The Annual Dinner

On the evening of March 8th, the Association held its Annual Dinner and played host to the Governor, Mrs. Lehman and many State officials. This was the largest social gathering held by the Association and many employees attended from various points in the State, including large groups from the Public Works Department at Poughkeepsie, Hudson River State Hospital at Poughkeepsie, led by John Livingston, the Training School at Hudson, and from many other places.

Attorney General Bennett, Commissioner of Agriculture Baldwin, Commissioner of Labor Andrews, Col. Greene of the Department of Public Works and Mrs. Greene, President Mark Graves of the Tax Commission, Dr. Thayer, Commissioner of Correction, Director of the Budget Weber, Miss Grace Reavy, Deputy Secretary of State, Commissioner Smith of the Civil Service Department, Hon. Joseph J. Canavan, Secretary to the Governor and Mrs. Canavan, Senator Ross of Troy, Senator Kerman of Utica, Assemblyman Ostertag of Wyoming Co., introducer of the shorter day bill, Warden Murphy of Clinton Prison, and many other distinguished guests were present. Many of these spoke words of high praise for State service and for the Association.

Governor Lehman, in addressing those present said:

"I have had the pleasure of attending every dinner that was given by this Association since my arrival in Albany, going on six years ago. I have enjoyed all of them, but I think this is, in point of number, distinction, geographical distribution, probably the most successful and important of any that I have had the pleasure of being at. The President Mr. McDonough has told me that men and women are here tonight from many different parts of the State. This geographical distribution is important and shows..."

Continued on Page 7

The Salary Question

The Governor’s Annual Budget Bill carrying appropriations for the conduct of all State activities for the fiscal year beginning July 1, 1934, and ending June 30, 1935, was passed by the Legislature, and signed by the Governor.

Bills introduced by Senator Twomey and Assemblyman Stein got providing that time service and all other statutory increases would be suspended during the above mentioned fiscal year were passed by the Legislature, and signed by the Governor.

The situation as to State salaries is that the percentage cut put into effect in April of last year on all salaries of $2,000 and over, are continued under present legislation until June 30th, 1935. All mandatory or statutory increases are also suspended up to that date.

Your salary and legislative committee protested the continuance of these cuts and suspensions on the ground that they were enacted last year wholly to meet the emergency situation which showed the State budget to be greatly out of balance. The facts now available do not show that such a condition exists today. The estimates upon which budget balancing is measured, indicate that the entire deficit will be wiped out and that there will be an actual surplus on June 30th, 1935.

It must be understood that State employees are not taking the position that because there may be money available it should be spent. It condemns as wholly wrong any such attitude toward public funds. The position of the Association is based entirely upon the logic of the situation. State employees were grossly underpaid during many years; they were paid less than employees in every other public and private activity. They were reduced as to salaries in April, 1933, because the financial condition of the State demanded that they make further sacrifice. Underpaid at that time as they were, they accepted..."

Continued on Page 8
Demotion in Order of Seniority

Again we urge state employees to write to their representatives in the Legislature urging prompt action with reference to Senator Ross' Bill,Introductory No. 389, and Assemblyman Robinson's Bill Introductory No. 1407. The Ross Bill in the Assembly has been reported out of committee and will be voted upon this week. The Ross Bill is still in committee as we go to press.

These bills are similar. The measure is intended to supply a wording of the Civil Service Law (Section 31) in keeping with the spirit of the law. The wording of the present section is specific as to seniority in cases of dismissals; it is recognized by all familiar with the civil service and by the many legal minds consulted, that the principle inherent in this seniority rule applying in cases of dismissals extends without reservation to cases of demotion. Therefore, the bill is not a departure from, nor a change in, civil service principles. It makes for clarification of the statute. This amendment would be welcomed by those charged with administration of the civil service, and the attorneys called upon to supply interpretations, as well as by the whole body of civil servants.

The bill safeguards civil service principles also by preventing arbitrary demotions until lay-off is possible, or until the position can be abolished without affecting other favored employees.

The bill in no way limits demotion for any proper cause or for inefficiency. It is limited to cases where the employees have been guilty of no misconduct or inefficiency and are demoted through no fault of their own. The Civil Service Law provides fully for dismissals in cases of misconduct or inefficiency.

The bill also makes possible the extension of the period of validity of preferred lists (now existing of employees temporarily suspended or furloughed by reason of the emergency conditions) from two to not more than four years. Many employees in state departments, demoted because of lack of appropriations, are nearing the end of the two year period and need, in the course of simple justice, further protection in their eligibility to re-appointment to their old positions when and if conditions warrant it.

This bill would in no way interfere with the policy of reinstatement of any demoted employees without re-examination.

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Retirement Matters

This Association, as the original proponent of a sound retirement system, is constantly watchful of efforts to change the system in any way. It will not be satisfied with the financial support of the system until the money which the Legislature failed to supply in 1931, in keeping with the actual contract made by the State with its employees in 1920 when the plan was adopted, is placed in the retirement fund and its actuarial soundness assured. While there may be no immediate impairment of the soundness of the system by delaying to appropriate this money, the fact cannot be overlooked that the fund must have this sum eventually in order to care for its full obligations.

The Association is asking the Legislature to make it possible for institution employees to change to the State Retirement System if they wish to do so. This opportunity was closed to them in 1929. The Association is also seeking to have amendment approved which would make it possible for any employees who failed to join the system to do so during the present year. While there is little excuse for failure to join the system, it is apparent that certain individuals put the matter off beyond the time previously specified as the closing date.

Winning Buffalo Keglers Dine

With a gusto and a dash typical of their brilliant season on the alleys, the State Employees Bowling League of Buffalo celebrated the close of 1934 bowling with a happy and hearty Dinner party at the Markoeen Hotel on the evening of Wednesday, March 14th.

President of the league, Henry Seilheimer, is to be congratulated on his successful reign. The final standing of the teams and winners of awards follows:

<table>
<thead>
<tr>
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<th>Wins</th>
<th>Lost</th>
<th>H. Single</th>
<th>H. Total</th>
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<td>2722</td>
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<tr>
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<td>16</td>
<td>5</td>
<td>960</td>
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<td>956</td>
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<td>8</td>
<td>894</td>
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<tr>
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<td>2376</td>
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<tr>
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<td>20</td>
<td>805</td>
<td>2114</td>
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FINAL STANDING

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Promotion Examinations

The State Civil Service Department have announced that promotion examination for secretary and stenographer, Department of Education, and promotion examination for secretary and stenographer, Middletown State Hospital, Dept. of Mental Hygiene, will be held soon. Eligible candidates must file applications so as to be received not later than March 30, 1934.

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Action Is Warranted

The hearing before joint legislative committees having to do with labor matters, relative to abolition of the long day in State institutional work, brought out in an especial way the sound arguments which have been advanced so often before as to why this fair employment policy should be adopted. In the historic Assembly Chamber of the State Capital, representatives of the hospital, prison and social welfare groups of workers affected, appeared through large committees to present their side of the question. The President of the State Federation of Labor also joined in asking for this reform. The only opposition came from Merwin K. Hart of the Economic Council, who stated that workers were satisfied with a twelve hour day and that the State could not afford the expense of an eight hour day.

C. C. Colesanti, President of the Association of Employees of the Department of Mental Hygiene, and W. F. McDonough, President of this Association, were the principal speakers for the proposal. They stressed the moral, social, human and economic advantages of according a reasonable period of freedom from toil to all citizens, and the practicability of establishing a shorter workday in the hospitals, prisons and other institutions of the State. They pointed out that the expense had been greatly exaggerated by those unfamiliar or unfriendly to the proposal, and disavowed emphatically that they were attempting to unbalance the State budget. They showed that appropriations would be exceedingly moderate, and that every cent expended would go directly toward a sound relief of unemployment.

State employees do not recognize any politics in this proposal to give to State institutional employees decent and fair treatment as to hours of work and living conditions. The shorter day has been urged for fifteen years or more. The success of present day business and industrial reforms depends upon enlightened action by public and private employers in their attention to hours of work and salaries paid to the ninety out of every hundred citizens who depend upon salaries or wages to support America's plan for sound social progress.

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Everything Depends Upon Personnel

The following excerpts from an editorial in the Saturday Evening Post of March 17th last, indicates clearly why the Federal Government is taking definite steps to bring its personnel under sound civil service classification and regulation. This country cannot endure without the civil service system:

"The whole experience of mankind goes to show that a chain is no stronger than its weakest link. This means that plans hatched down from above no matter how magnificently conceived, are no better than their execution. The campaigns of even the most brilliant general staff must be carried out by humble sergeants, corporals and privates who have been trained to go over the top, and whose experience, courage and morale are beyond question. It cannot be assumed that because a brain trust thinks up ideas and gives orders, the results will necessarily follow as desired. Neither business or Government is a matter primarily of pressing buttons; they operate effectively only as the personnel all along the line have the ideals and capacity to execute.

"No plan is better than the rank and file which carries it out. Apparently all sorts of persons, numbers of them without qualifications—unless petty local political connection and a desire to secure patronage be considered as such—are drawn into the business of assigning jobs and supervising work and purchases.

"It is a discouraging fact that practically every new agency inaugurated under the New Deal has been exempted by Congress from operation of the civil service, or merit system.

"No one can exaggerate the importance of that quality which is known as leadership, especially in the President. But even Presidents come and go; they are not permanent fixtures. Their particular systems, their coteries of supporters, rise and fall. But the work of the country goes on through the operations of the average, the forgotten, the humble, the rank-and-file employee. It is a poor service to the country to weaken or doubt his standing."
The Comprehensive Review of Pension Bills Now Before Legislature

By F. B. HOLMES
Executive Secretary, Commission on Pensions

The following bills of interest to members of the Association of State Civil Service Employees of the State of New York, are before the Legislature for its consideration:

Senate Intro. No. 127, Pr. No. 129, Assembly Intro. No. 155, Pr. No. 158. This bill would appropriate $7,500 from the treasury of the State to the widow of the late Justice Curtis A. Peters, the same he not died. There seems no reason for such special gifts. These bills were disapproved by the Commission on Pensions.

Senate Intro. No. 166, Pr. No. 510, Assembly Intro. No. 155, Pr. No. 1240. This bill amends Subdivision 2 of §62 of the New York State Employees' Retirement System Law by simply changing the word executed to acknowledged. The change is necessary to be in conformity with other sections of the Retirement Law. This bill was prepared by the Commission and introduced at its request.

Senate Intro. No. 400, Pr. No. 407, Assembly Intro. No. 505, Pr. No. 510. This bill would add a new section to the Correction Law and provide an annuity or pension to the widow of a guard who was drawing same at the time of his death. The prison employees have been permitted to change to the state-wide Retirement System as have hospital employees. Those who did not change over and wished to remain in a system to which the member contributes nothing toward retirement now desire their law amended so, in effect, to put in the optional benefits which appear in the state-wide Retirement Law. This bill seems unfair to those prison employees who did change over to the state-wide System. This bill was disapproved by the Commission on Pensions.

Senate Intro. No. 500, Pr. No. 519, Assembly Intro. No. 717, Pr. No. 730. This bill amends §52-a of the New York State Employees' Retirement System Law. There has been established by legislative enactment several so-called "authorities". These activities depend upon bond issue for their continuance. The employees thereof, therefore, are not state paid. Many of the present employees of these "authorities" were transferred from regular state service to authority service. This bill would permit such employees to remain members of the Retirement System. This bill was prepared by the Commission on Pensions and introduced at its request.

Senate Intro. No. 712, Pr. No. 753, Assembly Intro. No. 881, Pr. No. 916. This bill amends the Correction Law so that any reduction in salary will not reduce retirement system benefits. This provision is in the appropriation bill for other state employees. This same bill was approved last year and needs to be again approved for the next fiscal year. This bill was approved by the Commission on Pensions.

Senate Intro. No. 899, Pr. No. 988, Assembly Intro. No. 1253, Pr. No. 1343. This bill amends the Hospital Retirement System Law relative to administration procedure. At the present time in order to retire a single case the entire Board or a quorum thereof must be present. This bill provides that retirements may be accomplished by two members of the Board, whose main offices are at Albany, subject to the approval of the whole Board. This bill is introduced at the request of the management of the Hospital Retirement System and has the approval of the Commission on Pensions.

Senate Intro. No. 924, Pr. No. 1021, Assembly Intro. No. 1662, Pr. No. 1805. This bill amends Subdivision 2 of §62 of the New York State Employees' Retirement System Law and allows members to remain in service to age 78, if the Civil Service Commission will certify to the Commission on Pensions that the continuance in service of such members would be advantageous to public service. The use of this extension would doubtless be very infrequent, yet there are and have been a few outstanding cases where members over 70 are needed. Under the present law all attaining age 70 in 1936 must retire. This bill received the approval of the Commission on Pensions.

Senate Intro. No. 925, Pr. No. 1022, Assembly Intro. No. 1262, Pr. No. 1342. The Conference of Mayors with the Comptroller and the Commission on Pensions have been advising the municipalities regarding the high cost of the local plans for policemen and firemen. As a result of this, many local plans are changing over to the state-wide System. This bill provides that, if on reporting to the Superintendent of Insurance it is found that proper reserves are not set up for new members, they must be set up for new members, and if not so set up that new members must become members of the state-wide Retirement System.

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For a Real Evening's Enjoyment
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Pensions. The old members can participate in the state-wide Retirement System if they so desire, as is now provided in the state-wide Retirement System Law. This bill is approved by the Commission on Pensions.

Senate Intro. No. 1056, Pr. No. 1449, Assembly Intro. No. 1418, Pr. No. 1525. This bill amends §52-a of the Civil Service Law, and you are referred to Senate Intro. No. 500 above, by permitting individual members of the state-wide Retirement System to continue membership in the state-wide Retirement System if transferred to federal service. This bill is approved by the Commission on Pensions provided only that Senate Bill Intro. No. 500, or its companion bill, be approved by the legislature. The reason for this is that Senate Bill Intro. No. 500 provides that if the activity of authority employing the member does not pay the contributions, that the state otherwise pays, that the member himself must pay it.

In other words, service of a member of the federal government cannot be a load on the State.

Senate Intro. No. 1083, Pr. No. 1200, Assembly Intro. No. 1426, Pr. No. 1533. This bill would add another special benefit section to the Retirement System Law similar to §63-a, §63-b and §63-c, which sections provided special benefits for the Thomas Behan estate, the widow of Sidney Ross and the widow of Claude Dawes respectively. This new section 63-d would provide an optional benefit for the widow of Fenimore D. Beagle, who was an employee of the State Department of Health, and who withheld making application for service retirement until it was too late. There have been probably over a thousand widows of members of the state-wide Retirement System who have been paid the ordinary death benefit and return of contributions of the member and nothing more. There seems to be no reason in paying these special benefits, not paid to all widows.

The System has already paid to Mrs. Beagle $7,129.74, representing contributions and interest, and $3,000, the ordinary death benefit. All such bills have herebefore been disapproved by the Association of Civil Service Employees. This bill is disapproved by the Commission on Pensions. The Commission invites assistance from all sources that will help to cause bills of this character to be not approved by the legislature.

Senate Intro. No. 1118, Pr. No. 1245, Assembly Intro. No. 1430, Pr. No. 1537. This bill would permit Tioga County to withdraw from the Retirement System. The Board of Supervisors of Tioga County, as provided in the Retirement System Law, on December 15, 1930, approved the inclusion of the employees of the County in the state-wide Retirement System the same as has been accomplished by 44 other counties.

There are only 12 counties not now in the System. The Board of Supervisors rescinded their act of December 15, 1930, and the Attorney General rendered an opinion that the same could not be accomplished. This bill was before the legislature last year, passed the Assembly but died in the Senate. Everybody interested in retirement matters should oppose this bill for the reason that if Tioga County can withdraw from the Retirement System and throw away the agreements made between fifty members or more and three members who have retired, it would be reasonable for the State of New York to as easily disband the Retirement System for all past and future members. This bill was opposed by the Commission on Pensions.

Assembly Intro. No. 1162, Pr. No. 1295, Assembly Intro. No. 1276, Pr. No. 1712. This bill would permit the withdrawal of Corland County from the Retirement System, which County adopted the System June 5, 1923. The same remarks apply to this bill as to Senate Intro. No. 1118.

Senate Intro. No. 1308, Pr. No. 1472. This bill would amend the New York State Employees' Retirement System Law by adding Subdivision 3 to §62, which would provide that any member with two years of service in the legislature with a total of 17 years may be retired as though he had 20 years of service, apparently regardless of age. This bill was introduced on March 14 and has not been presented to the Commission on Pensions. Doubtless the Commission will disapprove the bill. It is one of those special bills that if approved would tend to disrupt every intent of the New York State Employees' Retirement System Law, as being nothing other than favoritism.

Assembly Intro. No. 4, Pr. No. 4. This bill would add Subdivision 7 to §61 of the New York State Employees' Retirement System and would provide that if a member is receiving a discontinued service retirement allowance and if he is employed thereafter, the earnings outside would be deducted from the amount of his retirement allowance. This bill was approved by the Commission on Pensions. It would be an extremely hard feature to administer. We do not think the bill will be approved by the Committee on Pensions of the Assembly for the reason that the bill does not do at all what the introducer expected it to do. Chapter 32 of the Civil Service Law added by § 78 of the Laws of 1932 already accomplishes what Assemblyman Bernhardt desires to have accomplished.

Assembly Intro. No. 1258, Pr. No. 1338, would possibly amend all retirement systems in the State of New York although it is very questionable whether the bill would amend the New York State Employees' Retirement System Law, if having been contended and so far upheld, that the Retirement Law cannot be amended except within itself. This bill would provide that a refund of contributions, an ordinary death benefit, a retirement allowance, etc., cannot exceed $5,000. The bill provides for an actuarial adjustment if the contributions at the present age can possibly be made. A similar bill has been introduced relative to the New York City Employees' Retirement System. Both bills have been disapproved by the Commission on Pensions for the reason that such a provision would not be in conformity with the setup of any actuarially sound retirement system.

Assembly Intro. No. 1279, Pr. No. 1359. This bill would amend Subdivision 2 of §62 of the New York State Employees' Retirement System Law by striking out the exception "appointees of the governor" who are not affected by the compulsory Retirement Law. It seems reasonable that appointees of the governor should remain in service at least during the pleasure of the Governor appointing such members. This bill is disapproved by the Commission on Pensions.

Assembly Intro. No. 1379, Pr. No. 1475. This bill would amend §32 of the Civil Service Law by excepting therefrom an elective public officer as one whose retirement allowance will not be ceased if he is elected to such office. The "an elective public officer" was included in §32 as passed by the legislature in 1932 so that if a member of the Retirement System receiving a small pension was elected to the position of collector in a town or some such minor position, his retirement allowance would not be affected. This bill is disapproved by the Commission on Pensions.

Continued from Page 5

Continued on Page 8
that good interest in the Association is very definitely in evidence. This is also indicated by the large number of those in attendance. Even though I am not going to make a speech, I cannot let the opportunity pass of expressing my very great admiration of the loyalty of the men and women, from the top to the bottom, that go to make up the personnel that keeps the wheels of government going in this State. I had the opportunity of giving expression to that admiration in my annual message to the legislature on January 15th. I again have the satisfaction, and want you to know that it is a great satisfaction, a great pleasure, to give public expression to you who are here tonight, of my appreciation, my gratitude for the spirit of loyalty, of devotion and of friendship that is shown by the men and women that make up what we call and know as the "State Service". That loyalty, that devotion, with which I come in contact every day, I think is unsurpassed. We hear much of people holding grudges, of people shirking. I have found no evidence of that in any department of the State government."

Warden Lawes of Sing Sing, exponent of the plan for a shorter day and many other reforms in correctional institutions, was the principal speaker. He sketched the progress made in civil service as it touches upon prison employees, told many interesting experiences of his active public service career, and called attention to the many opportunities still existing for humane and economic improvement.

Col. William Garmham Rice, President of the State Civil Service Commission, said:

"First, I want to congratulate President McDonough of the Association and his very efficient aids upon the record which is shown by his admirable report to which we have listened and by the splendid attendance here tonight.

It is always a pleasure to have a part in this annual dinner and to welcome and be welcomed by those with whom I count it one of the greatest satisfactions of my life to be associated.

We have been courteously assured by your Chairman that short speeches only are expected tonight. So instead of the speech that I might have made and in stead of that speech which I perhaps shall make on occasion hereafter I shall give you merely my text and leave its enlargement to your discernment.

Edmund Burke, a century and a half ago presented some "Thoughts of the Cause of the Present Discontents". It is a thought contained in that address which I offer as expressing a purpose which may well animate us all at this time.

In the address which I have mentioned, Burke discussed the duty of the public servant to the State and there used memorable words, "It is our business", he declared, "to bring the disposition of the people in private life into the service and conduct of the commonwealth ... It is rather for us to run the risk of falling into faults in a course which leads us to act with effect and energy than to loiter our days without blame and without use. Public life is a situation of power and energy. He trespasses against his duty who sleeps upon his watch, as well as he that goes over to the enemy."

Where shall we find a finer text for our service to the State of New York than that contained in the words I have just quoted from that most distinguished statesman and political philosopher Edmund Burke?"

President McDonough in a brief address touched upon some of the important features of the Association program. He said in part: "I, too, wish to welcome the leaders of State government and other honored guests, and to tell them how very happy we are to have them with us on this occasion.

I am glad to report to the civil service workers of the State, and to the friends of those workers, that the Association of State Civil Servants of the State of New York achieved a new record as to membership last year. I wish also to assure them that the officers and committees of the Association are displaying more enthusiasm than ever before in promoting the cause of good government, and in furthering the Association's program for the constantly improving system of State employment.

Many important improvements awaited action by the State. You will all recall that several years ago practically every employee and practically every executive, legislative and administrative officer of government deplored the hit or miss compensation plan, the lack of inventory of State positions, and the absence of orderly promotions for faithful service so essential to sound employment practices. Some headway has been made toward improvement. Some of the machinery has been set in motion. Very important parts, however, have not as yet been supplied.

There is still some hesitancy to utilize the Civil Service Department, which is the constitutionally established, lawfully ordered employment department of State government, not only for providing for temporary employee needs, but also for many permanent positions. At 86 Centre Street, New York City, the State Civil Service Department functions very largely in employed matters; at 79 Madison Avenue, New York City, there are hundreds of State paid workers concerning whom the regularly established employment agency of State Government has not been consulted. Other so-called temporary or emergency needs have been cared for independently of the Civil Service agency of the State government. Why this hesitancy to use the agency set up by the people themselves? Is it because of that rugged individualism which insists upon independent authority, or is it because of partisan political expediency?

Whatever it is, can we not at this time of sound, rational, helpful planning, national and local, lay aside selfishness of every kind, and go the full way in adopting the merit system for all civil positions, permanent and temporary, having available lists for every emergency, and giving to every boy and girl, to every man and woman in our State, regardless of politics, race, religion or personal considerations, an equal chance under fair rules to qualify for public service? In the final analysis, the Civil Service System is of the first importance to the maintenance of free government. It is the guarantee that honesty and efficiency are paramount in each civil endeavor, and this guarantee is the very backbone of confidence and of faith in government. Every just law, and every plan for economic or social betterment, depends upon honest and capable human beings for translation into useful action. This is the field of Civil Service.

This Association has always looked upon the promotion of salaries and hours of work as inherently moral, because of the serious results to society which follow lack of fairness or justice in these matters. Last Monday, a certain gentleman in Washington, in a radio broadcast to the American people, said: "We must remember that the bulk of the market for American industry is among the 90% of our people who live on wages and salaries, and only 10% is among the people who work for profit alone. It is worthwhile keeping in the front of our heads the thought that the people in this country whose incomes are less than two thousand dollars a year lay..."
Pensions.

in the performance of duty. When the late Mr. Fleig was killed in the performance of duty the contributions of Mr. Fleig were returned to Mrs. Fleig. Mrs. Fleig is now receiving a "killed in the performance of duty" benefit of $184.60 per month. This bill was presented to the legislature last year and not approved by the Ways and Means Committee. There seems no reason for such special benefits or the giving of $5,000 in this action above the benefit received by the other thousand or more widows, who have received only the ordinary death benefit. This bill is disapproved by the Commission on Pensions.

Assembly Intro. No. 1627, Pr. No. 1763. This bill would provide an appropriation from the treasury of the State for $12,500 and an appropriation from the treasury of the City of New York for $6,250 to Rose M. Hatting, the widow of the late Justice Peter A. Hatting. Mrs. Hatting has already received the return of contributions and ordinary death benefit from the New York City System amounting to $10,150.84 and $7,500 respectively. There seems to be no reason why this widow has been disapproved by the Commission on Pensions.

The System paid in 1929 to Mrs. Torpey the contributions amounting to $2,312.69 and the ordinary death benefit amounting to $3,745-14. A similar bill for Mrs. Torpey has been in the legislature several times. This bill has not been presented to the Commission on Pensions, but, of course, it will be opposed by the Commission.

There are several other bills in the legislature relative to other retirement plans and volunteer firemen, which have received the consideration of the Commission on Pensions.

The above report is to and includes all bills introduced to March 17, 1934.

Respectfully submitted,
Commission on Pensions.
F. B. Holmes, Executive Secretary.

The Annual Dinner

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The Salary Question

Continued from Page 1

The Federal thought to a restoration of the salaries of government workers is directly in line with this reasoning. In this they have additional reasons for believing such a course to be fair. First, the State salaries are vastly more favorable than National salaries, and secondly, their scales of pay were even less than the Departmental employees in Washington.

Now comes the rising costs of living. Recognizing that State budgeting authorities have set their minds firmly against restoration of salaries or of statutory increments, the Association directed attention to the fact that necessity serious consideration must be given to business development bringing with it increases in cost of staple commodities and expenses of family life.

Clothing has advanced greatly, according to the U. S. Bureau of Labor Statistics show that the present index is 20% above the low point reached in April, 1933.

The proposal has been put squarely up to the members of the Legislature to provide a contingency fund of four or five millions of dollars to be used to increase the salaries of State employees, the increase to rest wholly upon the percentage increases in cost of living as may be shown throughout the next fifteen months covered by the budget. Could anything be fairer than this? If the living costs did not demand it, the fund would not be used. If the cost of necessities were under the control of the Department of Labor costs, according to the U. S. Bureau of Labor Statistics show that the present index is 20% above the low point reached in April, 1933.

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