Civil Service Employees Association Sets Year’s Objectives: 15% Pay Increase Asked: Re-elect McFarland, All Incumbent Officers

Salary Increase Seen as ‘Must’

ALBANY, Oct. 9—The 35,000 members of the Civil Service Employees Association concluded its annual meeting here Tuesday night with expressions of hope for continued gains in public employment and for improved services to the public.

The union, which represents 37,000 employees in 44 state agencies and 1,500 elected officials, is the largest organization of public employees in the country.

The union’s executive board was now firmly established, the association’s first public relations director said.

The grievance committee has handled 798 cases and the committee’s record shows a growing number of cases in which the employer failed short of expectations.

Not Impressed

The vice chairman, he reported, is ineffective because employees have no right to new employees and cumberbundes for the type of grievances that are being presented and the fundamental decision is not within the authority of the board, the clerk, and the association, which are handled by other structures.

The major sessions were held in the DeWitt Clinton Hotel, with James L. Ryan presiding over the sessions at the Wellington Hotel on Tuesday, October 3 and Thursday, October 5.

Many employee groups held conventions in Albany, Clinton, and Plattsburg and Syracuse, news of which was reported and communications were received from state division and the board.

Salary Increase

WHEREAS, the Civil Service Employees Association has a purchasing power of only 50 cents compared with 100 cents for the period 1923-29,

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McFarlandStates10-Point Program of Objectives

ALBANY, Oct. 8-In a 3,000-word report to 972 delegates representing the Civil Service Employees Association, President F. H. McFarland outlined the sources of the organization's strength and some of its future plans. The statement was read to the members by Secretary R. J. Peck.

A ten-point plan was butted into his statement of objectives:

1. Revival of system to its full dignity and usefulness.
2. Removal of salary classification and appeal plans.
4. Speeding up of pension plan.
5. Full application of definite rules relating to employee grievances.
6. Prompt, fair action to assure the public that the Association's ideals, constructive planning and objective activities are lived up to.
7. Fair pay for work.
8. Safeguarding civil service and retaining high standards of loyal, honest and efficient employees entering military service.
9. Strengthening of internal and general organization.
10. Strengthening of internal and general organization.

—*—

McFarland Calls Asn’s Props: Bids Many More to Join

ALBANY, Oct. 8—Jesse B. McFarland, president of the member Civil Service Employees Association, opened the sessions of the annual meeting of the Association, held at the Hotel Wellington, on October 4.

The Conference voted to hold its next meeting at the Italian Club, 97 Duane St., New York 7, N. Y., two blocks north of City Hall, just west of Broadway.

In the field of retirement, Mr. McFarland asked his audience to consider the following question: "Shall we seek to have Federal Social Security applied to our present plans? Shall we urge the State and local governments to liberalize present plans? He cited the passage of the Amendment No. 3 at the forthcoming elections, which will permit the Legislature to set up minimum pensions."

Personnel Relations

The Personnel Relations Board, upon which the support of the Association, needs to be strengthened, he said. The machinery of the Board, he called cumbersome in some instances. "Let's get the Personnel Relations Board going fully with effective work, with the counseling of employees as to the rights and wrongs and as to how to use the grievance machinery, so that all we ask that the heads of government participate generously," he suggested extension of the plan to local units of government.

Dealing With Officials

In dealing with public officials, Mr. McFarland said of this period's condition: "We do not need to be fearful, or useless, or hand, or deficient. But we have difficulties to solve, and we have a responsibility to others, a loyalty to seek the welfare of each other, an obligation to do fair deal with our colleagues and constantly uphold public service, and as such we have to be definite and firm and consistent in insisting that right principles and right policies and adhered human rights shall come first."
Croup Asks
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Public Works
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Tuesday, October 9, 1951

CIVIL SERVICE LEADER
Page Three

NEWLY ELECTED OFFICERS OF CIVIL SERVICE EMPLOYEES ASSN.

JESSE B. McFARLAND
President

JOHN F. POWERS
First Vice-President

RAYMOND L. MUNROE
Second Vice-President

J. ALVYN STEARNS
Third Vice-President

ERNST L. CONLON
Fourth Vice-President

Association Voters Re-elect
Incumbent Officers, With
McFarland, Powers at Top

ALBANY, Oct. 8 — A final se-
on of the Delegate Assembly for the 1951 annual meeting of the Civil Service Employees Association will tend to make Association elections more exciting in coming years. The provision provides that at least two candidates must be nominated for every office. The motion passed.

The Amendment
"Moved, that the following amendment to the constitution be ordered printed:
"Amend Article VII, Section 4, Paragraph (3) of the constitution to read as follows (new matter):
"A nominating committee shall be ap-
pointed by the Executive Department at least 50 days before an annual meeting of the Association and such committee, after making a full consideration of all facts and circumstances presented to it by its members, shall file with the secretary at least two nominations for officers of the Association, containing at least two nominations for each office.""

First Vice-President
JOSEPH F. FOLLY

HARRY B. ROX
Treasurer

CHARLOTTE M. CLAPPER
Secretary

White Plains Employees Win Special $600 Increase

WHITE PLAINS, Oct. 8 — The City of White Plains will receive a special $600 increase for the first six months of 1952 which will include $500 additional C. O. L. A. and $100 an increment above present maximum salaries. The proposal was made by the White Plains Civil Service Employees Association.

The special increment is designed to help the employees during the period of rising cost of living and is general. The City of White Plains Civil Service Employees Association will be submitted to the Mayor and Council for final action.

At a recent special meeting of the Association, the proposal was approved by a vote of 12 to 2. The proposal will go into effect in January 1952.

Survey is now under way by the firm of Cress, McCormick and Peck, a firm of New York City Management Consultants. Conferences have been held by the consultants with officers of the White Plains Group.

Grumblings Are Heard
An undercurrent of discontent is swirling through an incident at the White Plains employees group since it has become tentatively understood that all employees who would normally receive a regular salary increment in January 1952 may not receive one due to the special increment plan. The employees feel this may induce some delays among those scheduled for increases, and will tend to nullify the usual good from the planned increase.

More Fun Than Ever
With chapter president Julia Ping erstadt overseeing the works, several scenic local spots were visited by the group. The first trip was to Sturtevant Grove.

White Plains Employees Group Asks
Equity on Pay

ALBANY, Oct. 8—Delegates of Public Works Department chapters of the Civil Service Employees Association, meeting in Albany, New York, voted in favor of a reclassification, while maintaining the same pay scale at a saving of nearly $41,000 a year for the employees. The new rate was adopted by a vote of 12 to 2. The proposal will go into effect in January 1952.

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Capitlauat Conference
Greets 200

ALBANY, Oct. 8—The Capital District Conference of the Civil Service Employees Association held its autumn meeting, attended by representatives of 200 chapters. The conference was held at the West Clinton Hotel in conjunction with the annual meeting of the Civil Service Employees Association.

The conference, which meets annually, has 200 chapters in the area. The conference is the highest governing body of the association.

The conference elects the officers of the association and sets policy for the association. The conference is the highest governing body of the association.

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Activities of Civil Service Employees Assn. Chapters

St. Lawrence

WILLIAM L. MOONEY, Canton, elected new president of the St. Lawrence Chapter, CSEA, succeeding Philip L. White, who headed the chapter since it was formed in 1941. Mr. White was honored at the annual chapter dinner the week before.

Other officers are: E. Stanley White, Potsdam, first vice president; Alphonzo E. Boe, Ogdensburg, second vice president; Elda E. Mooney, Ogdensburg, third vice president; and Edward Thack, Canton, fourth vice president; Jean R. Kapp, Canton, president; Lewis H. Morristown, chairman. Board of Managers; Gladys E. Smith, secretary; and John M. Lough, Ogdensburg, treasurer.

Mr. White, who intends to continue to take an active part in chapter affairs, was elected to the directorship of the chapter, along with Katherine Fullerton, Potsdam; Elisabeth Whalen, Ogdensburg; Mary Manning, Ogdensburg; Corbin Allen, Canton; Yale Gates, Gouverneur; David Beck, Cantonburg, and Roger Daniels, Potsdam. A moment of silence at the dinner in memory of, or eligibility for, a relative or friend in the armed forces, was observed. The following officers were elected: E. Arthur Walker, Ogdensburg, first vice president; Edgar E. McGee, Gouverneur, secretary; and Mrs. Edward Thack, Canton, treasurer.

The slate of officers for the coming year, presented by the nominating committee, was elected. The new officers are: Francis X. Daly of Auburn, president; James J. Ruffo of Elmira, vice president; and Frank White of the Genessee St. Army, Syracuse, secretary-treasurer.

The following delegates were elected to represent the chapter at the coming meetings: James P. Ruffo, Sr., John Beck, Geneva; James J. Ruffo, Elmira; Corna, and Mauro Schenfeld, Syracuse, Syracuse. In conjunction with the installation we will have our annual dinner, for which the chapter is expected. Also a prominence speaker will address the gathering.

Activities

Civit Service Employees Assn. Chapters 4

U. S. Exam Open 10:00 A.M. REGULAR MONTHLY meeting of the CSEA Chapter, Canton, held under the chairmanship of Edgar E. McGee, Canton, on Monday, September 17th, at 7:30 P.M.

The following officers were elected:

Mr. and Mrs. Louis Lohman, Canton; Mrs. John Beck, Geneva; and Maurel Schwartz, Ogdensburg.

Mrs. Florence Maguire; Peggy Sayers, Canton;

Peter Honigsberg, Canton;

Mrs. Alice Kelly; Mrs. Virginia Corning; and

Mr. and Mrs. John E. Holt-Harris, Jr., assistant supervisors.

A reply governable G. M. U. S. Government Job, (3) Sample test questions.

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Activities of Assn. Chapters

(Continued from page 4)

District 10 - Public Works

The executive council of Dis-

tinct 10 Public Works chapter,

SCHLEVEN, PAUL, R. C.,

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In this issue, the following con-

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The annual meeting of the

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To obtain new members and re-

the chapter started its second

Vigorous Membership Campaign

THE meeting of the

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Newark State School

RALPH HINCHMAN has been

149, Capital Ave.

R. Hinchman has been

ROBERT L. BURCH's, secre-

and his wife, who retired

Ella L. Lawrence, Mrs. R. E.

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C. Rosen, and John Mc-

In the past few months many

Mr. Fee.

is an additional member of the

Mrs. L'Hommedien, charge ma-

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In the past few months, many

Alain A. Wintour, Carl Backy,

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Mr. Fee.

M. Garnier, and Charles Weher.

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One hundred and seventy-five

and Mrs. Peterson to extend every

Mrs. B. W. Bidwell, Anna L.

of Mary W. Bidwell, Anna L.

and he will be greatly missed.

registered for the annual meeting

The boat prize for the biggest

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the board of directors of the

In the Library, leading to the

Mr. Fee.

Mr. Fee.

Mr. Fee.

First Annual Chapter Dinner

The annual turkey raffle and

Mr. Fee.

The chapter plans to have a

The present membership of the

Rochester State Hospital

A TESTIMONIAL dinner was

Mr. Fee.

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Pays at Least $60 Weekly to Start

PROMOTIONAL EXAMINATIONS FOR

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With the increased security in

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R. Hinchman has been

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Ella L. Lawrence, Mrs. R. E.

Mr. Fee.

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ALBANY, Oct. 8—DPJ dele-

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Human Interest Story With a Moral

B U R I E D beneath the long figures of the recent State open competitive list for Dictating Machine Operator is an important human interest story. It happens that four of the 953 successful candidates were blind girls, and one of the four—Mary Jane Kane—scored 16th. The others are Marion Schiller, Mary Torpy, and Doris Massey.

Miss Kane, now at Syracuse General Hospital for a corneal transplant to her eye, is employed in the stenographic pool at Taylor Instrument Company, Rochelle, N. Y. She does not paint herself, nor does she select questions for other operators for a company doing international business. The correspondence requires several carbon copies of different colors to discern, and personnel shuffle throughout the office, and involves knowledge terminology peculiar to Taylor Instrument manufacture. She is more than able to hold her own with her non-handicapped fellow employees, and will do the same if and when she gets a State job.

Mary Torpy, another of the successful candidates, is doing a successful job in the office of Genesee State College.

As the national defense program goes into high gear and the available labor pool shrinks, the handicapped will again be an important factor. But girls like those four are a sign to all employers, in normal as well as boom situations, that the handicapped are fully capable of doing useful jobs in a democratic society.

Social Service Pay Must Be Raised

T H E L A S T of the large NYC eligibles lists, Social Investigator, has been established, with 2,889 names, and with the prospect of 1,155 early appointments in the Welfare Department.

The number of provisions in the title will drop sharply from the present 1,132. The possibility of some reduced turnover also exists.

What is needed even as much as permanency of appointments is pay commensurate with duties. Reclasification of the Social Service in NYC is long overdue. Nobody has opposed it, which is most unusual. Even Budget Director Thomas J. Patterson has discussed it sympathetically in an unguarded moment.

Raises in pharmacist titles, also long overdue, have finally been voted. This project was considered on a par with the other item of great interest to the public servants, Social Investigator, is that the one remedy has been applied, for which the Board of Estimate deserves thanks, the other must not be long in coming.

Among other items of business: Presto, the presto, the presto, the presto, the presto...

Education for Public Aides Becomes Major Program, Dr. Edward Mooney Reveals

ALBANY, Oct. 5—A state-wide training program covering employees at all levels was advocated last week by Dr. Edward S. Mooney, State Education Department commissioner. Dr. Mooney is chairman of the Bicentennial Commission of the Civil Service Employees Association, which recommended the plan in a report on October 3 at the 41st annual meeting of the Association.

In order to accomplish this purpose, he said, it is necessary for the Commission to work very closely with the central training agency of New York State, which is the Training Division of the Department of Civil Service.

Many courses on a series to be issued in Albany, Buffalo, New York, Rochester and Syracuse. Fundamentals of Supervision, Elementary Statistical Procedures, Fundamentals of Accounting, Business English, and Public Relations are courses especially geared to work with State departments have been included in the curriculum of the Albany Graduate Program in Public Administration sponsored jointly by New York University and Syracuse University and also in other schools in the vicinity.

Civil Defense

A sub-committee worked with the State Civil Defense authorities in an effort to instruct public employees of the State in emergency procedures so that they may be able to help themselves and their communities in the event of an atomic attack. Dr. Franklin B. Amos, one of the sub-committee members, and chairman of the sub-committee. Programs of courses have been constructed, and are available for district members. The Civil Service Employees Association is now planning on putting the Civil Defense educators into the service, Dr. Mooney revealed.

NYC Career Plan: Give Comptroller

NYC’s monumental career-and-ladder plan for the city comptroller, K. O. Griffenhagen, new comptroller, said he will like to go among the city’s comptroller candidates, came to the office of Comptroller John T. Mathewson of NYC, Tuesday, to make the final report of the committee, which is to be submitted to the Board of Estimate in August, 1950. The supporting entries are to be made at a required 44 or 48 for attendants, or the central, in fact, in many cases. The 40-hour week is not met by many employees.

Mary Kane, 18, of New York City, is in the trial of the title, and employers may be told if the 40-hour week is met by many employees.

Final step (we hope): a moderate increment bill,atra rela- tion to training and the Civil Service Employees Association, at a meeting at which Dr. William Segal presided, moved for a standard 48-hour week in the institution. The formation of the Civil Service Employees Association, at a meeting at which Dr. William Segal presided, moved for a standard 48-hour week in the institution. The action was not allowed at the meeting, and was supported by the Central Institute at Buffalo and the Rehabilitation Hospital at West Haver- straw. A resolution was offered at the meeting, agreeing that the 48-hour week is the best care that can be provided for the Health Department.

The committee was created by the Legislature to study Civil Service Law, the other to submit recommendations for changes in the Civil Service Law. That the Health Department is a very closely with the central training agency of New York State, which is the Training Division of the Department of Civil Service.

Among other items of business: Presto, the presto, the presto, the presto, the presto...

Tech. Guild Will Study Constitution


The meeting adjourned in mem- ory of the late president, Dr. Edward S. Mooney.

Legislative Commission Asks Opinions on Civil Service Law

The first two questionnaires of a series to be issued by the Temporary State Commission of Revision of the Civil Service Law—under the commission, the other on county agencies—having been mailed to persons and organizations, according to the Assemblyman Fred W. Pred- ler, chairman. Copies are available at the offices of the commission at 275 Broadway, NYC.

The commission was created by the Legislature to study Civil Service Law, except for retirement, in order to bring its provisions up to date.

Health Dept. Chapters Want Work-Week Choice

ALBANY, Oct. 8—A Health De- partment chapter in the Civil Service Employees Association, at a meeting at which Dr. William Segal presided, moved for a standard 48-hour week in the institution. The formation of the Civil Service Employees Association, at a meeting at which Dr. William Segal presided, moved for a standard 48-hour week in the institution. The action was not allowed at the meeting, and was supported by the Central Institute at Buffalo and the Rehabilitation Hospital at West Haver- straw. A resolution was offered at the meeting, agreeing that the 48-hour week is the best care that can be provided for the Health Department.

The chapters represent 6,000 employees.

Other office employees elsewhere in the State, and the hope was expressed that discrimination against employees who work 40 hours would be eliminated from the State’s pay roll. Some supervisors desire.

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Chapter Activities
THE CIVIL SERVICE EMPLOYEES ASSOCIATION

...Continued from page 5 chairman. He is a member of the Civil Service Employees Association Board of Directors and attended the Association's Headquarters, discussed a salary survey being made by the Association's headquarters, discussed a salary survey being made by the Town of New York employees and others. He also asked for suggestions on any organizational matters.

The report of the Board of Education teachers is being made at the present time. The teachers' issue is to be taken up at the next meeting of the Association.

Metropolitan Armory

ARMORY EMPLOYEES, Metropolitan District, will hold a dinner dance on October 13. Tickets are available at the Armory, NYC, on Saturday, October 13. Tickets are available at the Armory, NYC, on Saturday, October 13.

Eligible Lists

ASSISTANT EMPLOYMENT SECURITY

Division of Employment and Education

Eligible List No. 511, The City of New York, on the day of October, one will of real and personal property.

LEGAL NOTICE

Clerk of the Surrogate's Court.

TUKKK'NOKE, yoH and each of you are cited...

FREE!

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ULADON is a large factor in helping keep health this way. If you have trouble getting up, one of the healthiest forms is to use... ALICE TOILETABS in the flush tank once and...
Resolutions Passed by Delegates at 41st Annual Meeting of Civil Service Employees Association

ALBANY, Oct. 28—The resolutions adopted by the Civil Service Employees Association at its annual meeting held October 26th-27th are as follows:

Tuesday, October 9, 1951

41st Annual Meeting of Civil Service Employees Association

Page Eight

1. Salary Adjustments—WHEREAS, the Director of Civil Service and the Civil Service Department has increased all salaries today by 100 cents for the period of 1951-52, THEREFORE BE IT RESOLVED, that the Association urge the Governor and the Legislature to give prompt consideration to the matter of a pay increase for all employees of the State of New York.

WHEREAS, in private employment, the salary of the employee has been adjusted to the prices of services rendered and the purchasing power of the dollar today has a purchasing power of only 54 cents compared to the dollar today, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for uniform price adjustments.

2. National Mobilization—WHEREAS, the Mobilization of the Armed Forces has resulted in a definite study made by government agencies to take all necessary and protective measures to retain and continue the services of uniformed civilians, THEREFORE BE IT RESOLVED, that the Association urge the Governor and the Legislature to give due consideration to retaining the services of uniformed civilians.

3. Public Employees Required to Wear Uniforms—WHEREAS, the wearing of uniforms has neither been required nor requested by the department, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to extend to the Association authority to develop uniform programs.

4. Extension of Competitive Class—WHEREAS, the current competitive class has been established in the Department for the full-time employees only, THEREFORE BE IT RESOLVED, that the Association urge the Governor and the Legislature to grant an upward salary adjustment to all employees of the Department.

5. Introduction of Present Retirement Plans—WHEREAS, the Association recognizes that the retirement system of the State is necessary to protect the employees of the State and the taxpayers of the State, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider the implementation of a retirement system for all employees of the State.

6. Length of Service—WHEREAS, the Governor and the Legislature have been urged to consider the extension of the present payroll year to 52 weeks, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to extend the current payroll year to 52 weeks.

7. Extension of Competitive Class—WHEREAS, the Association urges the Governor and the Legislature to extend the competitive class to all employees of the Department, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to give due consideration to extending the competitive class.

8. Reclassification in Hazardous Services—WHEREAS, the Association seeks a solution to the problem of reclassification in hazardous services, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the reclassification of hazardous services.

9. Twenty-Five Year Retirement—WHEREAS, the Association, the employees of the Department, and the taxpayers of the State have a vested interest in the establishment of a twenty-five year retirement plan, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for a twenty-five year retirement plan.

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11. Extension of Coverage of Retirement Programs—WHEREAS, the Association recognizes the necessity of extending the coverage of the retirement programs to all employees of the State, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to extend the coverage of the retirement programs.

12. Retirement After 25 Years of Service—WHEREAS, the Association recognizes the need for extending the current retirement system to employees who have served 25 years of service, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for retirement after 25 years of service.

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14. Retirement After 50 Years of Service—WHEREAS, the Association recognizes the significance of extending the current retirement system to employees who have served 50 years of service, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for retirement after 50 years of service.

15. Peace Officer Status—WHEREAS, the Association recognizes the need for extending the coverage of the Peace Officer Status to all employees of the State, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the Peace Officer Status.

16. Fair Holiday and Leave—WHEREAS, the Association recognizes the need for extending the current fair holiday and leave system to all employees of the Department, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for fair holiday and leave.

17. Study and Action Covering Wearing of Uniforms—WHEREAS, the Association recognizes the need for extending the current study and action covering the wearing of uniforms, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the wearing of uniforms.

18. Public Employees Required to Wear Uniforms—WHEREAS, the wearing of uniforms has neither been required nor requested by the department, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to require the wearing of uniforms.

19. Civil Service Identification—WHEREAS, the Association recognizes the need for extending the current civil service identification to all employees of the Department, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for civil service identification.

20. Public Employees Required to Wear Uniforms—WHEREAS, the wearing of uniforms has neither been required nor requested by the department, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to require the wearing of uniforms.

21. Public Employees Required to Wear Uniforms—WHEREAS, the wearing of uniforms has neither been required nor requested by the department, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to require the wearing of uniforms.

22. Place of Holding Annual Meeting of the Civil Service Employees Association—WHEREAS, the Association recognizes the need for extending the current place of holding the Annual Meeting to all employees of the State, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the place of holding the Annual Meeting.

23. Retirement Benefit Coverage of Employees of All Civil Divisions—WHEREAS, the Association recognizes the need for extending the coverage of retirement benefits to all employees of the State, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the retirement benefit coverage of employees of all Civil Divisions.

24. Protection of Inalienable Rights of All Citizens—WHEREAS, the Association recognizes the need for extending the protection of inalienable rights of all citizens, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the protection of inalienable rights of all citizens.

25. True Self-Rights for State Police—WHEREAS, the Association recognizes the need for extending the true self-rights for State Police, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the true self-rights for State Police.

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27. Free Toll Rights for Employees—WHEREAS, the Association recognizes the need for extending the free toll rights for employees, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the free toll rights for employees.

28. Extension of Lipton Law—WHEREAS, the Association recognizes the need for extending the Lipton Law, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to extend the Lipton Law.

29. Opposite Over Split Shift—WHEREAS, the Association recognizes the need for extending the opposite over split shift, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the opposite over split shift.

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31. Pay for All Legal Holidays—WHEREAS, the Association recognizes the need for extending the pay for all legal holidays, WHEREAS, the Association recognizes the need for extending the pay for all legal holidays, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the pay for all legal holidays.

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33. Extension of Lipton Law—WHEREAS, the Association recognizes the need for extending the Lipton Law, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to extend the Lipton Law.

34. Payment for Unfilled Vacancies—WHEREAS, the Association recognizes the need for extending the payment for unfilled vacancies, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the payment for unfilled vacancies.

35. Right of Opinions to Members of the Civil Service Employees Association—WHEREAS, the Association recognizes the need for extending the right of opinions to members of the Civil Service Employees Association, THEREFORE BE IT RESOLVED, that the Association request the Governor and the Legislature to consider legislation to provide for the right of opinions to members of the Civil Service Employees Association.
State and County Employees Call for Improved Merit System, Better Pay and Retirement Laws

Employees Retirement System is not empowered to accept contributions calculated on the old basis without legislation.

WHEREAS, the Association sponsor legislation to provide that all public employees in the Occupational Disability Program shall be covered by the State Insurance System after 30 years of service.

5. Increased Death Benefit — RESOLVED, that the Association sponsor legislation to provide that the death benefit shall be computed on the old basis.

6. Uniformity of State, City and County Retirement — RESOLVED, that the Association seek to have the State Civil Service Commission provide that all employees in the State, City and County Service shall be covered by a single Retirement System.

7. Prior Maintenance Values — RESOLVED, that the Association sponsor legislation to provide that the prior maintenance values of all employees shall be maintained in accordance with the laws and regulations of the State Civil Service Commission.

8. Right to Contribute on the New Basis — RESOLVED, that the Association seek to have the State Civil Service Commission amend the existing retirement laws to provide for a right of contribution on the new basis.

9. Sound Classification of Farm Services — RESOLVED, that the Association urge the proper State and local authorities to provide a minimum retirement allowance of $2,000 for all employees in the State Civil Service Commission's Farm Classification and by-laws and board of directors.

10. To Safeguard Under Court Decisions — Referred to the Committee on Civil Service Classification and by-laws and board of directors.

11. Time for Religious Observance — Referred to the Committee on Civil Service Classification and by-laws and board of directors.

12. Salary Adjustments for Women at Albany and Westfield — RESOLVED, that the Association urge the proper authorities to make proper study of the salaries of women in the State institutions at Albany and Westfield, and that the board of directors take appropriate action.

WHEREAS, the New York State Employees Retirement System is not empowered to accept contributions calculated on the old basis without legislation,

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The board of directors shall report its recommendations to the delegates at the November meeting.

The board of directors for further study.

The Association Balloting Plan — Referred to the Committee on Civil Service Classification and by-laws and board of directors.

The by-laws for the State Civil Service Commission after the State Balloting Plan shall be submitted to the delegates at the February, 1952, meeting.

Investigation and Equalization of Pension Examinations — Referred to the Committee on Civil Service Classification and by-laws and board of directors.

Guard and Pay for Convicted Civil Service Officers — Referred to the Committee on Civil Service Classification and by-laws and board of directors.

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Western Conference Heas About Medical Problems: Considers County Issues

ALBANY, Oct. 8 — The Western Conference of the Civil Service Employees Association heard a discussion of medical, surgical and hospital insurance. The need for such insurance among employees and supervisors, and some form of payroll deduction was favored by the audience. The session took place in Albany Thursday afternoon for the 41st annual meeting.

The subject is one of wide scope and will be given thorough study by the Association. The Association itself has made some inquiries into the past and is now going into the subject more deeply.

Invitation to County Chapters

The Western Conference area comprises 21 chapters, of which 21 are members of the Conference, while some of the six others have recently shown an interest in joining. Noel McDonald, Conference chairman, has been instrumental in attracting more chapters. He will visit the remaining chapters and also invite County Division chapters to send representatives to the four general meetings of the Conference held each year. Mr. McDonald wants to explore the extent to which the Conference could be beneficial to individual employees, clubs, county and village employees in Oswego County, and village employees in Oswego County, and village employees in Oswego County, and village employees in Oswego County.

CATHEDRAL DESCRIBES SIX 'EXPECTATIONS OF PUBLIC AIDES, AS PART OF HUMAN RELATIONS'

ALBANY, Oct. 8 — Public employees expect to“Our expectations in six areas, Dr. Martin P. Cathedral, director of the Civil Service Employees Association, said Friday night at a meeting of the Civil Service Employees Association.

The expectations, in order of importance, are: 1. Security. 2. Recognition. 3. Opportunity to advance. 4. Proper training. 5. Good supervision. 6. Training. The expectations reflect the need for more training and for better supervision, Dr. Cathedral said.

He concluded that where employees have these six advantages, far better work is accomplished and far greater happiness results. Dr. Cathedral’s subject was “Human relations.”

What They Should Expect

Going into detail, the Cornell comptroller said that public employees are entitled to expect fair treatment from those who perform the work.

They perform, and insurance against the hazards of unemployment; protection from unaccustomed and unfair working conditions; opportunities for promotion; better pay and working conditions; and better supervision.

Dr. Cathedral said he meant a lot.

More Than Money

“Financial compensation alone does not make a good public job,” he pointed out. A public employee should not be treated as a cog in a machine. Supervision is of great importance. If supervision is poor, nothing else can be done. To the employee, the supervisor is the employer. If the employee wants supervision who will listen and also try to understand. They prefer supervisors of consistent attitudes, even though, to supervisors who vacillate.

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Correction Group Wants Vacation Arrears Made Up

ALBANY, Oct. 8 — Department of Correction chapters of the Civil Service Employees Association, after waiting almost an hour for their meeting to be called, forced a retreat Friday afternoon. The chapter voted that a vacation problem would be solved, but only after the commissioner takes office. Commissioner John J. Lyons died recently.

Employees who worked for the department last year were given no vacation during their first week of work. Unions of the department's employees, including the Correction chapter, decided during their last meeting to move their arbitration case to the State Labor Relations Board, which has not yet been set up.

The meeting voted unanimously to support employees in the Mental Hygiene Department and other state departments.

The vote was unanimous in support of employees in the Mental Hygiene Department and other state departments.
BUFFALO, Oct. 9—The primary spokesman on behalf of the Competitive Civil Service Employees Association, and the New York State chapter of the Civil Service Employees Association, was Ernest L. Conlon, president, who represented the interests of the employees, and who is chairman of the State Civil Service Department Board of Examiners. Under a proposed reclassification which the Association promotes, employees receive a guaranteed minimum and a greater retirement allowance.

Mr. Conlon explained that the objective of the Competitive Civil Service Employees Association and the New York State chapter of the Civil Service Employees Association is to prevent inequities from being enacted in the State Civil Service Department. Under the proposed reclassification which the Association promotes, employees receive a guaranteed minimum and a greater retirement allowance.

Mr. Conlon urged members of the State Retirement Systems to take advantage of the opportunity to come under the new retirement plan and a guaranteed minimum. The retirement age for men is 65, for women 62, and the retirement amount for men is $4,800 and for women $3,000 per year. The Employees Retirement System also permits the increase of pension for his work and that of his staff.

The employees object to the proposal to increase the cost of living index, but the unions are prepared to share the cost. Some of their proposals have been made a survey resulting in a proposed reclassification which has approved.

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 Assn. to Poll Members on Improving Civil Service

ALBANY, Oct. 8 — A panel discussion on the Employee Association’s plans to improve the civil service at the DeWitt Clinton Hotel as part of the annual meeting of the Association, a member of the Governor’s Temporary Commission on re-admission of New York to the Union. The debate centered around a discussion of the Civil Service Act, a new language amendment to the Civil Service Commission Act, and the possibility of a united front of all state agencies. The panelists included Dr. Tolman, President of the Association, and a member of the Governor’s Temporary Commission on re-admission of New York to the Union.

The civil service system, as it is known today, is as old as the state and in civil service law, there is a system of “privileged” positions that are held by the employees and are not subject to competitive examinations. This system is known as the “unique class” and includes positions such as judges, sheriffs, and some executive positions. Dr. Tolman said he had had some experience in the field of public relations and had been involved in some of the public relations efforts of the Association. The President said he had had some experience in the field of public relations and had been involved in some of the public relations efforts of the Association. The President said he had had some experience in the field of public relations and had been involved in some of the public relations efforts of the Association.

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