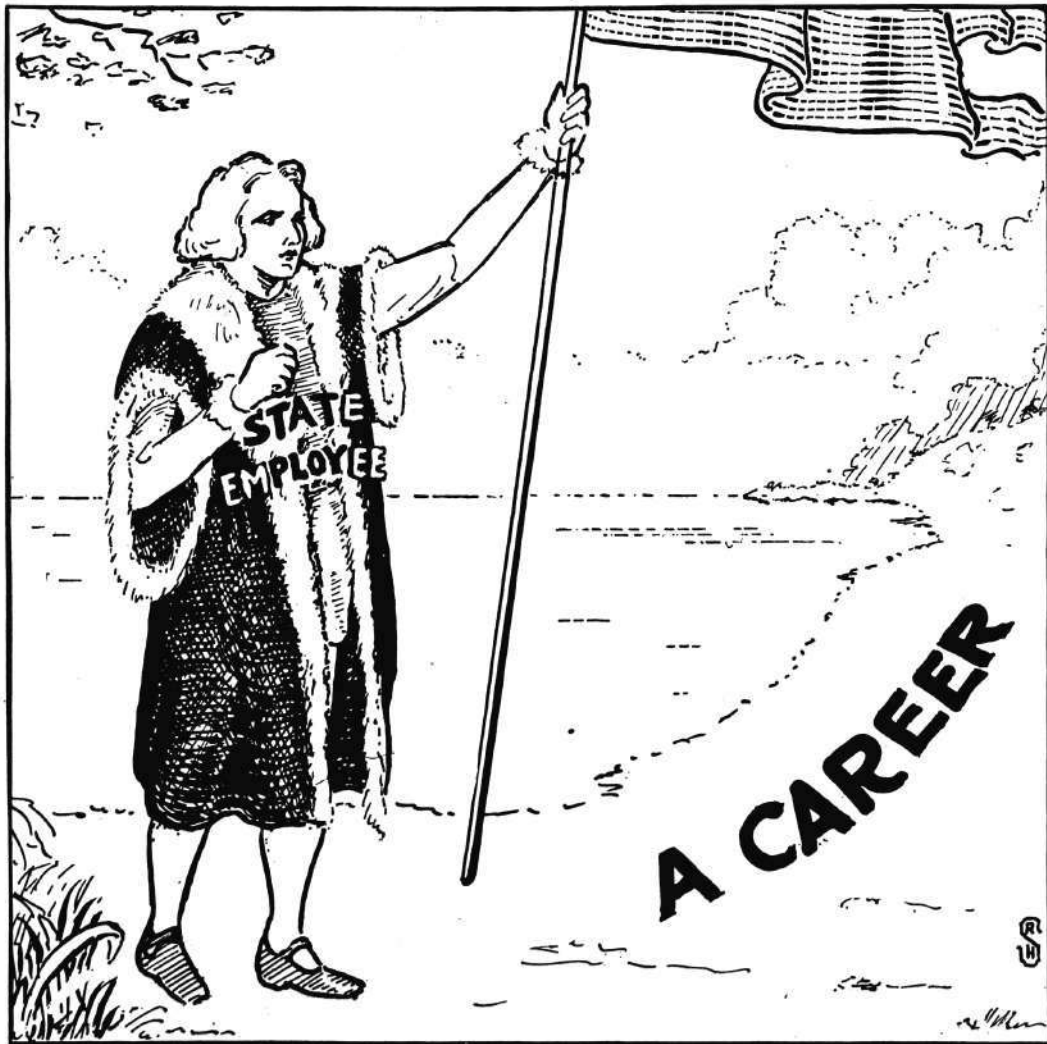




THE STATE EMPLOYEE

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

The New Columbus



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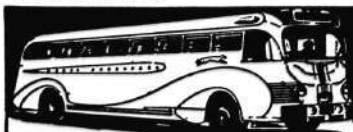
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THE STATE EMPLOYEE

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Room 156, State Capitol, Albany, N. Y.

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

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VOL 6.

OCTOBER, 1937

NO 7.

Election of Officers for 1938

The Board of Canvassers appointed by the Executive Committee at meeting October 5th, to canvass and count the ballots properly cast for the purpose of electing officers and members of the Executive Committee, reported at the Annual Meeting, that the following candidates for officers were elected, receiving practically a unanimous vote.

For President, Charles A. Brind, Jr., Dept. of Education.

For Vice President, Charles L. Campbell, Dept. of Civil Service.

For Secretary, Mary H. Ahern, Dept. of Education.

For Treasurer, Earl P. Pfannebecker, Dept. of Tax.

The Board of Canvassers also reported that the following received the majority of votes cast by employees of their respective departments and therefore constitute the Executive Committee of the Association for the ensuing year.

William F. McDonough, Dept. of Agriculture & Markets.

Charles W. Swim, Dept. Audit & Control, State Retirement Fund.

Elizabeth Staley, Dept. of Banking.
Linda J. Wharton, Dept. of Civil Service.

Arthur S. Hopkins, Dept. of Conservation.

Charlotte P. Farrington, Dept. of Correction.

Dr. Riley M. Little, Dept. of Education.

John T. Higgins, Executive Dept., Div. of Standards & Purchase.

Clifford Shoro, Dept. of Health.

Davis Shultes, Dept. of Insurance.

John W. Henry, Dept. of Labor.

Francis C. Maher, Dept. of Law.

Dr. Horatio M. Pollock, Dept. of Mental Hygiene.

George Kehoe, Dept. of Public Service.

William R. Arnold, Dept. of Public Works.

William C. Hinckley, Dept. of Social Welfare.

Harold A. Fisher, Dept. of State.

John A. Cromie, Dept. of Taxation and Finance.

Annual Meeting — Program for Future

The Annual Meeting of the Association was held in the Auditorium of the Albany High School, Albany, on Tuesday, October 5th, at 7:30 P. M. Representatives and delegates from Association Chapters, state offices, department and institutions throughout the State attended. Employees from every department in Albany were present. The hall was practically filled to capacity.

Reports of officers and committees were presented and accepted. Report of the President and Treasurer will be found on another page of this issue. A report was rendered by the Committee on Constitutional Amendments which will also be found herein. The Board of Canvassers appointed by the Executive Committee to canvass and count the ballots cast for the various candidates for offices of the Association reported as to the elec-

ted officers for 1938, which is also contained on another page of this issue. The Report of the Legislative Committee and Counsel were printed in the June issue of this magazine and will not be repeated here.

A summary of the more important resolutions adopted at the meeting follows, as space does not permit printing these in full, together with the basic program of the Association for the ensuing year.

100% MEMBERSHIP

Resolutions were adopted urging 100% membership of all eligible State employees in this Association; and giving employees joining the Association after October 5th as new members, full membership for the balance of this year and all of 1938. These resolutions are printed in full on the back page of this issue.

CIVIL SERVICE MATTERS

The Association will endeavor:

1. To secure increased appropriations for the State Civil Service Department to enable more efficient administration of that agency.
2. To establish a classification unit in Civil Service Department efficiently and sufficiently manned to investigate into duties and responsibilities of positions, and to correct misnomers in title so that incumbents of such positions may be correctly and adequately compensated under terms of new career law.
3. To establish an appeal board empowered to hear cases of dismissed employees in the competitive or non-competitive class, and to reinstate such employees who may have been dismissed without sufficient cause.

Continued on Page 5

Annual Report of President Brind

(Presented by President Charles A. Brind, Jr., at Annual Meeting of Association, October 5th)

Last year at this meeting those of you who were here will remember that I presented in brief form a summary of the outstanding achievements of the Association for that year. A new year has now rolled around and in retrospect that year has also been a red-letter year in the annals of our Association. Never before has the spirit of unity been more apparent; never before have the officers received more wholehearted support from the active membership throughout the State than the Association year, October 1, 1936-September 30, 1937. It is this sense of unity, this type of cooperation which urges your officers and committees to new enthusiasms and which carries over to the Legislature, to the Governor, heads of departments, and, yes, to the taxpayers of the State, the full import of the strength of this Association and its idealism. Notwithstanding this great enthusiasm the presentation of Association matters at all points has been carried on with great dignity and for that reason the Association has received the allied support and the thorough sympathy of kindred associations and with those with whom the Association deals.

This year I have determined to divide this report into two parts. First, I wish to parade in review some of the things which the Association has brought about and then I wish to present my recommendations upon which we may well bend our efforts in the future.

I speak first of membership because after all the effectiveness of your Association depends in a large measure upon its membership strength. In 1910 this Association was organized. Its membership varied but remained under a thousand members during the years from that time until 1930. In 1930 Bill McDonough took over the Association and at that time the membership did not exceed 500. Bill had a vision and he also had the ability and force of character to get that vision over. While the Association had prior to that time been successful in obtaining the retirement system and had toyed with other reforms, yet its membership was not of sufficient size

to make it effective State-wide in bringing them to pass. Under Bill's leadership the membership jumped from 500 to 10,700 in 1934. Beulah Bailey then took over the reins and during her term of office the membership increased from 10,700 to 12,000. Last year this record was again increased. This year we have now over 15,000 representing an increase of over 3,000 members, the largest single gain during any one year with the exception of the year 1930-31. With a membership of over 15,000 your Association assumes the leadership in size of any association in the United States consisting wholly of the employees of a State government.

Last year the outstanding achievement of the Association had to do with the abolishment of the twelve-hour day. This year our efforts were bent toward the enactment of the career law, a statute which established mandatory salary schedules for State employees. While the Association has been talking about salary schedules and adequate pay for State employees for many years, nevertheless for the first time our ideas were reduced to writing in bill form and so fair was its provisions and so necessary was the reform that taxpayers, reform organizations, and other contemporary organizations united with our membership in importuning the Legislature and the Governor to bring about the enactment of this statute. You are all familiar with its provisions. The Standardization Board created by that act has not reported. We stand in great hope of a new day for employee service for the State of New York.

The Association has felt for many years that the Civil Service Commission was not adequately staffed nor provided with adequate funds to fully carry on its work as mandated to it by the Constitution and the laws of the State. We therefore specifically asked that additional funds be provided and through our efforts an additional appropriation of \$50,000 was given to that Department.

We have had much to do with the continuance and the putting into effect of the eight-hour day. Of course we realized in enacting the law the preceding year that this process would be slow. Many situations had to be

adjusted. The reduction of twelve hours to eight with the consequent problem of increased staff, housing facilities, additional meals, etc., for new employees could not be brought about overnight. Our committees and counsel have had many questions to present to the departments affected and much has been done to secure the benefits contemplated by this law. New legislation was needed in some instances. I refer particularly to the legislation secured extending the eight-hour day to the kitchen and dining room employees of State institutions.

Our magazine, *The State Employee*, has been published each month at the accustomed time and we think it has been of real service this year in providing our membership with information concerning our activities. I feel that the magazine has been improved. We have added to our staff, Art Editor Roger Stonehouse, who has added materially in presenting artistically, pictorially and pungently matters of immediate import. Nineteen thousand copies of this magazine are now being printed. In addition to the publication of our monthly magazine, bulletin boards throughout the State have been continually bombarded with information concerning the work of the Association and the progress of legislation and other matters of import.

The Association has been instrumental in securing for institutional employees the right to accumulate days off duty and to use them all together up to seven days. It has also been instrumental in furthering the appropriation in the Governor's budget of approximately one million one hundred thousand dollars to care for the payment of commutation allowances to institutional employees where due. In this connection through our counsel this Association conferred with the Mental Hygiene Department and obtained a definite interpretation of "head of family" commutation allowance and those who would qualify under the same. This resulted in many employees being eligible for this type of allowance who were not previously eligible.

Over 5,000 members of our Association have joined the group accident and sickness plan. A report has

Continued on page 12

Association Program For The Future

Continued from page 3

4. To extend the competitive class in civil service to as many of the 50% now outside this class as possible. The Constitution of the State provides that all appointments to civil positions be made as far as practicable upon basis of merit and fitness.

5. To recommend that if the minimum of a position as established under the new career law is above salary being paid to present employee having same title, that the new appropriation be given to the present employee.

6. To dispense with title "Special Attendant" as used in State institutions and give titles and salaries to conform with duties performed. In this respect, vacancies in institutions should be filled from eligibles on civil service lists or by definite promotion, rather than employees in a lower grade being designated to perform the duties.

7. To make every effort to see to it that practicable promotion examinations be held rather than open competitive examinations, and that the Civil Service Commission publish all requests for open-competitive examinations at least twenty days before such examinations are advertised, so that employees may make proper request for promotion examination.

HOURS OF WORK

1. To extend the eight hour day by statute to all employees of State institutions not now enjoying same.

2. To secure additional appropriations in budget to provide for eight hour day for employees in institutions for which the shorter day has already been established by statute.

3. To establish at least a six day week for State employees now required to work seven, such as Canal employees, bridge employees, etc.

SALARIES

1. To give continued attention to the improvement of the Feld-Hamilton Civil Service Career Law.

2. To establish the principles of the Feld-Hamilton Civil Service Ca-

reer Law for all State employees not now enjoying same, as was the original intent of the Association.

LEAVES OF ABSENCE

Sick Leaves and Vacations

1. To establish reasonable minimum sick leave for employees of all State institutions.

2. To secure six-month leave of absence without pay to employees of State institutions upon request.

3. To see to it that every employee in State service receives a vacation, and that vacation leaves in effect before emergency period be restored.

RETIREMENT

1. To protect stability of retirement system.

2. To request that employee representative be appointed to the N. Y. State Retirement Board.

3. To obtain retirement at age 55, after 30 years service, without any additional cost to employee.

4. To secure transfer of funds from State Hospital Pension System to N. Y. State Retirement System.

TIME SERVICE

1. To secure the lifting of penalization of time service due to the moratorium. (1932 to 1935.)

2. To see to it that accumulated time service for ward employees be continuous.

COMMUTATION

1. To secure additional appropriations in Budget to enable payment of all commutation allowances where due.

2. To see to it that no employee living outside of institution be compelled to eat more than one meal a day while on duty, and such employee to be compensated with \$8.00 for each meal per month not taken at institution.

3. To secure amendment to law relating to payment of commutation allowances so that institution superintendent may certify that "adequate" living accommodations are not available and employee may live outside of institution.

4. To see to it that age of minors, with reference to head of family,

be considered as under 21 years, unless such minor is employed.

REIMBURSEMENT FOR EXPENSES

1. To see to it that expense accounts be paid semi-monthly.

2. To arrange so that if a permanent employee of any department be transferred to another part of State, that he be reimbursed for transferring himself and family effects to new location.

3. To secure full expenses for travel to and from field work for employees of Highway Division of Public Works Department.

STATE-WIDE GRIEVANCE COMMITTEE

1. To establish a state-wide grievance committee to hear and obtain correction as far as practicable of all grievances of Association members.

CONSTITUTIONAL CONVENTION

1. As a State Constitutional Convention is to be held in the spring of 1938, that a committee be appointed to examine the civil service proposals in new constitution and acquaint the members of the Association with such proposals.

COOPERATIVE ENTERPRIZES

1. To continue expansion of cooperative enterprizes such as group insurance, hospitalization, credit unions, etc.

2. To develop social, recreational and educational program for State Workers.

CODIFICATION OF BY-LAWS

1. To see to it that By-Laws of Association be codified and published.

COOPERATION WITH ORGANIZED EMPLOYEES

1. To continue friendly cooperation with all other organized employee groups.

Editor's Note: COOPERATE; if an employee in your office, department or institution becomes EN-GAGED, report it to your magazine, and send a snapshot of the employee. If an employee becomes MARRIED, or is blessed with CHILDBIRTH, do the same thing.

THE MEMBERS' PAGE

A Name Story

By Thomas R. Nardozi

State Dept. of Public Works, Buffalo

(Editor's Note: Perhaps many employees of the State Department of Public Works will readily recognize the characters in this story. They should. The words in caps should be very familiar to them. If this looks easy, take the names of the employees in your office, department or institution, or some of them, and see how you could incorporate them into a story, and send the results in to your magazine.)

There lived on a NILAND a YOUNGMANN who was reputed to be a great HUNTER. One day he decided to cross the WATERS and go to the mainland where many MAMOTT animals roamed SCOTT-free. So he put on his WULLEN coat, kissed his wife ANDERSON and daughter good-bye and started his boat toward the mainland. Suddenly a STORM arose. The NORTH wind began to howl and the weather became HALEY. Fearful his boat would be dashed against a PIALL of rocks by the howling winds he turned toward home. "WATT will I do," said he. "My family must have food and I must KEIR for them." So, with a BEBEE gun under his arm he started to roam through a forest of HUGHES trees, mostly OAKES. While he was SCOUTEN around a brown and white HARRER jumped out of a BUSH and dashed in front of him. Before he was aware of its presence his FOOTE stepped on its SCHNECK. The HARRER turned BLUE and its heart was PHALAN to function. The hunter became excited, DENNIS face grew pale and he picked up the HARRER and started to WALKER down the LANE toward home.

On his way he met his NABER, an old woman who MAEDER living selling fish. He offered to trade the HARRER and a NICOL for some fresh HERRING. After the offer was accepted and the DIEHL was closed, DENNY went on his way.

When he arrived home his wife was busily GRATON cheese. An aroma filled the kitchen similar to a CROSBYween a BEAN soup and a burning double DECKER limberger

Civil and Otherwise

By "Caduceus"

Frank Roosevelt, former Albany boy, is making good in Washington, we hear, as head of a big humanitarian movement. Nice work, Franklin!

The Insurance Department examiners, who have to make long visits to the larger cities of this State, report that ascending tariffs for hotel rooms are causing the level-rate expense allowance, current since the depression, to invade the salary check. "We could eat in the Busy Bee Lunch," they complain, "but with no Rooms-for-Tourists in the big cities, where can we sleep?" Well, boys, how about a department trailer, last man up in the A. M., to make the beds in the P. M.?

"Just let one of those birds who think State jobs are soft, follow me around any day," invites Frank O'Hara of the Herkimer County road repair gang, who had just put in five hours swinging a heavy scythe in the hot sun and three more shoveling sand in a cold rain.

"We just got in by air," reported the two bank examiners who reached Main Street, Buffalo, via the Bounding Bus, which goes to town over a three mile route with all aboard suspended between the seat and ceiling.

sandWICK on a PARKERhouse roll. His wife was a BRILLiant COOKE, yet something was wrong. He was a bit timid to ask for fear he would get under ERSKINE. "And the children, HOWARD they been," asked he. "Well, just before you came in they broke the phonoGRAF record of ELLIS in Wonderland, and it had to MAHER what would have been a perfect day," said she. "My sister came over while you were away to borrow MAGOWAN and it FITZER perfectly. She is going to the barn dance tonight with Burt. Imagine how she will HURLBURT around."

The table was set and she rang the dinner BELL. A clamor of feet and LAUTH laughter was heard in the HALLway, as the children came running in. They all sat down and PRATTically enjoyed a very good supper.

Editor's Note: As a result of an article in the September issue, titled "WANTED, 15,000 REPORTERS," many worthwhile contributions have been received. Many of these are printed herein, and although space does not permit printing all contributions received, the editor of this magazine wishes to thank all contributors, and urges their continued efforts.

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November 20, 1937

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

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Rochester Chapter Election

The Annual Meeting and election of the Rochester Chapter of this Association was held on September 27th.

The officers reelected to serve an-

other year were:

President, Paul L. Ryan, Dept. Public Works, Rochester.

Vice President, Joseph F. McMahon, State School, Industry.

Secretary, Margaret Eustace, Dept. Labor, Rochester.

In Memoriam

Etta B. Stimson, attendant at the Syracuse State School for thirteen years, passed away Sunday, September twenty-sixth at Saint Joseph's Hospital after a three-month illness.

—Friends at School

New York City Chapter Victory

By J. Earl Kelly

Executive Secretary, N. Y. C. Chapter

On Saturday evening, October 9, 1937, the Association's New York City Chapter tendered a Victory Dinner celebration and Testimonial to Governor Lehman, Senator Feld and Assemblyman Hamilton to commemorate their labors on behalf of the Feld-Hamilton Career Service Act. The dinner was held in the beautiful new roof ballroom which was tastefully decorated with autumn foliage. Prominently displayed, as a fitting background for the honor guests, were the national and state flags and the Governor's flag.


Governor and Mrs. Lehman, Senator and Mrs. Feld, Assemblyman Ostertag, who attended the dinner as Assemblyman Hamilton's proxy, occupied the places of honor on the dais. Flanking them on both sides were the following distinguished guests:

Hon. Elmer F. Andrews
 Hon. Doris I. Byrne
 John T. De Graff, Esquire, the Association's Counsel
 H. Elliott Kaplan
 Hon. Mark Graves
 Hon. Louis H. Pink
 Hon. Charles Poletti
 Hon. Grace A. Reavy
 Hon. Abraham S. Weber
 Charles A. Brind, Jr., President of the Association
 Milton Schwartz, President of the New York City Chapter

The Honorable John J. Benett, Jr., Attorney General of the State, as toastmaster, contributed in a large measure to the enjoyment of the seven hundred guests who attended the dinner. He was introduced by Mr. Charles J. Conklin, Deputy Commissioner of Motor Vehicles and chairman of the Dinner Committee.

The speakers were Governor Lehman, Senator Feld, Assemblyman Ostertag, who read a message sent by Assemblyman Hamilton who was, unfortunately, prevented from attending by reason of ill health, Mr. Charles A. Brind, Jr., Association President, and Mr. Milton Schwartz, President of the N. Y. City Chapter. The speeches of Governor Lehman, Mr. Brind and Mr. Schwartz appear in other columns of this issue.

The entertainment was provided by several of the well-known Broadway



A meeting of the Executive Committee
 of the New York Chapter of the
Association of State Civil Service
Employees

held on 27th day of September 1937.
 the following testimonial was unanimously adopted

Whereas

His Excellency, Herbert H. Lehman, Governor of the State of New York, the Honorable A. Spencer Feld, member of the New York Senate and the Honorable Laurens M. Hamilton, member of the New York Assembly have earnestly and conscientiously during their public careers, labored to strengthen and preserve the principles of merit and fitness in the Civil Service of the State and to give the fullest effect to the constitutional provisions therefor and

Whereas His Excellency, the Governor, the Honorable Senator and the Honorable Assemblyman in loyalty to these ideals and in a splendid spirit of mutual cooperation, have accomplished the adoption of Chapter 859, Laws of 1937, known as the Feld-Hamilton Career Service Act providing fair and just salary standards with equitable regard for the rights of the citizens of the State and their civil servants alike, be it therefore

Resolved, that the members of the New York Chapter of the Association of State Civil Service Employees declare and signify herewith, their sincere appreciation and lasting gratitude to

His Excellency Herbert H. Lehman, to the
Honorable A. Spencer Feld and to the
Honorable Laurens M. Hamilton

for their eminent contribution to the Civil Service of the State of New York.

Milton Schwartz
PRESIDENT

Ruth A. Adams
SECRETARY

Facsimile of illuminated resolution presented by the New York City Chapter of this Association to Governor Herbert H. Lehman, Senator A. Spencer Feld, and Assemblyman Laurens M. Hamilton at the Victory Dinner Celebration of that Chapter, held Saturday evening, October 9th, at the Hotel Astor, New York City.

radio and stage stars and the music for dancing during and after the dinner was furnished by Jerry Alexander and his Columbia Recording Orchestra.

Bouquets of American Beauty roses were presented to Mrs. Lehman and Mrs. Feld on behalf of the Chapter by Miss Elizabeth E. Lewis of the Department of Education, who is the Chapter's Second Vice President.

This was the first dinner to be sponsored by the New York City Chapter

and its success was so marked that already hundreds of the employees of the New York City area have expressed the hope that it shall be the beginning of a series of annual dinners.

Mr. Conklin, the chairman of the Dinner Committee, is to be abundantly congratulated for this complete success. He and his Committee provided our New York City members and friends with a thoroughly enjoyable evening.

Dinner Celebration and Testimonial

Remarks of Governor Lehman

Speech of Honorable Herbert H. Lehman, Governor of the State of New York, at the Victory Dinner Celebration held by The Association of State Civil Service Employees, at the Hotel Astor, on October 9th, 1937.

Jack Bennett, Senator Feld, Mrs. Feld, Assemblyman Ostertag, Mr. Brind, Mr. Schwartz and fellow workers in the Civil Service of the State of New York:

I am very glad indeed to have the privilege of being here tonight as your guest. The very first dinner that I attended after I arrived in Albany nine years ago was the annual dinner of the State Civil Service Employees' Association. At that time—correct me, Mr. President, if I am not giving the right figures—at that time, I believe the Association had only about 600 members. You have heard tonight that at the present time it has 15,000 members. The growth of the Association has been gratifying. The growth of the New York Chapter, which I understand has increased its size from 400 to 1400 within a relatively brief time, is also most satisfying and gratifying to all those who have the interests, not only of the Civil Service, but of the service for the State of New York sincerely at heart.

This occasion is a celebration of the passage and enactment of the Feld-Hamilton Bill. I believe sincerely that the bill, with which you are familiar, will do much for the Civil Service employees and much for the people of the State generally. It has always been my point of view, frequently expressed to your officers, and frequently expressed to representatives of other groups, that a legislative act to be sound and good must be not only in the interests of a special group, but in the interests of all the people of our State.

SPEECHES AT N Y DINNER

Space does not permit printing in this issue remarks made at the Victory Dinner Celebration by Charles A. Brind, Jr., President of the Association, and by Milton Schwartz, President of the New York City Chapter. These remarks will be contained in the November issue.

The reason I think this bill is sound and good is because I am

convinced that it is not only in the interests of this particular group, or the 30,000 other members of the State Civil Service, but to all people of our State, wherever they may live and whether they are connected in Government service or not.

I want to congratulate you, Senator Feld, and Assemblyman Hamilton (through you, Mr. Ostertag, as his proxy) for the introduction of this bill and for the loyal and devoted work which you did in behalf of the enactment of the bill.

I want to congratulate you, Mr. President, and your associates for the manner in which you studied and surveyed the situation and made your findings available to the Legislature and to the Governor.

I remember very distinctly, and with great satisfaction, the meetings I had with your representatives, the officers and executive board of this Association, and particularly one long session, lasting for four or five hours. Your representatives called on me in the executive chamber and went over with me the provisions of this bill. At that meeting, my counsel, Judge Poletti, and I, made certain suggestions which we felt would greatly strengthen the bill and would insure its constitutionality. I determined then that the bill was in the interests of your Association and in the interests of the people of the State. And when it was finally passed and came to my desk, I was happy to sign the bill and thus enact it into law.

I also want to express appreciation to the members of the Temporary Salary Standardization Board (to say "Temporary Salary Standardization Board" is almost as good a test of sobriety as saying "Sister Susie's Sewing Socks for Soldiers") for that Board, consisting of Mr. Lutz, Dr. Tolman (who did yeoman service), Mr. Arnold, Mr. Maher and Budget Director Weber, have worked literally day and night for a period of three or four months to whip the salary and classification schedules into shape. I have not seen the result of their work. I

have no illusions. I am quite convinced, as you must be, that when that report finally comes out, there will be some dissatisfaction; there will be some disappointment.

You never at the first trial can gain perfection in any important undertaking of this character. But, knowing the devotion with which this Board has worked for a period of several months, I think you, as well as I, can be deeply appreciative and grateful for the sacrifice that that work has entailed. Their efforts were in addition to their regular duties.

In recent years we have enacted in the State of New York many other measures that, I believe, have been of great benefit to the Civil Service employees of the State. The Eight-Hour Day for institutional employees, introduced by Assemblyman Ostertag, and the bill that made possible the submitting to a referendum in this city of the Three-Platoon System for firemen (which I am happy, as you are, was adopted by the people) are outstanding examples of what has been accomplished by the Legislature and the Executive of the State of New York during the past few years.

I believe that the interests of Civil Service have been greatly advanced in our State in recent years. The principle of Civil Service has been safeguarded in every new State agency that has been set up. As you know, efforts were made to bring large groups into the State service outside of the Civil Service. In every instance those efforts were nullified by my vetoes.

Your President was good enough, a few minutes ago, to present to me and my colleagues a resolution expressing appreciation for our efforts in behalf of Civil Service in this State. I claim no credit for anything I have done. What I have done is only what was my duty as a conscientious public servant and as the Executive Head of the State. It was only rendering service to the loyal body of men and women who

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Governor Lehman

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are serving the State three hundred and sixty-five days in the year. I claim no credit, and there is only one boast that I can make, and that is, that I believe that in the five years I have been Governor I have not knowingly signed any bill that was antagonistic to the interests of Civil Service of the State of New York.

There is one type of bill that I think your Association must always have in mind and must determine to oppose for the purpose of safeguarding the Service from real danger. I refer to bills that may attack the integrity and the validity of the pension and retirement systems of our State. Our State system is completely sound at the present time. Many of the pension and retirement systems of this and other states are unfortunately not sound.

From time to time, bills are introduced, and sometimes passed by the Legislature, in the interests of special groups or individuals. That kind of a bill is always harmful to the integrity of Civil Service. It is necessary, my friends, for you to be alert at all times. Any yielding to the importunities of individuals or groups which might make special classes within the service of the State would inevitably weaken the system of pensions and retirements, and in time might even lead to their breakdown. That is a matter that I want to bring to your attention as forcibly as possible, because I believe that the danger is always there, and the danger over a period of years can only be avoided by eternal and constant vigilance.

I referred a minute ago to the resolution which was presented to me here tonight, and I want to say that I appreciate with all my heart the consideration that has been shown to me. I value beyond anything I can ever tell you the expression of your good will; but what is more important in my heart even than the printed word which you have so kindly presented to me here tonight, is the fact that in the five years that I have been your Governor, the Executive Head of our State, I have always had the constant, the un-

Treasurer's Report

The following is a digest of the financial report submitted at the Annual meeting, October 5th, by Frank O. Bauer, retiring Treasurer of the Association.

Balance on Hand, October 6, 1936.....	\$11,017.08
Receipts during period: ...	
Dues	\$15,059.00
Advertising	1,534.66
Interest, City Savings Bank.....	80.22
Interest, State Bank of Albany.....	30.94
Total Receipts	16,704.82
	<hr/>
	27,721.90

Expenditures during period:	
Printing "The State Employee".....	3,928.48
Printing, Miscellaneous	662.25
Stock for Multigraph and Mimeograph...	402.46
Multigraph Supplies	43.63
Mimeograph Supplies	49.80
Elliott Addressing Machine Supplies.....	141.60
Office Supplies	213.61
Postage—Executive Headquarters	1,006.42
Postage—"The State Employee".....	333.00
Telephone	216.20
Telegraph	92.62
Surety Bonds	37.50
Legislative Index	100.00
News Clipping Service.....	38.45
Advertising Fees	354.50
Miscellaneous	53.65
Expenses of Officers, Representatives, and all Committees, including all traveling expenses	2,913.40
Salaries:	
Counsel	1,800.00
Executive Secretary	2,016.00
Other Office Help	1,276.00
Office Equipment and Furniture:	
Purchase of Mimeograph	433.50
Purchase Office Furniture	147.25
Purchase Office Floor	120.90
Purchase Office Lights	19.59
Purchase Office Sign	9.12
Purchase Office Partition	48.00
Purchase Addressing Stencil Files...	64.71
Total Expenditures	16,522.64

Balance on Hand, October 5, 1937..... \$11,199.26

The above is a summary of the complete report submitted which recorded every receipt and expenditure during the Association year just closed. Owen E. Maxwell, Chairman of the Auditing Committee audited the accounts of the Treasurer and approved them. The financial statement was accompanied by affidavits sworn to by officials of the various banks as to balances of Association funds which they had on deposit.

failing, the ungrudging cooperation and help of the men and women who make up the Government of the State of New York.

Whatever success I have attained as the Executive of this State has been made possible only through

that cooperation. On my own behalf and on behalf of your fellow citizens of the State of New York, I want to thank you sincerely and heartily for your assistance, your cooperation and your encouragement.

3 Employees Killed 250 Disabled

During the past few weeks three State employees met their death through accidental means. Fortunately, one was covered by the group plan of accident and sickness insurance sponsored for members of the Association. Unfortunately, every State employee is not a member of the Association, and is not a policyholder of this group insurance plan.

How many State employees were disabled by accident or illness we do not know. There must have been many, because over 250 State employee members of the Association, who had the foresight to avail themselves of the low-cost-broad-protection offered by the group plan, were paid cash indemnities for illness disability of all forms.

We all know that illness and accidents come without warning, and while we hope not, YOU may be next. If you are, we hope that you have already become a policyholder in our group plan. This is your opportunity to prevent possible economic distress. Send in your application for this insurance today.

Our organization does not benefit financially from a member's participation in the plan, and neither does it wish to paint a blue picture, or scare its members. It sponsors this plan solely for the economic welfare of its members. Our Association became aware of the tremendous medical and hospital expenses connected with disability, and the possibility of discontinued income in case of prolonged disability, and provided this form of protection to prevent financial embarrassment when misfortune hits home.

Your consideration of the Association's group plan of accident and health insurance is urged. An application for the insurance is attached hereto; fill it out and send in envelope also attached, which requires no postage. The insurance will take effect when your application is approved by the Company, and you may pay your initial premium after the November 1st pay day. Act today and enjoy the peace of mind and contentment from knowing that financial security will be yours during disability periods.

Superiority of Group Plan

Your plan of accident and sickness insurance is superior to all others because of many reasons, some of which are:

1. **Costs only 1/3rd to 1/2 of individual policies.** See reverse side of attached application form. (Please note here that there are many so called cheap accident and sickness policies which are very limited and cover only specified illness' or accidents, having many loop-holes, selling at prices from \$10.00 up, which should not be compared with your group plan.)
2. **There are no exclusions as to coverage, except suicide and limiting air-travel.** There are no limiting riders attached to any individual policy, except on Class "B" employees, which excludes occupational accidents, but Class "B" employees can obtain this coverage for a small additional premium.
3. **The individual policies are non-cancellable.** This is endorsed on each policy.
4. **Its policies cover pregnancy and child-birth,** paying up to four weeks disability on this coverage.
5. **Its policies do not require house-confinement.**

6. **Thirty-one days grace allowed** after date for premium payment.

7. **It offers broad hospital benefits** at slight additional cost.

8. **Contains non-disabling accident benefit,** whereby policyholder may be reimbursed up to 1/4th of monthly indemnity for medical expenses incurred because of non-disabling accident.

9. **It covers during leaves of absence** not in excess of one year and during vacation periods.

10. **Our insuring clause reads,** "accidental bodily injury", and not "accidental means", as is found in many policies. For example, if you lift a desk or table and strain your back that is covered by "accidental bodily injury", but probably is not covered by the "accidental means" clause, but if you slip when you lift that object it is probably covered by both clauses. This gives greater coverage.

*After You Have Tried Others
For Real Value*

Try

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TAP ROOM

BUY YOUR GROUP ACCIDENT AND SICKNESS POLICY—TODAY!

\$50.00 per Month Benefits Cost \$4.05 each 3 Months
Fill Out the Application in this Magazine
Enclose It In Envelope Attached and Mail Today—No Postage
Required—Pay After Nov. 1st Pay Day

Insurance effective as soon as application is approved by the
Company

If You Are Already Insured Hand Application
To Another State Employee

**BENEFITS ALREADY PAID TO STATE EMPLOYEES TOTALS
OVER \$75,000**

3 State Employees Killed Recently
Over 250 Receiving Benefits Every Month
YOU MAY BE NEXT DO IT NOW

Ter Bush & Powell, Inc.
423 State Street Schenectady, N. Y.

Report of President Brind

Continued from page 4

just been issued containing a "break down" of the benefits of this plan to employees. The plan is extremely commendable and has been of definite financial benefit to those who were unfortunate enough to need its assistance.

The Association has been active in assisting State employee groups throughout the State in establishing and developing credit unions. Nearly 30 such groups have already been established.

In Albany and surrounding environs the Association is acting as recommending agent to accord to interested Association members an opportunity to participate in the group hospital plan which provides hospitalization for citizens of this community. While this places additional burden upon headquarters with no remuneration of any kind, nevertheless we deem it a very valuable asset to the work of the Association. Without the Association State employees as such could not participate in a group hospitalization plan in Albany.

The Association cooperated with the Red Cross in its drive to relieve the mid-west flood sufferers. The result of a careful and complete organization such as ours is very apparent in emergencies such as this. Within a few hours our representatives were on the job and all State employees had the opportunity of expressing their sorrow financially in the dire distress of those in the afflicted areas. Over \$3,500 was contributed and presented to the Red Cross on behalf of State employees from the members in and about Albany.

This year over 250 bills affecting the interest of State employees—salaries—hours of work—days of work—sick leave, vacations—retirement and civil service were introduced in the Legislature. These bills had to be analyzed, committees had to examine them, our counsel had to continually represent our interests in order that the civil service of the State and the well-being of the State employee be properly protected and built up.

Financially it is with relief that I report that we have kept within our income. The report of the treasurer will be presented in full and I see no

point in discussing that subject here.

We have continued to improve headquarters. Our office in the State Capitol has been used more by employees during the preceding year than, I think, any of all the years back to 1910 put together. In addition to our very efficient Executive Secretary, Joe Lochner, we added last year a permanent position of stenographer which has been held very successfully by Ruth St. John.

The Annual Dinner of the Association was held February 27th. While each dinner in the past has been a momentous event, this dinner I feel eclipsed all preceding ones in interest and certainly in the number of members present. It is to be regretted that Albany has not a large enough dining hall to house all of the Association members who would like to attend. The number of tickets to this dinner had of necessity to be limited and many more would have attended had tickets been available. The Governor of the State and most of the Department heads and many leaders and members of the Legislature attended this function.

It is impossible to convey to the membership in any adequate way all the details of organization, of efforts, and of work carried on by your committees during the last year. Suffice it for me to say that never before have we had such full cooperation of the entire membership, never before has there been such close cohesion with the members residing in Albany and those residing in the institutions and those affiliated with our chapters. While the year was very strenuous and much work has been done, it was a happy one for your President and at its close I wish on behalf of myself and those of you who have labored to express to the entire membership our full appreciation for the splendid spirit of helpfulness and assistance which we have received.

I now come to some suggestions for the program for the ensuing year. First in connection with membership. It is true as I have pointed out that we have over 15,000 members. However, in the competitive and non-competitive service we have over 30,000 employees eligible to be members of this Association. We have so far col-

lected but one dollar as the annual dues. If we had a full 100 per cent membership and the consequent return of \$30,000, the work of the Association could be greatly enhanced. I deem it very important that something be done to increase the value of our monthly magazine. It would seem to me that this magazine should be brought out semi-monthly or even weekly, that the form of it be changed to that used now by the tabloid newspapers. In such a publication full information could be given concerning all pending civil service examinations, both open competitive and promotion, all appointments, and other general news concerning the civil service. More attention could be given to immediate news concerning the activities of the Association relative to pending legislation, etc. Feature articles of all kinds could be incorporated and more attention could be given to local chapters and news concerning individuals and their activities. Such a newspaper could be a powerful organ for good and would place the Association very definitely upon the map. To have such a newspaper, money is essential. To print the newspaper every week and to edit it, will necessitate a paid staff on full time. If the Association were supported 100 per cent by those eligible to join it, I feel that this could be accomplished almost within the minimum of a dollar which is now being contributed. If it is not possible that all State employees support this organization 100 per cent, then as I visualize it, in order to obtain such a publication, an increase in the dues will be necessary. I do not recommend, however, that the dues be increased at once. I think a great effort should be made on the part of to see what we can do to have every State employee join. If the response all our members and representatives in membership seems to warrant it, I will recommend to the Executive Committee that the form of the magazine be immediately changed in order that we may try out such a newspaper upon a semi-monthly basis. We are preparing at headquarters a membership folder and I ask all of you to appoint yourself a committee of one to see to it that each person in your

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Pres. Brind Reports

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office is affiliated. We need the dollar to function anywhere nearly 100 per cent. There is no other organization that I know of carrying on as your Association is carrying on at anything like this sum.

In connection with membership I would caution State employees concerning the activities of many outside organizations. While it is the prerogative of any member of the State to belong to any organization he sees fit, nevertheless the organization that is looking after the interest of the State employee solely is this organization. It has now an exceedingly enviable reputation for being square and for advocating the things which are reasonable. While we have no quarrel with any other organization, nevertheless you may rest assured that no other organization is in a better position to serve your interests than this Association. No other association has a record of accomplishments equivalent to this one. No other association expects as little from its membership and gives as much as does this organization. If you doubt these statements, investigate the facts before you become affiliated with any other group to the exclusion of your own State-wide organization. They speak for themselves.

My main reason for accepting the honor conferred upon me by your nominating committee in re-nominating me to serve as your President for the ensuing year is to continue the policies established in connection with the Feld-Hamilton Career Bill. The principle is established by this statute. The report of the Standardization Board is not available. When received this report must have careful scrutiny. The Association no doubt will have much to do next year with the Legislature in continuing to maintain the principles established by that law and to correct any flaws which may appear. We must be right on the job also to reject suggestions for amendments which will invalidate the fair principles of this law. I think one thing that the Association will need to advocate very strenuously at the next session is an amendment which will place with the Civil Service Commission a bureau or division

whose particular duty it will be to correct the many titles of position which are wrongly classified. In view of the fact that under the Feld-Hamilton Law salary is dependent wholly upon title, it is essential that a person be properly classified as to title. There is no doubt but that in the State service at the present time many people are wrongly classified and I deem it essential that there be such a division or bureau whose sole duty it will be to correct this situation.

I think the Association should have a State-wide grievance committee. While this will not change in any sense the obligations assumed by the Association in respect to this matter in the past, I am sure it will have the effect of relieving our counsel to whom all grievances have been referred of the tremendous duty of sifting grievances to determine whether there is any actual merit to them. Such a committee will assist the counsel in being able to present in proper form to the proper authority cases which merit the Association's attention. The fact that there is such a grievance committee may also serve to bring to the attention of employees that the Association as such stands ready to enforce the provisions of the statute in respect to the merit system and to that end will assist individuals in securing redress if it appears that any rights accorded them under the Constitution or under the statute of this State in respect to civil service have not been accorded them.

In connection with the eight-hour day, I think the time has come for the appointment of a committee of the Association whose duty it will be to act as a clearing house for matters affecting the enforcement of this statute. There is still much to be done to bring about the full realization of the eight-hour day 100 per cent.

This report to you has grown much more lengthy than I had anticipated in originally preparing it. In my recommendations I have merely attempted to mention some of the high spots as they occur to me. The Association has many other duties to perform. We have been working upon a group life insurance policy and I hope that the next year will see the organization and the putting into effect of such a plan. I think the Association should continue to organize more thoroughly by the formation of chapters. It would seem to me proper for our Executive Secretary to do more traveling and to visit our representatives and groups throughout the State and where the formation of a chapter is desirable to cooperate with the membership to bring this about.

Editor's Note: Your magazine would appreciate receiving letters at any time from members giving their opinion on the program or work of the Association for printing herein.

Another DE WITT Triumph

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Report of Constitutional Amendment Comm.

The following report was presented by Chairman of the Constitutional Amendment Committee at the Annual Meeting, October 5th. Motion was made and adopted to accept the report as read.

"At the annual meeting last year a motion was made to amend our constitution. The motion was referred to the Committee on Constitutional amendments consisting of:

John A. Cromie, Chairman, Tax Dept., Albany
 Dr. H. M. Pollock, Mental Hygiene Dept., Albany
 Arthur S. Hopkins, Conservation Dept., Albany
 W. F. McDonough, Agriculture & Markets Dept., Albany
 Milton Schwartz, Insurance Dept. New York City
 Leslie Wood, Education Dept., Rochester
 Rufus Jarnigan, Education Dept., Buffalo
 A. H. VanAuken, Labor Dept., Utica

and a copy of the proposed amendments was printed in the October issue of THE STATE EMPLOYEE. During the twelve months since these proposals were presented, numerous suggestions have been received by this committee and we wish to submit the following report based on our study of the various proposals.

"It is apparent that our present constitution no longer fits the needs of our rapidly growing association which now has in excess of 15,000 members. Our present constitution calls for an annual meeting of individual members but no hall is large enough to hold even a small proportion of our membership. Members outside of Albany are unable to attend in sufficient numbers to give them representation at annual meetings in proportion to their members. It is evident that some change must be made to give more adequate representation to our rapidly growing chapters, which are now functioning very successfully in New York City, Buffalo, Rochester, Utica and Syracuse. To accomplish this objective the amendments proposed at the last annual meeting provided in substance for a meeting of delegates rather than of individual members. It was sug-

gested that each chapter should elect one or more delegates who would collectively be entitled to one vote for each one hundred members affiliated with the chapter. Members of each department not affiliated with any chapter would be represented by departmental delegates on the same basis. It was contemplated that the Executive Committee would continue to function without substantial change in its powers or duties and would be made up, as at present, of the officers and a member elected by each department.

"While our committee is in accord with the general purpose of the proposed amendments, we have come to the conclusion that the scope of the proposed amendments should be enlarged and that a number of procedural matters should be definitely formulated before we adopt the change from individual voting to delegate representation.

"The problem of electing delegates from a chapter is simple. The proposed amendments provide that such delegates should be elected by the chapter itself. The election of departmental delegates however, is more complicated. In the first place, it would be necessary to place some limit on the number of delegates if they are to be truly representative of the department in which they serve. In a small department it is a comparatively simple matter to elect delegates in substantially the same way members of the Executive Committee are elected, but in large departments like Mental Hygiene, Social Welfare, Correction and Health, where the employees are located in over forty different institutions throughout the State, the problem of obtaining adequate representation by departmental delegates is more difficult. We think, therefore, that the proposed amendments should be enlarged to contain a provision whereby institutions having fifty or more members may elect their own delegates to meetings of the Association and that, in this way, they will have more adequate representation than if delegates were elected solely on a departmental basis.

"Our present constitution does not prescribe any method for the

election of members of the Executive Committee other than that it shall be by majority vote in each department. Our Committee is now considering a proposal that members of the Executive Committee and delegates be elected by ballot at the same time and in substantially the same manner as officers are now elected. We are also considering a proposal whereby independent nominations may be made by the members in the departments so that the names of nominees for delegates and for members of the Executive Committee may be printed on the ballot.

"These, and many other proposals must be very carefully considered in order to accomplish the purpose of the proposed change in the structure of our organization which contemplates, in substance, that the general policies of the Association be determined by delegates at regular and special meetings of the Association and by the Executive Committee when delegates are not in session. Our Committee therefore, recommends as follows:

1. That no action be taken on the proposed amendments at the meeting tonight.
2. That the motion to amend the constitution be remitted to the Committee on Constitutional Amendments for further study.
3. That all members desiring to submit specific proposals or proposed amendments make such submissions in writing to the Committee before January 1, 1938.
4. That the Committee, after study of all proposed amendments submitted to it, prepare and publish in the official magazine the text of the proposed amendments recommended by the Committee.
5. That a special meeting of the Association be called by the President for a date not later than June 1, 1938, to act upon the motion to amend the constitution."

The following motion to amend the Constitution was presented in proper form, signed by ten members of the Association in good standing, in accordance with Article XI, Section 1, of the Constitution, at the Annual Meeting:

"Motion is hereby made to amend

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Counsel Appeals on Discontinued Service

Under date of September 29th, Hon. John T. DeGraff, Counsel of the Association wrote Commissioner Parsons of the Mental Hygiene Department as follows:

"My attention has just been called to Departmental Bulletin No. 3389 issued on Sept. 15, 1937, which provides in substance that the time service increments provided in Section 61 of the Mental Hygiene Law shall be deferred if the employee is absent with leave but without salary for more than fifteen days in a six months period. I am informed that this is contrary to the practice that has heretofore been followed in at least some of the institutions. It would seem to me to be particularly unfortunate if the provisions of Section 61 authorizing increments for continuous service, were to be interpreted to deprive employees of the increments prescribed by statute during the period they were unavoidably absent due to illness. This is particularly true because the great majority of State employees are given a leave of absence with pay under the uniform sick leave rules issued by the Governor's Cabinet on July 1, 1933. These rules, I understand, have been followed throughout the State service excepting only the institutions in your department. Consequently, the employees in the institutions not only lose their salary for the period they are unavoidably absent because of illness, but under the ruling above referred to they are also penalized by having their

statutory increments deferred because of such illness.

"The departmental interpretation of Section 61 seems to be contrary to the decision of the Appellate Division, Third Department, in the case of *Weiner vs. Greene*, 239 A.D., 652, a copy of the material parts of which is enclosed. While this decision had particular reference to the computation of seniority under Section 31 of the Civil Service Law, the reasoning seems particularly applicable to the interpretation of that portion of Section 61 of the Mental Hygiene Law which provides for increments based on continuous service. The Court holds that absence on leave for less than a year would not constitute a break in the chain of continuous service, and as the Court points out, there is no basis for a distinction whereby a person, who is absent with pay, is given credit for continuous service while another who is given a leave of absence without pay is discriminated against. This case would seem to hold that absence due to illness, whether with or without pay, should not deprive an employee of the increments awarded for continuous service under the Mental Hygiene Law."

Commissioner Parsons in reply advised that the departmental bulletin was issued pursuant to rules on this subject established by the Dept. of Audit and Control, and that that department would be the correct place to appeal to. Counsel DeGraff, has since appealed in the same form to the Dept. of Audit and Control, and as this issue goes to press no reply has been received.

Report of Constitutional Amendment Committee

Continued from page 14

the Constitution of the Association of State Civil Service Employees of the State of New York to provide for vote by delegates at regular or special meetings of the Association, to revise the method of voting for officers, members of the Executive Committee and delegates, and to make such other amendments as may be necessary to meet

the present and future needs of this Association.

"And it is further moved that all members desiring to submit proposed amendments make such submissions in writing to the Committee on Constitutional Amendments before January 1, 1938; that the Committee, after study of the proposed amendments submitted to it,

H. R. S. H. News

Officers of the Hudson River State Hospital Employees' Association installed at a meeting of the Association held Wednesday, October 6th at the amusement hall of the hospital, were: President, William E. Helmer; vice president, Grenard G. Kipp; secretary, Mary E. Belton, and treasurer, Mary V. Manna.

Reports of annual meeting of Association of Department of Mental Hygiene were read. Credit union services for the Association were discussed by Raymond A. Joyce, Treasurer, and George Magee, chairman of the local credit committee. Miss Belton, local representative of the group plan of accident and sickness insurance made her report. The H. R. S. H. reported a membership of 685 in the State-wide Association. Retiring officers reported that a trust fund of \$5000 had been set up. They were extended a vote of thanks by the Association.

Retiring Sept. 29th, after 28 years' service, Patrick McGlynn, steamfitter at H. R. S. H., was feted by fellow members of the engineering department. He was presented with a smoking set, a radio lamp and a floral bouquet. The gifts were presented by George McGee, chief engineer. Addresses were made by Steward Andrew Delaney and Chaplain, Rev. Charles A. Roth, S. J. Over 50 attended.

John Livingstone represented H. R. S. H. employees at the dinner of the Executive Committee of the State-wide Association and out-of-town representatives at the Hotel Wellington, Albany, and later at the Annual Meeting held in the Auditorium of the Albany High School. He reports that a most interesting meeting was held and that he thoroughly enjoyed the dinner.

prepare and publish in the official magazine the text of the proposed amendments recommended by the Committee and that a special meeting of the Association be called by the President not later than June 1, 1938, to act upon the motion to amend the Constitution and to adopt such amendments as may be advisable."

The following resolutions were unanimously adopted at the Annual Meeting of this Association on October 5th:

100% Membership

"WHEREAS, this Association of State Civil Service Employees of the State of New York is the only State-wide, all-State-employee organization functioning in this State, and

"WHEREAS, every improvement in salaries, retirement, hours of work, vacations, sick leaves or working conditions generally of State employees, as well as any increased efficiency in civil service functioning, has been achieved as a result of the efforts of this organization, and

"WHEREAS, many services such as fully equipped permanent headquarters in the State Capitol, permanent counsel, monthly magazine, frequent bulletin board statements, group insurance, credit unions, etc., are continuously being rendered members, and

"WHEREAS, from a 600 total membership in 1930, our organization has grown to its present 15,000 total paid membership, with members and loyal and unselfish representatives located in every State office, department and institution throughout the State.

"THEREFORE BE IT RESOLVED, that through the efforts of its officers, committees and members throughout the State, that this Association, beginning as of this date, sponsor a continuous membership campaign to enroll 100% every eligible State civil service employee as a member, and

"BE IT FURTHER RESOLVED, that the President, under whose direction the drive will be carried on, is directed to send a copy of this resolution to every present member of the Association, through the columns of THE STATE EMPLOYEE or otherwise."

New Members Join for 1937-38

"BE IT RESOLVED, that eligible State employees who join this Association after this date as new members shall be admitted to full membership for the balance of this year and all of the year 1938."

Renew Your Own Membership and Secure at Least One New Member TODAY!

Use this application Today. Renewals for 1938 membership will be accepted at this time. Simply detach application herewith, and send with \$1.00 Annual Dues to your local Chapter, Representative or to Association Headquarters. Join your State-wide, all-State-employee Association TODAY.

.....
Print Last Name Above First Name Initial

RESIDENCE

WORK ADDRESS.....

INSTITUTION OR DIV.....

DEPT. EMPLOYED.....TITLE.....

**THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES
of the State of New York**

Room 156, State Capitol, Albany, N. Y.

Membership Application.....Dues to Dec. 31, 1938 — \$1.00.....
\$.50 of which is for a year's subscription to "The State Employee"

Mr. James I. Myer
399 Western Ave.
Albany, N. Y.

