SICKNESS AND ACCIDENT INSURANCE

LOW COST  BROAD COVERAGE  FAST CLAIM SERVICE

Cash when you need it most

Look at these low Semi - Monthly Rates

PRINCIPAL SUM $500.00

Classification
Employees with Annual Salary of
Less than $600.  $ 30.  $ .45
$600. but less than $1,000.  $ 50.  $ .75
$1,000. but less than $1,200.  $ 60.  $ .90
$1,200. but less than $1,600.  $ 75.  $ 1.10
$1,600. but less than $3,600.  $100.  $ 1.45
$3,500. but less than $5,000.  $125.  $ 1.80
$5,000. and over  $150.  $ 2.20

Monthly Benefit

Regular Coverage
Males  Femaless

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 representa­
tive 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 of necessity be automatically terminated.

A MILLION AND A HALF ALREADY PAID TO STATE EMPLOYEES

WE GIVE YOU THE BEST FOR LESS

NO MEDICAL EXAMINATION - JUST COMPLETE A SHORT FORM APPLICATION

Insure Now - AT PRESENT LOW RATES - WRITE

C. A. CARLISLE, JR.  TER BUSH & POWELL, INC.
423 State St., Schenectady 5, N. Y.

Note To All State Employees: Whether or not you are insured - if you want any infor­mation regarding this insurance - write today for complete data and personal attention
THE ASSOCIATION

President - - - Frank L. Tolman
1st Vice-President - Jesse B. McFarland
2nd Vice-President - John F. Powers
3rd Vice-President - Frederick J. Walters
4th Vice-President - J. Allyn Stearns
5th Vice-President - Wayne W. Soper
Treasurer - - - Harry G. Fox
Secretary - - - Janet Macfarlane
Counsel - - - John T. DeGraaf
Exec. Rep. - - William F. McDonough
Exec. Secretary - - Joseph D. Lochner
Field Reps. - - Laurence J. Hollister
Charles R. Culyer

THE MAGAZINE

Editor-in-Chief - - Thomas C. Stowell
Managing Editor - Joseph D. Lochner
Advertising Mgr. - - - Roy Fisher
Art Editors - - - Roger Stonehouse
Nicholas Apgar
Photographer - - - W. P. Kennedy

Editorial Board — Mr. Stowell, Chairman;
Theodore Becker, John Daniels, Clif­
ford M. Hodge, Joseph J. Horan,
William Livingston, Wayne W. Soper,
A. Ranger Tyler.

In This Issue

Features

The Call — (Editorial) .................................................. 76
Annual Meeting Oct. 5-6 .............................................. 77
Committee Reports on Nominations ................................ 77
Tentative Program Set for Annual Meeting ......................... 78
Proposed Amendments for Delegates’ Action ......................... 80
Candidates Nominated for 1948-9 Offices .......................... 82
And What Now? ......................................................... 84

Official Ballots

For Officers ............................................................. 85
For Executive Committee .............................................. 87

Our Cover

Making sure that their votes in the Annual Election of the Asso­
ciation are cast early enough are (l. to r.): Peter J. Hogan, Division 75
of the Budget; Lea M. Lemieux, Department of State; Doris T.
Rouse, Division of the Budget; Jo­
seph A. Thaler, Department of State.

All Members Should Follow This Good Example and make certain they vote in the coming Annual Election. Official ballots are con­tained in this issue — pages 85 and 87.

MERIT is published quarterly. Publication office, 2 Norton St., Albany, N. Y. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 15c single copy, 50c per year. Entered as Second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the act of March 3, 1879. Letters to the Editor, contributions, news items, applications for memberships and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y.
"Without Vision the People Perish." What is our vision as we gather this year of our Lord, 1948, in our Annual Meeting? Is it a vision of unselfish and intelligent service to the people and of extending beyond anything yet known the opportunity to pursue happiness, it is inspiring and worthy of the dignity of free men.

If it is a vision of civil government that dispenses justice and preserves it is a thing of grandeur and a credit to our Association.

It is a tribute to the high purpose and policy of our Association as defined in our Constitution. 'This Association is organized to uphold and extend the principle of merit and fitness in public employment, to maintain and preserve efficiency in public service and to advance the interests of all civil service employees. It is dedicated to the proposition that government is the servant and not the master of the people, that its purposes and ends be attained by truly democratic methods, and, with the conviction that the people are entitled to uninterrupted governmental service, it renounces the use of the strike by public employees.'

The Thirty-Eighth Annual Meeting and Election of Officers of the Association will be held on October 5 and 6, 1948. No effort is being spared by President Tolman and Association Headquarters' staff to make this the most successful and most valuable to all delegates who attend. The text and figures for the meeting are in the following pages. When arrangements are complete a final program will be printed and distributed as early as possible to all chapters, delegates and representatives.

RESOLUTIONS

The Committee on Resolutions for the Annual Meeting consists of the following members: Jesse B. McFarland, Social Welfare; Chairman; John F. Powers, Labor; J. Walter Mannix, Mental Hygiene; George J. F. White, Executive; Harry M. Dillon, Correction; Angelo J. D’Onofrio, Conservation; Paul W. Warlow, Education; Robert Killough, Education; Clarence W. F. Stott, Public Works; Theodore Becker, Civil Service; Charles H. Foster, Executive; Charlotte M. Clapper, Health; J. Leslie Winnie, Chemung County and Andrew C. Doyle, Editor. Resolutions for consideration of the delegates at the Annual Meeting should be sent to the Chairman of the Resolutions Committee, Jesse B. McFarland, Association Headquarters, Room 156, State Capitol, Albany, N.Y.

Annual Meeting, Oct. 5-6

Committee Reports On Nominations

The Board of Directors of the Association selected at its meeting on June 29, 1948 a Nominating Committee composed of the same members with the exception of Mr. Flood, who is a member of the County Division, to nominate members of the slate of executive officers for the ensuing year. The Constitution of the Association provides that independent nominations may be made in addition to those nominated by the Nominating Committees, if accompanied by a sufficient number of signatures of members and filed with the Secretary at least 30 days prior to the Annual Meeting. The ballots printed in this issue, include independent nominations.

On Nominations

At a meeting of the State Executive Committee held on June 29, 1948 a Nominating Committee composed of the same members with the exception of Mr. Flood, was selected to nominate members of the slate of executive officers for the ensuing Association year beginning October 1, 1948.

VOTE!

USE BALLOTS ON PAGES 85 & 87

Fall Issue

AMENDMENTS TO CONSTITUTION AND BY-LAWS

Also printed in this issue are proposed amendments to the Constitution and By-Laws of the Association which will be given consideration at the Annual Meeting.
TENTATIVE PROGRAM

TUESDAY, OCTOBER 5, 1948

From 10:00 A.M. on
REGISTRATION OF DELEGATES AND REPRESENTATIVES: Temporary Association Headquarters
Venetian Room, DeWitt Clinton Hotel, 3rd Floor

1:00 P.M. to 4:00 P.M.
DEPARTMENTAL DELEGATE CONFERENCES
Mental Hygiene Chapters' Delegates
Presiding: William J. Farrell
South Room, 3rd Floor, DeWitt Clinton Hotel
Correction Chapters' Delegates
Presiding: Leo M. Britt
Studio Room, DeWitt Clinton Hotel, 3rd Floor
Health Chapters' Delegates
Presiding: Charlotte M. Clapper
Room 345, DeWitt Clinton Hotel
Social Welfare Chapters' Delegates
Presiding: Francis A. MacDonald
North Room, Wellington Hotel
Public Works Chapters' Delegates
Presiding: Arthur W. Moon
East Room, Wellington Hotel
Education Chapters' Delegates
Presiding: Dr. Wayne W. Soper
(Room for meeting to be assigned at Room Desk, Wellington Hotel, see Mr. Hoar)
Conservation Chapters' Delegates
Presiding: Angelo J. Donato
(Room for meeting to be assigned at Room Desk, Wellington Hotel, see Mr. Hoar)
Armory Chapters' Delegates
Presiding: Clifford G. Asmuth
Room 204, Wellington Hotel

COUNTY DIVISION DELEGATES CONFERENCE
Presiding: J. Allyn Searns, Vice-President
Canary Room, 3rd Floor, DeWitt Clinton Hotel

From 4 P.M. on
MEETING OF RESOLUTIONS COMMITTEE
Presiding: Jesse B. McFarland, Vice-President
Studio Room, 3rd Floor, DeWitt Clinton Hotel

From 4:00 P.M. on
MEETING OF BOARD OF CANVASSERS
Presiding: Leonard Requa, Chairman
South Room, DeWitt Clinton Hotel, 3rd Floor

4:00 P.M. to 6:00 P.M.
MEETING OF D.P.U.I. CHAPTER DELEGATES
Room 204, Wellington Hotel
Presiding: Christopher J. Fee

4:00 P.M. to 6:00 P.M.
MEETINGS OF REGIONAL CONFERENCES
(To be arranged if desired with Chairman of each Regional Conference and notice sent to member Chapters or Delegates as early as possible)

7:30 P.M. to 8:00 P.M.
MEETING OF DELEGATES
Presiding: Dr. Frank L. Tolman, President
Chancellors Hall, State Education Building
(This meeting is called to conform with Association's Constitution. Because of Jewish Holidays meeting to open until Wednesday morning will be extended as soon as meeting is convened)

8:00 P.M. on
PANEL DISCUSSION: DELEGATES AND REPRESENTATIVES ARE INVITED
Chancellors Hall, State Education Building
SUBJECT: "Major Goals of Association"
1. Salaries
2. Retirement
3. Veterans Preference
4. Official Machinery for Public Employee Relations

FOR ANNUAL MEETING

WEDNESDAY, OCTOBER 6, 1948

From 9:00 A.M. on
REGISTRATION OF DELEGATES AND REPRESENTATIVES (Continued)
Temporary Association Headquarters
Venetian Room, 3rd Floor, DeWitt Clinton Hotel

10:00 A.M. to 12:00 Noon
BUSINESS MEETING OF DELEGATES
Crystal Ballroom, DeWitt Clinton Hotel
Presiding: Dr. Frank L. Tolman, President
Welcome to Delegates
Reports of Officers and Committees
Report of Resolutions Committee and Action on Resolutions
Report of Special Committee on Revision of the Constitution and By-Laws and Action on Proposed Revisions

12:00 Noon to 2:00 P.M.
LUNCHEON MEETING
Crystal Ballroom, DeWitt Clinton Hotel
Toastmaster: (To be announced)
(Brief Important Speakers to be announced)

2:00 to 4:00 P.M.
BUSINESS MEETING OF DELEGATES
Crystal Ballroom, DeWitt Clinton Hotel
Presiding: Dr. Frank L. Tolman, President
(The agenda for the morning business meeting of delegates will be continued until completed.)

4:00 P.M. to 6:00 P.M.
PANEL DISCUSSION
Crystal Ballroom, DeWitt Clinton Hotel
ALL DELEGATES AND REPRESENTATIVES ARE INVITED
SUBJECT: "The 1948 Membership Campaign"
(All the Answers to the Question: "Why Should I Join the Association?")
(Name of Chairman to be announced. PANEL MEMBERS will be certain Chairmen of Chapter Membership Committees and other experts.)

6:30 P.M. to 8:30 P.M.
DINNER MEETING
Crystal Ballroom, DeWitt Clinton Hotel
ALL DELEGATES AND REPRESENTATIVES ARE INVITED
Toastmaster: (To be announced)
Speaker: Dr. Arthur S. Fleming
President, Ohio-Wesleyan University
(Other important speakers to be announced)

From 8:30 P.M. on
BUSINESS MEETING OF DELEGATES
Crystal Ballroom, DeWitt Clinton Hotel
Presiding: Dr. Frank L. Tolman, President
Report of Board of Canvassers as to the results of the Annual Election
Introduction and Installation of Officers Adjournment

(Subject to Change. Final Program will be furnished all chapters and delegates as early as possible prior to the meeting.)
PROPOSED AMENDMENTS

The following amendment to Article VI, Section 5 of the Constitution and By-Laws: "The Special Committee on Revision of Constitution and By-Laws recommends that the proposed amendment be adopted. The Board voted to adopt the proposed amendment and has given its approval."
Early

CANDIDATES NOMINATED

Ballots Pages 83 and 87

FOR 1948-9 OFFICES

1 —

DR. FRANK L. TOLMAN

Doctor Tolman is a member of the State Merit Award Board. He entered State service in 1906 as a Reference Librarian in the State Education Department. In 1928 he was appointed Director of the Division of Vocational Education, which became the Division of Adult Education in 1946. Since 1946 he has served as Director of the Temporary Salary Standardization Board throughout its existence. Doctor Tolman did the major part of the framing of the Federal formula salary schedule for State employees. He was also responsible for writing the declaration of policy of the State with respect to equal pay for equal work, and as President, from October 1945 to the present, he has guided the Association through three years of unprecedented problems.

2 —

JESSE S. McFARLAND

Jesse S. McFarland has served in the Association as First Vice President, member of the Executive Committee, and as chairman of many committees of the Association. He was a number one man in 1906 and entered State service in 1906 as Reference Librarian in the State Education Department. He has been a member of the Executive Committee and as chairman of many committees of the Association. He has served the Association in many capacities, including music, stamps, hunting and fishing.

3 —

ROBERT R. HOPKINS

Robert R. Hopkins entered State service in 1937 as Employment Intake Officer in the Division of Placement and Unemployment Insurance, State Labor Department. He is at present Senior Unemployment Intake Officer in Clifton, New Jersey. While in the civilian service, he has worked for the Illinois Central Railroad, as a civilian technician and as a traffic engineer. Hopkins served in the United States Army, as an efficiency engineer.

4 —

J. ALLYN STEARNS

J. Allyn Stearns has been a competitive class employee of the County of Westchester since November, 1922. He has represented the Associate in the Mental Hygiene institutions for six years. He has been a vigorous worker on behalf of his fellow workers, especially the mental patient, and knows well of their many trials and tribulations. During 1930 when the employment of State employees was given the opportunity to write the policy for the Association, he joined with others in laying the foundation of the present charter of the Association, and has been a member ever since. He has been active in various committees of the Association, and last year was elected 3rd Vice-President of the Association. He has also been active in the Mental Hygiene Association, and served as a member of the Service Rating Board in New York State. He has been a vigorous worker on behalf of his fellow workers, especially the mental patient, and knows well of their many trials and tribulations.

5 —

FRED J. WALTERS

Fred J. Walters was born in the British Army as an information in the First World War. He entered State service as a Trooper in 1921, and is at present a Supervising Nurse at 50 Mitchell Avenue, Binghamton. He entered State service as an Attendant in 1921, and is at present a Supervising Nurse at 50 Mitchell Avenue, Binghamton. He has represented employees before all of the state officials, and has been an officer of the state employees organizations. He has served as a member of the executive board of the State Employees Credit Union and Chairman of the Broome County State Employees Credit Union and Chairman of the Broome County A.B.C. Board.

6 —

J. ALYN STEARNS

J. Allyn Stearns has been a competitive class employee of the County of Westchester since November, 1922. He has represented the Associate in the Mental Hygiene institutions for six years. He has been a vigorous worker on behalf of his fellow workers, especially the mental patient, and knows well of their many trials and tribulations. During 1930 when the employment of State employees was given the opportunity to write the policy for the Association, he joined with others in laying the foundation of the present charter of the Association, and has been a member ever since. He has been active in various committees of the Association, and last year was elected 3rd Vice-President of the Association. He has also been active in the Mental Hygiene Association, and served as a member of the Service Rating Board in New York State. He has been a vigorous worker on behalf of his fellow workers, especially the mental patient, and knows well of their many trials and tribulations.

7 —

ERNST L. CONLON

Ernest L. Conlon has served the State since 1919. His present title is Executive Officer of the Bronx County Board in the Division of Alcoholics and Control Board. Prior to his entry into State service he was in the retail liquor business for a number of years.

Mr. Conlon has been active in the Bronx. He has served the State since 1919. His present title is Executive Officer of the Bronx County Board in the Division of Alcoholics and Control Board. Prior to his entry into State service he was in the retail liquor business for a number of years.

Mr. Conlon has been active in the Bronx. He has served as a member on the Board of Directors of the Bronx County Bar Association, and as a member of the State Employees Credit Union and Chairman of the Bronx County State Employees Credit Union. He has also been active in the Bronx. He has served as a member on the Board of Directors of the Bronx County Bar Association, and as a member of the State Employees Credit Union and Chairman of the Bronx County State Employees Credit Union. He has also been active in the Bronx.

Mr. Conlon is a member and past president of the American Legion, having served in the Air Corps in World War I. He served in France and with the Army in World War I, and was on active duty in Germany. He is the President of the Bruckner Board.

Mr. Conlon is a member and past president of the American Legion, having served in the Air Corps in World War I. He served in France and with the Army in World War I, and was on active duty in Germany. He is the President of the Bruckner Board.

Mr. Conlon is a member and past president of the American Legion, having served in the Air Corps in World War I. He served in France and with the Army in World War I, and was on active duty in Germany. He is the President of the Bruckner Board.
WAYNE W. SOPER
Wayne W. Soper is Chief of the Bureau of Statistical Services in the Research Division of the State Education Department. He entered state service in New York in 1929 after a period of 12 years as superintendent of schools in the middle west. His active interest in the Association began during the presidency of Charles A. Brind. At the retirement in 1938 of the former executive committee representative of the Education Department, Mr. Soper was elected representative and has continued in that capacity since that time.

Mr. Soper is a member of the Editorial Board of MERIT and was chairman of the special Association committee to develop attendance rules and regulations for civil service employees.

JANET MACFARLANE
Janet Macfarlane is a graduate of the Albany High School, New York State College for Teachers, and Mildred Elley Business School in Albany. Miss Macfarlane began her civil service career as an employee of the State Education Department. She was later transferred to the Department of Mental Hygiene where she is now employed as Principal Account Clerk. She is an enthusiastic worker on behalf of the Association and has served on the Social and other important committees, as well as being Secretary of the Association for the last six years.

HARRY G. FOX
Civil Service Department, Albany
Candidate for reelection to the office of Treasurer

Mr. Fox has had more than 19 years of state service in various accounting positions, starting with the Department of Public Works in 1929. In 1936 he was transferred to the Department of Labor whence he was transferred to the Department of Civil Service in 1939 to his present position of Finance Officer. His employment was interrupted by his service in World War II where, as a combat infantryman, he served overseas with the 95th "Victory" Division, part of General Patton's Third Army.

Upon his return from service he was twice unanimously elected to the office of Treasurer of the Civil Service Chapter of the Association. He is active in Association affairs having served as a member of the successful Building Fund Committee and presently acting as Chairman of the Special Building Committee.

Mr. Fox is married and is the father of two children.

SILVER... GLEAMING, LOVELY STERLING
Here, we cherish fine Sterling Silver and can materially assist you in making your selection.

Our display of thirty outstanding designs of beautiful flatware patterns is at your disposal whether you contemplate buying one spoon at $2.40, a place setting at $22.50, or a wonderful complete chest for someone special at $725.00.

Charles Heisler
SILVER CRAFTSMAN • GEM CONSULTANT
109 STATE ST. — ALBANY 7, N.Y.
Near State Office Bldg. Phone 5-2566

The Committee on Resolutions for the Annual Meeting requests that resolutions for consideration at the meeting be forwarded as early as possible prior to the meeting date to Jesse B. McFarland, Chairman, Resolutions Committee, Room 156, State Capitol, Albany, N.Y.

And What Now?
By Charles R. Culyer
Field Representative, Co. Division

A jurist would call the title a leading question, and from my visits to 57 counties of the State, it is not only that. It is the $64 question to the faithful civil employees who serve in the work classifications of school custodians, maintenance men, engineers and firemen, clerks and stenographers, office help, cleaners, cafeteria workers and school bus operators. Having been a part of the school systems of our communities for many years their working conditions for the most part have been accepted as part of the old “one and two-room” school days when they were called “janitors” and responsible for building up the wood fires to keep the schoolroom heated during the winter months. How far a cry this is from the present day schools with their high-pressure heating systems, mechanical cleaning devices, air-conditioning, modern cafeterias, up-to-date buildings, movable gymnasiums, mechanical shops and acres of grounds with motor grass cutters, and other outside equipment.

Have the working conditions of these civil employees kept pace with changing economic and physical conditions in the school system? The answer will shock many who read this article, for, in only a small number of the districts in the State have the members of the school boards (Continued from Page 87)
It Is YOUR Responsibility To Vote In the Annual Election

USE the OFFICIAL BALLOTS

Printed on this page and on page 87

These Ballots should be detached and used in accordance with Instructions printed on the back of the Ballots.

SEND IN YOUR BALLOTS TODAY

The Board of Canvassers, which counts the votes cast, requests that Ballots be forwarded as early as possible prior to October 5, 1948, to aid in the Board's work. Ballots MUST be mailed or delivered so as to be received before 6:00 P.M., Tuesday, October 5, 1948.

OFFICIAL BALLOT

ANNUAL ELECTION OF OFFICERS
OCTOBER 5, 1948

The Civil Service Employees Association, Inc.

Place "X" in box before name. To vote for other than Nominees listed, place name of officer desired on blank line provided.

Names of Candidates for each office listed in alphabetical order.

Check

☐ For President: FRANK L. TOLMAN
☐ For President:

☐ For 1st Vice-President: JESSE B. McFARLAND
☐ For 1st Vice-President:

☐ For 2nd Vice-President: ROBERT R. HOPKINS
☐ For 2nd Vice-President: JOHN F. POWERS
☐ For 2nd Vice-President:

☐ For 3rd Vice-President: FREDERICK J. WALTERS
☐ For 3rd Vice-President:

☐ For 4th Vice-President: J. ALLYN STEARNS
☐ For 4th Vice-President:

☐ For 5th Vice-President: ERNEST L. CONLON
☐ For 5th Vice-President: WAYNE W. SOPER
☐ For 5th Vice-President:

☐ For Secretary: JANET MACFARLANE
☐ For Secretary:

☐ For Treasurer: HARRY G. FOX
☐ For Treasurer:

USE THIS BALLOT IN ACCORD WITH INSTRUCTIONS ON REVERSE SIDE

(If used in accordance with instructions on reverse side this Ballot will be secret)
Use Your Right to Vote!

INSTRUCTIONS FOR USE OF THIS BALLOT

1. Fill out Ballot — do not place thereon signature or other identification.

2. Place Ballot in *Special Envelope provided and SEAL the envelope.

3. Place signature, department employed, and 1948 membership card number if known, in upper left-hand corner of envelope.

4. Give envelope containing Ballot to your Chapter or mail it to Board of Canvassers, The Civil Service Employees Association, Inc., P. O. Box 154, Capitol Station, Albany 1, New York.

5. Envelopes containing Ballots MUST BE MAILED OR DELIVERED TO Room 156, State Capitol, Albany SO AS TO BE RECEIVED BEFORE 6:00 P.M., TUESDAY, OCTOBER 5, 1948.

CAUTION...

1. Make sure envelope containing your Ballot is SEALED. Chapters are instructed to request that all unsealed envelopes containing ballots be sealed by the voter before accepting same.

2. Do NOT accept for your use any ballot that has already been filled out.

*Voter may use any envelope if Special Envelope is not available, providing that information mentioned in paragraph 3 of above instructions is contained on the envelope used.

ASSOCIATION BY-LAWS, Article II, Section 1.
"... Officers of the Association and members of the State Executive Committee shall be elected by ballot. Ballots, with the names of all duly nominated candidates printed thereon, shall, at least ten days prior to the date of the annual meeting, be distributed in the official magazine or otherwise made available to members at all offices or locations designated by the board of directors. The ballot or the envelope in which the ballot is enclosed, shall be marked "Ballot" and such envelope or ballot shall also bear the signature of the member and the name of the department or unit of government in which he is employed. The ballot shall contain instructions as to how a secret ballot may be cast. To be counted, properly prepared ballots must be received at the headquarters of the Association, either by mail or in person, before six o'clock P.M. on the day of the annual meeting. The board of directors shall appoint a board of canvassers, of at least three members of the Association, to determine the validity of nominating petitions and to count the ballots. The member receiving the greatest number of votes for the office shall be declared elected. Any member whose name is printed on the ballot may be present during the counting of the ballots. In case of a tie vote, a new ballot shall be taken under rules established by the board of directors."

Send in YOUR Ballots TODAY!
AND NOW WHAT?
(Continued from Page 84)
taken a present day view of their employees plight in fighting the high cost of living by adjusting salaries, either on a temporary or permanent basis. In the cities, the non-teaching school employees have received some consideration, but, it seems, never on the basis of the general adjustment made for other city employees in their community.

What causes this attitude on the part of the responsible school boards? It is hard to say, for the school board member is an elected public official, and should be responsible in his actions to the taxpayer who elected him. Certainly the taxpayer could not object to the payment of living wages to the school employees charged with the care and custody of their very own children, who attend the local schools. It is because these school employees, even though given this responsibility for the care of the thousands of school children throughout the Empire State, are not vocal enough to plead their case, or are not a part of a state-wide organization which could help them to do so? This must be the correct answer. My experiences show, that, in the school jurisdictions where these employees are members of The Civil Service Employees Association, real advancement in their lot has been made for salary adjustments, better leave and sick rules, and, in a number of cases, membership in the New York State Retirement System.

The officials of the Association, considering the reports of these local situations, believe that the position of the non-teaching school employees could be greatly improved by membership in the Association. Certainly, many improvements in working conditions were granted as the direct results of Association representation. Many appearances were made before school boards and school superintendents to present the necessary facts so that action could be taken to better working conditions.

At the present time, the Association is serving this group of civil employees in 27 counties in the state, and

(Continued on Page 88)

STILL GOING UP!
THE CONSUMERS’ PRICE INDEX
U. S. Bureau of Labor Statistics
(1935-39 = 100)

<table>
<thead>
<tr>
<th>Year</th>
<th>March 15</th>
<th>April 15</th>
<th>April 15</th>
<th>April 15</th>
<th>April 15</th>
<th>April 15</th>
<th>April 15</th>
<th>April 15</th>
<th>October 15</th>
<th>November 15</th>
<th>April 15</th>
<th>May 15</th>
<th>June 15</th>
<th>July 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large Cities</td>
<td>99.8</td>
<td>102.2</td>
<td>115.1</td>
<td>124.1</td>
<td>124.6</td>
<td>127.1</td>
<td>131.1</td>
<td>156.2</td>
<td>163.8</td>
<td>164.9</td>
<td>169.3</td>
<td>170.5</td>
<td>171.7</td>
<td>173.7</td>
</tr>
<tr>
<td>New York</td>
<td>101.2</td>
<td>102.3</td>
<td>112.6</td>
<td>122.8</td>
<td>125.3</td>
<td>127.4</td>
<td>133.6</td>
<td>156.8</td>
<td>161.7</td>
<td>163.3</td>
<td>167.0</td>
<td>167.5</td>
<td>169.1</td>
<td>172.6</td>
</tr>
<tr>
<td>Buffalo</td>
<td>100.5</td>
<td>104.1</td>
<td>119.0</td>
<td>127.4</td>
<td>124.9</td>
<td>127.1</td>
<td>131.2</td>
<td>155.3</td>
<td>162.6</td>
<td>167.2</td>
<td>167.2</td>
<td>167.2</td>
<td>173.1</td>
<td></td>
</tr>
</tbody>
</table>

OFFICIAL BALLOT
ELECTION OF STATE EXECUTIVE COMMITTEE — OCTOBER 5, 1948
The Civil Service Employees Association, Inc.
Vote for ONLY ONE member . . . from YOUR department. Place "X" in box before name.
Names of Candidates for each office listed in alphabetical order.

Check Nominee | Department
--- | ---
☐ William F. Kuehn | Agriculture and Markets
☐ Francis A. Fearon | Audit and Control
☐ Leo P. Mullen | Audit and Control
☐ P. Raymond Krause | Banking
☐ John J. Moynahan | Banking
☐ Theodore Becker | Civil Service
☐ Mildred O. Meskill | Commerce
☐ James V. Kavanaugh | Conservation
☐ Kinne F. Williams | Conservation
☐ Harry Fritz | Correction
☐ Albert B. Corey | Education
☐ Charles H. Foster | Executive
☐ Charlotte Clapper | Health
☐ Solomon Bendet | Insurance
☐ Christopher J. Fee | Labor
☐ Francis C. Maher | Law
☐ John M. Harris | Mental Hygiene
☐ Kenneth A. Valentine | Public Service
☐ Charles J. Hall | Public Works
☐ Arthur W. Moon | Public Works
☐ Charles H. Davis | Social Welfare
☐ Clifford B. Hall | Social Welfare
☐ Isabelle M. O’Hagan | State
☐ Arnold W. Wise | Taxation and Finance
☐ Walter J. Nolan | Judiciary
☐ William J. King | Legislative

This Ballot Should Be Cast Only By State Employee Members

To vote for other than nominee for your department representative listed above, write name of candidate of your choice on the blank line directly below this instruction.

Name of Candidate

Your Department

USE THIS BALLOT IN ACCORD WITH INSTRUCTIONS ON REVERSE SIDE
(If used in accordance with instructions on reverse side this Ballot will be secret)
READ CAREFULLY the Instructions on the back of the Ballots

Use Your Right To Vote!

INSTRUCTIONS FOR USE OF THIS BALLOT

1. Fill out Ballot — do not place thereon signature or other identification.

2. Place Ballot in *Special Envelope provided and SEAL the envelope.

3. Place signature, department employed, and 1948 membership card number if known, in upper left-hand corner of envelope.

4. Give envelope containing Ballot to your Chapter or mail it to Board of Canvassers, The Civil Service Employees Association, Inc., P. O. Box 154, Capitol Station, Albany 1, New York.

5. Envelopes containing Ballots MUST BE MAILED OR DELIVERED TO Room 156, State Capitol, Albany SO AS TO BE RECEIVED BEFORE 6:00 P.M., TUESDAY, OCTOBER 5, 1948.

CAUTION...

1. Make sure envelope containing this Ballot is SEALED. Chapters are instructed to request that all unsealed envelopes containing ballots be sealed by the voter before accepting same.

2. Do NOT accept for your use any ballot that has already been filled out.

*Voter may use any envelope if Special Envelope is not available, providing that information mentioned in paragraph 3 of above instructions is contained on the envelope used.

AND NOW WHAT?
(Continued from Page 87)

the membership is over the 500 mark. Considering the fact that the Association has been in the field soliciting membership of this group of school district employees for just 18 months, the interest in membership is believed to be quite remarkable. In the state, where there are thousands of these civil employees, much more work must be done to build up the membership of this group to make its voice an effective force in local government. It is freely admitted that it was the vocal membership of the school teachers in their various associations throughout the State, that led to the enactment of laws setting up salary requirements, regulated increments, leading to stabilized tenure. Why then, cannot the non-teaching school employee be recognized on an equal basis? If one reads the recently enacted laws which affected the school teaching staff in the school districts, he would come across one section which asks that the salary schedules of school custodian and other members of the non-teaching staff be submitted to the State Department of Education. I think it is fair to assume that such a request showed concern on the part of school administrators at the top level to start thinking of the working conditions of the non-teaching employees. Who could better lead the way for action in establishing suggested salary levels for these employees throughout the State? While it is true that the statutes do not give equal weight, if such scales of pay were established, who is there on the school boards who would discount the fairness of such a plan? And, if permissive rules were not effective, who would stop the enactment of a statute calling for such action if these civil employees were members of an aggressive force such as The Civil Service Employees Association? I make these statements because when, on behalf of our membership, I have approached school boards to present these subjects, in every case actions have been taken granting the requests of the school employees.

The records will show that in this state there are over 5,000 school districts. Admitting that many have but one or two employees, I believe this group could effectively plead its case before the educators of this state. And what a field to work in — the establishment of equitable work rules, fair salaries — with overtime pay for the extra hours of work now taken for granted — membership in the New York State Retirement System — only 317 school districts are members of the System at the present time — a real mission of enlightenment which is badly needed, so that these civil employees can assume the dignity of their jobs with the youth of our State.

When you examine the qualifications for their jobs you will note that close scrutiny is given to their ability to get along with children, their responsibility in the community and, most important of all, their moral character. This is as it should be — nothing should be done to play down their requirements for the jobs you do but should not the school authorities consider...
this in planning salary budgets and work rules in the districts? I think you will agree this is a problem which could be started at high levels but which should also receive the support of those charged with administration at the local level. It is a well established fact that, alone, one often cannot obtain even a hearing when it comes to personal problems, but where organization takes hold many things are accomplished—all presented with factual information which presents the issues on an equitable basis.

You of this group of civil employees have no doubt been thinking very earnestly about your own situation on your job. Does it not convince you, in reading the few facts presented in this article, that you can help in putting into action a program similar to the one I have outlined? We of the Association staff, through our County Chapters, can help in this cause. Through your membership interest, I earnestly hope we shall have this opportunity.

---

**LOANS**

*at Low Bank Rates*

You can get the money you need at Bank of Commerce quickly, confidentially and at LOW BANK RATES. A repayment plan will be arranged that fits your ability to repay. Phone 3-2268 if pressed for time.

**THrift Accounts**

*Earn 2% Interest Compounded Quarterly*

Placed in a Bank of Commerce Thrift Account your savings will GROW FASTER because they will earn 2% interest compounded 4 times yearly. You can make deposits here BY MAIL if you prefer.

**Checking Accounts**

*at No Increase in Cost*

Personal Checking Account costs at Bank of Commerce have NOT been advanced. You pay only $1.50 for a book of 20 checks, with your name printed on each check free. No minimum balance. No service charges.

---

USE YOUR RIGHT TO VOTE

USE BALLOTS ON PAGES 85 & 87

---

**Danker FLORIST**

"Our Business Is Growing"

UNUSUAL FLORAL ARRANGEMENTS

We Grow Our Own
It's good for you to remember that the Harry Simmons furniture business, now in its 83rd Year, is built on correct designs, sound construction and never inflated prices.

HARRY SIMMONS
Company, Inc.
Daily Until 5:30 . . . Open Evenings by appointment
"Albany's Oldest Family in Furniture"
STATE AT JAMES

The Board of Canvassers request that Official Ballots for Annual Election be sent to P. O. Box 154, Capitol Station, Albany 1, N. Y., or to Association Headquarters, Room 156, State Capitol, Albany 1, N. Y. as far in advance of the Annual Meeting on October 5th as possible. The counting of ballots is a tremendous job and the Board will appreciate the cooperation of the membership toward making their work easier and assuring that the final results will be available on time.

LEGION CONVENTION CRUISE
14 Day All-Expense Cruise. SS Evangeline sails from New York October 12. Rate from $270 plus tax includes stops at Havana and Nassau.

SHIP IS YOUR HOTEL DURING THE MIAMI CONVENTION
LANSING'S TRAVEL BUREAU
507 Broadway, Albany 7, N. Y.
H. J. Curtis 3-1253 W. J. Hacker

COMMITTEE REPORTS
(Continued from page 77)


NOMINEES BY PETITION:
Audit & Control: Leo P. Mullen; Banking: John J. Moynahan; Conservation: James V. Kavanaugh; Conservation: Kinne F. Williams; Public Works: Charles J. Hall; Social Welfare: Clifford B. Hall.
YOUR Association Group Insurance

MORE VALUABLE - NEW BENEFITS ADDED FREE

GROUP LIFE INSURANCE:

1. Double Indemnity for Accidental Death, effective Nov. 1, 1948, will be given each insured member — WITHOUT CHARGE. A rider providing this additional protection will be sent each insured member soon.

2. The Present FREE Insurance, amounting to 10% of face amount of insurance issued each member, minimum amount of $250, will be continued — WITHOUT CHARGE.

3. Effective Nov. 1, 1948 insureds earning $5500 but less than $6500 will receive $6000 of insurance. Those earning $6500 or more will receive $7500 of insurance. These higher amounts of insurance are made available as a result of a poll to which 90% of insureds already having $5000 of insurance requested the higher amounts.

4. The amount of insurance issued each insured member will be adjusted effective November 1, 1948 to the amount called for by his annual salary (not including emergency compensation effective April 1, 1948). Changes in salary deductions caused by changes in amounts of insurance issued will be made on the last half of October payrolls. A rider providing the new amount of insurance effective November 1, 1948 will be sent promptly after that date to each insured member whose amount of insurance has been changed.

ACCIDENT AND SICKNESS INSURANCE:

1. Reimbursement for Medical and Surgical expenses incurred as result of non-disabling accident will be increased from 25% of insured’s monthly indemnity to 100% — WITHOUT ADDITIONAL PREMIUM CHARGE.

2. The 2% increase in sickness indemnity, and the increased coverage from 5 to 10 years for any non-occupational accident, made effective last year, will be continued — WITHOUT CHARGE.

The increased insurance protection outlined above which is given to insured members — WITHOUT CHARGE is of much more value than the slight increase in membership dues. Insured members save many times the membership dues each year by taking advantage of the low-rates in effect for the Association’s group insurance.

The increased insurance protection is made possible because of the great number of members insured under the group plans. The key to future success of the group insurance is a greater and greater number of members insured. Bring the group insurance plans to the attention of your fellow employees. They too can enjoy broad protection at low-cost.
It is waiting for you -

YOUR "MEMBERSHIP" CARD

For the Association Year Beginning October 1, 1948

As of October 1, 1948, Membership Renewal Bills will be distributed to all present members of the Association. Membership Applications will be made available to non-members.

Paying YOUR dues promptly helps the Association to devote more time and effort to helping YOU. Protect your group insurance coverage by maintaining paid-up membership.

SUPPORT YOUR CHAPTER AND ASSOCIATION BY MEMBERSHIP AND ACTIVE PARTICIPATION IN CHAPTER AND ASSOCIATION PROGRAMS