



THE STATE EMPLOYEE

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

Careers or Chaos!

This Bill Must Pass —

FELD-HAMILTON CIVIL SERVICE CAREER BILL

Assembly Introductory No. 599, Print No. 608
Senate Introductory No. 398, Print No. 412

*“AN ACT providing career opportunities in the
public service of the State*

Section 1. In order to attract unusual merit and ability to the service of the state of New York, to stimulate higher efficiency among the personnel, to provide skilled leadership in administrative departments, to reward merit and to ensure to the people and the taxpayers of the state of New York the highest return in services for the necessary costs of government, it is hereby declared to be the policy of the state, in accordance with the mandate of the constitution, to provide equal pay for equal work, and regular increases in pay in proper proportion to increase of ability, increase of output and increase of quality of work demonstrated in service.”

★ *Enjoy a* **4 STAR HOTEL** in New York ★



1400 large rooms...each with bath (tub and shower) Servidor and radio ... from

\$250 SINGLE **\$350** DOUBLE

TWO-ROOM SUITES from \$7.00
Special Rates For Longer Periods

★ *for BUSINESS...* 1 block from Times Square, 3 blocks from 5th Ave. 8 minutes to Wall St. Underground passageway to all subways.

★ *for DINING...* 3 fine restaurants ... the Coffee Shop, the Tavern Grill and Bar, and the BLUE ROOM with dancing.

★ *for RECREATION...* 69 fine theatres within 6 blocks. 1 block from Broadway... 4 short blocks to Madison Square Garden.

★ *for QUIET SLEEP...* Our 32 stories of fresh air and sunshine assure you quiet rest. Simmons beds assure you comfort.

FRANK W. KRIDEL
Managing Director

JOHN T. WEST, Manager

Hotel  **LINCOLN**

44TH TO 45TH STREETS AT 8TH AVENUE • NEW YORK

REARDON'S



Store Open Evenings By Appointment

HEADQUARTERS FOR

- ▲ Bigelow-Sanford Rugs
- ▲ Glenwood Ranges
- ▲ Magic Chef Ranges
- ▲ R. C. A. Victor Radios
- ▲ Westinghouse Refrigerators
- ▲ Monel Metal Tables
- ▲ Sellers Kitchen Cabinets
- ▲ Speed Queen Washers
- ▲ Maytag Washers

Use our Budget Plan and pay out of income—OR pay cash, and get our CASH DISCOUNT

G. C. REARDON, Inc.

B-Way at Maiden Lane

Another DE WITT Triumph

PAUL KAIN

and his Incomparables

Playing nightly at **DINNER**
and at the **SUPPER DANCE**
Friday and Saturday

at the
DE WITT CLINTON
Albany



THE STATE EMPLOYEE is published monthly except June, July, and August. Publication office 2 Norton St., Albany, N. Y. Editorial and executive offices Room 156, State Capitol, Albany, N. Y. 10c a single copy, \$1.00 per year. Entered as Second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the Act of March 3, 1879. Letters to the Editor, contributions, news items, applications for membership and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y. Members of the Association receive THE STATE EMPLOYEE upon payment of membership dues.

THE STATE EMPLOYEE

Official Publication of

The Association of State Civil Service Employees of the State of New York
Room 156, State Capitol, Albany, N. Y.

Editor, CHARLES A. BRIND, JR.
Business Manager, JOSEPH D. LOCHNER

OFFICERS

CHARLES A. BRIND, JR., *President*
CHARLES L. CAMPBELL, *Vice-President*
FRANK O. BAUER, *Treasurer*

JOHN T. DEGRAFF, *Counsel*
JAMES A. CONBOY, *Secretary*
JOSEPH D. LOCHNER, *Executive Secretary*

VOL. 6.

MARCH, 1937

NO 3.

Feld-Hamilton Civil Service Career Bill

As this issue goes to press, our career service bill has been reported favorably by the Civil Service Committee of the Assembly headed by Laurens Hamilton and has advanced from second to third reading. The Senate bill reposes in the Finance Committee and nothing has as yet happened there. The Legislature recesses from March 25th to April 5th over the Easter holidays. When the Legislature comes back after that time, much business will have to be transacted and the usual rush to get bills out of the way will then transpire. **The career bill must not be lost in the rush.** It is ready to be voted upon in the Assembly and we have no doubt that it will re-

ceive favorable action there. The Assembly bill will then come over into the Senate for action. In the meantime the Senate bill will continue to sleep or else it will be brought out for passage.

Our efforts to bring about the passage of this bill must be redoubled. Of course it is already true that the legislators have been deluged with letters and telegrams from every part of the State. By actual count we know that nearly three thousand telegrams have already been sent. Thousands have signed petitions importuning the Legislature and the Governor to give this bill favorable consideration. We are delighted with the way civic organizations have ap-

preciated the possibilities of this measure. The Civil Service Reform Association, the League of Women Voters, the City Club of New York, the Citizens' Union, and many other organizations have gone on record as endorsing the bill.

The salary committee headed by Dr. Tolman and the legislative committee headed by Bill McDonough have been working at full speed and have devoted many hours in explanation of this bill. Milton Schwartz, the president of the New York City Chapter, and Earl Kelly, chairman of the legislative committee there, Harry Dupree, president of the Buffalo Chap-

Continued on Page 8

Summary of Legislation Pending

The following is a continuation of summary of measures thus far introduced in both houses of the Legislature which affect employees and are of interest to them, with brief explanations of their provisions. In future issues of this magazine this list will be continued so that if such issues are kept for reference, a complete record will be had. Record of legislative action on these bills will also be printed.

IN SENATE

- Int. 802, Print 880, Senator Nunan**—Amends section 168, Labor Law, by providing for eight hour day and six day week for kitchen and dining room employees in state institutions. Passed Senate and in Assembly Labor Committee.
- Int. 801, Print 882, Senator Nunan**—Amends section 168, Labor Law, by providing that employees in state institutions may, upon request, be permitted to work one additional eight hour day in any calendar week for not more than seven calendar weeks and be allowed continuous days free equivalent to the number of additional days so worked. Labor Com. (Same as A. 1015.) Passed Senate March 11.
- This bill was reported favorably by Assembly Labor Committee on March 17th, and it is expected that it will soon become a law. This was introduced to permit the continuance of days off which had previously been the practice prior to the adoption of the Eight Hour Day.
- Int. 827, Print 905, Senator Fischel**—Amends subd. 1, section 52, Civil Service Law, by permitting employees of State Institutions under control of Cornell University before January 1, 1938, to become members of State retirement system and receive credit for allowable prior service. Pensions Com. (Same as A. 451.)
- Int. 828, Print 906, Senator Fischel**—Amends subd. 1, section 52, Civil Service Law, by permitting employees of state police division in executive dept. before January 1, 1938, to become members of state retirement system and receive credit for allowable prior service. Pensions Com.
- Int. 813, Print 921, Senator Howard**—Adds new section 14-b, Civil Service Law, providing temporary appointees appointed from competitive list and who have satisfactorily completed probationary period, shall at expiration thereof have their names placed on preferred list of four years' duration. Civil Service Com. (Same as S. 513; A. 577.)
- Int. 817, Print 925, Senator Berg**—Amends sections 451, 453, 454a, 456, 474, Banking Law, relative to credit unions by permitting membership to officers, directors and committee members of state and federal credit unions, increasing amounts to be loaned to members, permitting them to hold shares with credit unions organized under state or federal laws, and making other provisions. Banks Com. (Same as A. 1321.)
- Int. 852, Print 931, Senator Desmond**—Amends section 1457, Education Law, relative to persons exempt from license to practice professional engineering and land surveying by pro-

Continued on Page 4

Summary of Legislation Pending

Continued from Page 3

- viding that no title, sign, card, or device shall be used conveying impression that he is licensed in this state, also requiring him to be legally qualified to practice in his own state or country. Education Com. (Same as A. 1394.)
- Int. 853, Print 932, Senator Dunnigan—**Amends sections 1449, 1450, Education Law, by striking from definition of professional engineering one who supervises operation in connection with utilities, structures, buildings, machines, equipment, processes, works or projects, also limits use of title "professional engineer" instead of "engineer." Education Com.
- Int. 885, Print 965, Senator Hampton—**Amends section 52c, Civil Service Law, by allowing retirement credit for service within state as U. S. Attorney or his assistants. Pensions Com. (Same as A. 1281.)
- Int. 895, Print 975, Senator Bontecou—**Amends section 55, Highway Law, by providing that snow removal on state highways be made at state expense upon request of the county and approval of state dept. Internal Affairs Com. (Same as A. 1294.)
- Int. 939, Print 1046, Senator Twomey—**Appropriates \$10,000 to transit commission for payment of compensation of engineering employees of public works dept. temporarily assigned in connection with federal aid improvement projects. Finance Com. (Same as A. 1361.)
- The appropriation in this bill is for the purpose of providing sick leave and vacation allowances for State employees assigned to the Transfer Commission. Through an oversight these employees were not provided for and this bill would correct this unfortunate situation.
- Int. 988, Print 1109, Senator Buckley—**Amends sections 132, 133, adds new 134-a, State Departments Law, by creating division of motor vehicles in Tax Dept. making motor vehicles commissioner head of division and providing that no member of tax commission, other than the commissioner of taxation, shall perform any functions of the division. Finance Com.
- Int. 994, Print 1115, Senator Feld—**Amends section 883, Education Law, by adding swimming teachers to schedule of teachers and salaries in New York City schools. Education Com.
- Int. 1010, Print 1131, Senator Livingston—**Adds new sections 199, 199-a, Labor Law, giving commissioner power to investigate and attempt to adjust controversies between employer and employees in respect to wage claims permitting him to take assignment and bring action on such claims and join any number of such claims in one action, subject to rules of commissioner. Health criminal proceedings for violations of this article, allows prevailing employees not exceeding \$25 in addition to costs, and appropriates \$5,000 to establish contingent fund. Finance Com. (Same as A. 1305.)
- Int. 1031, Print 1152, Senator McElroy—**Amends section 21-a, Civil Service Law, by including Spanish-American and World War veterans with those eligible for pension after 20 years of service and providing for amount of pension. Pensions Com.
- Int. 1085, Print 1221, Senator Fischel—**Adds new section 75-b, Civil Service Law, permitting employees of certain libraries of Greater New York City employing persons engaged in public service to participate in state retirement system by resolution of board of trustees and approval of comptroller. (Same as A. 1382.) Passed March 11. Assembly Pensions Com.
- Int. 1113, Print 1250, Senator Feld—**Amends section 1452, Education Law, by providing that applicant for license as professional engineer after passing examination shall have his name placed on list which shall remain in effect for period of his life, evidence of practical experience to be submitted at any later date. Education Com. (Same as A. 1526.)
- Int. 1118, Print 1255, Senator Feld—**Repeals Art. 52, adds new Art. 52, Education Law, for registration of nurses continuing board of examiners and prescribing rules and regulations also for appointment of advisory council by department. Education Com. (Same as A. 1573.)
- Int. 1119, Print 1256, Senator Fischel—**Amends section 52-c, Civil Service Law, to allow pension credit for prior service as legislative employee in U. S. Congress. (Same as A. 1616.) Passed March 11. Assembly Civil Service Com.
- Int. 1120, Print 1257, Senator Hampton—**Adds new subd. 3, section 94, Executive Law, allowing state police, 24 consecutive hours' rest in calendar week without diminution of salary except in case of emergency. Finance Com. (Same as A. 1348.)
- Int. 1141, Print 1278, Senator Miller—**Amends section 100, Highway Law, by providing a county highway supt. or any officer performing his duties, except those now in office, must be a professional engineer licensed to practice in this state. Internal Affairs Com.
- Int. 1174, Print 1323, Senator Esquirol—**Adds new Art. 24, Public Health Law, creating a board of beauty culture in state health dept., providing for license of beauty culturists and teachers and for conduct and inspection of beauty parlors and beauty culture schools, and making other provisions and appropriates \$30,000. Health Com. (Same as A. 1322.)
- Int. 1224, Print 1375, Senator Feld—**Amends sections 1476, 1477, adds new 1476-a, Education Law, relative to practice of architecture by certain persons and corporations, to examinations and to readmissions to examinations. Education Com.
- Int. 1234, Print 1400, Senator Garrity—**Amends section 22, Civil Service Law, by prohibiting the removal from public school service of any honorably discharged veteran or volunteer fireman except for incompetency or misconduct after hearing of charges. Civil Service Com. (Same as A. 1684.)
- Int. 1281, Print 1463, Senator Nunan—**Amends section 22, Civil Service Law, relative to removals and suspensions of employees in competitive class. Civil Service Com.
- Int. 1290, Print 1474, Senator Garrity—**Adds new subd. 3, section 22, Civil Service Law, prohibiting removal of person, in non-competitive or labor class, holding civil service position for five years, without charges and opportunity to answer. Civil Service Com. (Same as A. 1482.)
- Int. 1305, Print 1503, Senator Esquirol—**Adds new section 18-22-1, Labor Law, giving bedding inspector same rights and benefits as of grades and salaries as are given to factory, mercantile and other inspectors in Labor Dept., and appropriating \$2,000. Finance Com. (Same as A. 1814.)
- Int. 1370, Senator Fischel—**Adds new section 161-a, Labor Law, providing for two days' rest in seven for state civil service employees. Labor Com. (Same as A. 984.)
- Int. 1380, Senator Miller—**Amends section 53, Civil Service Law, granting in certain cases allowance for retirement purposes, except for prior service, of time during absences on leave. Pensions Com. (Same as A. 1866.)
- Int. 1388, Senator Page—**Adds new section 71-a, Public Officers Law, granting vacations of not less than two weeks a year to state employees paid on per diem or hourly basis. Finance Com. (Same as A. 1839.)
- Int. 1422, Senator Dunnigan—**Amends section 6, Legislative Law to provide for a chief research clerk for president of Senate and deputy Clerk and chief research clerk for Senate Minority Leader. Finance Com.
- Int. 1424, Senator Howard—**Amends section 62, Civil Service Law, for retiring with full credit member of state employees' retirement system with aggregate state and city service of nineteen years and who has arrived at age of 45. Pensions Com.
- Int. 1434, Senator Berg—**Amends sections 103, 100, Judiciary Law, for continuing in office certain clerks to justices of appellate division, 1st dept., and justices of supreme court, 1st district, upon death, resignation or retirement of justice. Judiciary Com.
- Int. 1435, Senator Berg—**Adds new sections 81, 82, Public Welfare Law, to

Continued on Page 6

Remarks of Gov. Lehman at Annual Dinner

"I am glad to be with you again tonight. It makes the eighth time that I have had the privilege of attending one of these dinners. With the exception of last year, I have been present at every one of the dinners given by this Association since I first came to Albany on January 1, 1929. It gives me an opportunity of meeting hundreds of my friends and fellow workers. When I accepted this invitation I told your president that I was not going to make a speech, that I simply wanted to have the privilege of bringing to you, my fellow workers of the State service, my hearty greetings and the expression of my deep gratitude for the splendid way in which you have cooperated with me.

"Like you, I am here tonight, to have a good time, and I am looking forward to the review which I understand is shortly to follow. I know nothing at all about this review, but I am told it is pretty 'rough stuff,' but, Mr. President, and your fellow members on the committee, I here and now give you absolution.

"You know, I was having a grand time here a while ago. I didn't have a worry in the world. I was a million miles away from every problem, and then I started to look around. I had completely forgotten budgets until I saw Abe Weber; and I had completely forgotten bond issues until I saw Morris Tremaine; and I had no worry about Milk Control until I saw Peter Ten Eyck; and taxes were far removed from my mind until I saw Mark Graves; and finally, I didn't even know that there was a Legislature until I saw Assemblyman Hamilton. There is always something to take the joy out of life.

"The first dinner that I attended in 1929 was one of your early dinners and, by the way, that dinner, which was given at the Hotel Hampton, I think had less than one hun-

dred people in attendance. At that dinner I encouraged this Association to organize in a strong body. I believe that was good advice, and the great crowd here tonight, as well as the figures that have been given to me in regard to the membership of this organization has demonstrated that you have made tremendous strides. I am not going to offer my advice tonight, except to repeat what I said eight years ago—that you should do everything in your power to maintain a strong and virile organization. I think it is of advantage not only to you, but of advantage to the Government of the State of New York.

"I am grateful for the very fine cooperation and good will which has been shown to me ever since I arrived in Albany more than eight years ago. Your president has read the remarks which are contained in the first part of this program. I made those remarks at a time which I believe to be as serious and as sacred to a conscientious public official as any that could possibly occur within the span of his life. They were made at the time and place in which I took my oath the third time to serve the people of the State of New York. What I said there on January 1st last I repeat here tonight with all the sincerity that I have at my command.

"We are all working to make our State a better place in which to live, to give to its people the best possible service that we can, and, in the consummation of that ideal, I need your help and I know that I can count on it.

"I have come into contact with many hundreds, if not thousands of employees of the State in all departments, and that contact, generally speaking, has been a somewhat formal one, but I have come into close contact—every day contact—almost

Continued on Page 7

Huntington Meeting

William F. McDonough, former president of the Association, and now Chairman of its Legislative Committee, and Joseph D. Lochner, Executive Secretary, met with representatives of state institutional employees located on Long Island at a dinner meeting held at the Dahlgreen's Green Tree Lodge, Jericho Turnpike, Huntington, L. I., on March 15th.

James McKiernan, President of the Central Islip State Hospital Employees' Association, arranged the dinner and acted as toastmaster. Attending with Mr. McKiernan from Central Islip were Mrs. McKiernan and Mr. and Mrs. David A. Lally. Luther Baird, Treasurer of the Creedmoor State Hospital Employees' Association, attended with Thomas Boyd, John Duffy, Alfred Haughn and Hanna Kiety from this institution. Attending from Pilgrim State Hospital were William Plage, President of this institution's employees' Association, accompanied by William Jenkins and Harry White. Representing Kings Park State Hospital were Richard Gilmer, Mary Doherty, Mrs. Brown and Dr. Brennan.

Alvin Queen, representative of Ter Bush & Powell, Inc., the insurance agency handling the state-wide application of the group plan of accident and sickness insurance attended and explained the plan in general.

Mr. McDonough and Mr. Lochner spoke on legislation affecting institutional employees and benefits of state-wide organization respectively. Representatives present reported on progress in organization work and a discussion concerning employee problems and working conditions generally followed. Everyone present was enthusiastic and firm in his belief that the Association was in a most healthy condition and would enjoy greater support than ever accorded by employees.

WALLPAPER - DU RONT PAINT
35 CENTRAL AVE
Anson Thompson Co.
ALBANY N. Y. PHONE 5-1613

Peacock's
UNEXCELLED
STEAM-PERMANENT
68 STATE STREET
DIAL 4-2310
ALBANY, N. Y.

Summary of Legislation Pending

Continued from Page 4

- permit state and political subdivisions to establish plan whereby persons paying valuable consideration for shares or interest in an association membership, may be selected for appointment to positions in exempt class of classified service consistent with Civil Service Law, salaries to be payable for 50 per cent of revenues obtained under plan, remaining 50 per cent to be appropriated for unemployment and poor relief. Relief and Welfare Com.
- Int. 1465, Senator Fischel**—Amends section 61, Civil Service Law, relative to retirement of members discontinued from state service to permit one continuously employed for 25, instead of 20 years, and attaining age of 50 instead of 45, to receive pension. Civil Service Com. (Same as A. 1962.)
- IN ASSEMBLY**
- Int. 1160, Print 1225, Assemblyman Lavery**—Amends subd. 2, section 62, Civil Service Law, by reducing from 70 to 65 years, retirement age for members in state service and from 80 to 75 years age limit for continuance on approval of department head and from 78 to 73 years on certificate of civil service commission. Civil Service Com.
- Int. 1161, Print 1226, Assemblyman Lavery**—Adds new section 68-b, Civil Service Law, providing that persons in State service for thirty years or more shall be eligible for retirement provided contributions be paid to date of application for retirement. Civil Service Com.
- Int. 1206, Print 1286, Assemblyman Fa-
renga**—Amends sections 62, 63, Civil Service Law, by providing that member of retirement system may elect to retire at age of 50 by making contributions on that basis. Civil Service Com.
- Int. 1207, Print 1287, Assemblyman Fitzpatrick**—Amends sections 170 to 174, 176 to 182, renumbers 184 as 183, 185, 186 as 184, 185, repeals 180, Mental Hygiene Law, relative to administration of state hospital retirement system by abolishing retirement board and providing for transfer of employees and records, also permitting members thereof to transfer to state retirement system. Health Com.
- Int. 1294, Print 1384, Assemblyman Stephens**—(Same as S. 895.)
- Int. 1300, Print 1390, Assemblyman Rapp**—Adds new section 63-a, Civil Service Law, providing for retirement of member of state police division after serving 20 years and having attained age of 50, at one-half salary. Civil Service Com.
- Int. 1314, Print 1411, Assemblyman Brownell**—Amends section 6, Art. 5, Constitution, relative to civil service appointments and promotion of veterans, preference however, not to be accorded in any promotion, and making other changes. Judiciary Com.
- Int. 1317, Print 1414, Assemblyman Brownell**—Adds new section 868-b, Education Law, requiring all custodial employees except engineers in employ of New York City education board to be chosen from civil service eligible lists established by civil service commission. N. Y. City Com.
- Int. 1321, Print 1418, Assemblyman Gans**—(Same as S. 847.)
- Int. 1348, Print 1450, Assemblyman Mil-moe**—(Same as S. 1120.)
- Int. 1361, Print 1476, Assemblyman Moffatt**—(Same as S. 939.)
- Int. 1369, Print 1484, Assemblyman Bush**—Adds new subd. 3, section 94, Executive Law, providing that no member of state police shall be assigned to more than one eight consecutive hour tour of duty except in emergency, tours to be changed once each week, also entitled to one day rest in each week. Ways and Means Com.
- Int. 1376, Print 1491, Assemblyman McLaughlin**—Adds new section 16-c, Civil Service Law, permitting former employee in competitive class in state or local service for at least ten years, after examination, and who was honorable discharged veteran, to be reinstated without re-examination to any vacant position in same office to which he was eligible to transfer or to fill at time of separation. Civil Service Com.
- Int. 1382, Print 1502, 1783, Assemblyman Babcock**—(Same as S. 1085.)
- Int. 1394, Print 1514, Assemblyman Taylor**—(Same as S. 852.)
- Int. 1436, Print 1570, Assemblyman Fromer**—Amends section 162, Judiciary Law, by increasing from \$10 to \$15 a day maximum pay of temporary court stenographer. Mar. 11. 3rd rdg.
- Int. 1482, Print 1616, Assemblywoman Miss Todd**—(Same as S. 1290.)
- Int. 1491, Print 1636, Assemblyman Ehrlich**—Adds new Art. 17-a, Labor Law, to provide for examination and license of stationary engineers by board of examiners and labor dept. making rules and regulations therefor and appropriating \$20,000. Labor Com.
- Int. 1526, Print 1670, Assemblyman Mangano**—(Same as S. 1113.)
- Int. 1540, Print 1684, Assemblyman Pease**—Appropriates \$57,650 to agriculture dept. for carrying out provisions of Art. 25-b, Agriculture and Markets Law, for a division of fruits and vegetables. Ways and Means Com.
- Int. 1616, Print 1780, Assemblyman Steingut**—(Same as S. 1119.)
- Int. 1665, Print 1851, Assemblyman Kreinheder**—Adds new section 31-aa, Civil Service Law, providing whenever a position in competitive class is abolished and incumbent was appointed from eligible list after promotion examination said person shall not be separated from service but shall be demoted to position or grade from which he was promoted and if there be no vacancy one shall be created by demoting incumbent of lower grade. Civil Service Com.
- Int. 1684, Print 1873, Assemblyman Ostertag**—(Same as S. 1234.)
- Int. 1814, Print 2047, Assemblyman Steingut**—(Same as S. 1305.)
- Int. 1821, Print 2056, Assemblyman Gamble**—Amends subd. 5, section 53, Civil Service Law, by providing allowable prior service credit may be received by person becoming member of state retirement system on or before January 1, 1938, instead of 1937. Civil Service Com.
- Int. 1839, Assemblyman Hill**—Adds new section 71-a, Public Officers Law, granting vacations of not less than two weeks a year to state employees paid on per diem or hourly basis. Ways and Means Com.
- Int. 1863, Assemblyman Leahy**—(Same as S. 1141.)
- Int. 1866, Assemblyman Morris**—(Same as S. 1380.)
- Int. 1873, Assemblyman Braiman**—Amends section 351, Banking Law, to provide that if licensed lenders of small loans shall advertise rate of interest charged, such advertisement shall specify annual rate only. Banks Com.
- Int. 1896, Assemblyman Dooling**—Amends section 220, Labor Law, to provide that eight hours shall constitute a legal day's work for municipal employees except firemen and policemen. Labor Com.
- Int. 1907, Assemblyman Maisel**—Requires state health comr., with approval of governor, to select suitable sites for three state cancer hospitals, one to be in New York City for which \$500,000 is appropriated, and two outside of New York City for which \$100,000 is appropriated; a new Art. 18-a is added to Public Health Law, for establishing such hospitals and providing for superintendents and admission of patients. Ways and Means Com.
- Int. 1925, Assemblyman Fitzgerald**—Adds new section 68-b, Civil Service Law, for optional retirement of any state retirement system member who is an honorably discharged soldier, sailor, marine or nurse, on completion of 25 years of service. Civil Service Com.
- Int. 1916, Assemblyman B. J. Moran**—Amends section 94, adds new 99-b, Executive Law, adds new 63-a, Civil Service Law, to make the appointment of state police subject to Civil Service Law and rules and to allow such police at least 24 consecutive hours of rest in any calendar week, also to provide for their retirement on pension after 25 years' of service. Judiciary Com.
- Int. 1962, Assemblyman Alterman**—(Same as S. 1465.)

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:

BEAUTY SHOPPES

Lido Beauty Salon

Specializing in Permanent Waves
Soapless Oil Shampoo and Wave 85c
105 No. Pearl St., opp. Strand Theatre
Telephone 4-2518

CURTAINS AND VENETIAN BLINDS

The Curtain Shop

Curtains—Spreads—Draperies
95 So. Pearl St. — Tel. 3-4534
Discount to State Employees

ELECTRICAL APPLIANCES

H. S. Braun

FRIGIDAIRE
Washers & Ironers—Thor & A.B.C.
454 Broadway, Albany

Champagne's Radio Store

Radio — Frigidaire — Electrical
Appliances
41 Beaver St. — Tel. 3-5417
Expert Repair and Service

J. Harry Kane. Shelvador Refrigerators. Radios, Washers, Vacuum Cleaners & Sewing Machines. Repairing and Servicing. 170 N. Pearl St. (Next Palace Theatre). Tel. 4-2010.

FLOOR COVERINGS

Clark Carpet Co.

Floor Coverings Specialists
112-114 No. Pearl St., Albany
Phone 5-3418

FLORISTS

Danker's

New Location—121 N. Pearl St.
Just above Orange St.
Phones—3-4250, 3-4258 and 3-4259

FURNITURE

John B. Hauf, Inc.

"The House of Quality." 175 Central Ave. Phone 4-2104. Furniture that adds distinction to any home.

GIFTS

The Linen Chest, Inc.

Linen — Lamps — Gifts
Ask about our Layaway Plan
37 Maiden Lane — 4-3218

GREETING CARDS—KODAKS

Kodak finishing 2c per print, any size roll. Sizes 127-120-116-118, 130-124-122. Lawyer's, 39 Maiden Lane, formerly 106 State St.

JEWELERS

John A. Regan & Co., Jewelers

Diamonds, Watches, Jewelry. Expert Watch Repairing, Temporary Address, 518 Broadway. Phone 3-0566.

KODAKS

F. E. Colwell & Co.

Kodaks and Photographic Supplies
35 Maiden Lane, Albany

MUSICAL

Modern Music Shop and Studios

86 No. Pearl St. — Tel. 3-9500
The latest popular sheet music, player rolls and records.
Band and orchestra instruments.
Instructions on all musical instruments.

OPTICIANS

Louis J. Berben

Dispensing Optician
35 Maiden Lane — Phone 3-0566
3 Doors Below No. Pearl St.

PAINTS, WALL PAPER

Sherwin-Williams

Paint and Wall Paper Headquarters
480 Broadway — 324 Central Ave.
Albany, N. Y.

PICTURE FRAMING

Capital Glass Co.

Attractive modern mouldings and frames at reasonable prices
355 Central Ave. — Phone 5-9711

RIDING EQUIPMENT

Army and Navy Store

90 So. Pearl St., Albany
Riding Habits and Boots for men, women and children—Cut Prices

SHOE SPECIALIST

T. Arthur Cohen

M. W. Locke Shoes
New Address,
51 Chapel St.

STAMP COLLECTORS

Albany Book Shop, Inc.

7 Steuben St. — Phone 5-9295
Collections of all kinds, U. S. and Foreign, Finest stock available.

STAMP EXCHANGE

U. S., Br. Col. Foreign Singles, Blocks, Sheets, Rarities. Finest stock in northern N. Y. Approvals—want list filled. 61 Columbia St., Albany.

UNIFORMS

Doyle's Uniform Shop

Nurses' Uniforms, Maids' Uniforms, Smocks for Men and Women. Broadway Arcade. Phone 4-8520.

WINES & LIQUORS

Winchell & Co., Inc.

Wine and Spirit Merchants
59 State St., Albany
Prompt City Delivery — Phone 4-5616

Gov. Lehman Speaks at Annual Dinner

Continued from Page 5

three hundred and sixty-five days of the year—with one particular crowd of people in the State service, and those are the men and women in the Executive Chamber. I have never seen any group of people give of themselves to the service of their people, the service of their chief,

greater devotion, greater self-sacrifice, greater self-abnegation than that crowd of men and women with whom I have had the privilege of working for the past four years. To them, and to them as symbolic of the civil service employees of the State, I wish to extend my hearty, deep and sincere expression of gratitude.

"Whatever success I may have had as Chief Executive and as Chief Administrator of the State, I know is

due in a large part to the splendid support which I have had from my fellow workers in the State service, and I am confident that I will have the same loyal and fine cooperative spirit in the future that I have had in the past.

"Now, I know we are all anxious to see the show, of which we have heard a great deal, and I want to thank you for having me here to join with you."

Civil Service Champions



Hon. Harold C. Ostertag

Mr. Ostertag, an Assemblyman of Wyoming county, is a true friend of State civil service employees. Being a firm advocate of the establishment of suitable working conditions in State service, he sponsored and diligently worked for a bill for several years which provided for an eight-hour day in State institutions, and it was his measure which provided for this great reform which was finally enacted into law in 1936.

Among other important measures which Mr. Ostertag has this year introduced in the Assembly and is constantly working for is a bill which would accord credit to State employees on a mandatory salary basis for time served from 1932 to 1935; another which extends the eight-hour day to kitchen and dining room employees in State institutions; one which would allow institutional employees to accumulate days off-duty; another providing for optional retirement of state employees at age 55 under certain conditions; and a measure providing for death benefit of one year's salary to be paid to employees with ten or more years' service.

Besides being Chairman of the Assembly Committee on Villages, Mr. Ostertag is a member of the Committee on Labor and Industries, Penal Institutions, Military Affairs and Pensions.



Hon. Joseph D. Nunan

Senator Nunan, representing the second Senatorial District, has always been a staunch advocate of ideal working conditions in State service, especially in the interest of shorter working hours for State institutional workers.

In 1936, Senator Nunan sponsored in the Senate the companion bill to Assemblyman Ostertag's bill which was enacted into law, which established the eight-hour day for State institutional employees. This year his measure allowing institutional employees to accumulate days off duty has already passed the Senate, and another of his bills, extending the eight-hour working day to include kitchen and dining room employees in State institutions has also passed the Senate.

Senator Nunan is not entirely a new man in the Senate, having served there since 1930. He is Chairman of the Senate Committee on Conservation and is also a member of the Senate Committees on Finance, Public Service, Internal Affairs, Motor Transportation and Traffic Regulation, Excise, Banks, Public Relief and Welfare, Rules and Reapportionment.

Career Service Bill

Continued from Page 3

ter, A. H. Van Auken, president of the Utica Chapter, Paul L. Ryan, president of the Rochester Chapter, John McDonald, president of the hospital group, and many others have extended great effort toward the education of the people in their own communities as to the fairness and necessity for this measure.

Under the terms of this bill it does not take effect until July 1st, 1938, and there should be no delay in its passage this year. If any flaws are discovered in the bill, there is plenty of time to correct them in the Legislature of 1938, months before the bill goes into effect. This bill has been worked out on a most scientific basis. There is no earthly reason for the continuance of the present hit and miss system with this bill in the offing. Without the enactment of the civil service career bill, the merit system is a system in name only. Merit has nothing to do at the present time with salary raises. Under the present set-up people receive raises who are not entitled to them and thousands upon thousands of others during the years who have done an efficient and competent job do not receive any reward for this service. The bill will correct this situation. It allocates titles to grades. It provides a basic range of salary for junior clerks, senior clerks, etc. It provides that an individual must come into the service at the minimum salary fixed for the grade, and entitles him to an increase upon satisfactory service.

There is at present a feeling of hopelessness prevailing entirely throughout the State service on the question of promotion and salary raises. There is lack of a proper *esprit de corps* which is essential to bring about efficient service. Under this bill a person who wishes to make State service his lifework is guaranteed an opportunity and may be assured that upon meritorious service he can have expectations of reaching a high position. He will no longer be the "forgotten" man. Let's give this bill the final push and set up for State employees a career worthy of the name.

Legislation of Importance

The Legislature on March 24th, declared a recess over the Easter holidays and will return on April 5th. A Resolution has been adopted by both Houses to adjourn sine die on April 14th. Before the recess was declared, many Civil Service bills were passed in the Senate and the Assembly and many others were advanced to Third Reading for passage when the Legislature returns on April 5th.

The following is a brief summary of the status of the more important bills effecting Civil Service employees. A more complete summary of each bill is set forth in the January and February issues of "THE STATE EMPLOYEE" where each of the following bills are listed under their respective introductory members.

SICK LEAVE

The Twomey bill, Senate Int. No. 665, providing for thirty days' sick leave per year with pay was passed in the Senate on March 28th.

The Ehrlich bill, Assembly Int. No. 1050, providing for fourteen days sick leave per year with pay for employees in the Mental Hygiene Department was passed in the Assembly March 23rd.

EIGHT-HOUR DAY

The Nunan-Ostertag bill, Senate Int. No. 804, Assembly Int. No. 1015, authorizing the accumulation of days off duty for employees in State institutions, was passed by both houses, and is awaiting signature of the Governor.

The Nunan-Ostertag bill, Senate Int. No. 802, Assembly Int. No. 861, extending provisions of the eight-hour day to employees in the kitchen and dining room service of State Institutions, passed the Senate March 10th, was reported favorably in the Assembly March 24th, and will be on the calendar for final passage after the recess.

HOSPITAL RETIREMENT SYSTEM TRANSFERS

The Fitzpatrick bill, Assembly Int. No. 908, giving present members of the State Hospital Retirement System the option to transfer to the State Retirement System, passed the Assembly.

BILLS OF INTEREST TO INSTITUTION EMPLOYEES

The Fitzpatrick bill, Assembly

Int. No. 43, providing that employees, who are heads of families, shall be given commutation except where adequate accommodations can be provided in the Institution, was reported favorably in the Assembly and will be on the calendar for passage after the recess.

The Twomey bill, Senate Int. No. 258, which deprives employees in Mental Hygiene Institutions of the present right to a hearing upon charges, passed the Senate. No action in the Assembly.

The Fromer bill, Assembly Int. No. 760, allowing employees of New York State Vocational Institution at Coxsackie the same compensation allowed similar employees in State prisons, reported favorably in Assembly.

Ostertag bill, Assembly Int. No. 491, providing for restoration of time service increments that were withheld from 1932 to 1935. A new bill was recently introduced by Assemblyman Fite to restore time service increments during this period to employees in the Mental Hygiene Department Institutions.

No action has been taken on the Esquirol-Stewart bill, the Feld-Byrne bill or the McCaffrey bill, all of which set up new standards for the licensing of Registered Nurses. All of these bills are still in committee.

The Doyle bill, Assembly Int. No. 887, increasing the salaries for laundry supervisors in the Department of Mental Hygiene, has not been acted upon.

SIX-DAY WEEK

The Wojtkowiak bill, Senate Int. No. 572, providing for a six-day week for all State employees in the canal system, who are now required to work seven days a week, is on the order of Third Reading in the Senate.

The Ehrlich bills, Assembly Int. Nos. 855, 856, containing similar provisions for permanent as well as temporary employees on the canal system is on the order of Third Reading in the Assembly.

The Milmoie bill, Assembly Int. No. 1348, providing for a six-day week for State Troopers is also on Third Reading in the Assembly.

Continued on Page 13

Y. W. C. A.
CAFETERIA
5 LODGE ST.

Ask some one that has eaten at the "Y" what they think — after all that's more convincing than anything we might say.

Luncheons served from
11:45 to 2:00

Easter Ensembles
FOR
Women Who are
Discriminating



HONIGSBAUM'S, INC.
Maiden Lane at James St.

Get The Van Schuyler Habit

TO BE WELL
EAT WELL

This complete restaurant, offers, always, a various assortment of choice foods. Come in for lunch. 50c Up.

Van Schuyler
Restaurant

108-110 STATE ST.

Justice in Commutation Payments

Governor Lehman, budgeting authorities, Commissioner Frederick W. Parsons and other administrative heads are to be congratulated and commended by employees upon their fine action in seeing to it that sufficient appropriation was contained in the fiscal budget to take effect July 1, 1937, for the payment of commutation in lieu of maintenance to all institution employees to whom such payments were justly due.

The following resolution was adopted at the Annual Meeting of this Association on October 6, 1936:

"WHEREAS, there are a substantial number of employees of institutions who receive as part of their salary an allowance for meals and or lodging, and

"WHEREAS, although the law specifically requires that commutation be paid to employees who cannot adequately be housed within the institution, such allowances are denied to many because of lack of necessary appropriations and this causes much distress,

"THEREFORE, BE IT RESOLVED, that this Association continue to urge upon the Governor and the Legislature the propriety and justice of providing in forthcoming appropriations for commutation for all those who are entitled to it."

In the December issue of THE STATE EMPLOYEE, this Association stated as follows:

"For years the Budget, a law of the State, has failed to contain the money to pay what the Mental Hygiene Law, another statute of the State, provides should be paid. 'Commutation in lieu of maintenance,' is granted in the one law and means that if a State hospital attendant or other worker does not eat or sleep at the expense of the State, he shall receive a certain amount in cash more than those who do. Obviously, any Budget bill that does not fulfill this contract is lacking.

"Assurance received at this time of budget making seems to indicate that Governor Lehman, and the Legislature, who last year provided justice in the way of the eight-hour day will this

year seek to correct a budget shortage of many years and supply commutation to all who are entitled to it. For this your Association has battled long and hard and we rejoice in spirit with our members that another victory seems now at hand."

Following this prediction when the budget was presented to the Legislature it was found that an appropriation of \$2,050,000 was contained therein, which we are assured will enable the payment of commutation allowances to every employee in the Mental Hygiene Department institutions who is entitled to same. This appropriation represents an increase of approximately \$1,100,000 over the amount contained in the budget for this purpose for the preceding year.

The following table shows approximately the demands of the various institutions at the time the Budget was prepared, to cover all employees and how the appropriation of \$2,050,000 is divided. Of course when the budget is approved it does not necessarily follow that the appropriation be divided as to the table or does it mean that the whole amount will be paid to employees, but this money will be available for the payment of these allowances when institutions cannot properly house and feed employees. In the first column is the name of the institution; in the second column is the number of present employees now receiving commutation; in the third is the number of present employees who heretofore received no commutation allowances but were entitled to same; in the fourth is the number of new eight-hour day employees it is necessary to provide commutation for; and in the last column is the total amounts for the various institutions.

	No. Empls. Rec. Com.	No. Empls. Not Rec. Com.	8-Hr. Day Empls. to Rec. Com.	Total Appro. Necessary
Binghamton	120	84	88	\$101,124
Brooklyn	104	25	60	58,670
Buffalo	234	42	46	96,088
Central Islip	441	12	130	122,352
Gowanda	80	83	30	56,730
Hudson River	233	139	30	91,812
Kings Park	139	249	39	125,940
Manhattan	178	134	65	122,178
Marcy	100	50	83	54,036
Middletown	262	51	27	66,732
Rochester	173	40	100	53,000
St. Lawrence	103	101	37	77,022
Utica	140	57	18	59,580
Willard	232	56	13	48,100
Creedmoor	76	87	26	49,146
Harlem Valley	173	178	43	118,320
Rockland	134	60	160	107,728
Pilgrim	80	376	273	187,488
Letchworth Village	82	95	75	75,000
Newark	92	149	71	62,500
Rome	134	39	38	73,608
Syracuse	76	26	38	37,878
Wassaic	66	35	34	48,336
Craig Colony	81	76	65	48,546

The increased monies covers not only present employees entitled to commutation allowances but new employees added to payrolls recently because of the establishment of the shorter working day.

Figures courteously furnished upon request by the Mental Hygiene Department indicate that at the present time approximately 3,500 institutional employees of this department receive annually about \$900,000 in commutation allowances. About 2,300 present employees are entitled to these allowances but do not receive same, and to cover this group about \$550,000 additional has been placed in the budget for 1937-38. Also an additional \$500,000 has been included for the new eight-hour day employees.

New Life for Labor

(From address delivered by W. F. McDonough at Association Meeting, Huntington, L. I., Mar. 15, 1937)

We are gathered here to discuss ways and means of improving the incomes, the opportunities for advancement, and the working conditions generally of the men and women who perform the duties connected with State departments.

I do not believe that there is any private employment anywhere that needs reforming more than the civil employment of the State of New York. I do not believe that unsound employment policies in any private employment are as outstanding comparatively as the unsound employment policies of the State of New York. I refer to the lack of security and the lack of income and the lack of opportunity for recognition of initiative and good work at present existing in the case of the great rank and file of State workers in departments and institutions of the State.

The outstanding needs are for security of job, certainty of advancement for meritorious work, and security of adequacy of yearly income sufficient to promote family life on a decent scale and standard. The civil service department of State government has failed to carry out fully the mandate of the Constitution to assure appointments and promotions in the civil service of the State upon the basis of merit and fitness as prescribed in Article 5 of the State Constitution. The civil service department of the State is failing to function fully in dealing with promotions in State service. The appropriating bodies of State government are failing to provide the scales of pay and the orderly salary promotions which are so obviously a part of any sound plan of dealing with workers.

Until recently large bodies of workers were employed on a twelve-hour day scale and many are still on such a scale of hours.

For a number of years, State executive and legislative bodies charged with responsibility for labor practices within State government have failed to correct the situation. They seem to have taken the same attitude that private employers have taken when their workers were unorganized and did not protest. The needs of the worker are of long standing; a ro-

bust, wise organization effort to correct them is now at work.

Through the organization which State employees have achieved largely since 1929, they have not only protested the unsound conditions but have put forward definite and sound plans for correcting these conditions. They have met with a measure of success. Fundamental improvements are still pressing. More effective functioning of the civil service department as to security of workers and as to opportunity for promotion from the bottom to the top of the ladder of State work for every worker dependent upon his merit and efficiency—a vital principle in any and every type of business or industry—is now lacking and must be supplied. Unless honest ambition is promoted and stimulated in State service we shall have simply a mass of individuals without hope, a burden upon taxpayers, and a liability to the community in which they live. That any group of workers anywhere should be without a salary plan and definite steps of salary promotion, is unthinkable in any fair employment policy or in any unit. Yet the State of New York actually deceives through its advertisement of salary scales in connection with various civil service examinations through citing definite salary scales which do not exist except on paper and which may not be paid and very often are not paid even after many years of faithful work.

The Feld-Hamilton civil service career bill sponsored by this Association and introduced in the Senate by Senator Feld and in the Assembly by Assemblyman Hamilton, is absolutely essential to making even a fair start in upbuilding of State Civil Service and its protection. This law together with the \$40,000 additional money given to the civil service department by the Governor in his budget for the coming fiscal year, and which appropriation was strongly urged by this Association, will make possible a real and substantial improvement in the State's own labor policy. The failure to approve this bill will delay and hamper, if not actually destroy the prime purposes of the civil service system both as

to its worth to the people of the State and its worth to the men and women who work for the State.

The Feld-Hamilton bill establishes the principle of mandatory increments for that great body of departmental employees who have never had anything definite in the law as to salary scales or promotions, but only meaningless figures without force or effect behind them.

In 1930, according to the best figures which I can obtain, State employee, had less than one per cent employee organization. Our own State-wide Association, limited as it was at that time to competitive class employees, had about 600 members and was almost helpless as to influence. Institutional employees had organization of employees in some institutions scattered throughout the State and were making the best efforts they could to direct attention to need for improvement in working conditions.

Since that time State employees have shown a vigor and an intelligence in organization which brings us to this day of a single Association of competitive and non-competitive employees in State service of over 12,000 members as of last year, and renewals and new members this third month of the new year of over 12,000 without a single bill for dues having been sent out by Association headquarters. This is the finest sign of cooperation and progress that anybody interested in better things for salaries and wage earning people could wish for.

It would be the height of folly and of ignorance to be satisfied with less than complete membership, and it would be extreme neglect to think that we have even begun to exhaust the need for plans for betterment of employment conditions or the actual betterment of such conditions. We must also think of our own complete organization as a very important and necessary asset to organization in private fields. We cannot alone solve our labor problems. We cannot, if we would, disassociate our successes or our failures from those of all of the workers of our country.

Continued on Page 14

For Your Welfare

This Association is vitally interested in the welfare of every one of its members. It has sponsored every activity possible to prevent personal distress on the part of its membership. For this reason it has sponsored a group plan of accident and sickness insurance to protect the income of its members during disability periods, as well as care for the extraordinary expenses connected with disability, such as doctors and medicine, and for the usual increase in regular living expenses during these periods. Likewise it has assisted materially in the establishment of credit unions among its groups throughout the State, thereby enabling its members, in time of economic distress, to borrow money at very low interest rates and save themselves from the clutches of racket loan organizations charging exorbitant rates.

In sponsoring its group accident and sickness plan, this Association has found that thousands of employees, who heretofore were unable to afford accident and sickness coverage because of its high cost when secured individually, were enthusiastic about the group plan and immediately availed themselves of the opportunity of receiving this splendid broad protection at amazingly low rates. Other employees who joined the group plan previously had accident protection only, and as statistics reveal that only 15% of all disability is due to accidents, were glad to enter the group plan and receive the 100% protection given thereby.

Administrative chiefs in the State service are loud in their praise of our group plan, as they believe that employees in the plan are free from worry as to what might happen if disability occurred, and after disability periods return to work at least in the same or nearly same financial condition as before their distress.

Many employees, however, possibly fortunate in avoiding disability in the past, have not taken advantage of this splendid protection. Many have protected themselves against accident disability only. Of course, many insurance companies discourage the sale of Health insurance and as a result the salesman in turn talks Accident only with no mention of Health, or if the prospect brings it up, the salesman very often talks dis-

couragingly of it. Why? Because a good accident and sickness insurance policy, without any exceptions as to its coverage, non-cancellable, and written on an individual basis is too expensive and beyond the reach of the average paid employee. We offer our group plan as the solution. Securing accident protection only is similar to buying windstorm and earthquake protection on a building, and failing to protect it from fire hazard.

In this question of securing accident protection only we must remember that there are sixty doctors to every one undertaker in the United States today, and these doctors treat more people in seventy-two hours than all the undertakers bury in a full year. According to the "Alms-house Record of New York City," one person in each twelve is sent to the almshouse because of expenses resulting from illness.

In bringing the subject of our group plan to the attention of employees, the Association has frequently used the slogan: "Enjoy the contentment and peace of mind of knowing that income will be protected during disability arising from accident or illness." The writer was ap-

proached by one employee and accused of "Painting a Picture" in order to sell a thing which should be sold on its merits. This employee and others thinking likewise should acquaint themselves with the following facts.

One person out of each 175 in the United States is in a hospital today—right now. There are about 7,500 hospitals and sanitariums in the U. S. with about 825,000 beds. During the last five years they have never been less than 75% occupied. One person in each ten is a resident patient in a hospital each year. The president of the Hospital Association in his report at Toronto says that the average stay ranges from thirteen to eighteen days. There are 27,400 people at home today who will enter a hospital for the first time tomorrow. The World Almanac reports that there were 21,621,766 patients in hospitals and dispensaries in the U. S. last year.

Write this Association today for information concerning its group plan of accident and sickness insurance. Protect yourself today, because after disability occurs it is often too late. Secure valuable protection at low rates—broad coverage with no exceptions.

ARE YOU INSURED FOR ACCIDENT AND SICKNESS

Over **4500 STATE EMPLOYEES**
Already Insured

This is the only State Wide Plan and costs **LESS** than any other plan that you could buy equally broad. Our policies carry the **NON CANCELLABLE** endorsement.

**Extra coverage while in the Hospital,
for a small additional cost.**

Send in Your Application Today

Ter Bush & Powell, Inc.

423 State Street

Schenectady, N. Y.

Legislation of Importance

Continued from Page 9

VETERANS' BILLS

The Berg bill, Senate Int. No. 587, providing that age limitations set up on civil service examinations shall not be applicable to Veterans, passed the Senate March 15th but has not been reported in the Assembly.

The Berg bill, Senate Int. No. 712, giving Veterans preference on preferred lists, passed the Senate March 1st, but was killed in the Assembly.

The Berg bill, Senate Int. No. 713, giving Veterans preference in retention when positions are abolished or reduced through lack of appropriation or work, passed the Senate March 1st, but was killed in the Assembly.

The McLaughlin bill, Assembly Int. No. 1376, permitting Veterans of ten years' service who have been discharged, to be reinstated without examination to any vacant position, is on order of Third Reading in the Assembly.

The Fitzgerald bill, Assembly Int. No. 1925, permitting optional retirement of Veterans on completion of twenty-five years' service, is on order of Third Reading in Assembly.

EXTENSION OF ELIGIBLE LISTS

None of the six or eight bills extending the various eligible lists have been favorably reported by any committee in either house.

TRANSIT COMMISSION

The Twomey-Moffat bill, Senate Int. No. 939, Assembly Int. No. 1361, appropriating \$10,000 to the Transit Commission for the purpose of paying vacations and sick leave for highway employees temporarily assigned to the Transit Commission, was advanced to Third Reading in the Senate.

RETIREMENT BILLS

The Ostertag bill, Assembly Int. No. 1057, providing for death benefit of a full year's salary for employees having over ten years' service, is on order of Third Reading in the Assembly.

The Rapp bill, Assembly Int. No. 1300, permitting retirement of State

Police after twenty years' service at one-half salary, is on order of Third Reading in the Assembly.

The Crawford-Ostertag bill, Senate Int. No. 467, Assembly Int. No. 1042, permitting retirement at age of fifty-five on half salary after thirty years' service, passed in Assembly, reported favorably by Senate Pensions Committee.

The Rossi bill, Assembly Int. No. 894, making permanent option to retire at age of fifty-five, passed the Assembly.

The Feinberg bill, Senate Int. No. 281, permitting employees to add to retirement system in single payment sufficient to provide for retirement at one-half salary at present age if greater than the age of sixty, passed both houses.

MISCELLANEOUS BILLS

The Morris bill, Assembly Int. No. 686, providing that suspended employees who have accepted lower positions shall remain on preferred list for restoration to former position or equivalent, passed the Assembly.

The Howard bill, Senate Int. No. 501, providing that certain employees of state insurance fund shall have same salary schedules as certain employees in Labor Department, passed both houses.

The Todd bill, Assembly Int. No. 1482, providing that employees having five years or more of service in

labor or non-competitive class shall have same protection in removal as employees in competitive class, on order of Third Reading in the Assembly.

The Hamilton bill, Assembly Int. No. 1796, giving preference to residents of counties contiguous to Albany in certification to positions in Albany paying less than \$900 per annum, passed the Assembly.

There has been no action on the following bills:

The Austin bill, Assembly Int. No. 803, extending seniority rule to employees in non-competitive and labor classes.

The McNaboe bill, Senate Int. No. 68, prohibiting Civil Service Commission from setting up educational requirements for technical positions.

The McNaboe bill, Senate Int. No. 570, prohibiting credit for oral examination.

The Egbert bill, Senate Int. No. 730, extending credit for service in labor or non-competitive class in determining seniority when positions are abolished.

The Fischel bill, Senate Int. No. 1370, authorizing a five-day week for all State employees.

The Page bill, Senate Int. No. 1388, authorizing two weeks' vacation with pay for State employees on a per diem or hourly basis.

BORDEN BOULEVARD CREAMED COTTAGE CHEESE

Order of your
Borden Boulevard
Milkman or
Telephone
4-4158

*Rich, fresh and delicious,
Borden Boulevard
Creamed Cottage Cheese
is just what you want to
give your meals that touch
of differentness.*

*There are a score of tempt-
ing ways to serve it.*

Civil Service Examinations

Examinations will be held, as announced by the State Civil Service Department, on May 1st for the positions listed below. Application forms may not be issued by mail after April 8 for written examinations and after April 29 for unwritten ones. Applications should be filed or postmarked on or before April 9 for written and April 30 for unwritten. When writing for detailed circular and application form, specify title of position and enclose a 3½" x 9" or larger self-addressed envelope bearing 6c postage. Requests must be addressed to Examinations Division, State Dept. of Civil Service, Albany, N. Y.

WRITTEN EXAMINATIONS

Assistant Bookkeeping Machine Operator. Usual salary range \$901 to \$1200.

Assistant Photostat Operator. Appointment expected at \$1020.

Assistant Psychologist. Appointment expected at Letchworth Village, at \$80 per month and maintenance.

Assistant Statistician. Several appointments expected at \$2100 to \$2500.

Assistant Tabulating Clerk. Number appointments expected. Usual salary range from \$901 to \$1200.

Biologist. Appointment expected at \$3500.

Blindness Prevention Consultant Nurse. Appointment expected at \$2000.

Cost Engineer. Usual salary range \$3700 to \$4800, appointment expected at \$4200.

District Supervising Public Health Nurse. Appointments expected at \$2000 to \$2640.

Examiner, Experienced in Street Railway Accounting. Salary \$2101 to \$2640; one appointment expected at \$2101.

Head Physician. Salary varies.

Head Tuberculosis Hospital Nurse. Appointments expected at Ithaca, Mt. Morris and Oneonta Tuberculosis Hospitals at \$1200 and maintenance. Each candidate may compete in as many of these examinations for nursing positions as she wishes and is eligible for, but must indicate for which ones she wishes to be considered.

Junior Agricultural Statistician. Salary \$1500 to \$2400, appointment expected at \$1900.

Junior Librarian. Salary varies; appointment expected at \$1800.

Library Assistant. Salary varies; appointment expected at \$1000.

Orthopedic Public Health Nurse. Usual salary range \$1601 to \$2100; appointment expected at \$1800.

Pathologist. Appointment expected at \$3500.

Principal, School of Nursing. Salary \$1621 to \$2100 with maintenance.

Senior Education Supervisor. Salary varies, appointment expected at \$2750 to \$3350.

Senior Laboratory Technician (Clinical Pathology). Appointment expected at \$2200.

Senior Tuberculosis Hospital Physician. Salary varies. Appointments expected at \$3000 and maintenance.

State Planning Research Assistant. Usual salary range \$2101 to \$2640. Two appointments expected at \$2101.

Stenographer-Bookkeeper. Salary varies, one appointment expected at \$1200.

Supervisor of Public Records. Salary varies; appointment expected at \$2400 to \$2600.

Tuberculosis Occupational Therapist. Salary range \$1200 to \$1620; appointments expected at \$1200 with maintenance.

X-Ray Technician. Salary varies. Two appointments expected at \$1200 with maintenance.

UNWRITTEN EXAMINATIONS

Associate Civil Service Examiner. Appointment expected at \$4000. Appointments may also be made to Senior Civil Service Examiner at \$3300.

Foreman, Shoe Factory. Salary \$2500 to \$3000. Appointment expected at \$2600.

Home Teacher. Usual salary range \$1200 to \$1500. Appointment expected at \$1100.

Institution Director of Education. Appointment expected at \$3500.

Shop Foreman. Salary varies. Appointment expected at \$2280.

Supervisor of Related Vocational Subjects. Appointment expected at \$1800.

Teacher of Adult Education. Usual salary \$1600 to \$1800.

Life for Labor

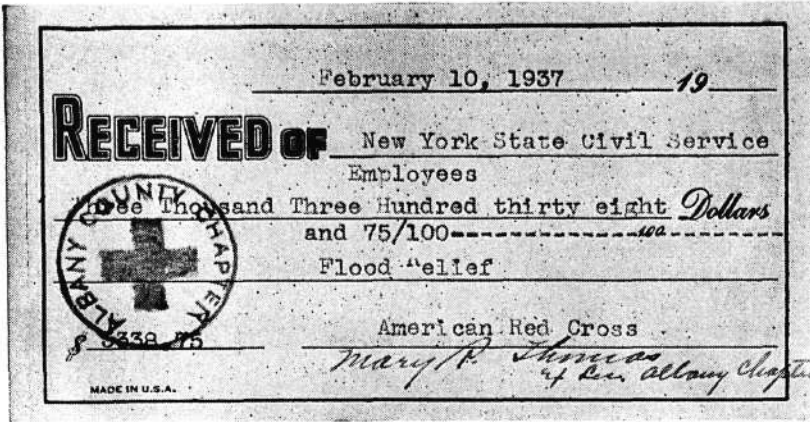
Continued from Page 11

What have we to boast of now? We have a strong organization as to numbers, we have a splendid group of leaders; we have built up through the past few years by reason of our program and our leadership a respect among the people, other organizations, and executive, legislative and administrative departments of government that is a distinct asset to the future activities of the Association; we have efficient headquarters open every working day in the year and in the State Capitol itself; and we have financial resources as the result of thrifty handling of the small dues paid by each member sufficient to carry on our activities, maintain our headquarters, publish our magazine, and employ active counsel and other workers. Our Association in addition has taken its place with the great organizations of the State in promoting charitable and community betterment.

And in the record of accomplishment we have added at least seven million to the total income of State workers during the past five years; have brought about the establishment of the eight-hour day in institutions; have maintained the retirement system, which the Association in earlier days brought into being, in a strong condition despite the attacks of those panic days of 1933; have maintained the salary scales for State workers better than in any other jurisdiction or employment I know of during depression years; established credit unions, health and accident insurance at low rates, and promoted hospitalization plans in various cities. We have held the civil service system together despite weakness of financial support and of manning of the civil service department. It is in line with labor organization history that only one-third of all who benefited among our workers had a membership part in this great work. The new record membership means that this condition of inertia has passed.

Let us rededicate ourselves to old ideals of unselfish service to the State and to each other, and at the same time recognize the practical situation of our day that to advance those ideals we must adopt the new way of complete and loyal organization under one banner and in one Association and present a united front in labor's battle for justice

Flood Relief Contribution



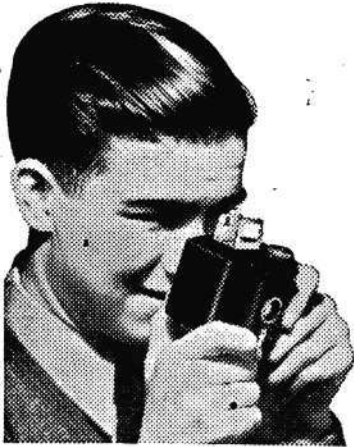
Above receipt from the Albany Chapter of the American Red Cross is visible evidence of the contributions of the State Employees employed in the City of Albany to the worthy cause of flood relief to assist in relieving distress on the part of our fellow beings in the mid-western part of our country.

This does not in any way represent the total contributions of State employees, as many such employees made contributions direct to the Red Cross and other welfare organizations, and indirectly to such organizations through social, church, fraternal and like societies.

Albany Hardware & Iron Co.

39-43 STATE STREET

Phone 4-3154



Here It is!

A BABY BROWNIE

for \$1.00

You just can't measure by its price the "fun-value" of this little Baby Brownie. Good looking, sturdy, efficient, takes amazingly clear pictures. Baby Brownie is our biggest Kodak bargain.

See Our Complete Line of Eastman Kodaks

JOIN OUR

State Departments Tour to

Havana — Six Days — All Expenses, Berth, Meals, Sightseeing — Sailing May 29th, via the T. E. L. Oriente

\$65. up

Obtain Your Reservations, Tickets and Full Details from

HOWARD J. CURTIS

LANSING'S TRAVEL BUREAU

504 BROADWAY

Telephone 4 6737

ALBANY, N. Y.

WALDORF FOR

TUXEDOS and FULL DRESS

To Hire NEW

TUXEDOS

\$2.50

Complete with Dress Shirt, Collar Tie, Studs \$3.50



Waldorf Tuxedo Co.

"Men's Formal Wear Exclusively" 2nd Floor 452 Broadway Phone 4-5011 Opp. Postoffice Open till 6:30. Later by Appointment

Stop at JOE'S for Books

Greeting Cards

Fountain Pens

Portable Typewriters

Stationery

Joe's Bookshop

27 Steuben St. Albany, N. Y.

After You Have Tried Others For Real Value

Try

HOTEL CAPITOL

GREEN ST. OFF STATE TAP ROOM



There is only one highway to success — The cooperative way of organization.

Your Summer Vacation

Plan it NOW!

Whether your holiday this Summer takes you to our own CALIFORNIA, the NATIONAL PARKS, ALASKA — to BANFF and LAKE LOUISE in the lovely Canadian Rockies — southward cruising to the colorful WEST INDIES, SOUTH AMERICA or MEXICO — or across the sea to magnetic EUROPE —

**IT IS NOT TOO EARLY TO ARRANGE
FOR THAT SUMMER VACATION NOW!**

By steamer, air, rail or bus — space goes quickly for Summer holidays. Whether you join a carefully planned Conducted Tour or travel independently, hotel reservations, sightseeing and Travelers Cheques must be secured *in advance*.

Wherever you go, you can obtain complete travel information and an invaluable combination of services through either of the local Travel Agents shown below for your journey under American Express Travel Service auspices. The Conducted Tours of this world-wide travel organization are well known . . . and the Independent Traveler under its guidance here or abroad, becomes a welcome and expected guest. American Express offices everywhere care of your mail from home; their Staffs aid you in making your journey pleasant and carefree.

VACATIONS COME BUT ONCE A YEAR. PLAN THEM NOW—GUARD THEM WELL IN ADVANCE WITH RESERVATIONS, PROTECTED TRAVELERS CHEQUES—AND AMERICAN EXPRESS TRAVEL SERVICE

Complete Travel Information for your Summer Vacation plans can be obtained at

**Lansing's Steamship and Travel
Bureau**
HOWARD J. CURTIS, Director
Telephone 4-6737
504 Broadway Albany, N. Y.

Flick Travel Service, Inc.
Ten Eyck Hotel Building
Telephone 4-8911
Albany, N. Y.



Miss Mary R. Corkrey
State Education Dept.
Albany, N. Y.