New Home of the Association
OF THE ASSOCIATION’S GROUP PLAN OF INSURANCE WITH ANY OTHER ACCIDENT AND HEALTH POLICY

1. Every PUBLIC EMPLOYEE whose application is accepted will be issued his or her own policy and have the right of renewing it, up to age 70, so long as he or she is employed as a public employee and a paid-up member in the State or County Division of The Civil Service Employee Association and as long as premiums are paid and the group remains in force.

2. Rates will not increase nor will benefits diminish, with advancing age.

3. Most important of all is the fact that after a claim is paid your policy cannot be endorsed, ridered, or cancelled except as explained in the first paragraph above.

4. This insurance is paid for in easy Semi-monthly deductions from your salary, which keeps your coverage automatically in force.

5. If you cease to be eligible for membership in the association, continuance of this broad coverage at the same premium rates is subject to the approval of the insurance company.

SUMMARY OF ADVANTAGES

LOW COST • EASY PAYMENTS • BROAD COVERAGE • PREGNANCY COVERED • FIVE YEAR ACCIDENT COVERAGE • MENTAL DISEASES COVERED • NO INDIVIDUAL CANCELLATIONS • NO MUTUAL ASSESSMENTS • NO CHANGE IN RATE UP TO AGE 70 • ALL WOMEN’S AND MEN’S DISEASES COVERED

This Group Plan of Accident and Sickness Insurance was made available to members, after a great effort on the part of your Association. This one Association service saves you each year many times the amount of your membership dues. Keep your protection in force—it is valuable. Remember you must join the Association if you are not already a member and then you must maintain your membership, or the Company can refuse to renew your insurance.

ALL PUBLIC EMPLOYEES ELIGIBLE FOR MEMBERSHIP IN EITHER THE STATE OR COUNTY DIVISIONS ARE INVITED TO CONSIDER THIS BROAD FORM INSURANCE

LOOK AT THESE LOW SEMI-MONTHLY RATES!

<table>
<thead>
<tr>
<th>PRINCIPAL SUM $500.00</th>
<th>PLAN 1</th>
<th>PLAN 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary of Employees</td>
<td>Regular Coverage</td>
<td>Occupational Coverage</td>
</tr>
<tr>
<td>Less than $600.</td>
<td>$ 30.</td>
<td>$ .75</td>
</tr>
<tr>
<td>$ 600. but less than $1,000.</td>
<td>$ 50.</td>
<td>$1.05</td>
</tr>
<tr>
<td>$1,000. but less than $1,200.</td>
<td>$ 60.</td>
<td>$1.25</td>
</tr>
<tr>
<td>$1,200. but less than $1,600.</td>
<td>$ 75.</td>
<td>$1.55</td>
</tr>
<tr>
<td>$1,600. but less than $3,500.</td>
<td>$100.</td>
<td>$2.05</td>
</tr>
<tr>
<td>$3,500. but less than $5,000.</td>
<td>$125.</td>
<td>$2.60</td>
</tr>
<tr>
<td>$5,000. and over</td>
<td>$150.</td>
<td>$3.10</td>
</tr>
</tbody>
</table>

(Select your salary classification, then select any monthly benefit equal to that classification or any lesser amount).

Note: Employees engaged in Office or Clerical Work exclusively, shall be insured against sickness or injuries sustained both on and off the job, at Plan 1 rates.

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SCHENECTADY, N.Y.
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NEW HOME
OF ASSOCIATION

The New Home of the Association at 8 Elk Street, Albany, New York — within a stone's throw of the State Capitol. Story on the New Headquarters is contained herein.
ADJUSTMENTS IN SPECIFIED STATE SALARY LEVELS COMPARED TO INCREASES IN COST OF LIVING SINCE 1940

The above chart is a grouping of four separate graphs, each indicating cumulative salary adjustments for the specified salaries at the various dates. The larger, checkered bar in each graph represents the increase in Cost of Living since 1940, as shown by the Bureau of Labor Statistic’s Consumer Price Index. The solid bars show the percent adjustment in state salaries at various salary levels.
RISING PRICES OUTSTRIP
STATE SALARIES

By IRVING COHEN
Salary Research Consultant

Rising prices continue to cut down the value of the state employee's dollar. Salary adjustments have, by no means, closed the gap that exists between increasing living costs and basic salary and wage scales. In terms of purchasing power, state salaries are substantially below pre-war levels.

The salient facts of the matter are shown in the accompanying charts. Since 84 per cent of all state employees earned between $1200 and $6000 per year in 1940 the salaries of most state workers fall within the range represented in these charts. The extremes at both ends of the salary scale are omitted. At one end, the substandard minimum basic rate of $900 per year was raised 104 percent to a new minimum of $1840. At the other extreme, commissioners, department heads and other high-salaried officials earning $10,000 per year or more in 1940 have received pay boosts ranging from $2500 to $8000. These charts are concerned primarily with the basic salary adjustments received by the vast majority of state employees. The correction of other salary inequities, such as reallocation of positions, payment in lieu of maintenance, etc. are not included in these data.

Salary adjustments occurred at each of the periods illustrated except in September 1948. This is the last date for which B.L.S. consumers' price index data are available. The last salary adjustment occurred in April 1948. At that time the consumer's price index was 69½ per cent higher than in March 1940.

What do these figures reveal?

Salary adjustments have lagged seriously behind the rise in consumers' prices. In April 1943, salary adjustments for most state employees were from 14 to 24 percent behind the rise in prices; in April 1945, from 7½ to 17½ percent behind; in April 1946, the lag was reduced, particularly among the lowest salaries; and in April 1948, three-fifths. Living costs began to skyrocket anew in midsummer 1946, and by September of this year, had risen 25 to 50 percent above salary adjustments. And current salaries include emergency compensation payments.

What is the picture of current salaries?

The median state salary is $2,600 a year. A single person, much less a family, would have difficulty in maintaining a decent and adequate standard of living on this salary under current conditions. This is below the average salary paid clerical and office workers in New York City during December 1947 and January 1948.

The past few years have seen a large increase in the number of high-salaried positions in state service. Half of the 574 new titles allocated by the Salary Standardization Board since 1943 paid basic entrance salaries of $4,000 a year or more. Only 15 per cent of all state employees earn this much money. Two-thirds of all state employees earn less than $2,941 a year, the arithmetic "average" annual wage. About half of all state employees earn between $2,000 and $3,499 a year. Salary adjustments for this group range between 35 and 50 per cent in the years between 1940 and 1948.

What has happened to industrial wages during this period? Average gross weekly earnings of all manufacturing production employees doubled between January 1941 when they were $26.64 and March 1948 when they amounted to $52.07.

The so-called "third round" of wage increases took place since March of this year. An analysis of 24 of the most significant collective bargaining agreements signed between April and August 1948 shows that the 2,014,500 workers covered by these agreements received an average increase of 12.9 cents an hour. This amounts to an 8½ per cent increase. Industries, covered by these agreements, include steel, electrical machinery, auto, rubber, food processing, shipbuilding and apparel manufacturing and coal mining, communication, railroad and water transportation. (A Bureau of Labor Statistics survey of total straight-time earnings in about 3,000 manufacturing companies shows that wage rates in these plants rose 8.7 per cent in the year ending September 1948.)

A new, significant tendency in union demands became evident during recent negotiations. Nineteen of the 24 labor contracts signed covering 87 per cent of all the workers involved, provided for "wage-fringe" concessions over and above direct production wage increases. In September 1948, the Bureau of Labor Statistics estimated that more than 3 million workers were covered by some type of health, welfare and/or retirement benefit plan under collective bargaining agreements, more than twice the number in 1947. Many unions no longer consider these to be "fringe" issues. They emphasize illness and injury benefits.

These "wage-fringe" concessions add substantially to the industrial worker's real wage. The Automotive and Aviation Parts Manufacturers' Association estimated that wage fringe payments cost that industry almost 7½ cents above direct wages for every hour worked in 1947. Supplementary wage payments now average between 4 and 5 per cent of total wage payments, according to the U. S. Department of Commerce. The value of "fringe" concessions, this year, amounted to between 6 and 9 cents an hour. By adding these payments to the direct production wage increases, industrial workers upped their wages by 12 to 14 per cent in their "third round."

Did white collar workers fare as well as production workers? Many office employees benefited from wage increases granted their production line co-workers. For example, the Chrysler Corporation after signing a new contract with the United Automobile Workers (CIO) on May 28,
1948 raised the salaries of their salaried employees by 9 per cent, with a minimum increase of $20 a month.

Average gross weekly earnings in white collar industries rose, as follows, between January 1941 and June 1948. Only the salaries of non-supervisory employees and working supervisors are included in these comparisons.

<table>
<thead>
<tr>
<th>Industry</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Utilities</td>
<td></td>
</tr>
<tr>
<td>Telephone and telegraph</td>
<td>50%</td>
</tr>
<tr>
<td>Electric light and power</td>
<td>70%</td>
</tr>
<tr>
<td>Trade</td>
<td></td>
</tr>
<tr>
<td>Wholesale</td>
<td>83%</td>
</tr>
<tr>
<td>Retail</td>
<td>88%</td>
</tr>
<tr>
<td>Hotels (year round)</td>
<td>103%</td>
</tr>
<tr>
<td>Brokerage</td>
<td>83%</td>
</tr>
<tr>
<td>Insurance</td>
<td>46%</td>
</tr>
</tbody>
</table>

Increases in all of these industries have exceeded most state salary adjustments.

State workers cannot expect any new adjustment in their salaries before April 1, 1949. This delay will probably cause even greater hardships. In the four months between March and July 1948, the B.L.S. Index of wholesale prices rose 4 per cent. The index registered 161.4 (1926 = 100) in March and 168.6 in July. Consumers prices tend to move in the same direction as wholesale prices after a slight lag; in September 1948, the B.L.S. consumers’ price index had risen 4 per cent since March 1948, and 6½ per cent since September 1947. Indexes for these periods read 163.8 (1935-39 = 100) in August 1947; 166.9 in March 1948 and 174.5 in September 1948.

Competent observers point to new price increases despite isolated instances of stability. The magazine Business Week, in its October 23, 1948 issue, stated that

"Consumers don’t feel the new strength in prices yet. That’s because most of the upward pressure is at the spot-market level.

"But current price advances, and those still to be posted, soon will be appearing in manufacturers’ sales. From there they will be passed on to wholesaler, retailer and finally the consumer.

"Complicating the price picture is the railroad’s latest rate increase request. Whatever they get will be added to the cost of doing business. This appeals to weakening soft goods as well as still-scarce durables.” (Business Week’s Bold Face Type)

Industrial circles are beginning to talk about a “fourth round” of wage increases. Henry Ford 2d predicted on November 17, 1948 that industrial workers will get a fourth-round wage increase. “A new pay boost is inevitable,” he is quoted as saying, “I don’t think anything can prevent it.” The State salary situation can be simply summarized.

1. Rises in the prices of essential commodities are running ahead of state salary adjustments.
2. Wages and salaries of persons in private employment have been increased to a point of much closer equilibrium with rising living costs than have state salaries.
3. Prices are expected to continue at or rise above present levels.

What is to be done?
The solution flows from the statement of the problem.

1. Further adjustment in state salaries is essential.
2. All present emergency payments should be incorporated into basic pay scales.
3. Any new salary adjustment should also be incorporated into basic pay scales.

At the 38th annual meeting of the Civil Service Employees Association, the delegates voted for an increase of at least 12 per cent over present pay rates and the incorporation of all salary adjustments into basic pay scales. This is a minimum program.

Standing Committee Chairmen Appointed

President Frank L. Tolman announced the appointment of Chairmen of Standing Committees of the Association for the year 1948/49 as follows:

Auditing — Charles H. Foster, Division of Budget
Education — Dr. David M. Schneider, Social Welfare
Pensions — Charles C. Dubuar, Insurance
Legislative — Jesse B. McFarland, Social Welfare
Membership — John F. Powers, Labor
Salary — Davis L. Shultes, Westchester Co.
Social — Janet Macfarlane, Mental Hygiene

Director’s Committee Appointed

The Board of Directors of the Association, meeting on October 28th, elected the following Directors Committee, which according to the Association’s Constitution, is vested with the power and authority of the Board of Directors when that board is not in session:

Dr. Frank L. Tolman, (Ex-officio) President
Jesse B. McFarland, 1st Vice-President
John F. Powers, 2nd Vice-President
Fred J. Walters, 3rd Vice-President
J. Allyn Stearns, 4th Vice-President
Ernest L. Conlon, 5th Vice-President
Charlotte M. Clapper, Health
Christopher J. Fee, Labor
Robert Baylor, Ulster Chapter
John M. Harris, Mental Hygiene
Francis A. MacDonald, Southern Conference
Francis C. Maher, Law

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ROOM 156
STATE CAPITOL
ALBANY, N.Y.
About 400 delegates representing the 130 Association Chapters throughout the State met in Albany on October 5 and 6, 1948. The occasion was the Thirty-eighth Annual Meeting. Besides the regular business sessions of delegates the meeting program included departmental delegate conferences, county division delegate conferences, regional conference meetings and panel discussions dealing with the major goals of the organization as to salaries, retirement, veterans preference, public employee relations and other important matters. Outstanding speakers attended the Luncheon and Dinner meetings held in conjunction with the annual meeting.

The entire two days of the meeting were devoted to a careful analysis of employee needs and a program of remedies. Elsewhere in this issue are the resolutions adopted, the report of the Board of Canvassers as to officers elected for 1949, reports of officers, talks given by the prominent guests and other information as to the Thirty-eighth Annual Meeting.

The Board devoted a great deal of effort counting, checking and tabulating the thousands of ballots cast by members so that the election results could be announced to delegates at the Wednesday Evening Business session of the meeting on October 7th. A rising vote of thanks was extended to the Board and its clerks.

The Resolutions Committee was given a vote of thanks by the delegates for molding into the resolutions presented to the delegates the hundreds of proposals received from chapters and members. The Committee was in session many hours in order to achieve its work.
SAARLYS

SALARY ADJUSTMENT
WHEREAS, This constitutes injustice and discrimination among civil service employees, certain employees who work positions not now accorded overtime pay and to issue necessary regulations covering for tubercular patients by means of salary reallocation of such positions, or, if this is found impracticable, by the re-establishment of special hazardous or arduous compensation for those positions;

CLASSIFICATION, AND SALARY ALLOCATION
WHEREAS, The nature of positions in state service varies from time to time and many positions are now improperly classified and improperly allocated to as wages; and

WHEREAS, Members of the Association are adversely affected and have appealed to the Salary Board and Classification Board for prompt and efficient relief.

THEREFORE, BE IT RESOLVED, That the Association continue to press for such continued classification and reallocation of as will keep the service in line with actual conditions and will encourage service in all work will all groups of employees in presenting their claims to the Classification and Salary Boards.

SALARY INCREMENTS FOR CIVIL EMPLOYEES OF LOCALITIES
Resolved, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personal officers and personal authorities of political subdivisions the promotion of five yearly increments; change of titles, etc.

RESOLVED, That the Civil Service Employees Association, Inc., sponsor the same legislation for Army Employees in the following form and for the purposes of providing pay for a single increment in the case of each employee who has served at the present maximum rate without salary increments five years or more, and who has been granted at such five year five year period of like service up to twenty years.

ANNUAL SALARIES FOR PER DIEM EMPLOYEES
Resolved, That the Association urge upon the Governor in the following form and for the purposes of providing pay for a single increment in the case of each employee who has served at the present maximum rate without salary increments five years or more, and who has been granted at each five year five year period of like service up to twenty years.

IMPROVE SALARIES, CLASSIFICATION, RETIREMENT OF ARMY EMPLOYEES
Resolved, That the Association urge upon the Governor in the following form and for the purposes of providing pay for a single increment in the case of each employee who has served at the present maximum rate without salary increments five years or more, and who has been granted at each five year five year period of like service up to twenty years.

GUARD PAY FOR ALBION, BEDFORD HILLS, DANNEMORA AND MATTEAWAN
Resolved, That the Association urge upon the Governor and the Legislature to act to follow out the generally accepted practice of providing pay for all necessary time spent in traveling.

EXPANSION OF FELDMAN HAMILTON COVERAGE TO PUBLIC AUTHORITY AND COMMISSION EMPLOYEES
Resolved, That the Association urge the immediate placing under Feld-Hamilton Revolving Fund employees of the Department of Public Service.

PAY FOR LEGAL HOLIDAYS FOR PER DIA AND VACATION EMPLOYEES
Resolved, That the Association urge upon the Governor in the following form and for the purposes of providing pay for a single increment in the case of each employee who has served at the present maximum rate without salary increments five years or more, and who has been granted at each five year five year period of like service up to twenty years.

SICK LEAVE AND VACATION PAY ON PERIODIC BASIS
Resolved, That legislation be enacted providing that a lump sum in lieu of any accrued sick leave or unused vacation credits be granted to employees of the Department of Public Service, and that employees be granted all leave and other rights common to employees on an annual basis.

PAY FOR WORK BEYOND FORTY HOURS PER WEEK
Resolved, That the Association urge upon the Budget Director to act immediately to review the various compensation of State employees, certain employees who work periods of 41 or 48 hours per week have not been accorded overtime pay, and

WHEREAS, The basic salary and wage scales of employees of the State of New York reflect adjustments of approximately 50 per cent over basic scales of 1940 as against an increase in prices of 75 per cent during the same period.

THEREFORE, Be It RESOLVED, That this Association urge upon the Governor and the Legislature that action be taken to increase the present emergency adjustment of 100 thumbs to employees of the State required to work beyond 40 hours each week.

WHEREAS, This constitutes injustice and discrimination among civil service employees, certain employees who work positions not now accorded overtime pay and to issue necessary regulations covering for tubercular patients by means of salary reallocation of such positions, or, if this is found impracticable, by the re-establishment of special hazardous or arduous compensation for those positions;

THEREFORE, BE IT RESOLVED, That adequate extra compensation be accorded to employees of hospitals and other institutions caring for tubercular patients by means of salary reallocation of such positions, or, if this is found impracticable, by the re-establishment of special hazardous or arduous compensation for those positions;

RESOLVED, That the Association urge upon the Governor and the Legislature to act to follow out the generally accepted practice of providing pay for all necessary time spent in traveling.

THEREFORE, Be It RESOLVED, That such employees be granted all leave and other rights common to employees on an annual basis.

MORE ADEQUATE REIMBURSEMENT FOR MEAL EXPENSES
WHEREAS, The rules of the State Comptroller relating to allowances for meals and lodging provide a limit of $5.00 per day with the proviso that the $5.00 allowance which may be used for meals placed at $400.00 per day.

THEREFORE, BE IT RESOLVED, That the Governor and the Legislature to act to follow out the generally accepted practice of providing pay for all necessary time spent in traveling.
GROUP CONFERENCES AT THE ANNUAL MEETING. (1) Charlotte M. Clopper, presiding at conference of Health Dept. Chapter delegates; (2) State Armory Chapter Delegates consider their problems; (3) Public Works Chapter delegates meet with Arthur W. Moon; (4) Leo M. Britt leads Correction Dept. Chapter delegates conference; (5) Mental Hygiene Chapter delegates discuss their problems with William J. Farrell; (6) Some Education Chapter representatives meet with Dr. Albert E. Corey; (7) Angelo J. Donato talks over Conservation Department problems with delegates; and (8) Fourth Vice-President J. Allyn Stearns presides over meeting of County Division delegates.
THEREFORE, BE IT RESOLVED, That the Association urge upon the Governor and the Legislature provisions for the coverage of all employees paid by the State government, its agencies and authorities, in all cases of unavoidable unemployment and regardless of civil service jurisdictional or time status.

RETIREMENT

LIBERALIZE STATE SYSTEM

WHEREAS, There is grave need for improvement of the State Retirement Law to provide retirement allowances and privileges in line with present day social security concepts, and

WHEREAS, The appeals of state employees for the past four years for action on a definite and enlightened program have not been acted upon and needed reforms thereby inexcusably delayed,

THEREFORE BE IT RESOLVED, That the Association hereby direct the officers and committees to take immediate proper working conditions, vigorous action and to employ all necessary resources of the Association, to bring about sound improvements in this law so vital to worker welfare, in the following ways:

1. Establish a minimum retirement allowance of at least $1200 per annum for members who have been employees of the State on a full time basis for thirty years
2. Permit optional retirement at age 55 or thereafter on the basis of 1/120 of the average salary, the state to bear one-half of the costs
3. Increase the death benefit to an amount equal to 1/12 of the members annual salary for each year of service to 12 years and an additional amount for longer service
4. That the State provide vesting of employee's retirement allowance after five years of service when State service is discontinued, on the principle provided in the Federal Retirement System.
5. That optional retirement after 25 years of service at one-half pay be provided for prison guards, park patrolmen and rangers, game protectors, institutional employees and other State and local employees whose duties require early retirement
6. That members be granted the option of purchasing additional annuity, and

BE IT FURTHER RESOLVED, That the Association officers and committees take all possible steps to secure such elements in this program as may seem possible of achievement in the coming legislature.

LARGER ALLOWANCES FOR RETIRED EMPLOYEES

WHEREAS, Changed economic conditions have so affected the costs of essentials of life and maintenance of health of citizens, and

WHEREAS, This situation has impaired and is causing particular distress in the case of former employees of New York State and its subdivisions who have contributed to the upbuilding of the State, and who are now retired on meager pensions,

THEREFORE, BE IT RESOLVED, That the Association urge upon the Governor and the Legislature an immediate study of the conditions referred to and provision for payment of suitable and appropriate amounts to pensioners now receiving yearly allowances which are inadequate for the maintenance of good health and proper social standards.

LIBERALIZE CORRECTION RETIREMENT SYSTEM

RESOLVED, That the Association urge upon the Governor and the Legislature the enactment of a measure to grant to beneficiaries of members of the Correction Department Retirement System options like to those provided for members of the State Retirement System at no additional cost to members.

EXEMPTIONS OF PENSIONS FROM FEDERAL INCOME TAX

RESOLVED, That the Association appeal to Congress to act promptly to relieve public employees receiving pensions from the State Retirement or other public pension systems from Federal Income Tax on such pensions to at least the extent of $2000.

RETIREMENT CREDIT FOR ALL VETERANS

RESOLVED, The Association sponsor and support an amendment giving credit for retirement purposes, upon retirement, to all veterans, for service time rendered during World War I and World War II.

PUBLICIZE RETIREMENT OPTIONS

RESOLVED, That the Association request the State Retirement System to prepare and publish such statement as will indicate clearly by examples the various benefits provided under the System.

EXTEND STATE RETIREMENT SYSTEM TO EMPLOYEES OF ALL STATE'S POLITICAL SUBDIVISIONS

RESOLVED, That the Association use all proper means to effect the entrance of all employees of political subdivisions into the State Retirement System.

FOR INSTITUTIONAL SERVICE

IMPROVE WORKING CONDITIONS OF INSTITUTIONAL EMPLOYEES

WHEREAS, it is the policy of the State of New York to accord to its mentally ill and other wards maximum of good health and curative care, and

WHEREAS, This involves planning of the most careful and scientific kind, not only as to the buildings, equipment and facilities necessary, but also as to the recruitment of personnel of character and ability, the payment of adequate remuneration to such personnel, and the establishment of working conditions which provide satisfaction and incentive to workers,

THEREFORE, BE IT RESOLVED, that the Association call upon the Department of Mental Hygiene and all other departments in which institutions are maintained to inaugurate immediately a comprehensive program for raising the standards of personnel in the various titles; the improvement of salaries of all employees; professional and otherwise the recategorization of positions and the doing away with the practice of working employees out of proper titles; that study opportunities be afforded employees in the various positions so that their advancement in the service may be encouraged; that steps be taken to provide meal tickets; for the abolition of the split shift, and otherwise to make attractive and remunerative employment in state institutions.

MEAL CARD ARRANGEMENT FOR INSTITUTIONAL WORKERS

RESOLVED, That the Association recommends that meal cards be made available to employees in institutions wherever meals are served to employees, such cards to be furnished at present meal rates, and that such cards be punched by the person in charge of the dining room only for such meals as are actually taken by each employee and that the employee be charged only for the meals taken.

REQUEST THAT EMPLOYEES BE ALLOWED TO PURCHASE AT INSTITUTION STORES

BE IT RESOLVED, That this Association attempt to have the necessary rules or legislation passed which would allow employees in State Hospitals and State Schools to purchase food and supplies at Hospital or School Stores.

PATROLMEN — PEACE OFFICERS

RESOLVED, That the Association urge legislative action to create peace officers of all patrolmen in the Department of Mental Hygiene under Section 154 of the Penal Code.

PUBLIC EMPLOYEE RELATIONS

LABOR RELATIONS IN GOVERNMENT

WHEREAS, This Association is dedicated to the principle that the Government is the servant and not the master of the people and that its objectives are to be attained by truly democratic methods and whereby its constitution further provides that the Association, with the conviction that the people are entitled to uninterrupted governmental service, renounces the use of the strike by public employees, and

WHEREAS, The arbitrary, restrictive and undemocratic provisions of the Condon-Wadlin Act deny the public employees many of the fundamental rights and privileges of citizens and have focused attention upon the fact that public employees do not possess full freedom of association or full liberty to discuss grievances or problems with their superiors; and

WHEREAS, It is necessary to establish appropriate machinery for consultation, negotiation and dispute resolution and other personnel matters affecting public employment;

NOW, THEREFORE, BE IT RESOLVED, That the Association bend its efforts to bring about the adoption of the bill...
prepared by the Association providing for a Public Employment Labor Relations Act which will lay down the principle that it shall be the public policy of the State to encourage the practice and negotiation for the settlement of differences between public employees and the State, and its local subdivisions, and to protect public employees in the exercise of full freedom of association, self-organization and discussion by representatives of their own choosing for the purpose of regular discussion and negotiation of terms and conditions of employment and mutual aid and protection, free from restraint, interference or coercion.

EMPLOYEE REPRESENTATIVE ON ALL PERSONNEL BOARDS OR COMMITTEES

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper authorities of political subdivisions, that in accordance with modern personnel procedure, employees, selected by the majority of fellow employees in a democratic manner, should be included on all boards, committees and similar bodies established to consider personnel matters, or provision should be made for responsible consultation with such employee representatives before decisions are made on matters of such nature.

IMPROVE CONDITIONS OF NON-TEACHING LOCAL SCHOOL EMPLOYEES

WHEREAS, there is wide variance as to the working hours and wide discrepancy in pay received by non-teaching employees of the local school system in the State of New York, both as between various school districts and as compared with mandatory teachers salaries, and

WHEREAS, the Legislature of the State of New York has considered and enacted legislation tending to fix the hours of employment and minimum wages in diverse fields of public employment, and, at its last session fixed a new minimum wage scale for school teachers,

NOW THEREFORE BE IT RESOLVED, that the Association urge upon the legislature and the school districts the enactment of laws to effectuate a standard program of adequate pay and fair hours of employment for such non-teaching school employees.

VETERANS PREFERENCE

SUPPORT MITCHELL AMENDMENT ON VETERANS PREFERENCE

WHEREAS, experience of the past four years indicates plainly that the present Constitutional preference granted to veterans is inimical to the best interests of the State and unfair to many veterans and to all non-veterans within the Civil Service or who may seek to enter the Civil Service,

WHEREAS, the Legislature of 1948 did approve an amendment to the Constitution known as the Mitchell Proposal, which would provide a preference more equitable to the veteran and the non-veteran alike, and which would serve to expedite recruitment of better trained and experienced workers for public service within our State under the Civil Service system,

THEREFORE, BE IT RESOLVED, That the Association hereby directs its officers and committees to use all proper means and necessary resources of the Association to secure the adoption of the Mitchell Proposal by the 1949 Legislature and to seek by all proper efforts to secure the adoption of that proposal by the people at the next general election in 1949.

CONDEMN SUBVERSIVE INFLUENCES

WHEREAS, A prime duty of every citizen is loyalty to his government, respect for its laws and institutions, and a firm resolve to safeguard and defend his birthright of freedom, and

WHEREAS, It has transpired that agencies of foreign governments have and are conspiring to implant in the minds of our citizens a false ideology with intent to overthrow our laws and institutions and replace them with a dictatorship and a form of government which have thus far yielded only moral degradation, brutality, poverty, and death to millions of human beings in wide many areas of the earth, and

WHEREAS, The technique of those who would destroy our government is one of subtlety, spying and cunning infiltration of key positions inside and outside government, and

WHEREAS, There is abundant evidence of attempts at infiltration in our National government and that there are organizations in our State devoted to similar ideologies and to similar attempts at infiltration and directly appealing to civil service employees of the State and its subdivisions,

THEREFORE, BE IT RESOLVED, That the delegates to this annual meeting of the Civil Service Employees Association, Inc., do hereby condemn and denounce all Communist or otherwise inspired subversive activities of individuals and groups and denounce the destruction of our government of freedom solely dedicated to the welfare of the citizen and pledge ourselves to do all in our power to maintain public service free and unfeigned from subversive activities.

CIVIL SERVICE GENERALLY

REVITALIZE CIVIL SERVICE ADMINISTRATION

WHEREAS, It is a constitutional mandate that appointments and promotions in the civil service of the State and of all civil divisions thereof shall be made according to merit and fitness to be ascertained by competitive examinations, so far as practicable, and,

WHEREAS, This mandate is essential to efficient and economical government and also to recognition of the natural rights of public employees and civil servants and as citizens, and,

WHEREAS, The present administration of the civil service agencies of the State and of various of its sub-divisions fails to provide effectively or promptly for recruitment or promotion of all civil servants on the basis of merit and fitness, and, as a result of this failure,

1. many thousands of positions are filled without benefit of competitive tests;
2. hundreds of employees are discouraged and dismayed by delays in promotion opportunities;
3. appointing officers and citizens are thus led to doubt the efficiency of the merit system;
4. the processes of classification and of salary allocation are interfered with, and,
5. the efficiency of government services are seriously undermined,

THEREFORE, BE IT RESOLVED, That this Association urge upon the State Civil Service Commission and upon officers of local governments, prompt action to reinvigorate and revitalize the civil service administration in all service and on all levels of government within our State that recruitment and promotion and direction of public employees shall be carried out fully in accord with the principles and practices clearly outlined in Article V of the Constitution and in the civil service laws implementing that bill of rights.

PROMOTE RESPECT FOR MERIT SYSTEM

RESOLVED, That the Association initiate a broad campaign to promote public and official respect for the merit system, and,

BE IT FURTHER RESOLVED, That the President is hereby directed to appoint a Committee to develop promptly a definite and complete plan to effectuate the purpose herein stated.

PREVENT LOWER STANDARDS IN PUBLIC SERVICE

WHEREAS, the tremendous increase in governmental activities and the advances in technical and skilled services call for persons of the highest character and ability, fitted by training and experience in the public service on all levels,

THEREFORE, BE IT RESOLVED, That the Association condemns with all vigor any and each action by civil service commissions or administrators which in any way would lower the high standards long required for public service.

PREVENT DELAYS IN ESTABLISHMENT OF CIVIL SERVICE ELIGIBLE LISTS

WHEREAS, The establishment of lists of eligibles for many positions in the State service in the case of promotion and open competitive examinations has been delayed unreasonably and to the detriment of efficiency of State service and the discredit of the civil service system, and

WHEREAS, Delay in establishing such lists frequently results in the withholding of increments and salary adjustments for substantial periods and serious economic loss to the employee,

THEREFORE, BE IT RESOLVED, That the Association condemns the present manner of procedure that permits such delays and urges immediate action by the Civil Service Commission to eliminate the processes of examinations and the establishment of carrying out of merit system principles embodied in the Constitution and basic civil service laws, and

BE IT FURTHER RESOLVED, That the Association urge prompt attention to the holding and processing of examinations
of New York State.

and the establishment of eligible lists in each of the sub-divisions

COMPEITENT PERSONNEL OFFICERS FOR
ALL DEPARTMENTS AND INSTITUTIONS

WHEREAS, one of the outstanding needs of successful per-
formance in all lines of business, public or private, where large
numbers of workers are employed, is a competent personnel
administrator on each level, and

WHEREAS, this is especially vital to efficient and economical
administration of Civil Government, and

WHEREAS, this feature of personnel administration has been
largely neglected in the State Civil Service.

THEREFORE, BE IT RESOLVED, that the Association call
upon the proper authorities to establish the position of Personnel
Officer or Personnel Director; and to supply necessary facilities to
such Personnel Officer or Director in each Department and In-
istitutions, or other agency of government where a substantial num-
ber of workers are employed, and

BE IT FURTHER RESOLVED, that such Personnel Officers
or Directors shall be in the competitive class of the Civil Service.

NO FEES FOR PROMOTIONAL EXAMINATIONS

RESOLVED, That the Association urge that the Civil Service
Law be amended to provide that all persons entitled to compete
in promotion examinations in State service may do so without
payment of an examination fee.

RIGHT TO COUNSEL AT HEARINGS

RESOLVED, That this Association urge amendment to the
Civil Service Law to extend to all civil service employees the
right to counsel at any formal hearing before any appointing
officer.

HEARING AND COURT REVIEW
UPON DISMISSAL

RESOLVED, That a bill be introduced into the State Legis-
lature which provides for hearing and court review when removal
proceedings are instituted against an employee in the competitive
class.

REQUEST NOTICE FROM CSC WHEN
STATUS CHANGED

RESOLVED, That the Civil Service Commission be requested to
establish a rule that civil service employees be given a written
notification when:

1. A temporary position is changed to a permanent or pro-
bationary status.

2. When a probationary position is made permanent.

3. When a provisional appointment is made permanent.

REQUEST TIME FOR RELIGIOUS OBSERVANCE

RESOLVED, That the Civil Service Employees Association
petition the Civil Service Commission to declare Holy Thursday
and Good Friday religious holy days for those of the Christian
faith, and that members of all faiths be granted sufficient time
for days of religious observance.

WORKING CONDITIONS OF INSTITUTION
TEACHERS

RESOLVED, That this Association urges adoption of salary
scales, hours of work, holidays and vacations for teachers in state
institutions, comparable with salaries and leaves common in the
public school system of the State.

COMPETITIVE C. S. STATUS FOR ALBION,
BEDFORD HILLS, DANNEMORA AND
MATTEAWAN EMPLOYEES

WHEREAS, the constitution of the State requires that ap-
pointments and promotions shall be made upon basis of merit
and fitness to be determined as far as practicable by competitive
examination, and

WHEREAS, the positions of persons guarding prisoners at
Dannemora State Hospital, Matteawan State Hospital, Albion
Training School and Westfield State School are readily and
properly subject to classification and competitive examinations
as is well evidenced by the fact that similar positions in State
service and in many other public jurisdictions are filled through
competitive tests,

THEREFORE, BE IT RESOLVED, That the Association
demand prompt action by the State Civil Service Commission on
the request now before it for competitive classification for the
custodial positions at the institutions mentioned, the inclusion in

the competitive class of all present employees involved, and the
filling of future custodial positions on the basis of merit system
competition tests under the civil service law.

CIVIL SERVICE STATUS FOR EMPLOYEES OF
STATE COLLEGES AND EXPERIMENTAL
STATION AT CORNELL UNIVERSITY

RESOLVED, That the Civil Service Employees Association
immediately take such action as is necessary to incorporate the
non-teaching employees of the New York State Colleges, Schools
and New York State Agricultural Experiment Station under New
York State Civil Service, this incorporation to definitely include
mandatory payment of increments; similar holidays, vacation;
sick and other leaves; uniform rules of appointment, promotion
and classification under the Feld-Hamilton Career Act, and
provisions of the present State salary schedule, and

BE IT FURTHER RESOLVED, That under such action all
employees of said Station and Schools be automatically placed
under Civil Service within their respective positions and be allocated
to proper grades of the Feld-Hamilton Law as determined by the
nature of their specific duties.

DENOUNCE TITLE CLASSIFICATION BASED
ON INSTITUTIONAL POPULATION

WHEREAS, The present policy of determining classification
and salary allocation in certain of our State institutions on the
basis of population is unfair and not in accord with the accepted
policy of like pay for like work, and,

WHEREAS, The method of classification and allocation is
harmful to morale, and impairs the efficiency of the smaller
institutions because of the difficulty in recruiting and retaining
competent and adequate staffs,

THEREFORE, BE IT RESOLVED, That the Association
urge every proper means to bring about a correction in this mani-
estly unfair situation.

CHANGE "FARMHAND" TO "FARMER"

WHEREAS, Virtually all positions have the title of "Farm-
hand" on State institution farms, call for ability and daily work
similar to that performed by those having the title: "Farmer,
" including the ability to operate tractors common to present farm
development, and

WHEREAS, This position is not properly in the labor cate-
gory and where labor needs exist employment should be under
the title of "Larborer."

THEREFORE, BE IT RESOLVED, That the title of "Farm-
hand" be eliminated and the present "Farmhands" be included under
the title and salary allocation of "Farmer."

ESTABLISH TITLE OF FARM SUPERVISOR AND
SENIOR FARM MANAGER

WHEREAS, The size of State farms and the work units and
responsibilities differ.

THEREFORE, BE IT RESOLVED, That the position of Farm
Supervisor and Senior Farm Manager be established.

CIVIL SERVICE FOR INSTITUTION
STORE MANAGERS

RESOLVED, That in State institutions where community
stores are operated by the institutions, the store managers and
personnel be given civil service status, rights and privileges.

STUDY SITUATION OF FIRE OBSERVERS

WHEREAS, The fire observers perform an exceedingly valu-
sable service in protecting the resources of the state and whereas
these employees are on a part time basis which is unsatisfactory
and unwarranting from the standpoint of service performed,

THEREFORE, BE IT RESOLVED, That the Association urge
special study of the situation and provision for full time work for
the fire observers.

VACATIONS, SICK LEAVES AND
WORKING HOURS

ANNUAL LEAVES FOR LOCAL EMPLOYEES

RESOLVED, That the Association urge upon the State Civil
Service Commission and the local Civil Service Commissions of
personnel officers and proper departmental authorities of political
subdivisions, the adoption of fair and uniform annual leave pro-
visions in accordance with established personnel practice.

MAXIMUM FORTY HOURS FOR LOCAL
PUBLIC EMPLOYEES

RESOLVED, That the Association take all proper means to
procure the passage by the Legislature and approval by the

Winter — 1948
Governor of legislation establishing a maximum forty-hour week for employees of political subdivisions of the State, as has already been accomplished for employees in private industry and for employees of New York State.

SATURDAY CLOSING

RESOLVED, That the Association take all proper means to secure the passage by the Legislature and approval by the Governor of legislation to allow officers of political subdivisions to legally close public offices on Saturdays, in the same manner as may now be done in the County of Westchester.

VACATIONS — INSTITUTION FARM EMPLOYEES

WHEREAS, conditions prevailing in farming generally, and on the farms connected with the institutions of the State and operated by the State, require year round activity and work on the part of those employees in the various farming positions, and,

WHEREAS, farm needs naturally interfere with the taking of vacations and leaves, as in the case of employment not subject to seasonal or weather conditions,

THEREFORE, BE IT RESOLVED, That action be urged to assure to all engaged in the farming operations payment for all hours worked beyond 40 hours per week and that provision for such payments be made to apply to the current fiscal year.

FIVE DAY WEEK

WHEREAS, the general practice throughout industry and Federal governmental service is a 5-day week, and,

WHEREAS, the closing of State and County offices on Saturdays would aid the health and welfare of such governmental employees without impairment of any essential services to the general public,

THEREFORE, BE IT RESOLVED, that the Association urge that all State and County offices and Courts be closed on Saturdays during the months of July, August and September, and throughout the year where this is possible, except for the maintenance of such particular offices deemed essential for the public welfare on that day and that any necessary legislation be introduced to affect the same.

40-HOUR WORK WEEK FOR PARK EMPLOYEES

RESOLVED, That the Association urge upon the Executive, Administrative and/or Park Commissions and The State Council of Parks that a 40-hour, 5-day work-week be allowed to Park Patrolmen, Park Rangers and other titles in State Work Service who are now working a 48-hour work-week where employees under similar titles in other State Departments are enjoying a 40-hour week.

BE IT FURTHER RESOLVED, That, if necessary, the Association urge every means where a six day work-week is required in above mentioned titles—that overtime compensation beyond 40 hours be granted to these employees in accordance with provisions of the 40-hour law.

SICK LEAVE — RELIGIOUS OBSERVANCE

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper departmental authorities of political subdivisions, the adoption of fair and uniform provisions for sick leave and leave for religious observance, in accordance with the State and established personal practice.

FUNDS FOR ADMINISTRATION OF UNEMPLOYMENT COMPENSATION AND EMPLOYMENT SERVICES

WHEREAS, the service supplied under the unemployment compensation and the employment service laws are indispensable to the welfare of workers generally throughout the State of New York and the United States and,

WHEREAS, the successful administration of these Laws has been and is being seriously interfered with by reason of unsound and unreasonable appropriation and financial provisions for allotment of administrative funds, and

WHEREAS, such business-like practices have resulted also in wholesale dismissal at times, without warning, of hundreds of Civil Service employees, and consequent severe distress for such workers and their families in this State,

THEREFORE, BE IT RESOLVED, that the Association urge upon the Congress of the United States, the prompt adoption of legislation to assure that all monies collected under the Federal Unemployment Tax, or otherwise, for the administration of the laws referred to, be automatically and permanently appropriated for such purpose and deposited in the Federal Trust Fund, and shall be at all times available for the administrative needs of the States, as required, for the efficient and economical operation of the Unemployment Compensation and Employment Service Laws.

IMPROVE HEALTH CONDITIONS IN BUILDINGS WHERE PUBLIC WORKERS ARE EMPLOYED

WHEREAS, the heating, lighting, ventilation and sanitary facilities provided in that part of the A.P.W. Building, Albany, occupied by certain employees of the D.P.U.I. are unsatisfactory from a standpoint of the health and welfare of the employees,

THEREFORE, BE IT RESOLVED, That the Association call upon the State agencies concerned to take immediate steps to provide suitable healthful and sanitary work quarters for the employees referred to, and,

BE IT FURTHER RESOLVED, That the Governor be requested to cause to be made a complete investigation of all offices or work rooms rented for public use to assure that safe, sanitary and healthful conditions prevail as is required by the State for employees in private industry.

IMPROVE CONDITIONS IN LONG ISLAND STATE PARK COMMISSION

WHEREAS, at the present time the employees of the Police Department of Long Island State Park Commission are on a duty status for a period of six days per week for a total of 48 hours, and,

WHEREAS, under regulations, Chapter 270, Laws of 1947, members of this department who are not executive, field, supervisory or seasonal employees believe that they are entitled to a 40 hour week, and,

WHEREAS, members of this department receive a starting yearly salary of $2180 plus the 15% cost of living bonus, and,

WHEREAS, members of this department are qualified to take positions in the New York City Police Department at a yearly starting salary of $2900; in the Nassau County Police Department at a starting salary of $2800; even the smaller towns and villages of Suffolk County offer higher starting salaries, and, the Westchester County Park Commission, with an organization similar to the Long Island State Park Commission organization and operating in a suburban area with comparable living costs start its patrolmen at $2805 yearly; and,

WHEREAS, it should be obvious that the department cannot expect to get or keep a satisfactory grade of men at the present starting salary, and,

WHEREAS, the members of the department who have been promoted to the grade of Corporal are receiving the same salary as a majority of the patrolmen and will continue to receive the same salary as they would receive as patrolmen until April, 1952,

THEREFORE, BE IT RESOLVED THAT the Civil Service Employees Association take this matter to the attention of the Governor and the Legislature for the purpose of correction of present conditions.

EXTEND PROVISIONS OF LUPTON BILL

WHEREAS, The Lupton Bill will expire on March 31, 1949, and,

WHEREAS, the conditions it sought to correct still exist in D.P.U.I. and other divisions and departments of the State,

THEREFORE, BE IT RESOLVED, That the Association take the necessary steps to sponsor and introduce a bill in the Legislature to extend the Lupton Bill until March 31, 1950.

CONSIDER HOLDING ANNUAL DINNER IN NEW YORK CITY

BE IT RESOLVED, That the Board of Directors of the Association give serious and full consideration to the holding of the Annual Dinner in 1949 in New York City.

RESOLUTIONS CHAIRMAN THANKED

A rising vote of thanks was given to Chairman Jesse B. McFarland and the Resolutions Committee for their arduous work.

HEADQUARTERS STAFF THANKED

RESOLVED, That the delegates hereby express thanks and appreciation for the efficiency and industry of the Association headquarters staff in caring for all arrangements of the annual meeting and for their courteous and understanding cooperation in all matters having to do with the convenience and pleasure of the delegates and all those attending the meeting.

FELICITATIONS

WHEREAS, the Chairman of the New York Conference, Victor Palits and Mrs. Palits are today celebrating their wedding anniversary and are absent from our gathering,

BE IT RESOLVED, that we extend to Mr. and Mrs. Palits our best felicitations and wishes for many future happy anniversaries.
Our Leaders For '49

In the two photos on this page are Association Officers elected by popular vote of members to serve for the ensuing year. It will be their duty and responsibility to guide our Association’s activities and fulfill the intent of the resolutions adopted at the Annual Meeting which are printed herein and constitute our program for 1949.

In the picture above, left to right, sitting, are: Harry G. Fox, Treasurer; Janet Macfarlane, Secretary; Dr. Frank L. Tolman, President; and Jesse B. McFarland, 1st Vice-President. Standing: John F. Powers, 2nd Vice-President; Ernest L. Conlon, 5th Vice-President; and J. Allyn Stearns, 4th Vice-President. Not present at the time the photo was taken was Fred J. Walters, the 3rd Vice-President.

Below are pictured many members of the State Executive Committee. Front row, left to right, are: Leo P. Mullen, Audit & Control; Charlotte Clapper, Health; Isabelle M. O’Hagan, State; Mildred O. Meskill, Commerce; John M. Harris, Mental Hygiene; Arnold W. Wise, Taxation and Finance; Charles J. Hall, Public Works and Francis C. Maher, Law. Back row: James V. Kavanaugh, Conservation; P. Raymond Krause, Banking; Dr. Albert E. Corey, Education; Charles H. Foster, Executive; Ted Becker, Civil Service; Charles H. Davis, Social Welfare; Harry Fritz, Correction and Walter J. Nolan, Judiciary.

Other members of the State Executive Committee are William F. Kuehn, Agriculture & Markets; Solomon Bendet, Insurance; Christopher J. Fee, Labor; Kenneth A. Valentine, Public Service; William J. King, Legislative; Clarence W. F. Stott, Chairman, Central N. Y. Conference; Francis A. MacDonald, Chairman, Southern Conference; Robert R. Hopkins, Chairman, Western Conference and John L. Murphy, Representative of Metropolitan Conference of which Victor J. Palsitis is Chairman.

Members of the County Division Executive Committee, who with the Officers and members of the State Division Executive Committee and Chairman of Standing Committees constitute the Board of Directors, are: Arnold E. Tyler, Broome; John Bowman, Chautauqua; J. Leslie Winne, Chemung; Frances A. Sweeney, Clinton; Charles Caparella, Erie; Alvin J. McKee, Franklin; John J. Graves, Herkimer, Sheldon Stratton, Jefferson, Howard Kayner, Niagara; Vernon Tapper, Onondaga, George Flach, Orange; Kenneth Hooks, Otsego; Gerald Byrnes, Rockland; Harry Dennington, Schenectady; Philip L. White, St. Lawrence; Jean A. Curry, Steuben; Donald A. Clark, Suffolk; Charles A. Sharkey, Robert Baylor, Ulster and Ivan S. Flood, Westchester.

Chairmen of Standing Committees appointed are: Auditing, Charles H. Foster; Education, Dr. David M. Schneider; Pension, Charles C. Dubnar; Legislative, Jesse B. McFarland; Salaries, Davis L. Schultes; and Social, Janet Macfarlane. Co-chairmen of the Membership Committee are John F. Powers and J. Allyn Stearns.
Prominent Speakers

PERSONNEL RELATIONS IN
WESTCHESTER COUNTY SERVICE

With the passage of the Federal Labor-Management Relations Act during the last regular session of Congress, there was created a joint committee of the House and Senate for the expressed purpose, among other things, to study and explore "the means by which peaceful, friendly cooperation between employers and employees may be secured."

"Hon. Herbert C. Gerlach at the An­
nual Meeting on October 6, 1948.

To my mind that Act of Congress expresses a purpose which should be recognized as essential in all success­ful personnel relationships today.

Recent articles indicate this gen­eral trend—"We've got to make business act human" is the title of an article written by Morris Sayre, Presi­dent of Corn Products Refining Company and President of the Na­tional Association of Refiners.


"We have seen many changes—"and they have all been for the betterment of the service. In the early days there was no pay plan, there was no pre­mption plan, there was no uniform treatment of all employees through­out the county service, there were no personnel rules—there was no em­ployers organization. Civil Service was not extended to cover all the positions it covers today.

How does it operate?—Well, I can call a few incidents. George needed a job; so he went to his leader or his supervisor and told him his troubles—he came from a large family and had many friends. A job, exempt from Civil Service, was found or created. And George was told to work at it, let's say $100—fair compensa­tion for the work assigned.

Then came budget time—George had "officially" attended the politi­cal rallies—he goes through the proper channels and George comes out with a nice increase in compensa­tion. After a few years George is making $3,000 per year. Then George dies, or the family moves away—for some reason his em­ployment is terminated. Bill then appears on the scene, together with several others of course—but Bill is the lucky one, and he gets George's job. At $1800?—Oh, No! George was getting $3,000 when he quit—so Bill is started there. And the same process begins all over. During the same period, I might mention, Tom, who started at the same time as George and in a similar position, has now attained a salary of $2400. Do you get the point?

Now, let's see what happened to Sue and Alice. Sue was appointed; they had promoted their previous ex­perience and education and they made the same salary. The first one was appointed in Department A; the other in Department B. Their positions and responsibilities are the same. They start at the same salary. Now, the head of Department B is liberal—a good fellow; he knows his way around. The head of Dep­artment "B" has—well—let's say he has ulcers. At the end of a few years, what has happened? Both girls in identical jobs, but in different departments. Sue has received several substantial raises—Alice, one or two slight increases.

I am happy to report that such things do not occur in Westchester County Service any more and have not for several years. In 1931, we had our first survey and salary study. It was done by an outside firm, and it was the beginning of our job evalua­tion plan and the establishment of uniform pay scales.

Came the depression. An effort was made in the administration to grant tax relief—employees' salaries were cut 10% and the following year a second 3%.

(Continued on page 125)

At the Annual Meeting

HOW TO ASSURE GOOD LABOR
RELATIONS IN PUBLIC SERVICE

By HON. EDWARD CORSI
Industrial Commissioner of the State of New York

Fellow Workers of the Govern­ment, I too have no intention of competing with the Boston Braves and, as a matter of fact, I came here today on the informal but solemn assurance that all I would do would be to extend my greetings to you on the occasion of your annual Convention. I do not intend to get into a soapbox lecture on the labor relations of the government employees.

I do want to say something which reflects my experiences over more than twenty years of administrative experience in the government—in the Federal Government under two Presidents and in the City of New York in the Mayor's Cabinet and now in the Governor's Cabinet. With this experience I have come to have certain convictions about men and women who work in govern­ment as a matter of career. I shall never forget my first public assign­ment as Commissioner of Immig­ration at Ellis Island.

I arrived at the Island with my family as an immigrant boy from Europe when I was ten years of age. As Deputy Commissioner—not as the Commissioner, but as the Deputy Commissioner I was a very fine man by the name of Byron Newhall. He was there when I landed and he was there when I went back to the Island as Commissioner of the Island, and he was my Deputy Commissioner all during the years when I was in charge of the Immigration Service in the Port of New York, and when I think of career people in the gov­ernment I always think of the stern loyalty and devotion of that man who for thirty-five years practically ran the Immigration Service in the Port of New York while all the credit for the good job that was being done all went to the Commissioner at the time. He was the man who ran the Immigration Service, and he ran it with such efficiency and such skill and creativeness in his daily job that it was most amazing to me that he was probably the least known official in the Federal Government. Now I have seen this type of man in all of the Departments over which I have had a hand in government and I think that people generally—the average man out on the street and the man in business, fails to appreciate how much efficiency, how much loyalty, how much service goes into the business of govern­ment every day as compared to busi­ness and private enterprise; and one of the great jobs we have, all of us who are in government, is to convey that reality to the average tax payer some of whom unfortunately have the misconception that a job in the government is a cinch; a place where you don't work; and that somehow there is a wide gap between the man who works for the Standard Oil and the man who works for the government.

I remember one day I sent for the personnel director of one of the young people I have in the Research Divi­sion of that Department and I wanted to see if I could single out some people for special assignments whom I had in that Department. I was literally amazed to find the educational background of these (Continued on page 120)

Winter — 1948
# The Treasurer's Report

**FOR THE FISCAL YEAR**

**OCT. 1, 1947 to SEPT. 30, 1948**

## Summary of Receipts and Expenditures

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## REGULAR ACCOUNT

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<td>1,899.18</td>
<td>1,899.18</td>
<td>0</td>
</tr>
<tr>
<td>Proceeds from Annual Meeting</td>
<td>2,235.75</td>
<td>2,012.17</td>
<td>223.58</td>
</tr>
<tr>
<td>Proceeds from Annual Dinner</td>
<td>1,686.00</td>
<td>1,517.40</td>
<td>168.60</td>
</tr>
<tr>
<td>Interest on Investments</td>
<td>562.98</td>
<td>562.98</td>
<td>0</td>
</tr>
<tr>
<td>Miscellaneous Receipts</td>
<td>59.23</td>
<td>59.23</td>
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</table>

<table>
<thead>
<tr>
<th>RECEIPTS</th>
<th>Total</th>
<th>State</th>
<th>County</th>
</tr>
</thead>
<tbody>
<tr>
<td>$216,064.62</td>
<td>187,048.27</td>
<td>29,016.35</td>
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</table>

## BUILDING FUND

<table>
<thead>
<tr>
<th>BUILDING FUND</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Fund Donations</td>
<td>$104,261.51</td>
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<tr>
<td>Building Fund Ball</td>
<td>2,209.35</td>
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| $106,470.86                     |
### REGULAR ACCOUNT

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>State</th>
<th>County</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Administration</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal Service — permanent</td>
<td>$54,360.79</td>
<td>44,285.72</td>
<td>10,075.07</td>
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<tr>
<td>Personal Service — temporary</td>
<td>2,014.97</td>
<td>1,815.92</td>
<td>199.05</td>
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<tr>
<td><strong>Travel Expense</strong></td>
<td>6,373.43</td>
<td>2,222.97</td>
<td>4,150.46</td>
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<tr>
<td><strong>General Expense</strong></td>
<td>5,127.37</td>
<td>4,549.79</td>
<td>577.58</td>
</tr>
<tr>
<td><strong>Printing Expense</strong></td>
<td>4,186.61</td>
<td>3,371.51</td>
<td>815.10</td>
</tr>
<tr>
<td><strong>Communication</strong></td>
<td>7,314.91</td>
<td>6,583.52</td>
<td>731.39</td>
</tr>
<tr>
<td><strong>Equipment</strong></td>
<td>6,863.86</td>
<td>6,153.67</td>
<td>710.19</td>
</tr>
<tr>
<td><strong>Refund to Chapters</strong></td>
<td>45,517.83</td>
<td>36,755.50</td>
<td>8,762.33</td>
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<tr>
<td><strong>Refund of Insurance Premiums</strong></td>
<td>701.48</td>
<td>666.73</td>
<td>34.75</td>
</tr>
<tr>
<td>Books, Emblems, Pins, Etc. for Resale</td>
<td>2,339.06</td>
<td>2,339.06</td>
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</tr>
<tr>
<td><strong>Officers, Directors and Committees</strong></td>
<td>134,800.31</td>
<td>108,744.39</td>
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</tr>
<tr>
<td><strong>Travel and Other Expenses</strong></td>
<td>7,805.49</td>
<td>6,510.10</td>
<td>1,295.39</td>
</tr>
<tr>
<td><strong>Civil Service Leader</strong></td>
<td>4,351.77</td>
<td>3,921.41</td>
<td>430.36</td>
</tr>
<tr>
<td>Personal Service — permanent</td>
<td>4,351.77</td>
<td>3,921.41</td>
<td>430.36</td>
</tr>
<tr>
<td><strong>General Expense</strong></td>
<td>148.41</td>
<td>133.56</td>
<td>14.85</td>
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<td><strong>Subscription</strong></td>
<td>46,437.03</td>
<td>41,793.34</td>
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<tr>
<td><strong>Merit Magazine</strong></td>
<td>50,937.21</td>
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<td>5,088.90</td>
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<tr>
<td>Personal Service — permanent</td>
<td>202.00</td>
<td>177.00</td>
<td>25.00</td>
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<tr>
<td><strong>General Expense</strong></td>
<td>216.54</td>
<td>194.89</td>
<td>21.65</td>
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<tr>
<td><strong>Printing</strong></td>
<td>15,494.53</td>
<td>13,945.16</td>
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<td><strong>Communication</strong></td>
<td>864.78</td>
<td>778.30</td>
<td>86.48</td>
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<tr>
<td><strong>Annual &amp; Special Delegate Meetings</strong></td>
<td>16,777.85</td>
<td>15,095.35</td>
<td>1,682.50</td>
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<td>Personal Service — temporary</td>
<td>73.60</td>
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<td>7.36</td>
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<td><strong>General Expense</strong></td>
<td>42.30</td>
<td>42.30</td>
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<tr>
<td><strong>Printing</strong></td>
<td>291.25</td>
<td>291.25</td>
<td>0</td>
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<tr>
<td><strong>Dinner</strong></td>
<td>2,805.46</td>
<td>2,578.24</td>
<td>227.22</td>
</tr>
<tr>
<td><strong>Refund of Tickets</strong></td>
<td>46.50</td>
<td>46.50</td>
<td>0</td>
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<tr>
<td><strong>Annual Dinner</strong></td>
<td>3,259.11</td>
<td>3,024.53</td>
<td>234.58</td>
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<tr>
<td><strong>General Expense</strong></td>
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<td>62.63</td>
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<td><strong>Printing</strong></td>
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<tr>
<td><strong>Dinner</strong></td>
<td>1,741.57</td>
<td>1,567.41</td>
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<td><strong>Refund of Tickets</strong></td>
<td>60.00</td>
<td>60.00</td>
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<tr>
<td><strong>Grand Totals</strong></td>
<td>$216,167.65</td>
<td>181,561.17</td>
<td>34,606.48</td>
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### BUILDING FUND

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion &amp; Publicity</td>
<td>$6,857.06</td>
</tr>
<tr>
<td>Prizes</td>
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</tr>
<tr>
<td>Building Fund Ball</td>
<td>2,195.93</td>
</tr>
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<td><strong>Total</strong></td>
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### CASH

<table>
<thead>
<tr>
<th>Expenditure</th>
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</thead>
<tbody>
<tr>
<td>Albany Banks (6)</td>
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<tr>
<td>Imprest Fund</td>
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<td><strong>Total</strong></td>
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### BUILDING FUND

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Trust Company</td>
<td>$89,217.32</td>
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</table>

Winter — 1948
Veterans' Preference

Veterans' preference is a top concern in civil service today. Neither the veteran nor the non-veteran is satisfied with the present condition. No one knows just what the preference is or will be at any future time as the Courts grind out conflicting decisions on the many cases presented to them.

THE PRESENT SITUATION

The present veterans' preference provision in the State Constitution consists of two parts. The first part provides absolute and permanent preference in appointment and in promotion for disabled veterans.

The second part provides a five year preference expiring December 31, 1950 for non-disabled veterans. The non-disabled veteran does not have absolute preference. He comes after all disabled veterans but before all civilian eligibles. The disabled veteran comes first, then the non-disabled after all disabled veterans, and last the other eligibles without war service.

The non-disabled veterans have viewed with righteous suspicion and dismay the special absolute preference given to zero disabled veterans who have enjoyed the same absolute preference as the really disabled. The recent court decision placing recognizable disability at ten per cent will help, but will not cure their dissatisfaction.

Preference for the disabled veteran is permanent. The present preference for the non-disabled is limited to five years, ending December 31, 1950.

If nothing is done, the preference to disabled veterans will continue but the preference to the non-disabled will lapse in 1951. To continue or to change the present constitutional amendment requires first, that the amendment be passed by two different legislatures (that is before and after a new legislature is elected) and the amendment must then be approved by the people at a regular election.

PROPOSALS FOR CHANGE

Two proposed amendments were passed at the last legislative session — the Mitchell Amendment and the Condon Amendment.

THE CONDON PROPOSAL

The Condon Amendment is supported by some segments of the American Legion and opposed by many veterans in the state and local governments and without government. It would make no change in the present absolute preference for disabled veterans in appointment and promotion. For non-disabled veterans it would extend the present preference for original appointment but would give no preference in promotion to non-disabled veterans.

THE MITCHELL PROPOSAL

The second proposed amendment is the Mitchell Amendment. This would give a single preference to be exercised only once by any veteran, either disabled or non-disabled. The preference would not be an absolute

disabled veteran would have 10 points added to his examination mark for original appointment or 5 points added to his examination mark for promotion. The non-disabled veteran would similarly be given 5 added points on examination for original appointment or 21/2 additional points for promotional examination. After one preference is used to obtain appointment or promotion, there would be no further preference of any kind to that employee.

IT IS A CHOICE

It is important for all employees to understand that the choice is between two proposed amendments. There is no time or opportunity to pass a different amendment. To oppose both amendments would merely play into the hands of those who selfishly wish to see no improvement made.

THE MITCHELL PROPOSAL PROVIDES NEEDED IMPROVEMENT

The Mitchell proposal has the following advantages. It reduces the general preference to a single preference in one appointment or promotion. It reduces absolute preference to a moderate point preference. It gives less preference on promotion than on original appointment. It would give both the non-veteran and the non-disabled veteran much more fair opportunity for appointment than now exists. In promotion it would do away with preference but a percentage or point preference. The monopoly of preference which the disabled veteran would enjoy under the Condon bill. It does away with absolute preference which is wrecking the civil service today.

Any fair comparison of the two proposed amendments will show that the Mitchell bill is fairer both to the veteran and to the non-veteran than the Condon bill. It is worth vigorous support.

The thousands of eager young Americans graduating from our colleges and high schools yearly who never had an opportunity for military service have an unalienable right to a fair chance to serve in public employment. This right is denied them under present preference requirements.

The many veterans who are graduating now and will graduate from various schools under the educational features of the Federal G.I. Bill of Rights also have a right to a fair opportunity to compete for public service jobs. Under present provisions they too are discriminated against.

Bring the facts contained in this editorial to the attention of all citizens. This is important to the future of the Merit System.
The Future Unfolds

By

Charles R. Culyer, Field Representative

Now that the County Division is entering its third year of operation, a report of its accomplishment and a view of its future is in order.

Those of us who were present will remember the discussions that took place before a final vote was taken by the delegates assembled in annual meeting to vote on changing the Constitution and By-laws to accept membership in the subdivisions. Questions were raised as to the wisdom of accepting the subdivision employees as members of the Association — many to the effect that the organization could never be successfully accomplished due to the divergent interests of the state and local subdivision employees at their employment levels. Others felt that each group should continue their interest in separate units. But what happened? A complete acceptance of the municipal subdivision group into membership and each in their own manner supporting the other by membership strength, and the creation of public opinion for a better understanding of the civil employee problems. By reason of this wider membership, the Association has broadened its activities and opened up visions of service which the officers of the Association have now put into effect.

What this merging of interest and effort means was most emphatically demonstrated by the friendly neck-and-neck race two chapter units staged in the Building Fund Drive. One was of state membership and the other subdivision members but the finish 1-2 finish was for the benefit of all members of the Association and a real demonstration of unity of purpose.

The record speaks for itself. Twenty-one Chapters with a membership of 6,000 and a promise of 30 Chapters and 10,000 members by January 1, 1949 — only just around the corner. The records of the membership unit at headquarters show continued renewals of membership and a striking increase in new memberships. No one can question at this time the sincere efforts made by the County Chapters to publicize the Association and its activities. The thought is now taking hold that the Association is the one all-inclusive civil employee organization in New York State, and the only one doing a 365-day-a-year job in representing the civil employees.

Contacts with public officials, both appointive and elected, convey the respect in which membership in the Association is held. Conferences and interviews are freely granted and real progress in improvement of the lot of the subdivision employee has been made. When one considers that the salary of the subdivision employee averages 20% to 33 1/3% less than the present state salary levels, the field of employee representation on this most important subject alone is very important.

As membership increases, the vital business of negotiation will be the most pressing business of the Association. It must now set itself to perfecting this technique so that the membership can be effectively served. It must obtain the facts and present them in the orderly manner which is the history of the Association’s successful 38 years of service. Let no criticism be made of its activities in negotiations. A firm approach to unjust practices, and a suggestion of a solution to the problem, is good labor practice. Such contacts build good-will for the future in civil government.

Out of this period of growth will come the necessity for changes in the Association’s approach to the organization of the subdivision and their integration into the operational structure of the Association. Some of these changes have already made themselves felt and in the spirit of “all for one — one for all” have been accepted in the county division. The problem of the effective use of the Association’s facilities in the large units of civil employment has been carefully studied. Tests have been made by Association staff members in county and city government units to develop factual information in the presentation of membership programs for salary and working condition improvements. Chapters, and chapter units, have been assisted by headquarters staff and counsel in their presentation of these problems.

With the addition of publicity and research personnel and the additional operating space in the new headquarters building, the subdivision membership feels that their effort in supporting the building fund campaign will now be repaid by practical assistance at their employment level.

In doing these things, however, the Association has only started the job of making the merit system work in the subdivisions. A tremendous job of education still is to be done. One must realize that for years an iron curtain of isolation has surrounded this group of civil employees even though they were a legion of over 100,000 workers. True, in several jurisdictions, courageous and progressive employees organized to protect their working conditions but there was no clearing house for exchange of information so necessary for programs of improvement in their jobs. If the Association does nothing else for county division membership, its program of supplying information to this membership will be a lasting accomplishment.

(Continued on page 114)
Amendments to Constitution

The Delegates at the Annual Meeting on October 6th approved an amendment to the Association's Constitution which amends Section 5 of Article V to read as follows:

"Section 5. Regional Conferences. The board of directors may divide the state into not more than five regions and within each region two or more chapters in the state division may form a regional conference upon the approval by the board of directors of the constitution and by-laws of such regional conference. Each chapter in the State division in such region shall be eligible for membership in such regional conference shall be entitled to select one representative as a member of the state executive committee. Such regional conference may be dissolved by a two-thirds vote of the board of directors."

The delegates also considered amendments to the Constitution and By-Laws which resulted from a study by the Special Committee on Composition of the Board of Directors. These changes would give representation on the Board of Directors in proportion to membership in the respective State and County Divisions of the Association and would reduce the size of the Board. The amendments were ordered printed in a future issue of this magazine prior to action at the next meeting of delegates.

The report of the Special Committee on Revision of the Constitution and By-Laws was made by Theodore Becker, Committee Chairman. Members of the special committee are Charles H. Foster, George L. Flach, Morris Goldfarb, Robert C. Killough and Paul McCann.
The Consumers' Price Index

A reliable record of price changes is vital to an understanding of economic problems. The United States Bureau of Labor Statistics supplies such a record. The Bureau is rendering one of the most essential and valuable services of the present day. Its reliability is vouched for by experience over many years.

Because the index is the basis for wage and salary changes in the outstanding plans of hitching emergency adjustments to the cost of living, such as the Westchester County Plan, the Minnesota Plan, the General Motors Corporation Plan, and others, and because the Association has urged that salary adjustments in State service might well be included in some sound plan which would employ the Consumers' Price Index, we print here a general explanation of how the Index is prepared as taken from the August, 1948, Bureau of Labor Statistics Report:

"The consumers' price index for moderate-income families in large cities," formerly known as the "cost of living index," measures average changes in retail prices of goods, rents and services bought by families of wage earners and moderate-income workers in large cities. Time-to-time changes in the prices of goods and services are weighted by 1934-36 average expenditures of families whose incomes averaged $1,524 in 1934-36. City data are combined for the United States with the use of population weights.

The indexes do not indicate whether it costs more to live in one city than in another.

Food prices are collected monthly in 56 cities during the first 3 days of the week which includes the fifteenth of the month.

Fuel prices are collected monthly in each of the 34 large cities.

Prices of apparel, housefurnishings, and miscellaneous goods and services are obtained in 10 key cities each month and in 24 other large cities quarterly. Prices are collected for 8 of the 24 quarterly cities each month. The schedule for pricing commodities and services in individual cities is as follows:

<table>
<thead>
<tr>
<th>Every Month</th>
<th>Savanna</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birmingham</td>
<td>February, May, August, Nov.</td>
</tr>
<tr>
<td>Boston</td>
<td>Atlanta</td>
</tr>
<tr>
<td>Chicago</td>
<td>Cleveland</td>
</tr>
<tr>
<td>Cincinnati</td>
<td>Milwaukee</td>
</tr>
<tr>
<td>Detroit</td>
<td>New Orleans</td>
</tr>
<tr>
<td>Houston</td>
<td>Norfolk</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>Scranton</td>
</tr>
<tr>
<td>New York</td>
<td>Seattle</td>
</tr>
<tr>
<td>Philadelphia</td>
<td>Washington</td>
</tr>
<tr>
<td>Pittsburgh</td>
<td>Buffalo</td>
</tr>
<tr>
<td>January, April, July, October</td>
<td>March, June, Sept., Dec.</td>
</tr>
<tr>
<td>Buffalo</td>
<td>Baltimore</td>
</tr>
<tr>
<td>Denver</td>
<td>Jacksonville</td>
</tr>
<tr>
<td>Indianapolis</td>
<td>Memphis</td>
</tr>
<tr>
<td>Kansas City</td>
<td>Minneapolis</td>
</tr>
<tr>
<td>Manchester</td>
<td>Milwaukee</td>
</tr>
<tr>
<td>Portland, Ore.</td>
<td>Cleveland</td>
</tr>
<tr>
<td>Richmond</td>
<td>Buffalo</td>
</tr>
<tr>
<td>Mobile</td>
<td>Detroit</td>
</tr>
<tr>
<td>Portland, Me.</td>
<td>Scranton</td>
</tr>
<tr>
<td>St. Louis</td>
<td>Savannah</td>
</tr>
<tr>
<td>San Francisco</td>
<td>Norfolk</td>
</tr>
</tbody>
</table>

Rental information is obtained quarterly in each city. The Bureau of Labor Statistics obtains its figures on rents by asking tenants in a representative sample of dwellings what rent they pay and what facilities and services are included in the rent. The samples are chosen to represent all tenant dwellings, new and old, small and large, single homes and apartments. The rents, so reported, are then compared with those reported by the tenants for the same dwellings at the time of the last rent survey, after adjustments are made for any changes in the facilities (e.g., heat) and services (e.g., janitor service) included in the rent. Removal of facilities and services without compensating reductions in rent are treated as rent increases. When facilities or services not previously included in the contract rent are added, if the rent is increased in excess of the value of the additional items, the excess charge is reflected as a rent increase. Just as in the case of the other groups (food, apparel, etc.) of the consumers' price index, the rent index measures changes in the rent paid for the same dwellings from one time to another, not the amount of money which families spend for housing. For example, it does not reflect the costs of repairs made by tenants, the change in housing costs of workers who have migrated or moved to better or poorer quarters; nor does it take into account deterioration in upkeep or service, or the additional costs of "extras" or premiums charged by some landlords when they rent to new tenants. A representation of new and converted units is added to the rent samples periodically and thereafter rent changes for these units are reflected in the index as they occur.

### THE CONSUMERS' PRICE INDEX

(U.S. Bureau of Labor Statistics)

(1935-39 = 100)

<table>
<thead>
<tr>
<th>Year</th>
<th>Large Cities</th>
<th>New York</th>
<th>Buffalo</th>
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<tr>
<td>1941</td>
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<tr>
<td>1943</td>
<td>April 15</td>
<td>124.1</td>
<td>122.8</td>
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<tr>
<td>1944</td>
<td>April 15</td>
<td>124.6</td>
<td>125.3</td>
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<tr>
<td>1945</td>
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<td>1948</td>
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<td>1948</td>
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<td>1948</td>
<td>July 15</td>
<td>173.7</td>
<td>172.6</td>
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<tr>
<td>1948</td>
<td>August 15</td>
<td>174.5</td>
<td>173.3</td>
</tr>
<tr>
<td>1948</td>
<td>September 15</td>
<td>174.5</td>
<td>173.3</td>
</tr>
</tbody>
</table>
Erie Chapter
County Division

This article is written to acquaint the membership of the Association with the work of organizing a County Chapter and to compliment the officers of Erie Chapter for their enthusiastic acceptance and support of the Civil Service Employees Association.

Field Representative Charles R. Culver started visiting Erie County in January 1947, one month after the county division organization campaign got underway in the subdivisions. In the months following the county was surveyed for possible membership and meetings were held with existing employee organizations, of which there were four in active membership. The meetings were held with the executive boards and officers of these employee groups with the idea of stimulating chapter formation in the county. During these months of contacts which necessarily had to be at some intervals of time due to other county commitments, three units of employment expressed a desire to affiliate with the Association: Erie County Home and Infirmary Employees Civil Service Association; School Custodians Good Fellowship Club, Kenmore and the County Penitentiary Employees Association.

Contacts were continued with all interested groups, including public officials and the personnel director of the county.

Employees of the City of Tonawanda at a special meeting organized a local unit and became members of the Association. Two meetings were held with the Park and Highway employee groups and they came into membership.

When the membership in the Association had reached in number over 450, representatives from the different units were invited to attend a steering committee at Buffalo in June. At the meeting were representatives from the interested units and the group voted to act as a committee for the selection of a nominating committee for a slate of officers and necessary preparation of a Constitution and By-laws. Subsequently in July and August two meetings were held which resulted in a slate of officers being prepared for submission to the membership for the first election of officers of Erie Chapter. Meanwhile, membership interest was stimulated and plans made for a large new and renewal membership for the beginning of the fiscal year of the Association, October 1st.

In October the first membership meeting of the county membership was held at the American Legion Hall, West Seneca and a slate of officers was presented to the membership for election. The election resulted in the entire slate of officers nominated by the nominating committee being elected as follow: President Nicholas J. Giannelli, Erie County Home and Infirmary; 1st Vice President, Arthur Brodbeek, County Highway Dept.; 2nd Vice President, John R. Nelson, Jr., Tonawanda School District; Treasurer, Robert Heidenreich, Erie County Penitentiary; Secretary, Thelma McCarthy, Erie County Home and Infirmary; Sgt., Arthur Hunt, County Parks Dept.; Executive Committee Representative, Charles H. Caparella, Kenmore School District.
The picture on the front cover is of the new home or headquarters of the Association. It is located at 8 Elk Street, only a stone's throw from the State Capitol Building in Albany. The establishment of our new headquarters marks another great achievement in the history of the Association.

The building faces Lafayette Park, across the street from the Capitol. It formerly housed WOKO and WABY Broadcasting Stations and was well known as Radio Centre. It is a modern office building, with approximately 6000 square feet of office space, an elevator, an auditorium on street level and has all modern conveniences including sound-proofed rooms almost throughout. Parking space for from eight to ten cars is available in the rear of the building.*

The purchase price was $62,000, and the seller, Raymond M. Curtis, New York City, agreed to remit the taxes due on the property on January 1, 1949 amounting to about $3,000. Besides its purchase, the building can be conditioned as necessary and fully equipped to provide efficient headquarters, all within the total of net proceeds from the building fund drive which amounted to approximately $87,000.

The new home of the Association will provide adequate business office and executive office space, a library, conference rooms, and it is planned that the auditorium on the street level floor will be completely equipped to care for business and social activities of chapters and committees. The additional space available will enable the employment of extra staff to more fully meet the needs and demands of the Association's 46,000 members, including additional legal, research and publicity assistants.

The Headquarters of the Association for several years after its organization in 1910 was located in the home of the President with a Mail Box Address in the Post Office in the Capitol Building. For a short time in 1931, modest quarters were rented at 228 State Street, between the Capitol and State Office Building in Albany. In 1932, the Association was invited to occupy a room in the State Capitol. William N. Thomas, now deceased, who originally helped to organize the Association, and was its president at one time, and Joseph D. Lochner, now Executive Secretary, were the sole occupants of the first headquarters.

Today, the Association's staff includes the Executive Secretary, Executive Representative, ten office assistants, two field representatives and a research economist. The Counsel and Assistant Counsel, John T. DeGraff and John E. Holt-Harris, are located at 11 No. Pearl Street, Albany. The space in the State Capitol occupied by the Association today is only slightly larger than in 1932.

For several months the Special Building Committee, charged with the responsibility of securing suitable quarters, and headed by Harry G. Fox, Association Treasurer, has been busy examining many available sites and properties. Legal, realty and engineering experts serving on the committee were former President Charles A. Brind, Jr. Serving with him were Charles H. Foster, Albany; Treasurer Harry G. Fox, Troy; Harry Fritz, West Coxsackie; John McNamara, Albany; Arthur Marx, Poughkeepsie; Victor J. Palitsis, Pearl River; Robert K. Stilson, Schenectady; Clarence W. F. Stott, Binghamton; Francis A. MacDonald, State School; Robert R. Hopkins, Buffalo, and Joseph D. Lochner, secretary to the committee.

The successful drive to raise the necessary funds was participated in and supported wholeheartedly by Association and chapter officers and committees, members, and the headquarters' and field staff.

A GOOD DEED — The Civil Service Employees Association receives the deed to the former Radio Center Building in Elk St. It has purchased the building as a headquarters. Left to right are: Dr. Frank L. Tolman, Association President; Harry G. Fox, Building Committee Chairman; John T. DeGraff, Association Counsel, and Samuel Jacobs, attorney for the previous owner.
Your Representatives

Keep this list for future reference. These are your representatives in the State Legislature for the ensuing year. They should be made familiar with the resolutions adopted at the Annual Meeting, as printed herein. The resolutions make up the Association’s Program for 1949 — they are the remedies to present problems of public employees. Keep your representatives in the Legislature informed on employee needs — urge their support of Association’s proposals to better working conditions.

NEW YORK STATE LEGISLATURE

DISTRICT 1

1 Rep S. Wentworth Horton, Greenport
2 Rep John D. Bennett, Rockville Centre
3 Rep William S. Hufts, Jr., Port Washington
4 Rep Seymour Halpern, 83-80 116th St., Kew Gardens
5 Dem James P. Graffam, 1106 Mexico St., St. Albans
6 Dem Frank D. O’Connor, 37-42 84th St., Jackson Heights
7 William N. Conrad, 6040 Madison St., Richmond
8 Dem John J. Pasquale, 3340 Barker Ave., Bronx
9 Rep Herbert I. Sorin, 387 Bradford St., Brooklyn
10 Rep Fred G. Moritt, 1273 Park Place, Brooklyn
11 Rep James F. Fitzgerald, 116-06 Mexico St., St. Albans
12 Rep William S. Hults, Jr., Port Washington
13 Rep S. Wentworth Horjton, Greenport
14 Rep Frank D. O’Connor, 37-42 84th St., Jackson Heights
15 Rep William N. Conrad, 6040 Madison St., Richmond
16 Rep John J. Pasquale, 3340 Barker Ave., Bronx
17 Rep Herbert I. Sorin, 387 Bradford St., Brooklyn
18 Rep Fred G. Moritt, 1273 Park Place, Brooklyn
19 Rep James F. Fitzgerald, 116-06 Mexico St., St. Albans
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46 Rep Frank D. O’Connor, 37-42 84th St., Jackson Heights
47 Rep William N. Conrad, 6040 Madison St., Richmond
48 Rep John J. Pasquale, 3340 Barker Ave., Bronx
49 Rep Herbert I. Sorin, 387 Bradford St., Brooklyn
50 Rep Fred G. Moritt, 1273 Park Place, Brooklyn
51 Dem Ray B. Tuttle, Lake Road, Clarkson
52 Rep Earl W. Brydges, Wilson
53 Rep Walter J. Mahoney, 6 Saybrook Place, Buffalo
54 Rep Edmund R. Radwan, 3 Norway Park, Buffalo
55 Dem Benjamin Miller, Transit Road, Swormville
56 Rep George H. Pierce, 142 North Fifth, Allegany

STATE ASSEMBLY

ALBANY COUNTY

1 Rep James F. Dillon, 1105 6th Ave., Watervliet
2 Rep William H. MacKenzie, Belmont
3 Rep Bernard C. McDonnell, 262 Alexander Ave., Bronx
4 Rep Richard M. Goldwater, 900 Grand Concourse, Bronx
5 Rep Edward T. Galloway, 1419 University Ave., Bronx
6 Rep A. Joseph Ribustello, 3110 Park Ave., Bronx
7 Dem Joseph A. Martinis, 730 Manida St., Bronx
8 Rep Julius J. Gans, 1016 Faile St., Bronx
9 Rep Louis Peck, 1605 Fulton Ave., Bronx
10 Rep John T. Satriale, 2155 Mohagen Ave., Bronx
11 Rep Elizabeth Hannafin, 2229 Homer Ave., Bronx
12 Rep John P. Pasquale, 3340 Barker Ave., Bronx
13 Rep Gladys E. Banks, 3715 Rombout Ave., Bronx
14 Rep Nathan A. Lashin, 1950 Andrews Ave., Bronx
15 Rep William J. Drohan, 305 Oliver Place, Bronx
16 Rep Richard H. Knauf, 67 Fairview Ave., Binghamton
17 Rep Orlo M. Brees, 508 Mountainview Dr., Endicott
18 Rep Leo P. Noonan, Farmersville Station
19 Rep Charles A. Conick, Norwich
20 Rep E. Herman Magnuson, 3 Locust St., Jamestown
21 Rep Harry J. Tift, 205 John St., Horseheads
22 Rep Janet Hill Gordon, Hornell
23 Rep James A. FitzPatrick, Hamilton St., Plattsburg
24 Rep Willard C. Drumm, Niverville
25 Rep Harold L. Creal, Homer
26 Rep Elmer J. Kellum, Hancock
27 Rep Robert Watson Phipps, Wassaic
28 Rep Joseph S. Capiezzi, 398 Connecticut St., Buffalo
29 Rep Justin C. Morgan, 143 Doncaster Rd., Kenmore
30 Rep William J. Butler, 63 Rose St., Buffalo
31 Rep Frank J. Caffery, 92 Prier Ave., Buffalo
32 Rep Philip V. Jackowski, 379 Pekham St., Buffalo
33 Rep George F. Dannebrock, 680 Weppel St., Buffalo
34 Rep Julius Volker, 194 Central Ave., Lancaster
35 Rep John R. Pillon, 61 Magnolia St., Lockawanna
36 Rep L. Judson Morhouse, Ticonderoga
37 Rep William L. Doige, Chateaugay
38 Rep Joseph R. Younglove, 14 Hoosic St., Johnstown
39 Rep John E. Johnson, LeRoy
40 Rep William E. Brady, Coxsackie
41 Rep Leo A. Lawrence, Herkimer
42 Rep Orin S. Wilcox, Theresa
43 Rep John E. Johnson, LeRoy
44 Rep William E. Brady, Coxsackie
45 Rep Leo A. Lawrence, Herkimer
46 Rep Orin S. Wilcox, Theresa
47 Rep John E. Johnson, LeRoy
48 Rep William E. Brady, Coxsackie
49 Rep Leo A. Lawrence, Herkimer
50 Rep Orin S. Wilcox, Theresa
KINGS COUNTY

1 Rep Max M. Turetsen, 1392 East 49th St., Brooklyn
2 Dem J. Sidney Levine, 1444 East 7th St., Brooklyn
3 Dem Mary A. Gillen, 82 Pioneer St., Brooklyn
4 Dem Bernard Austin, 500 Bedford Ave., Brooklyn
5 Dem Harry Mott, 274 MacDougal St., Brooklyn
6 Dem John J. Ryan, 355 Clinton Ave., Brooklyn
7 Dem Louis Kalish, 4001 6th Ave., Brooklyn
8 Dem Arthur A. Low, 160 5th Ave., Brooklyn
9 Rep Frank J. McMullen, 68 76th St., Brooklyn
10 Rep Lewis W. Oliffe, 199 Bergen St., Brooklyn
11 Dem Eugene E. Bannigan, 136 Maple St., Brooklyn
12 Dem James W. Feely, 300 11th St., Brooklyn
13 Dem Lawrence P. Murphy, 4408 Flatlands Ave., Brooklyn
14 Dem Edward S. Lenot, 212 South 2nd St., Brooklyn
15 Dem John Smolenski, 1044 Manhattan Ave., Brooklyn
16 Dem Frank J. Pino, 1865 West 3rd St., Brooklyn
17 Dem Bertram L. Baker, 399 Jefferson Ave., Brooklyn
18 Dem Irwin Steinigut, 706 Eastern Parkway, Brooklyn
19 Dem Philip J. Schuster, 4701 12th Ave., Brooklyn
20 Dem Joseph R. Goras, 1579 DeKalb Ave., Brooklyn
21 Dem Thomas A. Dwyer, 551 East 23rd St., Brooklyn
22 Dem Anthony J. Travia, 36 Jerome St., Brooklyn
23 Dem Alfred A. Lama, 1760 Union St., Brooklyn
24 Dem Ben Werbel, 598 Powell St., Brooklyn

LEWIS COUNTY

Rep Benjamin H. Demo, Croghan

LIVINGSTON COUNTY

Rep Joseph W. Ward, Caledonia

MADISON COUNTY

Rep Wheeler Milmoe, Canastota

MONROE COUNTY

1 Rep J. Eugene Goddard, 211 East Spruce St., East Rochester
2 Rep A. Gould Hatch, 15 Nottingtham Circle, Rochester
3 Rep Raymond H. Combs, Churchville
4 Dem Charles F. Stockmeister, 74 Second Ave., Hilton

MONTGOMERY COUNTY

Rep John F. Bennett, Fort Plain

NASSAU COUNTY

1 Rep Frank J. Becker, Lynbrook
2 Rep Joseph F. Carlufo, Long Beach
3 Rep Genesta M. Strong, Plandome
4 Rep David S. Hill, Jr., Glenwood Landing

NEW YORK COUNTY

1 Rep Maude TenEyck, 102 East 22nd St., New York City
2 Dem Louis DeSalvio, 425 West Broadway, New York City
3 Dem Owen McGivern, 411 West 44th St., New York City
4 Dem Leonard Farstein, 504 Grand St., New York City
5 Dem Irwin D. Davidson, 151 Central Park W., New York City
6 Dem Francis X. McGowan, 235 East 22nd St., New York City
7 Dem James T. McNamara, 195 Claremont Ave., New York City
8 Rep Archibald Douglas, Jr., 455 East 57th St., New York City
9 Rep John R. Brook, 27 East 95th St., New York City
10 Dem Franko Marnari, 508 East 79th St., New York City
11 Dem Thomas Dickens, 204 West 13th St., New York City
12 Dem Elijah Crump, 514 Lenox Ave., New York City
13 Dem Harold A. Stevens, 295 Convent Ave., New York City
14 Dem Hulan E. Jack, 45 West 110th St., New York City
15 Rep Samuel Roman, 233 Bennett Ave., New York City
16 Dem Louis A. Gioffi, 345 East 119th St., New York City

NIAGARA COUNTY

1 Rep Jacob E. Hollinger, Middleport
2 Rep Ernest Curto, 328 Jefferson Ave., Niagara Falls

ONEIDA COUNTY

1 Dem Ira Francis Domer, R.D. 1, Deerfield
2 Dem Jeremiah A. Ashcroft, 1631 Nelson St., Utica

ONONDAGA COUNTY

1 Rep Scarlee G. Shults, 10 Leitch Ave., Skaneateles
2 Rep Donald H. Mealt, 358 Coleridge Ave., Syracuse
3 Rep Lawrence M. Rulison, 156 Hastings Pl., Syracuse

ONTARIO COUNTY

Rep Harry R. Marble, R.D., Holcomb

ORANGE COUNTY

1 Rep Lee B. Mailler, Cornwall
2 Rep William E. Clancy, 6149 Linden St., Ridgewood
3 Rep Anthony R. Carus, 71-43 58th St., Maspeth
4 Rep Thomas A. Duffy, 2237 37th St., Long Island City
5 Rep William G. Giaccio, 35-14 102nd St., Corona
6 Rep William F. Bowe, 55-39 159th St., Flushing
7 Rep Anthony P. Savarese, Jr., 118-11 84th Ave., Kew Gardens
8 Rep Samuel Rabin, 182-15 Radnor Rd., Jamaica
9 Rep Fred W. Preller, 218-05 100th Ave., Queens Village
10 Rep Angelo Graci, 107-19 75th St., Ozone Park
11 Dem Thomas Fitzpatrick, 153-24 89th Ave., Jamaica
12 Dem J. Lewis Fox, 311 Beach 69th St., Arverne

RENSSELAER COUNTY

Rep Thomas H. Browa, 342 Taylor Court, Troy

RICHMOND COUNTY

1 Dem William N. Reidy, 34 Mada Ave., Staten Island
2 Rep Edmund P. Radigan, 152 DeKalb St., Staten Island

ROCKLAND COUNTY

Rep Robert Walsley, Upper Nyack

ST. LAWRENCE COUNTY

Rep Allan P. Sill, Massena

SARATOGA COUNTY

Rep John L. Ostrocker, Schuylerville

SCHENECTADY COUNTY

Rep Oswald D. Heck, 2146 Union St., Schenectady

SCHOHARIE COUNTY

Dem Sharon J. Mauhs, Cobleskill

SCHUYLER COUNTY

Rep Jerry W. Black, Bardinett

SENeca COUNTY

Rep Lawrence VanCleef, Seneca Falls

STEWEN COUNTY

Rep William M. Stuart, Canastota

SUFFOLK COUNTY

1 Rep Edmund R. Lupton, Cutchogue
2 Rep Elisha T. Barrett, Brightwaters

SULLIVAN COUNTY

Dem James G. Lyons, Monticello

TIOGA COUNTY

Rep Myron D. Albrow, Lounsberry

TOMPKINS COUNTY

Rep Ray S. Ashberry, Trumansburg

ULSTER COUNTY

Rep John F. Waldin, Highland

WASHINGTON COUNTY

Rep Henry Neddio, Westfield

WAYNE COUNTY

Rep Mildred F. Taylor, Lyons

WESTCHESTER COUNTY

1 Rep Malcolm Wilson, 77 Rockland Ave., Yonkers
2 Rep Fred A. Grazer, 146 Grove St., Tarrytown
3 Rep Harold D. Toomey, 55 Parkway West, Mount Vernon
4 Rep Frank S. McCullough, 15 Waapanacone Ave., Rye
5 Rep Samuel Faile, 152 Party Ave., White Plains
6 Rep Theodore Hill, Jr., Jefferson Valley

WYOMING COUNTY

Rep Harold C. Osterberg, Attica

YATES COUNTY

Rep Vernon W. Blodgett, Rushville
young people; the amount of years spent on college and at post-graduate work, and there they were right down the line with fewer opportunities for advancement than ever are to be found in private employment anywhere in America. One of the great things in government service is sometimes to sacrifice the element of security for opportunity; to find ways and means of digging out these people down the line who, because of law, regulations, or procedures, of necessity have a very confined field as against the kind of a field they would have in private enterprise.

Now, to me, a great governmental department, as the Department of Labor or any other Department in the Civil Government, is like a ship—as Mary Goode Crone said—it is a ship with a lot of technicians and a lot of competent people who have the ship under control at the drop of a hat. The only thing the Commissioner can do is tell what port that ship will go to, but carrying that ship to the port are the men and women who make the government service, have a permanent every day base, and who have the technical knowledge and experience over the years to make this thing we call government tick, and I think we can mighty well be proud of that kind of government in the State of New York.

It is no exaggeration as we do say over and over again, and I say it at every opportunity, that we have the most progressive and efficient government in the United States right here in the State of New York. That goes for every Department and goes for every person who works in every Department of the State, and because it is progressive and because it is efficient the people of the State of New York enjoy the most advanced social legislation and the best government, and greatest service for their taxes than any other government in the United States.

In New York State we have developed high degree of cooperation between management and labor. We have learned the need of having these two parties sit around a table and talk over their problems in the spirit of cooperation. We have learned that in the last analysis industrial conflict, strikes, the use of force and violence in industrial relations constitutes a loss for the employer, a loss for the worker himself, and a loss for the general public. But, in between this cooperation—between labor and management, is also the role played by government itself.

Now, I do want to say this about your Association, and again going back through the years, the thing that used to disturb me a little bit about the representatives of employees was the kind of a fellow who came to my office and said to me, "We demand, or we'll picket, or we'll strike." A Commissioner is only an employee like yourself. He has no authority and no power to go beyond what the Legislature of the State 'dictates shall be the hours of work, the wages, and the working conditions of the people who work for the State Government. We may use our influence as the heads of Departments to shape policies and direct the organization along the channels it ought to go to improve the working conditions and raise wages and make jobs better than they are. But, essentially, when you are dealing with the head of a Department you ought to deal with him on the basis of worker to worker. He is a great Department head if he has the wisdom to sit down with the employees and talk over their grievances. He is not an executive if he escapes that responsibility and passes it down the line to the people who work for him.

Now, that is the basis of good employer-employee relationship within any Department—the employee who is proud of his Department; who knows that he is working for the people; and who is perfectly willing to give all he can to his job; and the head of a Department who contributes to the common cause by taking a deep human interest in the Staff and the work within the limitations of his authority, and does everything he can to make it easier and better for his employees down the line to do a good job for the people.
ROSTER OF CHAPTER OFFICIALS

CAPITAL DISTRICT REGIONAL CONFERENCE

CENTRAL NEW YORK REGIONAL CONFERENCE

Treasurer: George Haynes

CONSERVATION DEPT.
CAPITOL CHAPETER • President: John C. Thompson, 488 Broadway, Albany Vice-President: Earl R. Holm Secretary: Mrs. Rhona Williet Treasurer: Joseph D. Lennon

ECONOMY STATE DEPARTMENT OF LABOR
D.P.U.I. CHAPETER • President: John D. Shea, 42 N. Pearl St., Albany Vice-President: Joseph Redling, 42 N. Pearl St., Albany Secretary: Miss Elizabeth S. McKnight, 1223 St., Albany Treasurer: Derick H. Bart, Education Bldg., Albany

Vice-President: Robert J. Batelle

JAMES E. CHRISTIAN MEMORIAL HEALTH DEPT. CHAPETER • President: John R. Clark, State Office Bldg., Albany Vice-President: William Siegal Secretary: Mrs. Dorothy Monroe, State Office Bldg., Albany Treasurer: Miss Margaret C. Haggerty

BINGHAMTON CHAPTER • President: Robert R. Hopkins, 78 Wilton Parkway, Buffalo Vice-President: Harry W. Phillips, Matteawan State Hospital, Beacon Secretary: Miss Margaret M. Criscuolo, State Training School for Boys, State School, Oneida County Treasurer: Alice W. Wagner, 112 S. Clinton St., Albany

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DEPARTMENT OF PUBLIC SERVICE • ALBANY CHAPETER • President: Charles Kins, State Office Bldg., Albany Vice-President: Horatio Baker Secretary: Margaret Mahoney Treasurer: Marjorie Madigan

PUBLIC WORKS #1 • ALBANY CHAPETER • President: Charles Van Der Voot, 353 Broadway, Albany Vice-President: Andrew J. Scallon Secretary: Bridge R. Minard Treasurer: John D. McNamara

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DEPARTMENT OF STATE CHAPETER • President: Edward L. Oldehuis, State Capitol, Albany Vice-President: Katherine Sheehan Secretary: Regina McLaughlin Treasurer: Isabelle M. O'Hagan

STATE DEPARTMENT OF TAXATION AND FINANCE \• CHAPETER • President: George Hayes, Administration, State Office Building, Albany Vice-President: Alfred Costello Secretary: Grace V. Manning Treasurer: Mary Conkey

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SOUTHERN REGIONAL CONFERENCE • Secretary: Harry W. Phillips, Matteawan State Hospital, Beacon Treasurer: Miss Margaret M. Criscuolo, State Training School for Boys, State School, Oneida County

CITY CHAPETERS • BINGHAMTON CHAPTER • President: Ernest L. Conlon, ABC Board, 805 Press Bldg., Thomasville • 1st Vice-President: Frank W. Bell, 425 State St. • 2nd Vice-President: C. Albion Kenworthy • Treasurer: Charles H. England

BUFFALO CHAPTER • President: H. P. Scott, Dept. Public Works, 30 W. Main St., Hornell Vice-President: Fred W. Turk Secretary: Mercedes Hallett

NEW YORK CITY CHAPETER • 80 Center St., New York City • President: M. L. Porta, Workmen's Compensation Corp. • Vice-President: Wm. H. Lasure Secretary: Martin J. Bishop Treasurer: William B. Lockwood

ONEONTA CHAPTER • President: Mrs. Gladys A. Butts, Conservation Dept., 140 Main St., Oneonta Vice-President: Herbert Haggerty, Homer Folks Hospital, Oneonta Secretary: Miss Margaret Wells, Health Dept., 16 Dietz St., Oneonta Treasurer: Thomas Natoli, Homer Folks Hospital, Oneonta

ROCHESTER CHAPTER • President: Raymond L. Monroe Tax Dept., 65 Broad St., Rochester Vice-President: Lillian M. Wilson, State Employment Service, 32 State St., Rochester Secretary: Mrs. Margaret Wells, Health Dept., 16 Dietz St., Oneonta Treasurer: Thomas Natoli, Homer Folks Hospital, Oneonta

SYRACUSE CHAPTER • President: Doris LeFeever, Dept. of Labor, 214 S. Warren St., Syracuse Vice-President: Miss Katherine Powers, Psychopathic Hospital, Syracuse

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The Employees Association was formed in 1937, and became really active about 1941.

Finally, one pay cut was restored; later the second restored; and the pay and salary scales in effect in the early 30’s were again in operation. Then the war—shortage of help—vacant positions—extra work—and finally, let’s be honest, inflation. There was justified discontent throughout the service, and the Employees Association under the very able leadership of your Vice-President, J. Allyn Stearns, really went to work. The C.I.O. organized a small group and were for a time very vociferous.

Barrington Associates, Inc., of New York City were retained by the county in 1945 to make a complete new survey and salary job evaluation. They filed their report in the spring of 1946.

A sound rate structure for any organization is built on the fundamental premise of equitable inter-relationship between jobs with equal pay for equal duties and responsibilities.

The study and recommendations were made on the assumption that the taxpayers and county authorities of Westchester desired to maintain the various services on the high plane which has given Westchester County an enviable reputation throughout the United States. About 700 job descriptions were developed, covering the various classifications in each department. Experience has shown that proper evaluation on a numerical point basis of each of the factors contained in the jobs will produce a total point value for a given job which represents its value in comparison with other jobs. This is the system that was used in the survey. It should be emphasized that all classifications were rated on the requirements, responsibilities and conditions of the job itself, with no attempt to consider the individual ability of the incumbents. Comparison was made of the general range of county pay with other governmental service and private business. Rates and information were secured from 21 or more municipalities and private businesses. Care was exercised to select only those classifications in which duties and requirements were reasonably comparable to those of Westchester County.

As a result of their survey and study, the recommendations of which were substantially adopted, the average base salary of Westchester employees was increased some 17% and the average compensation, from 1940 to 1948, was increased by 70%.

Prior to the survey, the county authorities and representatives of the county employees association had endeavored to work out a plan to provide additional compensation to meet increasing living costs. The first plan was a fixed amount which...
tion caused discontent; it was honest and sincere discussion of our problems. I hope that that relation will continue.

The Barrington Associates, Inc. report of its survey and recommendations closed with the following paragraph:

"In order to attain the fullest benefits, the program places added responsibilities upon the various groups as follows:

1. Upon the employees, to increase the quality and efficiency of performance on the job.
2. Upon the employee organizations, to assist constructively in administering the entire program and to advance only those proposals that benefit the overall county service as well as the individual employee.
3. Upon the department heads and others with supervisory responsibilities, to train their subordinates for better performance of their duties and administer the merit rating program consistently and justly.
4. Upon the county management and board of supervisors to administer consistently all phases of the program."

With such thoughts I am in full accord.

The establishment of uniform pay scales, the adoption of rules and regulations, the fixing of a definite policy assuring the uniform treatment of all employees throughout municipal service, I believe to be essential for the proper and efficient management of municipal functions. Our County Employees Association has been most helpful in disseminating information, interpreting rules, making surveys, straightening out grievances, obtaining group life insurance plans and arranging social get-togethers. There is improved morale in county service and the attendant increased return to the taxpayers. There is a most cordial relation between the County Executive and the representatives of the association resulting from frank and honest and sincere discussion of our problems. I hope that that relationship will continue.
You Can't Beat It...

THE GROUP LIFE INSURANCE

MADE AVAILABLE BY

The Civil Service Employees Association, Inc.

Why?... Consider These Features...

LOW COST 30c. semi-monthly per $1000 of Insurance for Members under 40 years—proportionately low rates for older members.

EASY PAYMENT It is paid for by deductions from insured members' pay. No additional cost for hazardous work.

FREE PROTECTION Each insured member receives 10% additional protection, minimum of $250, plus double indemnity for accidental death—without additional charge.

ITS BROAD—PAYS PROMPTLY Pays for death due to any cause. Claims are usually paid within 24 hours. Thus far over two and a half million dollars paid under the plan.

NEW WORKERS If you apply within the first three months of employment NO MEDICAL EXAM is required.

This was arranged for YOU --

Take Advantage of It!

Applications for the Group Life Insurance may be secured from any Local Chapter or from Association Headquarters, Room 156, State Capitol, Albany 1, New York
It is waiting for you -

YOUR "MEMBERSHIP" CARD

For the Association Year Beginning October 1, 1948

Support the Association's Program for 1949, as Outlined in Resolutions Contained in this Issue, by ACTIVE Membership. Keep Your Association Strong. Its Accomplishments, Services and Program Needs and Merits the Support of all Public Workers.