

THE STATE EMPLOYEE



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SEPTEMBER, 1939

Vol. 8

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The State Employee

VOL. 8

SEPTEMBER, 1939

Number 6

Civil Service Extension

the Constitution.

During the past month, two members of the Association have been honored by their appointment to positions on the Commission. Charles A. Brind, Jr., President of the Association, was appointed by Governor Lehman, as one of the members of this Commission. Subsequently, John T. DeGraff, Counsel to the Association, was appointed Counsel to the Commission. These appointments are a merited recognition of the leadership of the Association in matters affecting Civil Service.



Hon. J. HOWARD JONES

At the past session of the Legislature, a law was enacted creating a Commission composed of seven members of the Legislature, and five members to be appointed by the Governor, to determine the most practicable method of extending the Civil Service Law to counties, towns, villages and school districts, in accordance with the mandate of



Hon. EMERSON D. FITE

The Committee has held two organization meetings, and is now engaged in conducting a survey to determine the number of Governmental employees who will be affected by the extension of the law. Assemblyman Emerson D. Fite, of Poughkeepsic, was elected Chairman of the Commission. Senator Karl K. Bechtold of Rochester was elected Vice-Chairman, and Civil Service Commissioner J. Howard Jones was elected Secretary. Mr. Fite and Mr. Bechtold were chairmen of the Civil Service Committees of the Assembly and Senate respectively. Other members of the



Hon. CHARLES A. BRIND, JR.

Committee are Senator William H. Hampton, Senator Joseph D. Nunan, Assemblyman Harold Armstrong, Assemblyman John A. Devany, Jr., Assemblyman Edmund R. Lupton, William P. Capes, Secretary of the Conference of Mayors, H. Eliot Kaplan, Secretary of the National Civil Service Reform League, and Frank C. Moore, Secretary of the Association of Towns.

Continued on page 117



Hon. KARL K. BECHTOLD!

September



Hon. JOHN T. DeGRAFF

The Annual Meeting — October 3, 1939

The Annual Meeting of this Association will be held at 7:30 P.M., Tuesday, October 3rd, in the State Office Building, Albany. At that meeting, ballots electing officers and members of the Executive Committee for the ensuing year will be canvassed and results announced.

Association Headquarters, at Room 156, State Capitol, Albany, will be open until 10:00 P.M. on that day to receive ballots, properly prepared, either by mail or delivered personally. Ballots for the use of members in electing officers and departmental representatives may be found on pages 12 and 14 of this issue. Attention is called to article on the Editorial Page relative to a "Secret ballot."

The annual reports of officers and chairmen of standing committees covering the work of the Association year closing will be read into the minutes. Proposals for inclusion in the Association's program for the coming year will be presented and discussed. Any member of the Association or group of members, wishing to present any resolution or proposal, but who are unable to be present at the meeting, should submit it with memorandum to the President or Secretary before the date of the meeting.

Members are urged to avail themselves of their voting rights, and to be present at the annual meeting and take an active part in the discussions.

Executive Committee Meets

A meeting of the Executive Committee was held on August 29th. Vice-President Charles L. Campbell presided.

Resolutions were adopted approving the applications and constitutions of two new proposed chapters, namely, the Coxsackie Chapter, and the Long Island Inter-County Park Chapter.

A Nominating Committee consisting of W. F. McDonough, Chairman, John A. Cromie and John W. Henry, was selected to nominate a slate of officers for the Association for the year 1940.

Vice-President Campbell reported that over 28,500 paid members have thus far been admitted to membership in the Association during 1939.

Payroll Notes

The efficiency of the Association was again demonstrated in the payroll crisis last July when pay checks were delayed for periods as long as three or four weeks, because of the delay in enacting a valid appropriation bill after the first Legislative appropriation bill had been declared unconstitutional by the Court of Appeals.

With the cooperation of the Comptroller, the Association made arrangements with the National Commercial Bank and Trust Company of Albany to loan the amount of the salary due each employee on July 15 on his personal demand note, secured by an assignment of the salary due him. A set of instructions was formulated and delivered to every department head and payroll agency of the State outlining the procedure to be followed in preparing and issuing the payroll notes. On July 12, the Association distributed bulletins which were posted on every bulletin board in every State department and institution explaining to employees the procedure to be followed in order to borrow the salary due them on the fifteenth.

Through the National Commercial Bank and Trust Company of Albany arrangements were made whereby these payroll notes could be cashed in any bank in the State of New York for a service charge of 25c for each \$75 or fraction thereof that was borrowed. Over 10,000 employees took advantage of the facilities made available through the cooperation of the Association, the Comptroller and the National Commercial Bank and Trust Company. This procedure was of inestimable benefit to the thousands of employees who took advantage of it. Although most pay checks are now issued on a current basis, there are still some departments where the pay checks are not distributed on time. In such cases, the Association has made arrangements with the National Commercial Bank and Trust Company whereby the procedure adopted last July can be continued in those cases where pay checks are unreasonably delayed. This procedure is now being followed in the Department of Labor and can be adopted in other depart-

ments with the cooperation of the department head.

In cases where payrolls are delayed, the delay is due primarily to the new constitutional provision requiring a pre-audit by the comptroller and by the further fact that in many departments the payrolls are being changed from the old typewritten payrolls to machine payrolls. It is hoped that in the near future all payrolls will be brought up to a current basis.

Membership Essential for Insurance

Paid up membership in this Association must be maintained if any State employee wishes to continue in the Group Life Insurance or Accident and Sickness Plans sponsored and initiated by this Association. Numerous inquiries have reached Association Headquarters recently concerning this matter.

Several years ago, leaders of the Association seeing the successful and helpful operation of group insurance in industry conceived the idea that the Association, perhaps, with the buying power of numbers, could secure a like service for State employees. Special committees were appointed, insurance companies were interviewed and much work was done. A year or two passed. Finally arrangements were made with TerBush & Powell, Inc., of Schenectady, general insurance agents, to put into effect a group plan of accident and sickness insurance for Association members. This plan was initiated and sponsored by this Association, and was and is solely an Association project. Because it is a group plan, only members of the Association are eligible to enjoy its benefits. Therefore, there should be no doubt about this subject. Following the success of the accident and sickness plan, the presently successful group life insurance plan was put into effect.

Certification that "I am a member of" or "that I am applying for membership in" this Association is clearly printed on the applications and payroll deduction authority cards for both forms of insurance so that employees may not be misled.

New Civil Service Organ

The constantly-expanding civil service field gets another organ of expression in New York State Tuesday morning, September 19, when the first issue of a 16-page tabloid weekly entitled "Civil Service Leader," appears on every newsstand in the State.

A triumvirate of civil service and newspaper talent will combine to make the paper appeal to the 300,000 persons in federal, state, and municipal civil service in the state, as well as to the hundreds of thousands of prospective civil servants. The three associates are H. Eliot Kaplan, Seward Brisbane, and Jerry Finkelstein.

Kaplan, acknowledged one of the country's leading experts on civil service, is executive secretary of the National Civil Service Reform League. Launched more than half a century ago, this organization has crusaded for an honest, efficient merit system ever since civil service was first introduced to the American public. As active head of the League, Kaplan has seen the great upsurge of interest in civil service that has come in recent years, and has constantly endeavored to keep the League as a watchdog. He will be contributing editor of the Civil Service Leader.

Only son of the late Arthur Brisbane, Seward Brisbane inherits many of the skills and interests of his father. After years of preparatory training, including work abroad and on various newspapers, he will make his formal editorial debut as editor of the Civil Service Leader. Echoing his father's great concern in people, Brisbane is convinced that the paper will enable him to "do some good."

In addition to his general editorial duties, Brisbane will write a personality column entitled "Merit Men," devoted each week to an outstanding member of the civil service. Appearing in the first column of the front page, this feature will recall the column "Today," which made Arthur Brisbane's name a by-word for years in the American household.



Jerry Finkelstein and Seward Brisbane

Publisher of the new paper is Jerry Finkelstein, up to six months ago civil service editor of the Daily Mirror, in New York City. Finkelstein received enthusiastic testimony to the interest in a civil service paper when his page in the Mirror frequently would bring in as many as 5,000 letters from readers.

The Civil Service Leader will give primarily the news of examinations, including test requirements, promotions, certifications, former tests, keys to exams, test progress, etc., etc. This will embrace federal, state, and municipal services.

At the same time, determined to serve as the organ of the civil servant, the columns of the Leader will be open to the news and views of those in the service—as individuals or in groups. Activities of the many organizations of civil service employees will be featured. Also reports of the decision of commissions, legislatures, and courts that have a bearing on civil service.

An aggressive editorial policy will make the Civil Service Leader a leader of civil service in more than name. However, honest differences of opinion will be encouraged in a

letters column, and the editorial opinions of the editor will in no way cloud the impartial presentation of news.

In form, the paper will make the civil servant take notice. The Leader will make use of the newest journalistic innovations. Headline types will be easy to read. Pictures will be used frequently, and through more personalized news the reader will be made to feel that he has definite ties with all those in the civil service.

The Association is convinced that the publication of a newspaper of general state-wide circulation, devoted to the interests of Civil Service employees, will fulfill a definite need. Arrangements have been made with the publishers whereby members of the Association can subscribe to the new publication at a reduced rate of \$1.00 per year, instead of the usual rate of \$2.00. A subscription card will be found on the back cover of the magazine. Such a newspaper, the Association believes, will furnish a valuable medium for the publication and distribution of news affecting Civil Service Employees of this State.

Lay-offs

Although no exact figures are available, reports to the Association indicate that several hundred employees have been laid off since July first, as a result of the budget cut imposed by the legislature at the last session. In some departments, there have been no lay-offs at all, and the reduced appropriations have been absorbed without curtailing personnel. In other departments, many employees eligible for pension have been forced to retire, and employees have been dismissed all along the line. In some cases, employees with as much as ten or fifteen years of service, have been notified that their positions have been abolished.

For the most part, seniority rules are being strictly observed, and lay-offs have been made in compliance with the Civil Service Law, which requires that when positions are abolished, the employee with the shortest period of service must be the first to go. The seniority rule, while simple in its general statement, is often difficult to interpret in its application to particular situations. It applies only to employees holding the same position in the same department, and does not apply as between employees holding different positions. For example, if a position of Assistant Stenographer is abolished in the Department of Education, the Assistant Stenographer in the department, who has the shortest period of service in the competitive class, must be dismissed, and in that event, her name is placed on a preferred list, and she is entitled to restoration to the same position, or any similar position, before any person on any other list.

It has been reported that a number of actions have been instituted, or are about to be instituted, by dismissed Civil Service employees, on the ground that their rights under the seniority rule have been disregarded. In the Department of Correction, it is stated that lay-offs were made on the basis of seniority within the particular institution, rather than seniority within the department as a whole. Whether the department will revise its list of lay-offs, and make lay-offs on a departmental seniority basis, is unknown at the present time. Complaints to the Civil Service Department that

Less Than 50%

The Constitution of the State of New York, the only direct mandate of the people to public servants high and low, states very definitely and with perfectly obvious intent:

"Appointments and promotions in the civil service of the State and of all the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, so far as practicable, by examinations, which, so far as practicable, shall be competitive."

This wording has not been changed since it was adopted under the leadership of Elihu Root in the State Constitutional Convention of 1894.

On June 4, 1935, the Court of Appeals in an important decision, stated plainly that there was no mystery in the words of the Constitution as quoted heretofore. Said the Court:

"The fundamental underlying will of the people as expressed here is that there shall be competitive examinations for all civil service appointments. Exemption is the exception, not the rule."

While the civil service laws set up the unclassified, exempt, non-competitive, and labor classes, it was not the intent and could not effect such an intent—to nullify the competitive feature as to ascertaining the merit and fitness of public workers written into the Constitution itself.

Despite the Constitution, time and a liberality of interpretation of powers by the Civil Service Commission has brought about the amazing situation where less than forty per cent of State civil service positions are filled in accord with the clear mandate of the State's Constitution. In other words, less than half the State's servants are required to compete in open, fair tests of merit or fitness.

We find also a great many positions in the exempt class. Here are the choice, high-paid positions which the career service by its very nature

the seniority rule was violated have not been officially acted upon by the Commission.

should include in order to promote initiative and interest in public service. Thousands of civil service employees have striven throughout the years to attain these higher positions only to find at the end of long faithful service that the positions at the top were reserved for those favored for political or personal reasons. This is directly opposed to the development of the highest type of efficiency in public service. That the way is not open from the bottom to the top of civil positions—elective positions excepted—solely upon the basis of individual character and fitness is a sinister shadow upon the State and a sad reflection upon the procedure and the officials responsible. The Constitution is so plain that this Association nor any other should have to invoke it in the Courts. Nevertheless, the present situation is so clearly a menace to that high type of State service to which this Association is dedicated that the matter of legal action to compel a positive attitude toward competitive tests and greater opportunity and security for State employees from the lowest to the highest civil positions must be a paramount part of our program and that at a very early time.

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BEFORE MEDICAL EXAMINATION IS NECESSARY

A special concession has been secured by this Association from the Travelers Insurance Company. State employees, who apply promptly, may yet secure life insurance protection under the group plan sponsored by this Association, without medical examination. September 1st was the last date applications could be accepted without medical examination as set forth in the insurance contract. However, many interested employees neglected to file due no doubt to the distraction of vacation planning. Additional opportunity will be given these employees, and if they apply promptly, no medical examination will be necessary.

Failure to apply promptly, will subject the applicant to the customary medical examination of the insurance company, and to the possible refusal of the application. Any State employee, who is a member of the Association or eligible for membership, and who is actively on duty at the time application is made, is eligible to secure this insurance.

The Association's Group Life Insurance Plan is an assured success. On the date this issue went to press twenty-five claims had already been settled promptly for deaths occurring to members insured under the plan ranging from \$500 to \$5,000 each. During the short time the plan has been in effect, over \$50,000.00 has been paid in claims.

Applications and literature on the Group Life Plan may be secured from Association headquarters or from Association Representatives. Completed applications should be sent to the Association.

New applications as received will be placed in order for payroll deductions with the greatest expediency. The Insurance will take effect on the 1st or the 16th of the month following the date payroll deduction to cover the cost of the insurance is made, or following the date such employee remits premium payment direct to the Association.

If for any reason whatsoever deductions from the pay of insured members to cover the insurance is not possible, due to leaves of absences, sick leaves, seasonal employment, etc., cash payments to cover must be sent to the Association in order to keep the insurance in effect. Such remittances should be made for the length of time the employee will be off the payroll, and should be made payable to the Association.

The insured may at any time change the beneficiary under the group policy. Change of beneficiary forms will be furnished the insured upon request. These forms, completed in duplicate, and the employees' certificate should be sent to the Association for correction.

For new employees of the State or old employees who overlooked or neglected to carefully consider the low-cost life insurance protection afforded by the plan we repeat herewith the insurance schedule and monthly cost to insured employees:

Due to the low premium rates for this insurance and the privilege given to secure it at present regardless of physical condition, the rules governing this form of insurance do not permit the selection of amounts other than those determined by annual salary as indicated above.

SALARY AND INSURANCE SCHEDULE

Annual Salary	Amount of Insurance	
	Males	Females
Less than \$900.....	\$ 500	\$ 500
\$ 900 but less than 1,400.....	1,000	1,000
1,400 but less than 1,700.....	1,500	1,000
1,700 but less than 2,100.....	2,000	1,000
2,100 but less than 2,700.....	2,500	1,000
2,700 but less than 3,500.....	3,000	1,000
3,500 but less than 4,500.....	4,000	1,000
4,500 and over.....	5,000	1,000

The monthly cost to insured members will be based on the following table:

Attained Age* (nearest birthday)	Semi-Monthly Payment per \$1,000 of Insurance
39 and under	\$.30
40 to 44, inclusive.....	.38
45 to 49, inclusive.....	.50
50 to 54, inclusive.....	.70
55 to 59, inclusive.....	1.00
60 to 64, inclusive.....	1.50
65 to 69, inclusive.....	2.25

* Calculated as of June 1, 1939, August 1, 1940, and each August 1 thereafter.

The Group policy will provide that on August 1, 1940, and each August 1 thereafter, the amount of insurance for each member whose annual salary has changed so as to place him in a class providing a different amount of insurance than provided for the class under which he was previously insured will be changed to the amount for the class in which his new annual salary places him, but no change in insurance resulting from such reclassification shall become effective as to any member away from work because of disability until he returns to work. Change in the semi-monthly cost to the member will be effective from the effective date of his new amount of insurance.

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3. SAME RATES REGARDLESS OF OCCUPATION
4. NO MEDICAL EXAMINATION AT PRESENT
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EDITORIAL PAGE

THE STATE EMPLOYEE

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THE ASSOCIATION OF STATE CIVIL
SERVICE EMPLOYEES
OF THE STATE OF NEW YORK
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Secret Ballot

There has been some discussion from time to time about a "secret ballot." It should be pointed out that the Association has a secret ballot form which may be used by members if they prefer. The process is to omit the name and membership card number on the printed ballot. After the ballot is marked, it may be placed in a sealed envelope and the sealed envelope labeled "ballot." This envelope may then be enclosed in an outer envelope which contains the name of the employee and his card number. The right of the employee to vote is checked at headquarters, the inside sealed ballot abstracted and placed in the ballot box unopened. The sealed ballot is opened only by the Board of Canvassers on the night of the election. It is impossible for the Board of Canvassers or anyone else to know who cast the ballot.

It is evident that some means must be adopted to be sure that non-members are not casting ballots. The above procedure is prescribed by the Association's Constitution and has worked as indicated. Of course, most members are not concerned whether or not their ballots are secret but, as indicated, the above procedure can well be adopted if any member wishes.

1940

State civil service employees face the future united by ties of loyalty and devotion to their Association never before existent or possible. Holding high the principle of fair-play to all citizens inherent in the merit system, and demanding that selfish political, religious, racial and union-division activities be banned from New York State service, the Association but follows the program of those truly great leaders who guided the policies of the Association since its organization in 1910, when it had but a handful of members. Likewise, its 30,000 members follow in the footsteps of the loyal men and women who everywhere and in every worthwhile movement in its history held fast to unselfish action as the mainspring of progressive accomplishment.

Its program is as clear as the noon-day sun. Its philosophy as wholesome as the mountain air. Democracy has but two deadly enemies—corruption and incompetence. To select public workers solely upon the basis of character and ability destroys at a single blow the potency for ill of these two enemies. The political profiteer has always preyed upon public service. The professional racketeer preying upon working people is a comparatively new spectacle. The American Legion in the preamble to its constitution declares among other things that the members associate together "to combat the autocracy of the classes and the masses." This expresses well the patriotic urge of all true Americans to stand by those institutions that stand firm against the reckless promises or threats accompanied always by mercenary notices of organizing racketeers who spread dissension and dissatisfaction among State employees. Europe is at war to destroy Hitlerism. Hitlerism is first of all an autocracy, domineering and selfish. Those groups of labor leaders here who fail to give loyalty to the ideals of The Association of State Civil Service Employees are Hitleric in every sense and do violence to the best interests

of labor unionism. They place themselves squarely upon the side of the enemies of worker progress along the democratic way of good working conditions and good standards of living with freedom of action.

Loyalty and unity are one in this great Association devoted to a constantly improving State service. Every citizen of the State may well be proud of the Association of State Civil Service Employees as a powerful influence for good government in the Empire State.

The Front Cover

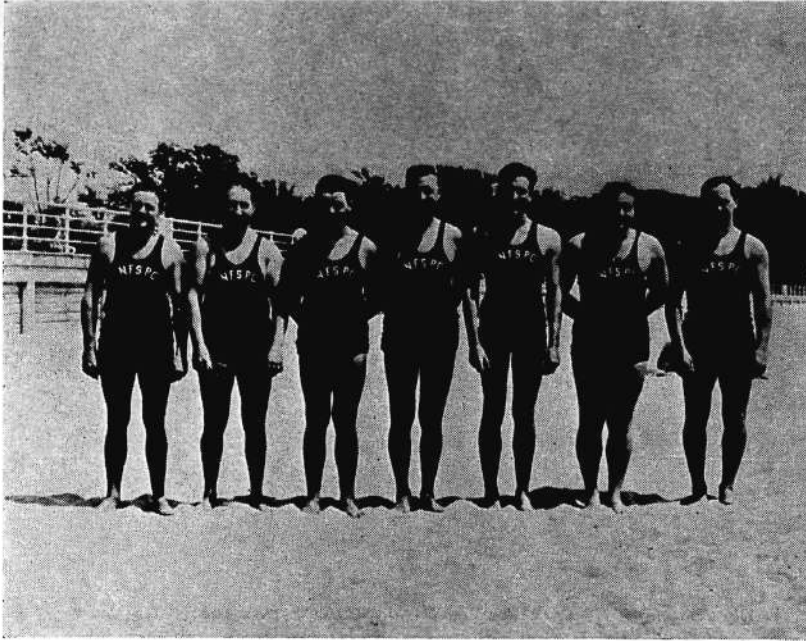
The picture used on the front cover this month is a scene of the Hudson River as seen from the United States Military Academy at West Point. The photograph was supplied through the courtesy of the New York State Bureau of Publicity. Robert Gross was the photographer.

W. R. C. Home Employees

Wednesday evening, July 26, about eighty-five employees and families enjoyed a picnic supper and outing at Lake Ludlow, a few miles from Oxford. A committee of Grange and American Legion members prepared, planned, and served the supper, during which orchestral music and vocal solos were rendered by a group of employees. Following the supper which was served on the porch overlooking the lake, the crowd adjourned to the club house for singing, dancing, and to enjoy a program of solos, instrumental and vocal, by the orchestral group. Card games and boating were also a part of the evening of fun.

La Vern Smith, Representative of the local Employees' Association, planned and worked hard to bring about this pleasant occasion and the Home employees are appreciative of the efforts put forth by him and those who so generously provided the music.

STATE LIFEGUARDS



Lifeguards at Beaver Island State Park, Niagara Frontier State Parks Commission, Grand Island, N. Y.

Left to Right: Bernard Tiffany, J. J. Smith, Huntley Riley, Norman Stone, Paul Schloerk, Ollie Howard and Captain Stanley Zugel.

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Elizabeth Arden

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Burnt Sugar Nail Polish . . . \$1



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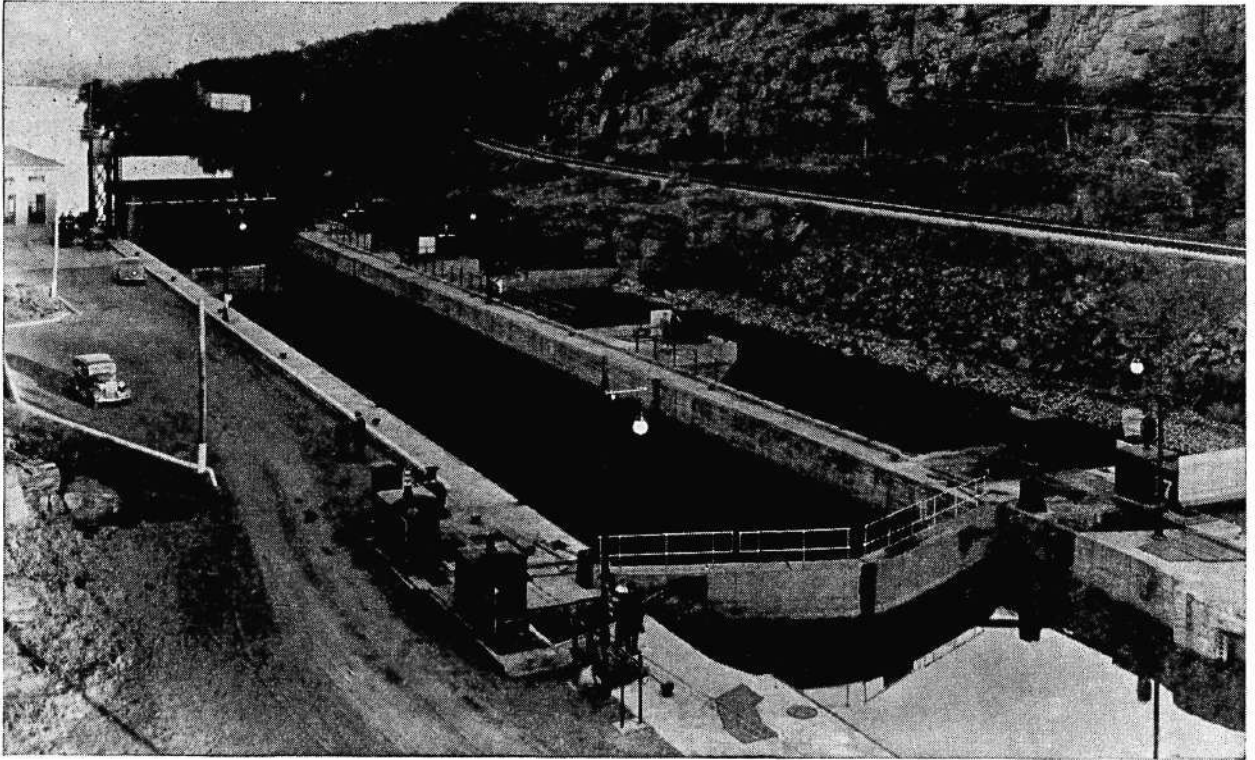
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Empire State



VIEW OF LOCK 17, LITTLE FALLS, HIGHEST LIFT LOCK ON SYSTEM

Do you know the canals of New York or is it so far back to the fifth grade that you have forgotten about "Clinton's Big Ditch"?

Anyhow, if you are interested in the history of New York; if you see the romance of her commerce; or if you have read some of the recent canal stories, plays or broadcasts; or if you are specially interested in boats and boating, you might like a copy of "New York State Canal System," 1939, an attractive pamphlet which tells all about it. Having looked it over and found it interesting, I suggest that you write for a copy; address, Commissioner of Canals and Waterways, New York State Office Building, Albany, N. Y.

The State has paid out over 176 millions capital cost of the canals and terminals, an impressively big investment but one that has meant great returns. Canal services are

free—so provided in the constitution—and if you are an outdoor person and have not made use of your canal, you may have missed a trick or two. We all know that "New York State Has Everything." A good way to appreciate this fact firsthand in a most interesting way appears to be by a canal jaunt.

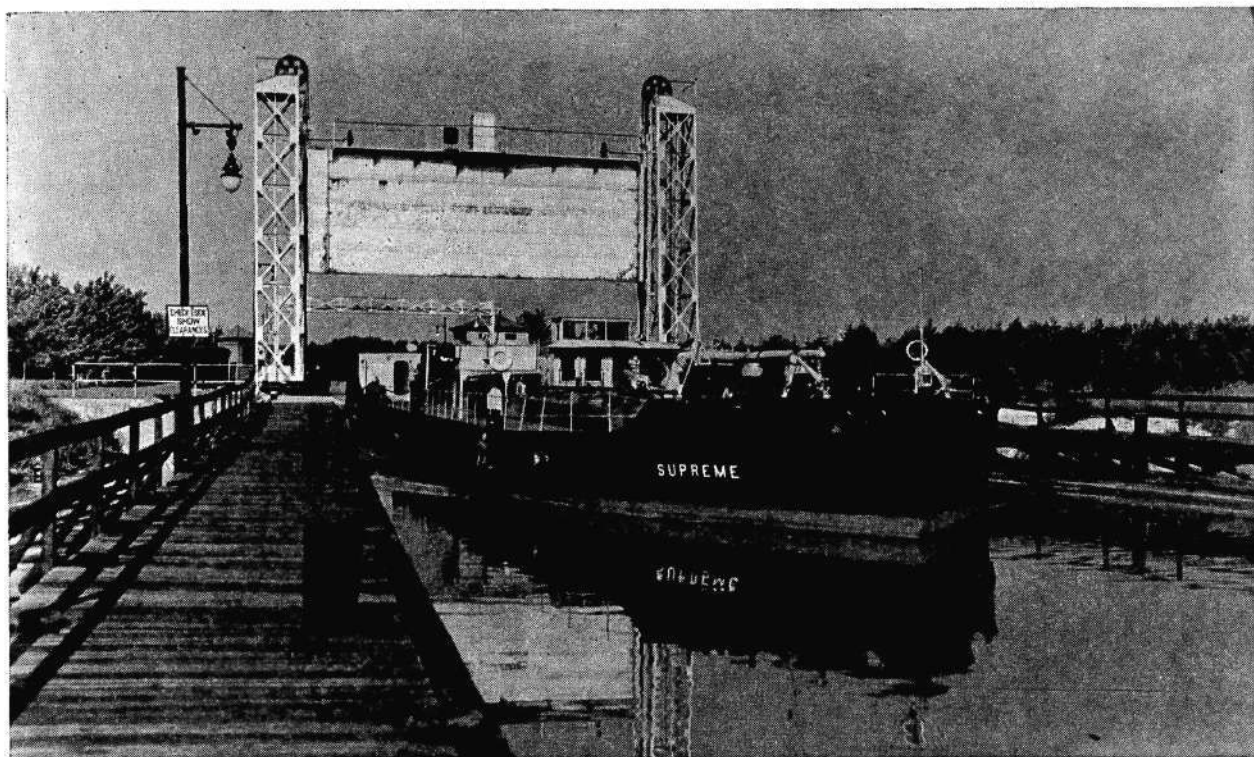
According to Mr. A. R. Granger, of Chester, Pennsylvania, who writes the Commissioner of Canals, the process would be interesting in itself and would include helpful assistance along the way by those in charge. Mr. Granger says:

"I have crossed the ocean quite a few times and have done considerable traveling, but never in my life have I enjoyed the grandeur and scenery and the hospitality which was extended to us on our whole trip, and for your part may I bespeak the universal courtesy and in

every case the civility and desire to please of your lock tenders, both going up and coming across the state. I have heard many times of your famous canals and locks, but never realized the great importance they are to the shipping interests of northern New York and the Great Lakes."

In case you are a real aquatic enthusiast and plan to build yourself a cruiser this winter in the basement or elsewhere, there are some facts you should note. Boats may not be more than 300 feet long, 43½ feet beam, nor more than 15 feet out of water. If you have been developing a tendency to succumb to this age of speed and your nerves are frayed, a canal voyage might be just the thing; maximum speed 10 miles per hour in the canalized lake and river sections, six miles in the land sections. You can, however, keep

Canal System



DIESEL MOTORSHIP *SUPREME* LEAVING LOCK 23, ERIE, BREWERTON

going the whole 24 hours if you want to.

Of course, you know how important the route from Albany to Buffalo is and perhaps you know that petroleum, grain, sand, stone and gravel, chemicals, and drugs, sugar, pig iron, fertilizer and flour, with many other materials, are transported in vast quantities.

A comparative table of the net tonnage transported on the several branches of the canal system over a period of years follows:

Division	1932	1934	1938
Erie	3,186,094	3,645,125	3,349,250
Champlain	210,033	274,787	406,838
Oswego	227,594	206,299	939,490
Cayuga			
Seneca	19,712	16,517	13,910
Total			
Tons	3,605,457	4,142,728	4,709,488

The area reached through the construction of the canals is rich in products of manufacture, agriculture

and extensive varied industries. This State is the only one fronting on both the Great Lakes and the ocean. The Port of New York is the largest seaport on the Atlantic coast and one of the finest in the world. In deepening the Hudson River to Albany to a channel depth of 27 feet at mean low water, ocean navigation is brought 150 miles closer to the Great Lakes. Albany has provided an excellent port with modern facilities and a 13,000,000 bushel grain elevator.

Besides the Cayuga-Seneca Branch you will find much of interest in both the Champlain and Oswego routes. The canals perhaps just naturally follow routes of supreme historical interest and touch place after place of historical importance.

The federal government recognizes the national importance of New York's canals. Since 1935, federal funds (some \$25,000,000) have

been deepening the channel and raising bridges from Waterford to Three River Point and therefrom via Oswego Canal to Oswego on Lake Ontario.

To pleasure-boat owners who wish to use the canal many practical aids, that is, charts, maps, books of regulations, state and federal, are available, as well as information on Canadian waterways.

Plan a canal trip, know your state, and promote health and happiness in the process.

Our hats are off to Commissioner of Canals and Waterways, Guy W. Pinck, Assistant Commissioner LeRoy C. Hulburd, to the immediate staff, and to the loyal canal workers throughout the State, practically all of whom are active members of this Association, for their efficient and outstanding operation of the Empire State's Canal System.

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Tuesday, October 10th, Institute of History and Art



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Saturday, December 9th, Chancellors Hall



Through the purchase of "series" tickets, the opportunity to hear four outstanding present day personalities for a very nominal sum is presented.

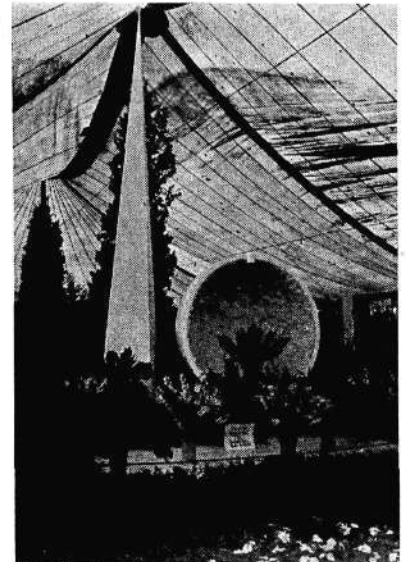
Series tickets - - - - - \$3.50 each

Single tickets - - - - - \$1.50 each

Tickets are available at Association Headquarters, Room 156, State Capitol, Albany, N. Y.

The Annual Meeting and Election of Officers of the Hudson River State Hospital Employees' Association will be held in the Amusement Hall on the Hospital grounds on Wednesday evening, 7 P.M., September 20th.

Mrs. Elizabeth V. Ryan, Vice-President, and Edward L. Weaver, Treasurer, of the Employees' Association, attended the annual meeting and election of The Association of Employees of the Department of Mental Hygiene held in Albany on Thursday, September 7th. John Livingstone also attended as a member of the Executive Committee of the Mental Hygiene Association.



At the 95th Annual Dutchess County Fair, held at Rhinebeck, August 29th, September 1st, Hudson River State Hospital walked off with first prize in the Flower Show. They likewise won first prize in the Vegetable Tent. Much credit for these remarkable performances must be given to Aaron M. Decker, Supervising Farmer at H. R. S. H., and his capable crew of assistants.

The H. R. S. H. Employees Association is sponsoring another bus trip to the World's Fair for the benefit of the employees and their friends on September 24th. Transportation cost will be \$1.00. Reservations should be made as early as possible in order that the number of necessary buses can be obtained. All reservations must be secured on or before September 21st from Edward L. Weaver, Ward 71, Ryon Hall.

Group Plan of Accident and Sickness Insurance

The enrollment under the State-wide group plan of accident and sickness Insurance has grown rapidly. Now that over \$250,000 has been paid out in claims, many State employees are finding that, a check every month is very useful in helping to pay hospital, doctor and nurses bills as well as buying the necessities of life during disability periods.

Pay Roll Deductions

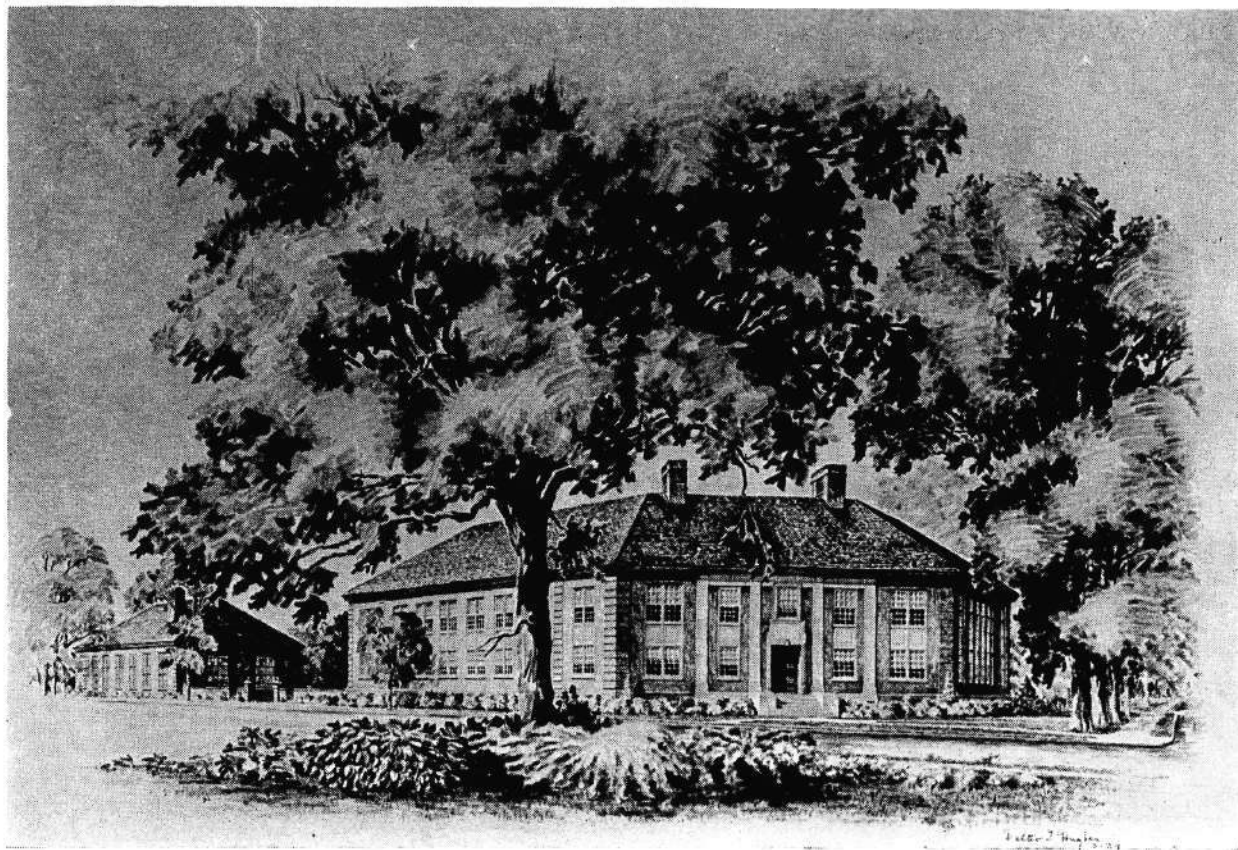
Since July 15th premiums have been deducted from the employees' salary in small amounts each pay day.

Claims

Insured members who are sick or injured notify by postal or letter this Association, or C. A. Carlisle, Jr., TerBush & Powell, Inc., 423 State Street, Schenectady, N. Y. Prompt settlement will be made monthly according to the coverage and terms of the policy.

Applications or literature explaining the Group Accident and Sickness Insurance may be secured from Association Headquarters, or from TerBush & Powell, Inc. Complete applications may be sent to the same sources.

State Building at Babylon



Babylon on Long Island, will be the site of a new State Building, which when completed, will house the offices of District No. 10 of the Highway Division of the State Department of Public Works. The estimated cost of the building will approximate \$200,000. The 2½ story, slate-roofed, brick structure will be built on a 3½ acre plot of land situated at the corner of Montauk Highway and Little Neck Road.

William E. Haugaard, State Commissioner of Architecture, and his staff designed the main office building so that it will get the greatest amount of natural light possible. The entrance to the impressive structure will face the corner. The part of the building facing the corner will be 72 feet long. Extend-

ing back from this section of the building will be two wings, one of 107 feet running parallel to Little Neck Road and the other 85 feet long, running back on the east side of the property.

The property was bought by the Village of Babylon and given to the Highway Department after it was rumored that the office with 200 personnel, and its \$40,000 payroll would be moved from the village because of its cramped accommodations.

The main building will contain offices for the Maintenance Engineer, District Engineer, Assistant District Engineer, a conference room, a file room, a general office, stenographer's office, permit and traffic control office, reception and

telephone office and a supervisor of contract office all on the first floor. The second floor with the exception of a vault for the storage of maps and records will be devoted entirely to a drafting room. The room will contain nearly 6,000 square feet.

The office at present is located on the second floor of a building on West Main Street. The many pieces of equipment, such as graders, snowplows, trucks, etc., which the department uses to maintain the miles of highway in its district, are stored in several shops throughout the County. When the new plant is completed by May 1, 1940, a 1½ story brick building 36 feet by 160 feet will house the equipment, while a second building 48 feet by 117 feet will be used as a machine shop.

State Worker and War

Will the United States do its utmost to preserve civilization? Yes, even to the point of armed conflict anywhere in the world. The United States in entering the World War did so in answer to the urging of those higher concepts of life which here among our people are more widespread and sensitive than in any Nation on the globe. Mediocrity and selfishness still prevail here as elsewhere, but here they are limited to individuals and small groups. The great virtue underlying all degrees of civilization—love of God and love of neighbor—arise in American hearts like the tides of the sea whenever justice and mercy are attacked.

It is interesting to note that in the World War hundreds of State workers changed from civil to military duties with profit to the cause of the allies and with glory to themselves and their State. Many were in the National Guard and were the first to be called. The same would be true today. The New York State National Guard was called out in June, 1916, for service on the Mexican Border and remained there for about nine months. The World War began with Austria's ultimatum to Serbia July 28, 1914. Germany declared war on Russia August 1, 1914, and France entered the conflict on August 3 and Great Britain on August 4. Turkey entered the war in October, 1914, and Italy May 23, 1915. The United States entered the war April 6, 1917. Our National Guard was mustered into Federal service early in 1917 and received training in various camps throughout the country.

During May, 1917, many New York State soldiers reached France. The history of a typical unit including New York State civil service employees follows: Trained with New York's famous National Guard Division, the 27th, at Camp Wadsworth, Spartanburg, S. C., embarked for France from Camp Stewart, Virginia, May 10, 1917, arrived Brest, France, May 23, reached Rue, northern France, for training, May 30—Decoration Day, 1917, moved in middle of June to Waitechurt, France, near sea for spe-

cial machine gun target practice. July 2 sent to secondary defense line at East Papernighe, Belgium. Here the unit received first experience with shell fire. While in further training the unit was bombed by German airplanes during the night and one man killed and twenty-nine injured. This unit of about 100 men fought in approximately a dozen battles or engagements and the total casualties were: 4 killed or died of wounds, 39 wounded, 18 gassed and 2 died from other causes. While the Armistice was signed on November 11, 1918, this unit did not return to the United States until March 18, 1919.

Here we have an example of what could happen again with only the field of war operations changed. Should our Nation find it necessary to enter the present war, State workers who take up arms may be certain that their Association will take immediate action to assure that they shall receive those rewards of patriotism that our great State should accord to its loyal workers. The State may well set an example to other employers by guaranteeing that those who serve shall not lose in civil ways because they serve in military ways.

One of the most important things for our State officials is to see to it that the dread disease of political favoritism in the military or civil armies of government is exterminated. There is no blacker crime against civilization than for those in authority in government, State or Nation, to place inefficient men in officers' uniforms or in civil administrative offices because of political allegiance or social position. Those who lead in peace and war should be selected solely upon basis of merit and fitness ascertained in the American fair-play manner.

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Mental Hygiene Assn. Meets



At the Annual Meeting and Election of Officers of the Association of Employees of the State Department of Mental Hygiene held in Albany on September 7th, the following officers were elected for 1940. President, John A. McDonald, Rochester State Hospital; Vice-President, John Livingstone, Hudson River State Hospital, Poughkeepsie; and Secretary-Treasurer, Mrs. Lucy Baumgrass, Marcy State Hospital.

Delegates from the various institutions throughout the State who attended the meeting included: Miss K. I. Collins and J. Walla, Brooklyn State Hospital; Harry B. Schwartz, Buffalo State Hospital; R. E. Colburn and Charles Sandwick, Gowanda State Hospital, Helmugh; Louis Illig and Mrs. M. Adamiec, Harlem Valley State Hospital, Wingdale; J. Livingstone, Miss E. Ryan, and E. L. Weaver, Hudson River State Hospital, Poughkeepsie; E. Truax and W. H. Baumgrass, Marcy State Hospital; T. Stevens and Sam Decker, Middletown State

Hospital; Mrs. Nichols and L. M. Baldwin, Rochester State Hospital; Charles McBreen and Robert Ortliebe, Rockland State Hospital, Orangeburg; Mrs. C. C. Jones and G. Cantzlaar, Utica State Hospital; Bert D. Dodge, St. Lawrence State Hospital, Ogdensburg; William P. White, Willard State Hospital; Mrs. R. C. Stedman, H. C. Lane and Mrs. Green of Rome State School; Patrick Donahue and W. J. Callahan, Syracuse State School.

Several subjects were discussed and acted upon. Officers of the Association of State Civil Service Employees met with the Mental Hygiene Association and discussed the problems of institutional employees. Among the several subjects approved by the delegates were:

To continue efforts to revise the wage scale for employees of the Department of Mental Hygiene along the lines of the Feld-Hamilton Bill.

To ask that the moratorium on time service be lifted, that is the moratorium from July, 1932 to June,

1935, and the moratorium now in effect beginning July 1, 1939.

To ask that a bill be brought before the coming Legislature to amend the Compensation Law in order to allow institutional employees to use accumulated time instead of having to lose pay for the first seven days injury.

To extend the eight hour day to all employees not now covered by the shorter day.

To ask that a larger appropriation for commutation be made available for each institution.

To ask that the pension laws be amended to make it possible for employees to retire at 55 years of age after 30 years service.

To ask that the laws be amended to allow the transfer of funds when employees in the State Hospital Retirement System transfer to the New York State Retirement Fund.

It was voted to take up the question of sick leave for mental hygiene institutional employees with the Commissioner of Mental Hygiene, Dr. Tiffany.

Executive Committee Election

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 a 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 representatives 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.

W. F. McDonough—Agriculture and Markets.

C. W. Swim—Audit and Control.
Elizabeth Staley—Banking.
Linda M. Wharton—Civil Service.
Burton D. McCormick—Education.
John T. Higgins—Executive.
Arthur S. Hopkins—Conservation.
Mrs. Mary Austin—Correction.
Clifford Shoro—Health.
Davis Schultes—Insurance.
John W. Henry—Labor.
F. C. Maher—Law.
Dr. H. M. Pollock—Mental Hygiene.
William Hunt—Public Service.
William A. Arnold — Public Works.
W. C. Hinckley—Social Welfare.
Harold Fisher—State.
John A. Cromie—Tax.

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

(See Editorial, this issue.)

OFFICIAL BALLOT

The Association of State Civil Service Employees of the State of New York

To Select Representative on Executive Committee

Department

I vote for.....

Name and membership card No.....

This ballot to be considered must be delivered or mailed so as to reach Association Headquarters, Room 156, State Capitol, Albany, N. Y., before 10 P. M., October 3, 1939.

New Books

Compiled by the Book Information
Section of the New York
State Library

FICTION

The Brandons, by Angela Thirkell.
Knopf. \$2.50.

Amusing English comedy centering in a likeable group of people so comfortably situated that they care not at all when their relative, the wealthy Miss Brandon, an indomitable old pagan and a "paragon of bad temper," threatens regularly to cut them out of her will.

Flying Colours, by C. S. Forester.
Little. \$2.50.

Thrilling moments, subtle character delineation and breath-taking descriptions mark this tale of Captain Hornblower's escape from a trial for piracy during the Napoleonic wars.

Frost and Fire, by Elliott Merrick.
Scribner. \$2.50.

The setting and atmosphere of Labrador are recaptured in this graphic tale of the life of a young hunter and trapper struggling through hardships and vicissitudes to win a livelihood and thwarted for years by the unscrupulous, corrupt dealings of the trading company.

Guns of Burgoyne, by Bruce Lancaster. Stokes. \$2.50.

Vigorous and vivid story of General Burgoyne's expedition, told from the viewpoint of a young Hessian officer in the English army, who falls in love with an American girl.

Mr. Emmanuel, by Louis Golding.
Viking Press. \$2.50.

Moving and tender portrayal of an elderly "Magnolia Street" Jew interested in a sensitive refugee boy from Germany, who cannot find out what has happened to his idolized mother. The terrible things that happened to Mr. Emmanuel himself when he went to Germany to investigate are related in an absorbing story which is at once harrowing and lovely.

Overture to Death, by Ngaio Marsh.
Furman. \$2.00.

Well written mystery story of an upper class English family. Such disparate items are involved as an amateur theatrical, an onion, a sore finger, Rachmaninoff's Prelude in C sharp minor, a water pistol, aspistras and repressed emotions.

Seasoned Timber, by D. C. Fisher.
Harcourt. \$2.50.

A Vermont academy principal's idyllic dream of recapturing his youth is eventually subordinated to dramatic political turmoil in the village over the questions of democracy and anti-semitism.

Tryst, by Elswyth Thane. Harcourt.
\$2.00.

The real and the supernatural are blended with sensitivity and charm in this romantic love and ghost story whose setting is a large mansion in rural England.

NON-FICTION

Autobiography with Letters, by W. L. Phelps. Oxford Univ. Press. \$3.75.

William Lyon Phelps has always found life wildly exciting from his college days on to the present, and he is able to carry over his zest into these recollections of work and play, travel, good conversation, and of such friends as Galsworthy, Barric, Conrad and Emma Eames.

Dithers and Jitters, by C. O. Skinner. Dodd. \$2.00.

Sixteen sketches in which Cornelia Otis Skinner tracks down the ludicrous in many a situation by portraying her own by no means passive reactions when seated on a platform facing a large audience, or during that horrible period spent in a throat specialist's waiting room, "that hatchery for hatred as well as germs."

Europe in Retreat, by V. M. Dean.
Knopf. \$2.00.

The diplomatic history of western Europe from 1919 to 1938, reviewed with acumen and in a style notable for lucidity and breadth of view. An indispensable handbook.

Inside Asia, by John Gunther. Harper. \$3.00.

Companion book to author's *Inside Europe*. Informative, readable and especially interesting for his portrayals of leading personalities.

My Day in Court, by Arthur Train.
Scribner. \$3.50.

An autobiography which will be generally liked because of its informal, lively narrative of the author's experiences in New York courts.

My Days of Strength, by Anne W. Fearn. Harper. \$3.00.

Entertaining and informing autobiography of a woman doctor's experiences in China, where she owned, in her later years, her own hospital.

The New German Empire, by F. Borkenau. Viking Press. \$2.00.

Incisive interpretation of the aims of Nazi Germany, surveying the international aspects of German fascism and concluding that the final aim is world domination.

Wilderness Wife, by Kathrene Pinkerton. Carrick. \$2.75.

A young couple struggle with the Canadian wilderness, growing ever more expert as providers of their own food, shelter and comfort through sparkling summers and deep winters.

Wind, Sand and Stars, by Antoine de Saint Exupéry; trans. from the French. Reynal. \$2.75.

While the author, a French aviator, writes of flights across the Sahara, and of an attempted flight from Paris to Saigon, he is more concerned with the spirit that animates men of courage, with man's groping toward truth and his self-fulfillment.

You're the Doctor, by Victor Heiser.
Norton. \$2.50.

The author's vivid personality and anecdotes of his experiences in public health work throughout the world animate these authoritative suggestions on diet, foods, nutrition, vitamins, digestion, colds, etc. Not a medical handbook, but a book of up-to-date information of appeal and value to laymen.

Books at Discount

The Association has for several months now been purchasing the latest fiction, biography, travel, science and other books at a considerable saving to members.

This new service to members has been taken advantage of in increasing proportions during the past few weeks. Several reading clubs have been organized at institutions and elsewhere.

If you are interested or contemplate the purchase of a book, whatever kind, first direct an inquiry to the Association, Room 156, State Capitol, Albany, and get a quotation. The savings will surprise you.

Civil Service Extension

Continued from page 103

This is one of the most important commissions authorized by the Legislature. Its work and its recommendations will have far-reaching effects upon the thousands of governmental employees in counties, villages, towns and school districts not affected by the civil service law at present. The extension of the Civil Service Principle to these units will greatly improve the efficiency of our government in years to come.

Annual Election of Officers

The election of Officers of the Association for the year beginning October 3, 1939, will occur on October 3, 1939, 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 nominating Committee, selected at Meeting of Executive Committee held August 29, 1939, consisted of W. F. McDonough, Chairman, John W. Henry, and John A. Cromie. The ticket presented below is that submitted by the Nominating Committee chosen under the following provisions of the Constitution:

"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. (See editorial.)

<p>THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK OFFICIAL BALLOT—ANNUAL ELECTION—OCTOBER 3, 1939</p>		<p>.....</p> <p>.....</p> <p>.....</p>
<p>Check</p> <p><input type="checkbox"/> President: Charles A. Brind, Jr. President:</p> <p><input type="checkbox"/> Vice-President: Charles L. Campbell Vice-President:</p> <p><input type="checkbox"/> Secretary: Mary Ahern Secretary:</p> <p><input type="checkbox"/> Treasurer: Earl P. Pfannebecker Treasurer:</p>	<p>Name.....</p> <p>Dept.....</p> <p>Card No.....</p>	
<p>Mail or deliver this Ballot so as to reach the Association Headquarters, Room 156, State Capitol, Albany, N. Y., before 10 P. M., October 3, 1939.</p>		

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THE FIRST ISSUE APPEARS TUESDAY, SEPTEMBER 19

Each Tuesday, the **CIVIL SERVICE LEADER** describes the latest ASCSE activities, as well as those of other significant civil service groups. The **CIVIL SERVICE LEADER** interprets the latest news affecting civil service, as soon as it comes from the commissions, legislatures, and courts. The **CIVIL SERVICE LEADER** brings you complete news of

civil service exams (federal, state, city) as soon as they are announced:

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 FUTURE EXAMS
 OTHER VITAL NEWS

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The **CIVIL SERVICE LEADER**, realizing the important part civil service employees will play in the 1940 presidential election, is taking a straw vote of sentiment for candidates.

Whether or not you take advantage of the special \$1 subscription rate for the **CIVIL SERVICE LEADER**, we invite you to take part in this poll. There is absolutely no obligation. Watch for the results each week in the **CIVIL SERVICE LEADER**.

1. Do you favor a third term for President Roosevelt?
2. If not, which of the following will you vote for?

Bruce Barton	Paul V. McNutt
Thomas E. Dewey	Lloyd C. Stark
James A. Farley	Robert A. Taft
John Nance Garner	Arthur H. Vandenberg
Cordell Hull	(Others)
Fiorello H. LaGuardia

Simply fill in this ballot and mail it to Straw Poll Editor

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