



THE STATE EMPLOYEE

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



Hon. A. SPENCER FELD
Chairman of Senate Education Committee

Introducer of Association's
Civil Service Career Bill in
Senate, Introductory No. 398,
Print No. 412.



Hon. LAURENS M. HAMILTON
Chairman of Assembly Civil Service
Committee

Introducer of Association's
Civil Service Career Bill in
Assembly, Introductory No.
599, Print No. 608.



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NO. 2.

It Is Not New

There are many within the Legislature and without who are not fully informed as to the efforts of State civil service workers to obtain fair and equitable treatment as to salary promotions in service. To assure that all such may understand the situation and help to correct it, we must recall that the Feld-Hamilton mandatory salary increment bill is not a new proposal but a correction of conditions found to exist in 1915 when the Horton Legislative Committee reported, and, the same conditions, greatly aggravated by time, revealed by the Legislative survey of 1930-31.

As Governor, in 1932, President Roosevelt referred to State salaries

as in a chaotic condition. Chairman Eberly Hutchinson of the Assembly Ways and Means Committee for many years found employees salaries to be fixed largely "by guess, and 'By God'." Governor Lehman again and again expressed a desire for improvement of civil service salary matters.

Employees deferred requests for salary adjustments in 1933, 1934 and 1935, because of depression conditions, even though the cost of living was bearing heavily on large groups of State workers.

Last year, this Association asked for attention to the long delayed need and presented two bills to help correct the situation.

Now, in 1937, after over twenty

years of an admittedly unsatisfactory and unfair personnel appropriating plan, the Association feels that the sound and equitable career service Feld-Hamilton Bill should be adopted without hesitation or argument. In addition to caring for the present deplorable condition involving discrimination between various groups of State servants and discouraging high morale, the bill creates a long time career service plan in State employment which would go on continuously bringing the best of workers into public service and assuring to the people the maximum of efficiency and the maximum of economy in all activities carried on through their State government.

Summary of Legislation Pending

The following is a list of bills 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 measures will also be printed.

IN SENATE

Int. 258, Print 264, Senator Twomey—Amends section 34, Mental Hygiene Law, permitting superintendents of institutions in mental hygiene dept. to remove subject to provisions of Civil Service Law, any officer or employee. Feb. 10. 3rd Rdg.

This bill has been opposed by

the Association on the ground that it deprives employees of mental hygiene institutions of protection from removal which they now have. The law now reads that the employee may be dismissed only "for cause stated in writing after an opportunity to be heard." Under the proposed amendment, non-competitive employees could be dismissed at any time with or without cause and without any opportunity of making an explanation.

Int. 259, Print 265, Senator Twomey—Amends sections 4, 8, repeals sections 5, 6, 7, Mental Hygiene Law, by striking out the specified divisions in mental hygiene dept. and authorizing commissioner to establish as many divisions as he deems necessary,

also to appoint one or more assistant commissioners, each of whom shall be a physician of at least five years' actual experience in institutional care of mental defectives. Finance Committee. (Same as A. 302.)

Int. 281, Print 287, Senator Feinberg—Amends section 58, Civil Service Law, permitting members of state retirement system or any beneficiary thereof to add to deposit by single payment sufficient to provide for allowance of one-half final average salary at present age if greater than at age of 60 years. Pensions Committee. (Same as A. 444.)

Int. 313, Print 333, Senator Desmond—Amends section 68-a, Civil Service Law, to permit at any time optional retirement be-

Continued from Page 4

Summary of Legislation Pending

Continued from Page 3

fore age of 60 of all members of State retirement system instead of limiting application therefor to January 1, 1938. Pensions Committee. (Same as A. 894.)

This bill makes permanent the privilege of optional retirement at age 55. Heretofore retirement has been permitted for temporary periods which have been extended by the legislature from time to time.

Int. 358, Print 368, Senator Esquirol—Repeals Art. 52, adds new Art. 52, Education Law, providing for the license of registered nurses and nursing aides by board of 3 or more examiners, and making general rules and regulations in connection therewith. Education Committee. (Same as A. 942.)

This is one of three bills to regulate the practice of nursing and is of interest to trained nurses in the institutions. A hearing will be held on these three bills on March 9th. The Association has proposed that these bills be amended by providing that trained nurses in the institutions be given licenses as registered nurses without passing the new examination. Trained nurses who are interested in these bills should make their views known and have their representatives at the hearing.

Int. 367, Print 379, Senator Nunan—Amends section 52, Civil Service Law, by providing persons in service in State hospitals may become members of State employees' retirement system on or before January 1, 1939. Pensions Committee. (Same as A. 908.)

Int. 390, Print 404, Senator Egbert—Adds new section 14-a, Civil Service Law, by providing that any person having served four years continuously as village clerk or deputy shall automatically become member of classified civil service in competitive class. Civil Service Committee. (Same as A. 626.)

Int. 398, Print 412, Senator Feld—Creates temporary salary standardization board so as to provide career opportunities in the state service, ratifies existing titles of positions, amends generally Civil

Service Law relative to salary grades and establishes minimum and maximum salaries and annual increments for competitive and non-competitive classes. Finance Committee. (Same as A. 599.)

This is the FELD-HAMILTON CAREER SERVICE BILL, introduced at the request of this Association. It will do more to benefit the State service and the working conditions of State employees than any bill that has been introduced in recent years.

Int. 455, Print 472, Senator Wicks—Adds new subd. 4, section 334, Correction Law, by allowing guards, storekeepers, teachers and instructors in New York state vocational institutions same compensation allowed similar employees in state prisons. Penal Institutions Committee. (Same as A. 760.)

This bill would place the employees at the State Vocational Institute at Coxsackie on the same salary schedules applicable to other institutions in the Correction Department. The Association is heartily in favor of this bill because these employees are entitled to the same consideration as employees in the other institutions and to the same salary schedules.

Int. 465, Print 488, Senator Crawford—Amends section 65-b, Civil Service Law, relative to ordinary death benefits payable to beneficiary of State employees' retirement system by authorizing an additional amount equal to 50% of compensation where member dies with ten or more years' service. Pensions Committee.

This bill provides for a death benefit equal to the employees annual salary in the case of a member who has 10 or more years of service. The present law provides for 50% of present salary.

Int. 466, Print 489, Senator Crawford—Amends section 14, Civil Service Law, by providing persons in labor class to permit promotion into competitive class must have served at least two,

instead of three years in similar position. Civil Service Committee. (Same as A. 697.)

Int. 467, Print 490, Senator Crawford—Amends sections 62, 63, Civil Service Law, to permit retirement of members in state retirement system under certain conditions at age of 55. Pensions Committee.

Int. 497, Print 520, Senator Stokes—Amends subd. 1, section 94, Executive Law, by permitting state police superintendent to establish traffic bureau for enforcement of public highway traffic laws outside cities and fixing salaries of inspectors. Finance Committee. (Same as A. 768.)

Int. 501, Print 524, Senator Howard—Adds new section 18-b, Labor Law, to provide that safety inspectors, organizers and supervisors of State insurance fund shall have same rights of grades and salaries as factory, mercantile, boiler, mine, tunnel inspectors, safety inspectors of construction, home work inspectors, mentioned in section 18-aa. Labor Committee. (Same as A. 673.)

Int. 513, Print 536, Senator Farrell—Adds new section 14-b, Civil Service Law, providing temporary appointees appointed from competitive list and who have satisfactorily completed probationary period, shall at expiration thereof have their names placed on preferred list of four years' duration. Civil Service Committee. (Same as A. 577.)

Int. 514, Print 537, Senator Farrell—Amends Chap. 798, Laws of 1931, by providing municipal or state employees, to qualify for work or home relief, must be citizens of state who have resided therein for not less than two years. Relief and Welfare Committee. (Same as A. 145.)

Int. 522, Print 545, Senator Egbert—Amends section 52-c, Civil Service Law, by giving prior service credit for employees of U. S. Shipping Board Emergency Fleet Corporation. Pensions Committee. (Same as A. 731.)

Int. 554, Print 581, Senator Esqui-

Continued from Page 6

Read — Then Act!

To say that the present manner of dealing with salary matters in State service where provisions for mandatory salaries is not definitely provided in the law, is not deplorable, is to ignore the truth.

Space does not permit an item by item examination of gross failures to deal equitably with employees. Here is an example of how meaningless the statements as to salaries are as frequently used in connection with civil service examinations under the present system.

On June 3, 1933, the Civil Service Commission conducted an examination for Senior File Clerk announcing the usual range of salary from \$1200 to \$2100. The high qualifications set up and the difficult type of examination resulted in only about four hundred and seventy men and women out of a total number of over seven thousand five hundred applicants, being placed on the eligible list established on August 25, 1933. Instead of keeping faith with the salary announcement, appointments from the first have been at extremely low rates, namely, \$900 or \$960 per year. Is this being fair to the State, to the particular citizens of the State who seek entry into service, or to Civil service principles? Most

decidedly not. Yet this is a common occurrence. Salary announcements in connection with civil service tests can never mean anything until the law says so. The Feld-Hamilton Bill would correct this condition.

And what about salary promotions within the service? Hundreds of employees have worked for five, seven or ten years with no fair attention as to salaries. In many cases, they see new and inexperienced persons enter the service at higher rates. Appointments to the service within a few weeks show three principal stenographers at salaries of \$1500 to \$1800 while there are stenographers in other offices of State government that have worked for years at \$1200 and \$1300 and who had no chance by the only fair route, the promotion route, to qualify for the higher pay. Salaries and titles and promotions have no definite meaning and therefore inspire neither desirable hope nor ambition among the great body of employees.

Unless you act unanimously and secure passage of the Feld-Hamilton Bill this year—you, State employees, and the State, will lose the greatest good ever open to you as to fair pay and fair pay.

Pilgrim Organizing

On Wednesday, January 13th, a meeting of employees was held at Pilgrim State Hospital at Brentwood, for the purpose of forming an employees' organization. The following temporary officers were selected: President, William Plage; Vice President, Mrs. Charles Elliott; Secretary, Harry White; Treasurer, Mrs. Marion Duffy.

This group is already off to a splendid start and predictions are made that when it is fully organized, this unit of the Association will perhaps be one of the most active.

Mr. McKiernan, of Central Islip State Hospital, one of our most active representatives is assisting the temporary officers in their work of setting up committees, and other duties in connection with their new organization.

Wingdale Election

The new officers for the ensuing year elected by the Harlem Valley State Hospital Employees' Association at Wingdale are as follows: President, Dr. R. H. Hutchings, Jr.; First Vice President, Genevieve Runk; Second Vice President, W. M. Duffy; Treasurer, John F. Rice; Secretary, Alice E. Moore.

Committee Chairmen appointed are: Executive Committee, Charles Schwimmer; Legislative and Salary, Marvin Angel; Publicity and Pension, Thomas Adamiec; Membership, John Simpson; Constitution and By-Laws, Charles Schwimmer; Program, Bernard Tobin.

This local hospital Association represents the most rapid growth in organization of any unit connected with this Association.

The Annual Dinner

As this issue goes to press, last minute preparations are being made which indicate that attendance for the Annual Dinner this year will break all previous records. Over 800 reservations have already been made.

Guests at the dinner will include Governor Herbert H. Lehman and Mrs. Lehman, Lieutenant Governor M. William Bray, Attorney General John J. Bennett, State Comptroller Morris S. Tremaine, leaders of both houses of the Legislature and practically every State Department head.

Charles A. Brind, Jr., President of the Association, will preside. The only address to be delivered will be by Governor Lehman. Musical selections will be rendered by Miss Annette McCullough, well known radio artist, and an employee of the State Tax Department.

The feature of the entertainment will be TIME TRUCKS ALONG, presented by New York State's All Star Cast. The entertainment this year promises to be outstanding and unusual. The Special Stunt Committee, composed of former newspaper men now in State service, has been working untiringly for the past few weeks in preparation for the dinner.

Complete statement of guests attending, program and outstanding developments concerning the dinner, as well as speech delivered by Governor Lehman at the dinner will be printed in the March issue of THE STATE EMPLOYEE.

At 12:00 noon in the Wellington Hotel, Albany, on the same day as the dinner a luncheon meeting of our Executive Committee with delegates from various chapters, our institutional committee, legislative committee, pension and salary committees will be held. Following the luncheon a discussion will be had by all present concerning legislation pending and our legislative program for the year.

The special committee representing the Association of Employees of the Department of Mental Hygiene will attend the luncheon meeting as well as the Annual Dinner.

Summary of Legislation Pending

Continued from Page 4

rol—Adds new article, 17-a. Labor Law, creating in labor dept. a labor relations commission composed of three members to be appointed by governor, to promote equality of bargaining power between employer and employee, to diminish causes of industrial disputes by encouraging collective bargaining and prescribing rules and regulations. Labor Committee. (Same as S. 674, A. 566.)

Int. 568, Print 595, Senator McNaboe—Amends subd. 2, section 22, Civil Service Law, relative to removals, to hearings and court review. Civil Service Committee. (Same as A. 752.)

This bill provides that employees in the non-competitive or labor class as well as employees in the competitive class shall be entitled to a hearing and review by certiorari in the case of removal.

Int. 569, Print 596, Senator McNaboe—Adds new section 31-c, Civil Service Law, providing term of eligibility for reinstatement of person in labor class whose name is placed on preferred list shall be four years from date person was separated from service, also extending such term to person in labor class whose name appeared on preferred list on or after January 1, 1935, and prior to time section takes effect. Civil Service Committee. (Same as A. 60.)

Int. 570, Print 597, Senator McNaboe—Adds new section 14-c, Civil Service Law, providing oral examination shall mean a personal interview between applicant and examiner, no credit to be allowed or disallowed in compiling average finally. Civil Service Committee.

Int. 571, Print 598, Senator McNaboe—Amends section 31, Civil Service Law, by making provision relative to separation from service and reinstatement apply also to person holding position in non-competitive class or subject to a qualifying examination. Civil Service Committee. (Same as A. 803.)

This bill extends the seniority

rule to employees in the non-competitive and labor classes. The present seniority rule affects only employees in the competitive class.

Int. 572, Print 599, Senator Wojtkowiak—Adds new section 169, Labor Law, providing that no person in state employ shall work more than six days a week nor receive any reduction in weekly salary by reason thereof. Labor Committee. (Same as A. 770.)

At the present time there are several groups of employees especially on canals and bridges who are required to work seven days a week. This bill would prohibit any employee from working more than six days a week.

Int. 584, Print 620, Senator Howard—Repeal section 55, adds new 55, Highway Law, giving state general supervision of snow removal and sanding of state highway system. Internal Affairs Committee. (Same as A. 867.)

Int. 587, Print 623, Senator Berg—Amends section 22-c, Civil Service Law, by providing that age limitation for employment in state or local civil service shall not apply to veteran honorably discharged from service unless age renders him incompetent, excepts fire, police depts., where age requirements are provided for by state or local civil service commission. Civil Service Committee. (Same as A. 926.)

Int. 594, Print 630, Senator Esquiro—Renumbers Art. 24 as 25, sections 500, 501 as 600, 601, adds new Art. 24, Public Health Law, by creating in health dept. a consumers' bureau for registration, advertising control, analysis, scientific research, education and publicity of manufacture and sale of foods, drugs, cosmetics or health devices, and for regulating traffic therein. Health Committee. (Same as A. 928.)

Int. 600, Print 636, Senator Feld—Repeals Art. 52, adds new Art. 52, Education Law, providing for registration of nurses, continuing board of examiners and prescribing rules and regulations, also authorizing appointment of advisory council by department.

Education Committee.

This is the second of three bills affecting trained nurses, upon which a legislative hearing will be held March 9th.

Int. 606, Print 642, Senator Howard—Adds new section 18-aa, 1, Labor Law, fixing annual salary of assistant supervisors of industrial inspection in labor department at \$3250, and assistant who has served one year \$3500, appropriates \$2,250. Finance Committee. (Same as A. 1027.)

Int. 610, Print 646, Senator Mahoney—Adds new section 169, Labor Law, by providing that every person regularly employed in state canal system shall be allowed at least 24 consecutive hours of rest in each calendar week. Labor Committee. (Same as A. 856.)

Int. 611, Print 647, Senator Mahoney—Adds new section 167-a, Labor Law, by providing that persons employed on state canal system for seasonal periods only shall be allowed 24 consecutive hours of rest in each calendar week. Labor Committee. (Same as A. 855.)

Int. 625, Print 661, Senator Coughlin—Amends section 31-b, Civil Service Law, by providing that employees reinstated from preferred list shall receive back pay from May 1, 1936, calculated on loss sustained prior to reinstatement and difference between former and present salary, changeable to respective departments. Civil Service Committee.

Int. 665, Print 709, Senator Twomey—Repeals section 8-a, adds new 8-a, Labor Law, by providing person in competitive, non-competitive or labor class of state or other civil service whose salary is paid per diem, hourly, semi-monthly or monthly shall be granted sick leave with pay of not more than 30 days per year and more in discretion of department or board. Labor Committee. (Same as A. 896.)

Int. 712, Senator Berg—Amends subd. 1, section 22, adds new sections 22-e, f, Civil Service Law, by including nurses with veter-

Continued on Page 10

Governors Praise Merit System

In line with this Association's continuous program to promote the merit system, it is pleasing to print herewith statements made by governors of various states in their legislative and inaugural addresses. These are important comments, showing the trend towards the establishment of and continuance of true merit systems in the operation of government enterprises.

NEW YORK: "I recommend that the Legislature respect the fundamental principles of civil service. I will continue my policy of vetoing any measure which contravenes the highest standards of civil service."—Governor Herbert H. Lehman, January, 1937.

CONNECTICUT: "You will have large support from the citizens of this State for a measure that will open permanent careers to qualified young men and young women who desire to enter the public service. A bill for your consideration will be submitted by the Commission on the Reorganization of State Government, whose members, like myself, regard the establishment of a merit system as a vital part of a well-ordered state."—Governor Wilbur L. Cross, January, 1937.

IDAHO: "The selection of personnel should be on the basis of adequate qualifications and security of office should be dependent upon merit."—Governor Barzilla W. Park, January, 1937.

ILLINOIS: "I favor the principle of civil service in governmental employment."—Governor Henry Horner, January, 1937.

KANSAS: "We cannot afford to foster a political state patrol. It must be based solely and wholly on merit."—Governor Walter A. Huxman, January, 1937.

MARYLAND: "I recommend a strengthening and an extension of the Maryland classified service."—Governor Harry W. Nice, January, 1937.

MICHIGAN: "A thorough-going system of civil service should be adopted at once."—Governor Frank Murphy, January, 1937.

Continued on Page 13

Business and Professional Directory

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

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Editorial Page

Fair Play and Fair Pay

The Governor's budget contains definite increases for many State employees. Heretofore the Association made a careful survey of salaries being paid State employees and it was convincingly evident that State employees, as a whole, received less pay than any other organized group. We received less pay than Federal employees, less pay than municipal and local employees and less pay than that received by those in private industry.

These facts and figures were presented to the Governor, members of the Legislature and taxpayer groups. It was on the basis of this survey that the Governor in 1933, refused to recommend that the salaries of those receiving less than \$2000 be cut and accounted for the minimum deductions made in salaries being paid those in the higher brackets. The half million dollars "in raises" contained in the 1937 budget now pending before the Legislature is in further recognition of these findings. The Association rejoices with those who benefit through the additional money. We have no doubt that this year with private industry restoring its employees to former high levels, the Legislature will put its stamp of approval upon these "raises."

But many have received no recognition in this budget or in prior budgets for long and faithful service and what of them? Many of them feel that they were much more entitled to be considered than some who received raises, and in many cases there is good basis for this assumption. Of those who received raises, some received only an additional \$20 per year; others, \$40, \$60 and \$100, and a few were successful in stepping over the \$100 mark; the same old "hit or miss" plan which has been in effect since budgets were first adopted and employees were employed to serve the State of New York. Recognition of long service for some, others ignored. Additions made to salaries already high for the service performed and salaries being paid to the underpaid left untouched. **THERE IS BUT ONE SOLUTION—The Association Salary Bill.** Each year under that bill each State employee will take one more definite and assured step toward his maximum. No longer will it be necessary to rush around the day the budget comes out to see whether he is rewarded or forgotten, or rewarded by a mere \$20, or \$40, or \$60—for there is no annual increment less than \$100 in our bill (and there shouldn't be!). No longer will unfairness run rampant.

Budgets may come and budgets may go
But salary increment scales go on forever.

And mind you, the State of New York through the medium of this salary bill will attract to its service the talent of the best. With fair pay for faithful service, with promise of reward, with tenure of office and honorable position, the career of the service to the people of the State will appeal to the best of our citizens.

Feld and Hamilton

No better sponsors of the Association Salary Bill can be found than our champions in the Senate and Assembly.

Senator A. Spencer Feld is a Democrat and comes from the metropolitan area of New York City. He is chairman of the Senate Education Committee and since his election and assumption of his duties on this Committee, he has become thoroughly familiar with the statutes and the success, fairness and security of legislation establishing salary scales with increments for the teachers of the State. Time and again he has introduced and supported legislation which has improved and strengthened the salary situation in respect to the teachers of the State of New York. It was through this adequate protection that the teachers were able to maintain a decent standard of living during the depression years. No one knows better the theory and the essential nature of salary schedules than Senator Feld and the bill is in most excellent hands in the Senate.

Assemblyman Laurens M. Hamilton is a Republican and is chairman of the Committee on Civil Service in the Assembly. During his years as chairman of this committee he has been demonstrating his exceptional ability in this post. He has a keen interest in the upbuilding of the Civil Service of the State. He has consistently favored measures which aim to strengthen the merit system and aim to protect Civil Service employees in order that they may carry out the sacred trust imposed upon them by the people of the State of New York from attacks of the unscrupulous. He has always been available for discussion of the measures which affected us.

Assemblyman Hamilton has taken up the cudgels again for Civil Service employees.



New York City Chapter Publishes a Magazine

Issue No. 1 of the "State Service," a formidable magazine sponsored and published by the New York City Chapter of this Association, is a reality. Other Association chapters and our representatives of other groups throughout the State would do well to secure of Milton Swartz, President in the Metropolitan City, a copy of this magazine. J. Earl Kelly of New York City is the editor and the job is well done. Through the medium of this publication matters of pressing local import can be brought directly to the attention of those vitally interested in them.

The Association marches on!

Endorsements of Group Insurance Plan

Commissioner Mark Graves, at Civil Service dinner at DeWitt Clinton Hotel, Albany, June 5th, 1936, said: "I have filled out an application for this policy. This is the first health policy that I thought I ever could afford to carry. I wish that every one of the 1800 employees in the Tax Department would carry this insurance. I think it is the wisest investment they could make. I am 100% behind the plan."

Letters commending the plan have been received from all parts of the State. Employees disabled through accident or sickness and having occasion to submit a claim on their policy are loud in their praise as to the prompt and efficient manner in which their claim was cared for.

From the State Tuberculosis Hospital at Ray Brook, an employee writes: "I will do whatever I can to be of service and assistance to folks here that are interested in the group insurance offer. In view of my experience, many come to me for information and advice. I have, as much as possible stressed the importance of accepting this exceptional offer to those that I come in contact with. If I can be of any assistance to you at any time, I will be glad to do so."

From Matteawan State Hospital, Beacon, comes the following statement: "Permit me to acknowledge receipt of your favor of recent date in reference to the present activity of the Association in interesting the membership in the question of accident and health insurance.

"I personally feel that this is a most commendable activity but I assume that there will be some difficulty in properly placing the problem before the State employees so that they will fully appreciate the benefit and the desirability of assuming this protection for their own welfare."

The following commendable statement is from Albany: "Also I wish to thank you for your prompt settlement of the claim for my recent illness. I have heard only praise of your manner of handling our claims."

An employee at Ithaca, N. Y., makes the following remark:

"Thanks very much for your prompt payment of \$73.33 covering disability period December 7 to 29, 1936. The way in which you have handled this claim has made me decide to mention this insurance to my co-workers who are eligible.

"This is the second time in my life that I have been ill for any period of time, so I feel confident your company will soon be money ahead on me. I hope so."

An appreciable employee in Albany has the following to say: "Your check for \$100.00 as payment for one month's disability received and is much appreciated. Thank you for your promptness and lack of red tape. Have shown your letter and the check around the office where I thought it might be a good advertisement for this class of insurance."

Another letter coming from Al-

bany contains the following statement: "Your check of \$46.66 in payment of my accident disability on Special Policy C. S., received. I am more than grateful, not only for the prompt payment, but for the helpful and cheerful spirit shown throughout all your transactions. I returned to my office Monday, October 5th. It gives me pleasure to state that at least two of my friends are hastening to join the Group Plan before October 15th."

Letters containing the foregoing remarks and others bearing commendable statements are on file at Ter Bush & Powell, 423 State St., Schenectady. The plan, as a whole, is progressing satisfactorily and employees everywhere throughout the State have indicated that the coverage as provided in this plan cannot be duplicated anywhere at the same rates of premiums.

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Summary of Legislation Pending

Continued from Page 6

ans in relation to removals, transfer and reinstatement and further providing that any such veteran or volunteer fireman whose name is on preferred list shall be certified for reinstatement in order of original appointment before the names of other persons on same or other lists, also makes other changes. Pensions Committee.

Int. 713, Senator Berg—Adds new section 21-c, Civil Service Law, giving disabled war veterans and nurses preference in retention in positions abolished or reduced through lack of appropriation or work. Pensions Committee. (Same as A. 56.)

Int. 730, Senator Egbert—Amends section 31, Civil Service Law, by requiring that suspension or reduction in grade shall be made in inverse order of original appointment irrespective of whether such service was tendered in labor or non-competitive service, section now limited to competitive class of civil service. Civil Service Committee. (Same as A. 1047.)

IN ASSEMBLY

Int. 300, Print 303, Mr. Bush—(Same as S. 258.)

Int. 302, Print 305, Mr. Bush—(Same as S. 259.)

Int. 342, Print 346, Mr. Wadsworth—Provides for annual report to secretary of state by unions, associations and organizations of employees for protection of its members employed in private enterprise to provide information to its members and to public with respect to its activities, authorizing such unions, etc., to submit suggested legislation for relief of unemployment and making certain other provisions. Labor Committee.

Int. 370, Print 374, Mr. McCaffrey—Repeals Art. 52, adds new Art. 52, Education Law, providing for the license of registered nurses by a board of seven examiners, two to be nominated by state nurses' association, requiring registration fee of \$10, and making general rules and regulations in connection therewith. Education Committee.

This is the third of three bills affecting trained nurses upon which a legislative hearing will be held March 9th.

Int. 433, Print 438, Mr. Budd—Amends section 171, Judiciary Law, classifying confidential clerk or clerk to justice of supreme court as court attendant under provisions of Civil Service Law. Judiciary Committee.

Int. 441, Print 446, Miss Byrne—Amends section 171, Judiciary Law, classifying confidential attendants to surrogate in New York City upon death of surrogate as court attendant under provisions of Civil Service Law. Judiciary Committee.

Int. 444, Print 449, Mr. Hill—(Same as S. 281.)

Int. 449, Print 454, Mr. Babcock—Amends subd. 3, section 57, Civil Service Law, by providing moneys in revolving fund or retirement system may be used for special expenditures for which system would be paid by a municipality or other organizations under Art. 5; also providing that "except for temporary periods" sum deposited in bank for meeting payments ordered by comptroller shall not exceed 25 per cent of paid-up capital and surplus. Pensions Committee.

Int. 450, Print 455, Mr. Babcock—Amends section 65, Civil Service Law, relative to retirement system by striking out, provisions giving volunteer firemen same benefits as full-time members, also provision giving member of State system employed by correction department same benefits as correction dept. employee not a member of state system. Pension Committee.

Int. 451, Print 456, Mr. Babcock—Amends subd. 1, section 61, Civil Service Law, relative to retirement system by permitting a member to withdraw contributions on less than five instead of three years' service, as at present. Pensions Committee.

Int. 452, Print 457, Mr. Babcock—Amends paragraph e, subd. 1, section 52, Civil Service Law, by providing state troopers who have not voluntarily left service and

withdrawn contributions may on or before January 1, 1938, instead of 1931 as at present, become members of state retirement system and receive credit for allowable service. Pensions Committee.

Int. 453, Print 458, Mr. Babcock—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.

Int. 454, Print 459, Mr. Babcock—Amends paragraph f, subd. 1, section 52, Civil Service Law, so that employees in state colleges of agriculture, home economics and state veterinary college and Geneva agriculture experiment station and other institutions under control of Cornell University may on or before January 1, 1938, instead of 1932, become members of state retirement system and receive credit for allowable service. Pensions Committee.

Int. 455, Print 460, Mr. Babcock—Amends subd. 3, section 61, Civil Service Law, by providing if member of state retirement system is moving party in leaving state service, he shall not be entitled to discontinued service allowance, also clarifying provisions on account of clerical error made last year. Pensions Committee.

Int. 457, Print 462, Mr. Babcock—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.

Int. 491, Print 497, Mr. Ostertag—Repeals Chap. 50, Laws of 1932, and section 36-a, State Finance Law, which suspended temporarily statutory increases of salary or wages in state service, restoration to take effect July 1, 1937. Ways and Means Committee.

This bill restores credit for time served during the moratorium from July 1, 1932, to June

Continued on Page 12

Ten Ways to Injure

Of course State employees generally are interested in the welfare of this State-wide, all-State-employee Association, which continuously is active for the benefit and interest of them. Employees throughout the State representing the Association sacrifice a good deal of their spare time, which other employees use for recreation and relaxation, in their efforts to organize their various groups, and in Association work generally. This time and effort is given unselfishly, as representatives of the Association receive compensation of no kind, except the satisfaction of knowing that they are doing something worthwhile for their fellow employees, which to them, really means something.

However, a few State employees, who may be uninformed or misinformed, unknowingly, and we hope unwillingly, retard the work of the Association and its various units, and thereby just improvements in working conditions, by criticizing, disseminating false statements and propaganda, and in other ways misinforming and misrepresenting as to the work of the Association and the efforts of its leaders and representatives.

It has been suggested to us that the following ten ways to injure an organization be printed for the information of the small group referred to above, the members of which enjoy criticizing and misinforming about an organization which is actually working continually for their good, although none of this group ever come forward and volunteer their services or offer constructive suggestions.

1. Don't go to any meetings. If you do go, go late.
2. Always find fault with the work of the officers and members.
3. Never accept an office—it is much easier to criticize than to do things.
4. Get angry if you are not appointed on a committee, but if you are appointed, don't attend any of the committee meetings.
5. If asked to give your opinion on any matter, don't say anything, and then after the meeting tell everyone how it should be done.

6. Do nothing more than is absolutely necessary. When others roll up their sleeves and willingly and unselfishly use their ability to help matters along, howl that the organization is run by a clique.
7. Hold back your dues as long as possible, or don't pay them at all.
8. Make no effort to get new members.
9. Don't be sociable either within or without the Association.
10. If you do get a good idea, smother it at once.

Join the 5000

Approximately 5000 State employees are now insured under your Association's plan of Accident and Sickness Insurance. Nearly \$30,000 has been paid out in claims. It is to your advantage to secure this valuable coverage at once. Remember, accident insurance covers only 15% of all disabilities—sickness insurance covers the other 85%—you need both.

Every minute there are 68 people disabled, 51 by illness and 17 by accident. This winter has been unusually severe in the matter of illness, with thousands of people all over the country sick with pneumonia, gripe, and other less serious and common ailments.

State Employees as a group have not been preferred as to this respect. Many State employees likewise have been away from work for days and weeks with illnesses of all kinds. Many additional expenses always connected with sickness disability had to be paid, such as doctor bills, nurses bills, hospital bills, medicine, extra food, extra help in the home, etc. When these expenses arise, one must either borrow money, draw on his saving account, or if he has the foresight and has taken advantage of the group plan of insurance, pay his additional expenses out of the indemnities paid.

Our Association would certainly like to have the attitude of its members on our insurance plan. If you have not insured under our plan, we would like to be advised why you haven't.

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Summary of Legislation Pending

Continued from Page 10

- 30, 1935, to all employees under mandatory salary schedules.
- Int. 522, Print 529, Mr. McCaffrey**—Adds new section 9-a, Civil Service Law, making it unlawful for any band or orchestra, composed principally of civil service employees to play at any function not directly connected with such public dept. or bureau. Judiciary Committee. (Same as S. 187.)
- Int. 561, Print 570, Mr. Moffat**—Amends State Finance Law, generally, repeals section 40, Public Lands Law, by providing that state's fiscal year beginning in 1940 shall commence April 1 instead of July 1, establishing a comprehensive capital budgeting system, calling for an immediate six-year building program to be submitted to legislature by governor including detailed description of all permanent improvements the state would build during that time, thereafter similar programs to be on a five-year basis and making other changes. Ways and Means Committee.
- Int. 566, Print 575, Mr. W. Schwartz**—(Same as S. 554, 674.)
- Int. 576, Print 585, Mr. Bush**—Amends section 2-c, Public Health Law, by empowering health council to prescribe qualifications of dairy and milk inspectors, operators or public sewage treatment plants and public water treatment and purification plants if appointees are to be paid from public funds. Health Committee. (Same as S. 619.)
- Int. 577, Print 586, 1000, Mr. Carillo**—(Same as S. 513.)
- Int. 599, Print 608, Mr. Hamilton**—Creates temporary salary standardization board so as to provide career opportunities in the state service, ratifies existing titles of positions, amends generally Civil Service Law, relative to salary grades and establishes minimum and maximum salaries and annual increments for competitive and non-competitive classes. Civil Service Commission. (Same as S. 398.)
- Int. 629, Print 640, Mr. Fitzpatrick**—Repeals Art. 19, adds new secs. 20-b, c, Labor Law, creating fair wage board for establishing minimum fair and reasonable wage standards for all persons. Labor Committee.
- Int. 655, Print 666, Mr. Turshen**—Amends section 1452, Education Law, by changing qualifications of professional engineers for license so that graduation from engineering school or college shall precede the examination, instead of issuance of license, and permitting exemption from examination for eight instead of twelve years' practical experience. Education Committee.
- Int. 673, Print 684, Mr. Ostertag**—Adds new section 18-b, Labor Law, to provide that safety inspectors, organizers, and supervisors of state insurance fund shall have same rights of grades and salaries as factory, mercantile, boiler, mine, tunnel inspectors, safety inspectors of construction, home work inspectors mentioned in section 18-aa. Labor Committee. (Same as S. 501.)
- Int. 686, Print 697, Mr. Morris**—Amends section 31-a, Civil Service Law, to permit any person placed on preferred list on or after January 1, 1932, who has accepted reinstatement to lower position, to retain his place on said list and be eligible for reinstatement until June 1, 1940. Pensions Committee.
- This bill would protect the status of suspended employees who accept reinstatement to temporary positions or who have accepted a position lower in rank or grade than the position from which they were suspended.
- Int. 687, Print 698, Mr. Devany**—Amends section 1478, Education Law, relative to qualifications of applicants for admission to practice architecture and to examinations therefor. Education Committee.
- Int. 697, Print 710, Mr. Canney**—(Same as S. 466.)
- Int. 710, Print 724, Mr. Jarema**—Amends section 6, Art. 5, Constitution relative to merit and fitness of examinations in civil service by providing each resultant appointment or promotion shall be of the one standing highest. Judiciary Committee.
- Int. 731, Print 752, Mr. Bormann**—Amends section 52-c, Civil Service Law, by giving prior service credit for employees of United States Shipping Board Emergency Fleet Corporation. Civil Service Committee. (Same as S. 522.)
- Int. 740, Print 761, Mr. Neustein**—Adds new section 3-j, Public Welfare Law, transferring employees of local emergency relief bureaus in New York City to public welfare dept. Relief and Welfare Committee.
- Int. 760, Print 782, Mr. Fromer**—(Same as S. 445.)
- Int. 765, Print 787, Mr. E. S. Moran**—Amends sections 10, 14, Civil Service Law, by providing that no person shall be examined for competitive class position unless U. S. Citizen and resident of state for two years immediately prior. Civil Service Committee.
- Int. 770, Print 795, Mr. Ehrlich**—Adds new section 169, Labor Law, by providing for six-day week for all state employees, except in cases of emergency, with no reduction in total weekly compensation. Labor Committee. (Same as S. 572.)
- Int. 781, Print 806, Mr. Farenga**—Amends sections 10, 14, Civil Service Law, by providing applicant for examination for position in competitive class must be citizen in U. S. and have been resident of state for one year immediately preceding the date of examination. Civil Service Committee.
- Int. 785, Print 810, Mr. Farenga**—Amends section 52-a, Civil Service Law, relative to status of members of state retirement system, when employed by federal government after December 1, 1933. Pensions Committee.
- Int. 803, Print 830, Mr. Austin**—(Same as S. 571.)
- Int. 840, Print 868, Mr. Delany**—Adds new section 24-a, General Construction Law, providing that person in classified civil service, compensated on per diem, hourly, semi-monthly or monthly basis shall be paid for legal holidays. Civil Service Committee.

Continued on Page 14

Buy and Save Under Group Accident and Sickness Plan

Any application for individual accident and sickness insurance contains a long list of questions about the past health and medical attention of the applicant. These are warranties in the policy and any material misstatement would easily void a claim.

Look through an application for such a policy and find the paragraph: "Not covered," or "Exclusions," then read these carefully and some of them may apply to you. See if it requires house confinement during disability period. See if it is non-cancellable, if it covers hernia, child birth, pregnancy. See if a claim must be made on the policy within a certain time after disability occurs. Look it over carefully for all other exclusions and exceptions.

Get the cost of a full coverage individual policy, paying also for non-disability injuries, and a letter from the home office of the insurance company stating that if you take the policy, they will not place a limiting rider on the policy after you have had an illness or accident. After you have secured the above facts, compare the cost of such policy with a policy issued under your group plan paying the same monthly indemnities. You will be truly amazed, because of the tremendous saving possible through group purchasing—which the group plan really represents.

Send in your individual policies and we will show you how your group plan policy gives you greater coverage for less premium payment.

Here in short then are the important benefits of your group plan:

1. **NON-CANCELLABLE** as to any individual policy. This is endorsed on your policy.
2. **NO LIMITING RIDERS** on any individual policy except for Class B employees.
3. **NO EXCLUSIONS** except for suicide, or insanity.
4. **COSTS** 1/3 to 1/2 that of individual policy.
5. Covers pregnancy and child birth.
6. **HOUSE CONFINEMENT** is not necessary.
7. **SOLD ONLY** to State civil service employees.
8. **ILLNESS COVERAGE** protects only about 85% of disabilities — **ACCIDENT COVERAGE** the other 15%. **YOU NEED BOTH.**
9. **HOSPITALIZATION BENEFITS** are paid for a small increase in premiums.
10. **31 DAYS' GRACE** on payment of every premium.
11. **IT IS YOUR PLAN — IT WAS PRODUCED FOR STATE EMPLOYEES — AND THEY SHOULD TAKE ADVANTAGE OF IT.**

Engineer's Convention

The second annual convention of the New York State Association of Highway Engineers will be held at the DeWitt Clinton Hotel, Albany, March 3, 4 and 5, 1937.

The membership in this Association is composed of over one thousand professional engineers, employed by the Public Works Department of the State of New York, and located in the ten district offices throughout the State. Practically all members of the Engineers' Association are also members of the State-wide Association.

The Annual Banquet of the Association will be held at 7:30 p. m., Wednesday evening, March 3rd, at the DeWitt Clinton Hotel.

Charles A. Brind, Jr., President of our State-wide Association, will address the session Thursday, March 4th, at 4:30 p. m., concerning the Association's Mandatory Salary Increment Bill.

Charles Carlisle, of Ter Bush & Powell, Inc., will address the session at 3:30 p. m. on March 4th on the Group Accident and Sickness insurance plan being sponsored by this Association.

Merit System Praised

Continued from Page 7

MINNESOTA: "I advocate a civil service law for all departments."—Governor Elmer A. Benson, January, 1937.

NEW HAMPSHIRE: "We should set up a simple personnel system based upon merit, involving an up-to-date classification of state employees, other than heads of departments and those holding teaching positions in educational institutions."—Governor Francis P. Murphy, January, 1937.

RHODE ISLAND: "I further recommend the enactment of a classified civil service law."—Governor Robert E. Quinn, January, 1937.

SOUTH DAKOTA: The Governor recommended that, "the employees in our charitable and penal institutions be placed under civil service and a non-political merit system be installed."—Governor Leslie Jensen, January, 1937.

TENNESSEE: "The most needed reform in our State government is the institution of a merit system for all classes of employees to whom the system can be practically applied."—Governor Gordon Browning, January, 1937.



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Summary of Legislation Pending

Continued from Page 12

Int. 861, Print 889, Mr. Ostertag—Amends section 168, Labor Law, by providing for eight-hour day and six-day week for kitchen and dining room employees in state institutions. Labor Committee.

This bill extends the provision of the eight-hour day to employees in the kitchen and dining room services. There are still other groups in institutions to which the shorter working day should apply, but it is doubtless better to cover these groups by separate statute.

Int. 864, Print 892, Mr. Steingut—Authorizes New York City board of estimate and apportionment and board of aldermen to reopen, reconsider and increase budget for 1937 as finally adopted to include restoration of salaries of employees heretofore reduced, restoration to be effective as of July 1, 1937. N. Y. City Committee. (Same as S. 547.) Feb. 12, Law, Chap. 13.

Int. 876, Print 910, Mr. Brietbart—Amends subd. 2, section 123, Public Service Law, by protecting status, seniority and priority rights of employees of recaptured, acquired or unified railroads under New York City plan without impairing rights of corresponding employees under supervision of transportation board at the date thereof. Public Service Committee.

Int. 878, Print 912, Mr. Breitbart—Adds new section 133-b, Public Service Law, requiring New York City transportation board to grant every employee having one year service sick leave of not less than 12 working days per year and other employees, on basis of one day per month, exclusive of vacation time. Public Service Committee.

Int. 879, Print 913, Mr. Breitbart—Amends section 134½, Public Service Law, by establishing minimum salary and increment schedules for employees in operating division of New York City transportation board. Public Service Committee.

Int. 894, Print 928, Mr. Rossi—Amends section 68-a, Civil Serv-

ice Law, to permit at any time optional retirement before age of 60 of all members of state retirement system, instead of limiting application therefor to January 1, 1938. Civil Service Committee. (Same as S. 323.)

Int. 908, Print 943, Mr. Fitzpatrick—Amends section 52, Civil Service Law, by providing persons in service in state hospitals may become members of state employees' retirement system on or before January 1, 1939. Civil Service Committee. (Same as S. 367.)

Int. 924, Print 959, Mr. Dollinger—Adds new section 14-c, Civil Service Law, by extending term of eligible list for appointment of tenement inspector, grade 2, New York City, promulgated December 8, 1932, to December 7, 1940. Civil Service Committee.

Int. 926, Print 961, Mr. Fleisher—Amends section 22-c, Civil Service Law, by providing that age limitation for employment in state or local civil service shall not apply to honorably discharged veteran unless age renders him incompetent, excepts police, fire depts. where age requirements are provided for by state or local civil service commission. Civil Service Committee. (Same as S. 587.)

Int. 928, Print 963, Mr. Holley—(Same as S. 594.)

Int. 957, Print 995, Mr. Neustein—Continues to July 27, 1940, eligible list for engineering inspector, grade 4, New York City water supply board, which expired July 27, 1936. New York City Committee. (Same as S. 502.)

Int. 989, Print 1038, Mr. Hamilton—Amends section 15, Civil Service Law, by requiring standardization of salaries of civil service grades in civil division or city. Civil Service Committee.

Int. 1015, Print 1067, Mr. Ostertag—Amends section 168, Labor Law, by providing that employees in state institutions may, upon request, be permitted to work one additional eight-hour day in any calendar week for not more than seven calendar weeks

and be allowed continuous days free equivalent to number of additional days so worked. Labor Committee.

This bill was introduced at the request of the employees of institutions and has been approved by the Department of Mental Hygiene, and would continue the existing practice whereby employees may accumulate days off-duty.

Int. 1027, Print 1082, Mr. Ostertag—Adds new section 18-aa-1, Labor Law, fixing annual salary of assistant supervisors of industrial inspection in labor department at \$3,250 and assistant who has served one year at \$3,500, appropriates \$2,250. Ways and Means Committee. (Same as S. 606.)

Int. 1038, Mr. Dollinger—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. Civil Service Committee.

Int. 1042, Mr. Ostertag—(Same as S. 467.)

Int. 1047, Mr. Bormann—(Same as S. 730.)

Int. 1050, Mr. Ehrlich—Adds new section 36-a, Mental Hygiene Law, providing that officer or employee holding non-competitive civil service position in institution within dept. shall be allowed when ill not more than fourteen working days each year with pay. Judiciary Committee.

Int. 1057, Mr. Ostertag—(Same as S. 465.)

Int. 1114, Mr. Austin—Amends section 16-b, Civil Service Law, by compelling instead of permitting the crediting of veterans in examinations for promotion under civil service for record and seniority, training or experience, also listing items to be given weight for such credits. Civil Service Committee.

Int. 1143, Mr. Peterson—Amends subd. 1, section 22, adds new sections 22-e, f, Civil Service Law, by including nurses with veterans

Continued on Page 15

Past Achievements

(Editor's Note: Although this Association has adopted and strictly adhered to the policy of looking to the future for further service and improvements benefiting State employees, it cannot afford to overlook the following reprint from the initial issue of STATE SERVICE, the official publication of our New York City Chapter, which is a splendid statement concerning the activities and accomplishments of the Association during the past few years, and worthy of careful reading by every State employee, whether a member or not.)

The Association of State Civil Service Employees is not at all a new and untried organization. It has been in existence for years and has accomplished an untold amount of good for civil service employees, which perhaps, during the passage of time, has been forgotten or which was never made known to the employees who are new in the service. For their benefit, as well as the old-timers, we will attempt to recall some of the accomplishments of the Association, not only for their intrinsic value, but also as a fair indication of what may still be done.

In 1920, at the request of this Association, Senator Fearon introduced a measure in the Legislature which secured a salary bonus for State employees because of the high cost of living which was current at that time. In 1921, as a result of continuous and constant effort by the Association, the New York State Employees Retirement Fund was established. In 1930, following a re-organization, the Association was immediately successful in securing the approval of a number of salary adjustment measures, the total of which increased the income of State employees by one million dollars. These increases included those which were given to workers receiving less than \$1,800 per year. In the years 1930 to 1932 inclusive, the Association secured a study of State Civil Service, laying the foundation for the strengthening of the service and concentrating the attention of the public on this particular feature of their government. The Legislature appropriated \$100,000 for this work.

In 1933 the Association succeeded in maintaining without reduction the salaries of workers receiving less than \$2000 per year. This accomplishment protected about 75% of all State employees from pay cuts. The Association attributes its success in this matter to the publication of a booklet, entitled "Facts About Salaries Paid State Employees of New York State." This booklet contained a very comprehensive and comparative study of the salaries paid to State employees. The Association was also successful in keeping to a minimum the pay cut percentages affecting salaries over two thousand dollars. In the same year, because of continual application of effort by the Association, we prevented raids upon the State Treasury disguised as grants from the Retirement Fund. And again during that year, the Association caused introduction of and secured the passage of the Robinson Bill which secured the recognition of seniority in cases of demotion. Again in 1934 the subject of salary cuts came up, at which time there was a serious threat to slash the salaries of employees receiving less than \$2,000 per year. Again the Association was in the forefront and blocked this legislation. The Association attributes in part its success on this occasion to the publishing of a booklet, entitled "Cost of Living and Price Trends and Their Relationship to Salaries Paid Employees of the State of New York." During the year 1934, the Association urged the abolition of the twelve-hour day and secured a study of this problem by a legislative committee. Also during that year it petitioned members of Congress from New York State for additional federal highway appropriations to prevent lay-offs in the Public Works Department and succeeded in obtaining these appropriations. The Association helped in a large measure to prevent the scrapping of the Civil Service Law in the establishment of various State agencies, such as the Milk Control Board, the Alcoholic Beverage Control Board and the Mortgage Authority Commission. In 1935 the Association succeeded in securing the inclusion in the Gov-

ernor's budget and approval by the Legislature of a restoration of salaries and time service and other mandatory salaries. During that same year, as a result of the untiring and constant efforts of the Association, legislation was passed giving an 8-hour day to institutional employees instead of the 12-hour day which had been their previous lot.

After reading this inventory of what has been accomplished by our organized effort, it must occur to everyone that great possibilities lie ahead of us. Reflect for a moment upon the benefits gained by the Police and Fire Departments of the City of New York, and by the teachers. The gains which they have made are the result of organized effort. If it is possible for 18,000 firemen to obtain a betterment of their working conditions by organized effort, why cannot 30,000 State employees, banded together in a strong union, obtain as much? If you agree with these thoughts, why not join the Association of State Civil Service Employees and become a part of this State-wide Association, which will not admit to membership anyone who is not a State employee. It is only logical that the further you prolong your entrance into this Association, so much longer will it be before you attain the conditions in your employment that you want.

Legislation Summary

Continued from Page 14

in relation to removal, transfer and reinstatement and further providing that any such veteran or volunteer fireman whose name is on preferred list shall be certified for reinstatement in order of original appointment before the names of other persons on same or other lists, also makes other changes. Civil Service Committee. (Same as S. 712.)

Int. 1146, Mr. Torsney—Adds new section 14-b, Civil Service Law, extending to May 27, 1939, duration of eligible lists for inspector of public buildings and offices, grade 4, and inspector of public baths, grade 4, in New York City, which were in force on May 27, 1935. Civil Service Committee.

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