



THE STATE EMPLOYEE

OFFICIAL MAGAZINE OF THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK



IN THIS ISSUE

A CRISIS IS HERE!

ANNUAL MEETING — OCTOBER 5, 1937

REASON OR RACKET?

ASSOCIATION URGES ADEQUATE PAY

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N. Y. C. CHAPTER DINNER

R AND FAR

IN OUR NEXT ISSUE

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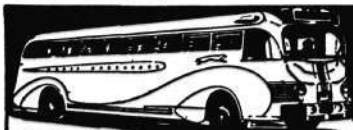
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THE STATE EMPLOYEE

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SEPTEMBER, 1937

NO. 6.

A Crisis Is Here!

The merit system is now passing through the most hazardous period of its history. Those who look upon positions in public service simply as spoils for partizan party advancement; those who wish to control public activities in the interest of selfish profits; those who fill public office but who lack wisdom and true patriotism, are outwardly or secretly making the most of troubled times to destroy the merit system. The conscienceless political pirates of all parties makes no pretense as to their aims. They always show the sword. They flashed it again and again during the session of Congress just ended. And those who would kill civil service "with a kiss" issue sanctimonious statements or propose progressive legislation relating to the civil service only as a cloak to dangerous and weakening proposals.

The friends of the civil service system are not deceived. They have had to cope with this for a long time. They are concerned, how-

ever, with the effect upon citizens generally of lip service on the part of prominent people and organizations unless strenuous efforts are made to properly inform as to the constantly increasing need for the application of the principles underlying the merit system. No truly great principle or purpose long endures the sword or the serpent unless loyal defenders meet each generation of citizens early on the highway and walk the whole way with them. Those who would save the government of the United States and each of its sub-divisions, and insist that these fulfill their highest destiny, must insist that the merit system apply and apply completely in the selection and direction of public servants.

No man living today can deny honestly the vital need of following the civil service system in recruiting civil service workers and as to their development and guidance after recruitment. For the reason that forces opposed to it have been

successful in preventing the full application of civil service principles, and for this reason only, there is fair criticism of the results of the present functioning of the merit plan. By inadequate financing of civil service commissions and departments, by unfit appointments to civil service commissions and departments, by retention in civil service commissions and departments those who have been false to honest civil service practice, by laws and riders to laws that have in effect hamstrung honest civil service commissions and departments, the full benefits of the merit system have been destroyed or delayed to the disgust and disappointment of all true patriots in all times and in all jurisdictions who understand well what could be accomplished along the line of good government if the civil service system was supported fully by those in power.

In our own State we have been

Continued on Page 6

The Annual Meeting—October 5, 1937

The Annual Meeting of the Association will be held at 7:30 P. M., Tuesday, October 5th, in the State Office Building, Albany. At that meeting ballots electing officers and the members of the Executive Committee for the ensuing year will be canvassed and results announced. Association Headquarters, Room 156, State Capitol, Albany, will be open until 10:00 P. M., on that day to receive ballots, properly executed, either by mail or delivered personally. Ballots for use of members in electing officers and depart-

mental representatives may be found on pages 15 and 16 of this issue.

Reports of officers, counsel and chairmen of standing committees of the Association, as to the work and accomplishments during the year closing, will be read into the minutes.

Discussion will doubtless be had concerning amendments to the Constitution of the Association which were presented in proper form at the last annual meeting and printed

in a previous issue of this magazine.

The proposals for inclusion in the Association's program for the coming year will be thoroughly discussed, together with suggestions as to the program which may be presented at the meeting. If any group of members, or individual member has any proposal which should be presented, and is unable to attend the meeting, please submit it with memorandum to the President or Secretary before the date of the meeting.

Reason or Racket?

The best course to pursue may still be in doubt as to many political and economic problems. But there is no doubt and no reason for doubt as to the course of action with reference to organized effort which New York State civil service employees should pursue.

Without adequate organization for many years prior to 1930 State workers were the ready victims of selfishly organized bodies, and were hopelessly helpless in formulating a progressive program for the improvement of State service or for their own welfare, and equally lacking in power to advance such a program.

From the very inception of the organization and practically since 1930 they have adopted the fairest and sanest course ever devised for promoting human welfare. They have met in orderly assembly, told the people of the State of their problem, pledged their aid to each other in a cooperative form of Association, financed that association by means of moderate dues, choose leaders from among their own members, and appealed for working conditions that would give their employers and themselves a square deal. They pledged loyal, efficient, cheerful service to the people of the State; they asked that their services be regarded with the dignity of careers, that they receive salaries to enable them to maintain decent standards of life, that they and their employer make joint contributions to a retirement fund to care for social needs when earning power ceased, that untold hours of toil be banished, and that employment conditions emphasize the human needs above material considerations.

They have gained many of their objectives while improving the quality and the strength of their organization. While 40,000,000 workers throughout the nation remained unorganized they went forward harmoniously toward the better things which unselfish organization brings. They observed the need for disciplined action; they did not abuse their power.

The foregoing is a description of the position taken and now advocated by your State-wide, State

employees organization — The Association of State Civil Service Employees. In the face of this common sense action is there any rational reason for the announcements that appear from time to time in the daily press that the C. I. O. or the A. F. L. or any other organization is establishing a chapter or a council or a lodge composed of State employees? With millions of workers throughout the country not organized in any kind of an efficient body why is there even a thought given to replacing a vigorous workers organization that has a record of accomplishments on behalf of its members in its own sphere better than that of the A. F. L., C. I. O., or any other labor body?

There is but one answer and we make it bluntly and fearlessly so that no one within State service or out of it will be deceived — all such movements must be considered as rackets of the most despicable sort. They thrive on the sucker-born-every-minute philosophy. They would out — Barnum.

This Association resents upon behalf of the workers of the State the insinuation and implication carried in bids for employee membership in various groups that these employees would be better off if they discarded their own present effective organization and embarked upon a new, costly and questionable experiment.

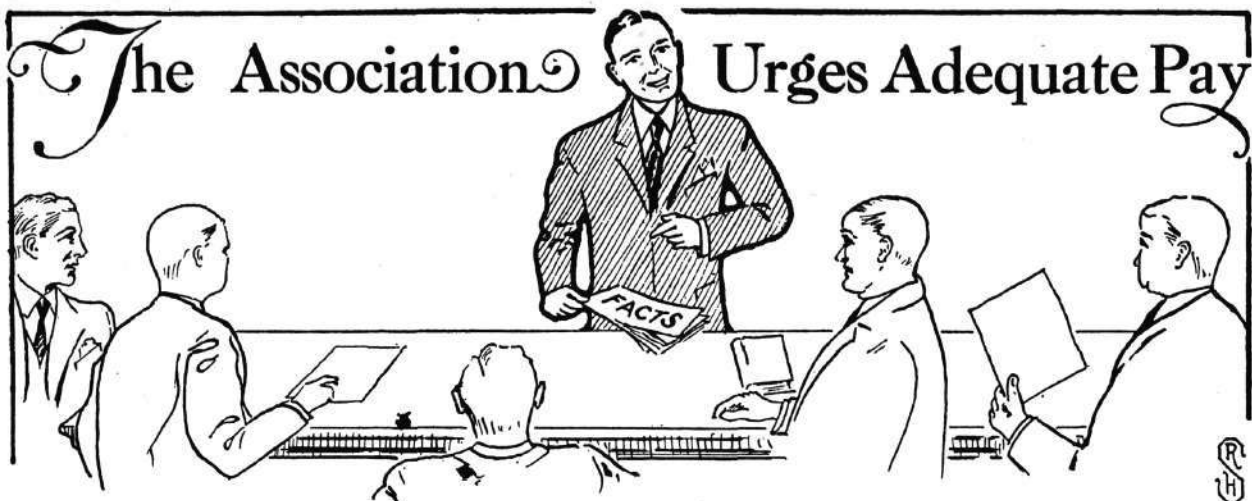
This Association has fought side by side with every other organized body of workers for the betterment of the conditions of employees everywhere. It pioneered together with hospital and some other State service bodies the welfare of New York State employees. There is nowhere in the world today brains or vision of greater breadth or of greater usefulness to the cause of New York State workers than in their own ranks and in their own Association. Here are men and women of every profession and possessed of every skill giving unselfishly in unpaid offices and on unpaid committees to the progressing of policies of employment which they know of their own experience in service are best for the State and best for themselves.

The Association has no quarrel with the C. I. O., the A. F. L., Mr. Green, Mr. Lewis, or any other organized body or leader of an organized body. It is standing foursquare with all labor groups that seek to better the standard of living in America and to assure National progress. It does condemn and resist the utterly foolish and futile policy of any leader or of any group that in the face of the great need for organization in a thousand fields throughout the country, wastes its energy and jeopardizes its power for greater service by engaging in proselyting efforts in fields and among groups already organized and with glorious achievements already to their credit. Any activities to enroll State employees in separate and new groups in the face of their present organized and successful situation, is an insult to employee intelligence and gives a laugh to those who look upon labor as unable to deal with its own problems. It is treason to organized labor. It is disloyalty to State service. It is a direct play into unfriendly hands and the promotion of undesirable employment policies. To divide State employees is to delay if not destroy the progressive program for State employee betterment. Disunion is a mark of unworthiness.

There is no call for State Civil Service workers to pay large dues to any organization. Such payments may be considered only as tribute to unsound action. The dues of your own Association are only \$1.00 per year. They go solely for necessary expenses and are carefully accounted for. Working together and with all employees as members this annual sum has covered necessary expenses. It has taken years to build up the present great organization with its fine membership of over 15,000. Would you scuttle this splendid labor movement by yielding to the demon of dissension? Those who oppose salaried and wage earning groups have no greater weapon than employee dissension.

There is no new organization now seeking members among State employees that can add one iota to

Continued on Page 6



Over twenty chairmen of occupational group committees of this Association, armed with factual evidence collected and supplied by thousands of State workers, appeared before the Temporary Salary Standardization Board, on August 23rd to ask that positions in State service be allocated to proper salary grades as contained in the Feld-Hamilton Civil Service Career Law and thereby establish adequate and equitable pay in State service. This was the goal sought by this Association in first sponsoring the Career Law. Under the generalship of President Charles A. Brind, Jr., each chairman was called in turn to submit the report of his respective committee and present the pleas of the employees he represented.

The thoroughness of the reports submitted indicated tireless efforts on the part of these occupational group committees to properly and completely present the employees side of the picture. Each report contained specific recommendations as to the allocations of positions which it represented, and contained all supporting evidence collected and supplied by the present incumbents of these positions. Important data as to duties, responsibilities and salaries of positions in State service, as well as salary ranges in private industry, was contained in each report. The splendid opportunity accorded employees generally to have their arguments presented in this business-like manner should be appreciated by every employee. The work of the Standardization Board was doubtless greatly lessened in having this memoranda

transmitted to it in the method employed. Our Association hereby expresses sincere thanks to each and every member of the chapter committees, the general committee and the occupational group sub-committees for their fine work. Every chairman and committee member unflinchingly assumed his duty, and spared no efforts attending frequent meetings, personally interviewing numerous employees, even sacrificing vacation periods to complete his job and submit a worthwhile report.

Preceding the presentation of committee reports, President Charles A. Brind, Jr., addressed the Temporary Salary Standardization Board, and urged unselfish devotion to the task which lay before them for the social and economic future welfare of State workers. His remarks were as follows: "As the President of the Civil Service Association, I want to assure you that it has been my honest endeavor, as well as the other officers and committee members, to as unselfishly as possible bring about a reform in the salary situation of state employees which, as we have often said, would provide in some measure equal pay for equal work. To this end, the Association has from time to time sought through commissions and investigations some method to bring this about. The reclassification of State employees was accomplished some four or five years ago but the first concrete effort to establish adequate pay levels was brought about through the drafting, presentation and passage of the Feld-Hamilton Career Bill. As you all know, our State Civil Service Em-

ployees Association sponsored this measure. We believe, in it and we, above all others, are anxious that it will work itself out to bring the results which we hope for.

"In appearing today to lend every possible cooperation and help to your Board in its great but difficult task of correcting errors and shortcomings of long standings in an important phase of State personnel administration the representatives of the Association of State Civil Service Employees of the State of New York feel that they are but continuing a task which they took upon themselves with their entry into public service, namely, constructive endeavor toward the establishment of the highest type of public service.

"We consider that the very continuance of the sound principle of merit and fitness in public employment inherent in the Civil Service system is dependent upon a proper respect for the employee as a human being and as a citizen and proper efforts on the part of his employer, in this instance the State of New York, to encourage and promote interest in a constantly increasing efficiency.

"The law which you are interpreting in this study of salaries and in the establishment of comprehensive and equitable salary scales is clear cut and honest in every particular. Because the problems met in fitting positions into classes and grades equitably are found to be many and perplexing is all the more reason for prompt and decisive action. You are dealing with a patient suffering from many bruises and

Continued on Page 8

N. Y. C. Chapter Dinner

The members of the New York Chapter of the Association will tender a testimonial dinner to Governor Lehman, Senator Feld and Assemblyman Hamilton, to celebrate the enactment of the Feld-Hamilton Career Bill.

The dinner will be held at the Hotel Astor in New York City, on Saturday evening, October 9, 1937 at 7 P. M.

The enactment of the Career Bill furnishes state employees with a most fitting opportunity to express their appreciation to the Governor, the Senator and the Assemblyman. It is expected that members of the Governor's Cabinet, prominent state officials and department heads will attend. Dinner will be served in the beautiful new ballroom of the Hotel Astor at 7 o'clock. During the dinner, stars of radio, stage and screen will appear and entertain.

Buffalo Chapter

By Harry C. Dupree

The Officers and Executive Committee of this Chapter held its first fall luncheon meeting on September 9, 1937, at which all Departments were represented. A plan for a membership drive was instituted and it was agreed that vigorous efforts would be undertaken to enroll every State employee in this area in the Association.

Leo Clark, President of the Chapter, reported the substance of the meeting of the Association held in Albany with regard to the Feld-Hamilton Bill and a series of questions were prepared to be forwarded to headquarters of moot points that perplex representatives of the various departments with regard to the Bill.

The Buffalo Chapter voted approval and its support to the proposition of increasing membership dues in the Association. Specific recom-

In addition, there will be a special moving picture feature and dancing during and after the dinner, to the swing music of one of New York's most popular orchestras.

All the members in the Metropolitan area who will attend are assured a most enjoyable evening. Their friends and members of their family are welcome to join with them in this event. State employees in the Albany area and in districts outside of New York City will find the date, October 9th, a convenient one for them to attend the function, inasmuch as it precedes the Columbus Day holiday.

Reservation cards will be placed in the mail soon to all members in the Metropolitan area. Those wishing to attend should communicate with Charles J. Conklin or J. Earl Kelly, Chairman and Executive Secretary respectively of the Dinner Committee.

mendations will be given the President in this connection for presentation at the Annual Meeting of the Executive Committee in Albany to be held in October, 1937.

Wide interest and vigorous discussion with regard to the Feld-Hamilton Salary Bill has taken place among the employees of the State of New York in this area. There is also a strong sentiment that all State employees must maintain an alert interest in the progress of this bill in order that any attempt to nullify its provisions in the next year could be repelled.

The Buffalo Chapter also expressed its approval of the suggestion that semi-monthly paper be instituted by the Association and that it would fulfill a much needed service to the employees of the State of New York.

The Buffalo Chapter is formulating an active program for the coming year.

Reason or Racket?

Continued from Page 4

the well-being of State workers. Don't be a sucker — don't waste your money — don't play into the hands of the enemies of labor. Join with your fellow workers in your own well established, financially

sound Association and be loyal to your own organization, your own best interest, and to the principles of wise, honest worker organization.

Crisis Is Here

Continued from Page 3

faced with inadequate functioning on the part of our Civil Service Commission and our Civil Service Department for many years. We do not point the finger of blame at any individual or group. The Constitution has decreed what should be done. But in the face of direct mandate of the Constitution and high legal opinions, many less than half the employees of the State are under competitive civil service. The Constitution is openly flouted in this particular.

Each year sees exemptions and provisional appointments by the score although such practices are wholly at variance with the merit system, entirely in the interest of political and other chicanery, and destructive of every honest employment principle.

What is to be done about it before it is too late to do anything? First, the people of the State must save civil service and through it efficient and economical government. State employees cannot do it. But State employees through their own unselfish, public spirited Association, can bring the issue to the people and once the people understand they will not be slow to act. The way is clear! the call to this service is urgent.

The Association of State Civil Service Employees as the largest body of its kind within the State and among the largest in the World, sets as its first duty and the most important feature of its 1937-38 program, the upbuilding of the functioning of the State Civil Service Department and the application of the civil service laws and their extension to assure that the people will gain the real benefits inherent in a complete and honest merit system.

To arouse the interest and support of the people for a great civil service renaissance the Association needs but one thing — the loyal, united, unselfish support of State civil service employees. This can be given by membership in the Association and by hearty, effective action on the part of officers and committees. The freedom of Association efforts from the stultifying influence of paid officers and com-

Continued on Page 7

BUSINESS AND PROFESSIONAL DIRECTORY

State employees are urged to give special consideration to this directory, arranged alphabetically, of business and professional firms and to patronize those listed herewith. When patronizing them, mention that you saw their advertisement in THE STATE EMPLOYEE:

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Crisis Is Here

Continued from Page 6

mittees and the enthusiastic zeal developed only where men and women work together because of loyalty to a cause they know is right, constitutes the Association's greatest strength. The Association is as

strong as the loyalty of its members. With a cause that by its truth, its righteousness, and its patriotic need, is a holy cause, can any one doubt its success?

The program of the Association for the coming year will include activities to meet all phases of per-

sonnel administration needs and of employee welfare. But make no mistake — the great ambition is to salvage the merit system itself, and the action herein briefly put forward must be carried out in elaborate particulars and **MUST BE SUCCESSFUL !!!**

Association Urges Adequate Pay

Continued from Page 5

therefore many sore or swollen places. Definite and wise treatment by you, and patience on the part of the patient will reward you and those who pay the bill a million fold.

"The thousands of workers within the service and the thousands of workers in private employment see in the application of the provisions of this bill the actual and real measure of the interest of the State in the problem of adequate pay for those who work. The very life of honest wages in this State is bound up in what is done by the State under this bill. The Legislature in passing the bill and the Governor in signing it, accepted the challenge to leadership in fair dealing with salaried and wage earning men and women. I congratulate your Board upon its policy of keeping everything in the open. Those who were skeptical after the bill was signed that the splendid things there written might be delayed or harmed by weak action here or there, have all but disappeared. This Association and every other public spirited body would rise up as one man to combat any efforts anywhere to defeat the success of the work which has been placed in your hands. The forces of right triumphed in bringing about this improvement in public functioning and these forces will carry on continuously and vigorously to see to it that the full measure of good sought is achieved.

"We have come to present suggestions and recommendations with regard to many positions. We have in mind to be sincerely and unselfishly helpful. Where you find we differ in conclusions as arrived at by your Board we ask that we have opportunity to present further proof before final action by you. Our membership extending as it does into every service and every part of the State, is in a position to serve quickly as to liason and reports. We recognize the importance of time to you in making decisions as to salary classifications.

"You are familiar undoubtedly with the fact that occupation group committees have been appointed by the Association and I assure you that each and every member of

these committees, and particularly the chairmen, have worked very strenuously and faithfully to gather together information which we believe would be pertinent to the allocation of salary grades. All investigations have indicated that the salaries of State employees have been far below the salaries generally in Federal and Municipal service and in many instances are below the compensation which would be received for similar service in private employment. I do not need to go into any discussion on this matter with this committee because I know you are all familiar with the Griffenhagen report, as well as other surveys and reports before you.

"We believe it to be the duty of this Board to disregard the individual occupying a position and to allocate that position to a rate of pay that will be commensurate with the service to be performed.

"In presenting these reports, may I say that we have been greatly pleased with the representative character of your Board and we have every confidence that the Board fully intends to bring about the reforms which the Association has sought for so many years."

In accordance with the principle incorporated in Chapter 859 of the Laws of 1937, better known as the Feld-Hamilton Career Law, which provides that "the head of any department, any employee, or the representative of any group of employees desiring to submit facts for the consideration of such Board should be afforded reasonable opportunity to do so," this Association did everything possible to provide machinery to facilitate the presentation of facts and evidence to the Salary Standardization Board by employees.

A general committee was first appointed to consider the best method of representing the Association and its membership with the Board. Each chapter of the Association throughout the State was contacted and asked to appoint a chapter committee to assist employee members in its locality, this was done. Then a survey of titles in State service was made, these titles being separated

into occupational groups. A person serving under each title was appointed to act on the particular occupational group committee in which his position might be considered. In this manner an occupational group committee had contact with practically every group of employees throughout the State. Executive Headquarters then supplied each committee chairman with names of positions his committee was to care for, the number of positions with each title, the minimum and maximum salary paid in State service for each title, and the average salary paid.

Under date of August 5th, the Association mailed to every member affected by the bill, a circular letter containing a list of members of the general, chapter and occupational group committees. The letter urged members to file at once their written memorandum as to their salary and duties or pay for like work outside State service, and as to where they believe their title should be placed in the "services" and "grades" as provided in the law, with the proper occupational group committee, or to send it to Association Headquarters for proper reference. Thousands of employees availed themselves of this opportunity and as a result our committees received much invaluable information, which enabled them to correctly represent the employees' best interests.

Immediately following news release of August 9th of the Standardization Board which stated that employee representatives would be heard beginning August 23rd, our Association formally applied to the Board asking for the opportunity of having our occupational group committees appear. The Board therefore set aside August 24th to hear our committees.

Under the terms of the Career Law, the Temporary Salary Standardization Board must allocate all positions in the competitive and non-competitive classes which are not already covered by statutory salary schedules, to the proper salary grade in one of the eleven services provided in the law. The

Continued on Page 13

State Hospital Employees Meet

Delegates from institutions throughout the State attended the Annual Meeting of the Association of Employees of the Dept. of Mental Hygiene held at the State Office Building, Albany, September 9th. Presiding at the meeting was John A. McDonald, of Rochester State Hospital, who is president of the Association. Assisting him were Herman Redmond, of St. Lawrence State Hospital, Ogdensburg, who is Vice-President, and Mrs. Lucy Baumgrass, of Marcy State Hospital, who is Secretary-Treasurer.

Various problems confronting institutional employees and improvement in working conditions were discussed generally for the purpose of formulating a program for 1938. Charles A. Brind, Jr., President of our Association, and John T. DeGraff, Counsel, attended the session and explained the Association's intended program for next year. A vote of thanks was extended to Mr. Brind, and through him to the other officers of the Association, for their splendid interest. Executive Secretary Joseph D. Lochner also attended the meeting.

Delegates present included: Andrew Maseo and John F. Rice, Harlem Valley State Hospital, Wingdale; Mrs. A. Nicholas, Rochester State Hospital; George H. Cook and Fred King, Utica State Hospital; Wm. Wiskin, Ellis M. Truax and Harry Baumgrass, Marcy State Hospital; Fred O. Field and R. K. Roach of Willard State Hospital; Harry Blake and Floyd Winderwood, Brooklyn State Hospital; Samuel Decker, C. C. Cole-santi and Thomas Stevens, Middletown State Hospital; Willard Amell and Guy Campbell, Rockland State Hospital, Orangeburg; Ralph Briggs and Robert Kinch, St. Lawrence State Hospital, Ogdensburg; Joseph Sarrow, Buffalo State Hospital, Carlton Nunn and John Livingston, Hudson River State Hospital, Poughkeepsie; Patrick Donohue and William Callahan, Syracuse State School; Charles Sandwick and Frederick Lawson of Gowanda State Hospital, Helmuth.

Wanted 15,000 Reporters!!

Wanted!! 15,000 reporters to help edit this magazine. "The State Employee" is at present edited at the expense of sacrificing many hours off duty by the officers and committees of your Association, time which would naturally be spent in recreational, social and other enjoyable activities. Don't be misled, those charged with this responsibility are not complaining, they enjoy the opportunity of being useful to their fellow employees, but they honestly plead for your help, and feel sure that you will cooperate.

Your help is needed. As a member of the Association and as a regular reader of THE STATE EMPLOYEE, we urge you to assume your share of responsibility in making this magazine more interesting and appealing than ever before.

How? By being a REPORTER FOR THE STATE EMPLOYEE, together with the other 14,999 other members of the Association.

Here are just a few suggested things you could report for your magazine, and doubtless you have additional ideas. If you have, don't keep them to yourself, give us the advantage of them.

If an employee in your office, department or institution becomes **Engaged**, report it to the Association, and send a snapshot of the employee, and one of the fiancee too. We will try to find space to print them. If an employee becomes **MARRIED**, or is blessed with **CHILDBIRTH**, do the same thing.

If you are an amateur **PHOTOGRAPHER**, let's see some of your work, it might be worth while to place it in our magazine.

Tell us what you think the coming **FASHIONS** will be. If an employee proves to be extra good along this line, maybe we could use a fashion editor.

Don't fail to keep us advised as to **EVERY SOCIAL OR RECREATIONAL ACTIVITY** of your office, department or institution. Write the affair up. Send pictures. Give names of employees attending. Even better, let us announce coming social events. Perhaps it may help attendance.

We would like to receive all **CLIPPINGS FROM LOCAL PAPERS** referring to the activities of this Association, its local organizations or any group of employees.

Are there any **POETS** in State service? Send a sample of your verse.

We would appreciate **LETTERS** at any time from employees giving their opinion on the program and work of the Association.

We would be glad to print any news about your local **CREDIT UNION**.

These are just a few ideas; there are many more ways in which you and every other member can act as a **REPORTER** for this magazine.

This work will just take a few minutes a week on your part. Just think how it will help our Association and **THE STATE EMPLOYEE**. Jot down your material on a piece of paper and mail it to Executive Headquarters. **We will put your name beneath what you send, or will withhold it, just as you request.** Don't worry about duplicating the material of a fellow employee, our editorial staff will catch the duplication and absolutely no harm will be done.

Don't disappoint our editorial staff; they have sacrificed their time on your behalf, so why not take a few minutes of your time and show your appreciation of their efforts by cooperating in this matter.

AND WHILE ON THIS SUBJECT OF COOPERATING WITH YOUR OFFICIAL MAGAZINE, why not assist it also in the matter of **ADVERTISING**.

First of all, patronize our advertisers. When you anticipate purchasing any article, first look over your magazine and see if you can't get it from one of our advertisers. Remember, advertising does help to a certain extent to finance your magazine.

Secondly, mention **THE STATE EMPLOYEE** to your regular merchants, and suggest an ad therein. Increase in advertising income means an increase in size and attractiveness of your magazine.

Let us have the cooperation we expect in this matter also.

Things Ideal

"Public Health Is Purchasable" is a slogan used by the State Department of Health on all its letterheads. "An ounce of prevention is worth a pound of cure," is another adage with which we are all familiar. Another saying regularly used is, "Penny wise and pound foolish."

We feel that public health is purchasable, that an ounce of prevention is worth a pound of cure, but don't be penny wise and pound foolish and believe that by proper attention to your health and living habits you can prevent altogether disability descending upon you in a form of accident or sickness.

Would it not be ideal if each of us knew just when we were going to be sick? Or when we would fall down a stairs; or have an automobile accident, or get a toothbrush bristle caught in our throat, or bump our teeth on a steering gear, or have our auto trunk top fall and cut off a piece of our nose. Then we could budget accordingly—an ideal arrangement—and we could easily determine whether we would need accident or sickness insurance. But, while we can't foresee these things, we can seek

protection to prevent economic distress.

During the first year that our group plan of accident and health insurance was in force, over 700 employees filed claims. When these 700 applied for the insurance, they had no premonition that they would be disabled. But over 100 different accidents overtook them! Illnesses stole upon them — septic sore throat, appendicitis, cancer, nervous breakdown, kidney diseases, rheumatism, hernia, stomach ulcers, gastritis, ear abscesses and mastoids, heart disease, goitre, gall bladder diseases, high blood pressure, and hardening of arteries. Over \$74,000 was paid out in claims.

The Association and TerBush & Powell, Inc., of Schenectady, the agency which is handling the state-wide application of the plan, are making one more attempt to bring the plan to the attention of every State employee who has not as yet entered the plan. The opportunity of explaining the various features of the plan only is asked. If you have not as yet investigated our group plan of accident and sickness insurance, please do so at once.

Examinations

Examinations for the following positions in State service will be held October 23, 1937. Written examination application forms may not be issued by mail after Sept. 30, and to be accepted should be delivered personally or bear a postmark not later than October 1st. Unwritten Examination forms may not be issued by mail after October 20, and to be accepted should be delivered personally or bear postmark not later than October 21. When writing for application form specify number and title of position and enclose a 3½ x 9-inch or larger self-addressed return envelope, bearing 6c postage. Address request and application when completed to EXAMINATIONS DIVISION, STATE DEPARTMENT OF CIVIL SERVICE, ALBANY, N. Y.

WRITTEN EXAMINATIONS

180. Assistant Food Chemist, Division of Food Laboratory, Dept. of Agriculture and Markets. Salary varies. Appointment expected at \$2100.
181. Assistant Hydraulic Engineer, Dept. of Public Service. Appointment expected at \$3000 a year.
182. Assistant Sales Manager, Saratoga Springs Authority, Conservation Department. Salary \$3000.
183. Chief of Pneumonia Control, Division of Communicable Diseases. Dept. of Health. Salary over \$3240. Appointment expected at \$5500.
184. Forester, Dept. of Correction. Appointment expected at Clinton Prison at \$1600 a year. Preferred age limits 25 to 40 years.
185. Junior Hydraulic Engineer, Dept. of Public Service. Appointment expected at \$2400 a year.
186. Medical and Statistical Clerk (with ability as typist), Dept. of Mental Hygiene. One appointment expected in the Utica State Hospital at \$72 to \$84 a month and maintenance. Minimum age 18 years.
187. Milk Inspector, Dept. of Health. Twelve appointments expected at \$2000.
188. Senior Milk Inspector, Dept. of Health. Two appointments expected at \$3000.

UNWRITTEN EXAMINATIONS

(Applications should be filed by October 21st)

189. Senior Education Supervisor (Vocational and Educational Guidance), Vocational and Extension Education Division, Department of Education. Salary varies. Appointment expected at \$3100. Preferred maximum age limit 45 years.

No Increase in Rates

There will be no increase in the cost of your state-wide group plan of accident and sickness insurance—you can still buy \$70.00 per month accident and sickness indemnity for \$5.50 per quarter for Class "A" employees.

BUY YOUR GROUP ACCIDENT AND SICKNESS POLICY—TODAY!

State Employees in New York City can now join
our Group Plan

No Increase in Rates

\$70.00 per month Indemnity costs only

\$5.50 quarterly for Class "A", or \$6.90 for Class "B"

Send in your application today —

Pay on the next pay day

Ter Bush & Powell, Inc.

423 State Street

Schenectady, N. Y.

Eight Hour Day and Commutation

Hundreds of State institutional employees in the Social Welfare and Mental Hygiene Department were recently benefited materially by the action of this Association through its Counsel.

Immediately following receipt at Association Headquarters of numerous inquiries from employees in Mental Hygiene institutions with reference to the granting of, and withholding of the \$10 commutation allowance for "Heads of Families," as required by Section 61 of the Mental Hygiene Law, this Association, through its Counsel, conferred with the Commissioner of Mental Hygiene. The following rules have since been made by the Mental Hygiene Department to be applied uniformly in all institutions in the Department:

1. "Head of Family" is defined as follows:

A "head of a family" is an individual who actually supports and maintains as a family unit one or more dependent individuals who are closely connected with him by blood relationship, relationship by marriage or by adoption and whose right to exercise family control and provide for these dependent individuals is based upon some moral or legal obligation. (This is the same definition as contained in the State Income Tax Law.)

2. If the husband is employed by the State and the wife is not employed, \$10 allowance for head of family is to be given to the husband.
3. If husband and wife are both employed by the State and there are no dependent children or relatives within the definition above set forth in "1", the \$10 allowance for head of family will not be allowed, but both husband and wife may receive the usual commutation for lodging and for meals not obtained at the hospital.
4. Where the husband is employed by the State and the wife, though not employed by the State, has private employment, the \$10 head of family

allowance will be granted to the husband.

5. Where both husband and wife are employed by the State but maintain as a family unit dependent children or relatives as defined in "1", the \$10 allowance for head of family will be allowed to the husband. The bulletin issued by the Department on July 13, 1937 denying the allowance in such a case has been rescinded.
6. Where a single person has dependents as defined above in "1", \$10 allowance for head of family will be allowed.

The Association is advised that present appropriations for payment of commutation in certain institutions are insufficient to enable payment of such allowances to employees entitled to same. Our Association will make every effort during the next few weeks, while the budget for the next fiscal year is being prepared, to secure the increased appropriations necessary to remedy this condition.

Again, in the matter of the establishment of the eight hour day in Social Welfare institutions, this Association, through its Counsel, acted most promptly. A number of telegrams and letters were received at Association Headquarters from employees of Social Welfare institutions advising that the eight hour day, as established by law July 1, 1937, had not as yet been put into

effect. A conference with officials of that department was had immediately. The re-organization of the department was given as the reason for the delay. Instructions were sent out to superintendents of institutions to make the shorter working hours effective by July 15. Additional personnel was supplied to each institution.

The Association has recently been advised that although the working hours of employees in these institutions have been reduced, the eight hour day is not yet a reality, and that the available appropriations for this purpose are not sufficient to establish the shorter hours for all employees. Sufficient appropriations will be sought in the Budget for the next fiscal year, which will be in the course of preparation within several weeks.

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Bowling Ball and
Shoe Bags

BRUNSWICK

MINERALITE BOWLING BALLS

Brunswick's latest two or three hole grip . . . fitted to your individual requirements.

Black or Mottled

Sympathy Won't Help

In times of distress, we all know that a kind word of sympathy on the part of a good friend certainly braces a person up. But don't overlook the fact that sympathy doesn't cost anything. Just as there are professional mourners, there are professional sympathizers—people who abound with a sympathetic nature.

When you are disabled due to sickness or accident, when your doctor's bill, your nurse's bill, your hospital bill comes in, and in some cases your income even ceases, THEN just plain sympathy won't help. You probably will receive flowers, candy, fruit, sympathetic cards, and may be a good book to read, **BUT, will you receive a check to help meet your expenses?**

YOU WILL, IF YOU ARE A MEMBER OF THE GROUP ACCIDENT AND SICKNESS INSURANCE PLAN SPONSORED BY YOUR ASSOCIATION. The need of protection provided by this type of insurance is acknowledged by every sound thinking human being. Many State employees had this type of insurance even before our group plan was initiated. However, many employees could not afford to purchase it on an individual basis because of high cost. Others refused to purchase this protection on an individual basis because of the limited coverage resulting from the power of insurance companies to cancel their policy at any time or place riders on it excluding coverage under certain conditions.

Our Association sponsored the

group plan of accident and sickness insurance to save money for its members who already had such insurance, and to give them broader coverage; to enable the employees who heretofore were unable to secure this insurance because of high cost of individual policies, to enjoy the low rates of

the group plan; and to provide non-cancellable insurance without exceptions as to coverage for the employees who would not secure this protection on the individual basis because of the right of insurance companies to can-

Continued on Page 15

Cost of Insurance

PRESENT RATES FOR CLASS "A" AND "B" COVERAGE SALARY GROUPINGS, BENEFITS AND PREMIUMS STANDARD PLAN

Monthly Salary	Accidental Death Dismemberment & Loss of Sight Indemnity	Monthly Sickness & Accident Indemnity	Quarterly Premium	
			Class A	Class B
\$150 or over	\$1000.00	\$100.00	\$7.65	\$9.70
135 to 150	1,000.00	90.00	6.95	8.75
120 to 135	1,000.00	80.00	6.20	7.80
105 to 120	1,000.00	70.00	5.50	6.90
90 to 105	1,000.00	60.00	4.80	5.95
75 to 90	1,000.00	50.00	4.05	5.00
60 to 75	500.00	40.00	3.15	3.90
up to 60	500.00	30.00	2.15	3.15

NOTE: There is a slight decrease in rates if paid on an Annual or Semi-annual basis.

SCHEDULE OF BENEFITS AND PREMIUMS FOR CLASS B EMPLOYEES (With Occupational Coverage)

Monthly Salary	Principal Sum	Monthly Benefits	Quarterly Premium
\$150.00 or over	\$500.00	\$100.00	\$11.45
135 to 150	500.00	90.00	10.35
120 to 135	500.00	80.00	9.25
105 to 120	500.00	70.00	8.15
90 to 105	500.00	60.00	7.05
75 to 90	500.00	50.00	5.95
60 to 75	500.00	40.00	4.85
up to 60	500.00	30.00	3.70

Group Plan Accident and Sickness Insurance

	No. of Policies	No. of Claims	Percentage of Claims to No. of Policies	Total Claims	Avg. Amt. of Claims per Policy Issued	Average Claim
STATE WIDE	1520	196	12.9%	\$39,416	\$26.00	\$201.00
INSTITUTIONS						
HEALTH ..	223	29	13%	7,010	31.50	241.70
CORRECTION ..	179	21	11.7%	2,435	13.50	116.00
SOCIAL WELFARE ..	170	11	.6%	1,877	11.00	17.00
MENTAL HYGIENE ..	1115	74	.6%	10,718	9.50	144.80
EDUCATION ..	173	7	.4%	274	1.50	39.10
TOTALS ..	3380	338	10%	\$61,730	\$18.25	\$182.50

NOTE: The above table shows that for every policy issued it takes \$18.25 for claims payments on the average, to say nothing of overhead, claim expense, etc. This table is very interesting and we hope you will study it carefully.

Adequate Pay

Continued from Page 8

Board has no power to exercise any of the functions which properly belong to the Civil Service Commission in the matter of classification of titles. It must deal with titles of positions as they now exist and this allocation must be completed by October 1st. The law further provides that "every employee whose position is allocated . . . shall before January 1, 1938, be notified in writing by the State Civil Service Commission of the official title of his position and the service and salary grade to which such position is allocated."

Employees generally are looking forward enthusiastically to long-promised salary recognition for efficient services. Many employees have reported that they have received no increase in salary since entering the service twenty years ago. Recent surveys made by the Association indicate that if proper allocations of existing titles are made, the "forgotten man" in State service will disappear. The basic pay scales of the rank and file of employees are materially increased by the Career Law, and the pay of supervisory and administrative positions will be placed on an adequate basis. The effect of the law will doubtless tend to increase morale considerably as inequalities in pay are corrected and personnel within departments should become more stationary than at present due to the equal pay for like duties that will result throughout all departments. Appointments to service will be made at an established minimum salary, and it will be impossible for appointing officers to reduce appointment salaries to secure persons far down on eligible lists.

It is conceded generally that the titles of many positions are at present at variance with duties performed. As the pay grade allocated to a position depends upon its present title, these employees are put to a disadvantage if opportunity is not given to secure a correct title. Our Association will sponsor legislation in the near future which will provide necessary personnel and funds for the civil service commission to investigate into duties and responsibilities of position for

the purpose of correcting names of jobs where this is desirable. Incorrect titles, however, will not prevent employees from receiving their first increment under the Career Law, because in the majority of cases these employees will be allocated sufficiently below the maximum of their salary grade to allow at least one or two yearly increments before their incorrect titles handicaps their salary progress. The bill provides that employees shall be increased only by the amount of the annual increment of the grade to which their position is allocated, which gives employees having misnomers opportunity to secure correct titles before reaching the maximum of the grade their present title is allocated to.

There are numerous positions affected by the bill in institutions and other miscellaneous groups which were not classified in title along with other positions in State service in 1932. These positions are at present being classified by the Civil Service Commission so that the Standardization Board may allocate them to adequate salary grades.

The Association will keep in as close touch as possible with the working out of every detail of the Career Law to see to it that the results intended, when the Association first sponsored this law, are obtained.

Get Your Association Pins

50c Each

at Association Headquarters

Hundreds are already
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Association members

*After You Have Tried Others
For Real Value*

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HOTEL CAPITOL

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Lunch at the Y. W. is worth walking down the hill for. Then, too, the short walk in the air makes one feel better

Luncheons served from
11:45 to 2:00

Election of Executive Committee

In order to carry out fully the intent of the Constitution of the Association to have the Association truly representative of the wishes of its members, opportunity must exist for each member of the Association to choose by ballot the representative of his or her respective department on the Executive Committee. The representatives of the eighteen State departments thus chosen will be the duly elected Executive Committee. Under the Constitution in cases where the members within a department fail to elect a representative for the Executive Committee, the Executive Committee is empowered to make the selection.

In line with the election of officers by popular ballot supplied in this issue sent to all members of the Association, we believe members within a Department should elect directly their representative on the Executive Committee and thus enable the Association to function democratically in a complete sense.

Employees are urged to use the ballot below. The success of the Association depends to a great degree upon the personnel of the Executive Committee.

The duties of the Executive Committee, as stated in the Constitution, are as follows:

"Article VIII, Section 2. The Executive Committee shall establish the general policies of the Association, and shall have power and authority to transact all business pertaining to the Association not otherwise provided for in this Constitution and By-Laws or the will

and purposes of the Association as expressed by its members in regularly conducted meetings of the Association."

Numerous meetings of this Committee are called during the year, and many on brief notice when immediate action on important issues involving Association action is necessary. Members are urged to bear this in mind and to select their representative from among their membership residing in Albany or vicinity. It should be wholly possible for employees wherever located throughout the State to keep in close contact with such representative.

The present members of the Executive Committee and the Departments which each represents are listed below. Blank space is provided to write in the name of the representative desired.

W. F. McDonough—Agriculture and Markets.

R. B. Haner—Audit and Control.
Elizabeth Staley—Banking.
Charles L. Campbell—Civil Service.

R. M. Little—Education.
John Wright, Executive.
Arthur S. Hopkins—Conservation.

Mrs. C. P. Farrington—Correction
Clifford Shoro—Health.
John W. Henry—Labor.

F. C. Maher—Law.
Dr. H. M. Pollock—Mental Hygiene.

George Kehoe—Public Service.
William A. Arnold—Public Works.

W. C. Hinckley—Social Welfare.

Harold Fisher—State.
John A. Cromie—Tax.
Davis Schultes—Insurance.

Envelopes containing ballots should be marked "Ballot," and should also bear signature or membership card number of member.

OFFICIAL BALLOT

The Association of State Civil Service Employees of the State of New York

To Select Representative on Executive Committee

Department.....

I vote for.....

Name and membership card No.....

This ballot to be considered must be delivered or mailed so as to reach Association Headquarters, Room 156, State Capitol, Albany, N. Y., before 10 P. M. October 5, 1937.

Civil Service Near and Far

Michigan

Michigan's legislature has passed a merit system bill which was signed August 5 by Governor Frank Murphy. It establishes a three member bi-partisan commission to be appointed by the Governor. The act goes into effect January 1, 1938. It appropriates \$138,000 for remainder of current fiscal year and \$143,000 for next fiscal year. The present incumbents of the approximately 10,000 positions must pass qualifying tests to secure civil service status.

Other states that have adopted merit systems this year are Arkansas, Tennessee, Maine and Connecticut.

Massachusetts

Cram schools recently were given competition by the Massachusetts State Dept. of Education, which announced that it would sell home study courses to applicants who plan to take civil service tests next October, for positions in the Massachusetts state or local police departments. Residents of Massachusetts are charged \$6.00 for complete course; non-residents, \$8.00.

National League of Women Voters

Strong condemnation of the Federal Congress for its raids on the merit system was expressed by Miss Marguerite M. Wells, President of the League. She declared: "Despite campaign pledges by both parties to immediately extend the merit system, the present Congress is whittling it away. . . . The League of Women Voters believes a continuance of this attitude toward appointments to public office is contrary to the people's expressed will and is hindering efficient public service."

Arkansas

W. D. Sisson, in a recent issue of the Memphis Commercial Appeal, stated: "C. T. 'Chappy' Ryan, asst. secretary to Gov. Bailey, who had charge of the 'employment office' before the governor took office and later dispensed patronage from his Capitol Building desk is sleeping much better now that civil service has become a reality." "Boy, it's great not to have folks on your neck about some job," Chappy says, "I can sleep all night now without getting up to answer the telephone and tell some fellow that I'll do the

best I can for him and if we have an opening he'll be given first consideration." "Civil Service is a good thing in more ways than one."

Washington

The University of Washington in Seattle on July 26, 27, and 28, held its second annual Institute of Government for employees of the State of Washington and its counties. In service training courses for government employees is a matter well worthy of investigation by New York State employees.

Sympathy Won't Pay

Continued from Page 12

cel at any time or to attach riders limiting coverage.

Many employees in State service who failed to secure this protection became sick or met with an accident. After returning to work they applied for the insurance. In other words they locked the barn door after the horse had been stolen. Would you go out in the rain without protection of a raincoat or umbrella? No? Then why subject yourself to everyday hazards connected with business life without protecting your income by accident and sickness insurance.

State employees should remember that this Association sponsored this group plan of insurance because of the demands of its membership. It is a form of group purchasing arrangement and together with the 4500 State employees who have already become policyholders, you are invited to investigate into its many benefits and avail yourself of its advantages and savings.

Please remember that your Association gets no financial benefit from this plan—we have sponsored it for you.

ROOMS

Large and Small — Newly Furnished
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P I N

TODAY

To All State Employees

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Annual Election of Officers

The election of Officers of the Association for the year beginning October 5, 1937, will occur on October 5, 1937, and will be conducted in accordance with the provisions of the Constitution quoted below:

"ARTICLE VII, SECTION 2. Election of officers will occur at the annual meeting which will be deemed to continue from twelve o'clock noon to ten o'clock P. M. of the First Tuesday of each October. When the meeting is not actually convened the headquarters of the Association will be open to receive properly prepared ballots either by mail or in person from any member of the Association. Ballots with the names of the candidates printed thereon and blank spaces for insertion of any other names desired shall be made available at least ten days prior to the annual meeting at all offices or locations designated by the Executive Committee, and all properly prepared ballots of members of the Association received at Association headquarters up to ten P. M. of the First Tuesday of October of each year shall be duly counted and recorded. The envelopes in which ballots are enclosed by the members shall be marked "Ballot", and such envelopes shall also bear the signature and membership receipt number of the member.

"ARTICLE VII, SECTION 3. The Executive Committee shall appoint a board of canvassers of at least three members of the Association to canvass and count the ballots properly cast for the purpose of electing officers of the Association. The persons receiving the greatest number of votes for the respective offices shall be deemed to be the duly elected officers of the Association for the next ensuing year.

"Any person whose name is printed on the ballot may be present during the canvass of the ballots.
"In case of a tie vote for any office, a new ballot shall be taken."

The officers to be chosen are, President, Vice President, Secretary and Treasurer.

The Nominating Committee, selected at Meeting of Executive Committee held August 30, 1937, consisted of W. F. McDonough, Chairman, Beulah Bailey, and John A. Cromie. The ticket presented below is that submitted by the Nominating Committee chosen under the following provisions of the Constitution:

"ARTICLE VII, SECTION 1. A Nominating Committee shall be named by the Executive Committee at least one month prior to the date of the annual meeting, and such Nominating Committee shall, after giving full consideration to all facts or petitions presented to them by individual members or groups of members present, at least two weeks prior to the first Tuesday in October of each year nominees for all of the elective offices of the Association, to be voted upon at the annual meeting of the Association, which will be held on the First Tuesday of October of each year."

The names of candidates other than regular nominees which you may wish to vote for may be written on blank lines provided.

Members will note that envelopes containing ballot must be marked "Ballot" and bear the signature and number of receipt card of member. This must appear on reverse side of envelope.

Members are urged to exercise their voting power.



THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES
OF THE STATE OF NEW YORK

Official Ballot—Annual Election—October 5, 1937

Check

- President: Charles A. Brind, Jr.
President:
- Vice President: Charles L. Campbell
Vice President:
- Secretary: Mary Ahern
Secretary:
- Treasurer: Earl P. Pfannebecker
Treasurer:

Mail or deliver this Ballot so as to reach the Association Headquarters, Room 156, State Capitol, Albany, N. Y., before 10 P. M., October 5, 1937.

Miss Catherine Dustin
267 Lark St.
Albany, N. Y.