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

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By F. B. Holmes, Director of Retirement System

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Chapter News

JANUARY, 1939

Vol. 8

10 Cents per Copy

Number 1

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THE STATE EMPLOYEE is published monthly except, May, 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.

The State Employee

VOL. 8

JANUARY, 1939

Number 1

Our Group Life Insurance

Our Group Life Insurance Plan is being enthusiastically acclaimed wherever it has been presented to State workers. The solicitation of several institutions, including Rockland State Hospital and Wassaic State School, has been completed, and it has been found that approximately 75 per cent of the employees of the completed groups have signed up for this insurance. Forty-five solicitors, who are acting as representatives of the Association for the purpose of presenting this plan to State employees, are working throughout the State, and will endeavor to reach all groups at the first possible opportunity. Members may be certain that any courtesy or cooperation shown these representatives to facilitate their huge task will be most appreciated. We have found that this plan fills a humane need, and members should bring its value to the attention of their fellow workers.

\$1,000 for Women

After many hundreds of employees were interviewed on this insurance, it was found that women generally were not applying for the valuable protection made available by the plan. An immediate study was made and it was found that the women were declining because the majority felt that the amounts of insurance which were provided for them were too high. As individual selection of the amounts of insurance desired is precluded in a group plan of this type, it was necessary to establish a \$1,000 maximum amount of insurance for all women, regardless of salary. Following this change, just as many women signed up for the insurance as men. Women who receive less than \$900 per year must now apply for \$500 worth of

insurance; and women receiving \$900 or more must take out \$1,000 amount of insurance.

Value of Maintenance Excluded

When first announced, the salary of institutional or other employees receiving maintenance was regarded as one and one-half times the cash salary. Upon careful investigation, and after interviewing several hundred institutional employees, it was found that computing salary on this basis brought such employees into too high a salary bracket. A change was thereupon made. Maintenance will no longer be taken into consideration the employees' cash salary is to be the salary basis.

No Physical Examination

To clarify this question in the minds of the many State workers inquiring, there will be no physical examination necessary if application for the insurance is made at the present time. However, if an employee delays signing up for the insurance until some time after the plan becomes effective, it may be necessary for him to take a physical examination in order to qualify for this insurance. This procedure is necessary to protect policyholders in the plan. For employees coming into the service new, reasonable opportunity will be given for such employees to apply without taking any physical examination. For employees applying **NOW**, no physical examination is necessary, and no reference is made to any previous medical history.

No Selection of Risk

Many employees in State service have jobs which insurance companies consider hazardous, and for this reason if such employees should attempt to purchase life insurance on an individual basis, they would

find that they would be rated-up, and required to pay more premium than the worker in the less hazardous employment. The Group Plan of Life Insurance now being sponsored by your Association should be especially attractive to employees, such as prison guards, attendants in mental institutions, etc., as in our Group Plan no discrimination as to rates is made against such employees. If you are an employee of the State, you may become a member of this Association and apply for coverage under our Group Life Insurance Plan.

Payroll Deduction

One of the outstanding features of the Group Life Insurance Plan now being sponsored is that payment is made easy by means of small deductions from your pay. Through this method, you are not faced with the necessity of making large quarterly, semi-annual or annual premium payments. Deductions are automatically made and you need not worry about your insurance lapsing. This insurance may be cancelled by written order of the employee on forms which will be provided, and upon receipt of this order deductions will cease.

Ages of State Workers

All employees of the State do not live to attain the age of 70. According to the last report of the retirement system out of 54,661 employees, only 186 were 69 years old, 228 age 68, 298 age 67, etc., and only 3,973 were 60 or over. Think of it, only 7 per cent over 60 and only 20 per cent over 50 years of age. Out of 54,661 employees, 42,452 are under 50 years of age.

Continued on Page 4

Summary of Legislation

The following is a complete list of bills which have thus far been introduced in both houses of the Legislature which affect State employees and are of interest to them. This summary will be continued in future issues so that a complete record may be had. Record of legislative action on these measures is also noted.

ASSEMBLY

Int. 12, Print 12—Mr. Quinn—
Makes each Saturday during the months of July and August a legal holiday. Referred to Judiciary Committee.

Int. 18, Print 18—Mr. Devany—
Prohibits employment in classified civil service of state, civil division or city or as superintendent, principal or teacher in public school or academy, state normal school or college, of persons advocating overthrow of government either by oral or written word or by aid in organizations, and defines criminal anarchy and communism. Referred to Civil Service Committee.

Int. 29, Print 28—Mr. Crews—
Provides state and local civil service commissions from setting up rules discriminating against any person from qualifying for position in classified service because of his or her education, credits for educational qualifications being declared void except in case of professional and other positions where educational requirements are imposed by statute. Referred to Civil Service Committee.

Int. 79, Print 79—Mr. McLaughlin—
Provides for two days' rest in seven for employees in competitive and labor classes of civil service in cities of 100,000 or more. Referred to Labor Committee.

SENATE

Int. 12, Print 12—Senator McNaboe—
(Same as Assembly 18)

Int. 23, Print 23—Senator Phelps—
(Same as Assembly 28)

Int. 67, Print 67—Senator Page—
Requires State executive officers to grant vacations with pay to employees on per diem or hourly basis, for not less than two or more than three weeks in any year. Referred to Finance Committee.

Int. 83, Print 83—Senator Coughlin—
Provides for payment to beneficiary of member of State employees' retirement system of a sum in addition to ordinary death benefit, equal to 50 per cent of such compensation if total number of years in which allowable service was rendered exceeds ten. Referred to Pensions Committee.

Int. 86, Print 86—Senator Mahoney—
Permits member of State retirement system to elect to contribute on basis of minimum retirement age of 55. Referred to Pensions Committee.

Int. 87, Print 87—Senator Mahoney—
Provides that officers and employees in State civil service shall receive a retirement allowance after attaining minimum retirement age instead of at 60 as at present, and provides for additional pension. Referred to Pensions Committee.

Our Group Life Insurance Plan

Continued from Page 3

Protection Only

Our Group Life Insurance is written at a very low cost, and the premiums charged are only sufficient for pure protection. This may be compared to fire insurance on a building, if the building does not burn, then you do not collect and there is no cash value to your policy, and you renew it to continue being protected. The same is true of automobile insurance. While our group life insurance has no cash value accruing, it likewise is available at much lower rates, and does give you the protection so necessary to everyone.

Retirement and Leaving State Service

Upon retirement an employee may continue in the group plan at the group rates until reaching age 70 by making his premium payments to the Association. At age 70 the insurance may be converted into any form of insurance written by the company, except term insurance, without medical examination, at the attained age rate.

Syracuse Chapter Elects

At its Annual Meeting on November 16th, the Syracuse Chapter of the Association elected the following officers: President, A. R. Mulligan, Dept. of Public Works; Vice President, A. J. Goodwin, Dept. of Taxation and Finance; Treasurer, E. F. Palmatier, Syracuse State School, and Secretary, Miss A. B. O'Boyle, of the Department of Labor.

The Chapter also adopted a resolution providing for annual dues for the Chapter of 25 cents to defray the miscellaneous expenses incurred. A tentative program has been arranged whereby a prominent speaker from one of the State Departments will address the members at each meeting concerning the various activities of the State departments in the City of Syracuse.

Representatives of the various State Departments in the Syracuse Chapter are: Edward J. Delaney, Dept. of Public Works; A. E. Jones, Dept. of Education; A. A. Kocher, Dept. of Tax; Edward Hunt, Division of Parole; E. F. Palmatier, Syracuse State School; H. H. Wagenhalls and Mrs. Hazel Glahn, Dept. of Health; George W. Schilly, Div. of the State Fair; Edward F. Carr, State Insurance Fund; Grace Hammond, Syracuse Psychopathic Hospital; Dennis M. Sullivan, Div. of Placement and Unemployment Insurance; John W. Brown, Jr., State A. B. C. Board; Edward J. Killeen and Maud Miller, State College of Forestry; Paul Guyler, Dept. of Social Welfare, and Miss Anna B. O'Boyle, State Dept. of Labor.

Congratulations upon their election to the new officers of the Syracuse Chapter, and may they continue the fine successful work of their worthy predecessors.

Wassaic Chapter News

The Wassaic State School Chapter of the Association will present the play "Meet the Wife" in the School Auditorium on Tuesday evening, Jan. 17, at 8:15. The play will be given by the Starlight Players of Pawling.

Disability

MEANS RETIREMENT PROTECTION

By Franklin B. Holmes
Director of State Employees' Retirement System

Two forms of disability retirement protection are afforded all members of the New York State Employees' Retirement System.

In the November issue of THE STATE EMPLOYEE, I explained the optional benefits under which a member of the retirement system may leave the State service voluntarily when he becomes eligible for service retirement any time between the ages sixty to seventy.

In order that members of the retirement system may readily understand the protection enjoyed by them, I now point out that Ordinary Disability Retirement and Accidental Disability Retirement also are provided. Regarding Ordinary Disability Retirement, the law says:

"Ordinary disability retirement. Medical examination of a member in state service for ordinary disability shall be made upon the application of the head of the department in which said member is employed, or upon the application of said member or of a person acting in his behalf, stating said member is physically or mentally incapacitated for the performance of duty and ought to be retired, provided that the said member has had fifteen or more years of total service. If such medical examination shows that the said member is physically or mentally incapacitated for the performance of duty and ought to be retired, the medical board shall so report and the comptroller shall retire the said member for ordinary disability within ninety days after the execution and filing of the application therefor with the comptroller.

"Upon retirement for ordinary disability a member shall receive a retirement allowance which shall consist of:

"1. An annuity which shall be the actuarial equivalent of his accumulated contributions at the time of retirement; and

"2. A pension which, together with his annuity, shall be equal to ninety per centum of one-seventieth of his final average salary multiplied by the number of years allowable to him;

"(a) for the total service actually rendered by him, if such retirement allowance exceed one-quarter of his final average salary, otherwise

"(b) for the total service which would be rendered by him were his service to continue until attainment of age sixty, so far as the resulting total retirement allowance shall not exceed one-quarter of his final average salary."

As noted, a member must have at least fifteen years of total service to be eligible to Ordinary Disability Retirement. The Ordinary Disability Retirement may not be less than one-quarter final average salary and it should be noted that the law was amended last year to provide that a member could select any five consecutive years to be used as a basis in computing final average salary. An opinion has been rendered by the Attorney General that if any other five years than the last five years is selected the period must be during actual membership.

When the service is sufficient to produce an Ordinary Disability Retirement allowance more than one-quarter salary it is computed in the following manner:

The age of the member was 58 years, 10 months; the prior service was 9 years, no months, 23 days; the member service was 16 years, 4 months; the contributions with interest accruals amounted to \$2,490.45; the final average salary was \$2,200.

The member was entitled to nine and one-twelfth seventieths of final average salary of \$2,200 plus sixteen and four-twelfths seventieths of final average salary which equals \$798.81.

The Law provides that the member shall receive ninety percent of the amount that he would receive were he age sixty.

This provides a retirement allowance of \$718.93.

The annuity purchasable from the contributions of \$2,490.45 is determined and the State pays the difference from the pension accumulation fund.

The member selected Option No. 1. The retirement allowance of \$718.93 was multiplied by the optional factor for the age and for Ordinary Disability Retirement which is .6403 which gives us a retirement allowance of \$460.31 under Option No. 1.

The member's reserve was, of course, the amount of the contributions. The reserve set up by the State was \$2,615.05 which produced a total reserve of \$5,105.50 from which we are to pay \$38.36 per month and if this member dies before we have paid to the member the total reserve of \$5,105.50 the balance not paid to the member would be paid to the beneficiary having an insurable interest in the member's life or to the estate of the member should the beneficiary die.

The Law relative to Accidental Disability Retirement is:

"Accidental Disability Retirement. Medical examination of a member under sixty years of age in service for accident disability and investigation of all statements and certifications by him or on his behalf in connection therewith shall be made upon the application of the head of the department in which said member is employed, or upon the application of said member or a person acting in his behalf, stating that said member is physically or mentally incapacitated for the performance of duty as a natural and proximate result of an accident sustained in service as a member and certifying the time, place and condition of such service performed by said member resulting in such alleged disability, and that such alleged disability was

Continued on Page 6

Disability Means Retirement Protection

Continued from Page 5

not the result of wilfull negligence on the part of said member and that said member should therefor be retired. No such application shall be valid or acted upon unless a report, in a form acceptable to the comptroller, of the accident is filed in the office of the retirement system within thirty days next following the date of the accident, except that, if notice is filed with the industrial commissioner as required by the provisions of the workmen's compensation law, or if the medical board and the comptroller shall agree that for some sufficient reason notice could not have been given, such notice shall be waived for a reasonable period. If such medical examination and investigation show that the said member is physically or mentally incapacitated for the performance of service as a natural and proximate result of an accidental injury received in such service while a member and that such disability was not the result of wilfull negligence on the part of said member and that such member should be retired, the medical board shall so certify to the comptroller, stating the time, place and conditions of such service performed by said member resulting in such disability and the comptroller shall retire the said member for accident disability within ninety days after the execution and filing of application therefor with the comptroller.

"Upon retirement for accident disability a member shall receive a retirement allowance which shall consist of (1) an annuity which shall be the actuarial equivalent of his accumulated contributions at the time of his retirement, and (2) a pension in addition to the annuity, of three-quarters of his final average salary."

The service rendered by a member relative to accidental disability retirement is immaterial. A person may become a member of the retirement system and be injured the first day of employment and membership, but the benefit would be paid.

The case described is that of a policeman with contributions of

\$598.25 and final average salary of \$1,983.33. The computation for this form of retirement is simple. Three-quarters of \$1,983.33 produces a pension of \$1,787.50. The annuity value for the age of the member was 11.059. The System divided the contributions of the member by the annuity value to produce an annuity of \$54.12. The total retirement allowance was \$1,541.62.

The reserve set up by the member was \$598.25 and by the city \$16,450.26 making a total of \$17,048.51 from which the system is to pay the annual retirement allowance.

In accidental disability retirement the system must take into consideration payment under the Workmen's Compensation Law.

A case was similarly computed as above and the retirement allowance under Option No. 3 determined to be \$2,472.36 but this retirement allowance was adjusted to \$844.77 by the actuary because the member is to receive \$25 per week from the State Insurance Fund.

It should be noted that the retirement system must be entirely guided by the certification of the medical board as to whether or not the member was in the performance of duty at the time of the accident and also as to whether or not the member is entitled to either form of disability retirement.

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Good Will Group

The newly formed "Good Will Association" of the Mechanical Division in the Department of Taxation and Finance recently elected its first officers. They were as follows:

George Hayes as President, assisted by Miss Dorothy Cowell, Vice President, Miss Ignatia Paganò, Secretary, and Miss Gladys Dailey, Treasurer.

Though seldom heard of this Mechanical Division is the largest in State Service. Millions of income tax returns are addressed, folded, inserted and mailed to taxpayers from this point.

At least six million printed forms are produced annually by this Division including those flashy motor vehicle pamphlets which made statistician Bob Maloy so popular. This Division which by the way is headed and supervised by Mr. Aaron Wining, will no doubt come into the limelight now with Mr. Ray Beachler, member of the Board of Directors of the Rensselaer Junior Chamber of Commerce, as Publicity Director. The first duty of the president was this appointment.

New York City Chapter

ELECTION OF OFFICERS AND DELEGATES

At the Annual Meeting of the New York City Chapter of the Association, held December 22nd, J. Earl Kelly of the Motor Vehicle Bureau was elected to succeed retiring President Milton Schwartz of the State Insurance Department. The new president has worked most industriously for several years as Chairman of the Chapter's Legislative Committee, has been editor of its magazine, and is well known and respected in the councils of this Association statewide.



MILTON SCHWARTZ

Retiring President Milton Schwartz enjoyed a most successful term of office, and his usual good judgment and experience will not be lost, for he will continue to render outstanding service to his fellow State workers and members of the Chapter by acting as Chairman of the Legislative Committee. During the last two years that he was president, the Chapter grew tremendously both in membership and influence. When Milton took over the reins in 1936, membership totaled approximately 400. At the date of the last annual meeting, membership well exceeded 2,000. An untiring worker, he has spared no effort to unite State work-

ers in the various and scattered offices in the Metropolitan District into this State-wide, all-State-employee body. During his regime the Chapter established and published the civil service organ well known in the Metropolitan area, STATE CIVIL SERVICE. The Annual Dinners held at the Astor Hotel will be hard to duplicate and will be remembered always. We are certain that the members of the N. Y. C. Chapter appreciate the faithful service and loyalty of retiring President Schwartz, who thought not of material gain, but was rewarded only by the knowledge that he was performing something worthwhile for the benefit of his fellow workers.

The other officers elected were: 1st Vice President, Elizabeth E. Lewis, Education; 2nd Vice President, Nathaniel Orens, Banking; 3rd Vice President, Joseph J. Clarke, Public Service; Treasurer, George Menger; Recording Secretary, Ruth Hawe, Tax; Corresponding Secretary, John Ferguson, Tax, and Financial Secretary, Grace Walsh of the Labor Department.

The following Department Representatives were also elected: Lawrence Epstein, Bureau of Files of the Tax Dept.; Stella Lehat, Health; Charles W. Hutchins, Tax; Arthur Rosenberg, Mortgage Commission; Jeanette Harris, Law; Marie Farrell, Law; Mary E. Armstrong, Liquor Authority; Kenneth Valentine, Public Service; Clinton D. Ganse, Banking; Edward J. Reilly, Insurance; Charles J. Conklin, Motor Vehicle Bureau; Mrs. Mary M. Smith, Public Works; Biagio Romeo, Mental Hygiene; Samuel Bressler, Labor; John B. Morris, Labor; Louis Straus, Brooklyn Office of the Tax Dept.; Mrs. Mabel Donnelly, Parole; Bernhard C. Riffel, Education; Mae A. Pritchett, Social Welfare; Richard Cadbury, Social Welfare, and Carrie Unger of the Unemployment Insurance Division.

At a meeting of the Executive Board of the Chapter, held on

Thursday, January 5th, the new officers and department representatives were installed. President-elect Kelly on behalf of the Chapter thanked retiring President Milton Schwartz for the fine job done during the past two years, and announced an immediate two-fold program for the future, namely, 100 percent membership and the 1939 legislative program. The entire Executive Board, consisting of officers and delegates was appointed as a membership committee, and



EARL KELLY

the President suggested that subcommittees be selected in each department to aid in this work. Discussion was had concerning representation in the Chapter of the forty-odd Unemployment Insurance Offices located in the Metropolitan Area. It was decided to work out an arrangement whereby one member in each of these offices may be selected to deal with the delegate representing the Unemployment Insurance Division. Representatives of all these offices will be invited from time to time to attend special meetings to organize this program and stimulate membership growth in these offices.

Listen! State Employees

You can make the same old mistakes that workers have made from the beginning of civilization—but, do you want to? There is no mystery as to why mankind lags in attaining the maximum of independence of poverty, ill-health, unhappiness. Plainly we enjoy the higher blessings in only limited degree because we have not the wisdom to consolidate and protect our gains in spiritual and material ways. A scientist is quoted as saying recently: "The superman has created the airplane and the radio, the ape man has got hold of them." This is an exceedingly wise appraisal of what has happened heretofore and what is happening today, not only as to airplanes and radios, but in the field of divine and human relations, in the field of culture and education, in the field of science and invention, in the fields of government, business and industry. The wise and good develop things helpful to human happiness; the selfish and the moronic take hold of them and turn them into weapons of destruction. **This must not be so with the merit system.**

In the field of labor relations, we have a sad but excellent illustration of the use of modern and highly useful instruments for good turned to vile and degrading uses. The art of printing, the liberty of free speech, the freedom to foregather in assemblies—all turned many times to the creation of discontent, to unfair and destructive criticism of authority, to the idolization of false political tenets, to the creation of mass hatreds, to the continuance of ill-will, intolerance and futility of action. We condemn with all our hearts and souls the vainglory and deceit and treachery of totalitarian states now dedicated to the selfishness and madness of a few moronic leaders. Hitlerism is a blight upon the face of Continental Europe. Nazism, communism, fascism and a score of lesser social ills grow strong upon malodorous statesmanship.

We, Employees of the State of New York, have an interest in fighting intolerance and treachery. That is why we printed the splendid article upon Communism in our

December issue of THE STATE EMPLOYEE. That is why we repudiate by thousands of membership in THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES the efforts to create disunity and discontent among State workers.

That is why we ask for complete unity of State workers in THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK because the Association stands first of all for unselfishness and tolerance and brotherly love. That is why we repudiate the C. I. O. in New York State service—seeking to organize a body of workers already successfully organized—and brand it as a direct attempt to foster discontent and disunity with all that these things mean in the way of destruction and ruin for the principles of the merit system and of fair play and of efficient service. Look only at the statements circulated by the C. I. O. through their Albany leaflet as to the Association's Annual Meeting, and note the fine hand of what seems to be a well defined deceit of State workers. Read the issue of the C. I. O. local connected with the Creedmoor State Hospital, and you will see an apparently blunt disregard for duly appointed authority and disregard for accepted American ways of conference and cooperation between employees and employers. Do we not see here in our own household the need to gird against harmful tactics and to repudiate the false prophets of disunity in our own midst. It must be distinctly understood that we have no quarrel with the C. I. O. in its efforts to organize the unorganized workers who number millions throughout business and industry. Any group that seeks to disrupt present organized workers is a menace to labor generally.

Meeting in Richmond, Va., during the week of December 25th, representatives of the American Association for the Advancement of Science representing a million persons devoted to the finding of facts and the dissemination of knowledge of facts, raised again and with

special emphasis the question of ways and means to create a "Supreme Court of Wisdom" and to unite as a mighty force the living brains of the scientists of the world's democratic countries, for the purpose of giving to mankind the benefit of universal wisdom in dealing with the affairs of life.

THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK is strong in membership to battle against the isms and falsehoods lurking in organizations which do not serve the honest purposes of good-will and unity and progress. State employees have built up THE ASSOCIATION throughout over twenty years of organized effort. They will not see it torn down by any group from without or from within the service. THE ASSOCIATION is the voice of STATE EMPLOYEES everywhere throughout the State, from the most far-away fire warden of the Adirondacks to the thousands in every type of State service in the big centers of public activity. Loyalty of State service as well as loyalty to fellow workers, calls for a repudiation of the C. I. O., in State service and for united action of all employees under the clean progressive banner of THE ASSOCIATION. Let us have done with pretense and sham and deal with the labor problems of State employees in the outspoken, intelligent ways followed by THE ASSOCIATION in its many successful efforts to establish fair salary scales, fair hours of work, and good employment conditions generally. There is much still to be done. Let no one be guilty of defeating the efforts of THE ASSOCIATION through alliance or otherwise with aimless, discontent-breeding, bunk-distributing groups, anxious only for notoriety and headlines, and dues, hard-earned, paid by workers deceived.

If there is a single individual or a group of individuals who have something constructive to contribute to organized State employee efforts, each is welcome to membership in THE ASSOCIATION and

Continued on Page 17

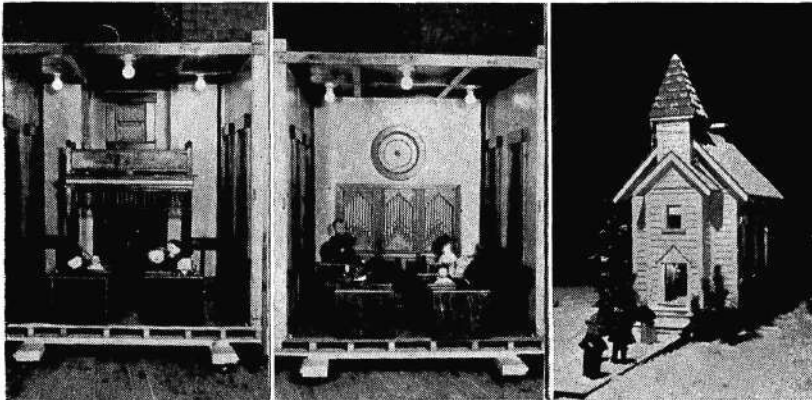
Annual Dinner — Feb. 21st

The date for the Twenty-first Annual Dinner of this Association has been set for February 21st. The Social and Entertainment Committees of the Association under the direction of Committee Chairman Harold J. Fisher, of the Department of State, is at present working out details as to time, place, etc.

It is expected that as in former years Governor Lehman and department heads, as well as leaders of both houses of the Legislature will attend.

Further announcements concerning the Annual Dinner will be made in the immediate future.

Blind Students Provide Yule Cheer



(Picture submitted by Mrs. R. J. Mulligan)

Citizens of Batavia had a unique experience during the holiday season made possible by the genius, and skill of students from the New York State School for the Blind. A handful of boys and their teacher who live in the dark provided a beautiful display of a miniature country church, fully equipped with organ, pulpit, pews. The exhibit was complete with little figures of worshippers approaching the doorway while others sat in the pews, giving the impression of attentive listening to the preacher in the pulpit. The pictures shown on this page will give our readers a glimpse of the artistry of these blind students. Thousands nightly made pilgrimages to the campus of the school to observe the beautifully illuminated model and to gain the inspiration from the little old-fashioned country church. As passersby stopped in their cars, stood on the walk, the distance to the exhibit was sufficient to make the illusion perfect. The miniature organ seemed to be pealing forth its music. Even at close range one seemed certain that the music was coming from the miniature organ. Actually however an ingenious device had been rigged up from a victrola in the main office of the school. All agreed that the Christmas season for the Batavia folk was made happier and brighter by the efforts and genius of the blind students, and their teacher, Robert J. Mulligan.

ALBANY PROSPERITY EXPOSITION

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FRANK J. CROHAN, President



RIGHT AT GRAND CENTRAL TERMINAL

EDITORIAL PAGE

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.

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One Job at a Time!

Elsewhere in this issue is to be found a portion of the message of the Governor to the Legislature affecting Civil Service. The Governor says: "In a recent court decision the Court of Appeals has interpreted the constitutional mandate that merit and fitness shall govern appointments and promotions so as to make it apply not only to the State but to all of its civil divisions." The Governor goes on to indicate that the civil divisions will add to the work of the Commission approximately 39 counties, 931 towns and townships; 546 villages and 9,303 school districts. While the Court of Appeals has recently had occasion to pass upon this proposition, there is nothing new about it. The Civil Service section of the Constitution, from its very beginning, has made every employee of the State or civil division a "Civil Service Employee." The janitor of a school building is a civil service employee; the teacher in the public schools is a civil service employee; the legislator and the Governor himself are civil service employees. The Court decision referred to merely reiterates and does not create any new problem for the Civil Service Commission.

As far back as 1910, the question arose with the Civil Service Commission as to what should be done

in connection with appointments in school districts. Much data was then collected by the Commission and plans were made to conduct examinations for school district civil service employees. The matter was placed before the Legislature and the Legislature refused to appropriate to the Civil Service Commission moneys to carry on this work. No moneys having been appropriated the Civil Service Commission took the position that it was unable to conduct examinations in this field and it did not do so. The net result has been that employees in school districts have been appointed without regard to any civil service status.

The Court has held lately that these employees, not having been appointed from lists and not having been subjected to competitive examinations, are not entitled to tenure and the other benefits provided in the Civil Service Law for civil service employees. This has disturbed a number of employees who have had ten to twenty-five years of service and who are fearful lest their employer refuses to continue them in the service. However, it should be pointed out parenthetically that if the Civil Service Commission is required to conduct examinations to fill these positions, these employees would have no guarantee that they would be reached or could be reached upon an eligible list promulgated for the purpose of filling the position now illegally held by them.

This Association is known as the watch dog of the merit system. It is anxious that the constitutional mandate that all civil service employees be appointed to their positions in accordance with merit and fitness be carried out to the letter, and it is equally anxious, after employees are thus appointed, that they be accorded the protection that is guaranteed to civil service employees.

This Association has continued to point out that the Civil Service Commission at the present time is not staffed to carry out the duties which it has now undertaken. Over half of the employees in State serv-

ice are not in the competitive class and certainly this must in itself be a clear evasion of the constitutional provisions. It is true that a large percentage of the remaining group are placed in the non-competitive rather than in the exempt class. This means that they have not had to compete for their positions but have merely had to file with the Civil Service Commission a statement of their qualifications. The appointing officer can pick out any person who meets the qualifications set for the job. No necessity exists for appointing from among the first three upon a competitive list. In order to escape accusation of placing too many people in the exempt class, it is undoubtedly true that the non-competitive class has been used to enable political appointments to be made with the semblance of civil service status.

For some years the Association has urged that a study be made of all employees who are in the non-competitive and exempt class and that this situation be rectified. With this work staring the Civil Service Commission in the face, with thousands upon thousands of people now taking examinations for original appointment in the competitive class and thus flooding the civil service offices with applications, correspondence, examinations, ratings, marks, etc., with promotion examinations resting for months upon the shelves without being marked, with provisionals serving for more than a year awaiting the promulgation of an eligible list, it is absolutely ridiculous for the Civil Service Commission to consider extending their services to villages, towns, school districts and cities until they are able to properly do a decent job with the State service itself.

While the Association will be continuously anxious to extend the principles of the merit system to this movement, it protests very vigorously against further subdivision of the time and efforts of the present inadequate staff of the Civil Service Commission. The Governor

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Editorials

Continued from Page 10

suggests in his message that a commission be appointed to study the extension of the civil service examination to other groups. The Association will welcome the establishment of such a commission. Perhaps that commission in its work can bring to the front the present inability of the Civil Service Commission to function adequately before it undertakes new fields.

Democracy in the Merit System

The World is restless with intolerance. The cure for intolerance is a recognition of equality. The merit system demands equality of opportunity. Intolerance is not new in religion or in politics. Every New York State civil service worker with a decade or more of service has met up with it many times within State service itself. He has seen racial, religious and political discrimination in appointment to public office. Sometimes this has been due to political chicanery, and sometimes to individual or group prejudices and passions. Always it has been done illegally and always it has reflected moral weakness upon the part of the public official responsible. At times the excuse for the discrimination was that it was not widespread and that perfection is not to be expected in any individual or in any plan. Soft phrase and arrogant power have alike served intolerance, alias discrimination. Shakespeare had a description of the subtlety of excuses—"The Devil can quote scripture to his purpose."

Adherence to the letter and to the spirit of the Constitutional mandate has been a responsibility of legislative, executive and administrative heads since Section 6 of Article 5 was made a part of the Constitution. It did not require the recent opinion of the Court of Appeals to inform us that the Constitution requires that all appointments in State and municipal service must be made upon the basis of merit and fitness as ascertained by proper tests. This is the way of tolerance. This is the barrier to racial, religious, political or other disgusting discriminations. This is the way of Democracy.

The Constitution sets the merit system as the sound foundation of all action in dealing with humanity serving the State. It is the fair-play way. Its value can be greatly lessened and indeed at times destroyed by a disregard of righteousness in dealing with the human beings who labor. It is not too much to say that the social side must always be uppermost.

Let us have done with pettiness and inhumanity as frequently displayed in dealing with State workers. There is no excuse anywhere for the man who deals unjustly or ungenerously with a fellow man whose work he directs as the representative of the people in legislative, executive or administrative spheres.

A New Plan

Beginning with this issue of THE STATE EMPLOYEE, the first issue of the Ninth Volume, pages of the magazine will be numbered consecutively throughout the nine numbers of the volume. This will enable readers to bind the various numbers together. It is also planned to prepare an index at the end of the year so that all issues of the magazine may be kept for ready reference.

Canal Workers Dine

The Second Annual Banquet of the Barge Canal Civil Service Employees' Association, East Central Chapter, will be held in Moose Hall, Blandina Street, Utica, on February 12th.

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Recent Court Decisions

Two decisions of interest to Civil Service employees were handed down by the Court of Appeals before adjournment in December. In the case of **Sergeant vs. Kern**, the court held that veterans and volunteer firemen are not entitled to preference in reinstatement from preferred lists.

This decision settles a long-standing conflict between the State Civil Service Commission and the Municipal Civil Service Commission of New York City. For several years the Municipal Civil Service Commission has followed the practice of giving no preference whatever on the suspended lists. The State Civil Service Commission, on the other hand, gave preference to veterans and volunteer firemen by placing them at the head of the list, regardless of their length of service.

The petitioner brought action against the Municipal Civil Service Commission to compel the City Commission to follow the same practice that had been adopted by the State Commission. Before the case was argued, the Court of Appeals granted permission to the Attorney General of the State of New York, the American Legion, and the Volunteer Firemen's Association to file briefs as *amicus curiae*. Upon learning of this intervention in support of the petition, the Association made application to the Court of Appeals for leave to file a brief as *amicus curiae* and a brief was filed by our counsel, John T. DeGraff, in which it was contended that the practice of the Municipal Civil Service Commission was correct and that the practice of the State Commission in giving preference on preferred lists was contrary to law.

The Association contended that, while Section 22 of the Civil Service Law concededly gives a veteran the right to be transferred when his position is abolished, the right to transfer necessarily means that there must then be an existing vacancy to which the veteran or volunteer fireman can be transferred, and that, if no vacancy then exists, the veteran as well as other

Civil Service employees must be placed on a suspended list and that reinstatements from the suspended lists must be made in the order of original appointment without preference to anyone. The decision of the Court of Appeals upheld the position taken by the Association.

The other decision of the Court of Appeals in **Britt vs. Kern** holds that appointments in the Department of Public Welfare may be made from promotion lists despite the provisions of Section 3-k of the Public Welfare Law. It will be recalled that by amendments to the Public Welfare Law enacted in 1937, ERB employees were permitted to be transferred to the Public Welfare Departments without Civil Service examination, subject to the provision that examinations should be held prior to January 1, 1939, and that pending such new examinations no appointments should be made from existing eligible lists.

It was generally understood that original appointments from eligible lists were prohibited under the terms of this section so that ERB employees would have an opportunity to compete with others for the new positions, but there has been considerable difference of opinion as to whether the provisions of Section 3-k barred the use of pre-existing promotion lists in filling vacancies in the Department of Public Welfare.

Although the Court of Appeals wrote no opinion, its decision in favor of the petitioners necessarily held that the provisions of Section 3-k did not prevent the use of promotion lists and that employees whose names were on promotion lists are eligible for appointment to any vacancies that may exist. The opinion of Justice Miller at Special Term, which was affirmed by the Court of Appeals, reads in part as follows:

"Matter of Britt (Kern, president, et al., etc)—Twenty-three Stenographers, Clerks and Bookkeepers employed in the Department of Welfare, who are on promotion lists promulgated in 1936 and 1937, seek appointment from lists in place of ERB appointees

who have obtained their places without examination and who receive compensation at the salary range of \$1,800 to \$2,400. These are the salaries to which the petitioners, if appointed, would be entitled * * * It is now conceded, as it must be, that it is practicable and always has been to have and conduct competitive examinations for such places.

(**Kraus v. Sinstead**, 275 N. Y. 302, 307). * * * Nothing in Section 3-k of the Public Welfare Law authorizes their employment temporarily until the promulgation of eligible lists. Such a list to fill the positions of Stenographers, Clerks and Bookkeepers for promotion is available. To say that the displacement of the temporary employees by others already in the permanent civil service would disrupt the work of the bureau is an assumption without proof.

"Whatever the application of this argument to the specialized work of Social Investigator, it has no bearing to that of Clerks. The motion is granted to the extent of directing the Civil Service Commission to certify and the Commissioner of Public Welfare to appoint petitioners in place of temporary employees now occupying positions in grade from \$1,800 to \$2,400, who have not passed competitive civil service examinations."

Harlem Valley News

Employees of the Harlem Valley State Hospital lost a true friend with the passing away of Dr. Richard H. Hutchings, Jr., executive first assistant physician of the Hospital, who died Wednesday, December 14th.

Preparations are under way for the second annual amateur show at the Harlem Valley State Hospital under the direction of Lawrence Rourke, Jr. Employees of the Hospital desiring to participate should contact Mr. Rourke. Proceeds of the show will be used to purchase equipment for the new recreation room.

Buffalo Election and Dinner

The Annual Election of Officers and Directors of the Buffalo Chapter of the Association was held December 12th.

Officers elected were: President, William E. McKernan, State A. B. C. Board; Vice President, Dorothy Drumm, State Health Institute; Secretary, Clare Brown, Div. of Rehabilitation; Treasurer, Michael Seereiter, State Tax Department.

Directors chosen are: K. Stahl, Labor Department; C. Karnofsky, A. B. C. Board; E. M. Simon, Rehabilitation; Florence Manley, Health Department; Eugene Burke, State Health Institute; William J. Corliss, Public Service Department; E. J. Hylant, Public Works; M. Ferrington, State Insurance Fund; C. McMenamin, Div. of Parole; Willard Tillman, Conservation; Mary Slavin, Motor Vehicle Bureau; M. Diggins, Dept. of State; Louise Bell, Div. Public Buildings; L. Spink, Agriculture & Markets; Edward Ryan, Dept. of Law; Kathryn Graham, State Teachers College;

Josephine Root, Buffalo State Hospital; Marion Parry, State Employment Service, and Fred Dopp, Div. Unemployment Insurance.

The Association is well pleased with the selection of the Buffalo Chapter members of this outstanding slate of Officers and Directors, and does not hesitate to predict a most successful year for this Chapter.

The Dinner will be an informal affair and will begin promptly at 6:30 P. M. State employees in the vicinity of Buffalo or elsewhere are invited to attend this gala affair, and in reminiscence of former Buffalo Chapter Dinners, a good time could be guaranteed for all having the opportunity to attend.

A special treat in the speaking line is already tentatively arranged. The Hon. V. A. Zimmer, Director, United States Department of Labor, Division of Labor Standards, of Washington, D. C., is scheduled to talk on Civil Service and the Merit System. Mr. Zimmer is a former

Buffaloian who held the position of Assistant Commissioner, Bureau of Workmen's Compensation, State Department of Labor, and is exceptionally well known in State service.

Many prominent guests of honor will attend and the committee in charge of arrangements promises to produce a good time for all who attend.

For reservations call Mrs. Clare Brown, Div. of Rehabilitation, 65 Broad Street, Buffalo. Make your reservations early to assure yourself of suitable accommodations.

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Five Reasons for Five Days

Five reasons for a five-day week suggest themselves to those who believe sincerely in this proposition:

First, economies effected by savings of light and heat and other costs incidental to office maintenance.

Second, increased health and therefore increased efficiency of worker through additional opportunity for recreation and rest.

Third, opportunity for worker to improve his home and surroundings and to contribute more of self to the training of his children.

Fourth, opportunity for worker to aid in community projects.

Fifth, opportunity to gain information important to the doing of better work through trips to business houses and plants and through academic training.

This ASSOCIATION was one of the pioneers among labor groups in suggesting this reform. When the depression was at its height, the seriousness of the problem of technological unemployment dawned upon many students of sociology for the first time. Many rushed to proclaim that lessened hours of work would promptly cure all economic ills. The only source of material plenty is in the final analysis, human effort. The machine, wonderful in its place, will never wipe the sweat entirely from the brow of labor. Despite marvelous inventions the farmer or his hired men must still work twelve to fifteen hours a day to make ends meet; this "servant of the seasons" and husbandman of needed animal life, must be close to the soil and the stable. The miner, the fisherman, the transporter of goods, may run into seasonal periods of less work, but inevitably human needs combine for substantial periods to require long and irregular hours of toil. Plenty is dependent upon large production, and large production is dependent upon a large total of hours of human toil.

We may spread these hours of work among many hands, but unless we do this with due regard for costs entailed by reason of the wages of added workers and with due regard for the ability of consumers to pay for higher costs, we do not accomplish anything worth while and we slip back in the struggle for more abundant

living. The average man or woman is willing to work harder and a greater number of hours if an increase of the good things of life is the reward. Because of their kinship with God, average men and women want the more abundant life and they will not be denied the right to seek it.

Public employees do not create goods; they produce valuable service. Would a five-day week for State employees reduce the quantity or the quality of those services? If the answer is Yes, then the five-day week must be delayed until that answer is truly negative. We believe for the reasons mentioned, that the measure and extent of the services now performed could be maintained, and that the quality of those services would be enhanced. Some large business houses have been operating on a five-day week basis, without reduction of scales of pay, for substantial periods of time. They comprise a helpful yardstick.

We believe that the five-day week should be applied in State service by administrative action rather than by fixed law until such time as it is certain that it is suited to public service. There must be no error in dealing generously with the performance of public duties. The people must have the highest type of efficiency in the carrying out of public services. They are in turn responsible to see to it that their employees are accorded the best of working conditions. If the five-day week fits the highest-type-of-efficiency standard, it may well be incorporated into the laws of the State. While there remains any doubt, the adoption of the five-day week by administrative action is the logical course.

We decry all loose propaganda for serious reforms of this character. The C. I. O. statements with regard to the five-day week are as "weak" as their nonsensical attacks upon the Feld-Hamilton Law when YOUR ASSOCIATION was battling for its passage. Fanatical groups that seize upon a matter of so much importance and arouse discontent and discord among workers to advance selfishly their membership rackets, do not help the cause of the five-day week or of other sound labor advances. This is not a

subject for hue and cry and ballyhoo. This is a question to be decided wholly upon its merits.

The Association of State Civil Service Employees that has thus far championed every successful progressive improvement in State civil service, originated the idea of a five-day week in State service as far back as May, 1932, as evidenced by the following excerpt from THE STATE EMPLOYEE of May, 1932, under the heading "The Association's Program": "It is not conceivable that the labor distribution factor can be long ignored as an important solution of the problem of general welfare. The five-day week is looming large as another rational proposal."

YOUR ASSOCIATION will bring this reform to fruition if and when it is in the best interests of the State of New York and of state workers.

Pictures for the State Employee

As a result of the "Candid Camera Contest" announced in the November issue of THE STATE EMPLOYEE, numerous pictures have been submitted, several of which have been reproduced in the December and this issue of our magazine. In fact the response has been so good that many suitable pictures had to be eliminated because of the "contest" feature. Therefore in order to be able to publish more of the pictures submitted, the "contest" feature will be discontinued and the magazine will pay a dollar for each picture or series of pictures devoted to the same subject which are reproduced in this magazine.

Notice will be printed beneath each picture used giving proper credit to the person who sent the picture in. Members are urged not only because of the nominal award, but to make the magazine a better publication, to cooperate by sending in interesting photos of state service.

H. R. S. H. Activities

The Yacht Club will have a Minstrel Show and Dance at the Hospital Amusement Hall on February 17th at 8 P. M. Settings and costumes will be nautical. Members and friends are rehearsing bi-weekly to make this affair a success.

The club's Entertainment Committee is headed by Chief Engineer George Magee. The Minstrel Show is under the personal direction of Chief of Police Raymond Puff. The Program Committee is headed by Arthur Marx assisted by David Jones and W. P. Pae. Tickets are being distributed by a committee



CHIEF "RAY" PUFF

consisting of Paul R. Leonard, assisted by Miss S. Galbraigh, Guy de Cordova and Mrs. Leonard. At a later date not yet determined, a matinee performance will be put on for the benefit of the patients.

Hudson River State Hospital is proud of its police force, which is known as one of the best of any State institution. Special credit is due Chief of this force, Raymond Puff, who joined State service August 26th, 1926, as a Night Policeman and upon making good, was made Chief by present superintendent Dr. Ralph P. Folsom. Chief

Puff, with 9 men at his command, has close contact with the Poughkeepsie Police Department, the District Attorney's Office and the County Sheriff, and is of tremendous assistance in investigational work. He is a World War veteran, served with the 242 Military Police Corps 18 months, and is one of the prominent members of Lafayette Post No. 37 of Poughkeepsie. On September 7th, 1935, he was credited with the apprehension of a patient who was enroute to seek the aid of President Roosevelt, who on that date was visiting his home at Hyde Park. The patient wanted to free all the patients at H. R. S. H. His picture was published at that time and the President's Body Guards complimented the Chief. Off duty Chief Puff enjoys nothing better than singing and is very busy at present assisting in arranging the Minstrel Show for the H. R. S. H. Yacht Club.

Mrs. Margaret Kohler of H. R. S. H. social service department was elected president of the Dutchess County Social Workers' Club at a business meeting-card party on December 14th. She succeeded Joseph Mastroianni in this post.

Superintendent Ralph P. Folsom and the Staff presented a special Christmas Entertainment for patients and employees of Hudson River State Hospital on December 24th at 7:45 P. M. Two special movies, "The Broadway Serenade" and "Love Finds Andy Hardy" were presented. Special decorations were placed throughout the entire institution to create the holiday effect.

The H. R. S. H. Basketball League started January 7th. The Stewards' Department was hard pressed to win over the Nurses 29 to 23. Andy Pink featured for the Stewards with 12 points, while Delaney led the losers with 9. The Main Attendants took an easier victory from the Hill Attendants by 39 to 20. Takacs and Inger featured for the winners with 12 and 11 points respectively, Guilfoil led the losers with 12 points.

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Excerpts from Governor's INAUGURAL ADDRESS and MESSAGE TO THE LEGISLATURE

Inaugural Address

"I am particularly indebted to that loyal body of men and women in the State service who have worked so faithfully with me. Their confidence and support have made my task easier. I confidently count on their continued wholehearted cooperation during the four hard years that lie ahead of us."

Message to the Legislature

"An all-important cog in the machinery of good and efficient government is civil service. Our aim has been and will be to strengthen and extend civil service. In furtherance of this aim, a civil service career bill was passed two years ago and last year this career bill was improved. A Classification Board was set up in the State Department of Civil Service to iron out inequalities in the classification of employees and to provide a much needed service for the proper functioning of a good merit system. The eight-hour day was extended to thousands of institutional employees. Many other progressive measures have been adopted for the improvement of the State service.

"In a recent decision the Court of Appeals has interpreted the constitutional mandate that merit and fitness shall govern appointments and promotions so as to make it apply not only to the state but all its civil divisions.

"To extend civil service to every local subdivision of the State is a task of tremendous proportions. Such extension will add to the present jurisdiction of the State Civil Service Commission approximately 39 counties, 931 towns and townships, 548 villages and 9,503 school districts. The figures alone indicate the enormity of this undertaking. Approximately 200,000 employees in the public service of the local units of the State will be effected by this extension. There will arise the problems of certification of pay-rolls, classification of positions, conduct of examinations, promulgation of eligible lists, certifications, ap-

pointments and other matters of complex nature.

"To provide the machinery for an orderly extension of civil service to these local units of government, I suggest that a commission be created by the Legislature to make a thorough study and formulate recommendations for the consideration of the Legislature in 1940, and that it work in cooperation with the State Civil Service Commission and the municipalities to be affected by such extension."

Westfield Testimonial Dinner

By Mary P. Ravas

Davis Hall, the employees' residence of Westfield State Farm, was the scene of a delightful party on Monday evening, December 12th, when 120 employees entertained at a testimonial dinner for Ella J. Skeahan, Marshall, who has just completed her 36th year in the employ of the institution.

Among the guests were two former superintendents of Westfield, Dr. Amos T. Baker, head of the Classification Clinic at Sing Sing Prison, and Dr. Leo J. Palmer, Superintendent of Wallkill State Prison.

Among the many letters and telegrams of congratulations received and read at the dinner was the following one from Hon. Edward P. Mulrooney, Commissioner, Department of Correction: (Addressed to Major Kane) "Please extend to Miss Ella J. Skeahan the very genuine congratulations of the Department and myself personally upon the completion of her 36th year of outstanding service at your institution. Such service as rendered by Miss Skeahan make possible the efficiency of our Department."

During the evening Miss Skeahan was presented by the Westfield Chapter of the Association of State Civil Service employees with a bouquet of 36 roses. Miss Skeahan also received a beautiful table radio from her fellow employees.

State Workers Engage

IN MANY OCCUPATIONS



(Pictures submitted by R. C. Bailey)

The "butcher, the baker and candlestick maker" are only a small fraction of the innumerable and widely diversified types of jobs in State service. In state offices and the departmental service is found every kind of clerk, accountant, stenographer, auditor, statistician, engineer, architect, actuary, lawyer, doctor, investigator, and any job which might be found in the administrative branch of the larger corporations throughout the World. In the institutional service is found practically every occupation that exists in any city, in fact most State institutions are cities in themselves. They produce their own electricity, heat, farm products, clothing, furniture; have their own barber shop, community store, bowling alley, movies, athletic field, basketball and handball court, golf course, etc.

One of the unique occupations portrayed by the series of pictures produced here is that of "Diver." The "diver" is Steve LaFarr well known throughout the entire Division of Canals and Waterways for his smile. Day or night, rain, snow or sunshine, whenever there is trouble underwater on the canals, you will always find Steve there first.

In Picture No. 1, we find Steve sitting, getting ready for his helmet. Helping him are, in the rear, George Seifer, and on his side, Red Crane.

In Picture No. 2, Steve is ready to go down, with all his paraphernalia adjusted, and in Picture No. 3, he is actually going down.

Listen! Employees!

Continued from Page 8

in the fruits of co-operative victory. STATE EMPLOYEES, you meet the issue of safeguarding the merit system, of inspiring high regard for public service, of a constantly improving worker relationship in State service, in short, of the best interests of the State and of yourself, by repudiating clearly and publicly the present efforts of the C. I. O. to organize State workers in a new and needless worker body, and by joining the over 20,000 State workers now enrolled in THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES—the State Employees OWN ORGANIZATION.

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FICTION

After the Death of Don Juan, by
S. T. Warner. Viking Press.
\$2.50.

Rich imagination, brilliant wit and subtle humor illuminate traits of Spanish character, ways of life, superstitions and beliefs, as well as the economic wrongs of the peasants in this laughable fantasy of the 18th century.

Flattery's Foal, by Peter Shiraeff.
Knopf. \$2.50.

How a spirited grey mare of famous stock comes into the possession of a poor unlettered peasant during the Russian revolution and how through her sturdy foal, Grandson, she transforms the peasant's life is brilliantly etched out of a wide knowledge of racing horses and racing stables, and the psychology of the men handling the horses.

In Hazard, by Richard Hughes.
Harper. \$2.50.

A hurricane which catches a cargo steamer in the Caribbean Sea, and holds her helpless in its grip for five days is described with emotional power and scientific accuracy, while the psychological effect of the storm on the crew is treated with artful simplicity, and the author's unique and surprising humor.

Those First Affections, by Dorothy Van Doren. Houghton. \$2.50.

An intimate and tender story of an American family of the early twentieth century as seen through the eyes of the only daughter from her childhood through early adolescence.

Under the Hog, by Patrick Carleton. Dutton. \$2.50.

It fell to the lot of Richard III to become king of an England torn and exhausted by the Wars of the Roses. In this colorful chronicle, ably and dramatically sketching the situation from 1470 to 1485, Richard is portrayed with sympathetic understanding.

Valiant Woman, by Sheila Kaye-Smith. Harper. \$2.50.

An absorbing tale concerning a wealthy newcomer in a Sussex vil-

lage and her choice between her philandering husband and the head of one of the old families of the countryside, her decision hanging on the strength of her devotion to Catholicism.

NON-FICTION

Canoe Country, By F. P. Jaques.
Univ. of Minnesota Press. \$2.50.

The attractiveness of these diary notes on a three weeks' canoe trip in northern Minnesota is enhanced by the frequent and distinctive drawings of Francis Lee Jaques whose bird habitat groups in the American Museum of Natural History and illustrations of books are well known.

Leonardo da Vinci, by Antonina Vallentin. Viking Press. \$3.75.

Well-balanced, penetrating study of the great Italian painter and his work, tracing his career through the turbulent events of his age. The volume is illustrated by four reproductions in full color, and thirty-one in black and white or sepia.

Memory and Other Poems, by Walter De La Mare. Holt. \$2.

The themes for these exquisite short poems range from such objects of beauty and mystery as a rose, a bird, a shadow, to the facing of sorrow, old age and death.

Philosopher's Holiday, by Irwin Edman. Viking Press. \$2.75.

Mellow scholarliness and humor and a warm human concern with the minds and lives of other questing spirits emanate from these delightful essays which combine personal reminiscence with impressions of people and places, travel notes and philosophical reflections.

Books at Discount

The Association has for several months now been purchasing the latest fiction, biography, travel, science and other books at a considerable savings to members.

This new service to members has been taken advantage of in increasing proportions during the past few weeks. Several reading clubs have been organized at institutions and elsewhere.

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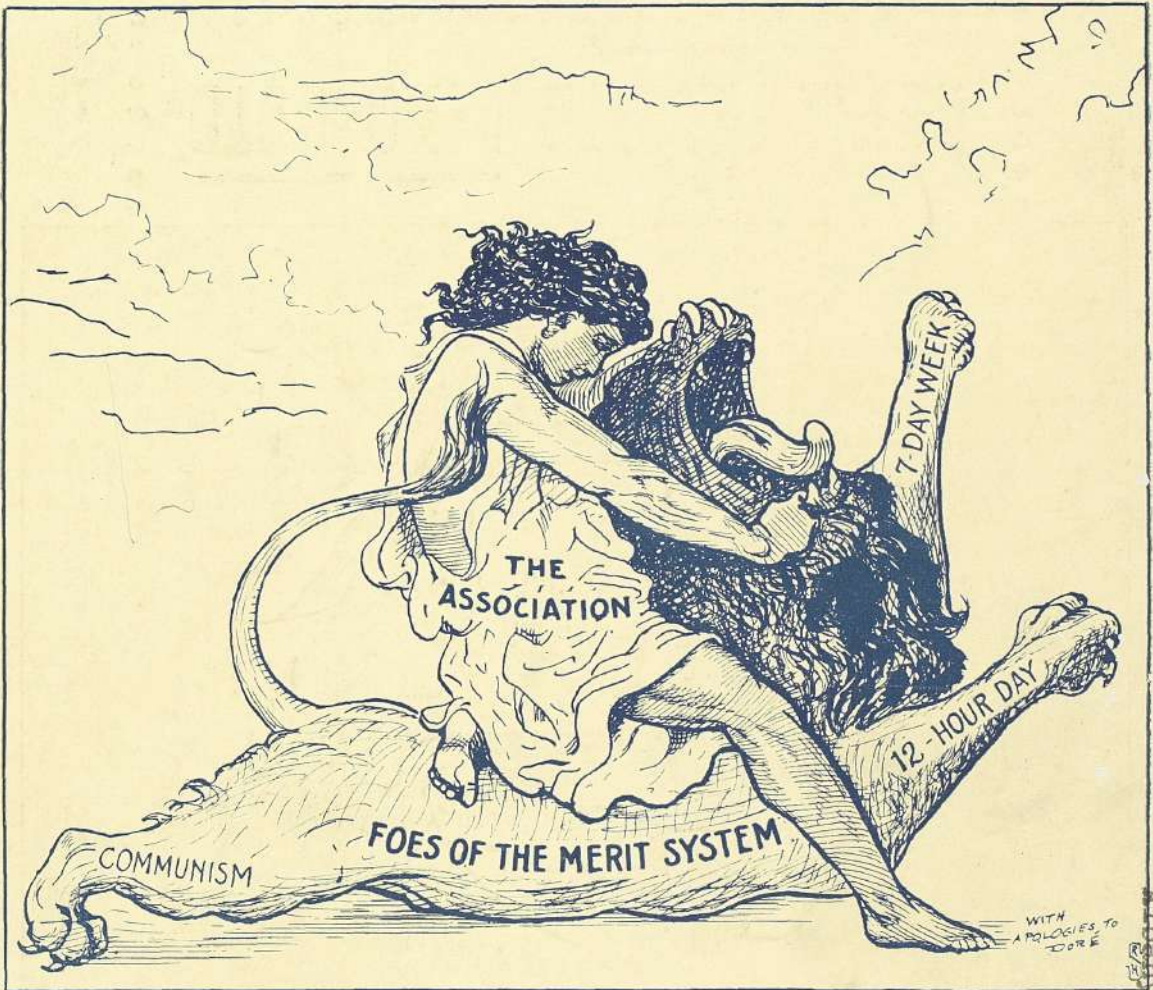
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