane, Chairman, Mental Hygiene; Catherine V. Canny, Steuben Chapter; Margaret Fenk, Mental Hygiene; George Hayes, Tax; Joseph J. Horan, Commerce; John J. Joyce, Audit and Control; Paul D. Mc Cann, Correction; Elizabeth Schifferdecker, Public Works; Robert J. Shillinglaw, Public Works; Ann Quirk, Health; William K. Wilson, Education; Matthew Fitzgerald, Motor Vehicles; Raymond Heckel, Mental Hygiene.

SPECIAL COMMITTEES

Special Building Committee: Harry G. Fox, Chairman, Civil Service; Dr. Charles A. Brind, Jr., Education; Henry A. Cohen, Public Works; Charles H. Foster, Budget; Charles Massena, Public Works; Frank J. O'Marah, Public Works; J. Allyn Stearns, Westchester Chapter; E. Kenneth Stahl, Retirement Fund; Beulah Bailey Thull, Audit and Control; Fred J. Walters, Mental Hygiene; John T. De Graff, Counsel to Committee.

Special Building Fund Committee: Charles A. Brind, Jr., Chairman, Education; Joseph D. Lochner, Secretary; Charles H. Foster, Budget; Harry G. Fox, Civil Service; Harry Fritz, Correction; John Mc Namara, Public Works; Arthur Marx, Mental Hygiene; Victor J. Paltsits, Banking; Robert K. Stilson, Schenectady Chapter, Chairman, Central Conference, Chairman, Southern Conference, Chairman, Western Conference.

Special Committee on Revision of Constitution and By-Laws: Theodore Becker, Chairman, Civil Service; Charles H. Foster, Budget; George L. Flach, Orange Chapter; Morris Goldfarb, Public Service; Robert

C. Killough, Education; Paul Mc Cann, Correction.

Special Regional Conference Committee: Ernest C. Conlon, Chairman, Central Conference; Leo M. Britt, Correction; John C. Collins, Motor Vehicles; Francis C. Maher, Law; Alice Wagner, Correction.

Special Committee on Salary Publicity: Davis L. Shultes, Co-Chairman, Insurance; Thomas C. Stowell, Co-Chairman, Health; Philip A. Cowen, Education; John Daniels, Jr., Budget; Charles H. Foster, Budget; Clifford M. Hodge, Health; Mildred M. Lauder, D. P. U. I.; William Livingstone, Civil Service; Earl J. McGuirk, Conservation; Mary E. O'Connor, Standards and Purchase; Sylvia Parker, Correction; Chester B. Pond, Tax; J. Allyn Stearns, Westchester Chapter; Wayne W. Soper, Education; A. Ranger Tyler, Commerce; Max W. Weinstein, Retirement Fund; Philip L. White, St. Lawrence Chapter.

Special Committee on Service Ratings: Victor J. Paltsits, Chairman, Banking; Robert E. Hopkins, D. P. U. I.; Henry B. McFarland, Civil Service; J. Allyn Stearns Westchester Chapter.

Special Committee on Promotional Examinations: John J. Denn, Chairman, Tax; Ann Quirk, Health; John W. Henry, Labor.

Special D. P. U. I. Committee: Christopher J. Fee, Chairman; Carl L. Muller, Sub-Chairman, Robert R. Hopkins, Sub-Chairman, Albert Corum, Martin Duignan, Warren Burdick, Genevieve Murphy.

Special Committee on Labor Relations: John F. Powers, Chairman, State Insurance Fund; Charles H. Foster, Executive; Charles H. Cox, Health; Andrew J. Doyle, Labor; Stephan C. Davis, Labor; Victor J. Paltsits, Banking; Angelo J. Donato, Conservation; Gordon S. Carlile, Mental Hygiene; Theodore Becker, Civil Service; Clarence W. F. Stott, Public Works; Homer Kempfer, Education; Frank Newman, State Labor Relations Board; Samuel Chait, State Div. Placement and Unemployment Insurance; Dr. A. A. Thibaudau, Health.

Special Mileage Allowance Committee: Roy Mc Kay, Chairman, Agriculture and Market; Arthur Moon, Public Works; Frank J. Smith, Health; Maurice Osborne, Education; Jesse B. McFarland, Social Welfare.

Special County Unemployment Insurance Committee: Ivan S. Flood, Westchester County; Clifford Irving, Schenectady County.

Directors Committee: Jesse B. McFarland, John F. Powers, Fred J. Walters, J. Allyn Stearns, Dr. Wayne W. Soper, Theodore Becker, Charles H. Foster, Christopher J. Fee, Francis C. Maher, Edward J. Ramer, Ruth Brown—subsequently succeeded on the Board of Directors by Harry Dennington, Clarence W. F. Stott, Dr. Frank L. Tolman, Ex-Officio.

Special Election Committee: Francis C. Maher, Chairman, Law; Mrs. Helen Nolan Allen, State; Robert R. Hopkins, Chairman, Western Regional Conference;

(Continued on page 70)

It's Up To The Civil Service Employee

Public employees face the present and look to the future with new hope. This new hope springs from a consciousness of their right and their ability to organize into constructive associations devoted to high ideals and high accomplishments.

Public employees in California, Texas, New Jersey, Connecticut and in many jurisdictions throughout the Nation, are drawing closer together through clearer conception of their responsibility to the people and to themselves to speak out for efficiency in civil government and for proper respect and reward for public servants.

Thousands of employees of the Federal Government are united in a great Association that has functioned since 1915.

There are over 500,000 civil employees within New York State. These are divided somewhat as follows: State service, 65,000; New York City service, 180,000; County, up-State cities, towns, villages and districts, 150,000; Federal service, 160,000.

There are various organizations of public employees in New York State. In 1946, our Association opened its membership to public employees in the State exclusive of Federal employees and the employees within New York City and the five counties embracing the New York area. This means that some 150,000 to 200,000 employees of counties, cities, towns, villages and districts in New York State are potential members of our great Association. Already, with a minimum of resources available to reach with needed publicity and organization effort into the hundreds of units where public employees eligible to membership are located, employees within the areas of seventeen counties have signified their wish to organize as chapters of the Association and to work for the great objectives of the Association. Today, our Association has 41,000 active State employee members and over 4500 active municipal employee members.

The urge to unite has been slower among public employees than among industrial employees. This is not due to the fact that public employees have been favored as to income or other more satisfactory employment conditions. It undoubtedly rests largely with the first thought of young people entering civil service that inasmuch as the ideals of civil government are justice and fairness to all, the conditions of employment would reflect these ideals and there would be no necessity on the part of the civil employee to speak out for adequate salaries or other common rewards of service. This idea continues until dissipated by unsatisfactory experiences with varying employment practices.

The civil service employee looks upon the constitutional direction to administrative officers as a contract which guarantees a career service—that recognition of ability and advancement will be based solely upon good and faithful performance of duties.

Throughout many years, instead of leading industry and business in the matter of respect and rewards for workers, many units of civil government have actually exploited their civil servants. The result has been that instead of a small and efficient and well paid body of public employees in all units of civil government, the heavy hand of political patronage or equally harmful neglect of efficiency in personnel administration has in some units halted the general advance evident where merit system administrations have ruled.

Today, there is one sure way to arouse public opinion to the fact that their civil government is the greatest safeguard of the individual business man, farmer, worker and citizen generally and that the merit system is the keystone of efficient civil government. This way is through complete organization of civil service employees in an organization devoted to upholding and extending the merit system, maintaining and promoting efficiency of civil government, and in advancing the welfare of the civil employee.

The Civil Service Employees Association is the answer to the need of the people and of the civil service employee in this matter of better civil government and decent rewards for civil service.

It is equipped to speak out to all of the citizens and officials of every unit of civil government within our State. Its ability rests upon 38 years of unselfish activity on behalf of efficient civil government. During that time it has won the respect of citizens, of public officials and of civil service employees for its intelligent, logical and courteous presentation of the problems of civil service.

The Association has contributed much to present widespread recognition that the priceless component of good labor relations upon which the maximum of service depends is the active participation of employees in the overall objectives of the agency they serve and in the day to day problems of the agency. The words of a code or contract are only as potent as the honesty and unselfishness of both parties in developing the full participation of both parties. The spirit and the will to cooperate fully, frankly and unselfishly underlie all successful negotiations in human affairs. The Association stands for participation of the civil service employees in every unit of government with the elected or otherwise duly chosen officials of government.

State and municipal employees, now members of the Association, can do an important work for their civil government on all levels by immediately stirring themselves to an intensive effort to bring all of the thousands of public workers within the State into the unity of the Association. This is no ordinary call to a membership drive. It is much more. It recognizes the obligation that rests upon each patriotic civil servant to upbuild his civil government to its maximum capacity of honesty, efficiency and economy. It recognizes that the most potent way for the civil service employee to do this is through loyalty to civil service employee unity in the civil service employee's own Association.



NEW CHAPTERS

ONONDAGA SANATORIUM



An official Charter is presented to the new Onondaga Sanatorium Chapter of the Association, which was approved by the Board of Directors on June 29. The Onondaga Sanatorium was taken over by the New York State Health Department on April 1.

The charter presentation was made at the regular meeting of the new chapter attended by more than 150 employees of the institution. There was a picnic supper prior to the business meeting. In the picture left to right are: Harold F. Webb, President; Catherine Purcell, Secretary; Donald P. Johnson, Treasurer; Dr. Bernard T. Brown, Director of the Sanatorium; Bernard Venton, Vice-President and Laurence J. Hollister, Field Representative of the Association.

BROADACRES SANATORIUM

A Charter is presented to the new Broadacres Sanatorium Chapter of the Association, which was approved by the Board of Directors on June 29. The charter is being presented by Margaret Fenk, President of the Utica State Hospital Chapter and Vice-Chairman of the Central New York Conference. It is being received by Dr. David Harrison, President of the Chapter. The others in the picture are left to right: Francis McGrath, Treasurer; Marion R. Drumm, Vice-President; Agnes McLaughlin, Secretary; and Laurence J. Hollister, Field Representative of the Association.



WHAT OF NEXT YEAR?

(Continued from Page 59)

3. LIBERALIZATION OF RETIREMENT BENEFITS

Since 1944 Association delegates have urged revisions in the State Retirement Law to bring the benefits in line with the changing economic needs of its members. Clear-cut proposals along the following lines have been made to the Legislature and to executive and administrative officers concerned with administration of the retirement system. These include:

Optional purchase of additional annuities. A minimum pension of \$1200 after 30 years of service. Optional retirement at age 55 with the employer bearing one-half the cost. Vesting of pension rights of an employee who leaves service before retirement. Increase in death benefit. Optional retirement after 25 years of service. Relief for present pensioners through addition to present pensions.

The need for reform in the retirement system is apparent to every one of the 130,000 members throughout the state, county, town, city or district which is a member of the system.

The founders of the system could not foresee the tremendous change in our world and national relationships which have brought about economic changes affecting the lives of every citizen. The citizens of today do, however, realize the facts and in dealing with profits and wages have adjusted these to services, goods and prices. In all this, the pensioner has been left out. It remains for those charged with responsibility for pension plans affecting public employees to adjust the pensions to the economic trends. Every day this is delayed the distress of that great number of pensioners in our State Retirement System who are receiving only a few dollars a month in the face of over a hundred percent rise in food costs becomes more apparent and more of an obligation to do something about it.

The improvement of the retirement system will cost money. We do not believe that there is a community in the State that could not afford the comparatively small amount of money to honor the just claims of present pensioners and those who will become pensioners.

As with other improvements in State service and employee welfare, the Association is leading the cam-

paign to bring about the needed improvements in the Retirement System. This problem will loom large when the delegates meet in October.

4. A PUBLIC EMPLOYMENT LABOR RELATIONS BOARD

The Association committed itself last year to seek the establishment of a definite, plan of dealing with management-labor relations in public employment and sponsored the Desmond-Davidson Bill to create a public employment relations board with powers to promulgate rules for the establishment of employer-employee committees on all levels of State government and to render advice and assistance to any city, county or other unit of local government which might desire to adopt the policies and procedures embodied in the law. The public employment relations board to be appointed by the Governor would also hear appeals from state-wide or departmental employer-employee committees on matters relating to public employment and recommend appropriate action to the Governor, legislature and/or other agencies for final disposition. The board would determine appropriate procedures to assure fair representation of employees on the committees on each level of government.

Such a board seems vital to the full discussion of employment matters and for the consultation and negotiation between officers of government and employees of government. There is at present no machinery within government on the state or local levels for such general consultation and negotiation. Voluntary meetings such as the Association has been able to bring about in many instances are constructive. They have, however, no official sanction in law and as administrative practice depend upon changing administrations. The success of these voluntary conferences is proof of the greater success of regular hearings and conferences having the definiteness of procedure and functioning such as a permanent board with legal direction alone can give.

The experiences of the past with reference to salaries, hours, promotions, discipline, dismissal, demotion, suspension and the like, all point to the vital need of the legal recognition of the obligation of the government and of the employee body to deal

with and adjust all difficulties in employment in the true spirit of cooperation and good-will. The State of New York encourages this in private employment. It can fairly not do less in public employment.

5. A 40 HOUR, 5 DAY WEEK LAW

The Association led and won the fight back in the thirties for the abolition of the 72 hour week. It has consistently sought a 40 hour 5 day week with time and one half pay for hours worked beyond 40 hours. Its efforts have been successful in part only. We now have a basic 40 hour week for pay purposes with regular pay for hours worked beyond 40 hours. This has resulted in very great benefit to thousands especially in view of the increased cost of living. The 48 hour week still remains and is compulsory in many branches of service.

Under the present plan, certain groups of workers have been granted overtime pay beyond 40 hours and other groups have been denied it. Naturally, the result is dissatisfaction on the part of those who should rightfully receive it and yet are denied it by administrative fiat. But it is something more than local dissatisfaction because it injects a suspicion of discrimination into the entire State service and nothing could be more disastrous to employee morale than this.

We believe that time and one-half having become the established rule in industry should be respected in public service. There is no such respect at present.

The delegates to the Annual Meeting will be mindful of the progress made since 1943 in salary adjustments, overtime pay and other matters. They appreciate the gains. In seeking to have written into law a straight 40 hour, five day week, with time and one-half for overtime they are only holding fast to what experience compels them to believe firmly would be in the best interest of recruitment and retention of highly efficient workers in public service.

6. VETERANS' PREFERENCE

To uphold and extend the merit system and to maintain and promote efficiency in public service, it is essential that our basic laws do not limit

the power of the State to select and promote the most efficient and able among its citizenry. Obviously neither the veterans nor the non-veterans of our State intended by granting special preference to veterans in appointment and promotion to interfere with the efficiency of their government on any level. Yet that is just what the present preference for veterans does. It discriminates between citizens and it discriminates between veterans. It has brought legal tangles and disputes. It has caused doubt and error and dissatisfaction on the part of appointing officers and on the part of workers. It has caused fear on the part of workers both veterans and non-veterans as to security and as to opportunity to advance.

The situation is due to the failure of those who espoused the amendments of 1945 to fully visualize the effect of those amendments. When a thing is wrong in business or family life those responsible seek quickly to correct what is wrong. That is what the New York State Legislature sought to do and what is done with reference to preference for veterans in the Mitchell proposal for amendment to the State Constitution. The Association officers and committees thoroughly canvassed the situation and took an active part in urging approval of the Mitchell proposal.

Instead of complete preference this proposal substitutes for disabled veterans preference credit of 10 points

on original examination and 5 points on promotion, and for the non-disabled 5 points credit on original examination and 2½ points on promotion examination, such preference to be confined to one appointment, either original entrance or promotion, from an eligible list on which the veteran was allowed the additional credit.

The Mitchell proposal received the backing of many veterans and of many civic organizations. As a constitutional amendment proposal, it must be approved by the 1949 legislature and by the people in popular referendum in the fall of 1949 before it can become effective.

The situation as to the final approval of the Mitchell amendment is complicated by the fact that the 1948 Legislature approved also the Condon veterans preference proposal which would continue the present preference as is for disabled veterans and extend the preference in original appointment for the non-disabled for another five year period beyond 1950 when it ceases under the present Constitution. The Condon proposal would not correct the really disastrous situation which now exists as to application of veterans preference in New York State.

The Mitchell proposal is so fair and generous to veterans and at the same time so much more adaptable to businesslike application of personnel administration principles that the Association urges every member, veteran and non-veteran alike, to

familiarize themselves completely with the facts as to the difficulties of the present preference application, the fact that the Condon amendment would not correct but rather extend the difficulties, and the merits of the Mitchell proposal, so that they may use every proper effort within and without the service to assure that legislators elected at the election this year are informed as to the strong feeling of the Association that the Mitchell proposal should be approved by them at the 1949 session. This is not a secondary matter in the Association's program. It is of first importance in maintaining good merit system appointments and particularly protecting the rights of all on promotion.

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COMMITTEES NAMED

(Continued from page 65)

Leonard F. Requa, Social Welfare; Aaron Winig, Tax.

Special Committee to Survey Publicity Facilities: Dr. Wayne W. Soper, Chairman, Education; Charles H. Foster, Budget; Norman F. Gallman, Tax; Miles Heberer, Commerce; Joseph J. Horan, Commerce; J. Arthur Mann, Standards and Purchase; Victor J. Paltsits, Banking; Clayton B. Seagears, Conservation; Robert K. Stilson, Schenectady Chapter; Thomas C. Stowell, Health.

Special Committee to Study Organization of Board of Directors: John F. Powers, Co-Chairman, Ivan S. Flood, Co-Chairman, Robert Baylor, Theodore Becker, Charlotte Clapper, Harry Dennington, Francis A. McDonald, Vernon A. Tapper, Fred J. Walters, J. Leslie Winnie.

Nominating Committee for Officers for 1948-1949 (Selected by Board of Directors June 29, 1948): Theodore Becker, Charles A. Brind, Jr., John A. Cromie, Ivan S. Flood, Clifford C. Shoro, E. Kenneth Stahl, Beulah Bailey Thull, Kenneth A. Valentine, Fred J. Walters.

Nominating Committee for Members of State Executive Committee for 1948-1949 (Selected by State Executive Committee June 29, 1948): Same as preceding committee with exception of Mr. Flood who is a member of the County Division)

Board of Canvassers for 1948-1949 Election (Selected by Board of Directors, June 29, 1948): Leonard F. Requa, Chairman, Social Welfare; Walter F. Conway, Law; George W. Hayes, Tax; Isabelle M. O'Hagan, State; Vernon A. Tapper, Onondaga Chapter.

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Officers and Committees
and
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Extended Insurance Coverage Planned

With the aim of making the Group Life Insurance and the Accident and Sickness Insurance even more valuable to participating members, the Pensions Committee and officers of the Association are negotiating with representatives of the underwriting insurance companies.

Studies are being made of possible extension of coverage without additional cost to the policyholders. The Association, using the tremendous purchasing power of its large membership, has made available to its members low-cost, broad-coverage insurance protection. The plans offered to members are the best obtainable at the price and are the result of careful study by the organization's insurance experts.

More than \$2,300,000 have been paid to beneficiaries of deceased Association members under the Group Life Plan. Well over \$2,000,-

000 have been paid to disabled members under the accident and sickness plan. It is generally recognized that the insurance plans of the Association have contributed substantially to the general welfare of members. The insured member, by participating in either or both of the insurance plans rather than purchasing like protection through regular means, has saved each year many times the amount of the annual dues to the Association.

The group insurance was planned for the protection and welfare of members. It is natural that the Association should constantly strive to make the insurances more valuable. Of course the continued success of our group insurance will always depend upon the participation in it of a large percent of eligible members.

The results of the Association's negotiations to enhance the value of our group insurance to insured members will be announced as early as possible.

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MEMBERSHIP has also produced many **SERVICES** . . . as Constant Representation Before All Branches of Government; Services of Scores of Unpaid Association and Chapter Officers and Committees; Headquarters at the Seat of State Government; Low-Cost Group Life and Accident and Sickness Insurances; Field Services; Weekly Newspaper and Periodical to Keep You Informed; Guidance on Personal Matters . . . to mention a few.

MEMBERSHIP is an Investment in the Future . . . the future presents many perplexing problems . . . it holds rewards for Unity.

EVERY WORKER needs an organization devoted to his interests as a worker. Alone, among many thousands in great governmental enterprises, the worker is helpless in maintaining security, or in achieving improvements in his working conditions. Organized with his fellow workers in a progressive, intelligent, honest association he can do much to promote his welfare and happiness.

Of course, the success of such an association depends upon the participation of ALL his fellow workers. ALL share in the benefits of our Association — ALL should support it.

MEMBERSHIP IS IMPORTANT. URGE YOUR FELLOW WORKERS TO JOIN TODAY WITH THE OVER 45,000 ASSOCIATION MEMBERS.

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FREE INSURANCE — Insured State employees are given 10% additional free insurance, or \$250 free insurance, whichever is larger.

EASY PAYMENT — You remit for the insurance by small deductions automatically made from your salary.

BROAD COVERAGE — Pays for death due to any cause whatsoever.

PROMPT CLAIM SERVICE — Claims are usually paid within 24 hours of the death of the insured, without red tape. Over \$2,250,000.00 has been paid to beneficiaries of deceased members since the plan started in 1939.

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.

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