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THE STATE EMPLOYEE

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



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THE STATE EMPLOYEE

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

Editor, BEULAH BAILEY
Business Manager, JOSEPH D. LOCHNER

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VOL. 4.

SEPTEMBER, 1935

NO. 6.

Annual Meeting—October 1, 1935

The annual meeting of the Association will be held at 7:30 P. M. Tuesday, October 1, in the State Office Building. Upon that day officers for the coming year and department representatives will be elected. The polls at Room 156, Capitol, will be open from 12 o'clock noon until 10 P.M. Members of the Association may vote by mail. Ballot for this purpose is printed on page 15 of this issue. The program for the coming year will be determined at the annual meeting. At 1 P. M. there will be a meeting of the executive committee and representatives from the various chapters and groups throughout the state. The questions before this group will be amendments to the Constitution, and the policies

of the Association for the coming year. This group will report its findings at the annual meeting.

The following proposals for inclusion in the program for the coming year will be discussed at the meetings. If any group of the Association or any member has other proposals which they would like discussed, please submit them with a memorandum to the President or Secretary before September 31st. Such proposals should fall within the scope of our permanent policies, first the strengthening and upbuilding of civil service based on merit and fitness; second, the improvement of the conditions of the service; third, the improvement of ourselves as employees of the state.

1. Recommendation to the Civil

Service Commission of immediate consideration for the inclusion within the competitive class of at least 90% of the workers in state institutions and departments. Today there are at least 20,000 workers not in the competitive class.

2. Recommendation to the Governor that the civil service employees be represented on the State Commission on Pensions by having at least one member of the Commission a member of the competitive class of civil service employees. This could be done by legislative action.

3. In 1926, 1927 and 1928 the members of the State Hospital Retirement System were given the

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Candidates for 1936

In this issue of THE STATE EMPLOYEE is found the official ballot for use in selecting your officers for the coming year. The Nominating Committee selected by the Executive Committee presents names of loyal and active members for the elective offices. At no time in the history of the Association have candidates with better qualifications been named.

Charles A. Brind, Principal Attorney in Purpose of Education, the candidate for President has served his State long and well in one of the great departments of State Government. His conscientious work as a member of the Salary Committee of the Association for the past three years has been of great value to the

civil service employees throughout the State. As an officer of the State Employees' Recreational Club, Inc., he has rendered effective service. He is progressive, energetic and able.

Charles L. Campbell, Chief Examiner of the Civil Service Department, brings to the official family of the Association a record of splendid achievement as a champion of the merit system. He knows the facts as to all features of the civil service system, and is a firm believer in the power of that system to minister to State and employee welfare. Mr. Campbell has served on many important committees of the Association during past years and will be a very worthy successor to the earnest workers who have heretofore filled

the position of Vice President.

Frank O. Bauer, the candidate for Treasurer, an efficient and zealous employee of the Department of Mental Hygiene, truly needs no introduction to members of the Association. He has served as Treasurer for a number of years and has handled the finances of the Association with care and wisdom.

James A. Conboy, Chief of the Licensing Bureau, Department of Agriculture and Markets, the candidate chosen for the position of Secretary, has risen through various stages of the State service and is honored and respected as a good public servant. He will bring to this office experience, and a sympathetic understanding of employee problems.

Prize Essays on Civil Service

"The Civil Service System; Its Benefit to the State and to the Worker" was the title of an essay contest held by the Association for the school children and college students of the State. Civil Service to be in reality what it is in theory must have the confidence of the citizens. Confidence is based on understanding. It seemed to the Executive Committee that one way to foster such interest and understanding would be by having such a contest in the schools. About 500 essays were submitted. These essays have proved to be somewhat of a boomerang. Not only have they awakened interest of some of the school children in civil service as a career, but they have shown us what we as an Association and as civil service employees must do to make this confidence possible and keep the standards high. We are on the firing line.

The contestants were divided into four groups: College, High School, Girl Scout and Boy Scout. Twenty-five dollars was the prize for each group. At the request of the Education Committee of the Association which had charge of the contest, an additional prize of \$10 was awarded to the one receiving honorable mention in the College group, and one of \$5 to an eleven year old Girl Scout who was in a class by herself.

The winners were College group, James J. Sullivan, New York City; honorable mention, Henry W. Alton, Hamilton; High School group, Anita Lopez, Brooklyn; honorable mention, Anna Connor, New York City; Girl Scout group, Charlotte Virkler, Lowville; honorable mention, Virginia Sherman, Clyde, Joanne Fitch, Wellsville; Special mention, Ruth Wiweke, Poughkeepsie; Boy Scout group, Charles L. Gray, Buffalo; honorable mention, Philip McCarthy, Friendship.

We have not sufficient space to print all the prize winning essays, so we have selected the prize essay of the College group, James J. Sullivan, age 25, and the "Special mention" essay of the Girl Scout group, Ruth Wiweke, age 11.

"CIVIL SERVICE SYSTEM: ITS BENEFITS TO THE STATE AND TO THE WORKER"

By James J. Sullivan

"Civil service is now commanding the greatest admiration of its existence. Recognition of its value is due to the press, radio, civic gatherings, associations of civil service employees, reform and similar bodies. Their efforts have resulted in a better, sympathetic understanding of the system. The service should be highly regarded since its employees bring governmental operations closest to citizens through constant contact.

"Civil Service lowers governmental costs and reduces taxes through economies. Through it, employees render efficient, impartial and effective service. Merit has supplanted political influence as the sole appointment consideration. Professional, technical, scientific and skilled employees are sought for the service. Even lower clerical positions frequently require applicants possessing high school educations. Efforts are made to interest college graduates in civil service advantages. Furthermore, legitimate educational institutions training students for the service may supplant cramming schools.

"Our laws require civil service appointments to be practical in character, with general attainment and capacity as qualifying standards. Under the model English system, employees make civil service professions and careers. There the applicant's educational, intellectual, and cultural background is vital, with examinations as difficult as university honor examinations. Incidentally, the passing grades for some of our physical tests are being raised while their relative values are being lowered. The probationary period which employees serve before attaining a permanent status permits early elimination of unsatisfactory workers. Examinations should not be sole promotion standards, but should be used together with employee efficiency records, with prescribed ratings to be attained before promotions.

"Security of tenure during satisfactory service is a benefit derived

by civil service workers. Removals are only for causes promoting service efficiency, with employees having opportunities to defend themselves. Another advantage is a graduated salary scale; perhaps it would be advisable to have mandatory, automatic salary increases. The various groups should be classified, with equalization of salaries for similar work. Other advantages are equal pay and consideration for women, promotion opportunities through examinations, adequate vacation and sick leaves. Finally, retirement pensions are provided for employees who have faithfully served their state.

"The merit system should be extended to those exempt positions which hinder the system's progress. Temporary appointments, with indefinite extensions, should cease. There should be modifications in preferences given war veterans. Furthermore, with political appointees occupying positions as heads of departments, bureaus, etc., there is little incentive for zealous employees. Only executive department heads who help formulate administrative public policies should be outside the merit system. The English competitive principle is carried nearer to the top of the government than ours, their employees advancing to positions of high responsibility and distinction.

"While our merit system has not yet attained parity with the English system, we are making marked advances. With the present public interest in the subject, legislative cooperation is needed for passage of adequate laws and appropriations to help the service expand, improve, and become more effective."

"THE CIVIL SERVICE SYSTEM; ITS BENEFITS TO THE STATE AND TO THE WORKER"

By Ruth Wiweke

"I am only a little Girl Scout eleven years old and so I don't expect to win the contest. But I can tell you how Civil Service seems to me.

"I know a lot of men who are Civil Service men, because my

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Membership Passes 12,000

State employees, organized, alert, intelligently active, are a distinct asset of State Service. State employees, unorganized, discordant in action, preyed upon by fear, discontented, lacking hope, unable to successfully express their aspirations, are, in fact, a tremendous liability. They are a menace to salaried and wage earning groups in private industry.

Your Association—the only state-wide, all-State-employee organization in New York State—has forged ahead to accomplishments little dreamed of five years ago. Recognized on every hand as the leading public service organization, its 12,000 members have a responsibility that far exceeds this great numerical strength.

Officials of State government rightly look to the Association to increase the efficiency and economy of public service; the Governor and the Legislature look to it to present the State employee's problems accurately and correctly; and the people at large look to it to assure clean, honest and efficient functioning throughout the many ventures they carry on directly for the benefit of all.

State employee organization must be complete. Organized State employees must stand side by side with the Federation of Labor and other forward looking groups of workers. This Association was among the first to preach the doctrine of social security, old age and disability pensions, adequate salaries and good standards of living, unemployment insurance, shorter hours, wise and fair selection of workers, honest promotion in service, a square deal regardless of religion, race or political affiliation, and every other enlightened need of salaried and wage earning men and women.

For years there have been slackers in the ranks of every group of workers, private and public; men and women who have been so selfish, so hypocritical, so unsocial, that they have taken benefit after benefit made possible by the labor and sacrifice of their fellow employees working by means of organization. Some small groups with a pettiness that is unbelievable have actually fought

against unity and thereby striven against the best interests of State employees. Groups in no way affiliated with State workers have made themselves ridiculous, but nevertheless harmful, by their attacks upon organized State employees.

Every improvement that has come to State civil service has been vigorously supported by this Association. This is as it should be. There is nothing commercial or selfish about this Association. Its officers and committees work for the love of service to their fellow workers and to the State. They receive no salaries and are free to espouse every worthwhile employee cause. The past five years have been especially fruitful for State employees because of the activities of this Association.

The year 1936 is fast approaching. This great Association of State civil service employees, in common with the great Associations of Wisconsin, Ohio, California and other commonwealths of the Union in their respective fields, calls upon every State worker to rise in loyalty and meet the responsibility and duty which is his to join with his fellow State workers in their own state-employee body.

Utica Clam Bake

Over 200 members of the Utica Chapter of this Association attended a clambake held August 17th at Jone's Grove, Utica. It was truly one of the most successful clambakes held in that section this year. The sports which included baseball, horseshoe pitching, races, etc., were participated in by practically all who attended.

Representatives from all the surrounding towns attended the bake, and from almost every department, and all said that they were certainly going to attend again next year and bring more people.

Congratulations are in order to Mr. Walter Hayes of the Utica Chapter, who served as chairman of the bake, for his untiring efforts in putting on this successful affair.

It was a stag affair, and now the ladies of the Chapter are looking forward to their party which will take place in the near future.

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ing and see for
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Progress Is Assured

Miss Beulah Bailey, the retiring President, leaves a record of achievement difficult to equal. Needless to say, the nominating committee besought her to continue as President. Tremendous pressure of work in her responsible position in the Department of Taxation and Finance made it impossible for her to accept the renomination. Under her able leadership the Association attained a new record of membership; civil service principles were advanced; salaries were restored to State employees reduced in 1933; the Legislature passed an eight hour bill for institution workers; and, although vetoed by the Governor for economic reasons, this legislative act was of vital importance in hastening the abolition of the long day; the educational work of the Association was broadened; a plan of group insurance is under way; credit unions have been fostered, and much valuable progress has been made in many state employee matters.

Dr. Frank L. Tolman retires as Vice-President. No single individual in the membership of the Association in the recent very full years of Association activity has done more to advance employee welfare and respect for public service and the merit system, than Dr. Tolman. When his duties will permit he will surely be called on to head the great Association which he has done so much to build and prosper.

Past President McDonough, who during the Association year now closing filled the position of Secretary, leaves official activity of five years, four of which were spent as President.

While the retiring officials mentioned leave elective offices, they were quick to pledge to the new nominees, active and zealous aid in any capacity in which they might be called upon to serve. With all of them the spirit of service, willing and free in the interest of the improvement of State service and the advancement of employee welfare is ready and strong. To them the progress of the Association along ways of practical helpfulness means much because of their many personal sacrifices for its advancement.

It is also certain that the services of Counsel John T. DeGraff, whose

labors and advice have been of outstanding value to the Association, and who is the leading champion of the merit system in legal fields, will be retained.

The excellent services of the Business Secretary, Joseph D. Lochner, whose loyalty to the interests and welfare of the Association and whose energy and industry in its work have brought praise from the membership throughout the State, will continue to care for the multitudinous business activities incident to the maintenance of active headquarters constantly at the service of the over 12,000 state employees included in the membership.

THE STATE EMPLOYEE will be published and distributed regularly and utilized to the best possible advantage in the interests of State employees.

With greater membership than ever before, with a program that appeals to every loyal State employee, with nominees for the new year who personify every fine ideal of public service, and with a business organization unsurpassed by any employee Association in the world, the year ahead is full of opportunity for high achievement.

Merit System

Statistics recently released from Washington indicate that the Civil Service employees of the Federal Government in March, 1933, numbered approximately 450,000. Since that time the expanding group of Government alphabetical agencies has added approximately 165,000 new Federal workers, nearly all of whom are outside the "Civil Service". Practically all of the laws creating the new agencies contain a provision that employees may be recruited without complying with Civil Service requirements.

Those interested in the preservation of the merit system will recall with satisfaction that similar legislation in New York State was consistently vetoed by Governor Lehman. Under his leadership all attempts to undermine the Civil Service system have been thwarted. Civil Service employees have reason to be gratified that Civil Service principles stand on such a firm foundation in the State government.

Hospital Employees Meet

The Annual Meeting of the Association of Employees of the Department of Mental Hygiene was held in the State Office Building, Albany, on Thursday, September 5th. Various delegates and the institutions they represented included: Hudson River State Hospital, G. C. Nuhn, Miss Mary Belton, John Livingstone, August Eitzen, and O. V. Faust; St. Lawrence Hospital, H. Redmond and L. Keyes; Middletown State Hospital, Brown Hunter, S. Decker and A. Stevens; Binghamton State Hospital, S. B. Chase; Rockland State Hospital, G. Campbell and C. McBreen; Central Islip State Hospital, C. Schultz and J. P. McKiernan; Willard State Hospital, F. O. Field and E. E. Fritts; Gowanda State Hospital, C. Sandwick and F. L. Lawson; Utica State Hospital, R. C. Griffith and T. Crossman; Marcy State Hospital, Wm. Jackson, W. E. Hunzinger and W. H. Baumgrass; Buffalo State Hospital, Horace Gosney; Rochester State Hospital, P. J. McCormack and J. A. McDonald; Brooklyn State Hospital, J. Nuhn; and Syracuse State School, W. J. Callahan.

The delegates were addressed by Commissioner of Mental Hygiene, Dr. Frederick Parsons. Miss Beulah Bailey and Mr. William F. McDonough, President and Secretary respectively of this Association also addressed the gathering.

The present officers of the Association, viz., C. C. Colesanti, President, J. A. McDonald, Vice-President and Mrs. Lucy S. Baumgrass, Secretary-Treasurer, were re-elected for the coming year.

Mr. Roscoe C. Griffith, Utica State Hospital, was unanimously elected to the State Hospital Retirement Board, to fill the vacancy caused by the retirement of Mr. H. T. Frank of Gowanda, to act as the employees' representative on such Board.

Many matters concerning the welfare of institutional employees were discussed and these matters will be discussed at the Annual Meeting of the Association of State Employees October 1, 1935.

Association Goes to Court

To uphold Civil Service principles with reference to transfers, the Association, through its counsel, John T. DeGraff, has instituted a proceeding before the Supreme Court in Albany to declare invalid the transfer of E. C. Pooler from the position of inspector of Institution Farms in the Department of Agriculture and Markets to the position of Steward of Syracuse State School. When this transfer was announced a score of protests were filed with the Civil Service Commission by various groups of employees who were of the opinion that the transfer violated the fundamental principles of the Civil Service Law.

At the request of the Association, the Civil Service Commission held a hearing and, after consideration of the facts brought out at this hearing, announced that it was of the opinion that its previous approval of the transfer "should be rescinded." The Commission withheld a formal decision, however, awaiting an opinion from the Attorney General as to the legality of the transfer. Subsequently, the Attorney General handed down an opinion upholding the contention of our Association in every respect, and pointing out that a transfer cannot be made "unless an employee has previously passed an open, competitive examination equivalent to that required for the position to which he seeks transfer, or unless he shall have served for at least three years in a similar position." The Commission, after the hearing, had determined that the positions were not sufficiently similar to permit the transfer but, after receipt of the Attorney General's opinion, failed to rescind its approval of the transfer on the ground that it entertained doubts with reference to its power to declare the transfer illegal after having first given its approval thereto.

In order to obtain a final decision on this question the Association instituted an action to declare the transfer invalid, which was brought in the name of C. C. Cole-santi as a taxpayer and as President of the Association of Employees of the Department of Mental Hygiene. A motion for a temporary injunction was argued before Supreme Court Justice Sydney F. Foster at Albany

on August 30th and an early decision is expected. On the argument of the motion Mr. DeGraff pointed out that this transfer prejudiced the rights of employees of the Department who look forward to promotion to the position of Steward as a reward for long and faithful service, and that at the time of the transfer there was an existing eligible list of persons who had successfully passed a competitive examination for the position of Steward.

Bowling League

Association of State Civil Service Employees Bowling League of Albany met on September 6th, and re-organized for the season which will begin on September 17th. The officers are: President C. T. Dolson; Vice President, Martin Lanahan, and Secretary-Treasurer, Frank Connelly.



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Group Accident and Sickness Insurance

It is no longer necessary to convince anyone of the value of life insurance; probably most of us carry some. Nor, in these times of daily headlines about automobile accidents, do we need to be told of the advisability of accident insurance. Those of us who have been confined at home by a long illness no doubt feel convinced of the benefits of insurance covering sickness. We cannot get a policy that covers these three contingencies at a low cost, but we can get a policy covering health and accident. Usually the cost of sickness insurance, in particular, is almost prohibitive for an individual. It is only when an insurance company can get a large number of people to spread the risks over, that it can afford to reduce the premiums. That is why your association decided to make group insurance with its reduced rates available to all its members.

Under this group plan the members of the Association have been divided into two classes, clerical and non-clerical, or office and non-office workers. There are only a few necessary differences in the provisions applying to each one. For clerical employees the policy offered covers every disability, no matter when or how it was incurred; for non-clerical employees only accidents incurred outside of work or in insurance parlance "off the job" but all sickness is covered. This difference is caused not by the fact that non-office workers have a more hazardous occupation, but their work is primarily physical and they cannot return to work as soon after an accident or sickness as can a clerical worker. All state employees while "on the job" are covered by Workmen's Compensation, but we do need the health and accident insurance to cover us while "off the job."

The policies offered to both groups give monthly benefits for sickness or accidents ranging from \$40 to \$100 and indemnity of \$500 to \$1,000 for death, dismemberment or loss of eyesight, depending on the employee's salary. The accident indemnity begins on the very first day of total disability and

medical treatment and runs for 12 months after any one accident, if the disability continues so long. On the eighth day of total disability and medical treatment the sickness indemnity begins; it, too, runs for 12 months after any one sickness.

An office worker who makes \$1,200 a year, for example, would pay an annual premium of \$17.30, would receive \$1,000 for death or loss of one hand and one foot, \$500 for loss of sight of one eye, and \$60 a month or \$15 a week while sick or disabled by an accident. If this employee suffered a slight injury, not enough to keep him from work, the doctor's bill would be paid by the insurance company, up to \$15, or one-fourth of the monthly benefit. A non-office worker with the same salary of \$1,200 would receive just the same benefits but would pay a higher premium of \$23.30; the range of annual premiums for non-office workers is from \$15.30 to \$38. These rates are higher because a slight accident or minor illness, that would not prevent an office worker from returning to his duties, would usually mean total disability for a non-office employee, such as a prison guard or a hos-

pital attendant. Premiums may be paid semi-annually or quarterly, if preferred, at a very slight increase.

This group insurance is offered to members of the Association by the Continental Casualty Company of Chicago, which is a large and very reliable company, and does business all over the U. S. and Canada. It was selected by the Association after thorough and painstaking investigation of the insurance field. **Every member** of the Association is eligible to take out a policy, regardless of age, sex, physical condition or past history. No medical examination will be required, and benefits will be paid even if disability arises from some cause present before the policy was issued. As long as the group insurance plan is in effect, no employee's policy can be cancelled for any reason whatever.

The provisions are very liberal in admitting all kinds of illness; usually women have to pay a higher rate than men, and diseases not common to both sexes are not covered; but here there is absolutely no discrimination—all diseases are covered. Nor does the policyholder have to be confined to the house to receive benefits, except in

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PREMIUM SCHEDULE FOR OFFICE WORKERS

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

PREMIUM SCHEDULE FOR NON-OFFICE WORKERS

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

Educational Project of Your Association

Probably everyone is now acquainted with the fact that there is very special and outstanding opportunity for pleasant and profitable use of free-time in the courses offered at the Albany Center. Here is a chance to widen our horizons and become cognizant of the many changes and developments in the industrial, scientific and artistic worlds, to develop our latent capabilities for a fuller enjoyment of life and better and more profitable use of whatever abilities we possess.

A new course which we think should have very wide appeal to those who are about to choose their vocation or who feel they are not at present doing the work for which they are best fitted is:

Applied Psychology: Vocational Guidance. A study of the various elements contributing to success or failure in given vocations. Considerable attention will be given to measuring devices for determining vocational aptitudes. The main objective of this course will be to give students an opportunity for objective evaluation of their assets and liabilities for various vocations.

Other contemplated courses are:

Elementary Economics: This course includes a study of the four fundamental processes in economics; production, consumption, exchange and distribution, and their application to present-day problems. Practical applications will be made of economic laws as they affect the average individual, and illustrations will be taken from the field of business. Dr. Fleming, Univ. Pa., Ph.D.

Contemporary History of Europe and the United States 1871-1935. This course comprises a segment of European history over the last half century for some of the principal countries of Europe and the United States, Great Britain, France, Italy, Germany, Austria, Hungary, Russia and the United States are considered during this period from an economic, political and social angle. Attention is given to the World War and its effect upon the empire building propensities of the above countries. Imperialism which developed so rapidly from 1871 on, and which resulted in changing the political map of Asia and Africa, is made part of the course, so far as it affects the nations

treated. This includes a discussion of Italy's foreign policy and her action in Ethiopia. Dr. Fleming.

Money and Banking: A study of the economics of money, credit and prices. Study of banking in the United States and projected improvement of the banking system. Mr. Collins. Univ. Pa. B.S. (Economics)

American History 1735-1840: This course will not include the military operations of the Revolution but will include foreign relations economics and politics of the Revolutionary period, the period of the Confederation, formation of the constitution and organization of the Government, the early development of the American nationality, expansion of the frontier, the war of 1812, the "Reign of Andrew Jackson." Mr. Collins. First term.

Later history of America will be given in the second term.

It is planned to give courses in **Interior Decorating** as follows:

Elementary Course. This course is designed primarily as an introduction to the very broad field of interior decorating and its various phases. It is designed to give one the knowledge usable in one's own home, and the principles learned will be applicable regardless of period or style or the amount of money spent. Topics covered will be Color,—its interrelationship, its combinations and its proper uses. Floor plans and the grouping of furniture. Accessories. Mr. Pritchett, N. Y. School of Fine and Applied Arts, now associated with Mayfair.

Advanced Course. This course is designed primarily as an advanced artistic study of the profession of interior decorating. It is hoped that each person entering this course will grasp a

final knowledge of the true artistic value of fine decorating. On completing this course one should be able not only to know that which is good, but should also be able to criticize intelligently all forms of decorating and to construct from the acquired knowledge rooms of character and distinction. This course should interest those who took Interior Decorating last year and the year before. It will be given by Mr. Simpson and there will be an occasional meeting at the Mayfair.

It is also planned to offer in the **Statistics field:**

Introduction to Statistics: A course of appreciation in elementary statistical methods and procedures.

Statistics II. A more advanced course dealing with the gathering and presentation of statistical data. Course will include presentation of statistical data in tables, graphic presentations, discussion of coefficient of correlation, probable error and index numbers.

Interesting to a great number should be the course: **Introduction to Social Work.** This course will deal with present day public and private social agencies.

Other courses as indicated in bulletin dated August 28th will also be offered.

As shorthand and typewriting courses are given elsewhere in the city it is not planned to include them in our curriculum.

Note to out-of-town subscribers: The classes are all held in Albany, late afternoons and evenings. There are no correspondence courses. No college credit is given.

REGISTRATION: Monday, Tuesday, Wednesday, September 23, 24, 25 at Room 155, State Capitol.

If you plan to take any of these courses **DO NOT FAIL TO REGISTER** during the registration period as courses for which there is not a sufficient registration will be withdrawn. Do not delay with the idea that you can register later or at the first meeting of the class for it may be that due to your failure to enroll the registration will be insufficient and the class you planned to join will not be organized.

Annual Meeting—1935

Continued from Page 3

opportunity of transferring to the New York State Employees Retirement System. There were many who at that time did not take advantage of this transfer but who are now very anxious to do so. This Association should express to the Governor its strong belief that the State Hospital Employees should be allowed by legislative act to make such a transfer, in as much as both systems are actuarially sound, and this Association should do all in its power to further such legislation.

4. The Association must continue to work for the eight hour day in institutions. In addition to urging the need for the abolition of the long day by July 1, 1936, upon the Governor and the Legislators, the Association should seek to interest the people of the state in the situation.

5. The Association should urge upon the Governor that the Institutional Employees of the State have the same sick rules and holidays as other state employees. The institutions of our state are under five different state departments. Today there is no uniformity between sick leave regulations, holidays or vacations of the employees in the various institutions nor of the institutional and non-institutional employees in the same department.

6. This summer the Association made a study of present salaries. The salary of junior clerk ranges from \$600 to \$1800; assistant clerk, \$900 to \$2000; junior typist, \$780 to \$1600; junior stenographer, \$600 to \$1540; assistant stenographer, \$480 to \$1800, etc. The civil service law sets up the maximum salary in each grade, but not the minimum. The Association should urge upon the Governor the desirability of maintaining a just salary minimum. Some department heads will not ask for original appointments of the lowest grade at less than \$840 or \$900, feeling that any salary less than that is not only less than a living wage but also causes constant turnover of employees. Other department heads offer positions at a very low

salary possibly in a few cases in order to reach certain people on eligible lists but in the majority of cases for economy. But is it economy? The existing range of salaries in the same grade and the overlapping of salaries as between grades, junior clerk getting \$1800, and assistant clerk, supposedly the next grade higher receiving \$900, shows the imperative need of a compensation plan with minimum and maximum salaries for each grade or class and a progression of salary between grades. Mandatory increments will have strong support.

It is hoped that every member of the Association, especially the members living in Albany will make a special effort to be present at the annual meeting, and that all members living outside of Albany will see to it that they are represented not only by their department representative on the executive committee, but by their local representative or group representative. This is our annual meeting, let us make it a truly representative one of a state-wide organization.

Group Accident and Sickness Insurance

Continued from Page 8

case he is taking a leave of absence from work. Most accident policies do not apply when the holder travels in an airplane or visits a foreign country; this policy, on the contrary, covers travel by air and outside the United States.

All these advantages are open only if at least one-fourth of all the members of the Association in each of the two groups send in their applications. The officers of your Association therefore urge you to fill out and mail your application as soon as possible. The blanks have been distributed in the New York offices and will soon be available to all members of the Association.

The Group Plan will be handled in the Albany District by Frank J. McGarry, 51 State St., Albany.

Essay Contest

Continued from Page 4

Daddy has been twenty-seven years in the service. I often walk two miles to the office to ride home with him. And all the men seem to be clean and bright looking and full of pep. They all passed examinations so they just must be better than a group of men that got jobs because they knew somebody with pull.

"It certainly is better for the State to have men put on the job because they know more about their work, because things would be in a terrible fix if some of the State business was run by men with pull instead of men with brains. If the State did not have real good Civil Engineers, the Bridge might fall down and the roads might be all mud yet. I read THE STATE EMPLOYEE and Col. Greene said in there that we have a wonderful organization and it is all because of our civil service, and Col. Greene ought to know. You see I am not old enough to know what it is all about but Civil Service is just like my Girl Scout work. Merit and fitness is the only thing that counts and it must work as well for grown-ups as it does for Girl Scouts.

"Youngsters keep their ears open and hear a lot. I don't know much about money things, but I did hear Dad tell that he did not get much money, but he had a steady job. He could have got a lot more money a long time ago but then maybe he would not have a job now. And then I heard him talk about a pension. When he got old he would not starve. It sure is nice to work where you know you won't suffer when you get old.

"This is not much 'Essay' but it tells you how a little Girl Scout thinks about Civil Service."

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You Need A Credit Union

Did you ever have some money that you wanted to put away for a rainy day, but you could never get to the bank because it was closed at quitting time? Did you ever have sickness in the family, and see your savings fade away? Did you ever need money so desperately that you were willing to pawn your eye teeth to get it. The answer to all these questions is the credit union, because the desire to save is in everyone, and the necessity to borrow is often beyond our control. The credit union is "the poor man's bank"; his humble servant in his affluent days, his silent partner in his dark moments. The credit unions have made an enviable record throughout the depression; none of them failed, because they are built upon that solid foundation which is America, the character of the American workman.

The state employees in Albany and in New York City solved these human problems for themselves when they started credit unions in their respective State Office Buildings. These credit unions are working so well that the Association has taken the initiative to spread these benefits to all State employees who are working in Institutions and District Offices. The Association organized the State Employees Credit Union Organization Committee to disseminate this information. The response was so enthusiastic that the Credit Union Section of the Farm Credit Administration, Washington, D. C., and the Credit Union National Association have volunteered to send representatives to all groups desiring to organize credit unions for themselves. If there are seven or a dozen interested people willing to assure the initiative then you have a foundation. If there are over fifty employees in your place of employment, then you have a sufficiently large group. Feel free to communicate your wishes to the Association, as we are preparing a list of interested groups to be visited by the Credit Union Organizers in October.

State Employees Credit Union
Organization Committee
Lewis S. Armento, Chairman

The following is an extract from letter of C. R. Orchard, Director of Credit Union Section, Farm Credit

Administration, Washington, D. C., under date of June 4th:

"We greatly appreciate the interest that the Association of State Civil Service Employees has already taken in this matter, and we pledge our cooperation in any way that will bring about the spread of credit union advantages among your members."

The following is a resolution adopted by the New York State Credit Union League, under date of June 16th:

"BE IT HEREBY RESOLVED that the New York State Credit Union League in Convention assembled at Napanoch, N. Y., extend to the Association of State Civil Service Employees its thanks for its enthusiastic efforts to promote the credit union movement among State employees."

Bridge Tournament

A series of Bridge Tournaments are being conducted by the Social Committee of the Association. The first tournament was held on the evening of September 9th and it is planned to hold one every other week from this date.

Play is being supervised by Mrs. Robert Lasher, who may be reached for information by calling Albany 2-4997. Prizes are awarded at each meeting. Play begins at 8:00 P. M., and admission is 50 cents per person. All State employees and their friends are invited to attend the next game which will be September 23rd.

PLEASE USE BALLOTS ON
PAGES 14 AND 15

Advertising

State employees spend many millions of dollars annually in purchases of all products and services, necessities and luxuries. Throughout the State they are aware of the dependability of certain merchants in their particular community. You may help to benefit mutually both your magazine and your merchant, by securing advertising to be placed in this medium owned by the employees themselves. Employees are fully aware of the dependability of the advertisers in their magazine.

Suggest an ad in THE STATE EMPLOYEE to your merchants. Write Association Headquarters at Albany to obtain information as to rates, circulation, etc.

Patronize

YOUR

Advertisers

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Sick Leaves

Labor is an ingredient of every plan dealing with life and living. It is a vital part of the economic structure; a controlling force in social progress.

There is such a thing as scientific treatment of the problems of labor. Until this Association began to translate this truth into practical application in classification and uniformity of titles for like work, fairness in promotions, adequacy of salaries, retirement security and many other improvements, the just treatment of New York State civil service workers was confined more or less to academic discussions. Despite improvements, despite real progress along important lines, there still exists upon the part of some individuals a feeling that labor is a commodity to be hired and fired at will and otherwise discriminated against without regard to human values, family responsibilities or fair social standards. This is entirely opposed to good civil service functioning.

If this Association had not pointed out the injustice of the present system as to sick leaves in vogue in some divisions of State work; if it had not called the matter repeatedly to the attention of responsible officials, it would not comment upon the subject in this way.

The Legislative survey of working conditions in State Institutions supported fully the facts cited so often by this Association. There exists a hit or miss system of leaves for sickness under which certain groups are permitted humane allowances and others are penalized by the loss of their meager salaries during unavoidable sickness. Why this discrimination? The Governor sought through a committee of his cabinet to aid Department heads to intelligent action in the matter of sick and other leaves. In 1932 a uniform plan of minimum leave allowances was put forth by this Committee with the sanction of the Governor. It was readily adopted by all but a limited group of appointing officers.

Even if the Governor did not actually demand that appointing officers follow the sick leave schedules promulgated after much careful study by his Committee, the scientific, humane, social considerations sur-

Milk Control Goes Civil Service

Eligible lists presented by the Civil Service Commission to Commissioner of Agriculture and Markets, Peter Ten Eyck, have been and are being drawn upon for clerks, stenographers, investigators, examiners, accountants and various other positions in this new and vital venture of State government. Efforts of politically minded persons to set aside civil service laws under the guise of emergency legislation were promptly rebuked by Governor Lehman, Attorney General Bennett, and Commissioner Ten Eyck. There is no emergency that does not call especially for efficiency and fair play in employment practices. Washington could well take a lesson from Albany and the sound wisdom of Governor Lehman in insisting that merit and fitness must rule in all State endeavors.

Milk control itself is an outstanding attempt on the part of the people to protect industry from the economic destruction inherent in ruthless, uncontrolled competition. In this effort, the State is recognizing the theory that the stability and economic welfare of a large industry within its borders is an asset of the people worthy of succor and protection.

For a number of years, the family and the business of the milk producer have been sinking into social and economic bankruptcy. Necessities in the home, the health of wife, self and children, and the efficiency of equipment, buildings and stock have been impossible of maintenance by the dairyman because of a manipulation in the price of milk which he was unable to control. In early 1933, because of unfair trade prac-

rounding this phase of the treatment of labor as well as respect for an Executive recommendation, should have actuated a plan fully as fair as that put forward by the Committee.

Cannot the good will now prevailing between appointing officers and employees be further enhanced by a generous interpretation of the responsibilities as to human illnesses always present with those having jurisdiction over labor, but particularly so because of the action of the Governor in pointing the way? The Association hopes for this course.

tices, the milk industry was on the verge of ruin. Labor, all along the line from the farm to the driver on the milk delivery wagon was also suffering.

Milk control in New York State is the intelligent application of science and honest practices to the marketing of a much used food product. First, the costs of production and distribution are accurately determined. Such a course is possible with many staple products. Then those engaged in the business are brought into close and intimate contact through common licensing and reporting. Fair minimum prices at which milk may be bought by the consumer from the retailer, by the retailer from the wholesaler and by the wholesaler from the producer, result in fair returns all along the line. Under such a system the commodity, milk, is sold at a price which assures production costs to the efficient producer and a decent scale of wages to the efficient workers who handle and deliver. The sale of any product at a price that does not return cost of production and labor costs incident to distribution is a menace to the economic and social life of any Nation.

It is recognition of this fact that caused the Supreme Court of the United States to uphold the price fixing authority conferred upon the State in the milk control law. It is recognition of this fact that will save the Nation from Communism or some worse form of economic and political disintegration. New York State's milk control experiment is very likely to produce the sound solution of all economic and social ills, because it serves both the producer of natural products and the salaried and wage earning citizen, the two classes that create the wealth of every country.

*After You Have Tried Others
For Real Value
Try*
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TAP ROOM

Civil Service Examination

The State Department of Civil Service announces the following examinations, written examinations to be held October 5; unwritten examinations later than October 5th. Applications for the written examinations should be filed by September 20th; for unwritten examinations, before October 4th. For detailed circular and application form, address the Examinations Division, State Dept. of Civil Service, Albany, N. Y.

Written Examinations

Assistant Director of Food Control, Dept. of Agriculture and Markets. Appointment expected at \$3,250.

Assistant Steam and Electrical Operating Engineer. Usual salary \$900 to \$1,500 with maintenance. Three appointments expected.

Assistant Supervisor and Instructor in Orthopedic Nursing, Dept. of Health. One appointment expected at \$1,800 with maintenance.

Assistant Valuation Engineer, Dept. of Public Service. Salary range from \$2,100 to \$2,700. Temporary appointments expected.

Associate Valuation Engineer, Dept. of Public Service. Salary range \$3,700 to \$4,800. Temporary appointments expected.

Boy Supervisor, State Industrial School, Industry, N. Y. Salary

Industrial Homework Investigator, Dept. of Labor. Salary varies \$1,680 to \$1,800. Several appointments expected. Preferred age 25 to 45 years.

Labor Mediator, Dept. of Labor. Appointment expected at \$3,000.

Law Stenographer, Supreme Court. Appointment expected at \$3,000. Open to residents of Kings, Nassau, Queens, Richmond and Suffolk counties.

Medical and Statistical Clerk (with ability as typist) Dept. Mental Hygiene. One appointment expected at \$72 to \$80 per month with maintenance. Minimum age 18 years.

Pathologist, Dept. of Correction. Appointment expected at Attica Prison at \$2,000.

Principal Power Plant Operating Engineer, State and County Hospitals. One appointment expected at \$2,000.

Principal Tariff Clerk, Public Service Dept. Appointment expected at \$2,300.

Probation Examiner, Dept. of Correction. Appointment expected at \$3,000. Age limit 25 to 50 years.

Public Health Nurse, Dept. of Health. Several appointments expected at \$1,800.

Senior Valuation Engineer, Dept. Public Service. Salary ranges \$2,800 to \$3,600. Temporary appointments expected.

Social Worker, Dept. of Social

of which \$5.00 is for services and remainder for truck rental. Open only to residents of Chenango County.

Instructor in Drafting, Dept. of Correction. Appointment at \$1,800 expected at Walkill State Prison.

Recreational Director, Dept. of Correction. Appointment at \$1,800 with maintenance expected at Westfield State Farm, Bedford Hills, N. Y.

Superintendent, Westfield State Farm, Dept. of Correction. Appointment expected at \$6,000 with maintenance.

Supervisor of School Examinations and Inspections (Modern Languages) Dept. of Education. Appointment expected at \$4,250.

New York City Credit Union

The New York State Centre Street Employees Federal Credit Union showed the following condition on August 31, 1935:

<i>Assets</i>	
Loans	\$5,587.00
Cash in Banks.....	543.06
Total	\$6,130.06

<i>Liabilities</i>	
Accounts Payable	\$7.88
Notes Payable	1,000.00

Your Representation in Association Councils

In order to carry out fully the intent of the Constitution of the Association to have the Association truly representative of the wishes of its members, opportunity must exist for each member of the Association to choose by ballot the representative of his or her respective department on the Executive Committee. The representatives of the eighteen State departments thus chosen will be the duly elected Executive Committee. Under the Constitution in cases where the members within a department fail to elect a representative for the Executive Committee, the Executive Committee is empowered to make the selection.

In line with the election of officers by popular ballot supplied in this issue sent to all members of the Association, we believe members within a Department should elect directly their representative on the Executive Committee and thus enable the Association to function democratically in a complete sense.

Employees are urged to use the ballot below. The success of the Association depends to a great degree upon the personnel of the Executive Committee.

The duties of the Executive Committee, as stated in the Constitution, are as follows:

"Article VIII, Section 2. The Executive Committee shall establish the general policies of the Association, and shall have power and authority to transact all business pertaining to the Association not otherwise provided for in this Constitution and By-Laws or the will

and purposes of the Association as expressed by its members in regularly conducted meetings of the Association."

Numerous meetings of this Committee are called during the year, and many on brief notice when immediate action on important issues involving Association action is necessary. Members are urged to bear this in mind and to select their representative from among their membership residing in Albany or vicinity. It should be wholly possible for employees wherever located throughout the State to keep in close contact with such representative.

The present members of the Executive Committee and the Departments which each represents are listed below. Blank space is provided to write in the name of the representative desired.

Spencer G. Duncan—Agriculture and Markets.

R. B. Haner—Audit and Control.
Elizabeth Staley—Banking.
Charles L. Campbell—Civil Service

Joseph Gavit—Education.
Samuel B. Viner—Executive.
Arthur S. Hopkins—Conservation.

Mrs. Charlotte P. Farrington—Correction.

Clifford Shoro—Health.
Dr. H. M. Pollock—Mental Hygiene.

Carl D. Taylor—Public Service.
William H. Kerr—Public Works
W. C. Hinckley—Social Welfare.

Harold Fisher—State.
John A. Cromie—Tax.
Davis Schultes—Insurance.
John W. Henry—Labor.
F. C. Maher—Law.

Envelopes containing ballots should be marked "Ballot," and should also bear signature or membership card number of member.

Annual Election of Officers

The election of Officers of the Association for the year beginning October 1, 1935, will occur on October 1, 1935, and will be conducted in accordance with the provisions of the Constitution quoted below:

"ARTICLE VII, SECTION 2. Election of officers will occur at the annual meeting which will be deemed to continue from twelve o'clock noon to ten o'clock P. M. of the First Tuesday of each October. When the meeting is not actually convened the headquarters of the Association will be open to receive properly prepared ballots either by mail or in person from any member of the Association. Ballots with the names of the candidates printed thereon and blank spaces for insertion of any other names desired shall be made available at least ten days prior to the annual meeting at all offices or locations designated by the Executive Committee, and all properly prepared ballots of members of the Association received at Association headquarters up to ten P. M. of the First Tuesday of October of each year shall be duly counted and recorded. The envelopes in which ballots are enclosed by the members shall be marked "Ballot", and such envelopes shall also bear the signature and membership receipt number of the member.

"ARTICLE VII, SECTION 3. The Executive Committee shall appoint a board of canvassers of at least three members of the Association to canvass and count the ballots properly cast for the purpose of electing officers of the Association. The persons receiving the greatest number of votes for the respective offices shall be deemed to be the duly elected officers of the Association for the next ensuing year.

"Any person whose name is printed on the ballot may be present during the canvass of the ballots.

"In case of a tie vote for any office, a new ballot shall be taken."

The officers to be chosen are, President, Vice President, Secretary and Treasurer.

The ticket presented below is that submitted by the Nominating Committee chosen under the following provision of the Constitution. Special request was made under date of August 30, 1935 to Association representatives throughout the State to forward suggestions and petitions relative to nominations to William F. McDonough, Chairman of the Committee. John A. Cromie and William C. Smith, two former Presidents, were the other members of the Nominating Committee.

"ARTICLE VII, SECTION 1. A Nominating Committee shall be named by the Executive Committee at least one month prior to the date of the annual meeting, and such Nominating Committee shall, after giving full consideration to all facts or petitions presented to them by individual members or groups of members, present, at least two weeks prior to the first Tuesday in October of each year nominees for all of the elective offices of the Association, to be voted upon at the annual meeting of the Association, which will be held on the First Tuesday of October of each year."

The names of candidates other than regular nominees which you may wish to vote for may be written on blank lines provided.

Members will note that envelopes containing ballot must be marked "Ballot" and bear the signature and number of receipt card of member. This must appear on reverse side of envelope.

Members are urged to exercise their voting power.

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