



# THE STATE EMPLOYEE

Volume I

March, 1932

Number 3



PUBLISHED MONTHLY BY  
THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK

# Fuller & O'Brien

INCORPORATED

*General Insurance*

75 STATE STREET

ALBANY, N. Y.

*Welcome  
State  
Employees!*

ROY MOULTON, *Mgr.*

The New and Beautiful

## **HOTEL LINCOLN**

44th-45th Streets, Eighth Avenue  
NEW YORK CITY

*"Just a Step from Broadway"*

*Those Who Know* consider the LINCOLN "Home" in New York, because here they find a cheery welcome . . . cleanliness . . . courtesy . . . and **MAXIMUM COMFORT** --- at reasonable rates:::::

Single: \$3.00 — \$3.50 — \$4.00  
Double: \$4.00 — \$5.00 — \$6.00

1400 Rooms 30 Stories of Sunshine

Every room with tub and shower bath, radio,  
Servidor — every modern convenience.

**Special Rates to State Employees**

Cash or Credit

Phone 4-0980

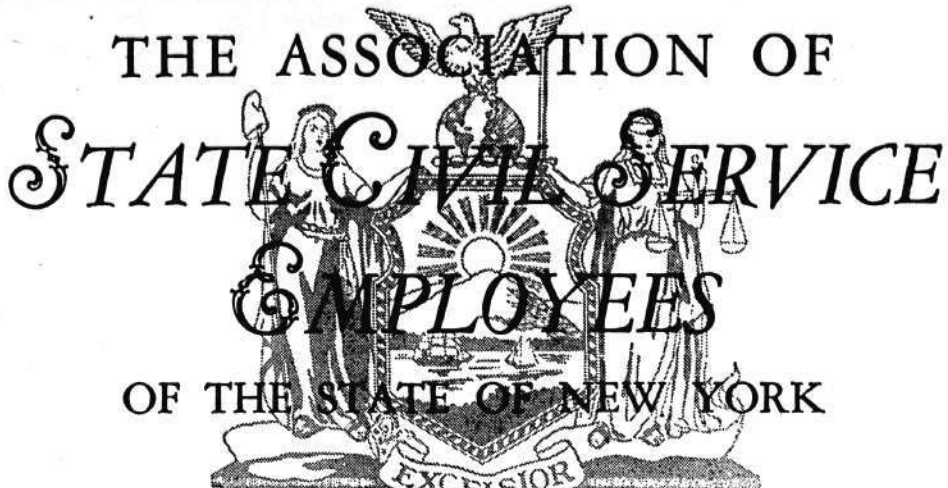
**This coupon has a value of  
from \$1.00 to \$500.00**

By presenting this coupon at our office you are entitled to 10% reduction on any purchase from \$10.00 to \$5000.00 To find the advertising power of the State Employees Magazine we are offering to the State Employees an extra 10% off the Regular Sale Prices which are marked in plain figures on all Merchandise in our Store.

## **HENRY POMMER**

*Complete Home Furnishers Since 1885*

153-155-157-159 SOUTH PEARL STREET  
ALBANY, N. Y.

<p><b>Officers</b></p> <p>W. F. McDONOUGH, <i>President</i></p> <p>BEULAH BAILEY, <i>Vice-President</i></p> <p>WALTER M. BATES, <i>Recording Secretary</i></p> <p>WILLIAM J. PIERCE, <i>Financial Secretary</i></p> <p>FRANK O. BAUER, <i>Treasurer</i></p> <p>WILLIAM M. THOMAS <i>Special Agent</i></p> <p>C. S. BYRNES, <i>Publisher</i></p>	 <p><b>THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK</b></p> <p>POST OFFICE BOX 48</p> <p>Capitol Station ALBANY</p> <p><i>"This Association is organized to extend and uphold the principle of merit and fitness in public employment, to maintain and promote efficiency in public service, and to advance generally the interests of the Civil Service employees of the State of New York."</i></p>	<p><b>General Committee</b></p> <p>WILLIAM R. ARNOLD WEBSTER J. BIRDSALL JOHN A. CROMIE GEORGIA L. FANNING H. J. FISHER ROBERT B. HANER JOHN W. HENRY JOSEPH O. DONNELLY W. G. HOWARD EMILY KEARNEY R. J. KEAYS GRACE E. KECK ELLAVIENNE J. LEISK JAMES J. MAHONEY HAZEL A. FORD WILLIAM C. HINCKLEY DR. HORATIO M. POLLOCK CHARLES F. PROBES J. MCC SHILLINGLAW CLIFFORD SHORO WILLIAM C. SMITH JAMES T. SOMERS ELIZABETH STALEY C. W. SWIM CARL D. TAYLOR FRANCIS C. MAHER JAMES R. WENDREM WILLIAM C. SMITH SAMUEL B. VYNER DR. J. G. WILLS</p>
---	--	--

### IMPROVEMENT FOR STATE CIVIL SERVICE

Careful selection of workers, attention to training through experience, adequate compensation and fair advancement based upon ability and industry are easily understood as vital requirements in any business enterprise, either private or public.

Present conditions in employment should assure that never again will leadership in this or any other enlightened nation fail to recognize the economic value of scientific treatment of labor problems. That salaried workers have been neglected deliberately and wickedly on the one hand and through lack of scientific and fair administration policies on the other, is now generally admitted. The results to society have been the same, whether the violation of fundamental principles of honesty and fair dealing have been caused through unprincipled action or through lack of wise attention to good employment practices. Stability of purchasing power of the salaried and wage earning classes—the cornerstone of economic and social well-being—is very closely related to sound employment policies.

In its present efforts to establish a sound, practical, fair scientific personnel administration system, the State of New York is regardful of the needs and desires of its citizens. The proposed "classification plan," as it is called for brevity, would render a great service to the people of the State and to employees by providing for an economical and business-like handling of State employment matters. Today, the State has no complete or comprehensive plan for dealing with its personnel, numbering over 30,000. In this matter it is in poor position to offer constructive advice to its citizens engaged in private business. The present lack of classification and compensation plans has resulted in inequalities and inconsistencies as between departments and services, and by reason of this has bred a spirit of hopefulness among many workers where only high morale and good will should prevail.

Assembly Bill No. 1633, Introductory No. 1490 introduced by Assemblyman H. E. Porter, chairman of the finance committee of the Assembly, would provide for the application of common sense principles to personnel administration, through the establishment, within the Civil Service Department, of an agency having authority, under the Civil Service Commission, to establish and maintain definite specifications for all positions, uniform titles for all positions where duties and responsibilities are of like character, definite lines of promotion based only upon fair and uniform efficiency measurements with due regard for faithfulness

in service, and a compensation plan carefully and properly worked out and based upon the vital factors of the worth of the work done by each individual and the human considerations involved in maintaining proper social standards.

The careless statements which have appeared in several instances, intended for selfish purposes to arouse fear on the part of employees as to stability of employment, are directly misleading and are entirely dispelled by a study of the basic principles upon which the good employment practices proposed are founded. Of course, if a business is well organized the labor element has correspondingly greater assurance of stability of employment. The compensation plan makes certain the fair consideration of the wage question by taking it out of the realm of undesirable prejudice, of hysteria, and of political expediency. The happenings in this present year with regard to State salaries and the misinformation spread concerning them is an example of what is bound to continue where such a purely economic matter is left without properly designed safeguards both as to the taxpayer and the employee. Such a plan would make impossible the dissipation of State funds through favoritism or partisanship, which funds should rightfully go, under wise and fair planning, to those who actually do the work. Again we ask employees not to be deceived by those who offer no just plan to replace the present unsystematic way of dealing with matters so vital to employee welfare, and to support in every possible way the "classification plan."

The new personnel administration proposals for New York State employment direction are not untried. They follow closely, except where they are an improvement upon, the policies already in effect in progressive jurisdictions throughout the world. Those most familiar to New York State workers are the Federal Service, and the services in New Jersey and Massachusetts.

The objection that employees of New York would not be safeguarded and benefited by the plan is wholly routed by the letter here printed from the President of the National Federation of Federal Employees. This letter is important to State employees in view of the wholly unwarranted attacks being made upon the classification plan by selfishly benefited individuals, under the present lack of a fair system, and by those not fully informed as to what the plan comprehends. The great rank and file of State workers now in the service recognize the need for a definite, honest system, and should be constantly on their guard against misleading statements from those within the service who



are now the recipients of special favors or who are misinformed as to the splendid improvements sought, or from those without the service who for twenty years have offered no constructive plan of relief although admitting the need, but, either through inactivity or with deliberate intent, have blocked all honest attempts of employees and citizens for improvement of working conditions.

The following letter, speaking the mind of over 170,000 federal workers, not only informs but reassures completely as to the wisdom of employees in promoting and urging the classification plan for New York State.

**Every employee should at once address his or her representatives in the Legislature and the Governor of the State, if they have not already done so, earnestly urging the prompt adoption of the bill referred to, which is the most comprehensive and enlightened attempt to benefit the State and its employees that has ever been presented.**

#### THE FEDERAL EMPLOYEES SPEAK

Washington, D. C., February 1, 1932.

Mr. W. F. McDonough, President,  
The Association of State Civil Service Employees  
of the State of New York,  
P. O. Box 48,  
Capitol Station, Albany, N. Y.  
Dear Mr. McDonough:

The National Federation of Federal Employees has, from its inception, taken the position that proper personnel administration of any public service must be predicated upon the enactment of a carefully worked out duties classification with a qualified administrative agency. In no other way can standardization of positions and uniform compensation for similar work be secured, or a definite scheme of compensation measurement, fair alike to employees and taxpayers, be had.

As a result of our many years' effort to establish a proper classification in the Federal Service we secured the enactment of the Classification Act of 1923, applicable to employees in the District of Columbia, and a survey of the field service. A bill to extend classification to the field is now pending in Congress. In our judgment any employee affected by a proper classification scheme who is opposed to classification, has either not given the subject any intelligent thought, or else is the beneficiary of some special bit of favoritism. In working for a properly devised classification system public employees are not only serving their own best interests, but are at the same time performing a distinct service to their employers and to the taxpayers.

The above statement may sound a trifle dogmatic, but we have lived and breathed personnel classification for so many years that we must necessarily have decided views on the subject, based entirely on a wide and extended experience.

We certainly hope that you are successful in efforts to secure the proper kind of personnel classification for the State employees in New York. Shall be glad to hear of the progress you make

from time to time, and you may rest assured that we shall be more than willing to help out in any way practicable.

Very truly yours,  
**LUTHER C. STEWARD,**  
President.

#### UNIFORM CLASSIFICATION TITLES BEGIN WITH THE NEW BUDGET

The budget for the fiscal year beginning July 1st, 1932, recognizes officially the classification plan. This budget carries the uniform titles arranged by the Joint Legislative Classification Survey Committee. The first step in classification has been taken! Thousands of employees now find themselves in orderly arrangement as to titles. The definite classifications for each position are also available to the Civil Service Commission. The budget has been adopted and this should assure completion of the program advanced by thousands of employees of the State for a modern personnel administration system. The next step is the passage of the classification bill setting up the needed administration agency.

Not all of the employees of the State are as yet invested with their new titles. Following the adoption of the classification bill the permanent agency established will begin the necessary steps to carry this highly satisfactory and fair plan of dealing with employees to all of the groups.

The allocations of a number of employees are not correct or satisfactory as they appear in the budget. Errors have been made, as it would be natural to expect, in straightening out the jumble of titles which grew up in the State service throughout the years. The classification bill contains ample provision for doing justice to each and every employee who is not now properly classified, so that they may be promptly reallocated correctly in relation to the service as a whole.

Hail to the new budget, which marks a distinct step forward in New York State history, on this the fiftieth anniversary of the establishment of Civil Service in the State!

#### HERE ARE THE SALARY FACTS

The principles underlying justice and fairness are eternal. The facts as to salaries paid to the rank and file of New York State employees are plain and adequate as to proof. These facts cannot rightfully be disregarded by citizens or State officials.

First: The 1931 purchasing power of comparable State salaries based upon the best figures obtainable shows at least 15% below that of the salaries of 1914, the year ante-dating the period of marked inflation in business.

Second: The Legislative Civil Service Survey Committee report shows State salaries based upon the years previous to the present business depression to be over \$2,500,000 below salaries for like work in private employment. This is an extremely conservative estimate.

Third: A study made at Syracuse University by Professor W. E. Mosher and reported in the January 1932 supplement to

Telephone 8-2028

### CENTRAL DAIRY

**Pasteurized Milk and Cream**

Grade "A" Jersey  
Chocolate Dairy Drinks

816-822  
Livingston Avenue

### L. L. GOWDY

**General Insurance**

103 Washington Avenue  
Albany, N. Y.

the National Municipal Review, based upon the data for 1926 covering all of the States, shows the average salary for all of the States to be \$1,518 as against New York State's average of \$1,470. There were twenty-six states with higher average salary, the highest being \$2,510.

These facts are a complete and conclusive answer to those who are seeking to reduce taxes by means of added injustice to the faithful servants of the people of this State. Every dollar taken from State Civil Service employees through reduction of their salaries is a discriminatory tax leveled at a single group of citizens of the State.

Back and forth, up and down the highways of New York State, propaganda full of hysteria, full of prejudice, full of fallacy, has raced tirelessly the past few months, in an endeavor to excite fear in the minds of the citizens of the State as to the stability of their institutions or their capacity to meet their tax obligations.

If this propaganda did not betray its insincerity through attacks upon State employees by way of demands for reduction of salaries already low in purchasing power, it would be ignored by this Association as a matter which should receive cognizance by other groups affected, but when it displays such an attitude of recklessness as to throw truth and fairness to the winds in order to gain its point, it does become necessary to speak out in protection of these two great virtues. That the misleading propaganda was effective in exciting to confusion is evidenced by the fact that the Chamber of Commerce of Poughkeepsie, which through lack of investigation had been deceived, promptly repudiated a resolution sent to the Governor and the Legislature requesting salary cuts for public workers. Unfortunately many other groups have not acted with like honesty and find themselves in the position of having maligned their own servants as the result of misinformation. They have still the opportunity to disavow any improper resolutions or activity reflecting upon their public service and to take a constructive position toward that service.

This Association called upon several prominent citizens who had lent their names to one of the organizations spreading misleading propaganda, to know if they were advised of what was being done by the organization in question. The only reply received indicated that the person addressed has been out of the State for a year and knew nothing concerning the statements of the propaganda group listing him as a director.

State employees are citizens of the State. Many of them by thrift and frugality, have, even with their meager salaries, become owners or have an equity in their home. They have been as severely affected as other home owners by reason of decreases in values and the wiping out of thousands of dollars of savings by reason of such decreases. They pay taxes and are as anxious as any group of citizens to have taxes remain within proper limits. They are not ready yet, however, to throw into the scrap heap the religious, social and political institutions which they have inherited, together with other citizens, from the splendid nation-builders of earlier days, and which they too have helped to nourish in their own period, at the behest of conscienceless men or selfish interests which through apparently well-organized and financed groups are spreading the doctrine of a false economy that would shoulder the burdens of depression upon the small wage earner or salaried worker. Washington made one of his strongest pleas against such enemies of good government. Two hundred or two million years will not dim the truth of his advice.

State employees are anxious to lead in helping toward fair adjustments. They believe firmly that wise counsel and intelligent planning based upon truth and the facts and not upon hysterical appeals to passion or prejudice or political expediency is the moral way, the patriotic way to solution. Shame upon such unfair propaganda! Shame upon the men whose names, commanding respect, have lent those names to aid in the spread of misinformation among the honestly credulous!

# Danker Easter Flowers

Visit our Greenhouse March 20th, and enjoy our annual Palm Sunday Flower Show.

No orders taken or flowers sold on that particular day.

776 CENTRAL AVENUE

ALBANY, N. Y.

## YOU ARE INVITED TO

- Eat** - our carefully prepared...sanitary and delicious foods . . .
- Rest** - in our large...airy and comfortable dining and rest room . . .
- Enjoy** - the courteous attention of our intelligent employees . . .

## Restaurant and Cafeteria

STATE CAPITOL ALBANY

## MERRITT TRAVEL BUREAU

for

ALL TICKETS AND INFORMATION  
BUS, AIR AND STEAMSHIP

**EASTER**  
**6-Day Trip to Washington**  
**\$65.00**

140 STATE STREET  
4-2220

DE WITT CLINTON  
4-6111

Phone 5-2620

Bridge and Private Parties  
by appointment

## Ye Olde Coley Cottage

Sunday Dinner 12:30 to 6:30—\$1.00  
Luncheon 11:30 to 2:00—50c-65c  
Dinner 5:30 to 8:00—65c-85c

D. E. TAYLOR

Cor. Spring and Dove Sts.  
Albany, N. Y.

One block west of State Office Building

The  
**TEN EYCK**

ALBANY

The final word in good food  
...good service...good value

in the Main Restaurant

**Luncheon**

**90c**

in the Main Restaurant

**Dinner de Luxe**

**\$1.50**

in the Coffee Shop (Kafe Kalmar)

**Club Dinner \$1.00**

**William A. McCusker, Manager**

PRIVATE  
DINING ROOMS

BANQUET  
HALL

STEAKS **Jacks** CHOPS

*Sea Food Specialist*

— Uptown —

*Cafeteria-Sandwich Shoppe*  
114 CENTRAL AVENUE

OPP. ALBANY GARAGE  
70-72 BEAVER STREET

"The Best of Everything"

...includes...

**BOULEVARD MILK**

In every home where the best of everything is insisted upon, there you will find Boulevard Milk.

In all the world there is no greater insistence on quality than in the Boulevard Dairy. And our greatly expanding clientele is the result of an increasing appreciation of our ideals. Are YOU a Boulevard user.

**BOULEVARD DAIRY COMPANY, Inc.**

J. H. BADGLEY, President C. R. CORNELL, Treas.

**Telephone 4-4158**

TEA ROOM

BANQUET HALL

PASTRY SHOPPE

**E. S. Page**

*Caterer and Confectioner*

HOME MADE CANDIES AND ICE CREAM

*We Deliver the Goods*

Dial 5-9423  
31 Maiden Lane  
Albany, N. Y.

**A VALUABLE CONTRIBUTION TO SALARY STUDIES**

The subject of the January 1932 supplement to the National Municipal Review is "Extra Costs and Significance of Public Employment in the United States" by Professor W. E. Mosher and Sophie Polah of Syracuse University. The study was commenced in 1927 and based on 1926 figures. The opening paragraph is quite disheartening to Civil Service Employees but offers us a challenge as to our future status:

"In spite of the uninterrupted expansion and growing importance of governmental activities and the consequent increase of those engaged in the public service, there seems to be but little appreciation of the role played by governmental employees in modern life. In fact there are no countries of the rank and character of the United States where public servants enjoy so little prestige as in this country. As a consequence comparatively few of the abler young men and women look forward to a career in public employment. Almost no systematic instruction for such a career is offered in our higher educational institutions."

This study gives the average salary of a New York State employee as \$1,470. There are twenty-six states that have a higher average salary. The average salary of all the states is \$1,518. The highest average salary in any state is \$2,510.

Our efforts toward a sound classification-compensation-promotion plan should make us feel that New York State has taken a big step in seeking to make public service what it should be as expressed in the closing paragraph of this study:

"The imperative need of adopting a progressive employment policy in the public services will not be disputed. Such a policy should aim not alone to bring satisfaction to public servants in the course of their regular work by stimulating interest, and awarding salary increases and promotions according to merit, but also to raise the prestige of governmental service, so that it may increasingly appeal to the better qualified young people as offering a satisfactory career for their life work. We may well take a leaf out of the book of foreign countries, particularly of England, where the public school and university systems are definitely tied in with government employment and where the better qualified young people are not alone encouraged to look forward to, but, as a matter of fact, do look forward to public employment as a satisfactory life career."

**SAFEGUARD THE RETIREMENT SYSTEM**

Call them what you will—pensions, retirement funds, insurance—they all have the same purpose. Figure it out as you will, you cannot find a fairer or more reasonable basis than joint contributions by employer and employee, for taking care of superannuated workers. The prime purpose of the New York State Retirement Fund is of course to provide care and necessities for those who faithfully serve the State, and while doing so, jointly, cooperatively and thriftily, with their employer, the State, create funds to purchase independence in non-working years.

The State of New York, an employer, entered into an agreement with its servants in 1920, following a careful study of the proposition, as to whether it was a wise employment practice and a good social policy to provide, on an actually sound basis, for the well being of the employees of the State when such employees had reached the retirement age. They established a sound system and one that must remain sound throughout the years if not tampered with. They incurred no improper obligations and pledged the State to no improper expenditures. It is not conceivable that any temporary maladjustment of business conditions could cause the State to change its mind at any time concerning what is amply justified as a good employment proposition or to repudiate the assurances given to its employees. Justice and good example must surely be considered in any decision on the point of changing agreements to the disadvantage of either party.

The employees of the State of New York are not in any way responsible for actually unsound pension payments, if any, which may occur as the result of special legislation. For the



worker in the rank and file the most favorable adjustment possible will net him only a scanty protection for his old age. The amount of pension accruing to the average employee at age 60 would be at most only a few hundred dollars a year. The retirement fund promises nothing of luxury for the rank and file of State workers. The amount is based upon the monthly contributions, and every employee, regularly, throughout all of the years of service, contributes his proper share to the fund. It is not too much, nor is it anything but fair play and good employment practice, for the State to contribute a like share to this thrift plan, which serves the State quite as much as it does the worker.

This Association has earnestly besought all State officials concerned to regard the retirement fund as a business proposition, of as great value to the State as it is to the employee; to give the retirement plan a square deal; to safeguard it, not as a luxury, but as a sound employment policy; to curb it where abuses appear in its old-age or disability protection features, but not to disturb its usefulness or pervert the principles of joint support and joint responsibility which should honestly be shared by the employer and the employee.

**NEW RETIREMENT LAWS**

The following provisions have been added to retirement statutes by action of the present Legislature and approved by the Governor. These additions are of interest and value to employees.

Chapter 7 of the Laws of 1932 amends Subdivision 5 of Sec. 53 by opening the doors to membership to and including January 1, 1933. This chapter further allows prior and member service under certain conditions provided the member pays contributions for the member service allowed as though the person had been a member of the System. This bill also provides that service being paid for under any of the several conditions will apply toward the ordinary death benefit provided the member has rendered one year of service after making claim for the service.

Chapter 7 of the Laws of 1932 amends Subdivision 5 of the Retirement System may in effect make a savings bank of the Retirement System, in that, they may deposit any amounts at any time they may desire and with the approval of the Comptroller may withdraw any or part of the additional amounts so deposited. The additional amounts may if desired by the member purchase additional annuity at time of any form of retirement.

Chapter 20 of the Laws of 1932 permits a member of the Retirement System, who has withdrawn contributions, to redeposit same. Ordinarily the withdrawal of contributions deprived any member of the credit for service rendered prior to such withdrawal. A new amendment by re depositing the money withdrawn permits allowance of the service when the member will have rendered five years of service after last day of re-entry into service.

Chapter 8 of the Laws of 1932 amends the provisions relative to retention in service after age seventy by excluding from the provisions thereof a chaplain of the county penal institution, who has had thirty years of service. This was an individual bill and opposed by the Commission on Pensions.

Chapter 10 of the Laws of 1932, relative to the ordinary death benefit, permits a member of the Retirement System to provide that the benefit if due shall be paid as an annuity rather than in lump sum. The amendment also provides that the beneficiary on the death of the member may also request the Retirement System to pay the amount in an annuity rather than in lump sum.

Chapter 6 of the laws of 1932 amends Sec. 67 of the Retirement Law to conform in all cases to the amendment last year. Prior to 1931 any hospital and medical expenses together with compensation benefits were deducted from the otherwise retirement allowance from the Retirement System. Last year the bill provided that in the future hospital and medical expenses would not be deducted. It was requested at that time that the feature be made retroactive. However, this was not accomplished. The

amendment to this bill not only makes the section applicable to all members of the Retirement System, while the amendment last year made it applicable to State employees, but also provides that any payments made from retirement allowance made on account of hospital and medical shall be refunded to the retired person.

Chapter 11 of the Laws of 1932 permits the election of retirement at age fifty-five on or before January 1, 1933. The bill still provides that the member shall pay the total cost of retirement at age fifty-five. The amendment to Sec. 76 is made necessary on account of the adding of Sec. 68-a to the Retirement Law.

All of the above bills, except the amendment provided by Chapter 8 of the Laws of 1932, were approved by the Commission on Pensions prior to introduction in the Legislature.

**COMING BROADCASTS BY STATE DEPARTMENTS**

Subjects of general and family interest are discussed at 5:30 p. m. each Friday evening over Station WGY through broadcasts in which the following State Departments are cooperating: Mental Hygiene, Correction, Social Welfare and Education. These will continue until June 24th. The following are the topics and speakers for March:

March 4—James J. Owens, Director of Probation, Dept. of Correction—"Probation as a State Problem."

March 11—Dr. Ruth Andrus, State Education Dept.—"When Brothers and Sisters Quarrel and Tease."

March 18—James H. Foster, Asst. Com., Dept. Social Welfare—"Child Welfare in New York State."

March 25—Dr. Ruth Andrus—"Why Are Children Dependent and Fearful?"

**Patronize Bulletin Advertisers**

*The Association is assured of the honesty and integrity of all advertisers in the columns of the "Bulletin" If you have need of the services which they offer, you will find them trustworthy and courteous.*

J. J. ARNOLD, Pres.

J. WILLIAM GAUGER, Sec.-Treas

**JONES-PEEL, Inc.  
INSURANCE**

90 STATE STREET

ALBANY, N. Y.

Telephones 4-7612—3-3826

Eyes Examined

Glasses Fitted

Telephone 4-2754

**To See Better — Better See Us  
N. P. FREDETTE  
EYE GLASSES**

*Oculists Prescriptions Accurately Filled*

Hewitt Building  
Room 10

61 Columbia Street  
Albany, N. Y.

## LEGISLATIVE BILLS OF GREAT INTEREST

### To Abolish the Long Day

Senate Print No. 505, Introductory No. 483, Senator T. C. Desmond, amending the Labor Law so as to apply maximum eight-hour day provision to all State employees, is in the Senate Labor Committee.

The thousands of State employees at State institutions are vitally interested in the abolition of the twelve-hour day. This bill would accomplish this most worthy result. At the present time there is no disposition to act upon this bill, because of the condition of State finances. We believe the time is fast approaching when human considerations will come first in the matter of financial appropriations both by public and private business. There can be no good reason, as has often been stated before, for the merciless twelve-hour day when thousands of workers cannot obtain a chance to earn a living. Here is an opportunity to provide income for three or four thousand families and at the same time to relieve an indefensible situation in State employment administration. We urge that employees affected continue their pleas to the Legislature and to the Governor for the recognition of the principle of the shorter day as expressed in Senator Desmond's bill.

### To Allow All State Employees One Day Rest in Seven

Senate Print No. 252, Introductory 245, Senator Hanley, provides for at least twenty-four consecutive hours of rest in each calendar week for employees of the State or civil subdivisions. This bill would apply to a limited number of State employees and has been urged for many years by this Association. All employees affected should write to their representative in the Legislature urging favorable action on this bill.

### Retirement at Age 55

Senate Bill Print No. 18, Introductory No. 18, Senator Evans, amending the Civil Service law by providing for a minimum retirement age of 55 for any officer or employee in State service, the cost to be born jointly by State and employee, has not been reported out of the Pensions Committee. This bill is meeting serious opposition particularly because of the present agitation to make the employees bear a still greater portion of retirement cost at age sixty than was originally guaranteed by the State. The Association has strongly urged the passage of Senator Evans' bill. It is a fair measure and would give to State employees the same provisions as to retirement which are now in effect under the New York City system. While the prospects for favorable action on this bill are not bright at this writing, employees may well urge upon their representatives in the Legislature to give it favorable attention as a sound employment measure.

### Allowance for Federal Service

Senate Bill Print No. 887, Introductory No. 68, Senator Burchill, provides for allowance of credit to State employees for time of employment in Federal service if in the State of New York, for retirement purposes. This measure is favored by this Association largely because already by special legislative action this credit has been accorded to certain individual positions of the Federal Service and therefore as a matter of principle should be accorded to all State employees. The Association has received a number of statements showing Federal service on the part of workers, since publication of request for this information in the February Bulletin. All persons interested in proper uniformity of treatment of employees should support this bill.

## RECENT BOOKS WORTH READING

This list is furnished through the courtesy and cooperation of the Dr. James I. Wyer, Director of State Library.

### Non-Fiction.

Blossom, F. A., ed. Told at the Explorers' Club: true tales of modern exploration. Boni \$3.59.

Each of the 33 contributing explorers has written a first-hand account of one of his own adventures. The narratives are

for the most part brief, and exciting. Among the writers are Roy Chapman Andrews, George K. Cherrie, Charles A. Lindbergh, Stefansson, Carveth Wells, Wilkins.

Grayson, David., pseud. (R. S. Baker). Adventures in solitude. Doubleday, \$2.

David Grayson, optimist, altruist and lover of the open country here finds himself ill and at the mercy of surgeons and nurses. His narrative discloses the ingenious devices he employed to relieve the depression and tedium of convalescence.

### Fiction.

Armstrong, Martin. The romantic adventures of Mr. Darby. Harcourt, \$2.

A large fortune bestowed on Mr. Darby, an absurd "little cock-robin of a man" suddenly frees him from his humdrum way of life, and makes possible his long-cherished secret desire to travel. Mr. Darby's experiences in London, on the high seas and in the jungle make an exhilarating and gayly humorous tale.

Delafield, E. M., pseud. Diary of a provincial lady. Harper, \$2.50.

A likeable Englishwoman, possessed of a discouragingly unresponsive husband, lively children and servants, a French governess and a bank account requiring tact in handling, comments on family and village happenings in the pages of her diary. Her tart and witty reflections on the foibles of humanity, her buoyancy of spirit in face of disconcerting situations and the fact that life is, after all, like that everywhere, combine to make mirthful reading.



"Makes warm friends"

It is . . .

**Cone-Cleaned**

by this process  
all impurities  
are removed,  
you get

**PURE COAL**

costs less  
because it is  
**ALL COAL**

Ask your dealer

---

**Wm. McEwan Coal Co.**  
26 CLINTON AVE.  
Phone 4-1018



**Tonight**

**let's dance**  
at the  
**DE WITT CLINTON**  
**ALBANY**

**SMARTEST** dance orchestra  
upstate. A perfect floor and  
the lovely Crystal Room for  
background.

**JACK MILES**  
**ORCHESTRA**

dispensing just the hauntingest,  
dancingest music imaginable.

Playing at dinner every night from  
6 to 9 and at the **SUPPER DANCE**  
every night except Sunday from  
10 o'clock to closing. No couvert.

Step out tonight. Hear  
these boys. Dine and  
dance. You'll have a  
wonderful time.