



THE STATE EMPLOYEE

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



STATE CIVIL SERVICE COMMISSIONER GRACE REAVY

Miss Grace Reavy was born at Cohoes, New York, where she attended St. Bernard's Academy, graduating in 1893. She then studied music at the New England Conservatory of Music at Boston, Mass., 1894-5.

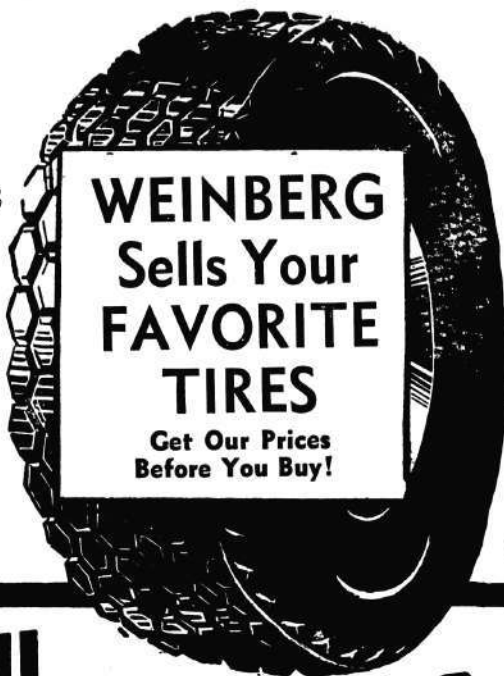
Commissioner Reavy, a member of the National Recreation Association, has been most active in the recreation movement, founding the first playgrounds in Cohoes under the auspices of the Women's Municipal League. From 1911, she has been active in the suffrage movement, being leader of the Third Assembly District in the Women's Suffrage Association from 1915 to 1917, later in the same district representing the League of Women Voters. She was home service chairman for the American Red Cross from the beginning of the war in 1917 until 1935, and is a Director of the Albany County Tuberculosis Association. She is a member of the National Association of Secretaries of State, being elected Secretary in 1935 and Treasurer in 1936; is a member of the National Association of Accounting Officers, an organization of city and county comptrollers; as well as a member of the Business and Professional Women's Club.

Appointed Deputy Comptroller of the City of Cohoes, January 1, 1919, she served in that capacity until January 1, 1922, when appointed to City Comptroller. In 1927, she was appointed City Treasurer and in 1928 Election Commissioner of Albany county. She was appointed Deputy Secretary of State on July 1, 1929, and was later designated as Executive Deputy, in which capacity she served until her recent appointment to the State Civil Service Commission.

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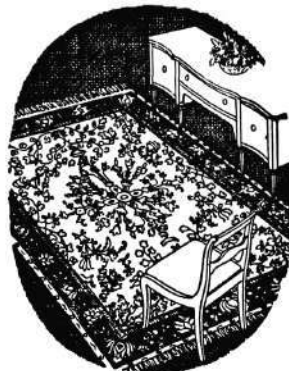
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THE STATE EMPLOYEE is published monthly except June, July, and August. Publication office 2 Norton St., Albany, N. Y. Editorial and executive offices Room 156, State Capitol, Albany, N. Y. 10c a single copy, \$1.00 per year. Entered as Second-class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

THE STATE EMPLOYEE

Official Publication of

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

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

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VOL. 6.

APRIL, 1937

NO 4.

Career Bill Radio Address

(Delivered by Beulah Bailey, former President of Association, over Station WGY, April 17, 1937, sponsored by the Women's Joint Legislative Forum.)

"In order to attract unusual merit and ability to the service of the State of New York, to stimulate higher efficiency among the personnel, to provide skilled leadership in administrative departments, to reward merit and to insure to the people and the taxpayers the highest return in services for the necessary cost of government, it is hereby declared to be the policy of the State, in accordance with the mandate of the Constitution, to provide equal pay for equal work, and regular increases in pay in proportion to increase of ability, increase of output and increase of quality of

work demonstrated in service." This is the foreword of a non-partisan bill introduced in the Senate by Senator Feld and in the Assembly by Assemblyman Hamilton. The bill has passed the Assembly by a vote of 144 to 6. The Feld bill is now in the Finance Committee of the Senate. If the bill is reported out, its passage is certain. Not since the merit system was inaugurated over fifty years ago has a measure so important to the advancement of State civil service been presented to the Legislature. In fact, it is not too much to say that the very life itself of an effective merit system is dependent upon the passage of this bill.

The continued expansion of governmental functions indicate the necessity of having a well trained, ef-

ficient body of civil servants comparable to the civil service of Great Britain. Many of the ablest citizens, attracted to the civil service during the past few years, have left because the compensation is small and their futures are doubtful.

Citizens who earn their first appointment by the merit system, find that they must, in all too many cases, depend upon political or personal favor for advancement. Salaries are regulated on a more or less hit-or-miss basis whereby employees performing essentially the same duties receive widely disproportionate salaries. The salary paid to a Junior Typist for example, ranges from \$780 to \$1600. A Senior Clerk receives from \$1060 to \$2750. Incidents of this type can be multi-

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Summary of Legislation Pending

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

IN SENATE

- Int. 1533, Print 1806, Senator Joseph—** Amends Chap. 855, Laws of 1911, to provide that upon death of employee of Appellate Division, 1st department, who served 25 years and shall not have retired at time of death, his estate or beneficiary shall receive an amount equal to earnable compensation for twelve months immediately preceding his death. (Same as A. 2160.) Passed by both houses.
- Int. 1536, Print 2150, Senator Berg—** Amends sections 454-a, 400, Banking Law, relative to loans to members of credit unions, deposits, change of location and providing for maintaining

one or more stations. (Same as A. 2142.) On 3rd reading calendar April 12th.

Int. 1621, Print 1923, Senator Desmond— Amends section 36, Election Law, to require election board employees to be appointed after competitive examination under Civil Service Law from two lists divided for party membership. Judiciary Committee.

Int. 1610, Print 1942, Senator Nunan— Amends section 61, Mental Hygiene Law, by providing employees who are heads of family must, except where adequate accommodations can be provided in the institution, be allowed to live outside, receiving an additional sum of \$10 a month. (Same as A. 43.) Finance Committee.

Int. 1653, Print 1955, Senator Feld— Adds new section 1375-a, Education Law, providing for registration without examination of nurses over 20 years of age, citizens of U. S. or having declared intention of becoming citizens, resident for one year in state and after completing two year course in nursing in any state or foreign

country who has had at least one year's experience. (Same as A. 2268.) Education Committee.

Int. 1654, Print 1956, Senator Feld— Adds new section 1375-b, Education Law, providing for registration, with oral examination, of nurses over 21 after one year's residence in state, citizens or those having declared their intention of becoming citizens, after completing at least two year course in nursing equivalent to that required in this state at the time and after three years' practical experience. (Same as A. 2270.) Education Committee.

Int. 1703, Print 2010, Senator McCall— Empowers civil service commission to certify name of person as eligible for appointment as stenographer or hearing stenographer in 1st judicial dept. who prior to January 1, 1935, served nine or more years as official stenographer to an official referee in 1st dept. Civil Service Committee.

Int. 1744, Print 2073, Senator Feld— Adds new section 1375-c, Education Law, to provide that department shall

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Summary of Legislation Pending

Continued from Page 3

certify as registered nurse, without examination, any person submitting evidence that he or she is more than 20 years of good moral character, citizen of U. S. or declared intention of so becoming, resident of state for one year and licensed to practice as trained nurse in state with one year's experience in nursing. Education Committee.

Int. 1747, Print 2076, Senator Garrity—Amends subd. 8, section 61, Mental Hygiene Law, by fixing minimum salary of \$144 per month and increasing maximum salary from \$120 to \$160 for laundry supervisors in institutions under jurisdiction of dept., and appropriate \$10,000. (Same as A. 887.) Finance Committee.

Int. 1883, Print 2258, Senator Esquirol—Amends section 100, Highway Law, by providing person hereafter appointed as county highways supt. or county engineer or other officer performing duties of county supt. must be a professional engineer duly licensed to practice and relative to term of office. Internal Affairs Committee.

Int. 1884, Print 2259, Senator Esquirol—Amends section 100, Highway Law, by providing provisions for four year term for a county highways supt., county engineer or other officer performing duties of county supt. shall not apply to appointments made from eligible civil service list. Internal Affairs Committee.

Int. 1894, Print 2281, Senator Coughlin—Amends subd. 3, section 220, Labor Law, by providing no workman or mechanic employed by any political subdivision of state shall be paid wage rate lower than that for corresponding work appearing in any existing wage schedule for use in specifications for contract work. Labor Committee.

Int. 1918, Print 2315, Senator Howard—Amends section 11, Labor Law, by providing for an additional deputy commissioner to be known as second deputy and appropriating \$10,000. Finance Committee.

Int. 1976, Senator Fischel—Amends section 57, Civil Service Law, by empowering state comptroller, as trustee of pension funds, to dispose of any real property, as well as securities, in which funds are invested, and foreclose mortgages on default and take title, also to include in expenses, costs of servicing and foreclosing mortgages and in protecting investments. Pensions Committee.

Int. 2008, Senator Esquirol—Adds new section 171-a, Judiciary Law, for classifying a clerk to supreme court justice in 2nd district separated from service, who has held position for not less than ten years, as confidential clerk to justices resident in county. Judiciary Committee. (Same as A. 2483.)

Int. 2009, Senator Williamson—Amends section 19, Art. 6, Constitution, by providing that provision against di-

minishing salary of judges and surrogates during term of office shall not exempt such salaries from any law imposing a personal income tax. Judiciary Committee.

Int. 2021, Senator McNaboe—Adds new section 31-c, Civil Service Law, by providing that no person shall be employed for an architectural, engineering or technical service on any public work or project if qualified person is in regular service of the civil division or is on an eligible list. (Same as A. 1038.) 3rd reading.

Int. 2037, Senator Fischel—Amends section 80, Civil Service Law, by providing public or quasi-public organizations referred to in sections 75 and 75-a, cannot create any officers' or employees' retirement system. Pensions Committee. (Same as A. 457.)

Int. 2038, Senator Fischel—Amends section 65-a, Civil Service Law, by striking out provision for accidental death benefit to a member who has served on other than full-time basis, applying especially to volunteer firemen. Pensions Committee. (Same as A. 453.)

Int. 2039, Senator Fischel—Amends section 67, Civil Service Law, relative to retirement system by providing no decision of state industrial board shall be binding on comptroller or medical board in matter of determining eligibility of claimant for accidental disability or accidental death benefits. Pensions Committee. (Same as A. 447.)

Int. 2047, Senator O'Brien—Amends section 101-a, Insurance Law, so as to permit group life insurance for members of any duly organized association of civil service employees having common employer. Insurance Committee.

IN ASSEMBLY

Int. 2006, Print 2293, Assemblyman Steingut—Amends section 61, Civil Service Law, relative to retirement of members discontinued from state service to include unclassified service and exempt class of classified service or any combination of such services or classes for service credit. Senate, 3rd reading.

Int. 2066, Print 2375, Assemblyman Davidson—Adds new section 14-c, Civil Service Law, reviving eligible list published June 16, 1932, which expired on December 7, 1936, containing names of persons eligible for appointment as social investigator in New York City public welfare department and extending it to December 7, 1939. Civil Service Committee.

Int. 2075, Print 2384, Assemblyman McLaughlin—Amends section 6, Civil Service Law, to provide that no rule or regulation of civil service commission shall require more than elementary school education for any position which does not necessitate professional or technical knowledge. Civil Service Committee.

Int. 2076, Print 2385, Assemblyman Rossi—Submits to voters at special election on May 20, 1937, the question as to whether or not proposed U. S. child labor amendment be ratified by state. Judiciary Committee.

Int. 2126, Print 2451, Assemblyman Carliello—Same as S. 1281.

Int. 2142, Print 2020, Assemblyman Schanzer—Same as S. 1536.

Int. 2160, Print 2485, Assemblyman Rossi—Same as S. 1533.

Int. 2167, Print 2500, Assemblyman Devany—Same as S. 1434.

Int. 2170, Print 2503, Assemblyman Fite—Amends section 61, Mental Hygiene Law, defining continuous service for purpose of additional increases of employees, in department. Ways and Means Committee.

Int. 2184, Print 2517, Assemblyman Phelps—Repeals section 18-aa, adds new 18-b, Labor Law, to provide for payment of sick leave for all employees holding civil service positions. Labor Committee.

Int. 2190, Print 2523, Assemblyman Steingut—Amends section 61, Civil Service Law, to provide for pension allowance for unclassified and exempt classified service as well as for competitive service. Civil Service Committee.

Int. 2214, Print 2558, Assemblyman Flynn—Adds new section 25-a, Civil Service Law, to provide that no person shall be denied right to take examination for, or barred from appointment or promoted to civil service position solely by reason of his age over 18 years. Civil Service Committee.

Int. 2215, Print 2559, Assemblyman Gamble—Same as S. 988.

Int. 2231, Print 2575, Assemblyman McLaughlin—Adds new section 161-a Labor Law, to permit officer and employee of state or political subdivision thereof in addition to vacation or absentee leave period to have leave of absence on each Saturday during months of June and September, inclusive, with no reduction in salary. Labor Committee.

Int. 2264, Print 2643, Assemblyman Austin—Provides pensions for all veterans enrolled for twenty or more years in any civil service classification as public officer or employee of any subdivision of state and honorably discharged from federal armed forces involved in any war, military engagement or punitive expedition of the U. S. Rules Committee.

Int. 2311, Print 2770, Assemblyman Doyle—Amends section 61, Mental Hygiene Law, by fixing minimum salary of \$144 per month and increasing maximum salary from \$120 to \$160 for laundry supervisors in institutions under jurisdiction of dept., and appropriates \$9000. Rules Committee.

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Career Bill Sponsor Speaks

By. Hon. Laurens M. Hamilton

I am happy to be one of the sponsors of the Feld-Hamilton "Civil Service Career Bill" because I consider this bill the most important bit of Civil Service legislation which has been before the Legislature for many years.

The whole idea of Civil Service is based on equality of opportunity in accordance with merit and fitness and without regard to political influence or affiliation. Where merit and fitness are sidetracked and influence reigns supreme there can be no true Civil Service. This applies even more to advancement and pay increases after appointment than it does to original appointment. The Career Bill aims to make the New York State Civil Service System a bona fide Civil Service System by protecting the individual employee from inequality.

Equal pay for equal work should be something more than a slogan. Just as in the Military Service there are standardized ranks and standardized pay regardless of the branch of the service in which the individual may be serving, so in the Civil Service should there be standardized grades and standardized pay regardless of the department in which the individual employee is employed. That is one of the most important features of the Career Bill.

Inasmuch as the pay of Civil Servants is less flexible than the pay in private employment, length of service should be rewarded by a pay increase established by statute and not dependent on the whim or influence of an individual. The public servant receives no bonus such as is customary in private employment when business is good. Unless the law itself gives him something to look forward to as a right, he has little prospect of receiving a pay increase except by catering to the personal favor of some individual or resorting to the use of political influence. Standardized, statutory increases in pay according to years of service is the second important feature of the Career Bill.

This pay increase feature, however, has been so misrepresented that many employees have been misled. I wish therefore to stress briefly certain facts in this connection.

First of all, the increase is **mandatory** and every employee will receive each year the annual increase provided for in his salary grade until he reaches the maximum in that grade.



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Only employees who have been found guilty of unsatisfactory service in accordance with rules to be established and made public can be deprived of this annual increase. This disciplinary feature is a necessary one, and it is neither intended nor expected that it shall apply in any but flagrant cases of unsatisfactory service. Surely, employees who work faithfully and well cannot wish that any employee who shirks on the job should share in their reward.

Neither Senator Feld nor myself nor any of those who worked so diligently in drafting the bill claim that it is perfect. We all recognize that time will probably show the need of modifications, but, we do feel that the bill in its present form is the most practicable effort that can be made toward achieving the aims which all State employees have in view. The Bill has been kept free of politics.

Buffalo Chapter Dinner and Election

The Buffalo Chapter of the Association held its second Annual Dinner Saturday evening, April 24th, in the Hotel Lafayette, Buffalo.

The principal speakers were Congressman James M. Mead, Assemblyman Laurens M. Hamilton, and Charles A. Brind, Jr., Association President. Among the guests attending were Assemblymen Harold C. Ostertag, Anthony Canney and Frank L. Gugino, department heads and Executive Secretary of the Association, Joseph D. Lochner.

Over 350 Chapter members attended. After the dinner and speaking, worthwhile entertainment was furnished, followed by dancing. Harry C. Dupree, retiring President of the Buffalo Chapter, acted as toastmaster.

The Annual Election of the Buffalo Chapter was held April 20th. Official ballots were supplied members and a ballot box was placed in the lobby of the State Office Building, Court Street, Buffalo, for the depositing of ballots.

The following officers were elected: President, Leo F. Clark, Public Service Department; Vice President, Catherine McGavis, State Institute; Secretary, Claire Brown, Education Department, and Treasurer, William McKernon, State A. B. C. Board. Miss Brown and Mr. McKernon were reelected, having served the Chapter in the same capacity in the preceding year.

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Governor Lehman Praises Col. Rice

Governor Herbert H. Lehman, in a letter to Col. William Gorham Rice, retiring president of the State Civil Service Commission, made public April 14, stated:

"May I take this opportunity of formally expressing to you my very great appreciation of the fine service that you have given to the people of the State and in other official capacities over a period of more than 55 years.

"You have been a splendid public servant and you have shown unusual devotion and effectiveness.

"I am certain that I voice the sentiments of all of the people of the State when I thank you heartily for your services and for your devotion."

Colonel Rice served as civil service commissioner of this State from 1915, when he was appointed to that post by Governor Whitman. Prior to that date he was a United States Civil Service Commissioner succeeding Theodore Roosevelt in that capacity, appointed by President Cleveland. Col. Rice's first state service was as assistant paymaster general on the military staff of Governor Tilden, later becoming secretary to Governor Cleveland. Following his appointment as civil service commissioner in February, 1915, Col. Rice was reappointed by Governor Smith in 1919 and 1925, and by Governor Roosevelt in 1931.

Colonel Rice is an accomplished author on various subjects. Among his writings are: "Betterment of the Public Service," in the North American Review, and "President Cleveland's First Election" and "Intimate Recollections of President



COL. WILLIAM G. RICE

(Photo courtesy of Albany Knickerbocker Press)

Cleveland" in the Century Magazine. He has also written for the New York Times and New York Evening Post articles concerning "Upstate Democracy" and contributed to many other magazines on political subjects. He was also on the editorial staff of the Albany Argus at one time.

He was the Democratic candidate for Mayor of Albany in 1903 and a candidate for Lieutenant Governor in the Democratic primary of 1914.

Radio Address

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plied almost without limit and it is apparent that such conditions tend to destroy morale.

The bill, attempts to remedy, as rapidly as possible, the inequalities that now exist and to set up the framework for a permanent compensation plan. It establishes new salary grades for all positions in the competitive and non-competitive classes of the State service except those positions, salaries for which are now regulated by statute, and provides for separate salary schedules for each of these groups of positions.

The bill first ratifies the present titles of all State employees. Because of the changes of title in the appropriation bill of 1932 there has been considerable doubt and uncertainty as to the status and civil service rights of employees whose titles were changed. The courts have held that the new titles were valid for payroll purposes, but that they are invalid in certain other respects. This has created considerable confusion in the administration of the law. It is absolutely essential that the status of the present titles be definitely established and the bill accomplishes this purpose by providing that employees shall have the same status under their present titles as if they had been appointed to such position by competitive examinations. The bill creates a temporary salary standardization board, which is charged with the duty of allocating existing positions to appropriate salary grades in the schedules set up in the bill.

The need for a definite salary plan with definite salary promotions as a part of such plan is not open to question. This need has been recognized as of paramount importance to the State's employment system for over twenty years.

As far back as 1930, Governor Lehman, then Lieutenant Governor, expressed the hope for prompt attention to "Desirable and proper ranges of pay for various grades and classes and the number of rates into which such ranges should be divided." This is exactly what the Feld-Hamilton bill provides.

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Legislation Summary

Continued from Page 4

Int. 2378, Print 2837, Assemblyman Breitbart—Adds new section 161-a, Labor Law, so as to give two days' rest in seven to employees in classified service of state except those in charitable, penal and reformatory institutions. Rules Committee.

Int. 2391, Print 2868, Assemblyman Andrews—Amends section 31-b, Civil Service Law, by providing any employee reinstated from preferred list on or after May 1, 1934, shall receive at least same salary which employee was receiving at time of separation from service. Rules Committee.

Int. 2395, Print 2997, Assemblyman Ehrlich—Add new Art. 17-a, Labor Law,

for licensing and regulating the practice of stationary engineers. 3rd reading. Amend.

Int. 2456, Print 2999, Assemblyman Babcock—Same as S. 1916.

Int. 2475, Assemblyman Babcock—Same as S. 1976.

Int. 2483, Assemblyman Rudd—Same as S. 2008.

Radio Address

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The Legislature has already provided during past years for definite scales of pay for Judges, Members of the Legislature, administrative heads, teachers, many institutional groups, the State Police, and other employees. Likewise, these rates have been increased from the original scale. The League of Women Voters, the Civil Service Reform Association and other groups have endorsed the Feld-Hamilton Bill. The Feld-Hamilton Bill is a progressive, righteous attempt to deal intelligently and justly with the wage problem in civil service. The plan is already in effect in the Federal Civil Service. Fair estimates based upon study of the facts, indicate that the Feld-Hamilton bill would add approximately one and one-half million to the State's personal service appropriation for the fiscal year 1938-39, and the sum needed would gradually decrease until at the end of five years the sound adjustments sought would be practically completed.

The Democratic and Republican platforms of last Fall in almost identical words pledged their candidates to strengthen the merit system to the end that citizens might enter the public service as a career without regard to political, religious or racial affiliations.

The Feld-Hamilton civil service career bill meets the problem of State employment squarely and must appeal to all citizens who ask efficiency in public service and who at the same time recognize the responsibility of dealing justly with their own employees.

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A Fair Bill

By Hon. A. Spencer Feld

To establish a career service for the employees of the State of New York is indeed a laudable undertaking and it has been a privilege to sponsor in the Senate the bill which will bring this about.

Not the least of a Legislator's responsibilities are those having to do with the human element in State service. With all the world seeking justice in employer-employee relations, the State must meet the issues and play a part in solving the problem directly as it arises in its own household. We know that men and women in the civil branch of government are faced with the same demands in a social and economic way as are those in private employment. Out of their annual income must come the support of home, church, school and good community life. A few workers in the public service may be independent of the salaries attaching to their positions; the great majority depend entirely upon the salaries paid to them by the State.

Intelligent attention to personnel administration cannot but yield substantial dividends to the State. It is not sufficient to be solicitous as to entrance requirements for positions. It is not enough to have wise leadership and sound planning of work. Reward for meritorious performance of everyday duties involving the wide variety of activities now embraced within governmental functioning, is an essential thing. And adequacy of reward expressed in terms of total pay rolls, without fairness and equity for individual workers wherever located throughout the State, leaves a no-man's land, in which all of the spectres that sap a service of high efficiency and unselfish endeavor grapple with morale and discourage progress.

Without the provisions set up in this bill, the Department head is often as helpless as the employee in dealing with the question of salaries or salary promotion. However desirous he may be of rewarding merit and giving incentive to greater endeavor, in the last analysis he finds he must wait upon appropriating bodies of State government and in the charge and counter-charge of political and economic contest both the worker and the appointing officers are at a natural disadvantage to press their claims. This is quite unfair to the great army of State employees, and it is not to the credit of the State as an employer to be satisfied with such a system.

The needs of New York State service are known to the Legislative, the Executive and the Administrative branches. The present



HON. A. SPENCER FELD

bill is an attempt to set up a sound, equitable plan as to salaries and salary promotions applying to all those workers who now have no such plan. In addition fundamental personnel administration needs are recognized and the worker's opportunity to plan a career with happy recompense to himself and to the State is emphasized. The old bugaboos of chance and dead-ends are eliminated. If the State of New York goes forward the worker goes forward, and both have a very real responsibility to each other. The shirker and the unfit will find little to encourage them; the alert, ambitious and efficient civil service employee will find new avenues of advancement open to him.

New Laws and Important Legislation

As this issue goes to press the Legislature is preparing to adjourn within several days. Legislation of importance has been acted upon in both houses. Many measures have passed the Senate or the Assembly and are on the calendar for passage within the next few days.

The following is a brief summary of the status of the more important measures effecting civil service employees, as well as a record of the Laws enacted this year which are of interest to State employees. A complete record of each bill is set forth in the January, February, March and in another place in this issue of THE STATE EMPLOYEE, where each of the following bills are listed under their respective introductory numbers.

LAWS OF 1937 Eight-Hour Day

The Nunan-Ostertag bill, Senate Int. No. 802, Assembly Int. No. 880, extending the provisions of the eight-hour day to employees of the kitchen and dining room service of State institutions, passed both houses of the Legislature, was signed by Governor Lehman on April 19 and became Chapter 249 of the Laws of 1937.

The Nunan-Ostertag Bill, Senate Int. 804, Assembly Int. No. 882, providing that employees in State institutions, may, upon request, be permitted to work one additional eight-hour day in any calendar week, for not more than seven calendar weeks, and be allowed continuous days free equivalent to number of additional days so worked, was signed by Governor Lehman on April 1st and became Chapter 146 of the Laws of 1937.

Retirement Laws

The Feinburg-Hill Bill, Senate Int. No. 281, Assembly Int. No. 444, permitting members of the State Retirement System or any beneficiary thereof to add to retirement system in single payment sufficient to provide for retirement at one-half salary at present age, if greater than the age of 60, received favorable action by Governor Lehman and became Chapter 107.

The Fischel-Steingut Bill, Senate Int. No. 1119, Assembly Int. No. 1616, allowing members of State Retirement System pension credit

for prior service as legislative employee in United States Senate or House of Representatives, was signed by Governor Lehman and became Chapter 148 of the Laws of 1937.

The Fischel Bill, Senate Int. No. 1465, which provides for increased pension for employees with 25 years' service at age 50 or more who are discontinued from service, was signed by Governor Lehman

and is Chapter 254 of the Laws of 1937.

Transit Commission Appropriation

The Twomey-Moffatt Bill, Senate Int. No. 1361, appropriating \$10,000 to the Transit Commission for the purpose of paying vacations and sick leave for highway employees temporarily assigned to the Transit Commission, has been

Continued on Page 14

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Employees Urge Civil Service Career Bill

*(Photo Courtesy Albany Evening News)***President Brind presenting petitions to Senator A. Spencer Feld**

State employees located in every department, institution, division, bureau and office throughout the State, by wires, letters, resolutions, petitions, a mass meeting and parade, and in every other way possible, have shown their practically unanimous desire for the enactment of the Feld-Hamilton Civil Service Career Bill at this session of the Legislature. The New York State League of Women Voters, the State Teachers' Association, the Civil Service Reform Association, the City Club of New York, the Citizens Union, and many other business and employee organizations have endorsed the Career Bill.

Over a thousand State employees attended a mass meeting held at the State Office Building, Albany, Monday, April 19th. The meeting was addressed by Assemblyman Laurens M. Hamilton, one sponsor of the career bill; Charles A. Brind, Jr., President of the Association;

William F. McDonough, former President and present Chairman of its Legislative Committee; Dr. Frank L. Tolman, Chairman of the Salary Committee, and Dr. Riley M. Little, a member of the Association's Executive Committee.

With a band playing and displaying the American Flag, the assembled employees then orderly paraded, encircling the State Capitol, and then disbanded.

Following the parade many employees visited their representatives in the Legislature, urging their support to the Feld-Hamilton Bill, staying afterwards as spectators at the Senate and Assembly sessions. During the evening President Brind presented Senator A. Spencer Feld, introducer of the bill in the Senate, with petitions for the bill, signed by thousands of State employees located throughout the State.

An Appeal To All

Statistics contained in this issue concerning the Group Plan of Accident and Sickness Insurance sponsored by this Association prove conclusively that great benefits have resulted to State employees from this plan. Over 330 claims, totaling over \$42,000 have been submitted thus far, which will doubtless cause many employees who have been disabled by accident or sickness to return to work in better economical condition than if they had not entered the plan. This fact works for better morale on the part of the employee effected, and cannot help but improve the morale of the service in the final analysis.

Of the 330 policyholders claiming disability, how many actually anticipated their disability. Few, if any, as is practically always the case. Yet many individuals fail to take insurance on their physical ability, or body, as they would on their house for fire.

The need for protection against disability due to accident or sickness being apparent, this Association investigated into the field of insurance for this purpose, and is offering at the present time to State employees, broad protection at low rates, the same not obtainable anywhere. This Association profits nothing whatsoever financially from your participation into the plan. It merely asks employees to investigate into what is being offered, and depends upon their good judgment to avail themselves of splendid broad protection at exceptionally low cost.

There are over 38,000 State employees, and only 10% participating in the insurance plan. There should be more. There would be a larger percentage if every employee would consider his or her needs, investigate into the protection the plan offers, into its rates, then compare with what can be obtained along this line on an individual basis or through other means, and then make a decision.

Class B employees have for some time requested occupational coverage on their policies. We wish to call your particular attention to the fact that this additional coverage is being granted to Class B em-

Continued on Page 12

News For Class B Employees

Effective May 15th, Class B employees may obtain the same Accident and Health coverage now enjoyed by Class A—with the simple exception of \$500 principal sum instead of \$1,000—this due to the accidental death hazard in any occupation.

The following is the schedule of benefits and premiums under this plan for Class B employees. It is still possible, however, for Class A and Class B employees to purchase this insurance on the same basis as it has been purchased heretofore. Class B includes Guards in State Institutions, Nurses in State Hospitals, Manual Labor Workers, Park Police, Game Protectors, Machine Operators, etc., and others likewise performing rather hazardous duties.

Monthly Salary	Principal Sum	Monthly Benefits	Annual Premium	Semi-Annual Premium	Quarterly Premium
150.00 and over	500.00	100.00	45.00	22.75	11.45
135.00 to 150.00	500.00	90.00	40.60	20.50	10.35
120.00 to 135.00	500.00	80.00	36.20	18.30	9.25
105.00 to 120.00	500.00	70.00	31.80	16.10	8.15
90.00 to 105.00	500.00	60.00	27.40	13.90	7.05
75.00 to 90.00	500.00	50.00	23.00	11.70	5.95
60.00 to 75.00	500.00	40.00	18.60	9.50	4.85
Up to 60.00	500.00	30.00	14.20	7.25	3.70

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

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Attention Policyholders!

In the policy issued to participants of the Accident and Sickness group Plan of Insurance sponsored by this Association, under Parts I and II is found the following statement: "and shall require the personal attendance of a legally qualified physician or surgeon at least once in every seven days . . ."

Please remember this and when you have a claim under this group plan of insurance, be **sure** to have a doctor as required at least once every seven days.

This requirement is found in every policy, most policies requiring attendance of a physician more frequently. Of course, the real reason for this requirement is that usually with an illness or an accident, you will regain your good health much sooner if under the care of a legally qualified physician, and therefore return to your regular occupation.

An Appeal

Continued from Page 11

employees at a slight additional premium, as noted in premium schedule contained on another page.

Also, many Class B employees earning less than \$60.00 per month have requested that the policy be made available to them. This has also been done as you note by the same schedule.



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Some Statistics On

The following tables show the number of employees of the various State departments and institutions, with the number of policies issued under the Accident and Sickness group plan of insurance sponsored by this Association, the number of claims in each department and institution and the total amount of claims paid.

Department	No. of Employees	No. of Policies	No. of Claims	Total Amt. of Claims
Agriculture	484	54	9	\$901.16
Audit and Control	336	47	5	454.66
Banking	215	18		
Correction (Office Bldg.)	2,919	29	3	623.32
*(Institutions)		179	21	2,435.07
Civil Service	102	18	1	58.66
Conservation	1,246	44	6	1,254.30
Courts	1,105	12		
Education Bldg.	1,414	188	25	1,706.62
*(Institutions)		173	7	274.32
Executive	429	34	3	223.76
Health (Office Bldg.)	1,268	146	10	1,480.64
*(Institutions)		223	29	7,010.13
Insurance	301	49	8	1,093.64
Labor	2,139	171	18	696.44
Law	281	31	1	163.33
Mental Hygiene (Office Bldg.)	15,556	18	2	167.66
*(Institutions)		1,115	74	10,718.46
Public Service	710	72	9	982.97
Public Works	6,383	179	20	2,766.92
Social Welfare (Office Bldg.)	812	27	6	218.32
*(Institutions)		170	11	1,877.63
State	220	50	2	81.66
Tax	1,662	333	66	6,969.71
Totals	38,031	†3,380	338	\$42,159.38

*Separate charts gives information as to institutions within department.

†This total does not include a large number of miscellaneous policies, and policies on which initial premium has not been paid.

Correction Institutions

Institution	No. of Employees	No. of Policies	No. of Claims	Total Amt. of Claims
Albion State Training School	110	57	6	\$620.62
Attica Prison	268	11	3	368.32
Auburn Prison	297	9		
Dannemora State Hospital	184	4	1	80.00
Elmira Reformatory	205	9	1	80.00
Great Meadow Prison	197	10	3	123.31
Inst. Defective Delinquents	153	9	2	46.66
Matteawan State Hospital	361	11	1	125.00
N. Y. S. Vocational Institute	122	9		
Sing Sing Prison	347	6		
Westfield State Farms	153	44	4	991.16
Total	2,397	179	21	\$2,435.07

Social Welfare Institutions

Institution	No. of Employees	No. of Policies	No. of Claims	Total Amt. of Claims
Hudson	147	28		
Industry	189	85	5	1,241.32
Iroquois	78	22	3	569.66
Oxford	76	15	2	50.32
Warwick	162	20	1	16.33
Total	652	170	11	\$1,877.63

Group Insurance Plan

Mental Hygiene Institutions

Institution	No. of Employees	No. of Policies	No. of Claims	Total Amt. of Claims
Binghamton State Hospital	598	40	2	\$177.99
Brooklyn State Hospital and Psychiatric Institute	486	24	3	416.33
Buffalo State Hospital	484	44	2	42.33
Central Islip State Hospital	1,126	27	3	737.85
Craig Colony, Sonyea	357	26		
Creedmoor State Hospital	750	51	3	504.99
Gowanda State Hospital	345	28	2	613.00
Harlem Valley State Hospital	787	18		
Hudson River State Hospital	980	90	8	1,330.98
Kings Park State Hospital	1,095	62	1	160.00
Letchworth Village, Thiells	502	14	1	100.00
Manhattan State Hospital, Ward's Island	834	10	1	118.33
Marcy State Hospital	533	78	13	1,895.31
Middletown State Hospital	615	33	3	516.00
Newark State School	357	75	2	117.99
Pilgrim State Hospital, Brentwood	1,047	10	1	14.00
Rochester State Hospital	553	88	1	4.00
Rockland State Hospital	810	39	5	2,085.29
Romé State School	618	129	10	1,399.64
St. Lawrence State Hospital	460	7		
Syracuse State School (274) and Hospital (82)	356	98	5	118.78
Utica State Hospital	415	52	5	214.32
Wassaic State Hospital	534	60	2	128.00
Willard State Hospital	578	12	1	23.33
Total	15,220	1,115	74	\$10,718.46

Educational Institutions

Institution	No. of Employees	No. of Policies	No. of Claims	Total Amt. of Claims
Batavia School for Blind	75	29	3	\$97.66
Buffalo State College for Teachers	136	10		
Canton School for Agriculture	17	10		
Cortland State Normal School	70	4		
Farmingdale School of Agriculture	57	5		
Fredonia State Normal School	76	5		
Ithaca State College of Agriculture		47	1	73.33
New Paltz State Normal School	55	3	1	20.00
Oneonta State Normal School	56	2	1	50.00
Oswego State Normal School	46	3		
Potsdam State Normal School	67	42	1	33.33
Syracuse College of Forestry	73	13		
Total	728	173	7	\$274.32

Health Institutions

Institution	No. of Employees	No. of Policies	No. of Claims	Total Amt. of Claims
Buffalo (State Institution)	103	29	4	\$364.65
Ithaca		48	2	483.33
Mt. Morris	37	37	5	1,148.16
Oneonta	59	42	2	300.00
Raybrook	160	52	12	4,516.00
W. Haverstraw	286	15	4	197.99
Total	645	223	29	\$7,010.13

Employees' Meeting

Delegates from all institutional units of the Association of Employees of the Department of Mental Hygiene of the State of New York met April 5th at the State Office Building, Albany, to discuss all legislation pending affecting institution workers.

Presiding at the meeting was John A. McDonald, President of the Association, and an employee of Rochester State Hospital. Other officers present were Herman Redmond, Vice President, of St. Lawrence State Hospital, Ogdensburg, and Lucy S. Baumgras, Secretary-Treasurer, of Marcy State Hospital.

Delegates attending were Charles Sandwick, Gowanda State Hospital, Helmuth; William J. Callahan and P. Donahue, Syracuse State School; William Mathers, Rome State School; Charles P. DeLaHaye, Buffalo State Hospital; Mrs. Anna Nichols, Rochester State Hospital; William Jackson and Ellis Truax, Marcy State Hospital; Samuel Decker and Thomas Stevens, Middletown State Hospital; John Livingstone, Hudson River State Hospital; George H. Cook and K. Wheeler, Utica State Hospital; J. Canfield, H. Girourd and W. Hentschel, Brooklyn State Hospital; T. Adamic, M. F. Angel and C. E. Schwimmer, Harlem Valley State Hospital, Wingdale; R. K. Briggs and Robert Kinch, St. Lawrence State Hospital, Ogdensburg; and Guy Campbell of Rockland State Hospital, Orangeburg.

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Laws and Legislation

Continued from Page 9

signed by Governor Lehman and is Chapter 228 of the Laws of 1937.

IMPORTANT LEGISLATION PENDING

Sick Leave

The Twomey Bill, Senate Int. No. 665, providing for thirty days sick leave per year with pay, which passed the Senate on March 17th, is in the Assembly Rules Committee.

The Ehrlich bill, Assembly Int. No. 1050, providing for fourteen days sick leave per year with pay for employees in the Mental Hygiene Department institutions was passed in the Assembly March 23rd and is in Senate Finance Committee. Employees interested should contact Jeremiah F. Twomey, chairman of that Committee, urging that the bill be reported favorably to enable a vote on the floor of the Senate.

Retirement Legislation

The Crawford-Ostertag bill, Senate Int. No. 467, Assembly Int. No. 1042, permitting retirement at age 55 on half salary after thirty years' service passed both houses of the Legislature and is awaiting action by Governor Lehman.

The Nunan-Fitzpatrick Bill, Senate Int. No. 367, Assembly Int. No. 908, providing for optional transfer of members of the State Hospital Retirement System to the State Employees' Retirement System on or before January 1, 1939, has received approval by both houses of the Legislature. The Nunan bill passed the Senate and the Fitzpatrick bill passed in the Assembly.

However, before either bill may be sent to the Governor, it must pass both houses, and one of these bills will undoubtedly be substituted for the other and passed.

The Rossi-Desmand Bill, Senate Int. No. 323, Assembly Int. No. 894, making permanent the option to retire at age of 55, which passed the Assembly on March 10, is now on order of Third Reading in the Senate.

The Ostertag-Crawford Bill, Senate Int. No. 465, Assembly Int. No. 1057, providing for death benefit of a full year's salary for employees having over ten years service, which passed the Assembly on April 5th, is now on order of Third Reading in the Senate.

The Rapp Bill, Assembly Int. No. 1300, permitting retirement of State Police after twenty years' service at one-half salary, has passed the Assembly and is on order of Third Reading in the Senate.

Bills of Interest to Institutional Employees

The Fromer Bill, Assembly Int. No. 760, allowing employees of New York State Vocational Institution at Coxsackie the same compensation allowed employees in State prisons, passed the Assembly and is in the Senate Finance Committee. Employees should urge the members of this committee to report the bill to enable a vote on the floor of the Senate.

The Fitzpatrick Bill, Assembly Int. No. 43, providing that employees, who are heads of families shall be given commutation if they live outside the institution, was passed by the Assembly and is in the Senate Finance Committee.

Employees should also contact their Senators to urge action on this bill.

The Ostertag Bill, Assembly Int. No. 491, providing for credit for time served during moratorium 1932 to 1935 be accorded employees on a mandatory salary basis, has received no action by the Assembly where it resides in the Rules Committee. The Fite Bill, Assembly Int. No. 2071, which accords credit to Mental Hygiene Department institutional employees for time served during moratorium is likewise in Assembly Rules Committee, receiving no action thus far.

Six Day Week

The Ehrlich Bills, Assembly Int. Nos. 855 and 856, containing similar provisions for permanent as well as temporary employees on the canal system, have both passed the Assembly and are in the Senate Labor Committee. Contact your Senator and urge favorable action on these measures.

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GET YOUR Official Association Pin Now!

An official Association pin has been adopted by the Executive Committee of the Association and a supply of these pins will be available within several days for sale to members.

DESIGN It is a beautiful pin, worthy to be worn with pride by any member. It is 9/16" in diameter—with State seal and the words "We Serve" in the center in gold relief—with the name of the Association in gold lettering on a dark blue background making up the border of the pin.

COST The most surprising fact about the pin is its remarkably low price—50c each—which is made possible by volume purchasing and because the Association does not benefit financially from the sale of the pins.

ORDER YOUR pin today. Sample pins will be sent to Association representatives located in the various departments and institutions so that employees may see first hand exactly what they are purchasing. Orders for pins may be left with Association representatives or sent direct to Headquarters. Remittances must accompany orders, as well as name of member it is being purchased for, as members of the Association only are eligible to purchase these pins.

THE PIN..... is furnished with pin and safety-catch back, or with screw-button back, as you wish.

The official pin was selected by a special committee authorized by resolution of the Executive Committee several weeks ago. This committee thoroughly investigated into the design, quality and prices offered by the various companies manufacturing this type of jewelry before selecting the pin which they now offer to Association members.

As a result of a brief article placed in this magazine several months ago stating that the adoption of an official pin was contemplated, orders for over 1,000 pins were immediately received. Order yours TODAY before the first supply of pins is exhausted, and delay is necessary in the filling of orders.

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Send it today and help to achieve as well as enjoy the benefits
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DETACH ALONG THIS LINE

Enclosed herewith is (\$1.00) one dollar in payment of 1937 dues to The
Association of State Civil Service Employees of the State of New York

*(Please do not detach your name and address which appears on right end of this form—no additional
information is necessary.)*



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