



THE STATE EMPLOYEE

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



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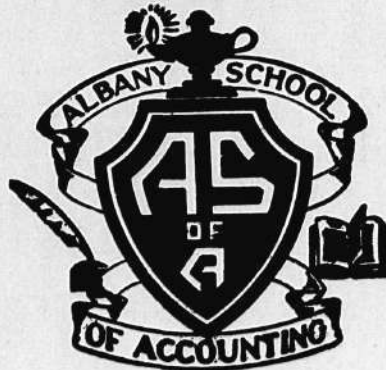
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THE STATE EMPLOYEE

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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NOVEMBER, 1935

NO. 8.

Court of Appeals Determines Architects' Case

As we go to press word is received that the Court of Appeals has reversed the Appellate Division and the order of the special term directing the Superintendent of Public Works to reinstate certain architects in that Department. It appears according to the facts as set forth in the decision of Judge Hubbs who wrote the prevailing opinion that prior to July 1st, 1934, William Sanger, Charles H. Babcock and Albert P. Bloser were employed in the State Department of Public Works, Division of Architecture as "senior architects, Grade 7". At the same time three other men were also employed in the same division as "associate architects, Grade 7".

The Legislature in the appropriation bill for the year 1934-35 cut

the appropriation for the Division of Architecture and certain "senior architects", petitioners included, were suspended. They then applied to the Supreme Court for reinstatement as of July 1st, 1934, asserting that they possessed seniority rights over the three architects referred to above but who, nevertheless, were retained in the service. They claim that they and the three architects referred to were originally appointed under the title "architectural draftsman or designer, Grade 7", that the three architects were subsequently appointed to positions as "associate architects"; those positions prior to July 1st, 1932, being listed under the title "chief of projects"; that the appointment of the three men named to positions as "associate archi-

itects" was illegal and void and that at the time of the suspension, petitioners occupied the same position as did the three architects referred to although the latter were then called "associate architects, grade 7", that being the grade in which petitioners as "senior architects" were listed.

The decision is a long one consisting of over ten typewritten pages and makes new law apparently relative to Classification as it was contained in the appropriation bill of 1932, (and probably succeeding appropriation bills); the status of promotions and transfers, particularly in Grade 7 which, under the civil service rules, consists of those persons drawing salaries of more than \$3240; and, the

Continued on Page 5

What Of The Eight Hour Day?

There was a time in history when the great mass of men all over the world were the unwilling slaves of fear and ignorance. The divine leaven forced them ever upward, however, and in many lands they have already conquered ignorance to a very great extent. They have not yet wholly mastered fear. And this enemy of progress is the more dangerous because it may dominate the leaders of the people.

Here in the great State of New York, the leader in many a splendid activity, a major problem has been left unsolved. We must conclude when all of the facts are considered that the failure to abolish the long day in State service is the result of fear and inhumanity. Inhumanity on the part of those frigid souls who through selfishness disregard

the happiness of others; fear on the part of those leaders who are unwilling to risk the support of greed and gold forces potent in criticism and destruction.

Again and again in the past decade the cry of intolerance has been raised. We raise it today on behalf of the thousands of State employees who are obliged to work twelve hours each day and who are not accorded living conditions conducive to normal family life. We say that those who force upon State leaders the continuance of this crime against humanity do so in a spirit of intolerance as great as any that has ever menaced a people.

Who is responsible for this disregard of fair play for this large group of citizens? We say that

the responsibility lies with the civic groups that stand by indifferently and raise no voice of protest against this social wrong. We say that the responsibility lies with every institution, be it Church, school, political party, or so called fraternal organization.

Do leaders of the churches believe that they can ignore the twelve-hour day? Do they see no immorality in a system that denies to young men and women normal family life?

Do leaders of education see no problem for them in the long day as forced upon a goodly portion of the people of the State?

Is it possible that the leaders of the political parties that each year put forward platforms of principles

Continued on Page 6

A Vital Question About The Insurance Plan

Please read the following very carefully. It is of the utmost importance to you.

The Executive Committee of our Association has accepted and sponsored a plan of Group Health and Accident Insurance offered by the Continental Casualty Company. It felt that, in doing so, it was accomplishing a major achievement. Many of our members have sent in their applications, but not enough have done so to make possible the writing of this insurance. After all, a group plan must de-

pend upon sufficient participation; otherwise, the insurer cannot accept the risk.

If each and every one of our members could be seen personally and given an opportunity to learn all the details of this plan, we could look forward to a 100 per cent participation. Since that is impossible and since there must be questions which have not been answered, our members should be given an opportunity to express their opinions concerning this plan. With that in mind, we have pre-

pared the attached blank. Please answer it. It is not an application, and in returning it you assume no obligation whatever. Your expression of opinion will determine whether or not our Association should proceed.

The essential features of this plan have already been presented to you. Without repeating what has been said, a brief survey of what may be termed the A B C of this plan is not amiss.

A. This insurance, covering both health and accident, is available to you, without medical examination, and regardless of sex, age, physical condition, or past history.

B. The cost is considerably less than one-half of what you would pay for an individual policy which cannot contain anywhere near the benefits provided by this plan.

C. Under no circumstances can you obtain this insurance except under this group plan.

Please give this matter your most earnest consideration. Regardless of income and savings, very few are prepared for the expenses resulting from illness or accident. If at all possible, compare the cost and benefits of this group plan with that of individual insurance.

Applications for this group accident and sickness insurance plan sponsored by your Association, are now being accepted without the payment of any premium, with the expectation that the premium will be forthcoming if and when the plan goes into effect. Application for insurance form is found on another page of this issue.

PREMIUM SCHEDULE FOR OFFICE WORKERS					
Monthly Salary	Prin. Sum.	Monthly Ind. Acc. and Sick.	Annual	Semi-Ann.	Quarterly
\$150 or over	\$1000	\$100	\$27.80	\$14.10	\$7.15
135 to 150	1000	90	25.20	12.80	6.50
120 to 135	1000	80	22.55	11.45	5.80
105 to 120	1000	70	19.95	10.15	5.15
90 to 105	1000	60	17.30	8.80	4.50
75 to 90	1000	50	14.65	7.45	3.80
75 to 90	500	50	13.90	7.05	3.60
60 to 75	500	40	11.30	5.75	2.96

PREMIUM SCHEDULE FOR NON-OFFICE WORKERS					
Monthly Salary	Prin. Sum.	Monthly Ind. Acc. and Sick.	Annual	Semi-Ann.	Quarterly
\$150 or more	\$1000	\$100	\$38.00	\$19.20	\$9.70
135 to 150	1000	90	34.30	17.30	8.75
120 to 135	1000	80	30.65	15.50	7.80
105 to 120	1000	70	26.95	13.60	6.90
90 to 105	1000	60	23.30	11.75	5.95
75 to 90	1000	50	19.60	9.90	5.00
75 to 90	500	50	19.00	9.60	4.85
60 to 75	500	40	15.30	7.70	3.90

It is important and the organization as well as the Insurance Company must know your sentiment, hence it would be appreciated if you will make an expression on the subject. Please answer and return the following questionnaire.

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

- () I am interested in the Group Insurance Plan.
- () I am not interested in the Group Insurance Plan.
- () I believe the organization should sponsor the Plan.
- () I do not believe the organization should sponsor the Plan.

Name

Address

Occupation

Utica Chapter

We are advised by Mr. A. H. VanAuken, Manager of the State Employment Service, of the Utica Chapter that the various State Departments and Institutions in that District are organizing a bowling league. We congratulate the Utica Chapter on this worthwhile recreational activity. The standing of the various teams in the League and the Individual leaders of the League will be carried in future issues of this magazine.

Court Decision

Continued from Page 3

question of seniority rights. The decision merits, therefore, very careful study. The committees of the Association or for that matter, the attorneys representing the parties have had insufficient time to study its effect generally upon the status of civil service employees. As far as the petitioners were concerned the Court held that they had not established that the duties of the position of "senior architect" were those of the position of "associate architect." The Court said that the record was to the contrary; that it was the duties of the position which constituted the basis of classification within a grade insofar as the seniority rule was concerned and that, therefore, the petitioners were not entitled to the relief asked.

The Association appeared "amicus curiae" in this proceeding, filing a brief, and was represented by H. Elliott Kaplan, of N. Y., special counsel.

As indicated, during the succeeding weeks before the convening of the new Legislature, special attention to this case must be given by committees in order to determine whether new legislation is necessary to protect civil service rights generally.

Should We Affiliate?

Your Association has received an invitation to become affiliated with the "United Front for Better Government Personnel." This is a temporary non-political organization designed to unite the efforts of associations throughout the country for an improved public service personnel. The Organization grew out of the study made by the "Commission of Inquiry on Public Service Personnel" which has recently published an interesting report covering government personnel problems throughout the United States and several foreign countries.

President Brind has appointed a temporary committee to investigate further the desirability of your Association accepting this invitation to become affiliated with this group.

New York City Chapter

By Robert Axel Chairman of Publicity

Preliminary measures for a well-rounded program of activities for the coming year were taken at the annual meeting of the New York City Chapter of the Association of State Civil Service Employees, held on October 31. The increasing attendance and active participation of the group gave full evidence of coordinated effort and unwavering cooperation with the Association in the further development of a statewide program!

The following officers were elected:

President—Edward A. Selle, Department of Social Welfare.

First Vice-President — Milton Schwartz, Department of Insurance.

Second Vice-President — William Tanner, Department of Banking.

Second Vice-President — Joseph Weiss, Department of Taxation and Finance.

Recording Secretary — Frances Shapiro, Department of Education.

Corresponding Secretary — Mary Johnsen, Department of Social Welfare.

Financial Secretary — Mrs. Vivian Quarfordt, Brooklyn Bureau of Motor Vehicles.

Treasurer—Irving Siegel, Department of Labor.

The Publicity and Welfare Committees are already functioning, while the organization of the following additional committees is in the process of completion: Social Committee, Athletic Committee and Educational Committee. It is the aim of this Chapter to avail itself of the services of members who are most qualified to formulate and direct the various activities. For this reason, it is urged that all those who profess to have the necessary qualifications and are desirous of participating in the development of the specialized functions through organized committees should confer with the President of the Chapter, 80 Centre Street, (Room 536), Extension 7513. Recommend-

ations for membership on individual committees will also be given careful consideration.

Increasing interest is being evidenced by the Chapter in the group health and accident insurance plan offered by the Continental Casualty Company. Many members have realized the all-embracing protection, the enormous saving and the exclusive features offered by this insurance. Numerous meetings have been held in the various State Departments for the purpose of discussing and clarifying all the elements involved in this type of insurance. Illuminating addresses have been made by Mr. Ralph Pine representing the Continental Casualty Company. Further meetings are being planned for the purpose of securing full cooperation on the part of the membership body. Thus far approximately 130 members have applied for health and accident insurance. In order that the insurance may become effective, at least 200 more applicants must come into the fold. To attain the advantages accruing from group insurance, it is highly imperative that applications be filed not later than December 15. Detailed information concerning this plan and the problems involved in individual cases may be obtained from Mr. Pine of the Ford and Pine Agency, 75 Fulton St., New York City, through written communication or personal interview.

The cooperation of all civil service employees is of paramount importance in the development of unity of purpose and common ideals. Although the membership has increased from approximately 400 to 1,200 during the past year, this number is far below the potential membership. It cannot be stressed too strongly that those who have not yet filed application for membership are not only retarding the growth of the New York City Chapter but are hampering the progress of the entire Association. It is incumbent upon all non-members, as well as those who have not renewed their membership for 1936, to do so at the earliest opportunity.

What of the Eight Hour Day?

Continued from Page 3

intended to advance the public good, can longer overlook this unfortunate employment situation in the household of State government?

Let us have done with the sham and hypocrisy of saying what is good for private employers of men and women while we ourselves practice a system that is untenable from a sound social standpoint. Let us acknowledge that we have been influenced by the gospel of greed which begrudges to workers a day of reasonable length, and working conditions that inspire to good citizenship. Let us meet the problem in the intelligent and practical way and establish at once the maximum eight-hour day in every State institution, providing the money for it in a straight forward budget, and the means for any necessary buildings through the bond issue voted by the people this year. This is the only honest course.

This Association has championed this honest reform and will continue to do so as a patriotic duty not only to the employees affected but to every salaried and wage earning man and woman in the United States. It is the duty of American citizenship to fight against this wrong to fellow workers. We are not fighting alone. The Legislature of the State of New York declared this wrong should end. The Federation of Labor aided the Association last year in its fight against the twelve-hour day. Hundreds of business men have petitioned the Governor to wipe out this blot upon the State's armor.

To those of our members who have fought the good fight up to this time let there be no discouragement at failure to win it completely. So long as a situation such as the twelve-hour day in State service exists, there can and will be no soundness or stability to good working conditions in any branch of human endeavor, public or private. There is a vital principle involved. Unless the question of fair hours of work and fair wages for work performed is

Adequate Salaries

Resolutions adopted at the annual meeting of the Association as reported in the October issue of THE STATE EMPLOYEE, have been presented to the Governor, the Budget Division, the Civil Service Commission and other interested groups, with strong pleas for favorable consideration.

These resolutions included several relating to attention to salaries of State employees.

No question is ever settled until it is settled right. The question of equitable and adequate salaries for State employees dates back many years. Neither the World War nor other violent disruptions in social and economic matters have obliterated the lack of equity or justice in the salaries paid to workers doing like work throughout the services and departments of State government.

This Association does not intend that the findings of the hundred thousand dollar survey made in 1930-32 shall be forgotten or laid aside. They are pertinent. The revolt at that time of State employees against intolerable budgeting methods as they related to personal service was so important that it threatened a serious breakdown of the functioning of the various departments carrying on the essential services performed directly for the people. The survey showed the truth of every contention made by the employees as to inequalities and inadequacy of pay.

Full realization of the dire straits in which the State, in common with other employers, found itself as to depression receipts and as to the means for meeting expenditures,

solved no amount of business advance is sound. Public service must set the pace. The State as a model employer is not a dream. If the people themselves do not know how to establish good working and living conditions for their own hired men and women then they are stupid indeed to expect to find such wisdom among the selfishly inspired who plan for personal or corporation profits.

brought forth generous and prompt cooperation on the part of State employees. The reductions in salaries, while accompanied by considerable sacrifice because of the low income of State employees for many years, were cheerfully born. The restoration of salaries and increments in Governor Lehman's budget for the current year was an encouraging indication of intelligent attention to personal service and its importance in governmental functioning.

But the fundamental need of a sound plan for continuous attention to the salaries paid to public workers in State service is as apparent today as it was in 1930 when reform in this matter was urged by the Legislature and the Governor alike, and when there was entire agreement that chaos existed. State workers have suggested in resolution adopted at the last annual meeting that there be established a salary commission which would have at its disposal all facts relating to positions, qualifications required, the relation of each line of work to similar lines in all branches of the service and all parts of the State, and that this Commission should propose ways and means to assure equity in budgeting for personal service. The Association had in mind the point which it has so often stressed that personnel service budgeting is a distinct type of budgeting and that human beings are not to be considered as so many bridges, so many miles of road, so many park improvements, but rather that economic and social facts be considered jointly and that the State take its place as a model employer emphasizing the human side.

If the Association's plan is adopted, and we hope it will be, the State will have moved forward, the State service will be improved, the matter of human employment will be dignified to the point of first-hand treatment, and the old and wholly discredited hit or miss plan of dealing with those who serve the people in direct and important ways will be laid aside forever.

Buffalo Chapter

By Harry C. Dupree, Publicity Chairman

Rufus Jarnigan, President of the State Civil Service Employees Association, Buffalo Chapter, a month or two ago called a meeting of the representatives of the various departments in this building with respect to the establishment of a Credit Union for the State Civil Service Employees in Buffalo at which time he formed a committee of which Harry C. Dupree was appointed chairman.

The committee canvassed the representatives of the various departments in the State Office Building, ascertained that the sentiment was predominantly in favor of the establishment of a Credit Union and with the assistance of Henry Seilheimer and of Michael F. Seereiter of the Tax Department, Rudolph F. Platz, Labor Department and Messrs. Ryan, Clark and Ulrich of the Parole Department and Mrs. Eaman of the same department. The Credit Union was established and Charter No. 723 was received from the Farm Credit Administration.

A general meeting of all of the employees of the State Building has been called for November 21, 1935 at which Credit Union will be explained in more detail and in which mimeographed articles and other information as to the savings as well as the loan aspects of a Credit Union will be explained.

The Buffalo Credit Union Committee owe a word of thanks to Lewis S. Armento, Chairman of the Credit Union Committee of the State Association of Civil Service Employees in Albany for his encouraging letters and for the advice he gave in aiding the Buffalo Chapter.

The Buffalo Chapter of the Association is awaiting with interest further information as to the possibilities of applying a group insurance principle to those State employees who must insure personally owned automobiles which they employ in the services of the State; and is also awaiting further information as to the group insurance discussed in the last issue of THE STATE EMPLOYEE.

PERSONALS

Henry Seilheimer of the Tax Department is scattering around the building with a mysterious look in his eye these past few months since the Police Department has started its drive against men with police records who have automobile licenses. Mr. Seilheimer's department and the police have worked in close cooperation and have given attention to a very serious problem.

Miss Edith McVeigh at a recent dinner of Catholic Charities was resplendent in an evening gown at the speaker's table and as the State's representative, at this gathering was roundly applauded.

After two harrassing days of excitement, the State Conservation Department saved thousands of wild ducks from going over Niagara Falls.

Rufus Jarnigan, Education Department, made a mysterious trip to Washington, D. C., and many of the persons in the "know" wonder if he has access to the President's backdoor.

The Annual Report of the State Division of Parole received favorable comment in the Buffalo newspapers, particularly as to its statistics.

The Buffalo representatives of the Crime Conference held in Albany returned practically exhausted by the heavy program arranged for the delegates, but all agreed that the Conference was successful and profitable.

A new Federal Building on Court Street, opposite the State Office Building is rising and the constant machine gun-like drilling will account for any errors in correspondence which may be noted by employees in other cities receiving letters from Buffalo.

Buffalo State employees have a fine bowling team which has so much confidence in itself that it will challenge bowlers in any of the other cities of the State.

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wishes to announce to his many patrons and friends in the State offices that at our new location since June of this year we have added a large selection of watches and clocks, over 80 styles and designs to choose from.



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Bowling League

The standing of the Association State Civil Service Bowling League, composed of State employees in Albany follows:

	Team Standing		
	W.	L.	Pct.
Comptrollers	18	6	.750
Grade Cr. Engr.....	18	6	.750
Tax	14	10	.583
Health, P. S.....	14	10	.583
Architects	13	11	.542
Civil Service	7	17	.292
Law	5	16	.238
Public Works	4	17	.190

Joseph Burgess of the Comptrollers team is leading the league as to individual averages. Mr. Burgess' high single game is 245; high triple, 652; and average, 190.

THE STATE EMPLOYEE
Room 156, State Capitol, Albany,
N. Y.

Charles A. Brind, Jr., Editor

Vol. 4

No. 8

EDITORIALS

Editorial

With this issue we embark on one or two new ventures. The Editorial Page is new. We have also included on another page a list, as far as we have been able to obtain it, of new appointments throughout the State service since November 1st. We think that this may prove of general interest. We also include the last Civil Service list of examinations. This latter is not always feasible because the date of the issuance of the magazine may rob the latter of its value in filing applications.

If any of the members have further suggestions as to matters which they would like to see in this magazine, let's have them.

Group Accident and Sickness Insurance

As this issue goes to press, the group insurance plan is progressing very favorably. As is indicated elsewhere, it is essential that at least 400 members be obtained in the New York area and 1500 in the Albany area in order to put this across. The policy looks like a pretty fair proposition and a well worth while work for the organization.

Beulah Bailey, our former President, is looking after all matters in connection with the group insurance. She has spent a great amount of time and effort over this matter and deserves the gratitude of members of the Association.

Credit unions, too, are making headway. The President has been happy to note that the formation of the Civil Service credit union in Albany has been the inspiration for the formation of such unions in various industrial companies throughout the Capitol district. Once more Civil Service becomes responsible for further public service.

Sitting Pretty

The most important event since the last issue, as far as Civil Service goes, was the election. Next year the Legislature will be divided, the Democrats controlling the Upper House and the Republicans, the Lower.

During the last Legislature, which was entirely Democratic, the Association received extremely courteous and fair treatment with respect to Civil Service legislation. We note that over 127 bills were introduced affecting Civil Service, 45 of which related to the pension system. Every bill which the Association opposed on the ground that it was detrimental to the Civil Service of the State or the pension system was defeated either by this Legislature or by veto by the Governor and every bill which it favored was finally passed with the exception of two or three.

The new complexion this year will make no difference. The change in the Lower House will bring about a new Speaker, and new committees. The Republicans have accorded good consideration to Civil Service and, while the bills last year above noted were passed by a Democratically controlled house, they also had the support of the Republicans. The eight-hour bill was particularly supported by Mr. Ives, the minority leader.

With both parties alert to further the interests of Civil Service and of the State pension system, we approach the next session again confident that the basic principles of the merit system will receive proper consideration.

Fleet Automobile Insurance

The little note about the fleet insurance in the last issue evoked such wide interest that it seems worth while that a committee be appointed to thoroughly investigate the various phases of the matter. The committee consists of John Henry of the Labor Department, chairman, Charles C. Dubuar of the Insurance Department, John Kelly of the Department of Audit and Control and John T. Higgins, of the Division of Standards and Purchase. More about this anon.

The Association's Constitution

With the formation of chapters in New York City, Buffalo, Rochester and Utica, and with the organization of other groups within the Association, it seems advisable that the Constitution should be amended to give these groups definite recognition in the councils of the Association. To this end the President is appointing a committee to be announced in the next issue, along with the other committees for the year, to suggest the necessary changes in the Constitution. This does not mean that the present setup of the Association need be changed materially. At the present time the Executive Committee consists of one person representing each of the 18 departments of the State government. This insures that every person in the State service has representation. The executive committee has authority to act within the limits prescribed by the Constitution upon all matters affecting the organization. It is subject to call at all times for special meetings and hence its members must be readily available.

The President, and editor of this magazine, believes that the committee may well study an arrangement whereby each chapter or group functioning as a unit may select a representative to represent it upon an advisory board. Such a board can meet from time to time during the year to form policies and matters of local import to be presented to the organization in an orderly way. These policies can be submitted to the Executive Committee for final action. In such setup we have the governing group to pass upon the policies presented by the advisory group and able, through its direction of the central headquarters, to give light and action to the desires and needs of the employee body.

Local chapters and units have a distinct place in expressing the will of the membership represented in each. The officers and central committee, with the facilities of general headquarters and elected in the democratic fashion of popular ballot, constitute an executive branch

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The Constitution

Continued from Page 8

with great potential capacity for achievement.

Local units have a second vital function and that is the creation of public support in their localities. Government begins and ends in the district, the smallest political unit. Locally members of the Association have more power to influence for good the attitude of legislative, executive, administrative and judicial behavior than they have elsewhere. It is absolutely essential, however, that the Civil Service Association be a unit and not a collection of small organizations, one pitted against the other.

While the committee which will be appointed will have an entirely free hand and this comment in this editorial is that of the President only, he feels that a reorganization, necessary as it is in view of the enlargement of the Association, should under no circumstances undermine the efficiency with which the organization has been functioning in the last few years.

Annual Dues

The present dues for membership to the Association are one dollar and, although the membership has increased materially, an examination of the financial report will reveal that the activities of the Association have also increased and are such as to make it necessary that the Association receive the entire sum. The dues are extremely low—much lower than in the case of any like group. Requests have come from local organizations that a rebate of this money be given to take care of local expenditures.

With the costs incident to printing THE STATE EMPLOYEE, the employment of permanent counsel, the maintenance of headquarters, the expenses of committees, and the necessary expenditures in connection with the very many important services rendered through the year, such rebate is wholly impractical. The Association out of its treasury pays the necessary expenses of representatives of local groups and chapters when called to Albany on official business. The Association also

Credit Union Meeting Held at Albany November 14th

On Thursday evening, November 14, the Association, through its Credit Union Committee, Lewis S. Armento, Chairman, sponsored a meeting of all the credit unions in this section in the State Office Building. All the leading business men of the Capitol District were also invited. Mr. Roy F. Bergengren, Managing Director of the Credit Union National Association, was the principal speaker of the evening. The meeting was also attended by two representatives of the Credit Union Section, Washington, D. C., Mr. E. J. Hickey, and Mr. Herbert E. Ingalls.

Mr. Bergengren said "The people of New York State are indeed fortunate in having such a forward looking organization as the Association of State Civil Service Employees. We are very grateful that this organization has seen the worth of the Credit Union movement and has seen fit to take a leading part in the promotion of this idea. The people of the Capitol District are especially fortunate in having in their midst one who is willing to give everything to the promotion of the Credit Union idea. I have seen many Credit Union men who have been active, but this is the first gentleman I have ever met who has been so devoted and who is so wholeheartedly giving his time and energy in the promotion of this movement. The man I am referring to is Mr. Lewis S. Armento, Chairman of the Credit Union Committee and President, of the N. Y. State Albany Employees Federal Credit Union.

bears the expenses of postage involved in general correspondence with the Albany office.

Consequently, any further expenses which may arise are purely local in nature. Some groups already request a few pennies from their members in addition to the nominal dues to take care of these expenditures and, under the circumstances, this is the most practical solution.



COCKTAIL GUIDE . . .

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Civil Service Examination

The State Department of Civil Service announces the following examinations; written examinations to be held December 14; unwritten examinations later than December 14. Applications for the written examinations should be filed by November 29; for unwritten examinations by December 13. For detailed circular and application form, address the Examinations Division, State Dept. of Civil Service, Albany, N. Y.

WRITTEN EXAMINATIONS

Assistant Public Service Accountant, Dept. of Public Service. Temporary appointments expected at \$7 to \$10 a day and traveling expenses. Candidates if qualified may compete for Senior Public Service Accountant also.

Associate Public Service Accountant, Dept. of Public Service. Temporary appointments expected at \$14 to \$19 a day and traveling expenses. Written examination will be held later than December 14.

Boiler Inspector, Dept. of Labor. Appointment expected at \$1680. Maximum age 45 years.

Dentist, Dept. of Mental Hygiene. Salary \$2000 to \$2400 with increase from minimum to maximum of \$200 at end of each year of continuous service.

Draftsman, Genesee State Park Commission. Appointment expected at \$1500.

Employment Supervisor, Dept. of Labor. Appointments expected at \$2000 and \$2500.

Factory Inspector, Dept. of Labor. Appointment expected at \$1680 with automatic increases to maximum of \$3000 per annum. Preferred age 25 to 35.

Head Account Clerk. State Departments and Institutions. Salary varies. One appointment expected in Dept. of Social Welfare at \$2100.

Inspector of Nurse Training Schools, Dept. of Education. One appointment expected at \$2500.

Landscape Architect, Genesee State Park Commission. Appointment expected at \$2000.

Law Case Investigator, Insurance Department. Appointment expected in Albany office at \$2500.

Librarian, State Training School for Boys, Warwick, N. Y., Dept.

of Social Welfare. Appointment expected at \$1200 with maintenance.

Library Assistant, Dept. of Education. Appointment expected at \$1000.

Orthopedic Public Health Nurse, Dept. of Health. Appointment expected at \$1800. Preferred age 25 to 45 years.

Parole Officer, Executive Department. Appointments expected in New York City, Albany and Buffalo Offices. Preferred age 21 to 50 years. Salary varies from \$1800 to \$2000.

Pharmacist, State and County Depts. and Institutions. Appointment expected at Marcy State Hospital at \$1200 to \$1500 a year and one as Asst. Pharmacist at Oneonta Tuberculosis Hospital at \$1200 and maintenance.

Senior Public Service Accountant, Dept. of Public Service. Temporary appointments expected at \$11 to \$13 a day with traveling expenses. Candidates accepted may compete for Assistant Public Service Accountant.

Social Hygiene Medical Consultant, Dept. of Health. Appointment expected at \$4000.

Supervising Warrant Officer, Dept. of Taxation and Finance. Appointment expected in Albany office at \$2400 per year.

STATE UNWRITTEN EXAMINATIONS

Associate Education Supervisor, Dept. of Education. Appointments expected at \$3500 to \$4500. Preferred age 25 to 45 years. Write for special circular.

Instructor in Painting, Dept. of Correction. Appointment expected at Woodbourne Institution for Defective Delinquents at \$1800. Preferred age 25 to 50 years.

Instructor in Printing, Dept. of Correction. One appointment as Asst. Instructor expected at \$1800 at State Vocational Institution, W. Coxsackie, N. Y., and one at \$2000 at same institution. Preferred age 25 to 35 years.

Senior Education Supervisor, Dept. of Education. Appointments expected between \$2500 and \$3500. Preferred age 25 to 35 years. Write for special circular.

Albany Adult Education Council

Swinging into its third season of activity in adult education the Albany Council of Adult Education is conducting at Harmanus Bleeker Library a series of eight weekly meetings, October 28 to December 16, at which prominent educators in various fields of education are delivering addresses. Three meetings have already been held. At the opening meeting Lyman Bronson, in charge of extension work for Columbia University, spoke on the Psychology and Methods of Adult Education. He was followed the next week by Dr. Ned Dearborn, who is in charge of extension education for New York University. Dr. Dearborn's address dealt with the History of Adult Education.

The third meeting was made a local affair. Superintendent of Schools, Austin R. Coulson, of Albany and Superintendent Howard W. Pillsbury of Schenectady, described the night school work in adult education in their respective school systems.

When the Council of Adult Education was formed in 1932 it was declared that the purpose of the organization was to "study adult education activities in Albany and elsewhere, serve as a clearing house of activities in education and act as an information service for those interested in learning of educational possibilities open to adults." Adult education the committee then defined as "Any purposeful and sustained effort by a student for the success of knowledge, skill or appreciation." It includes classes, lectures, discussions and directed reading.

The audience at the meetings is composed largely of representatives from various organizations in Albany which include educational activities in their program. Such organizations as the Association of State Civil Service Employees, the Parent-Teachers Association, the Railroad YMCA, and others are represented. W. C. Smith, R. D. Fleming and Caroline Whipple represent the Civil Service Association.

Mr. Paul Claggert, secretary of the Albany Y.M.C.A. is in charge of the program, assisted by an able committee.

Credit Union News Rochester

The New York State Rochester Employees Federal Credit Union has elected the following officers; Directors. Leslie S. Wood, President; Fred Koerner, Vice-President; H. S. Duncan; Nellie E. Sweeney, Clerk; Ward C. Davis, Treasurer.

Poughkeepsie

The N. Y. State Department of Public Works, District 8, Employees Federal Credit Union will give a Dinner-Dance at the Elks's Hotel in Poughkeepsie on Tuesday, December 10. Mr. Lewis S. Armento, Chairman of the Credit Union Committee of the Association, and Mr. James A. Dacus, of the Credit Union Section, Washington, D. C., will be the principal speakers. Miss Ethel Mae Thomas, secretary of the Poughkeepsie chapter is in charge of arrangements. Col. Frederick Stuart Greene, State Superintendent of Public Works is member No. 1.

Albany Basketball League

The basketball league composed of State employees in Albany and sponsored by the Adult Recreation Bureau of the Education Department of the City of Albany, in cooperation with the Association of State employees reports the following standing after the first play. Games are held every Tuesday during the season.

	W.	L.	Pct.
Agriculture & Markets	1	0	1000
Audit and Control....	1	0	1000
Tax	1	0	1000
Health Laboratory....	0	1	000
Public Works.....	0	1	000
State	0	1	000

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Civil Service Appointments

The following is a list of appointments to positions in the State service, as far as we have been able to obtain it, since November 1. Beginning with the next issue and following issues of this magazine, a complete list of new appointments and promotions will be carried.

Name	Position	Department
C. R. Holmes.....	Senior Clerk.....	Public Works, Buffalo
M. T. Shulman.....	Senior Clerk.....	State School, Warwick
Elna Johnson.....	Assistant Stenographer..	Insurance, Albany
F. G. Conrad.....	Laundry Supervisor....	State Hospital, Poughkeepsie
Chas. E. Schwimmer....	Laundry Supervisor....	State Hospital, Wingdale
Herman F. Senfter.....	Director, Division of Com. Diseases.....	Health, Albany
E. Amster.....	Principal Ac. Stenog....	Judicial Counsel, N.Y.C.
Angeline Kusters.....	Assistant Typist.....	Correction, Albany
Mary Lafferty.....	Assistant Typist.....	Health, Albany
Marion Novik.....	Assistant Typist.....	Education, Albany
Margaret Shomsky.....	Assistant Typist.....	State Insurance Fund, N.Y.C.
Rosalyn Radner.....	Assistant Typist.....	State Insurance Fund, N.Y.C.
F. J. Conley.....	Guard	Clinton Prison, Dannemora
Fred Lauper.....	Guard	State Institute, Napanoch
Erwin T. Huestis.....	Guard	State Institute, Napanoch
Irving Siegfried.....	Guard	State Institute, W. Coxsackie
E. F. Girard.....	Guard	State Institute, W. Coxsackie
A. Rothenberg.....	Senior Income Tax Audit Clerk.....	Tax, Albany
Jacob Fritz.....	Senior Income Tax Audit Clerk.....	Tax, Albany
James J. Doyle.....	Senior Motor Vehicle Accounts Examiner...	Tax, Albany
Edna W. Conway.....	Principal, School of Nursing	State Hospital, Marcy
Gladys J. Meyer.....	Occupational Therapist..	State Hosp., Queens Village

This Association congratulates the above employees on their appointment and wishes them every success in their career as State employees.

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Civil Service for Michigan

Calls Patronage Rows "Wreckers of Government and Parties;" Special Session is Hinted to Act on Question

Centerville, Sept. 19 (AP)—Governor Fitzgerald announced today he will take steps to install civil service in all branches of State government.

In an address at the St. Joseph County Fair here, he branded patronage rows as wreckers of government and political parties. He said he will appoint a commission shortly to study civil service forms. Recommendations then will be drawn up for submission to the legislature. The governor hinted at the possibility of a special session to consider the proposal.

"I realize, as my predecessors in this office must have realized, that no man can do his best as governor so long as he must struggle against the vicious handicaps imposed upon him by disgruntled seekers of jobs or other political favors.

"These people are not primarily interested in what can be done for the State. That is not their chief concern. They want to know first of all, what is coming to them in the way of jobs—to hand out or privileges to be grabbed for their own personal advantage. They claim political strength but I seriously

question their strength.

"I have seen other administrations founder on the rocks of patronage. I have endured almost nine months of an existence made burdensome by favor-hunters snapping at my heels, awaking me from my sleep, and taking up time in my office that should rightly be devoted to constructive work.

"If the price of their loyalty to a political party, be it Republican, Democratic or Socialist, is a place in the public trough, the party is better off without them.

"The politicians will tell you that I am deliberately plunging off the deep end. Well and good. I'll gladly accept the consequences. The sacrifice will yield rich returns in the form of better government for generations to come. I propose to uproot the patronage evil from the government of the State of Michigan.

"I want to establish a condition of affairs that will permit the conscientious State official to devote his full time to the job to which the people assigned him, instead of being harrassed and hindered by selfish hordes whose attitude is, 'Me first, and to hell with the rest of the people.' There is one way out. That is State-wide civil service."

Why A Credit Union?

Within the past few weeks, we have been reading about gang murders, the assassination of Dutch Schultz and other violent crimes. We are astounded to learn that control of the money lending racket was the motive. Many of us are surprised to learn that small loans, or short term credits are of such vital importance to so many people, that they should be willing to pay ONE THOUSAND PER CENT INTEREST. No doubt, a large number of people will never be able to understand why people with steady incomes should need credit. However, the fact remains that there is no basic difference whether a person borrows money, opens a charge account, or buys on the installment plan; he is the recipient of credit saving—and that credit costs money. Now then, the credit union proposes to do two things; first, to teach people to save money, by making it so easy that they just can't resist—by bringing the bank to their place of employment and accept any small change so as to "Teach Your Dollars to Have More Cents"; second, by these accumulated savings, form a pool for credit, whereby a member can borrow in excess of his savings at a reasonable rate of interest. The credit union goes beyond assisting people to save, so as to form a pool for credit; it helps the inveterate borrower to save as he repays his debts, thereby ultimately rendering him solvent.

The credit union is a human institution; it is as human as the Good Samaritan. It is not a bank, it is not just a saving and loan association—it is a CREDIT UNION. We can best illustrate this by relating a misfortune which befell one of our fellow employees. This employee's son had undergone several serious operations which had absorbed all this man's savings. While his son was on the road to recovery, his little daughter burned herself to death, playing with matches. The future looked black to this man. His fellow employees learned of his misfortunes, and afforded him what little comfort they could—and informed the officers of the state employee credit union. The officers of this credit

Continued on Page 13

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912, OF THE STATE EMPLOYEE published monthly except June, July and August at Albany, New York for October 1, 1935. State of New York, County of Albany. Before me a Notary Public in and for the State and county aforesaid, personally appeared Charles A. Brind, Jr., who having been duly sworn according to law, deposes and says that he is the Editor of THE STATE EMPLOYEE and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, embodied in Section 411, Postal Laws and Regulations, printed on the reverse of this form, to wit: 1. That the names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, The Association of State Civil Service Employees of the State of New York, Room 156, State Capitol, Albany, New York; Editor, Charles A. Brind, Jr., Room 156, State Capitol, Albany, New York; Managing Editor, None; and Business Manager, J. D. Lochner, Room 156, State Capitol, Albany, New York. 2. That the owner is: (If owned by a corporation, its name and address must be stated, and also immediately thereunder the names and addresses of stockholders owning or holding one per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated concern, its name and address, as well as those of each individual member, must be given.) The Association of State Civil Service Employees of the State of New York, Room 156, State Capitol, Albany, New York. No Stockholders. 3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none so state.) None. 4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him. 5. That the average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the six months preceding the date shown above is: (This information is required from daily publications only). (Signature of Editor) Charles A. Brind, Jr. Sworn to and subscribed before me this 1st day of October, 1935. Frank O. Bauer, Notary Public, Albany County.

Why A Credit Union?

Continued from Page 12

union did not wait for any call, they went to this fellow's house. They tried to console him as well as they could, and said, "We're sorry, and there's little we can do; but we want you to know this, that if it's money you need, don't you worry. The credit union has all the money in the world waiting for you, and we're here to serve you." This man, to whom life meant nothing, was reborn; he knew his fellow workers understood. We could keep on telling you human story after story, and you would think that the credit union is a charity organization; but it isn't, it is a Human Institution.

The credit union helps you to put your financial house in order, by making saving easy for you, by helping you to tide over your difficult moments at a reasonable rate of interest. To that small number of people who operate on a cash basis, the credit union offers a safe place for your savings. The losses sustained by credit unions through bad loans were less than one twentieth of one per cent for the year 1932, according to the U. S. Bureau of Labor Statistics.

State employees are becoming aware to the importance of credit, and to the important role that the credit union plays in their lives. It is no wonder, then, that there are now EIGHT STATE EMPLOYEE CREDIT UNIONS, namely; 1. N. Y. State ALBANY Employees Federal Credit Union,

2. N. Y. State CENTRE ST. (N. Y. C.) Employees Federal Credit Union, 3. N. Y. State ROCHESTER Employees Federal Credit Union, 4. N. Y. State BUFFALO Employees Federal Credit Union, 5. BUFFALO STATE HOSPITAL Employees Federal Credit Union, 6. N. Y. State DEPT. OF PUBLIC WORKS, District 8 (Poughkeepsie) Employees Federal Credit Union, 7. SYRACUSE NORMAL SCHOOL Employees Federal Credit Union, 8. BROOKLYN STATE TAX Employees Federal Credit Union.

Will your group be the NEXT? Write to your Association.

Lewis S. Armento,
Chairman,

Credit Union Committee

Send in Your Application for Group Insurance

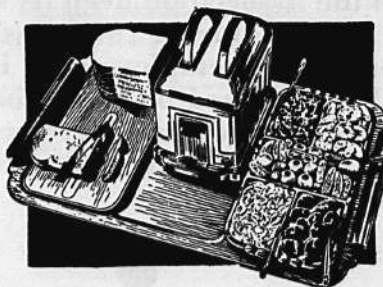


DETAILS PAGE 14

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And Help the Association keep its splendid Legislative Record Intact. During 1935 session, the Association represented State employees on 127 legislative measures. All bills opposed by the Association as unsound were defeated by the Legislature or vetoed by the Governor—all bills except three favored by the Association became laws.



And Assist the Association to continue its accomplishments for the benefit of State service and the welfare of all State employees.

BY ENROLLING TODAY AND SECURING YOUR FELLOW EMPLOYEE'S MEMBERSHIP IN THIS, THE ONLY ALL-STATE-EMPLOYEE, STATE-WIDE ORGANIZATION, NOW 12,000 STRONG.

Use the application for membership printed elsewhere in this magazine. The annual dues of \$1.00 are so small as not to make membership prohibitive, and covers the complete services rendered by the Association only because officers and committee members, who are all State employees, serve unselfishly without compensation of any kind.



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DATE.....193.....

Name in Full (Print).....

Residence Address..... Street City State

Place of Business..... Date of Birth..... Month Day Year

Name of Beneficiary (in full)..... Relationship

Address of Beneficiary..... Street City State

My Monthly Salary is \$..... Monthly Indemnity applied for \$.....

Enclosed herewith find { Check Money Order for \$..... for first semi-annual..... Premium in advance.
Cash quarterly

I have Accident and Health Insurance with the..... Company.

Weekly Benefits are \$.....: my policy expires.....193.....

I, member of the ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK, understand and agree that this application is void unless at date the insurance is to become effective I am on duty and regularly employed.

Signature of Member.

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Phone No. 4-2916
Representative Group Dept., Albany Division

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Every employed member of the Association, regardless of age, sex, physical condition or past history, without medical examination, is eligible.

Cost

The cost is *less than one-half* of individual policies having same coverage. *List of premiums payable* by variously salaried employees included on another page of this issue.

Benefits

Death by accident, dismemberment and loss of sight benefits, and sickness and accident indemnities are listed elsewhere in this magazine. Accident indemnities are paid for *every day*, beginning with the second day; sickness indemnities are paid for *every day*, beginning with the eighth day, you are under a licensed physician's care.

How Obtained

By filling out *application for insurance printed on reverse side of this page* and sending to either Mr. McGarry or the Ford & Pine agency in New York as directed on application form. *No payment of premium is necessary now.* However, if the necessary number of applications are received to put the plan into effect, your payment of premium will be immediately forthcoming.

The Insurance Company

After a very careful study of the Group Health and Accident Insurance Field, your Association has accepted and is unhesitatingly recommending to you the Group Insurance Plan offered by the Continental Casualty Company of Chicago. This Company has been underwriting successfully for over 35 years, has over 20 million dollars assets and 4 million dollars surplus; is operating under State supervision in every State of the Union and enjoys excellent financial and management rating.

For Additional Applications and Further Information

Address this Association, Room 156, State Capitol, Albany, N. Y.

Miss I da B. Swart
State Education Dept.
Albany, N. Y.

