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

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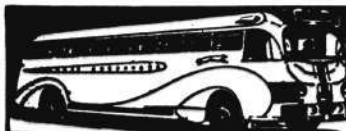
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THE STATE EMPLOYEE

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SEPTEMBER, 1938

NO. 6.

Making a Moral Obligation A Legal One

Voters of the State will find among the fifty-odd proposed constitutional amendments which they must pass upon on election day, at least one proposal which they can favor with the certainty that their action would improve State service and influence private industry. This is the amendment which would make pensions for public employees a legal contract upon the part of the State.

At the present time the State Employees' Retirement Fund, while provided for in the Civil Service Law, may be practically annulled by the failure of the Legislature to provide funds to carry out the provisions of the Statute. Under the proposed constitutional amendment, the moral obligation of the State to provide pensions when due, would become a legal one.



HON. JOHN J. BENNETT

It would be the height of inhumanity for a public or private institution to repudiate the moral obligation inherent in old age retirement systems. It would be wiser never to undertake such a social need if there is the slightest ground upon which the moral obligation might be evaded.

Economic provisions for faithful employees attaining an unproductive age is no longer a theory, but a necessity. Every sound reason known to mankind supports old age pensions. A retirement allowance sufficient to meet normal living expenses during unproductive years as a reward for long and faithful service improves society generally and reduces the number of public charges.

Attorney General John J. Bennett, who fathered the proposal in the
Continued on Page 6

The Annual Meeting—October 4, 1938

The Annual Meeting of the Association will be held at 7:30 P. M., Tuesday, October 4th, in the State Office Building, Albany. At that meeting ballots electing officers and the members of the Executive Committee for the ensuing year will be canvassed and results announced. Association Headquarters, Room 156, State Capitol, Albany, will be open until 10:00 P. M. on that day to receive ballots, properly prepared, either by mail or delivered person-

ally. Ballots for the use of members in electing officers and departmental representatives may be found on pages 14 and 16 of this issue.

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

Discussion will doubtless be had concerning amendments to the Constitution of the Association.

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

Salary Appeals

As this issue goes to press, the Temporary Salary Standardization Board, reestablished by the Association sponsored Feld-Ostertag Law, announces that at the request of some employee groups, hearings will be held by the Board. At these sessions, service committees, representing the various occupational groups or services, may present additional data to that already submitted in the thousands of appeals now before the Board.

The service committees will not be appointed by the Board but must be selected by employees, one member each on such a committee to represent each title of the occupational group or service. However, in the case of titles representing a large number of employees, up to three members may be heard, for such title.

A large number of employees who have already filed briefs and full information of their claims doubtless will wish to rest their cases on the facts submitted. The Board desires to give as full opportunity to all appellants who desire to be heard as the limited time available for hearings will permit. The Board must complete its work for inclusion in the next budget. If this is to be accomplished hearings on all **standard** titles must be completed in September. The Board announced a schedule of hearings for the various groups, and already several groups have taken advantage of this opportunity, by presenting strong arguments to secure a change in their salary grades.

The work of the Salary Standardization Board has been a huge task, progress being hindered many times by the inadequate title classification existing at present in many divisions of the State government.

Numerous inquires have come to Association Headquarters concerning the failure of the Standardization Board and the Classification Board to recognize appeals from employees not having **STANDARD** titles. Several years back, a good portion of the positions in State government were classified, like titles being adopted in the budget for positions with similar duties and responsibilities. These new titles were placed in the budget, and are re-

ferred to as standard titles. Positions in the institutional service, the State Insurance Fund and elsewhere which were never classified, nor standardized, are referred to as **unstandard** titles.

Following the enactment of the Feld-Hamilton Law, classification surveys were made in the various agencies and institutions affected by the new law, which were not heretofore classified, and tentative titles adopted, so that these positions could be allocated to salary grades by the Standardization Board. No doubt a fair opportunity will be given to employees having **unstandard** titles to appeal if they are dissatisfied with the new classified titles given their positions by the Classification Division.

New Books

Recommended by the Book Information Section of the New York State Library.

FICTION

The Beast Must Die, by Cecil Day-Lewis. (Nicholas Blake, pseud.) Harper. \$2.00.

An Infamous Army, by Georgette Heyer. Doubleday. \$2.50.

Mortal Storm, by Phyllis Bottome. Little. \$2.50.

Promenade, by G. B. Lancaster, pseud. Reynal. \$2.50.

Ship of the Line, by C. S. Forester. Little. \$2.50.

Towers in the Mist, by Elizabeth Goudge. Coward. \$2.50.

NON-FICTION

The Coming Victory of Democracy, by Thomas Mann. Knopf. \$1.00.

My Sister Eileen, by Ruth McKenney. Harcourt. \$2.00.

Out of Africa, by Baroness D. K. Blixen (Isak Dinesen, pseud.). Random House, \$2.75.

Refugees; Anarchy or Organization? by Dorothy Thompson. Random House. \$1.00.

We Too Are the People, by L. V. Armstrong. Little. \$3.00.

With Malice Toward Some, by Margaret Halsey. Simon. \$2.00.

Executive Committee Meetings

A meeting of the Executive Committee was held on June 6th. Charles A. Brind, Jr., presided. Attending were: W. F. McDonough, Agriculture & Markets; C. W. Swim, Audit & Control; Elizabeth Staley, Banking; Linda J. Wharton, Civil Service; Arthur S. Hopkins, Conservation; Dr. Riley M. Little, Education; John T. Higgins, Executive; Clifford C. Shoro, Health; Davis L. Shultes, Insurance; John W. Henry, Labor; Dr. Horatio M. Pollock, Mental Hygiene; George A. Kehoe, Public Service; William R. Arnold, Public Works; William C. Hinckley, Social Welfare; John A. Cromie, Tax; Mary H. Ahern, Secretary; John T. DeGraff, Counsel; Earl P. Pfannebecker, Treasurer, and J. D. Lochner, Executive Secretary.

The first order of business was the approval of a new chapter of the Association known as The Waterford Canal Floating Plant Chapter.

Resolution was adopted to discontinue regular meetings of Executive Committee during summer vacation period, to be commenced again in September, unless special need arose.

The group life insurance plan of the Association was discussed at some length.

A photograph of the Committee was taken for the June issue of THE STATE EMPLOYEE.

Another meeting of the Executive Committee was called on August 11th. At this meeting a Constitution and By-Laws adopted by a group of employees at the Homer Folks State Hospital, Oneonta, was approved, and a new chapter of the Association thereby established.

Also at this meeting a nominating committee, consisting of W. F. McDonough, Chairman, John A. Cromie and Arthur S. Hopkins was selected to select a slate of officers for the Association year of 1939.

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Saving the Merit System

Not since its inauguration as the definite plan of the people of this State for the selection of their employees, has the merit system been so near to complete annihilation as it was during the close of the Constitutional Convention of 1938.

If adopted, the proposal before the Convention would have given the Legislature a "blank check" with power to adopt such preference in appointment for all war veterans as it deemed proper. Although represented as a mere extension of the existing disabled veterans' preference, the proposal contained none of the limitations embodied in the present Constitution for disabled



HON. HERBERT H. LEHMAN

veterans, and would permit the Legislature to give any or all preferences such as, preference in the non-competitive, labor and exempt civil service classes, preference in physical examinations, training and experience requirements, and in age limitations.

The adoption of this veterans' preference proposal would have destroyed the merit and fitness principle in public employment, and would have opened the way to discrimination of a most selfish sort. With approximately 440,000 veterans in this State alone, and with only several thousand appointments yearly to State and municipal civil service jobs, it is not difficult to picture the results of placing all

veterans who might pass an examination, with even the minimum rating, at the top of each list, thus requiring appointment. Requirements as to eligibility might have been established which would have made the civil service of the State a closed shop for veterans.

The underlying principle of the merit system is equality of opportunity to enter public service upon the single basis of individual merit and fitness. Any compromise with this principle destroys the whole plan. Obviously, there is no group so worthy of special consideration as the veteran group. But sober thought indicates that there is little patriotism in winning army battles for good government and then breaking down that government by weakening the efficiency and morale of those who serve in civil positions. Civil activities must go on throughout peace and war. If the spoils of war were to be a job in a civil position for each soldier, all of the young men and women of the nation must turn militaristic or be forever barred from aspiring to careers of peacetime usefulness in the professional and skilled work that now constitutes the backbone of every department of government. This would be a calamity from which no government could rescue itself.

With its usual vigor and resourcefulness, your Association turned the full force of publicity upon the proposals, before both the Convention's civil service committee and before the Convention itself, with the result that over thirty civic-minded groups joined to condemn any form of veteran preference beyond that for disabled veterans now contained in the present Constitution. The proposal was rejected by the Convention, the final vote being 80 noes to 61 ayes, with 85 votes necessary for approval. A printed brief, fully explanatory of the provisions and possible results of the extension of veterans' preference was presented by Counsel to the Association, Hon. John T. DeGraff, to each member of the Convention. Copies of this brief may still be obtained by those interested at Association Headquarters.

It is pleasing to note that Governor Lehman took his usual firm

stand in protection of the merit system by addressing a special message to the Convention, urging rejection of the veteran preference proposal. The Governor's action is appreciated by all public minded State employees and citizens.

It would be amiss not to record the stirring words of Delegate Adrian P. Burke of New York City, words which did much to sway many doubtful votes to the preservation of the merit system.

"I speak as a brother of two disabled veterans. The veterans' preference absolutely destroys the entire intent and purpose of the present constitutional amendment on



HON. ADRIAN P. BURKE

civil service. No delegate in this hall dare stand up and state to me that the words 'merit' and 'preference' are not mutually exclusive terms. You cannot have a merit system and have a preference system . . . Do you mean to tell me that the World War widow, whose husband was killed in action wants the veterans of this State to insist on a preference against her children? Do you mean to tell me that the Gold Star Mother who lost her son in the World War wants the veterans of this State to insist on a preference against her other sons? Do you mean to tell me that the

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The Prize Winner



Recently when the City of Middletown, N. Y., celebrated its Golden Jubilee with a gigantic parade, Middletown State Hospital held a prominent place, being winner of first prize for entering the best community float, and also first prize for confirmation as a unit.

The prize winner, was one of the largest and most ornate floats in line; a trailer hauled by a decorated motive unit, in the form of a white swan, was blanketed by 13,000 hand made flowers. It depicted a hospital room scene of a bedded patient,

surrounded by doctors, nurses and other attendants. It was originated, designed and completed entirely by hospital employees.

The hospital's unit of 45 white uniformed nurses, awarded first prize, presented the best appearing marching group. Considerable attention and applause was merited by the unusual formation of a symbolic cross.

The entire parade passed the Hospital Grounds and afforded many of the patients an opportunity for a gala outing.

Making a Moral Obligation a Legal One

Continued from Page 3

Convention is to be congratulated upon his splendid and successful efforts to have the amendment approved by the Convention.

This amendment was the only proposal of a positive nature sought by this Association. Every State worker should make certain that he not only votes for this Constitutional amendment when the opportunity presents itself on Election Day, but should correctly inform his family, friends, relatives and citizens generally of the sound need for this amendment.

This amendment is truly of great interest to every working man and his family, because of the influence for good which it will have on the maintenance or establishment of fair pension systems in private industry.

Merit System

Continued from Page 5

parents of the men who fought in the World War wish one son to have a preference over another son? Do you mean to tell me that it is in the best interests of the people of this State, with 600,000 youths between the ages of 16 and 25 unemployed, that they should be foreclosed from the civil service of this State? . . . If we are going to be truthful with the people and consider our civil service system a system of merit, let us tell them the truth. If you vote for this preference, you are nullifying the present constitutional provision."

**ANNUAL MEETING
OCTOBER 4, 1938
State Office Building
Albany, N. Y.**

Mental Hygiene Association Meets

The Annual Meeting and election of officers of the Association of Employees of the Department of Mental Hygiene was held at the State Office Building, Albany, on September 9th.

Officers of the Association for 1938 were elected unanimously by the delegates present to succeed themselves for the year 1939. The officers are John H. McDonald, Rochester State Hospital, President; Herman Redmond, St. Lawrence State Hospital, Vice President, and Mrs. Lucy S. Baumgrass, Marcy State Hospital, Secretary-Treasurer.

Delegates from the various institutions attending the meeting included: Ernest French and Bruce Chase of Binghamton State Hospital; Sam W. Meeson and Harry E. Blake of Brooklyn State Hospital; Joseph Sarrow and William Loughren of Buffalo State Hospital; Robert E. Colburn and Charles H. Sandwick of Gowanda State Hospital, Helmuth; Louis Illig of Harlem Valley State Hospital, Wingdale; G. Carleton Nuhn, John Livingstone and James E. Bumpster of Hudson River State Hospital, Poughkeepsie; W. Harry Baumgrass and E. M. Truax of Marcy State Hospital; C. C. Colesanti, Thomas Stevens and Arthur Romer of Middletown State Hospital; Lewis M. Baldwin, Anna Nichols and Joseph E. McNulty of Rochester State Hospital; William Dilcox, Bert D. Dodge and Herman Redmond of St. Lawrence State Hospital, Ogdensburg; Geo. H. Cook, Claude S. Simpson and Roscoe C. Griffith of Utica State Hospital; William White, R. K. Roach and Fred O. Field, of Willard State Hospital; Robert A. Harrington and W. M. Callahan of Syracuse State School; and William J. Oshinsky of Manhattan State Hospital, Wards Island.

In addition to the election of officers the program of the Association for the year 1939 was adopted and thoroughly discussed. Highlights of the program included: Credit for time served during the moratorium on time service increments from 1932 to 1935; uniform sick leave rules for all State institutions sim-

Continued on Page 7

To New Members

This article is especially meant for the thousands of new members of our Association who possibly may not be familiar with the numerous valuable services rendered to members.

Have you studied the **Group Accident and Sickness Insurance Plan**, whereby you may secure the broadest possible accident and sickness insurance protection at rates from one-third to one-half the cost of the same protection if purchased on an individual basis. Write today and secure a copy of "Here Are the Facts" which explains this plan in detail.

Do you participate in any of the 3c a day Hospitalization Plans available throughout the greater part of the State. Your investigation into this type of plan is recommended.

Are you familiar with the purpose and activities of the many Federal Credit Unions located in various groups of State employees? These are indeed valuable saving and loan institutions.

Do you wear the Association's official pin? Have you seen the Association's Automobile Insignia? Both are suitable both in appearance and purpose.

Write your Association today and secure information on the many other services rendered members, as well as information on the history, purpose, work, accomplishments and program of your organization. Take an active part in your Association's work. Be an Association worker.

Association Meets

Continued from Page 6

ilar to those adopted and promulgated by the Governor's cabinet in 1933; an eight-hour day for all State institutional employees now not getting same; greater commutation appropriations so that employees entitled to such allowances may receive same; retirement at age 55 after 30 years' service at no additional cost to the employee.

Representatives of members in State Hospital Retirement System present at the meeting selected Roscoe C. Griffith of Utica State Hospital to continue for the next two years as the employees' representative on the State Hospital Retirement Board.

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Here It Is — Group

The Executive Committee of your Association, with the assistance of your officers and group insurance committee, has arranged with one of the largest and best known life insurance companies to underwrite a Group Life Insurance Plan on a renewal term basis for active employees of the State who are or who become members of this Association. We have effectively used our combined buying power, with our present large membership of over 19,000, to provide life insurance protection on a wholesale basis, at rates lower than those available to individuals.

The Plan to be offered is the result of long and careful study by your Insurance Committee, which has made the fullest use of the services and experience of experts of insurance companies as well as those of the State Insurance Department. C. A. Carlisle, Jr., who successfully arranged our Group Accident and Sickness Plan, also rendered invaluable assistance on our life plan. We are sure that the plan as adopted, fits the needs of the great majority of the 42,000 employees of the State.

No Medical Examination!

No medical examination will be required for entrance into this plan, if any present employee makes application for the insurance within 60 days or so after the plan is defi-

nitely offered. New employees will be given a reasonable opportunity after permanent appointment to State service to apply for the insurance.

Premiums Easy To Pay!

To further lessen the financial burden of employees, premiums will be paid monthly through a payroll deduction system provided through the cooperation of the State Comp-

troller, if and when you authorize deductions from your salary for this purpose. Payments for this insurance each month will therefore be small indeed.

A Need of All!

Any worker needs life insurance protection. Husband, wife, son or daughter, all have a use for life insurance. Expenses incidental to last illness, funeral and burial, business debts, settlements, taxes, retirement of mortgage, educational funds for children, adequate income for family or dependents, gifts and bequests represent some of the uses. A single woman needs life insurance just as

well as the married man with several children. Possibly the need is not as urgent, but it does exist. Even when both husband and wife work and live on a combined income, both should have adequate life insurance protection.

We all need life insurance protection. **HERE IS A PLAN FOR YOU. IT IS UP TO YOU TO TAKE ADVANTAGE OF IT.**

A careful analysis of our entire Group Life Insurance Plan, including rates, coverage and the company underwriting it, will be sent each present member of the Association in the near future. Meetings in the various departments and institutions throughout the State will be promptly called at which representatives will present the plan answering any and all questions in connection therewith.

Life Insurance

Need for Group Life Insurance

The need for Group Life Insurance has been evidenced by the innumerable requests from State employees throughout the past few years for such protection.

Due to high cost, more than 40 per cent of all wage earners today carry no life insurance at all. Through this low cost plan, our Association hopes to alleviate this deplorable condition in State service.

A large percentage of workers today can not secure adequate life insurance because of prohibitive age, hazardous occupation or physical condition, however, through the

group plan, adequate protection will be obtainable.

Many employees are only inadequately protected. Our low cost group plan should enable State workers to supplement their present insurance, and maintain a suitable and complete insurance program.

Almost 35 per cent of all workers pass away leaving behind dependents in desperate financial straits. Through this low cost Group Life Insurance Plan our Association hopes this condition can be avoided in the cases of loved ones left behind by State workers.

Cooperation Needed!

Your officers feel that the opportunity offered through this Group Life Insurance Plan to supplement your insurance program is a great

triumph in cooperative effort. Your Association continues it's forward march!

When details of the plan are finally announced, members are urged to bring it to the attention of fellow employees who may not be members of the Association. This would be a real service to your fellow employees. Membership in the Association, however, is essential for participation in the plan.

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FRANK J. CROHAN, *President*

RIGHT AT GRAND CENTRAL TERMINAL

The H. R. S. H.

One of the most successful, progressive and one which we are pleased to present to all ambitious local groups of our Association, as an IDEAL local employees' organization is **The Hudson River State Hospital Employees' Association of Poughkeepsie.**

Organized in 1920, by a group of employees including L. A. Krum, J. J. Draney, Andrew J. Delaney, Matthew V. Baughn, Herbert H. Joyce, Harry A. Dermody, John R. Meehan and William Radcliff Wright, this organization has steadily grown in size, influence and in scope of activities until at present day its program along social, recreational and other worthwhile lines seems complete in every detail, and must have exceeded even the fondest dream of its organizers.

Due principally to the efforts of the officers of H. R. S. H. Association, the membership of this institution in the State-wide organization grew from 481 in 1931 to over 900 in 1938.

It would be impossible to print herein a complete record of the work and accomplishments of this local group. It has taken a most active part in every civic enterprise—Red Cross drives, community chest campaigns and the sale of Christmas seals for the relief of the tubercular. Frequently it has come to the aid of a financially distressed fellow employee. It even secured the reestablishment of a bus line

from the hospital to the city of Poughkeepsie, when other groups failed. It has contributed to the Georgia Warm Springs Foundation to combat infantile paralysis, as well as many other civic and charitable enterprises.

So successful were its social events, card parties, bingo parties, clambakes, dances, entertainments, etc., that the proceeds therefrom throughout a few years approximated \$5,000. This, in spite of the fact that dues annually are only 25c. Showing their good intelligence and foresight, the officers of H. R. S. H. Association to protect their fund against possible designing or selfish individuals in the future, set up the \$5,000 in a trust fund in a local bank, the income from which will actually perpetuate the organization.

The present officers of the H. R. S. H. Employees' Association, who have unselfishly served for several years past, and who are responsible for the fine work are G. Carleton Nuhn, President; Grenard G. Kipp, Vice President; Mary E. Belton, Secretary, and Mary V. Manna, Treasurer. The well-known "spark plug" of the organization is John (Cap) Livingstone, who is Publicity Director and Legislative Representative, whose work on the shorter working day and other improvements in State service is keenly appreciated by every institutional employee of this State.

From the nucleus formed by this

local employees' group, other clubs and agencies have been organized, filling practically every need of employees.

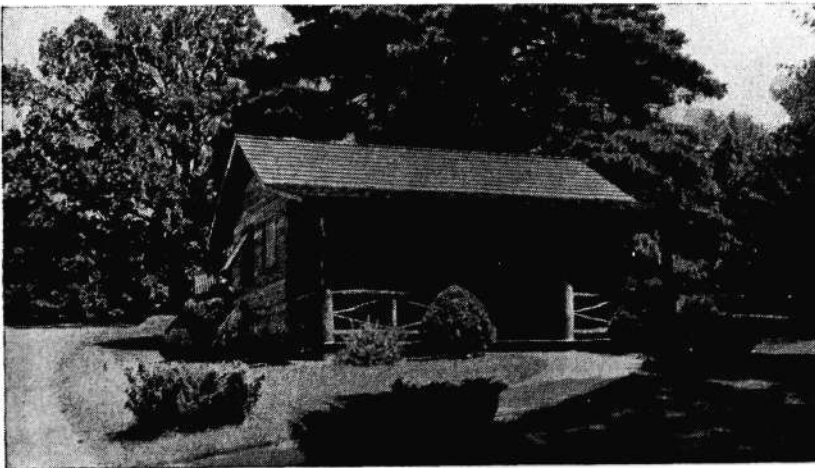
One of the most important is the H. R. S. H. Federal Credit Union. Organized in February, 1936, this savings and loan organization has thus far developed most satisfactorily. As of the end of 1937, over \$14,770 had been paid in on shares, and \$36,850 had been loaned for members for provident purposes since its inception. The officers of the F. C. U. are George G. Lozier, President; Otto V. Faust, Vice President; Sara Galbraith, Secretary; Raymond A. Joyce, Treasurer; Clara Campasso, Assistant Treasurer. The Credit Committee consists of Chairman George Magee, Andrew J. Delany and John Livingstone. August Eitzen, Grenard G. Kipp and Howard A. Chase comprise the Supervisory Committee. The Board of Directors include George G. Lozier, Otto Faust, Sara Galbraith, Raymond A. Joyce, Mary E. Belton, Mary V. Manna and Gladys Hand.

A newly organized group, rather peculiar to most institutions, but now regarded as indispensable to H. R. S. H. is the Yacht Club, organized in May of this year, now having a membership of 110.

As an organizer of this club put it, "the main objective will be to band the boating enthusiasts of the hospital community together and carry out the pursuit of their hobby in the most interesting manner possible."

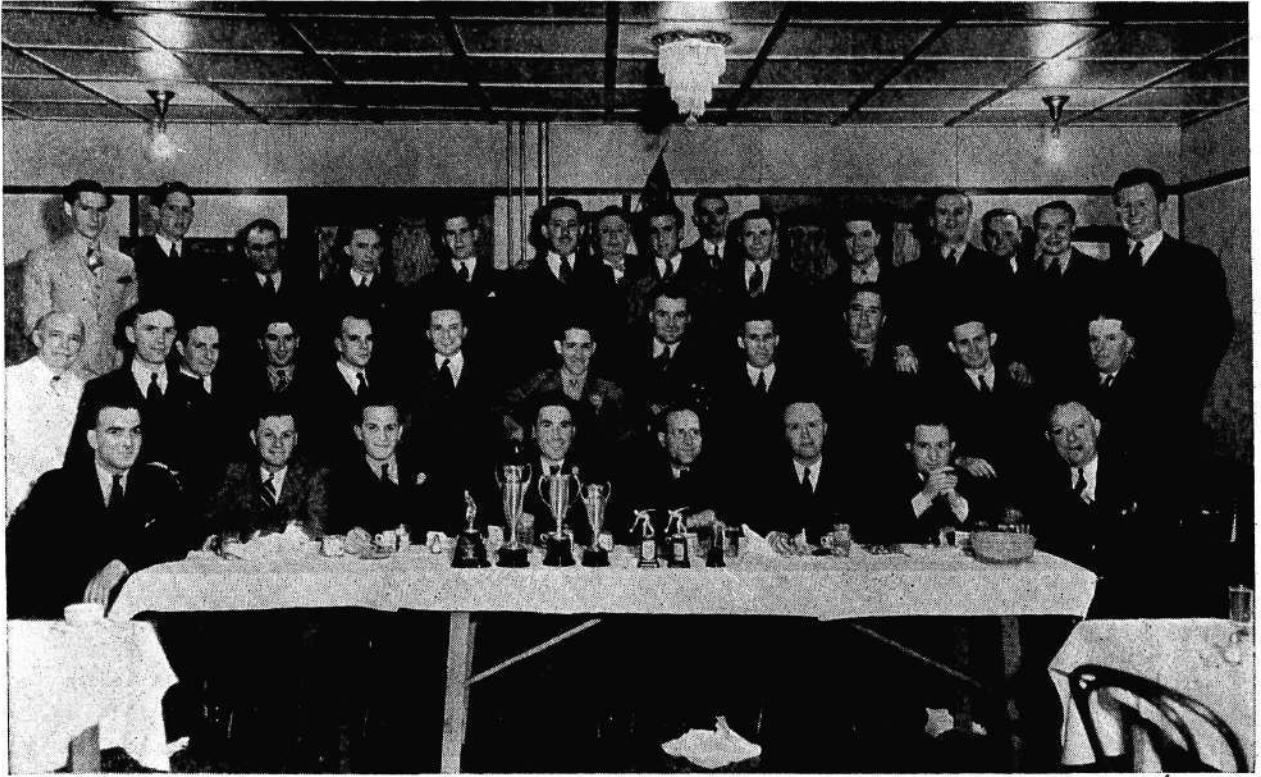
A new boathouse for the club, built on the Hudson river front, just north of the Navy boathouse, was formally dedicated July 23rd, the house being presented to the Commodore of the Club by Superintendent of H. R. S. H., Dr. Ralph P. Folsom. Initiation fee to this club is \$3.00 and dues \$3.00 annually.

Dr. Howard P. Carpenter has been chosen Commodore, and his boat Siren III made flagship of the fleet, which consists of about 30 boats of various kinds and sizes. A. G. Schoonmaker was named Vice Commodore, Paul R. Leonard, Secretary, and Arthur Marx, Treasurer. J. F. Connelly is chairman of the House Committee, assisted by



The H. R. S. H. Boat-house

Employees' Association



The H. R. S. H. Bowling League

Etienne Marin and Anna M. Wagner. The Mooring Committee is headed by George Magee, with the help of Garfield Tice and David Jones. A. J. Delaney, Steward of H. R. S. H. has been named steward of the club.

Another rather new development at the institution is the Golf Association. On Sunday, July 10th, a picturesque and beautiful 9-hole golf course on the grounds of the institution was formally opened and a tournament of members conducted. The course itself has been pronounced by those "in the know" to be one of the best in Dutchess County, and great credit is due Albert V. McKee, Superintendent of Roads and Grounds, and his assistants in building it. It adds to the already beautiful grounds surrounding the institution.

Membership in the Golf Association is limited to officers and employees of the institution and those having official connection. The membership fee is \$5.00 annually. Green fee for non-members for the 9-hole course is only 25c. Officers of the Golf Club are: Dr. James H.

Morris, President; John J. Whalen, Vice President; Dr. James P. Kelleher, Secretary-Treasurer, and Dr. Ralph P. Folsom, Chairman of the Board of Directors.

Then there's also the H. R. S. H.

Bowling League, reputed to be one of the strongest in that part of the State. Much good fellowship is sponsored through this League, several social events being conducted

Continued on Page 13



The H. R. S. H. Golf Club House

Earmarks of the Fall Mode

By Florence Yakeley,
Instructor in Clothing, State School of
Agriculture, Canton, N. Y.

Does your wardrobe wail the after-Labor-Day-blues? Have you found after reluctantly tucking away those freshly laundered cottons and sheers for another year, that last winter's clothes are queer and dowdy looking? Do not be too discouraged for there is much that can be done, even with these models, that literally drag the floor. Of course, the first thing you will want to do is shorten them. Thirteen to fifteen inches from the floor, according to your own general proportions, is still good length. Its wise to leave a generous hem, just in case fashions decide to take a turn.

For that versatile basic dress, give it a fresh new look by wearing at the neck one of those new large, gold or silver pins, clips or lockets, copies of your grandmother's cherished possessions, and pick out a real heirloom for yourself. It will be the envy of all your friends, new as next week's newspaper, and economical, too. The same locket may be worn with your sweaters and skirts (granted that you wear sweaters) to replace the usual rope of pearls.

With the same basic dress, if you ache to be a little daring try wearing a matching or contrasting hat, one of those diminutive ones provided you have the courage to carry it off and not let it carry you. Or, if you are a conservative, wear a beret or a more classic tailored felt, whose crown stretches a bit skyward, or brim bends upward and gives one a chance to display that newly acquired "upity" hair-do, around which all hats and dresses are being designed this fall. In any case, last year's back-perched hat just won't do—to be new, it must ride forward over one eyebrow.

If you are in the market for a new sturdy tailored wool, or silk, and who doesn't manage to eke out the price for at least one during the winter even from the meagerest of budgets, jot down these new touches; skirts, very full ones with lots of movement, circular, shirred, all-around pleats, even to the extreme of the skater's silhouette; Dolman sleeves and sleeves with up-



FLORENCE YAKELEY

ish shoulder treatment, some sleeves three-quarters with a pushed-up effect; bloused backs; interesting details as quilting, carding, amusing lapel ornaments; tucking; bows everywhere, on the wrist of your evening ensemble, down the front of your tailored jacket and even on your head as an excuse for a hat. Materials vary from nubby wools soft sheer wools, plaids, stripes in plain textures to mossy silks, metal fabrics, velvets and rayon novelties.

It is comforting to know that the left over swagger and princess coat are still in good standing, although they may need shortening. However, if you are considering a new coat, the squarish boxy silhouette is newest. It ranges in length from the very shortest bolero to full length, depending upon your own discrete choice in the matter. Cloth coats with fur trim, not just the usual fur collars but fur yokes, vests, cravats, sleeves, and tuxedos in such furs as Persian, mink, beaver, fox are being worn, or cloth coats furless, with an occasional matching tailored suit, with longish jacket, or matching dress of slightly lighter weight material.

If your mind is on the fur coat that is kind to your budget, there is the still popular black Persian lamb, and its newest rival, gray Persian,

short chunky fox jackets, sheared beaver coats and a dozen others in a guise that would make even the original owners blush.

Evening gowns go even more romantic than ever, reflecting the gay nineties in silhouette, bow trims, puffed long sleeves, snug neck decorations, dog collars, earrings, ostrich feathers, cameos, and strapless dresses that merely hang by a thread. Materials of moire, velvet, faille, satin, taffeta and metal cloth add newness to the gay evening frocks of 1938.

This fall is a colorful season but, like every other season, certain colors stand out as being particularly new. These are the red-purples, varying from raspberry and wine to plum or purple-blue shades, in all their hues and shades. Mauve used with these colors makes a good contrast. Gray is very strong; teal blue is new and different; mustard, gray-green and the usual redish browns and blacks are the colors you'll see on Fifth Avenue.



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State Publications

A selected list of documents submitted by the Legislative Reference Section of the New York State Library and on file in the Library.

Department of Correction

Correction, vol. 8, no. 8, August, 1938.

Executive Department

N. Y. S. Liquor Authority—ABC News, vol. 6, no. 2, Sept., 1938.
Public Papers of Alfred E. Smith, 47th Governor of State of N. Y., 4th term, 1927.

Department of Health

Health News, vol. 15, no. 35, Aug. 29; vol. 15, no. 36, Sept. 5.
Monthly Vital Statistics Review, vol. 19, no. 6, Aug., 1938.

Department of Labor

Activities of the New York State Employment Service, report for June, 1938.
New York State Labor Law, with amendments to Dec. 31, 1938.
Industrial Bulletin, vol. 17, no. 8, Aug., 1938.

Department of State

Election Law, 1938.

Department of Social Welfare

Aid to Dependent Children in New York State, July, 1938.
Assistance to the Blind in New York State, July, 1938.
Home Relief in New York State, July, 1938.
Old Age Assistance in New York State, July, 1938.
Public Welfare Law, 1938.

Conservation Department, Bureau of State Publicity

Vacation in New York State.

Department of Taxation and Finance

Special Report of the Tax Commission, no. 14: Budgetary Methods in National and State Governments.
Report of Motor Vehicle Accidents in New York State, July, January-July, 1938.
Accident Statistics, Month of July, 1938.

Department of Audit and Control

Condensed Financial Report of the Comptroller, 1938.

New York State Education Department

Trend of Immigration to New York State, 1920-35 (University Bulletin 1134).
Education and Care of Physically Handicapped Children (Bulletin 1132).

H. R. S. H. Association

Continued from Page 11

yearly. The gala event, however, is the Annual Banquet of this group, held this year on March 26th at Qeph's Inn, at Hyde Park. A photograph of members is printed herein.

On September 3rd, the various groups of the institution, under the supervision of Physical Director Arthur H. Sullivan, put on a Mammoth Field Day and Carnival, in session from 9 A. M. to 4 P. M. Several track and field events were held, some in accordance with the A. A. U., and some in the carnival spirit. The feature of the carnival brought back the "gay nineties" with the flora dora sextette, old time songs, tandem bicycles, carriages made in 1891, etc. The program of the day was concluded by a baseball game between H. R. S. H. and Harlem Valley State Hospital. The H. R. S. H. Employees' Association donated the cash prizes for the field day.

As stated heretofore, it is not the purpose of this article to review the work or accomplishments of the H. R. S. H. Association. The writer does take pleasure, however, in presenting the "functions" of this local group, to the other local groups located at institutions and elsewhere, who are often skeptical as to the needs or possibilities of local organization. Certainly any employee interested in local organization could do no better than contact John Livingstone of H. R. S. H. for advice.

Of course, it would be amiss when discussing the success of this group, not to mention Superintendent Folsom of H. R. S. H. Since coming to the institution in 1931, Dr. Folsom has at all times displayed a keen interest in the welfare of both patient and employee. He sets an example for other employees to follow by being a member of both the H. R. S. H. Association and the State-wide Association. Employees of H. R. S. H. are deeply indebted to Dr. Folsom for the many improvements he has made, and do appreciate what is being done to make life more cheerful in the performance of their duties to the State.

As this issue goes to press, the H. R. S. H. Association is making available to its members participating in the 3c a day group hospitalization plan sponsored by the Associated Hospital Service of New York City, a valuable service now available to numerous State employees throughout the State.

Group Hospitalization

Numerous State employees of the Capitol District area have during the past few weeks inquired as to the next date on which a new group will enter the so-called 3c a day Group Hospitalization Plan.

On two dates during each year, May 18th and November 18th, new groups will be formed to enter this plan, available to any State employee of the Capitol District. Therefore the next opportunity will be November 18th.

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Election of Executive Committee

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

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

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

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

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

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

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

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

W. F. McDonough—Agriculture and Markets.

C. W. Swim—Audit and Control.
Elizabeth Staley—Banking.
Linda M. Wharton—Civil Service.

Vacant—Education.
John T. Higgins—Executive.
Arthur S. Hopkins — Conservation.

Mrs. Mary Austin—Correction.
Clifford Shoro—Health.
Davis Schultes—Insurance.
John W. Henry—Labor.
F. C. Maher—Law.

Dr. H. M. Pollock—Mental Hygiene.

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

W. C. Hinckley — Social Welfare.

Harold Fisher—State.
John A. Cromie—Tax.

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

OFFICIAL BALLOT

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

To Select Representative on Executive Committee

Department.....

I vote for.....

Name and membership card No.....

This ballot to be considered must be delivered or mailed so as to reach Association Headquarters, Room 156, State Capitol, Albany, N. Y., before 10 P. M., October 4, 1938.

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"Karryall" Bowling Ball and Shoe Bags — \$1.95 to \$6.50

Books at a 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.

If you desire a book, first direct a

letter to the Association, Room 156, State Capitol, Albany, and get a quotation before making your purchase. The savings will surprise you.

Annual Election of Officers

The election of Officers of the Association for the year beginning October 4, 1938, will occur on October 4, 1938, and will be conducted in accordance with the provisions of the Constitution quoted below:

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

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

"Any person whose name is printed on the ballot may be present during the canvass of the ballots.

"In case of a tie vote for any office, a new ballot shall be taken."

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

The Nominating Committee, selected at Meeting of Executive Committee held August 11, 1938, consisted of W. F. McDonough, Chairman, Arthur S. Hopkins, and John A. Cromie. The ticket presented below is that submitted by the Nominating Committee chosen under the following provisions of the Constitution:

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

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

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

Members are urged to exercise their voting power.

Miss Mary V. Jennings
8 Kehoe St.
Albany, N. Y.

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

Official Ballot—Annual Election—October 4, 1938

Check

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

Mail or deliver this Ballot so as to reach the Association Headquarters, Room 156, State Capitol, Albany, N. Y., before 10 P. M., October 4, 1938.

