AMAZING SICKNESS AND ACCIDENT POLICY

COSTS ONLY A FEW CENTS A DAY

Look at these low Semi-Monthly Rates

<table>
<thead>
<tr>
<th>Classification</th>
<th>Monthly Benefit</th>
<th>Regular Coverage</th>
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<td>$5,000.00 and over</td>
<td>$150.00</td>
<td>$2.20</td>
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</tbody>
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IMPORTANT NOTICE Group Plan Accident and Sickness Insurance

If you are not a member of The Civil Service Employees Association, Inc., join now by paying your dues to a representative or by sending it to the Association, Room 156, State Capitol, Albany, N.Y. Membership is necessary for the continuance of this insurance and dues must be paid within 60 days from the effective date of your policy or it will be automatically terminated.

Insure Now – AT PRESENT LOW RATES – WRITE

C. A. CARLISLE, Jr. TER BUSH & POWELL, INC.
423 State St., Schenectady, N.Y.

USE COUPON BELOW OR PENNY POST CARD

TER BUSH & POWELL, INC.
423 STATE ST., SCHENECTADY, N. Y.

Date..............................................................................................................................

Without obligation please send me all the facts about this low cost broad form Accident & Sickness Insurance.

MY AGE........................................MY DUTIES ARE...........................................................

I LIVE AT......................................................................................................................

I WORK AT.................................................................................................................

MY NAME IS.............................................................................................................

GET CASH When Disabled Due to Accident or Sickness
THE STATE EMPLOYEE
Official Publication of
The Civil Service Employees Association, Inc.

Vol. 16, Number 3
March-April
10c a Copy

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2nd Vice-President - - Leo F. Gurry
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Exec. Secretary - - Joseph D. Lochner
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This Month’s Cover

BILLS — BILLS — BILLS!

When the 1947 Legislature adjourned on March 18, it left a monumental task for Governor Thomas E. Dewey to accomplish during the following days. The Legislature made a new record, with 5,313 individual bills introduced in both houses, and 1,026 of them passed as “thirty-day” bills. The Governor gave up his usual short vacation following the session in order to devote full time to consideration of the measures, with the assistance of his counsel, Charles D. Breitel.

THE STATE EMPLOYEE is published monthly except July and August. Publication office, 2 Norton St., Albany, N. Y. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 10c a single copy, 1.00 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.
To amend the civil service law, in relation to salary grades and salaries for positions in the competitive and non-competitive classes of the civil service of the state.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Subdivision one of section thirty-nine of the civil service law, such section having been added by chapter three hundred two of the laws of nineteen hundred forty-five, is hereby repealed, and such law is hereby amended by inserting therein in place of such section a new section, to be section forty, to read as follows:

(3) Re-allocate any position in the competitive class to a higher salary grade which is not lower than one grade below the salary grade to which such position was allocated by the classification board on or after April first, nineteen hundred forty-seven, to occupy grades in which minimum salary is at least two increment steps, and such new position which is not allocated to one of the groups or occupational classes described in section forty of this chapter the minimum salary of which is not lower than one grade below the salary grade to which such position was allocated by the classification board on or after April first, nineteen hundred forty-seven, to occupy grades in which minimum salary is at least two increment steps.

§ 4. Subdivision five of section forty-one of such law, as last amended by chapter four hundred thirty-four of the laws of nineteen hundred forty-five, is hereby amended to read as follows:

An employee who has been continuously occupying a position not allocated to one of the groups or occupational classes described in section forty-one of such law, as last amended by chapter four hundred thirty-four of the laws of nineteen hundred forty-five, is hereby amended to read as follows:

A permanent, temporary, or intermittent employee, shall, upon such appointment, promotion, or transfer, be paid the same salary that he was receiving in his former position immediately prior to the date of such appointment, promotion, or transfer, with no substitutions in positions or grade, and, for the purpose of computing future increments, he shall be credited with the same service in his former position in such new position which corresponds with such rate of compensation.

In the tables six and seven of section forty-one of such law, as last amended by chapter two hundred thirty-eight of the laws of nineteen hundred forty-five, is hereby amended to read as follows:

6. Accrual of increments. Annual increments, shall be based upon the employee's full-time salary at the beginning of the first day of each fiscal year. [Employee] An employee, appointed, promoted or reinstated in the first day of October in any fiscal year shall be credited with the service in his former position for a period of at least one year, provided, however, that [employees] (a) an employee appointed, promoted or reinstated in the first day of October in any fiscal year shall be credited with the service in his former position for a period of at least one year.

The State Employer
March-April 69
such appointment or promotion, shall be eligible to receive an increment on the first day of the next succeeding fiscal year, (b) an employee appointed or promoted pursuant to the provisions of subdivision two of this section or after the first day of October in any fiscal year, who has received an increase in salary upon such appointment or promotion which is not equivalent to the full increment payable in the position to which he is appointed or promoted, shall, on the first day of the next succeeding fiscal year, be eligible to receive the balance of such increment, and [further provided, that] (c) an employee appointed or promoted to a position in a higher salary grade on or after the first day of October in any fiscal year, who has received a partial increment upon such appointment or promotion, shall, on the first day of the next succeeding fiscal year, be eligible to receive the salary which he would have received in his former permanent position on such date, if such salary is higher than the salary of the position to which he was appointed or promoted.

7. Service credit for temporary employment. An employee who has been continuously employed under temporary appointment pursuant to rule eight-a or rule eight-c or subdivision twelve of rule eight of the rules for the classified civil service of the state in a position [in one of the services or occupational groups allocated to one of the salary grades included in section forty of this chapter] shall, upon appointment on a permanent basis to the same or similar position or to a position in the same [occupational service and] salary grade, be paid the salary which he would have received in his temporary employment on the date of such permanent appointment, and, for the purpose of computing future increments, he shall be credited with the number of years of service in such position which corresponds with such rate of compensation. An employee appointed on a permanent basis pursuant to the provisions of subdivision two of this section or after the first day of October in any fiscal year, who has had more than six months continuous service in his temporary and permanent positions in the fiscal year, shall be eligible to receive an increment on the first day of the next succeeding fiscal year.

§ 6. Conversion of salaries to new salary schedule. 1. In order to convert salaries to the salary grades included in section forty of the civil service law, as added by this act, every position which is allocated prior to April first, nineteen hundred forty-seven, to an occupational service and grade in section forty of the civil service law, as in force and effect on March thirty-first, nineteen hundred forty-seven, immediately prior to its repeal by this act is hereby allocated, effective April first, nineteen hundred forty-seven, to the new salary grades in section forty of the civil service law, as added by this act, as follows:

<table>
<thead>
<tr>
<th>Allocation Prior to April 1, 1947</th>
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The State Employee
I of years of service on which his salary
was not identical with the rate of com-
ponent in such salary and whose base salary
shall apply to state employees
whose position on March thirty-first,
nineteen hundred forty-seven, were allocated
to occupational service one in
section forty of the civil service law on
that date except employees whose posi-
tions were on that date, allocated to
salary grade two aa and salary grade
seven in such occupational service.
Every such employee whose position on
March thirty-first, nineteen hundred
forty-seven, was allocated to a salary
grade in occupational service one of
section forty of the civil service law on
such date and whose salary on such
date was at the first, second, third,
fourth or fifth year of service as
set forth in the occupational services
and grades in such section on such date.
Commencing on April first, nineteen
hundred forty-seven, to an annual salary
in excess of the maximum salary of the
salary grade to which his position is
allocated by this act shall commence
on April first, nineteen hundred forty-
seven, continue to receive such annual
salary.

4. The provisions of this subdivi-
sion shall apply to state employees
whose salaries on March thirty-first,
nineteen hundred forty-seven, were allo-
cated to occupational service one in
section forty of the civil service law on
that date except employees whose posi-
tions were on that date, allocated to
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fourth or fifth year of service as
set forth in the occupational services
and grades in such section on such date.

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in excess of the maximum salary of the
salary grade to which his position is
allocated by this act shall commence
on April first, nineteen hundred forty-
seven, continue to receive such annual
salary.

5. The provisions of this subdivi-
sion shall apply to state employees
whose positions were allocated on
March thirty-first, nineteen hundred
forty-seven, to a salary grade in sec-
tion forty of the civil service law for
which no maximum salary or annual
increments were provided. Commenc-
ing on April first, nineteen hundred
forty-seven, each such employee whose
annual salary on March thirty-first,
nineteen hundred forty-seven, was at
the minimum salary for such salary
grade shall receive an annual salary
which corresponds with the minimum
salary of the salary grade in section
forty of the civil service law, as added
by this act, to which his position is
allocated by this section, except, however,
that such employees whose positions
were allocated on March thirty-first,

(Continued on page 97)
The York State Employees' Merit Award Board presented a Certificate of Merit to Morris Jacobs, clerk in the New York State Office of the State Insurance Fund. This was the first award to be made for certain workmen's compensation claim forms. Although a simple suggestion, it saved 73,000 references per year to telephone directories. The suggestion reduced such excellent results for the War that many governmental agencies have adopted the idea. Such plans have saved a small percentage of these employees' presentances annually and possibly thousands of dollars.

The Employees' Suggestion Plan produced such excellent results for the War and Navy Departments during World War II that many governmental agencies have adopted the idea. Such plans have saved millions of dollars in industrial and business concerns throughout the United States.

At the present time, the Merit Award Board has nearly 300 suggestions under consideration. Additional ones are being received daily. It is estimated that if only a small percentage of these employees' proposals are found practicable, the savings to the State will very well equal a hundred thousand dollars annually and possibly much more.

The Employees' Suggestion Plan is adapted to other forms in use in this and other State agencies, the annual savings to the taxpayer will run into thousands of dollars.

The Employees' Suggestion Plan is the essence of good personnel relations. It is the function of the President to carry on this suggestion plan. The paramount aim of the Association is its participation in the State Civil Service Law. We want the best possible law for the best possible State Service. We want the best possible law for the best possible State Service. We want the best possible law for the best possible State Service. We want the best possible law for the best possible State Service. We want the best possible law for the best possible State Service.

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GOVERNOR DEWEY PRAISES THIS BILL

State of New York
Executive Chamber
Albany

March 27, 1947.

MEMORANDUM filed with Senate Bill, Introductory Number 1577, Printed Number 2895, entitled:

"AN ACT to amend the civil service law, in relation to disciplinary action in case of strikes by persons employed by the state or civil division thereof, or in any other branch of the public service."

APPROVED

Strikes against Government are wholly unlawful. This bill places upon our statutes a clear statement of the principles involved and provides effective penalties in case of violation.

The bill declares that a public employee who strikes loses his Civil Service protection, and if re-employed does not regain it for five years. To remove any possibility of profit from his wrongful act, his compensation may not be increased for three years.

The bill carefully preserves every right enjoyed by public employees to express their views, complaints and grievances, privately or publicly.

The conditions of public and private employment are entirely different. The special characteristics of public employment are as follows:

1. Public service is a public trust not only for elected officials but for all employees. It is a trust in behalf of all the people. The people cannot tolerate an attack upon themselves. The very right of private employees to strike depends upon support in large part by Government, unprotected and unstable employment and compensation through bad times as well as good and machinery for correction of individual grievances before administrative officials, before Civil Service Commissions, and even in the courts.

2. A public employee has as his employer all the people. The duty of public employees is to the whole of society. A strike of firemen could overnight permit the destruction of a whole city. A strike of policemen could endanger the safety of millions of people and of all their property. A strike of sanitation workers could almost overnight produce an epidemic threatening the lives of other millions of people. A strike in the mental hospitals of the State could cause the deaths of thousands of patients by starvation or by the violence of other disturbed patients.

3. The public employee has no employer who may profit from depressed conditions of employment.

4. The conditions of public employment, the rules governing it, and the revenues available to pay for it are all matters of public record. Government is not an end in itself. It exists solely to serve the people. The very right of private employees to strike depends upon the protection of constitutional government under law. Every liberty enjoyed in this Nation exists because it is protected by government which functions uninterruptedly. The paralysis of any portion of Government could quickly lead to the paralysis of all society. Paralysis of government is anarchy and in anarchy liberties become useless. A strike against Government would be successful only if it could produce paralysis of Government. This no people can permit and survive.

5. Public employees have the right to improve their conditions through arguments before all the people, before legislative bodies, to administrative officials and, of course, by their own ballots on election day. These rights are so effective that among all the types of employment over the years, public employment has been rated as having the best and most desirable conditions. Public employees by virtue of their rights or otherwise enjoy highly beneficial pension systems, supported in large part by Government, unprotected and unstable employment and compensation through bad times as well as good and machinery for correction of individual grievances before administrative officials, before Civil Service Commissions, and even in the courts.

The penalties in this bill are moderate but firm. By their clear terms they will protect loyal employees and what is more important will protect the interests of all the people.

The bill is approved.

(Signed) THOMAS E. DEWEY

The State Employee

March-April

ANTI-STRIKE LEGISLATION

ROLL CALL - CONDON-WADLIN ANTI-STRIKE BILL

Senate

Republicans For (35)

Anderson
Bennett
Bevley
Bontecou
Burney
Campbell
Condon
Corey
Erwin
Feinberg
Fino
Griffith
Groben
Halpern
Hammond
Hollowell
Horton
Hughes
Erwin
Pakula
Paris
Pierce
Radwan
Scanlon
Seyle
Mr. Stokes
Wicks
Williamson
Young

Democrats For

None

Republicans Against (1)

McCleary

Democrats Against (15)

Crawford
Dolansodoe
Dollinger
Falk
Fine
Friedman
Greenberg
Mahoney, F. J.

Ayes 35—Nays 16

Assembly

Republicans For (93)

Albro
Archinal
Bacon
Banks
Beck
Becker
Bennison
Bentley
Berge
Black
Blodgett
Brady
Brinster
Brook
Butler
Carlino
Carney
Carnahan
Clark
Combs
Cusick
Creal
Cutler

Democrats For

None

Republicans Against (9)

Mahoney, W. J.
McCallough
McMullen
McNally
McNulty
McNulty
McPhee
McQuade
McVey
McVey

Democrats Against (40)

Friesen
Friedman
Friedman
Friedman

Ayes 92—Nays 54

The State Employee

March-April

Hill (D.S.)
Hill (T.)
Hollinger
Hurley
Johnson
Kellam
Knauf

Hill (D.S.)
Hill (T.)
Hollinger
Hurley
Johnson
Kellam
Knauf

None

Democrats For

Friedman
Friedman
Friedman

Ayes 92—Nays 54


CAST AND BOOK OF

"THE AYES-MEN COMETH"

or

"KEEP YOUR EYE ON THE BALL"

(A stirring drama in song and story)

Produced and directed by

JOSEPH J. HORAN, Commerce

LYRICS by PAUL D. McCANN, Correction; LOUISA RYAN, Commerce; ROBERT J. SHILLINGLAW, Public Works; WILLIAM K. WILSON, Education.

STORY by MR. HORAN

Stage Manager

LOUISA RYAN

Accompanist

FRANCES COHEN, Health

CAST

GOVERNOR DEWEY

Kenneth E. Sullivan, State

LT. GOV. HANLEY

William M. O’Reilly, Legislature

COMPTROLLER MOORE

William K. Wilson, Education

COMMISSIONER CONWAY

Roger H. Stonehouse, Education

OSWALD HECK

W. Joseph LaFleur, Public Works

CHEERLEADER

Marilyn Brown, Taxation & Finance

PAUL LOCKWOOD

Joseph F. Pally, Taxation & Finance

PERSONNEL TECHNICIAN

Marilyn Brown

SCHOOL TEACHER

Rosemary Murphy, Mental Hygiene

CAPTAIN GAFFNEY

Frank McCullough, Taxation & Finance

GIRL TROOPER

Constance Joy Ladu, Public Works

DR. BIGELOW

Gerald J. Ryan, Taxation & Finance

EARL KELLY

Miles Heberer, Commerce

JOHN BURTON

Robert J. Shillinglaw, Public Works

RADIO ANNOUNCER

Paul D. McCann, Correction

CIVIL SERVICE GIRL

Marilyn Brown, Taxation & Finance

THE ASSOCIATION TEAM:

Marilyn Brown, Taxation & Finance

Kaye Feeley, Correction

Mary Cain, Health

Rosemary Murphy, Mental Hygiene

Barbara J. Dow, Labor

Virginia Zinninger, Education

Constance Joy Ladu, Public Works

Beverly Eaton, Public Works

Lois Whinnery, Public Works

Miriam T. Taaffe, Audit & Control

Cecelia Vartigan, Education

Presented at the 28th Annual Dinner, February 27

"THE AYES-MEN COMETH"

Opening Chorus. On stage are: Hanley, Moore, Conway, Heck. All are dressed in "Dewey Team" baseball suits.

Tune: "Anvil Chorus"

Chorus

We are the Dewey team, the greatest in the nation,

Those who oppose us find a trying situation;

We can pile up a score.

Men of distinction, let's go.

Verse

I'm Hanley, the veteran who knows all the angles,

An old-fashioned silver-tongued orator;

We are the Dewey team, a clever bunch of players—

Grow your hair for a while, But that's all over now and

We can settle down for another four-year rest.

Hanley: Don't be too sure, Frank. You know the Boss

always wants to keep the team in shape. He doesn't

want you developing a charley horse at the last

minute. Ain't I right, Judge Conway?

Conway: You said it, Joe. Moore is getting too hard

playing on this team—he better watch himself.

Moore: Listen here, Conway—don't talk that way about

me. If I catch you folding your check again like I did

last week, I'll knock you off the payroll for good.

Heck: Hey take it easy you guys. Remember the old

eastal spirit. Let's give 'em the old cheer, OK cheer-

leaders let's go.

Enter girl cheerleader. All go into a huddle and cheer:

Rooto—root, root the bow! We're the boys that get the bow! Senate and Assembly, Audit and Control. We give the taxpayers an awful roll. Sit, boom bim, sit, boom bim! Dewey, Dewey, Rah—Rah—Rah!

After opening chorus:

Heck: Good I wonder what the Boss has in mind, calling

us out for spring training in February this year. Last

year we didn't start work until after the first of April.

What's up Joe Hanley?

Hanley: Well, Ozzie Heck, I'll tell you—the Boss says

we need practice. We finished strong last fall alright,

but we had a few bad moments during September, ch

Frank Moore?

Moore: That's right, Joe. The Buffalo team looked

mighty tough for a while. But that's all over now and

we can settle down for another four-year rest.

Hanley: Don't be too sure, Frank. You know the Boss

always wants to keep the team in shape. He doesn't

want you developing a charley horse at the last

minute. Ain't I right, Judge Conway?

Conway: You said it, Joe. Moore is getting too hard

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Enter Lockwood (carrying 3 or 4 bats and balls).

Lockwood: Attention teams, here comes the Captain.

Team stands at attention with bats over heart. Enter

Dewey.

Dewey sings:

Tune: "I'm a Yankee Doodle Dandy"

I'm the Captain of the greatest team

Yankee Doodle Dandy,

I'm the leader of the State,

The Captain of the greatest team

In all the Forty-eight.

If we practice hard and long, boys,

Everything will soon be great;

If we practice hard and long, boys,

And if we play the game this year,

The way we did last year,

We give the taxpayers an awful roll.

I'm the leader of the State,

And if we play the game this year,

We give the taxpayers an awful roll.

I'm the leader of the State,

And if we play the game this year,

We give the taxpayers an awful roll.

I'm the Captain of the greatest team

In all the Forty-eight.

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We give the taxpayers an awful roll.

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And if we play the game this year,

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And if we play the game this year,

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Everything will soon be great;

If we practice hard and long, boys,

And if we play the game this year,

The way we did last year,

We give the taxpayers an awful roll.

I'm the leader of the State,

And if we play the game this year,

We give the taxpayers an awful roll.

I'm the Captain of the greatest team

In all the Forty-eight.

If we practice hard and long, boys,

Everything will soon be great;

If we practice hard and long, boys,

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If we practice hard and long, boys,

And if we play the game this year,

The way we did last year,
Dewey: Oh, yes—it seems to me that I did get a letter from Doc Tolman.

Conway: What again—I hope you didn’t sign anything that he sent you, Governor—that is not before you let me see it.

Dewey: Why, of course, not Judge—you know I always let you in on anything that I get from Doc Tolman—well—er—most of the time I do anyway.

Conway: Thanks Governor—you know I do try to keep up with what’s going on—but things get so confusing—first we’re going to give State employees a raise—then we aren’t—then we’re going to raise their base pay—gosh most of the time I don’t know where we’re at.

Heck: You’re generally away out in right field, Judge—we all know that.

Conway: (Looking straight at audience—declaims) As the rest applaud.

Heck: What does this guy Tolman do for a living, any­

Moore: “Did you ever hear the story of how Ireland got its name”

Tunc: “Did you ever hear the story of the Civil Service crew—

Song for Dewey—“How Doc Tolman Rose to Fame.”

They’re the greatest bunch of pirates since the days of Dan McGrew,

Dewey: You mean you never heard of Tolman? Well I’ll tell you.

Song for Dewey—“How Doc Tolman Rose to Fame.”

Tune: “Did you ever hear the story of how Ireland got its name”

Did you ever hear the story of the Civil Service crew—

They’re the greatest bunch of pirates since the days of Dan McGrew,

Sure, Joe Lochner is the boy who makes that life insurance pay,

But the chap who really runs the show

Moore: Yeah, I thought we got rid of Doc Tolman when he retired. By the way—he certainly gave us plenty of trouble when he retired—he came up to the retirement office with Charlie Dubuar, Chairman of the Pension Committee, and the two of them had the place in an uproar—claimed they knew more about the retirement system than we did.

Dewey: Well that wouldn’t be so hard.

Moore: Aw Chief, take it easy. You know that retirement system is simple. That’s a subject close to my heart. Why I’ve been working for four years just to humanize that system.

Hanley: You mean confuse it.

Moore: Shut up, Hanley. You’ll be wanting to retire one of these days. I want you to know that I have thousands of satisfied customers.

Conway: Yeah, but they’re all dead.

Heck: Well let’s get back to that Tolman letter.

Dewey: Here it is. It simply says that he’d like to play ball with us.

Conway: We are kind of short of promising material—especially if it’s a long game.

Dewey: Well that’s really your department Judge. Why is it that you don’t make better progress with recruit high-caliber people for the state?

Conway: Well I can’t keep all the details at my finger tips, Governor, but I have one of my Senior Personnel Technicians outside, and I am sure she can give us the information.

(Conway motions for girl to enter, who does specialty number, “A Good Man Is Hard to Find.”)

Dewey: Of course I could use the Salary Standardization Board—but Happy Chandler would probably rule them off my team—I can’t make up my mind whether...
they ought to be on my team or give them up to the
Civil Service Association.

Lockwood: Well Bill McDonough says they're no use to
the State Employees—so maybe we could use them.

Dewey: No I think it would be better if we just let Dr.
Bigelow and his crowd sit on the sidelines. Maybe we
could give them the peanut concession for the game.

Hanley: Good idea, Governor—the peanut concession.
They figure State Employees ought to work for peas-
nuts anyway.

Dewey: Now Joe, that's not charitable. Why the Salary
Standardization Board has done a marvelous job. They
surveyed every sweatshop in the South in making
their comparisons for the salaries paid State Em-
ployees and found that we were topping them all!

Conway: I still think we ought to use that report of the
Salary Standardization Board. That would take the
fight out of any team.

Dewey: No judge, I won't stoop to any underhand tac-
tics. I'm sure we can beat them without going that
down.

Heck: Say Governor, we better get everything set for the
big game—how about the police protection?

Dewey: Oh yes, that reminds me—say Paul—tell Gaff-
ney to come in here.

Lockwood: (Exits) OK Chief.

Conway: (Ad lib for a few seconds)

Lockwood: (Returns) He says that he'll be right in—as
soon as he pays his PBA dues.

Dewey: That guy gets tangled up with more outfits. Oh,
there you are Gaffney.

Gaffney: Hiya Governor—what's cookin'?

Dewey: Never mind what's cookin'. Why aren't you in
uniform?

Gaffney: Which uniform do you mean Chief? You know
I always like to work in plain clothes.

Dewey: Gosh I can never get away from ambitious cops.
Now team I want to get things organized. You can't
win the old ball game unless you've got a good strong
organization.

Hanley: (Aside to audience) Gee he's getting to sound
like a politician for a change.

Dewey: Quiet, Joe. We had a good year last season but
if we want to play in the World Series in 1948, we
want to make sure that we don't repeat any of the
errors we made last time.

Moore: What do you mean Chief?

Dewey: Well take Conway there. He's supposed to be
one of our heaviest slingers. But he sure struck out
when he published those attendance rules last fall.

Gaffney: You're certainly right Governor. Why I had 13
women working in headquarters and I used to have
one of them keep track of the amount of vacation
and sick leave the other 12 had accumulated. Now since
Conway rules came out I need the whole 12 just to
keep track of the other one's time. How in hell you
can give an employee one and one-third days vacation
sick leave the other 12 had accumulated. Now since
Gaffney says I need the whole 12 just to
take care of the other one's time. How in hell you
can give an employee one and one-third days vacation
sick leave the other 12 had accumulated. Now since

Conway: Now wait a minute, Gaffney. If that PBA gets
much tougher with you, you won't have to worry
about anybody's vacation but your own. I understand
that you're getting some new Trooper recruits in to-
day, to take the place of some of the boys that left you.

Gaffney: That's right Judge. Only this time I'm playing
safe. These recruits are all girls.

Dewey: Girls! —did you say girls, Gaffney? What good
would a girl be in a stolen car or a . . . (becomes
flustered) . . . oh yes, I see what you mean. Well tell
them to come in and we'll look them over . . . er-er—
I mean we'll check their qualifications . . . I suppose
they have some good points ...

Heck: Take it easy Governor, you're getting involved.

Dewey: Er—ahem-ahem—yes Ozzie, you're right. Well
more likely Gaffney suppose you have the new candidates
come in and we'll examine them—I mean we'll give
them the once over—oh nuts—get the gal in here.

Gaffney blows police whistle.

Enter girl.

The entire team gives the wolf whistle.

Dewey: Boys, please, what would the Personnel Council
say if they ever got word of this?

Conway: Boy, I've never been arrested in my life, but I
sure could go for a little petty larceny with this . . .

Dewey: Now cut that out, Conway—that's a fine way
for the head of the Civil Service Commission to talk.

Hanley: Watch yourself Governor, don't get caught in a
squeeze play.

Dewey: What makes you think you would make a good
State Trooper?

Girl: Why Governor, I always get my man.

Dewey: Yes—I can understand that. But do you know
anything about handling traffic problems?

Heck: Governor if she wears an outfit like that you can
be sure that the traffic would always stop.

Dewey: Well—have you ever had any experience on
handling serious accidents or casualties? You know
we are putting great stress on our safety campaign.

Girl: Oh, Governor—have I ever handled accidents? Let
me give you a rough idea.

Girl sings: “Don't Go in the Lion's Cage Tonight Mother
Dear.”

After song pick up dialogue.

Dewey: Well—I'm willing to give her a whirl—I mean
I'll go for her if—what I mean is I have no objection
women on the State Police.

Girl: Oh thank you Governor—now I know that Jane
Todd was right—never was there such opportunities
for women as there are today.

Gaffney: Gee, Governor—I'm glad you like my idea.
This will certainly pep up the State Police.

Dewey: I hope that girl troopers won't be too distracting
at the big game. You know—I ah—I er—don't like
the crowd to miss any of my grandstand—er-er my
more brilliant plays.

Gaffney: Don't worry Governor—these girl troopers can
double as cheerleaders whenever you come to bat.

Girl and Gaffney exit.

Dewey: Well, now that we've got that settled—we'll
have to start spring training pretty quick.

Hanley: Yeah, we ought to go south—boy I've been
wanting to get there for years—this is my big chance.
Let's go to Georgia—that's where all the big league
teams train.

Moore: Nuts—we can't go to Georgia—they've got three
governors down there now. Besides those wool hat
Democrats down there might do a job on us.

Dewey: No, I've got a better idea. We'll stay right here
and practice in this climate. Isn't our Department of
Commerce always saying that New York is the State that has everything.

Lockwood: Oh hell—that’s another one of Catherwood’s foul balls. I notice, Chief, that when you go on a vacation you always get out of the State.

Dewey: That’s enough, Paul! You know if we really intend to win this game—we’ve got to change the lineup. I’ve got to strengthen the team and get some new blood into the organization.

Conway: Gee, Governor, don’t break up a winning combination when you’ve got one.

Dewey: That’s what we need, some skull practice. I’ll get Dr. Bigelow of the Salary Board—he’ll be able to straighten out some of the high priced players that are always holding out for big dough and then Earl Kelly of the Classification setup—he ought to be able to shift this lineup around and then of course I’ll bring in the old coach—John Burton. Hey Lockwood.

Lockwood: (Dashing in) Yes sir, yes sir.

Dewey: Send in the brain trust.

Lockwood: Okay Chief—Alright you guys, you can come in now.

(Enter Bigelow, Kelly and Burton.)

Bigelow: Hiya Governor, what’s new?

Dewey: You mean you want to change the lineup?

Bigelow: You certainly could use a better infield.

Dewey: Well what I really called you fellows in for is to give me a little advice on how I can improve my team for the big game with the Civil Service Association team.

Bigelow: You mean you want to change the lineup?

Dewey: That’s right Doc. Got any ideas?

Bigelow: Well you certainly could use a better infield. Now here’s the pitch—I think you ought to take Conway out of shortstop and shift him to second base. That’s the keystone position, remember. And speaking of shifts—who’d be a better man for second base than the Judge. I’ve never seen a man play both sides better than he can.

Dewey: H’mm sounds logical . . . What about you Earl—any suggestions?

Kelly: Well Governor I’ve really got a terrific idea. Now you take this fellow Mulvey—of course he’s only played in the minor leagues but he’s really a powerhouse—put him in at shortstop—why nothing can get past him. With Conway at second base and Mulvey at shortstop you’d have an airtight infield.

Dewey: Say that’s really terrific. I’m awfully glad you guys dropped in—now I know that we’ll really swamp all the opposition.

(At this point the stage blacks out.)

Small spotlight focuses on radio announcer at microphone. Piano plays in background “Take Me Out to the Ball Game.” Record on sound system gives sound effects of ball game.

Announcer: Well folks here we are at the big ball game—it’s the battle of the century between the Dewey Team and the Civil Service Association Team. Both teams have been playing hard all afternoon and so far there has been no score. Neither side will give an inch. It looked in the early innings as if the Dewey team would swamp this bunch of amateurs who have challenged them but under the superb pitching of Doc Tolman, veteran twirler who came out of the retire
ment to pitch today's game, the Association team has held the much touted Dewey aggregation. It looked as though the Civil Service team might score on its demands for portal-to-portal pay but after getting three men on base Joe Lochner struck out. Oh wait a minute—folks—it looks as though the game is being called on account of darkness. Yes that's right folks, the game is called on account of darkness—but wait a minute—wait a minute—here's a special announcement. It has been decided to settle the game in song. Yes that's right folks, both teams are coming into the locker room and are going to continue the contest in song. Oh this is terrific—both teams are warming up for the songfest.

Boys go through audience shouting: Get your scorecards folks—get your scorecards. You can't tell a player from a politician without a scorecard.

At this point lights go up and the Dewey Team walks back on the stage. They are followed by girls of the Association Team.

Dewey: Well boys we're really up against some tough opposition. Let's get in there and pitch with our first vocal number.

Dewey Team sings "Wiffen Poof Song"—Civil Service Team sings the Baa's where indicated in chorus.

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Bigelow: Oh that was a foul. I claim I ought to get a base on balls for that last number. Gosh this team is getting too rough for me. I can't stand playing rough like this.

Girls: Oh Doctor Bigelow that's not true. You know we really all love you.

They sing “Swing Low, Sweet Chariot.”

Bigelow: Doc Bigelow, comin' for to raise all my hopes!

I looked into the future and what did I see,

Comin' for to raise all my hopes?

A series of raises all set for me,

Comin' for to raise all my hopes!

Bigelow, Doc Bigelow, comin' for to raise all my hopes!

It's sometimes yes, and sometimes no,

Comin' for to raise all my hopes;

But he's the one to whom we all go,

Comin' for to raise all my hopes.

Bigelow: (Turning to Dewey Hey, Chief, this outfit is really knocking us all over the lot. You said they'd never get to first base and look at the way they're roughing me up. Get in there and pitch, will you Governor?

Dewey: Gosh, Doc, I was depending heavily upon you and you're no use to me at all. Boy have I got troubles!

Dewey sings: "I've Got Troubles." Tune: "I've Got Six Pence."

At the end of the song, Burton motions to Dewey to come over for a "pitcher-catcher" conference. Burton should hold his catching mitt around the microphone and the following conversation should be conducted in whispers into the mike.

First Girl: Gosh, I always wondered what the catcher says to the pitcher when they hold one of these conferences.

Burton: Gosh, Chief, did you notice the short-stop on their team? Pretty cute isn't she?

Dewey: Never mind that John, keep your eye on the ball. Maybe we can work out a deal with this team. Let's appeal to their better nature.

Burton: Okay Chief, let's ask them for another year. Tune: "Give Me Five Minutes More"

Give us just one more year—

Only just one more year—

And we'll work, yes we'll work for the State.

Dewey Team:

Give us just one more year

To spread joy and good cheer—

And we'll hope for a big '48.

Dewey:

Maybe they'll accept me then despite all my faults.

Girl:

Only if you learn to play the Missouri Waltz!

Dewey Team:

Give us just one more year

Only just one more year—

And we'll work, yes we'll work for the State.

Girl's Team:

We'll give you one more year

To spread joy and good cheer,

And we'll hope that you'll start with a raise;

If we get higher pay,

You'll be king for a day,

And we'll sing, yes we'll all sing your praise.

Dewey:

Maybe I could win next year if I run again—

Girl:

Only if you let Doc Tolman run your campaign.

(Continued on page 88)
The following rules governing the payment of overtime compensation effective April 1, 1947 are hereby promulgated pursuant to the provisions of Chapter 270 of the Laws of 1947.

Requests for approval of payment of overtime compensation shall not be made after the timetabled dates for approval by the state head of bureau or other State agency. In emergencies, where such prior approval cannot be given, request for approval of overtime compensation must be submitted within five working days after the commencement of such overtime employment.

II. Request for approval of overtime compensation.—Requests for approval of overtime compensation shall be made in writing to the Director of the Budget by the head of a department or other State agency. 1. In positions where it is required that 44 or 48 hours of work be regularly performed per week, prior approval shall be secured for such work week, and thereafter, employees in such positions shall receive overtime compensation for the four or eight hours of work in excess of 40 hours per week without further authorization. 2. In all other positions, and for hours of work in excess of the 44 or 48 hours per week referred to in paragraph 1 above, specific approval for such overtime work shall be secured before overtime compensation can be paid. All such requests shall furnish the following information:

a. The titles of the positions for which payment of overtime compensation is requested and the number of hours of overtime per week requested for each title.

b. The number of vacant positions with the same titles as those for which payment of overtime compensation is requested, excluding positions filled on a temporary basis.

c. The reasons why the overtime is required and the period to be covered.

d. The reason time off, equal to the overtime requested, cannot be allowed.

3. Except in emergencies, request for approval for overtime compensation shall be submitted to the Director of the Budget not less than five working days prior to the date such overtime is to start.

III. Compensation for overtime.—Payment for overtime shall be at the hourly rate of compensation otherwise payable to an employee, except that when such employee shall work overtime in a position which has a title different from the title of his regular position, the hourly rate shall not exceed the maximum for the position in which he shall work overtime.

The hourly rate of compensation shall be determined by dividing the annual rate of compensation by 2,000.

The hourly rate of compensation for per diem employees shall be determined by dividing the per diem rate by eight.

Extra compensation authorized for hazardous and arduous work shall be included in the compensation otherwise payable, when overtime is worked in locations where such additional compensation is authorized.

IV. Determination of hours worked.—Payment for overtime shall be restricted to actual hours worked in excess of a total of 40 hours per week.

Total hours worked shall exclude all absences from duty and time allowed for meals.

V. Time of payment for overtime.—1. Employees who regularly work 44 or 48 hours per week shall, as soon as practicable, receive approved overtime compensation in their regular salary payments for the four or eight hours. Until payments can be made semi-monthly they shall be made monthly.

2. Employees regularly employed for 44 or 48 hours per week shall be paid approved overtime compensation in excess of 44 or 48 hours per week monthly.

3. All other approved overtime compensation shall be paid quarterly.

VI. Positions to which overtime allowance does not apply.—In requesting and issuing certificates for approval for overtime the following positions or type of positions shall be excluded from allowances for overtime compensation:

1. The head of every department, institution or other State agency and the head and members of boards and commissions.

2. All deputies and equivalent positions, and supervisory personnel in administrative positions.

3. All positions for which adequate time records are not maintained.

4. All positions wherein the nature of the work and responsibilities make it impracticable to establish a maximum number of working hours per week including employees engaged in field work.

5. All part-time employees.

VII. Certificates of approval for overtime.—The Director of the Budget shall file certificates of approval for overtime with the Department of Audit and Control, the Department of Civil Service, the Senate Finance Committee and the Assembly Ways and Means Committee.

For purposes of computing total hours worked in a week, time during which an employee is excused from work because of holidays, sick leave, vacation or compensating time off, shall be considered as time worked by the employee.

The smallest unit of time to be credited as overtime for compensation shall be one hour per day.
More Specialized Training Needed In State Service

By Warren W. Coxe, Ph.D.

This article is from address delivered at meeting of The American Society for Public Administration, Albany Chapter. Dr. Coxe is Director of Educational Research, State Education Department.—Ed.

About a year ago an interdepartmental committee on training made a study of the need of in-service training in our state governments and made recommendations to the Governor for the organization of an agency to have charge of the training. This committee assumed that there were three groups of personnel to be considered: the professional group which would include administrative personnel, the non-professional group, and officials in local units of government. We are concerned mainly with the first group and while the topic refers only to administrative personnel, it may be assumed to include also professional personnel.

While the topic is limited to in-service training, pre-entry training will be included because this phase of training has taken on, in the last ten years, very great importance, particularly as related to the professional and administrative personnel.

This interdepartmental committee made a survey of the need of such training in New York State through a questionnaire sent to all of the nineteen major departments of the State. An analysis of the replies to these questionnaires led to the following conclusions:

1. The need for pre-entry training (limited to those fields in which there is no adequate source of supply) as well as in-service training, both within the State service and in local government units, has been felt and is continuously growing.

2. Over a period of time a number of efforts have been made by various agencies and financed in a number of ways, to meet the most urgent needs.

3. Coordination, integration, standardization, and recognition have been limited or completely absent in the various programs.

It will be well to separate the pre-entry training from the in-service training and discuss each separately. In a number of fields where there is a demand for employment in the state service, there is either a total lack of facilities for training such personnel in any educational institution or else the training facilities are inadequate. One example is that of the psychologists. Another is public health physicians. There are other examples to be found in nursing, in some of the positions in the Department of Taxation and finance, the Department of Correction and in the Department of Social Welfare. An examination would probably reveal a similar situation in other departments. The purpose, then, of the pre-entry training is a sort of apprenticeship or internship training.

The purpose of the in-service training differs in some essential respects from the pre-entry training. It would have two purposes. One would be to upgrade quality of service rendered to the state. The second would be to assist the individual employee to qualify for more responsible positions. It is assumed that all of those taking in-service training would be in the permanent employ of the state. Some of the principles mentioned for pre-entry training would apply here. While in the past there has been little effort made to select candidates, it is not beyond reason to expect some selection for in-service training. There should obviously be supervision of the training. There must be opportunities to qualify for advanced positions. Provision should be made so that the individual can take in-service training without undue hardship.

Heretofore in-service training has been carried on with a certain degree of hit-and-miss planning. The interdepartmental committee believed it was desirable that some agency be responsible for a continual survey of the needs of in-service training. This same agency should be responsible for evaluating the courses offered and the staff offering the courses. It might also be responsible for giving consideration to the conditions under which the teaching took place. The committee was quite insistent that established educational agencies be used as far as possible to provide this training. It thought it possible that some kind of training might not be obtainable from any educational agency. In such cases it was believed that this central authority should have the power to employ teachers and organize classes. Finally, it was believed that this central authority should have the power to issue credentials for work done.

There are a great many questions which will be raised in regard to parts of this program. A few can be anticipated. One which inevitably comes up is that of the recognition which should be given to pre-entry training or in-service training in the civil service examination. One proposal is that this training would help in two ways: first, to help the candidate qualify for the examination, and second, that the training offered would be of such character as to help him obtain a high mark in the examination. There is no thought that such training would take the place of the usual civil service procedure in qualifying candidates for state positions.

One advantage of having an established educational agency give the courses is that academic credit could thereby be obtained for such work and, in case the employee wished, could be counted toward a degree. A question has been raised as to whether taking such courses would bring any financial reward. The general thought is that they would not except as they would help the candidate gain promotion.

The interdepartmental committee made specific recommendations for the organization of a division to take charge of this training as well.

(Continued on page 94)
Rules For Compensation Plan

Civil employees of many local units of government throughout the State do not enjoy the benefit of any established compensation plan. Assuming that many employees of counties, cities, towns, villages and special districts are interested, the Association asked the Municipal Service Division of the State Department of Civil Service whether local units of government ever inquired for standard recommendations with respect to compensation rules. Through the courtesy of that division the following standard recommendations relative to compensation, which are usually supplied by the Division upon requests by units of government, are printed herein. This information is furnished as food for thought for employees who do not have the advantages of being covered by definite rules and regulations relative to salaries, and for public officials who have in their power to grant reasonable guarantees to their civil employees.

This Association, which has been outstandingly successful in establishing a classification-compensation plan in State Service, as well as definite rules and regulations covering sick leaves, vacations and other matters, is presently drafting model classification-compensation plans and attendance rules which may serve as a guide to local employee groups interested in improving their employment conditions. When these model plans are completed they will be printed in a future issue of this publication.

RULES FOR ADMINISTRATION OF THE COMPENSATION PLAN

1. Provisions Governing Installation of the Compensation Plan

An employee receiving less than the minimum rate for the class to which his position is allocated shall be raised to the minimum rate for the class as soon as practicable. The salary of an employee falling within the range for the class to which his position is allocated shall remain unchanged. An employee receiving more than the maximum rate for his class shall continue at that rate during period of incumbency (except in event of general service-wide reductions and except in the case of a provisional or temporary appointee) but shall not be entitled to a salary increase.

2. New Appointees

A new employee appointed to a position in a class shall be paid the minimum rate of pay for the class.

3. Promotions

When an employee is promoted to a position in a higher class his salary shall be increased to the minimum rate for the higher class. If an employee is promoted to a position in a higher grade, the minimum salary of which is equal to or lower than the rate of compensation then received by such employee, he shall upon such promotion be paid the salary which corresponds to the next higher step within the salary range to which he has been promoted.

4. Transfers

There shall be no immediate change in the salary rate of an employee who is transferred unless his salary is below the approved minimum of the new position. If an employee is transferred to a position in a class having a higher salary than the class from which he was transferred, such change shall be deemed a promotion and the provisions governing promotions shall apply. If an employee is transferred to a position in a class the salary range of which has a maximum that is lower than the minimum of the class from which the employee was transferred, such change shall be deemed a demotion and the provisions governing demotions shall apply.

5. Demotions

When an employee is demoted to a lower class position, he shall be paid at the rate which is within the approved range for the lower class position. The rate of pay shall be set by the legislative body.

6. Reallocations Downward

When an employee's position is reallocated or reclassified to a lower class position the employee shall be permitted to continue at his present rate of pay during period of incumbency (except in event of general service-wide reductions), but shall not be entitled to a salary increase.

7. Reinstated Employees

A reinstated employee shall be paid at a salary rate within the approved salary range for the position in which he is reinstated, to be fixed by the Board of Supervisors on recommendation of the department head.

8. Part-time Employment

All rates prescribed in the scales of pay are the standard rates of pay authorized for full-time employment. When employment is on a part-time basis, only the proportionate part of the rate for the time actually employed shall be paid, to be determined by the board of Supervisors and expressed as a percentage of salary and increment contained in the compensation schedule, unless the salary in question is stated as a flat salary.

9. Overtime

When a monthly rate of pay has been established for any class of position no additional compensation shall be paid for overtime, except that in cases of extra-ordinary emergency a department head, subject to the approval of the legislative body, may authorize compensation for overtime work at such rates of pay as may be deemed advisable under the circumstances. A record of overtime authorized by department heads shall be kept and reported to the civil service commission at the time of submission of payrolls.

10. Administrative Salary Adjustment

The salary of each employee shall be reviewed annually by his department head and the civil service commission for the purpose of determining which employees shall be recommended for salary increases or decreases within the range for the class to which their positions have been allocated. All of the personal records, tardiness, and length of service shall be considered in making recommendations to the legislative body or other budgetary authority with major emphasis placed on the evaluation of service rendered. Employees appointed, promoted, or reinstated at least six months prior to the beginning of the fiscal year shall be eligible for the annual increment. No employee shall be entitled to more than one step increase each fiscal year.

11. Allowances

The rates of pay prescribed shall be deemed to include pay in every form, such as full or part maintenance, etc., which is to be deducted from money salary payable.
Legislative Action

The 1947 Legislature adjourned sine die March 18. More than 5300 bills were introduced in both houses. Since nearly all measures were introduced in both houses, the actual number of new or changed provisions of law sought was around 2600. Of the total number of bills introduced, about 40% were approved.

As this is being written the Governor has acted upon about 200 and about 1000 are before him for decision. A complete review of legislation will be compiled by our Counsel when the Governor has completed action on the bills before him.

For the present, an analysis of the annual and supplemental budgets relating to salaries show that the Supplemental Budget Bill contains an appropriation of $30,000,000.00. It is estimated that $8,000,000.00 of the appropriations for personnel in the regular budget bill will be unused because of vacancies, replacement at minimum salaries of severed employees, etc. These total appropriations of $38,000,000.00 will be available to:

1. Incorporate the War Emergency Compensation of 14% to 30% in the basic pay of any employee covered under Section 40 of the Civil Service Law;
2. Pay for overtime, estimated at $11,000,000.00;
3. Pay the $2,500,000.00 in salary adjustments involved in the conversion of Feld-Hamilton salaries into the single salary schedule;
4. Cover an estimated $3,000,000.00 for reallocation of titles to higher salary grades by the Salary Standardization Board, the increased salaries to be effective as of April 1st, 1947.
5. Continue War Emergency Compensation for employees not covered by Section 40 of the Civil Service Law;
6. Pay increased salaries of State Department Heads and high State officials.

This is approximately a 16½ million dollar increase over similar appropriations last year. It includes no general salary increase.

And now, as to legislative measures of great interest to State workers which have been enacted into law by nature of the Governor as we go to press. These include:

New Salary Schedules
Assembly Intro. 1080, Print 2621, a Budget Bill, was approved by Governor Dewey on March 26 and became Chapter 360 of the Laws of 1947. This bill converted the Feld-Hamilton salary scales into a single salary schedule and INCORPORATED WAR EMERGENCY COMPENSATION IN BASE PAY. As a result of conferences with the Governor, Budget and Salary Board the Association secured in this law several important salary safeguards for employees. The entire text of this law, which shows salaries in effect as of April 1 is printed elsewhere in this issue.

Overtime Pay
The OVERTIME PAY BILL WAS SIGNED and became Chapter 270 of the Laws of 1947. It is expected that Rules and Regulations relative to the application of the overtime pay will be issued by the Budget Director any day now. As soon as issued, they will be reproduced and distributed to all Association Chapters and representatives. The administration pledged the overtime pay in October, 1946, as a result of negotiations with the Association. The overtime bill that was signed contained several amendments providing for inclusion of overtime pay for retirement purposes, clarifying the rate of pay, and defining the powers of the Budget Director, secured as a result of Association negotiations.

Unemployment Insurance
Assemblyman Barrett's Bill establishing Unemployment Insurance for State workers was approved on April 1, and became Chapter 507. This reform has been urged by the ASSOCIATION over the period of the last four years and the Association is happy to announce the approval of the Legislature and the Governor of this fair measure.

Increment Credit for Temporary and Provisional Service
Assemblyman Lupton’s Bill, Assembly Intro. 2243 was approved and became Chapter 494. This bill provides that temporary or provisional appointees who have received appointment since April 1, 1946, or are appointed permanently before April 1, 1948, shall be credited with temporary or provisional service in computing salary increments due such employees.

Merit Board Award Extended
Senator Halpern’s Bill extending the Merit Award Board to April 1, 1948, was approved on March 26 and became Chapter 405 of the Laws of 1947.

Reinstatement After Resignation
Senator Manning's Bill was signed and is now Chapter 291. This law provides that employees who resigned during or within six months prior to military service in World War II may, in discretion of appointing officer, be reinstated to former position and receive increment credit for military service providing reinstatement is made within one year after resignation or six months after effective date of act, excluding from such periods the time he was in military service.
New York, N. Y.
January 5, 1947.

Dear Doctor Tolman:

Our Chapter would like you to know that we intend to make every effort to secure at least 99% membership in the Association here.

At every opportunity we have been explaining the merits obtained by being a member of an outstanding organization, in addition we have outlined a plan of social contacts, where we believe they will get together and do things under proper leadership and have an understanding of each other's problems.

In the coming month of February, we are planning an entertainment and dance; the employees will supply the entertainment. This is in line with our get-together program.

Our Legislative Committee is wide awake also and during this year we intend to do our best in the employees' interests.

We organized a Welfare Fund which sends little remembrances to those who become ill, or have other misfortunes to themselves or their loved ones. The Fund is entirely free from the regular Chapter monies and is supported by the social events planned.

It is my honest belief that if we show people we are out to give a little in return for some cooperation, then by golly they will appreciate it.

Well, it's been nice sending this letter and letting you know how we feel, and I'm sure the rest of the Chapters all over the State feel the same way. So, Good Luck and A Happy New Year to you and the Association.

Sincerely yours,

(Signed) JOHN WALLACE, President,
Manhattan State Hospital Chapter.

In response to the Association's efforts to further the proposition to abolish federal income tax on pensions, President Tolman received this letter:

Washington, D. C.
February 7, 1947.

Dear Mr. Tolman:

Chairman Knutson has asked me to write and thank you for your letter of recent date.

You will be interested to know that the subject of pensions and annuity taxation is now receiving careful study by our technical advisors and in due time it is expected they will make a report to the Committee with certain recommendations for amending existing laws in this respect.

Thanking you for your interest, I am

Yours very truly,

(Signed) JAMES A. TAWNEY,
Clerk,
Committee on Ways and Means,
House of Representatives.

"THE AYES-MEN COMETH"
(Continued from page 83)

All: Give us one more year;
Only just one more year—
And we'll work, yes we'll work for the State.

Dewey calls Burton back for another pitcher-catcher conference whispering into the microphone.

Dewey: John, I think we are making some real progress.
Now I always said that you were the personality boy on this team. You go in and pitch the next inning.

Burton: Okay, Chief, anything you say.
Burton and First Girl sing duet. Song: "Sympathy"
Burton:
As we came over to play tonight,
Burton:
We've played together for years, you sec.
And we've got teamwork—that you'll agree.
Girl: Sometimes dreams do come true—
Burton: Compromise?
Girl: Yes, compromise.
Burton: Sometimes they do.
And then skies are blue—
Burton: We want vou to—Give us a chance—Give us a chance.
Girl: We'll do that—
Both: We are all one-minded—let's all stick behind it—
And keep old New York State great!
A group of 125 "old timers" of Marcy State Hospital attended a party January 16 in honor of Kenneth Hawken who transferred to Utica State Hospital February 1.

Mr. Hawken, Assistant Supervisor of "G" Building at Marcy State Hospital, was also President of the Marcy State Hospital Chapter of the Civil Service Employees Association and Treasurer of the Marcy State Hospital Recreation Club since its inception. He became Manager of the Hospital Exchange Store at Utica State Hospital.

Mrs. Dora Jones, Supervisor of "G" Building, represented the gathering in the presentation of a wristwatch to the guest of honor. The employees attending the party had worked with Mr. Hawken during the 17 years of his service to Marcy State Hospital. The party was on Mr. Hawken's birthday, and by coincident it was also the birthday of Mrs. Jones and Stanley Phillips, launderer at the hospital, who also attended.

Arrangements for the party were made by Joe Mezza, Athletic Manager at the hospital.

Later, in the Assembly Hall at Marcy State Hospital, the local Chapter and the Marcy Recreation Club gave Mr. Hawken a farewell party attended by all employees of the institution.

Throughout the State Service, civil service employees contributed generously to the "Fight Infantile Paralysis" Fund. Below, Dr. W. C. Groom, Assistant Director of Hudson River State Hospital, Poughkeepsie, presents Mrs. Conger, Local Chairman of the Campaign, with $379.00 contributed by the workers at the Hospital.

Officers of the Harlem Valley State Hospital Bowling League, which has enjoyed a successful season. Left to right are Robert Campbell, League Vice-President; John Rice, League President; Dr. A. M. Stanley, Senior Director; Lawrence Rourke, Community Store Manager; Gilbert Beck, Secretary and Treasurer, and Samuel Cohen, Senior Business Officer.

In addition to the regular league schedule, special match games for both men's and women's teams are bowled with Wassaic State School, Hudson River State Hospital, Creedmoor State Hospital, Central Islip State Hospital, Middletown State Hospital and Rockland State Hospital.
The Barge Canal Chapter of the Civil Service Employees Association, Inc., held its annual meeting in Albany on January 20.

Delegates attending were: Champlain Unit, R. C. Bailey and Charles Dyer; Eastern Unit, Wm. Waterman and Clyde Pizer; East Central Unit, R. H. Peters and M. B. Atkinson; Central Unit, Daniel J. Donovan and Arthur Fischette; West Central Unit, L. W. Barkow, Sr., and A. E. Grove; Western Unit, George Eddy and Otho Burkhart.

The following officers were elected for the ensuing year: President, Clyde Pizer; Vice-President, George Eddy; Secretary-Treasurer, Otho Burkhart.

John T. DeGraff, Counsel of the Association, and William F. McDonough, Executive Representative, met with the delegates of the Chapter to discuss employee problems and the legislative program of the Association to improve employee working conditions. Mr. Lindsey of the State Department of Public Works also attended.

Mr. Lindsey and Mr. McDonough were guests at a luncheon meeting of the group.

The Chapter went on record with a complete endorsement of the legislative program of the Association and placed emphasis on the need for an increase in emergency pay to meet the increase in cost of living which has occurred during the past year.

The Constitution of the Chapter was amended to conform with the amendments to the State Association Constitution which have been adopted during the past few months.
[L. to r.], Dr. Louis C. Kress, Director, Roswell Park Memorial Institute, Buffalo; Robert R. Hopkins, Chairman, Western Conference; Louise C. Gerry, State Civil Service Commissioner; Frank H. Densler, State Civil Service Commission, Rules and Regulations Consultant; Dr. A. A. Thibaudeau, Gratwick Chapter (Past Pres.), Chairman of Conference Committee.

[Gowanda Chapter Celebrates at Annual Dinner]

At the Speakers' Table at the Second Annual Dinner of Gowanda State Hospital Chapter, January 14

[L. to r.], Dr. Erwin H. Mudge, Director, Gowanda State Hospital; Arthur J. Gifford, Executive Com. Member for Dept. of Mental Hygiene; Dr. Christopher Fletcher, Director, Buffalo State Hospital; Commissioner Frederick MacCurdy, Dept. of Mental Hygiene; Frank J. Walters, Pres., Mental Hygiene Employees' Association (Middletown State Hospital).
Ever since Thursday evening, January 30, one of the most frequently discussed matters around the State Office Building in Albany has been the Tax Department Chapter Party which was held at the Knights of Columbus Hall, Albany, on that date. It was the Chapter's first social affair and was very successful.

The party was attended by more than 500 Association members in the Tax Chapter. The evening's fare included dancing, entertainment and refreshments, and the program was colorful and lively.

The chairman of the committee on arrangements for the party was headed by Gerald Ryan, who also acted as Master of Ceremonies. Frank McCullough of the Income Tax Bureau directed the entertainment show.

At the Party, (l. to r.): Seated: Phil McMahon, Local Assessments; Irene McMahon, Mary Bary, Corporation Tax; Jane Connors, Corporation Tax, and Agnes Doyle, Executive Division. Standing: Charlotte Ringler, Local Assessments; William Gibhart, Edward Kerwin, Corporation Tax, and Dorothy Blaby and E. K. Kenneston, Corporation Tax.

Entertainment Cast (l. to r.): Mae Reilly, Mary Masterson, Annette O'Neil, Bert Rosenberg, Marilyn Brown, Bob Roach, Mary Bernard, Nancy Roach and Jerry Ryan.
LOTS OF ACTIVITIES IN THE CHAPTERS

CHARTER FOR GEORGE T. GILLERAN MEMORIAL, PUBLIC WORKS CHAPTER

Left to right, Dr. Tolman, George Milhaus, Vice-Pres.; Ivan Speed, Treas.; Joseph O’Hare, Pres.; Edward Ramor, Dept. Executive Com. Rep.; Charles Hall, Sec’y.

BROOKLYN STATE HOSPITAL CHAPTER MET ON FEB. 14

Shown on the speakers’ platform: Left to right: William F. McDonough, Executive Representative of the Association, Albany, who addressed the meeting; William Farrell, popular President of the local Chapter; Katherine Sullivan, Katherine I. Collins, Lida MacDonald, active Chapter workers, and John L. Murphy, President of the Creedmoor Chapter, a guest.

GENEVA CHAPTER EXECUTIVE COUNCIL

Roy Bergstrasser, Frank Kokoski, Jeanne Smith, Robert Larsen, Alvin Hofer, Mildred Wharton, Karl Breitfeld.
SPECIALIZED TRAINING

(Continued from page 85)

as the other types of training which were mentioned earlier. Provision has now been made for its organization in the Civil Service Department. Two recommendations may be of interest here. One is the recommendation in the Civil Service Department and of the employees. The function would be to advise the director of the division in regard to general policies affecting training in the state service. Another is that a number of committees be organized each representing a professional or administrative field. Each committee would be made up of representatives of those departments in which there is a demand for a particular type of training and also, wherever possible, of representatives from the field at large, these latter representatives to be non-state employees. These committees would have the responsibility of establishing standards and assist in coordinating the various programs. As an example, we might think of the field of psychology. A committee representing this field would be made up of representatives of those departments employing psychologists and, in addition, psychologists outside of the state service.

The advisory council and the specialized committees should be able to bring about a degree of coordination which is not found today. They should also help the state to establish uniform policies for this level of training. Otherwise, each department would set up its own policy with some resulting confusion. In some departments standards might be low; in some they might be high. Sometimes there is exploitation of the employee; at other times the state may be exploited to the extent to which it spends its money unwisely.

We do not have objective evidence of the need for pre-entry and in-service training but general opinion is that there is an increasing amount of specialized training needed in the state service. Many of these kinds of specializations are not offered in our universities and the only way we are going to arrive at efficient state service is for the state to initiate its own training program. In order to be successful it is necessary, as can easily be implied from what has been said, that there be close working arrangements with educational agencies which will offer appropriate courses and give proper credentials for work done.

“JERK” CASHES HIS NEW CHECK

From
Village Views
Edited and Published by
Letchworth Village Chapter

When I finally managed to squeeze myself through the crowd on the Bank sidewalk sure enough it was “Jerk” Magurk. He was out cold as a step-mother’s heart, but still hanging on tightly to his State Check. The cop said he had had a fainting spell inside the Bank . . . and did I know who he was.

I told him about “Jerk” . . . a new man at the Village, and that I’d see him back to his Home O. K. I was curious to know what had happened, in the crowd I’d heard that he’d been clipped with a Taxi . . . and that seemed probable; there was a Taxi standing there at the Bank entrance.

On the way back to the Village, Jerk wasn’t in a mood for talking . . . I could hear him mutter “Bates” . . . “check” . . . “not my fault” . . . finally I got to thinking that it would maybe be a good idea to have Doc Mallacki have a gander at this bird and check possible concussion. When I started to head the car for the Hospital “Jerk” nearly blew his top . . . Boy! did he rave!

It seems that “Jerk” like all of us had received a kindly notice from a Mr. Bates adjuring him not to treat his check carelessly . . . to get it back to Albany just as virgin pure as he possibly could, and being of the most obedient type “Jerk” had planned carefully to cooperate 100 per cent with Mr. Bates and his Staff.

A shoe box to carry it in from the Paymaster’s table to a point where one of the fleetest of Cody’s Taxis was to pick him up and away like a flash for the Peoples Bank and cash it before it had even a teeny finger print on it.

Everything went according to schedule . . . “Jerk” got out at the Bank . . . paused to detach the stub, stuffed the stub in his pants pocket, signed the check carefully . . . picked it up daintily and replaced it in the box.

In the line before the Cashier’s window “Jerk” had time to dream a little, he could see the joy on the face of Mr. Bates when he first beheld the spotless check signed “Jerk Magurk” . . . might even get a Merit Award medal for it . . . then it was his turn . . . and no soap . . . no wonder “Jerk” fainted . . . he had signed the stub and stuffed the check into his pants pocket.
Medical-Surgical Coverage
For Capital District Members

Members of the Civil Service Employees Association in the Capital District will soon be able to secure group medical and surgical service as a result of arrangements now being completed. This medical-surgical coverage is available to employees who are or become enrolled in the Blue Cross Hospital Plan through the Associated Hospitals Service of the Capital District. On May 18, 1947, the Association will form a new group of its members in the Capital District to enter the group hospitalization plan, and will accept applications for the medical and surgical coverage from members who have the blue cross hospitalization coverage or who apply for same.

The new medical-surgical plan, known as the Northeastern New York Medical Service, Inc., is sponsored by the Medical Societies of the following counties: Albany, Clinton, Essex, Fulton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren and Washington. As this Service is offered in conjunction with Blue Cross, The Associated Hospitals Service of the Capital District has been designated to handle all administrative details.

Complete medical and surgical care in the hospital is provided Individual Subscribers with incomes up to $2,000; Husband and Wife contract subscribers with annual earnings up to $2,500; and Family Contract Subscribers with annual incomes up to $3,500. The service will not be limited to persons in these income groups, but subscribers with incomes in excess of these amounts may be charged by the physician, with the difference, if any, between his fee and the amount specified in the fee schedule. Copies of the fee schedule and lists of participating physicians are available for inspection at the offices of the Associated Hospitals Service, 112 State Street, Albany, and The Civil Service Employees Association, Room 156, State Capitol, Albany.

**Premium Rates Are as Follows:**

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Veterans' School Forms Chapter

Employees of the State Veterans Vocation School in Troy, at a meeting March 18 voted to organize a Chapter in the Civil Service Employees Association. The temporary officers selected at the meeting to act until permanent officers of the Chapter are elected were: Temporary Chairman, Joseph Granata; Acting Secretary, Robert Sutherland.

A special committee to draft suitable Constitution and By-laws for the proposed Chapter was selected. This committee is composed of Joseph Milano, Robert Symmers, Wilbur Hopkins, Robert Sutherland and Joseph Granata. Another meeting of the employees is scheduled in the near future to approve the Constitution so that it may be forwarded to the Association's Board of Directors for action. The first election of permanent officers of the Chapter will be held April 29.

Carlisle Writes of Insurance

By Charles A. Carlisle, Jr.

Association members have collected over one and one-half million dollars in the past ten years under the group plan of accident and sickness insurance. This valuable contribution to employee welfare was well appreciated by unfortunate members disabled either by accident or sickness.

If you are insured under the accident and sickness plan, and become disabled, you should make sure that you notify promptly the nearest branch office of the insurance company. The addresses of the Commercial Casualty Insurance Company throughout New York State are:

New York City — 59 John Street
Buffalo — 603 White Building
Syracuse — 1206 Chimes Building
Rochester—1024 Lincoln-Alliance Building
Albany — 75 State Street

Please remember these pointers when you become disabled due to accident or sickness:

1. Report your claim at once. Give your full correct name and present address. Mail this notice, in letter or postcard form, to the nearest office listed above, or to TerBush & Powell, 423 State Street, Schenectady 5, New York.

2. When the claim office sends you a blank to be completed, have it completed at once and return it promptly and check with your physician to assure that he or she also furnishes the information relative to your claim requested by the insurance company.

3. See your physician once every seven days during your period or disability unless you are given permission to the contrary by the insurance company.

4. At any time you want further facts or are dissatisfied with the adjustment of your claim, write me personally and give me the facts; just address C. A. Carlisle, Jr., 423 State Street, Schenectady. The matter will be given my personal attention.
Moore Announces Expense Increase

To enable state employees to meet increased hotel costs while traveling on state business, Comptroller Frank C. Moore has announced increase of the maximum per diem allowances of $8 in larger cities and $7 elsewhere to cover meals and lodging to $9. He also announced that "reasonable charges" for meals and sleeping accommodations, formerly included in the daily allowance, will be allowed while travelling to a given destination.

Comptroller Moore’s order amends a section of the Department’s Rules and Regulations promulgated by the Comptroller to govern accounts, payable from state funds. Where the amounts were formerly $8 and $7, the new section now states: “A maximum of $9 per day will be allowed for meals and lodging, of which not more than $4 will be allowed for meals”.

A survey made by the Comptroller disclosed that hotel room costs have risen over last year making the old allowances inadequate.

Formerly no additional charges were allowed for meals in transit since the per diem rate took effect immediately upon the employee’s departure. Under the amendment “reasonable charges will be allowed for meals and sleeping accommodations enroute” and the per diem will not go into effect until the first subsistence expense is incurred after arrival at destination.

Chapters Elect New Officers

The first officers of the new Southwestern Chapter of the Association were elected at a meeting of the Chapter held at Red House late in January. They are:

President—Noel F. McDonald, Red House.
Vice-President—Earl Holdridge, Little Valley.
Secretary—Miss Mary C. McGuir, Salamanca.

The following officers of the State Training School Chapter of the Association were elected at a meeting of the chapter in January:

President—Mrs. Laura Schutt
Vice-President—LaFayette Simmons
Secretary—John Deyo
Treasurer—Mrs. Edith Podd

Chapter Formed In Parole Div.

At a meeting of employees of the Albany District and Central Office of the State Division of Parole March 24, it was unanimously decided to organize a local Chapter.

Clarence Packman was selected to act as Temporary Chairman until a Chapter could be formally organized, and Eileen Nolan was elected to serve as Recording Secretary.

A resolution was adopted to elect a committee consisting of five members to draft a suitable constitution and by-laws for the proposed chapter, as follows: Mrs. Thomas Corrigan, Vivian Weissblum, Harry Dupree, Harry Haines and Joseph Skelly. The following Nominating Committee was selected: Vincent Kelly, Sylvester Monahan, William Madigan, Lilian Meyers and Robert Liscom.
PERSONNEL MANAGEMENT
(Continued from page 73)

Departments, and they in turn will require informed, topside support of departmental executives and, most important of all, of the Chief Executive himself.

In this matter of personnel management, the State of New York is still behind other progressive jurisdictions. Your Personnel Council has not yet developed the broad, evolutionary program for which such a Council is designed. I do not know all of the reasons for this. It may be that its members do not have the time to give, or the technical understanding or the backing they need to make public employment in the State as remunerative in satisfaction and service as it should and will be in the future.

I submit that what is needed today, more even than reorganization of the Commission itself, more pressing than modernization of the law and rules, is a survey of what the Departments are doing or omitting to do to make the most of the talents, skills, and good will of the employees they now have. And this kind of survey is one in which the employees themselves should necessarily participate.

Personnel relations is a two-way communion. It imports not only a community of mind and spirit through which management can make the conditions of employment better for the employees, but it becomes as well a covenant of endeavor through which employees can make conditions better for public management. Only with such communion can there evolve an unstinted and unselfish regard for the public which in government both management and labor serve.

SALARY GRADES
(Continued from page 71)
nineteen hundred forty-seven, to salary grade seven of occupational service one in section forty of the civil service law shall receive, commencing on April first, nineteen hundred forty-seven, the annual salary which corresponds with the rate of compensation for the second year of salary grade G-twenty-one in subdivision two of section forty of the civil service law as added by this act, and in addition, thereto, in the case of any employee who is entitled on April first, nineteen hundred forty-seven, to an annual increment of part thereof pursuant to the provisions of the civil service law, the annual increment of the salary grade to which his position is allocated or that part of such increment to which he is entitled. The annual salary commencing April first, nineteen hundred forty-seven, of any employee whose salary on March thirty-first, nineteen hundred forty-seven, was in excess of the minimum salary of the salary grade to which his position was allocated on that date shall receive, commencing on April first, nineteen hundred forty-seven, an annual salary computed in the manner provided in subdivision three of this section.

6. The provisions of this subdivi-

sion shall apply to state employees whose positions were allocated on March thirty-first, nineteen hundred forty-seven, to a salary grade in occupational service ten-a of section forty of the civil service law and whose per diem salary was not identical with the specified per diem rate of compensation for the first, second, third, fourth, fifth or sixth year as set forth in the grades for such service on such date. Commencing on April first, nineteen hun-

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AIR STEAMSHIP RAIL-HOTEL RESERVATIONS

March-April
dred forty-seven, each such employee shall receive an annual salary, computed to the nearest dollar, which shall be the total of (a) the product of the base per diem salary of the employee on March thirty-first, nineteen hundred forty-seven, multiplied by three hundred two; (b) the emergency compensation computed in accordance with the provisions of chapter two hundred twenty-two of the laws of nineteen hundred forty-six on the basis of the product of the base per diem salary of the employee on March thirty-first, nineteen hundred forty-seven, multiplied by three hundred two; (c) the adjustment resulting from the conversion of salaries to the salary grades in section forty of the civil service law as added by this act, which is equal to such adjustment for the per diem rate of compensation specified in section forty of the civil service law as in force and effect on March thirty-first, nineteen hundred forty-seven, multiplied by three hundred two; (d) the annual increment or part thereof, if any, to which he is entitled pursuant to the provisions of the civil service law.

7. Notwithstanding any other provisions of this act, the annual salary on April first, nineteen hundred forty-seven, of any employee whose position is allocated to one of the salary grades in section forty of the civil service law, as added by this act, shall not be less on such date than it would have been (1) had section forty of the civil service law as in force and effect on March thirty-first, nineteen hundred forty-seven, immediately prior to its repeal by this act, continued in force and effect, and (2) had the additional emergency compensation provided for by chapter two hundred twenty-two of the laws of nineteen hundred forty-six with respect to services rendered during the fiscal year ending March thirty-first, nineteen hundred forty-seven, been continued in force and effect with respect to services rendered thereafter computed at the rates prescribed by such chapter upon the compensation which would have been payable pursuant to section forty of the civil service law as in force and effect on March thirty-first, nineteen hundred forty-seven, immediately prior to its repeal by this act had such section as then existing continued in force and effect.

8. Any reallocations made by the salary standardization board on and after April first, nineteen hundred forty-seven, and prior to October first, nineteen hundred forty-seven, and approved by the director of the budget, shall become effective as of April first, nineteen hundred forty-seven, if such board shall certify to the director of the budget that such reallocations were made as a consequence of the salary survey made by such board in nineteen hundred forty-six provided, however, that no such retroactive reallocation shall operate to reduce the annual salary of any employee for the fiscal year commencing on April first, nineteen hundred forty-seven, below the salary to which he would otherwise be entitled under the provisions of subdivisions one, two, three, and four of this section and for purposes of computing future increments he shall be credited with the years of service which corresponds with such salary.

9. No employee shall receive an increment or conversion adjustment on April first, nineteen hundred forty-seven, under the provisions of this section which would result in his receiving an annual salary commencing on such date in excess of the maximum salary of the salary grade in section forty of the civil service law to which his position is allocated on such date pursuant to this act and for the purposes of computing future increments, employees whose salaries on April first, nineteen hundred forty-seven, are fixed by this section shall be credited with the years of service corresponding to such salary.

§ 7. This act shall take effect April first, nineteen hundred forty-seven.
YOU
Should Know About

AND OTHER FEATURES OF THE ASSOCIATION'S

GROUP LIFE INSURANCE

Free Insurance: 10% Free Insurance, with a minimum of $250 is issued each insured member.

Low Cost: Any member under 40 years can secure $1,000 protection for 30c semi-monthly. Older members are charged proportionately low rates. NO ADDITIONAL PREMIUM IS CHARGED IF YOU HAVE HAZARDOUS DUTIES. The insurance is paid by deductions from your salary.

No Extra Charges:

Easy Payment: If you apply within the first three months of State employment NO MEDICAL EXAM is necessary.

New Employees:

Broad Coverage: Pays for death due to any cause. Claims are usually paid within 24 hours. Over $1,700,000 paid to beneficiaries of deceased members.

Claims Paid Promptly: The Association used the tremendous purchasing power of its 30,000 members to make this valuable protection available. TAKE ADVANTAGE OF IT TO PROTECT YOUR DEPENDENTS AND LOVED ONES.

Take Advantage:

SECURE AN APPLICATION FOR THE GROUP LIFE INSURANCE TODAY from your Local Association Chapter or from Association Headquarters, Room 156, State Capitol, Albany, N. Y. FILL IT OUT AND RETURN IT PROMPTLY.
PICTURE QUIZ: Which of these five people gives the right reason for buying U.S. Bonds?

(ANSWER BELOW)

1. **Easy to save!** "I'm putting money into U.S. Bonds because it's the easiest way for me to save. Under the Payroll Savings Plan, I put aside a regular amount each week for Bonds. So far, I've saved $500 without missing the money!"

2. **Good investment!** "Getting back every $3 I invest—the way I'll spend ten years' time with U.S. Bonds is my idea of a good investment. It's safe and sound, and it's backed by Uncle Sam, I say."

3. **Plans for the future!** "Ten years from now, the money I'll get from U.S. Bonds will help to send my kid to college, or buy our family a new home. I think that buying U.S. Bonds is the wisest thing a family can do."

4. **Fights inflation!** "I want America to stay economically sound. That's why I'm putting all our extra dollars into U.S. Bonds. It's like buying a share in our country's future prosperity!"

5. **Rainy day!** "Maybe a rainy day's coming for me. Maybe it isn't. But I am taking no chances. That's why I'm buying all the U.S. Bonds I can through my Payroll Savings Plan."

THE ANSWER

Every one of these people gives the "right" reason—because there's more than one right reason for buying U.S. Bonds.

Whichever way you buy them—through Payroll Savings, or your local bank or post office—U.S. Bonds are the best investment you can make!

Save the easy way...buy your bonds through payroll savings.