



THE STATE EMPLOYEE

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

Governor Lehman's Message to Association Members

This is the first time in eight years that I have missed the annual dinner of the Association. I believe the very first public dinner that I attended in Albany was the one held by your Association early in January, 1929.

Since then I have seen the Association grow continuously, both in size and in influence. It has grown and gained the confidence of its members and of the Civil Service employees of the State generally, because it has always tried to serve the best interests of the workers in the State Service.

I am grateful for the support and cooperation which I have received from your officers and members. I have at all times been glad to cooperate with your Association because I believe that my views on Civil Service generally are the same as yours.

I am fully aware of the importance of maintaining the principles of the merit system in government service. I consider those principles necessary for efficient functioning of the State.

I think you know without my formally telling you again that I shall continue to be sympathetic to any improvement in the Civil Service system which will bring about increased service to the people of the State on the part of their Civil Service workers.

I fully appreciate the value of an organization such as yours among Civil Service workers. It provides the means of bringing about intelligent discussion of employment and service problems, and frequently leads to sound recommendations for the improvement of conditions surrounding work in the administration of the State. I need not assure you again, I am certain, that at any time your Association has problems to present to me as Chief Executive of the State, it will continue to be my policy in the future as it has been in the past willingly to meet with your representatives for a frank discussion and consideration of them.

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The Annual Dinner—1936

The Annual Dinner of the Association, held February 27th in the DeWitt Clinton Hotel, Albany, was the most successful social affair ever conducted by the Association and the largest hotel dinner ever held in the Capitol District.

State officials, members of the Legislature, representatives from every Department of the State government, and from practically every section of the State brought the total list to nearly eight hundred people.

Large delegations from New York City, Brooklyn, Buffalo, Poughkeepsie, and other places attended. Tables taxed the main dining room and mezzanine floor and every available place was utilized. Many requests for reservations made days prior to the affair were turned down due to lack of space.

Following the dinner itself, the tables were cleared from the floor of the main dining room and chairs were furnished to assure the comfort of the guests during the special stunt show.

A feature of the evening's program was a solo by Mrs. Betty Peysor of Brooklyn, whose singing has attracted wide attention in the Metropolitan area. Walter T. Brown, Secretary to the Governor, and Clarence H. Knapp, head of the publications Bureau of the Department of State and George Decker provided solos during the skit.

The special skit, arranged by a committee composed of newspaper men now connected with State Departments, was entitled, "Another Mystery of Life". Wearing academic robes and caps, this special com-

mittee, put various State department heads "on the spot" as to their qualifications for their jobs to the music of, "The Music Goes 'Round and Around", furnished throughout the skit by "Bobby Meeker and his Orchestra."

State officials participating in the skit show included Commissioner Graves of the Tax Department, Commissioner Graves of the Education Department, Commissioner Adie of Social Welfare, Commissioner Osborne of Conservation, Commissioner Mulrooney of Correction, Comptroller Tremaine, Miss Reavy, Deputy Secretary of State, Commissioner Weber, Director of the Budget, and Major John A. Warner, of the State Police.

During the skit, Commissioner Edward P. Mulrooney was finger-

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Summary of Legislation Pending

The following is a complete list of legislative measures introduced in both houses since publishing the February issue of this magazine, and which affect in some way the salaries, hours of work, pensions or civil service status of State employees, and are therefore of interest to them:

SENATE

Int. 1008, Print 1125, Senator Byrne—Amends subd. 5, Section 61, Civil Service Law, relative to service credit in State employees' retirement system which may be granted to members returning to service within ten, instead of five years after leaving service. Pensions Committee. Same as A. 1188.

Int. 1009, Print 1126, Senator Byrne—Amend section 71-a, Civil Service Law, relative to suspending retirement allowances of members of State employees' retirement system by making "pension" read "any retirement allowance" as used in section. Pensions Committee. Same as A. 555.

Int. 1027, Print 1151, Senator Egbert—Amends Section 18, Correction Law, by giving a state prison warden sole discretion in discharging any employee, each case of discharge with reason therefore to be entered in record books of institution. Penal Institution Committee. Same as A. 1161. tee. Same as A. 1161.

Int. 1048, Print 1183, Senator Crawford—Amends Subd. 5, Section 53, Civil Service Law, by providing allowable prior service credit may be received by a person becoming member of State retirement system on or before January 1, 1937, instead of 1936. Pensions Committee. Same as A. 1304.

Int. 1058, Print 1193, Senator Nunan—Adds new section 11-a, Chap. 798, Laws of 1931, prohibiting replacement of civil service employees by work relief employees. Finance Committee. Same as A. 1230.

Int. 1059, Print 1194, Senator Nunan—Adds new section 31-b, Civil Service Law, for reinstating employees re-

placed by persons on work relief. Passed Senate and is in Assembly Civil Service Committee. Same as A. 1229.

Int. 1081, Print 1216, Senator Nunan—Adds new section 18-aa, Labor Law, making salary of Assistant Supervisor of Industrial Inspection \$3,250 a year, and that of Assistant Supervisors who have served not less than one year, \$3,500. Labor Committee. Same as A. 1352.

Int. 1192, Print 1366, Senator Garrity—Repeals section 36-a, Finance Law, which relates to payment of statutory increases of salaries or compensation. Finance Committee. Same as A. 129.

Int. 1220, Print 1409, Senator Williamson—Repeals Chapter 50, Laws of 1932, and section 36-a, State Finance Law, which suspended temporarily statutory increases of salary or wages in state service, restoration to take effect July 1, 1936. Finance Committee.

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New York City Chapter

*By Robert Axel, Chairman,
Committee on Publicity*

That a full and varied program of activities will evoke cooperative effort was evidenced by the unusually large attendance at the meeting of the New York City Chapter, held on March 5, 1936, at 5 P. M., in Room 500 of the State Building. Serious consideration was given to the manifold problems in which State Civil Service employees are deeply interested, particularly those relating to current legislation.

Mr. Earl Kelly, Chairman of the Legislative Committee, gave an illuminating account of some of the more important bills which will be introduced in the State Legislature. Probably of most immediate concern is that which will provide a salary increase of one hundred dollars for all employees receiving less than \$2,500 a year. This bill has already been drafted by the Legislative Committee of the Chapter and forwarded to Albany for introduction in the State Legislature. The Committee has also decided upon a program which may stimulate action toward restoring the full vacation period. It was generally agreed that the restoration of full vacation periods does not call for legislative action and that it can be accomplished by executive order or proclamation or even executive suggestion, that is, by the Governor to the members of his Cabinet. Other bills to be offered for legislative consideration are concerned with the amending of the Civil Service Law which would result in increased protection of State Civil Service employees, particularly with respect to tenure of office, promotion and transfer.

The New York City Chapter was fortunate indeed in having for its guest speaker, Mr. John T. DeGraff, Counsel of the Association. He gave a vivid account of the various problems with which the Association has been confronted and its persistent and tireless efforts in behalf of State employees. Harmonious relationships have been established with the Civil Service Commission and the Bud-

get Director in the formulation of a system of salary adjustments. He also enumerated some of the outstanding achievements of the Association, particularly those relating to retirement and pension systems for Civil Service employees. Mr. DeGraff also expressed the sincere appreciation of the Association for the continuous effort and splendid cooperation of the Chapter.

Progress of New York City Credit Union

Membership 7—Capital \$35, as of March, 1935.

Membership 500—Capital \$14,000, as of March, 1936.

This is the short but extraordinary story of one year's progress of the Credit Union. In its one year of service, it has helped State employees with 300 loans aggregating \$20,000; it has paid a five per cent dividend to 1935 shareholders, and has enjoyed a constant growth and an increasing sphere of usefulness.

Despite this splendid progress, the Credit Union continues its drive for new members and additional capital so that it can continue and extend its present loan limit of \$250 and pay the anticipated six per cent dividend to 1936 shareholders. In this drive, it is receiving the wholehearted support of the New York City Chapter of the Association and every other organization of employees at the 80 Centre Street Building. The entrance fee is only \$.25 and the initial deposit \$1—why not join now?

An Appeal for Membership

If you are an employee who is of the opinion that Civil Service is your future, then the following message will be of interest to you.

You now enjoy certain rights and privileges as Civil Service employees. These came about after many years, only after a long and watchful struggle on the part of various organizations who were concerned with the welfare of Civil Service.

Some employees belong to departmental groups; some are members of the Association of State Civil Service Employees of the

State of New York, New York City chapter; some belong to other groups affiliated with City and Federal employees; but unfortunately, many do not belong to any group. To those employees who are members of department groups or clubs, but have not joined a statewide group, the following thoughts are left for your consideration: Are your interests different from that of all other State employees? Is it possible for a department club to function on YOUR behalf after you are transferred to some other department?

We cannot stress too much, the importance and the necessity of all employees joining other State employees in a group, such as the State Association, which is interested in the welfare of each and every employee, regardless of the department and his or her position.

The Association of State Civil Service Employees, N. Y. City Chapter, has a very Democratic set-up. Every employee has the opportunity of being an officer and of representing his or her department on our committees. Under our constitution, delegates to a membership committee are elected by the various bureaus in the department. The representatives chosen then elect one of their number to represent the department on the Executive Committee of the Association. An alternate also is elected, so that the department can be represented at all times on this lawmaking and governing body. The Executive Committee meets once a month. Delegates report back to the membership committee who in turn report back to their respective bureaus. General membership meetings are also held once a month.

Every year hundreds of bills, inimical to the best interests of Civil Service are introduced. In order to safeguard your interests, we not only have a Legislative Committee, which is as wide-awake a body as you might find anywhere, but we also have a paid counsel as a further guarantee of protection and preservation of your rights.

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Salary Increase Bill

Following consistently its progressive program to uplift public service and to secure adequate and fair scales of pay in State Civil Service, this Association is seeking to have created a permanent salary commission to consist of representatives of the Legislature, the Governor, the Civil Service Commission, the administrative departments, and the Civil Service employees. The duties of this Commission would be to study employment conditions generally and civil service salaries particularly and make recommendations to the Governor and to the Legislature which would eventually result in equitable compensation for all classes of employees. Without first hand attention to the matter of salaries paid to civil workers it is inevitable that the present unsatisfactory condition as to lack of uniformity in pay for similar services and various and serious salary inequalities throughout the State Civil Service will continue. This subject must have intelligent direct attention and until this is given by a responsible body we cannot hope for leadership by the State in good employment practice and this should be the aim of the State of New York.

In the absence of a comprehensive and carefully planned compensation plan for State service, and to give financial aid to many workers in the low paid group so that they will be able to meet home and family obligations, the Association has proposed to the Legislature that provision be made to give a flat increase of \$100 per year to each employee receiving less than \$2,500 per year. This is a similar proposal to that of the Association in 1930, at which time a bill was passed giving an increase of \$100 per year to all employees receiving less than \$1,800. This increase marked the only salary increase received by this group for many years prior to that time, and there have been no increases in scales since. In some cases permanent employees are receiving less than relief scales of pay. The amount of work and the responsibility of civil service employees have increased yearly

since the depression by reason of lessened appropriations for personal service and a constantly increasing demand upon state service by reason of new laws and regulations.

This \$100 bill would not correct the fundamental errors of present personal service budgeting in the various departments, but would relieve somewhat the situation in the case of low paid employees trying to carry their share of the demands of good home and community living.

The passage of this bill is in no sense assured. Unless the united support of all civil service employees is given to the Association, it cannot overcome the opposition which is sure to arise to the appropriation needed to make the increase of \$100 per year possible. The bill is Assembly Introductory No. 2048 and was introduced by Assemblyman Nicholas A. Rossi of the Second New York Assembly District. We suggest that you write Mr. Rossi at the Capitol at Albany, telling him of your approval of his stand for increased pay for low paid State employees. Every Civil Service employee should get back of their Association and enroll at once many new members to support this and other worthwhile civil service needs. The success of the Association activities depends upon how many thousands of State employees join together to fight for its program.

Status of Eight Hour Bill

Senator Nunan's bill, Intro 1356, Print 1579; and Assemblyman Ostertag's bill, Intro. 1680, Print 1899, provide for a maximum forty-eight-hour week for all institution employees. Mr. Ostertag's bill has passed the Assembly. This bill has the approval of the State Federation of Labor, State Labor Department and is acceptable, we believe, to all groups.

This Association has always urged a straight eight-hour bill. We believe that the straight eight-hour day is wholly practicable and we feel certain that an honest and

P. W. Lists Extended

This Association's proposal to protect the Civil Service status of employees who have been suspended from their positions, through no fault of their own, solely because of a reduction in personnel due to lack of appropriations during the depression years, was the first Civil Service Law of this session of the Legislature to be approved by the Governor. This becomes Chapter 115 of the Laws of 1936.

Prior to 1934, Section 31 of the Civil Service Law provided that suspended employees should be eligible for reinstatement for a period of two years. That was apparently sufficient in normal times for the suspended employee was usually reinstated to some vacancy within a few months. In 1934, section 31, was amended to provide that such employee should be eligible for reinstatement for a period of four years from the date of suspension.

There are now on suspended lists over 1,000 State employees and about 2,500 city employees whose status would be protected by this bill. These employees who have served the State and cities faithfully for many years, who have been suspended from the service through no fault of their own, should be restored to positions when vacancies occur. There are many men formerly in the Division of Highways now on these lists and the head of the Division intends to fill any vacancies that may occur with former employees of the Division.

just interpretation of the forty-eight-hour week by administering officials can mean only a straight eight-hour day. Any other interpretation under any but exceptional circumstances would violate the good employment practices, which employees understand is the object of the Governor and of the State government at this time. Employees are urged to communicate with their representatives in the Senate to urge the passage of this legislation. A list of Senators and Assemblymen was supplied in the February issue of your STATE EMPLOYEE.

Buffalo Chapter

By Harry C. Dupree

The Buffalo Chapter will hold its election of officers and directors as this issue goes to press on March 23rd. Interest and enthusiasm in this election has been aroused to an inconceivable point. Candidates are actually campaigning and election literature would do justice to any municipal election.

Candidates for office are: for President, Harry C. Dupree, Parole, and Eugene M. Burke, Cancer Control; Vice President, Margaret Slavin, Labor, and Agnes Eamon, Parole; Secretary, Claire Brown, Education, and Katherine McGuire, Employment Service, and Treasurer, William McKernan, A. B. C. Board, and R. K. Humphrey, Insurance.

Nominees for directorships are: Agriculture and Markets, L. D. Spink; Banking, Mrs. Ruth Kates; Cancer Control, Catherine McGavis; Conservation W. E. Tillman; Education, Rufus Jarnigan; Employment Service, Leo A. Sweeney; Gowanda State Hospital, Robert Young; Health, Anne T. Hooley; Labor, August Marquardt; Law, Edward Ryan; Parole, Sanford Ulrich; Public Buildings, Joseph Dworzanowski; Public Service, F. L. Clark; Public Works, E. G. H. Youngman; Buffalo State Hospital, Warren Riley; State Insurance Fund, John J. Keating; State Teachers, Kathryn S. Graham; State Police, Lt. L. C. Nelson; Social Welfare, Edith M. MacVeigh; Taxation, Henry Seilheimer.

BUFFALO DINNER

The Buffalo Chapter will hold its first dinner on March 24th, 7:00 P. M., at the Hotel Statler, Buffalo. The dinner followed by three brief speeches will conclude with dancing until 1:00 A. M.

State Civil Service Commissioner Howard G. E. Smith will speak as will Miss Beulah Bailey, former president of the Association.

This is the first dinner that has been held in several years past and the spontaneous manner in which the employees in the Buffalo vicinity have expressed their willingness and pleasure to attend makes it evident that this should

be an annual affair hereafter. The Committees printed below have been hard at work for several weeks arranging for all of the necessary details for the success of the dinner, and as this issue goes to press several hundred reservations have been received from employees in the Buffalo district.

The Chairman of the Dinner is Harry C. Dupree. Arrangements Committee consists of F. L. Clark, E. G. H. Youngman, Leo A. Sweeney, Warren Riley and Kathryn S. Graham. Entertainment and Speakers Committee includes, Henry Seilheimer, Mr. Johnson, Catherine McGavis, William McKernan, August Marquardt, Miss Gleason and Rufus Jarnigan. Tickets Committee: Edith MacVeigh and H. C. Dupree. Publicity Committee; Henry Seilheimer, H. C. Dupree and Miss Gleason. Finance Committee; H. C. Dupree and William McKernan.

CREDIT UNION

The Buffalo State Employees F. C. U. which was inaugurated three months ago, continues to do a thriving business and to maintain the interests of the employees of the State in this city.

The required annual elections were held in January of 1936, at which time the following committees were elected; Board of Directors; Elizabeth Siehl, Labor; Michael Seereiter, Income Tax; Vincent B. Russell, Motor Vehicle; Daniel Rlach, Education, and Sanford Ulrich, Parole. Credit Committee; Elmer Youngmann, Public Works; Mary A. Herbster, Public Service and Harry C. Dupree, Parole. Supervisory Committee: Thomas Coughlin, Banking; William E. McKernan, A. B. C. Board and John Keating, Insurance Fund.

Last minute information received by the Association indicates that the following officers have been elected for the Buffalo Chapter: President, Harry C. Dupree, Parole; Vice President, Margaret Slavin, Labor; Secretary, Claire Brown, Education; Treasurer William McKernan, A. B. C. Board.

Annual Dinner

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printed. For the last two years, the date of the Dinner has coincided with the birthdays of Comptroller Tremaine and Beulah Bailey. They were "very formally" presented with special birthday cakes. Beulah Bailey, retiring president of the Association, was also presented with a wrist watch as a token of appreciation from the Association for her splendid services as President.

The Committee which arranged the stunt show, which proved to be the "hit" of the dinner under the direction of the Master of Ceremonies, Thomas C. Stowell, of the State Health Departments Publicity Staff, were: Allen Reagan, Director of State Publicity Bureau; John L. Halpin, Secretary to Conservation Commissioner; Clarence H. Knapp, Head of Publications Division of Department of State; Howard E. Silberstein, Publications Editor of the Department of Tax; John F. Tremaine, Secretary to Commission of Correction; Frederick Hollowell, Secretary to the State Comptroller; Foster Potter of the Department of Agriculture and Markets; and Charles H. McTigue, Secretary of the State Tax Commission.

Following the skit show, Charles A. Brind, Jr., President of the Association, read the special message from Governor Lehman, who was unable to attend due to death in his family. This message is printed on another page of this issue.

The evening's program concluded with dancing to the wee hours of the morning.

The Association wishes to thank J. B. Lyon Company for the printed dinner programs donated by them. It also wishes to thank the Saratoga Springs Commission for furnishing spring water for the dinner.

Special praise is due Hazel A. Ford, Secretary to the Commissioner of Taxation and Finance, and Chairman of the Dinner, for her splendid work. Mrs. Ford, assisted by her committee, worked untiringly arranging this splendid social success, caring for the many details connected with such a huge

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Retirement Legislation

The 55-year retirement bill advocated by this Association has been passed by the Assembly and is now in the Senate Pensions Committee. This bill was introduced by Mr. William E. Morris and is Intro. 948, Print 1015. It permits on or before January 1, 1938, instead of 1936, as at present, optional retirement at 55, of members of State retirement system. The Association had a like bill enacted into law last year. Senator James J. Crawford, Chairman of the Senate Pensions Committee is sponsoring a companion bill in the Senate. The Association is hopeful of the Senate's favorable action.

The Association has recorded its approval of Senate Bill, Intro. 959, Print 1268, and its companion bill, Assembly Intro. 1149, Print 2307. These bills are being sponsored by Senator Byrnes and Mr. Ostertag, respectively. The bill provides that reduction in salary or compensation of member of retirement system during 1932 and other years of emergency period, shall not be considered a reduction so as to reduce his pension allowance or privileges, contributions to continue on basis of undiminished compensation unless notice of election is filed on June 1, of each year. The bill protects the average retirement allowance of employees who are reduced in salary through no fault of their own, through lack of appropriations. The Assembly bill is now on order of Third Reading.

The Association is opposing Assembly bill, Intro. 172, Print 173, which provides that should a beneficiary of a retirement allowance work for labor or profit, the amount earned therefor, shall be deducted from such allowance each month while work lasts.

A bill has been introduced by request of this Association to give members of the Hospital Retirement System an opportunity to transfer to the State Employees' Retirement System. This bill is being sponsored by Senator Crawford and is Senate Intro. 1744. According to bill this transfer may be made at any time prior to January 1, 1937. Special consideration is being given at this time to a

proposal to transfer the entire administration of the State Hospital Retirement System to the State Employees' Retirement System. If this were done, however, members of the Hospital System would be given the option to continue to contribute and retire under the rules and regulations now applying to the State Hospital System.

Governor's Message

Continued from Page 1

It has been a source of very great satisfaction to me that in the executive budget submitted to the Legislature on January 13th I was able to make recommendations which will remedy the unfortunate conditions that have obtained for so many years in our State institutions where many ward attendants, guards, nurses and other institutional employees immediately engaged in nursing and institutional care of inmates, patients and other wards of the State, have been required to work, in some instances, as much as 12 hours daily. As you know, I recommended an appropriation of \$2,500,000 which will make possible the placing of these classes of employees on an eight-hour per day basis. This will require the addition of many employees and other means of reorganization within the institutions.

I promised in my budget message that prior to July 1, 1937, we will have obtained, generally speaking, an eight-hour day or the substantial equivalent thereof for the groups of employees to which I have already alluded. As I explained in my budget message, the change will have to be made gradually so as to avoid unnecessary loss and waste, but it is my very sincere hope and expectation that we will have actually attained our goal considerably in advance of the date I have promised, namely, July 1, 1937. It will be a source of the greatest personal and official satisfaction to me to have remedied a situation under which men and women who have carried on exacting service in the humanitarian care of the unfortunate wards of the State were forced to work unconscionably long hours.

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Editorial Page

Competitive Class Extension

This Association has advocated for some time the extension of civil service protection now applied to employees in the competitive class, to the thousands of State employees now classified as non-competitive, the majority of whom are employed in State institutions.

At a conference with the State Civil Service Commission some time ago, the Association representatives presented a very earnest plea that the direct mandate of the Constitution with reference to appointments and promotions in the civil service of the State should be observed. We feel that the law and rules relating to the non-competitive class do not embody the principles of true civil service and that the civil service system cannot be said to apply in this State until the Constitutional intent, which is plainly that civil employees, with very few exceptions, should be chosen upon the basis of merit and fitness, as indicated by competitive tests, is carried out. We do not feel that there will be any substantial increase in respect for Civil Service on the part of the general public until such time as it is extended to embrace in a practical way the nearly 20,000 employees not now in the competitive class.

Following this conference the Association's representatives were requested to supply lists of positions which they felt should be included in the competitive class. On January 6th, the Association by letter addressed to the Commission stated: "We beg to suggest for inclusion in the competitive class of the civil service the positions referred to in Rule 18 of the Commission now comprised within the non-competitive class: All positions listed on pages 82 and 83 of bulletin entitled 'Civil Service Law, Rules and Regulations, Issue 32—1934', under the title 'State Charitable, Penal and Reformatory Institutions, Department of Correction'. All positions in the same bulletin listed on pages 83 and 84 under heading, 'Department of Health'. All positions listed on pages 84, 85 and 86, under heading, 'Department of Mental Hygiene,' same bulletin. All positions in same bulletin listed on pages 86 and 87, under heading, 'Department of Social Welfare.'"

The Association called the attention of the Commission to the recommendation contained in Governor Lehman's budget for the fiscal year beginning July 1, 1936, for the appropriation of \$2,500,000 to cover the cost of new personnel in State institutions needed to establish a maximum eight-hour day. In that message the Governor stated his desire of recruiting carefully a competent staff. This purpose can be attained only through such selection safeguards as are provided for the competitive class. It is obvious that this is the time to move definitely to cover into the competitive class the large groups of institutional workers now employed and to provide competitive examinations for the new appointees. Unless this matter is given immediate consideration and attention, we fear that an excellent opportunity will be lost to extend respect and raise the standard of civil service in this State.

Association Opposes Personnel Eliminations

In a letter from the Counsel of the Association to the Chairmen of the Committee on Finance in the Senate and the Committee on Ways and Means in the Assembly, opposition to proposed eliminations from the Budget Bills of various items for personal service was expressed. Attention was called to the fact that there had been no substantial increases in personnel in State service during the past four years. On the contrary, during each of the depression years many positions were eliminated from the budget and lump sum appropriations were reduced with the result that the personnel in the various State departments has been cut to the bone. In many departments, appropriations have been reduced to such an extent that the duties of Civil Service employees are being performed by T. E. R. A. and W. P. A. workers.

The various eliminations in the various bureaus and departments of inspectors and other employees would evidently seriously impair the efficiency of the departments affected and prevent the performance of duties which the departments are directed by law to perform. If the services required by statute are not to be furnished, the sensible procedure would be to repeal the statute. However, so long as the statute remains on the books, requiring inspection service and other supervision, the reduction in personnel brings the efficiency of the work required by the statute to such a point as to subject the departments affected to unjust criticism.

The Civil Service Employees' Association has always been dedicated to economical and efficient public service. There is no true economy, however, in the reduction of personnel at the expense of curtailing essential State functions.

Commutation

This Association has repeatedly called attention to a situation which has long existed in State hospitals under which married people are unable to establish home life. This condition is well described in the following communication received at Association Headquarters from a worker at a Long Island State Hospital:

"Since State hospitals were first established, hospital employees have married. If they both work at the Hospital and have no children they get a room assigned to them. If they have children, they must find a house located off the grounds. This means, as a minimum, rent of \$25, water \$2, light \$1, coal \$14, or a total of \$42 per month, without any provision for food, clothing, illness, etc. What can a worker who is earning only \$66 a month do? Of course, the head of the family can room at the Hospital, but is that a desirable arrangement? Or, if the parents wish they can place the children out with strangers. This too is undesirable from every angle. There are at least thirty employees at this Hospital that maintain

Editorial Page

homes in the village and do not receive a penny commutation. I feel quite sure that if the Governor and the Legislature were thoroughly informed on this subject it would be remedied at once."

Commutation is a certain allowance for meals or lodging paid to institution employees who eat or live off the grounds because there are no accommodations on the grounds. It is part of the salary of the employee.

The only remedy is to appropriate commutation rates for married Hospital employees with families so that they may live normal family lives, bringing up their children under suitable circumstances. This is a problem which must be faced by the State, and it should be solved at this time when the hours of work condition is being corrected. The State should go the whole way in setting an example of good employment conditions. The building of suitable homes on State institution ground, and the payment of adequate salaries so that employees could rent these homes, would be a good financial as well as a good social investment on the part of the State.

Extension of Eligible Lists

This Association is and always has been opposed to the practice of extending eligible lists. We have been convinced that the extension of such lists tends to give preference to individuals in violation of the fundamental principles of the Civil Service Law. That law cannot be administered impartially and without favor if certain individuals are to continually seek preferences by obtaining the extension of a list beyond the period provided by law. We are therefore interested to note the recent decision of the Court of Appeals in *Hurley v. The Board of Education of the City of New York*, which declared unconstitutional the extension of a list for the position of Attendance Officers of the Board of Education. The Court in that case emphasizes the position heretofore taken by this Association in these words:

"A competitive examination may demonstrate merit and fitness, at the time of the examination. As time passes, its value as a test of merit and fitness diminishes. Others may, then, be better prepared and more fit to fill a position than those who are upon the list."

Several bills have appeared in the Legislature this year purporting to extend eligible lists. The Association will continue to oppose such legislation.

Eligible lists prepared as the result of examinations are not to be confused with lists established because of the abolishment of or demotion in positions. The Association has always insisted that faithful workers who have devoted many years to the service of the State and who find themselves without positions due to reasons of economy are entitled to receive first preference upon the restoration of the services for which they had previously been employed.

Association Acts Quickly

Quick action by the Association in answering the attacks of the State Chamber of Commerce upon the Governor's recommendation of an appropriation of \$2,500,000 to abolish the twelve-hour day in institutional employment, has apparently convinced the State Assembly that no possible economy, economic, political or social, would be served by continuing the infamous practice of working men and women twelve hours out of twenty-four. The Assembly approved this item in the annual budget, and, as the Senate had already approved it, regardless of possible other cuts in the budget before a compromise is reached and the bill is passed, the appropriation for the abolition of the twelve-hour day now seems assured.

After passage of the bill there remains much to be done by the departments concerned to make certain that the greatest possible number of employees be relieved of the long day schedule and at the earliest possible date after July 1 next. This Association will suggest to the Governor that a committee be appointed to assist in working out the change in hours and that employees of the departments affected be named on such committee in order that the plan may be worked out harmoniously and bring about the increased efficiency certain to result from the better working conditions.

Civil Service Developments

Three States, Virginia, New Jersey and Washington are at present considering the further development of civil service systems within their jurisdictions.

A bill to establish a civil service commission for Virginia was introduced in the recently adjourned legislature of that state. The proposed law provided for a bi-partisan commission of three members. Appointments to positions in the State service would have been made on the basis of open competitive tests. Although the legislature adjourned without approving the bill, an item of about \$17,000 was included in the budget for the purpose of making a personnel study in the State.

A resolution proposing a civil service amendment to the State constitution was introduced in the New Jersey Senate last month. The proposal must be adopted by two successive legislatures before it may be submitted to the voters at a state-wide referendum. The New Jersey Civil Service Association and the Veterans Legislative Committee of New Jersey have combined forces in support of the measure. Since both political parties in New Jersey included planks in their 1934 platforms in favor of such a constitutional amendment, and since Governor Hoffman has declared himself in favor of such action, the resolution appears to have favorable prospects for success.

A state-wide civil service act for the State of Washington is being proposed by initiative of the voters in that State.

Rochester News

By Leslie S. Wood

In a previous issue we announced that a Committee had been appointed to organize a Rochester Chapter of the Association. Members of this committee have been very generous in giving their time to this vital subject and as a result a Constitution was adopted at a meeting held March 16.

Now that this preliminary step has been taken, a general mass meeting is scheduled for April 13. It is sincerely hoped that Rochester area State Civil Service Employees will attend this meeting one hundred per cent, realizing the advantages of organizing and supporting a Rochester Chapter.

WATCH YOUR BULLETIN BOARDS for further information as to the April 13 meeting. A local chapter can be of tremendous help, as is evidenced by the success of Chapters already formed in New York, Buffalo, Utica and elsewhere. Rochester should be progressive in this movement and take advantage of this opportunity to strengthen the State Civil Service.

The Board of Directors of the N. Y. S. Rochester Employees Federal Credit Union are "gentlemen of few words"—We are still very enthusiastic over the Credit Union and are amazed at its success in Rochester.

Civil Service Raid?

The Association has objected to the bills which abolish the temporary emergency relief administration and assign its power and duties to the State Social Welfare Department.

The Association feels that the provisions of these bills would permit the filling of competitive positions by persons who have not qualified therefor by competitive examination.

The Civil Service Law contains appropriate provisions whereby during any temporary period of transition, the duties of various positions may be performed pending the holding of competitive examinations, and it is believed that no bill should be approved which would permit persons to attain a competitive status without complying with the requirements of the Civil Service Law.

Group Insurance

February 15th was set as the dead-line for filing applications for the Group Plan of Health and Accident Insurance. February 15th has come and gone and there were not enough applications filed to make it possible for the Association to take out a Group Policy.

The Continental Casualty Company will at once return all checks that accompanied applications to those who desire them returned. However, there has been made available to clerical employees, an individual policy which, for approximately the same cost, offers practically similar benefits. This policy differs from the group policy in that it is not non-cancelable and that the applicant must give a medical history although no doctor's examination is required. Anyone interested, can make inquiry to the Company or its agents, Ford and Pine, 75 Fulton St., New York City or Frank J. McGarry, 51 State St., Albany, to obtain more detailed information.

It is interesting to observe what the New York City Chapter has done. The able and alert officers of that Chapter have entered into an arrangement with the Continental Casualty Company under

which, as soon as four hundred have made application, all members of that Chapter will become eligible for a special form of insurance patterned after the Group Plan. Since the membership of the New York City Chapter is approximately twelve hundred, this indicates that the Company is ready to give consideration to the plans and problems involved and deal with the local chapters and groups according to their needs.

The Association wishes to extend to the Continental Casualty Company, its agents, especially Mr. Ford and Mr. Pine, of New York City and Mr. McGarry of Albany, its appreciation for their months of cooperation with the Association in the effort to provide Group Insurance to the Civil Service Employees. The Association also extends its appreciation to Governor Lehman and all department heads for their interest and cooperation.

The Association feels confident that at some future date when possibly there has been time for meditation on the part of some on what might have been, and time for learning more about Group Insurance on the part of others, the plan will be revived and successfully effected.

Thank You



BEULAH BAILEY

former president, in appreciation of the watch presented her at the Annual Dinner in consideration of her noteworthy and outstanding services contributed to the Association as president.

"I wish to thank you and through you the members of the Association for the very beautiful watch which was presented to me at the annual dinner.

The following letter, addressed to Charles A. Brind, Jr., President of the Association, was received from Beulah Bailey,

"It is not only the watch which I would thank the Association for, but also for the opportunity they have given me during the past years to have some part in their active growth. Improvement of personnel in public service through the development of the merit system is one of the tasks of today. New York State has always taken the lead in this field. Whether New York State continues to take the lead, to set the pace, is the joint task of the Governor, the Legislature, the department executives, the people and above all of us, the Civil Service employees. May none of us fail to do our part.

"With deepest faith in the future of the Association, I am,

"Sincerely yours,

"(Signed) Beulah Bailey."

Mandatory Salaries

This Association is working strenuously for favorable action on Senator Pliny W. Williamson's bill, Introductory 1220, Print 1409, which would accord to employees on mandatory or statutory salary increase schedules credit for time served during the moratorium from 1932 to 1935.

When the percentage salary reductions were made during the years 1932 to 1935 inclusive, the automatic salary increases provided by statute for employees in the Correction and Mental Hygiene Departments as well as other employees, were suspended. This temporary suspension of automatic statutory increases of salary deprived the employees in these departments of all benefits which accrued to them by statute for serving during this period. These employees have willingly given up the statutory salary during the moratorium, but they feel that they are now justifiably entitled to the benefits resulting from their service during these years. Under the present provisions of the law they have lost not only the statutory salary, but also credit for their service during this period, and they have consequently borne more than their fair share of the reductions occasioned by the depression.

Annual Dinner

Continued from Page 6

affair. Many compliments have come from State employees in every department and throughout the State as to the manner in which all details in connection with the dinner was handled. The Committee assisting Mrs. Ford comprised: May Fitzgerald of Correction, Lewis S. Armento of Public Works, Beulah Bailey of Tax, Nina Foran of Civil Service, Grace E. Keck of State Health Laboratory, W. D. Bauer of Public Works and Margaret Duncan of Tax.

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N. Y. C. Chapter

Continued from Page 4

The truth of the proverb, "In unity there is strength" has been demonstrated time and time again. One only has to open the newspapers to read about reforms brought about in various trades and professions through concerted action by employees united through an association or union.

This, as you probably have gathered by this time, is a plea for membership to the Association of State Civil Service Employees of the State of New York, the ONE and ONLY ONE association active all year composed solely of State Employees. We offer you the opportunity to serve yourself. Join our organization and work on our committees. See for yourself what is being done and what must be done to preserve and protect your interests.

Application cards for membership may be obtained from Mr. I. Siegel, Treasurer of the New York City Chapter, 80 Centre Street, Room 461, New York City.

Success At Wingdale

During the past three weeks, Miss Alice E. Moore, of Harlem Valley State Hospital, recently appointed member of State-wide Advisory Committee, has secured the support of over 300 new members in her institution.

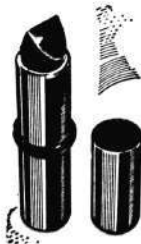
The Association wishes to congratulate Miss Moore upon her splendid work, and assures her of the appreciation of the officers and committees of the Association, who are enabled to work more efficiently and effectively when assured of the backing of employees throughout the State generally.

In the near future a meeting of employees at this institution will be held, at which meeting it is expected that W. F. McDonough, former president, and now Chairman of Legislative Committee, John Livingstone, Legislative Representative of the Hudson River State Hospital Employees' Association, and J. D. Lochner, Business Secretary of the Association, will attend.

NEWS! *lovely* NEWS!

TUSSY preparations are now on sale at our Toilet Goods counter. These are the famous TUSSY cosmetics and creams that originated in Paris . . . captured the fancy of fashion experts . . . and are now the favorites of smart women everywhere. Ask especially to see:

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Summary of Legislation Pending

Continued from Page 3

Int. 1254, Print 1453, Senator D. T. O'Brien—Adds new section 31-b, Civil Service Law, by providing person in civil service shall for purpose of section 31, relating to removals and reinstatements, be deemed to be in service of state or city civil division if he has made contributions for or have been credited with such service under any statutorily authorized pension or retirement system for civil service employees. Pensions Committee. Same as A. 1495.

Int. 1262, Print 1469, Senator Cheney—Amends sections 14, 16, Civil Service Law, by providing examinations in competitive class must be written examinations, applications for positions in such class to be graded solely upon the examination with certain exceptions. Civil Service Committee. Same as A. 1038.

Int. 1280, Print 1491, Senator Bontecou—Amends section 63, Public Officers Law, for leave of absence for veterans on Armistice day as well as on Memorial Day. Finance Committee. Same as A. 1600.

Int. 1282, Print 1493, Senator Howard—Adds new section 78-a, Civil Service Law, for optional retirement of firemen who are members of State employees' retirement system. Pensions Committee.

Int. 1324, Print 1535, Senator Egbert—Amends subd. 2, section 18, Correction Law, by providing State prison wardens shall subject to the approval of correction commissioner and in accordance with civil service rules, appoint and remove chaplains, physicians, principal keeper, clerks and all other officers. Penal Institutions Committee. Same as A. 1618.

Int. 1356, Print 1579, Senator Nunan—Adds new section 168, Labor Law, providing 48 hours shall constitute a legal week's work for all employees in a state hospital, school, prison, reformatory or other state institution, or in public buildings division, public works department, no such person to work more than 6 days a week. Labor Committee. Same as A. 1680.

Int. 1411, Print 1662, Senator Coughlin—Amends section 23, Civil Service Law, by providing employees unlawfully removed and reinstated by enactment of law shall receive compensation from date of such removal. Civil Service Committee. Same as A. 374.

Int. 1501, Print 1789, Senator Feld—Amends section 22, adds new 22-e, Civil Service Law, by providing veteran nurse shall not be removed from position in civil service for incompetency or misconduct except after hearing and on due notice, and giving veterans and volunteer firemen right to inspect public records to determine vacancies and relative to effect of recording certificate of honorable discharge. Civil Service Committee.

Int. 1565, Print 1891, Senator Doyle—Amends section 22, Civil Service Law, by making provision prohibiting re-

moval of certain veterans and volunteer firemen except for incompetency or misconduct after hearing, apply also to veterans of punitive expedition into Mexico prior to February 5, 1917. Civil Service Committee.

Int. 1566, Print 1892, Senator Doyle—Amends section 177, Mental Hygiene Law, by providing any person who has completed twenty years or more of service and not entitled to retirement allowance, may apply for refund of contributions to retirement system credited to him on last day of state service. Pensions Committee.

Int. 1660, Print 2032, Senator Coughlin—Adds new section 31-b, Civil Service Law, providing an employee reinstated from preferred list to same or similar position shall receive at least same salary such employee was receiving at time of separation from service. Civil Service Committee. Same as A. 1977.

Int. 1566, Print 1892, Senator Doyle—Adds new section 31-b, Civil Service Law, for demotion in service when position is abolished, of a person who was appointed from eligible list resulting from a promotion examination. Civil Service Committee.

Int. 1675, Print 2047, Senator Feinberg—Amends sections 52, 58, Civil Service Law, by permitting a retired member of state employees' retirement system to purchase an additional annuity and on reaching age of 60, he may designate one beneficiary who has insurable interest in his life and shall be at least 50 years old, to receive pension jointly with retired member and as long as either one shall live. Pensions Committee. Same as A. 1985.

ASSEMBLY

Int. 1161, Print 1271, Mr. Swartz—Amends section 18, Correction Law, by giving a state prison warden sole discretion in discharging any employee, each case of discharge with reason therefore to be entered in records of institution. Penal Institutions Committee. Same as S. 1027.

Int. 1188, Print 1298, Mr. Steingut—Amends subd. 5, section 61, Civil Service Law, relative to service credit in State employees' retirement system which may be granted to members returning to service within ten, instead of five years after leaving service. Civil Service Committee. Same as S. 1008.

Int. 1226, Print 1344, Miss Byrnes—Adds new section 18-aa, Labor Law, providing per diem officer or employee holding position in competitive, non-competitive or labor class may be granted sick leave with pay of not more than 30 days in each year. 3rd Reading. Same as S. 955.

Int. 1229, Print 1352, Mr. Devany—Adds new section 31-b, Civil Service Law, for reinstating employees replaced by persons on work relief. Civil Service Committee. Same as S. 1059.

Int. 1230, Print 1353, Mr. Devany—Adds

new section 11-a, Chapter 798, Laws of 1931, prohibiting replacement of civil service employees by work relief employees. Relief and Welfare Committee. Same as S. 1058.

Int. 1241, Print 1364, Mr. Rossi—Amends Chapter 798, Laws of 1931, for replacing work relief employees performing duties of an officer or employee in regular service of state or its civil divisions, with persons whose names are on any preferred or open competitive eligible list with duties similar to those performed by relief workers. Relief and Welfare Committee.

Int. 1293, Print 1432, Mr. Breitbart—Amends section 31, Civil Service Law, relative to certification of civil service employees removed through no fault or delinquency on their part. Civil Service Committee.

Int. 1304, Print 1443, Mr. Potter—Amends subd. 5, section 53, Civil Service Law, by providing allowable prior service credit may be received by a person becoming member of state employees' retirement system on or before January 1, 1937, instead of 1936. Civil Service Committee. Same as S. 1048.

Int. 1319, Print 1468, Mr. Austin—Amends section 31, Civil Service Law, by making provision relative to separation from service and reinstatement apply also to person holding position in non-competitive class or subject to a qualifying examination. Civil Service Committee. Same as S. 680: A. 1142.

Int. 1367, Print 1525, Mr. Fitzpatrick—Adds new section 9-a, Civil Service Law, providing for automatic salary increment for State employees, of \$120 each year for five years following first year of service until such increment will not exceed maximum salary for which employee is qualified or salary of \$3,600 and appropriating \$2,400,000. Ways and Means Committee. Same as S. 445.

Int. 1368, Print 1526, Mr. Fitzpatrick—Amends section 61, Mental Hygiene Law, by providing employees who are heads of families must, except where adequate accommodations can be provided in the institution, be allowed to life outside, receiving an additional sum of \$10 per month. Health Committee.

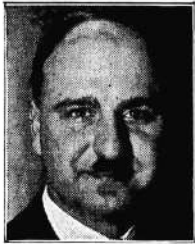
Int. 1453, Print 1622, Mr. Langenbacher—Amends sections 62, 63 Civil Service Law, to permit retirement of members in State retirement system under certain conditions at age 55, Civil Service Committee. Same as S. 480.

Int. 1454, Print 1623, Mr. Langenbacher—Amends section 65-b, Civil Service Law, relative to ordinary death benefits payable to beneficiary of State employees' retirement system by authorizing an additional amount equal to 50 per cent of compensation where member dies with ten or more years' service. Civil Service Committee. Same as S. 482.

Continued on Page 14

The Credit Union Page

By Lewis S. Armento, Chairman,
Credit Union Committee



L. S. ARMENTO

Just one year ago with this issue of the State Employee, the Credit Union Committee came in existence. Its job was to spread the credit union

idea to all State Employees. As we go to press Mr. Edward J. Hickey, representative of the Credit Union Section, Washington, D. C., is presenting the credit union idea to the employees of the Middletown State Hospital — the twenty-sixth State Employee Credit Union. We, therefore, take pride in announcing that under the leadership of our Association we have broken all existing records for credit union development in the United States. We have the largest number of credit unions in any one state working for the same employer.

Now that we have satisfied our primitive national urge for the Biggest, our next objective becomes that of having the Best. There is only one way to have the Best and most effective credit union development in the country, and it is through an enlightened membership. That will be the job of this page. We will have prominent credit union leaders contribute material from time to time. We will also issue bulletins on subjects of general interest on diverse credit union ramifications. We will answer directly inquiries on any question that might arise; and we will carry on a promotional, and agitational program which will spur us on to original thinking on the subject.

A credit union is a cooperative saving and loan association, owned and operated by and for its members. It is above all a service organization. Its functions are first; to make saving so painless and so easy that the thrift habit becomes part of us, second; to offer a source of credit for provident and productive purposes at the cheapest cost obtainable anywheres. In order to

perform these functions effectively, a credit union must be a well-managed and efficient banking institution.

When a credit union first starts operations, it usually finds that the first callers for financial assistance are those people who are being victimized and impoverished by money lenders charging exorbitant rates of interest. Later on, people who wish to make some economy by making cash purchases will come. From time to time, a credit union is asked to assist someone in an emergency. All these types of loans fall well within the scope of the credit union. The foremost thoughts in everyone's mind should be that the credit union supplies credit by encouraging thrift.

The subject of credit is rarely approached in a realistic frame of mind. Some people consider it immoral to borrow; some believe that the borrower mortgages his future. These objections are justifiable if the extension of credit is for improvident purposes. Credit should be merely considered as a commodity; in the last analysis it is the tool that keeps the businessman going; it is the tool that keeps the household together. Colleges grant credit (or loans) to students so that they could receive the education. A furniture house grants credit to a young married couple so that they could establish their home. A mortgage company will advance funds to build a home. Is there any basic difference whether a person borrows money to purchase an object, or buys an object on the installment plan? There is none. Then the most important consideration is the cost of credit.

It was estimated that in the year 1929, employees of all sorts in the United States obtained credit in the form of loans, installment purchases, etc., to the extent of two and one-half billion dollars, and paid out in interest nearly seven hundred million dollars, or at a rate of interest equal to 28 per cent a year.

If industry were to pay such ruinous rates of interest for the use of credit, business would come to a standstill. If high rates are ruinous to industry, they are doubly ruinous to the individual. High rates mean that a person's net salary is just so much smaller. When the wage earner's net salary is lowered by the high cost of credit, it merely means that he can buy fewer things and in the end industry suffers.

The credit union approaches the problem of credit from a democratic point of view. It says, "Gentlemen, let's pool our funds and when we need credit, let's have it waiting for us—at a reasonable rate." The credit unions can lend at a reasonable rate because most of the work is done gratis by fellow workers who have been honored to manage these funds. It can lend at a reasonable rate because the character of the member is the foremost consideration, so that collection costs are nil. And above all it returns to the borrower part of money he has paid in interest for his credit, in the form of dividend on whatever paid shares he owns. In the last analysis, the credit union serves to increase a persons real wages by cutting down the cost of his credit.



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Legislation Pending

Continued from Page 12

Int. 1470, Print 1640, Mr. Gamble—Amends subd. 3, section 61, Civil Service Law, by providing a retirement system member who has attained age of 45 and has been continuously employed in classified service of which 20 or more years have been in competitive class discontinued from service, shall be paid pension equal to value of pension were member 60 years of age at time of discontinuance. Civil Service Committee.

Int. 1479, Print 1667, Mr. Austin—Amends section 22, Civil Service Law, by providing no veteran or volunteer fireman shall be suspended, as well as removed from office except for incompetency or misconduct shown after hearing. Civil Service Committee.

Int. 1495, Print 1683, Mr. Keenan—Adds new section 31-b, Civil Service Law, by providing person in civil service shall for purposes of section 31, relating to removals and reinstatements, be deemed to be in service of State or city civil division if he has made contributions for or have been credited with such service under any statutorily authorized pension or retirement system for civil service employees. Civil Service Committee. Same as S. 1254.

Int. 1544, Print 1763, Mr. B. J. Moran—Adds new section 14-b, Civil Service Law, extending for not less than two or more than four years after expiration, eligibility term of candidates for appointment as motor vehicle inspectors on lists in force in February 15, 1936. Civil Service Committee.

Int. 1597, Print 1805, Mr. Glancy—Amends section 22, adds new 22-e, f, Civil Service Law, by providing veteran nurse shall not be removed from position in civil service for incompetency or misconduct except after hear-

ing and on due notice; any appointment or transfer made in violation of this section for protection of veterans and volunteer firemen shall be illegal and void, and relative to effect of recording certificate of honorable discharge of veterans and volunteer firemen. Judiciary Committee.

Int. 1679, Print 1898, Mr. Moffat—Amends section 14, Civil Service Law, by requiring the payment of fees by applicants for positions in the competitive class for examinations conducted by State civil service commission and publicly announced subsequent to July 1, 1936, and appropriating \$600. Ways and Means Committee.

Int. 1680, Print 1899, Mr. Ostertag—Adds new section 108, Labor Law, providing 48 hours shall constitute a legal week's work for all employees in a state hospital, school, prison, reformatory or other state institution or in public buildings division, public works department, no such person to work more than 6 days a week. Passed Assembly, in Senate Labor Cabor Committee.

Int. 1969, Print 2332, Mr. Mailler—Adds new section 78-a, Civil Service Law, for optional retirement of firemen who are members of State employees' retirement system. Civil Service Committee. Same as S. 1282.

Int. 1977, Print 2340, Mr. Cariello—Adds new section 31-b, Civil Service Law, providing an employee reinstated from preferred list to same or similar position, shall receive at least same salary such employee was receiving at time of separation from service. Codes Committee.

Int. 1983, Print 2361, Mr. Hill—Amends sections 52, 68, Civil Service Law, by permitting a retired member of State employees' retirement system to purchase an additional annuity and on

reaching age of 60 he may designate one beneficiary who has insurable interest in his life and shall be at least 50 years old, to receive pension jointly with retired member and as long as either one shall live. Civil Service Committee.

Int. 2031, Print 2441, Mr. Hamilton—Amends section 22, Civil Service Law, by creating a personnel board for hearing all charges against an employee or officer for misconduct or dereliction of duty; employee may be represented by counsel and summon witnesses, all findings and recommendations as to penalties to be submitted to department head. Civil Service Committee. Same as S. 813.

Int. 2043, Print 2454, Mr. Fitzgerald—Adds new section 68-b, Civil Service Law, for optional retirement of any State retirement system member who is an honorably discharged soldier, sailor, marine or nurse, on completion of 25 years of service and before attaining age of 60. Civil Service Committee.

Int. 2048, Print 2459, Mr. Rossi—Appropriates \$200,000 so as to increase by \$100 for fiscal year beginning July 1, 1936, the salary of every person in competitive class of State civil service, salary with such increase not in any case to exceed \$2,500. Ways and Means Committee.

With Regret

It is with regret that this Association learns of the death of John H. Flinn, Steward of the Hudson River State Hospital, Poughkeepsie.

Mr. Flinn, born in Albany in 1880, went to work for the State when he was 15 years old, and had devoted over 50 years to its service. While steward at the hospital, he became endeared to all officers, employees and patients, and was held in the highest esteem and respected by all who came in contact with him at the hospital.

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An Act

CREATING A TEMPORARY STATE CIVIL SERVICE COMPENSATION BOARD, PROVIDING FOR ITS MEMBERSHIP, AND PRESCRIBING ITS POWERS AND DUTIES

The above is the title of what may prove to be the most important legislation ever undertaken in connection with the vital question of compensating salaried workers. The place of the salary a worker receives in the general scheme of human progress has assumed one of the most important places in the world today. With over eighty per cent of the people dependent upon salaries or wages, it is readily apparent that there must be not only humane thought to what constitutes a living wage and the place that wage has in relation to common welfare, but there must be scientific attention as well. Salaries are not just so much money each week or month; they represent the essentials of life—food, clothing, fuel, health, education, child and home sustenance, community welfare and community progress.

No hit or miss plan, no tacking the question on to appropriations for a mile of road, a bridge, a park—inanimate objects—will suffice. The State may lead or lag in dealing with this economic and social matter. This Association asks that the State take the lead. It proposes in **Assembly Bill Introductory No. 2134** to provide intelligent and fair planning as to salaries paid to State employees. It is a simple and direct way of doing justice and assuring excellent attention and at an early date. In presenting this bill the Association redeems another pledge to continue to press for solution the question of adequate and equitable pay for state workers.

Get back of your Association in this great, unselfish work. Help your Association by membership. Help it by immediate and strong appeal by letter, petition, wire, telephone and direct appeal to your Assemblyman and Senator, and to the Governor that they all press for this bill.

The bill follows:

"The People of the State of New York, represented in Senate and Assembly, do enact as follows:

"Section 1. There is hereby created a temporary state civil service compensation board to consist of six members to be appointed as follows: One member of the senate to be appointed by the temporary president of the senate; one member of the assembly to be appointed by the speaker of the assembly; and four members to be appointed by the governor, one of whom shall be a representative of the executive department of the state, one a representative of the civil service commission of the state, one a representative of the administrative departments of the state and one a state employee in the competitive class of the civil service. Vacancies in the membership of the board, occurring from any cause, shall be filled by the officer authorized to make the original appointments.

"Section 2. The board shall study and examine into the salaries and other compensation paid in public and private employment and shall, on or before October first, nineteen hundred thirty-six, recommend to the Governor and, on or before February first, nineteen hundred and thirty-seven, to the legislature adequate and equitable salary and compensation scales for all groups of positions in the state service in accordance with its findings and conclusions.

"Section 3. The board shall have available to it at all times the facilities of the department of civil service, the division of the budget, the department of labor and other state departments.

"Section 4. This act shall take effect immediately."

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SALARY INCREASE LEGISLATION

PROMOTION OF MERIT SYSTEM

PROTECTION OF RETIREMENT SYSTEM

ADEQUATE AND EQUITABLE SALARY SCALES

MAXIMUM EIGHT-HOUR DAY

CREDIT FOR SERVICE DURING MORATORIUM

COMMUTATION ALLOWANCE WHERE DUE

MINIMUM UNIFORM SICK LEAVES

EXTENSION OF PREFERRED ELIGIBLE LISTS

ORGANIZATION OF CREDIT UNIONS

GROUP ACCIDENT AND HEALTH INSURANCE

AND OTHER BENEFITS AND IMPROVEMENTS

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