



THE STATE EMPLOYEE

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

To All State Employees:

The Feld-Hamilton Law establishes the principle of career opportunities with like pay for like work. It becomes effective July 1, 1938, and as a result of this measure more equitable scales of pay will be established, and definite avenues of promotion will be opened, to thousands of State workers.

To assure the carrying out of the sound principles of the career plan thus established, and also the extension of this fair system to thousands of employees not now covered by reason of separate laws applying to them, the passage of the Feld-Ostertag Bill now before the Legislature is imperative. The Feld-Ostertag Bill was introduced at the request of your Association after long and careful study and it has the earnest approval of every officer, every member of the Association's Legislative Committee, and carries out fully the will of the members as expressed at the last annual meeting.

The Feld-Ostertag Bill must become a law if the civil service system is to serve fully the people and the workers. The bill is explained more fully in this issue of the magazine. Copies of this bill are available to all upon request. The same loyal, united action is necessary to secure this great improvement that was necessary in the case of the Feld-Hamilton Bill of last year. This is a special appeal to you to support your officers and committees 100 per cent in their efforts to have this measure approved.

The Feld-Ostertag Bill is as essential to the sound development of good employment practice as the Civil Service Law, the Retirement System Law, and the Career Law of last year, and fits in with the long-time program of the Association to raise the levels of human employment to the highest possible standards.

Every member is requested to contact personally his or her representative in the Senate and Assembly, or if personal contact is not possible, then to write or wire at once so that prompt and favorable action will be taken. Also, write to Governor Lehman, telling him that you favor this bill. Loyalty and active interest on the part of all will win for the State and the Association another great victory in this bill!

A handwritten signature in cursive script, appearing to read "Charles A. B. B." with a flourish at the end.

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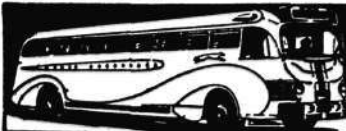


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THE STATE EMPLOYEE is published monthly except May, July, and August. Publication office 2 Norton St., Albany, N. Y. Editorial and executive offices Room 156, State Capitol, Albany, N. Y. 10c a single copy, \$1.00 per year. Entered as Second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the Act of March 3, 1879. Letters to the Editor, contributions, news items, applications for membership and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y. Members of the Association receive THE STATE EMPLOYEE upon payment of membership dues.

THE STATE EMPLOYEE

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

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VOL 7.

FEBRUARY, 1938

NO. 2

Legislative Report of Counsel

By John T. DeGraff, Counsel

The 1938 Legislature has reached and passed the halfway mark in a session that has been characterized by a maximum of harmony and a minimum of activity. In the six legislative weeks that have elapsed some 2200 bills have been introduced in both Houses and only fifteen laws, mostly of a noncontroversial nature, have been signed by the Governor. Only twenty bills have received the approval of both Houses. If the Legislature is to accomplish its announced intention of ending the session before April 1st, the remaining six weeks will be characterized by much greater activity than has thus far been evidenced.

Nearly three hundred bills affecting civil service employees have al-

ready been introduced, a greater number than at any previous session of the Legislature. None of them have yet been passed by either House. The first civil service bill to be reported out of committee was the McElroy bill providing for fourteen days sick leave for employees of the Department of Mental Hygiene which was passed in the Senate this week. This bill was closely followed by Senator McElroy's bill providing for a six-day week for employees on the Canal System which has already been favorably reported from committee and will also be acted upon this week. On the Assembly side, the Rapp bill amending the provisions of the pension law to provide that state police may retire at half pay after

twenty years of service was passed. Assemblyman Newall's bill renumbering certain sections of the Civil Service Law and Assemblyman Wadsworth's bill prohibiting the Civil Service Commission from setting up maximum age limits on examinations were favorably reported by the Civil Service Committee and will be on the calendar for action this week.

Although no civil service bills have been enacted, one of the major objectives of the Association's legislative program was accomplished when the supplementary budget bill was introduced containing an appropriation of \$33,000 for the inauguration of the six-day week on the canal system. The Association and

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Sense vs. Nonsense

State employees have made their answer to the loud appeals and propaganda of self-appointed labor leaders who have sought to supplant present intelligent cooperative action. State employees have literally swamped headquarters of The Association of State Civil Service Employees with memberships and the enrollment for 1938 is twice as great as it was at the close of the first month last year.

TWELVE THOUSAND WORKERS, THINK OF IT—TWELVE THOUSAND WORKERS—have joined up to February 15th. Does not this indicate that they believe in reason rather than racket? You cannot fool many of the people much of the time. "A little nonsense now and then is relished by

the best of men" is an old saying. However, it ought to stop there. Sense should take the place of nonsense when there is serious work to do.

David Dubinsky is a bright young man. He is President of the International Garment Workers Union. When he saw two grown up labor bodies fighting among themselves he took his people aside because he knew they were strong enough to look after themselves and because he apparently did not believe that they should be made the tail to selfish internal labor battles, to unjustifiable strikes, or to engendering class hatred between employees and employers.

At no time and at no place in the whole history of labor movements

has there been a more ridiculous spectacle than the advent into State departments of new "labor" groups attempting to establish a union of workers at the expense of a unity of workers already achieved. The result was obvious. As to legislation, there immediately appeared bills dealing with the subjects which this Association had already well in hand. Conferences with department heads, and discussions of matters handled by the State employees in their own Association for years, followed. One cannot but recall Mayor Gaynor's trite comment: "The most troublesome man I have to deal with is the man who this morning thought of something I have been thinking about and striving for for

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Summary of Legislation Pending

The following is a complete list of bills continued from the January issue of our magazine, which have thus far been introduced in both houses of the Legislature which affect State employees and are of interest to them. This summary will be continued in future issues so that a complete record may be had. Record of legislative action on these measures is also noted.

SENATE

- Int. 243, Print 244—Senator Livingston**—Relates to the practice of nursing, provides for licensing to practice as registered nurse, for appointment of advisory council, nothing in article to prevent a person from engaging in nursing if he or she does not assume title of registered nurse. (Same as A. 332.) Referred to Education Committee.
- Int. 244, Print 245—Senator Miller**—Provides county highway supt. or county engineer or other officer performing duties of county supt. must be a professional licensed engineer. (Same as A. 329.) Referred to Internal Affairs Committee.
- Int. 253, Print 255—Senator Berg**—Permits state and political subdivisions to establish plans so that persons paying valuable consideration for interest in association membership, may be selected for appointment to positions in exempt civil service class, 50 per cent of revenues to be used for salaries and remainder for unemployment and poor relief. Referred to Relief and Welfare Committee.
- Int. 268, Print 872—Senator Hanley**—Establishes division of food in health department, to investigate economical methods of preparation value and standards for foods served for human consumption, to establish code of fair competition for employers and employees preparing and serving foods. (Same as A. 344.) Referred to Finance Committee.
- Int. 269, Print 271—Senator Hanley**—Establishes division of food in labor dept. to investigate economical methods of preparation, value and standards for foods served for human consumption, to establish code of fair competition for employers and employees preparing and serving foods, and appropriates \$50,000. (Same as A. 349.) Referred to Finance Committee.
- Int. 280, Print 282—Senator Coughlin**—Provides that employee reinstated from preferred list after January 1, 1932, shall receive same salary he received at time of separation including back pay from May 1, 1937. Referred to Civil Service Committee.
- Int. 300, Print 302—Senator Howard**—Grades and fixes salaries of safety inspectors, construction inspectors, organizers and supervisors of State Insurance Fund in Labor Dept. (Same as A. 447.) Referred to Labor Committee.
- Int. 304, Print 306—Senator McElroy**—Provides that no person employed by state on canal system shall work more than six days a week. (Same as A. 426.) Reported on February 9th.
- Int. 305, Print 307—Senator McElroy**—Provides that officer or employee holding competitive or non-competitive position in institution within mental hygiene dept. shall be allowed when ill not more than fourteen days sick leave each year with pay, accumulative up to 2 years. (Same as A. 427.) Reported on Feb. 7th—Third Reading on February 9th.
- Int. 320, Print 324—Senator Crawford**—Provides for additional pension for officers and employees in State civil service where there has been filed prior to October 1, 1938, members' written election consenting to necessary deductions from his compensation. (Same as A. 458.) Referred to Pensions Committee.
- Int. 321, Print 325—Senator Crawford**—Authorizes additional amount equal to 50 per cent of compensation to beneficiary of member of State employees' retirement fund where member dies with 10 or more years' service. (Same as A. 323.) Referred to Pensions Committee.
- Int. 322, Print 326—Senator Crawford**—Permits retirement of members of State retirement system at age of 55 under certain conditions. (Same as A. 322.) Referred to Pensions Committee.
- Int. 326, Print 330—Senator Fichel**—Establishes state-wide system of health insurance to be administered by a board in labor dept. of five members appointed by governor and appropriates \$150,000. (Same as A. 35.) Referred to Labor Committee.
- Int. 358, Print 362—Senator Garrity**—Fixes compensation or salaries of certain officers and employees in prisons under jurisdiction of correction commissioner. (Same as A. 537.) Referred to Penal Institutions Committee.
- Int. 382, Print 728—Senator Nunan**—Relates to removals and suspensions of employees in competitive class of civil service including complaints, hearings and appeals. (Same as A. 296.) Referred to Civil Service Committee.
- Int. 397, Print 610—Senator Desmond**—Creates a bureau of municipal accounts in audit and control dept., headed by a director, provides for uniform system of accounting and annual reports to legislature on financial condition of municipalities and appropriates \$25,000. Referred to Finance Committee.
- Int. 452, Print 460—Senator Murray**—Continues salary standardization board and provides for reopening and review of allocations of employees or groups in competitive or non-competitive classified civil service. (Same as A. 614.) Referred to Civil Service Committee.
- Int. 463, Print 471—Senator Egbert**—Requires that suspensions or reductions in grade of civil service employees shall be made in inverse order of original appointment irrespective of whether such service was rendered in labor or non-competitive service, as now applies to competitive class. (Same as A. 420.) Referred to Civil Service Committee.
- Int. 482, Print 489—Senator Schwartzwald**—Requires that regulations of public health council for qualifications for certain public employees whose duties pertain to enforcement of Sanitary Code be incorporated in such code. (Same as A. 397.) Referred to Health Committee.
- Int. 483, Print 491—Senator Schwartzwald**—Provides that commissioner, deputy commissioner, assistant commissioner or physical employee of state health dept. shall not be liable for damages because of official acts and permits claims for damages to be brought in the Court of Claims. (Same as A. 398.) Referred to Health Committee.
- Int. 500, Print 508—Senator Burchill**—Permits 12 days sick leave per year to employees of N. Y. transportation board, subject, however, to physical examination as may be required by board; sick leave shall not be cumulative for greater period than two years and not run concurrently with vacation. (Same as A. 1044.) Referred to Public Service Committee.
- Int. 501, Print 509—Senator Burchill**—Requires N. Y. transportation board to exert every reasonable effort to make and maintain agreements concerning rates of pay, rules and working conditions and to settle all disputes to avoid interruption of passenger traffic, permits employees right to organize and bargain collectively through representatives, gives state labor relations board jurisdiction over elections of representatives and disputes. Referred to Public Service Committee.
- Int. 502, Print 510—Senator Burchill**—Provides, after July 1, 1938, hours of labor for employees of N. Y. transportation board shall be 40 in every 7 consecutive calendar days to be performed in 5 consecutive days of 8 hours each without reduction below present wage. Referred to Public Service Committee.
- Int. 504, Print 512—Senator McNaboe**—Provides for classification and working conditions of employees of independent public boards, authorities or agencies having power to fix compensation of employees including classification of titles, salary grades and increments, hours of employment. Referred to Civil Service Committee.
- Int. 505, Print 513—Senator McNaboe**—Provides in case of abolition of dept. office or institution or consolidation of departments, or where position is abolished, suspensions, reductions or demotions in competitive class of state or municipal civil service shall be in inverse order of original appointment. Referred to Civil Service Committee.

The Association Bill

Your Association presents in the Feld-Ostertag bill another masterpiece of civil service legislation. After each successful assault and advance on the great Hindenburg Line in the World War, the Allies paused a little, coordinated their lines, and then pressed on to further gains. The outstanding advance for State workers gained through the Feld-Hamilton Career Law will be further extended by the Feld-Ostertag bill. Your officers, committees and counsel, have embodied in the Feld-Ostertag bill what they believe from the "amassed thought and experience of many minds" to be the machinery needed to glean the maximum of good from the splendid opportunities that exist in State employment. The bill is comparatively long, but it is clear as to ends sought. Briefly, it continues the Salary Standardization Board responsible for the allocation of titles to the salary grades established so that the Board may hear appeals of those who feel they were wrongly classified, and also that the Board may study and allocate any positions not now justly or adequately compensated, and aid in clearing the way for their inclusion in the truly career-service category established in the Feld-Hamilton Law. It sets up a classification unit in the Civil Service Department to correct errors in classification and to make smooth the way for promotion throughout the years to come for those who wish to follow public service as a career; and, it provides that in view of the great discrepancy which exists between the rightful minimum salaries of certain positions and the salaries now being received by workers in such positions that when positions are filled the new appointee should come in at the lowest salary and thus some present incumbent below the minimum would be promoted to the vacant post.

The Feld-Ostertag bill gives great strength to the merit system—a very much needed strength. It is a good bill, a sound bill, a necessary bill. It must have the combined support of every State civil service worker. We ask that you see personally, telegraph or write at once

to your Senator and Assemblyman and to the Governor and tell each that you favor this bill. Some will see in it their chance for correction of classification or allocation injustice. Many who are happily placed under the Feld-Hamilton career budget set-up may think it unnecessary to do anything about the Feld-Ostertag bill. Here is where unselfish unity comes in. It is not the angry soldier who wins a war. It is all of the soldiers working together—harmoniously, patriotically, loyally. That's the spirit of State employees united in this Association. It is a spirit of all-for-one and one-for-all. This Association has done great things, but it has done only a very little of what must be done to perfect the civil service unto the day when it will serve the people to the extreme limit of usefulness. Let no one think that indifference and a "well enough" attitude will get him or her anywhere. Humanity has only just begun to understand the strength of intelligent organization. Organized workers who are fortunate enough to have a program and a leadership that has nothing in it but the pure virtue of honest, conscientious, loyal service to every citizen as well as to themselves, constitute the greatest power that exists in our State and Nation today. Yours is an organization that thinks first and outlines its program, and then acts untedly. That is the reputation it has gained. Today, tomorrow and the day after, always, it will have its face toward the sun, its feet squarely on the ground, its compass fixed toward what is right. You can depend on this Association. You do not have to question its intelligence or its sincerity. The Association says that the Feld-Ostertag bill is a good bill and that it is needed, vitally needed, for the good of New York State service. Loyalty calls! Support your Association—support this bill actively and begin that support today!

Honor Well Merited

Charles L. Campbell, Vice President of the Association, will be the guest of honor at a luncheon of officers, members of the Executive Committee, and delegates from the various chapters of the State, to be held on February 24th.

Mr. Campbell is recognized throughout the United States, and in Canada as well, as one of the leading experts on civil service law and procedure. For many years he had filled the position of Chief Examiner in the New York State Civil Service Department, and has raised the standard of functioning in the field of examinations to a point never before attained. He has been prominently mentioned many times for the position of State Civil Service Commissioner.

In addition to his outstanding ability, he is a firm believer in the principles of the merit system, and Carl Schurz, Theodore Roosevelt and Grover Cleveland, the early champions of that system, have a worthy follower in Mr. Campbell. His keen interest in the welfare of all employees, and his indefatigable efforts on their behalf in every crisis has endeared him to the rank and file, as respect for his fitness and his integrity has won him high esteem among legislators, department heads, and public-spirited groups everywhere.

New York State civil service could not well endure in efficiency without this singularly capable man, and it is certain that the improvements hoped for by the people and employees generally will be hastened only through conscientious efforts of men who, like Mr. Campbell, stand firmly for efficiency and integrity in civil service development.

Mr. Campbell has aided in every way, both as an officer and as a member, the high aspirations and accomplishments of the Association, and has served splendidly and unselfishly to maintain the prestige of the State in its record of good public service.

JOIN...

and Renew Membership

...TODAY!

Summary of Legislation Pending

Continued from Page 4

- Int. 506, Print 515—Senator McNaboe—** Provides no public officer or administrative employee acting for him shall require candidate for employment to waive any civil service rights except right of redress during temporary appointment pending appropriations Referred to Civil Service Committee.
- Int. 526, Print 862, Senator Feld—** Provides for license of registered and practical nurses by board of not less than seven members appointed by regents, and makes general rules and regulations therefor. (Same as A. 183.) Referred to Civil Service Committee.
- Int. 555, Print 952—Senator Livingston—** Provides no person shall be denied right to take examination for or be barred from original appointment or promotion to any position in classified civil service solely by reason of his age, except position as policeman or firemen or similar positions. (Same as A. 787.) Referred to Civil Service Committee.
- Int. 556, Print 572—Senator Nunan—** Abolishes retirement board in mental hygiene dept. provides for transfer of employees and members thereof to State employees' retirement system. (Same as A. 431.) Referred to Pensions Committee.
- Int. 567, Print 584—Senator Garrity—** Fixes salaries of assistant supervisors of industrial inspection in labor dept. from \$3250 to \$3750 based on one or two years of service. (Same as A. 824.) Referred to Finance Committee.
- Int. 568, Print 585—Senator Garrity—** Repeals laws which suspend temporarily the statutes for automatic increases of salaries or wages in State service. (Same as A. 359.) Referred to Finance Committee.
- Int. 598, Print 618—Senator Nunan—** Permits appointment of more than seven district forest rangers in conservation department and strikes out salary provisions. Referred to Conservation Committee.
- Int. 606, Print 626—Senator McNaboe—** Prohibits removal without a hearing of person holding non-competitive or labor civil service position in cities of counties adjacent to N. Y. City who has held a position in either class for at least five consecutive years. Referred to Civil Service Committee.
- Int. 654, Print 684—Senator Howard—** Allows state civil service employees under salary standardization act after five years or more in present position, minimum salary grade to which his position has been allocated, and the increment provided under section 40, civil service law. (Same as A. 1065.) Referred to Civil Service Committee.
- Int. 655, Print 685—Senator Howard—** Provides for appeals to civil service commission by employee whose position has been allocated by temporary salary standardization board and for reallocation of any position. (Same as A. 921.) Referred to Civil Service Committee.
- Int. 660, Print 690—Senator Desmond—** Establishes a division of civil liberties in executive dept. with commission of three members appointed by governor, to investigate and report on impairments of civil rights and liberties and appropriates \$15,000. (Same as A. 915.) Referred to Finance Committee.
- Int. 662, Print 841—Senator Feld—** Continues to December 1, 1938, the salary standardization board, provides for allocation of positions not heretofore allocated and equalization of salaries in various grades, establishes classification board in civil service dept., and appropriates \$55,000. (Same as A. 922.) Referred to Civil Service Committee.
- Int. 677, Print 707—Senator Fischell—** Provides that, if member of N. Y. City employees retirement system so elects, city service shall include one-half time on preferred list subsequent to Jan. 1, 1930; prescribes basis for contributions and for adjustment of contributions for another position held concurrently. (Same as A. 314.) Referred to Pensions Committee.
- Int. 678, Print 708—Senator Fischell—** Provides in case of death of any retired member of State employees' retirement system, allowance accrued at date of death where no option is selected shall be paid to person designated in subd. 2, section 61, civil service law, or to estate of deceased pensioner. (Same as A. 579.) Referred to Pensions Committee.
- Int. 680, Print 710—Senator Fischell—** Provides no decision of state industrial board shall be binding on controller or medical board in matter of determining eligibility of claimant for accidental disability or accidental death benefits. (Same as A. 580.) Referred to Pensions Committee.
- Int. 681, Print 711—Senator Fischell—** Strikes out provision that if service of member of state employees' retirement system is on other than full time basis and if death was natural result of accident, benefit paid shall be equal to benefit that would be paid on account of member were his service on full-time basis. (Same as A. 578.) Referred to Pensions Committee.
- Int. 682, Print 712—Senator Fischell—** Prohibits certain public or quasi-public organizations from creating officers' or employees' retirement systems. Referred to Pensions Committee.
- Int. 683, Print 713—Senator Fischell—** Extends to January 1, 1939, time for prior service credit allowance for State employees becoming member of retirement system and making other provisions. (Same as A. 576.) Referred to Pensions Committee.
- Int. 685, Print 715—Senator Howard—** Provides that suspensions and reductions in grade or civil service employee shall be made in inverse order of original appointment irrespective of whether said appointment was made to the particular department, office or bureau in which he is now serving. (Same as S. 844, A. 1085.) Referred to Civil Service Committee.
- Int. 698, Print 731—Senator Esquorill—** Provides for the grading of bedding inspectors in labor dept., without reduction in salary and appropriates \$1,000 for salary increases. Referred to Labor Committee.
- Int. 722, Print 755—Senator Feld—** Fixes minimum annual salary at \$1100 and salary schedules for civil service employees in clerical stenographic and office administrative service. Referred to Civil Service Committee.
- Int. 724, Print 757—Senator Feld—** Provides for appointment by parole board of senior and employment parole officers with power to fix salaries of parole officers, case supervisors and of employment directors. Referred to Finance Committee.
- Int. 742, Print 776—Senator Desmond—** Creates in civil service dept. an in-service training board of president of civil service commission, education commissioner and another state commissioner appointed by governor to arrange comprehensive program of courses for state employees for credit on promotional examinations, and appropriates \$10,000. Referred to Finance Committee.
- Int. 743, Print 777—Senator Desmond—** Requires applicants for competitive civil service positions to pay fee ranging from 50 cents to \$5.00 to be used solely by commission. Referred to Civil Service Committee.
- Int. 744, Print 778—Senator Desmond—** Removes from exempt class of civil service all assistant commissioners, department secretaries and all but one deputy commissioner in each state dept. Referred to Civil Service Committee.
- Int. 745, Print 779—Senator Desmond—** Prohibits transfer of exempt employees to competitive class without examination. Referred to Civil Service Committee.
- Int. 746, Print 780—Senator Desmond—** Provides civil service employees in non-competitive class serving continuously for five years shall be entitled to written charges in case of dismissal. Referred to Civil Service Committee.
- Int. 747, Print 781—Senator Desmond—** Prohibits state or municipal civil service commissioner from holding office in political club, association, or committee or as a delegate to political convention. Referred to Civil Service Committee.
- Int. 748, Print 782—Senator Desmond—** Requires at least one of State civil service commissioners to have not less than five years' experience either in public personnel administration or in State's competitive class. Referred to Civil Service Committee.
- Int. 749, Print 783—Senator Desmond—** Makes mandatory retirement of all State employees at age of 70. Referred to Pensions Committee.

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Legislative Report

Continued from Page 3

its newly organized affiliate, the Barge Canal Civil Service Employees Association, have strongly urged that this constructive reform be adopted this year and we are extremely gratified that the Department of Public Works, in cooperation with Budget Director Abraham S. Weber, have recognized the justice of this proposal and have made provision in the budget so that the six-day week can be made effective on July 1st, this year. The employees of the Barge Canal system owe a debt of gratitude to Senator McElroy and Assemblyman Ehrlich who sponsored the bill in the Legislature, and to the Governor and State officials who have made this reform possible by providing the necessary appropriations in the current budget.

The major bill sponsored by the Association this year was introduced by Senator Feld and Assemblyman Ostertag on February 2nd. This bill makes necessary amendments in the Feld-Hamilton bill and sets up the machinery to reclassify and correct titles to make the career service principle effective. The bill has three major objectives:

1. It provides that the Temporary Salary Standardization Board, appointed last year by Governor Lehman, shall be continued and extended until December 1, 1938, with power to hear appeals by employees who claim that their positions were not properly allocated and to make such revisions as may be just and equitable. The bill appropriates \$10,000 for the use of the Board and provides that any present employee may make application for a review of his allocation on or before July 1, 1938.

Although the Board was not created until last June, its work had to be completed by October 1st in order that the salary revisions could be included in the current budget effective on July 1, 1938. Consequently, employees had no opportunity to appeal after allocations were made. While employees are convinced that the allocations on the whole have been fair and equitable, it is inevitable that there should be some errors and inequalities in an undertaking of this mag-

nitude. This can readily be corrected by providing an opportunity to make a full and complete presentation of the facts before the Board.

2. It creates in the Department of Civil Service a Classification Division with power to reclassify titles that do not correctly describe present positions in the service. The bill provides that the work of the Division shall be performed under the direction of a Classification Board consisting of three members—a chairman who shall be in the competitive class and appointed by the Civil Service Commission, one who shall be appointed or assigned by the Director of the Budget, and a third who shall be appointed or assigned by the Civil Service Commission. The Board is set up as a permanent unit in the Civil Service Department and is given the power to hear and determine complaints with reference to the classification of positions. An appropriation of \$45,000 is provided and the Board is given broad powers until October 1, 1939, to make necessary corrections in haphazard titles that have developed in the State service over a period of years. After the present titles are adjusted during this temporary period, the powers of the Board are limited to those which are essential to keep the classification up to date.

The administration of the State civil service has been handicapped for many years by the lack of proper and effective classification of State employees and over half the service is as yet unclassified. This bill provides the machinery to correct present titles as well as to keep them in conformity in the future.

3. It amends the provisions governing temporary salary adjustments of employees now in service by providing that when vacancies are filled the new appointment shall be made at the same salary received by the lowest paid of the present employees holding the same position; that a present employee shall forthwith be increased to the minimum and that the savings from these adjustments shall be distributed among present employees who

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AT YOUR SERVICE IN NEW YORK

Be sure to stop at the Hotel Lexington on your next visit to New York. Here you will find every one attentively waiting to serve you.

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Charles E. Rochester, Manager

Summary of Legislation Pending

Continued from Page 6

- Int. 750, Print 784—Senator Desmond—** Requires employees of election boards be appointed only after competitive examination and appointments to be equally divided between two major political parties. Referred to Judiciary Committee.
- Int. 758, Print 792—Senator Garrity—** Provides for sick leave for civil service employees in cities of counties adjacent to New York City. (Same as A. 1072.) Referred to Labor Committee.
- Int. 766, Print 800—Senator Kirkland—** Provides member of state retirement system after transfer from local pension system may apply to comptroller for hearing and determination on question of rating with notice to the municipality. (Same as A. 1011.) Referred to Pensions Committee.
- Int. 795, Print 829—Senator McNaboe—** Provides for credit to members of N. Y. City retirement system for re-entry of service after service in U. S. government. Referred to Pensions Committee.
- Int. 796, Print 830—Senator McNaboe—** Provides whenever an appointing power requests an open competitive examination to fill vacancy such request shall be made in writing to commission indicating reasons why such vacancy cannot be made by promotion examination; provides for hearing on such application. (Same as A. 1101.) Referred to Civil Service Committee.
- Int. 798, Print 832—Senator McNaboe—** Provides civil service employees appointed from lists promulgated by state commission or authorized by local commission shall receive rights and privileges of respective state or civil division or city. Referred to Civil Service Committee.
- Int. 799, Print 833—Senator McNaboe—** Provides that salary of civil service employee in competitive class upon demotion in rank, class or salary grade, shall not be reduced below minimum of his salary grade and \$120 for each year of service in such grade except where amount is greater than salary received. (Same as A. 295.) Referred to Civil Service Committee.
- Int. 805, Print 839—Senator Mahoney—** Permits member of State retirement system to withdraw contributions in lieu of retirement allowance at any time instead of with less than five years of allowable service as at present. Referred to Pensions Committee.
- Int. 814, Print 904—Senator Farrell—** Provides that suspensions and reductions in grade of civil service employee shall be made in inverse order of original appointment irrespective of whether said appointment was made to the particular department, office, or bureau in which he is now serving. Referred to Civil Service Committee. (Same as S. 685; A. 1085.)
- Int. 851, Print 911—Senator Fischel—** Provides administrative expenses of state retirement system on account of employees of political subdivision shall be paid by employer in addition to normal and deficiency contributions. (Same as A. 1012.) Referred to Pensions Committee.
- Int. 852, Print 912—Senator Fischel—** Gives comptroller exclusive authority to determine application for form of retirement or death benefits to civil service employees after hearing on notice, with right of review as provided in Art. 78, Civil Practice Act. (Same as A. 1013.) Referred to Civil Service Committee.
- Int. 908, Print 989—Senator Garrity—** Permits widow of State employee who has served 25 years or more and receiving or eligible to receive retirement allowance at time of death, to be paid one-half of his retirement allowance for life, or until her remarriage, provided they lived together for at least five years prior to his death. (Same as A. 663; S. 540.)
- Int. 226, Print 226—Mr. Kreinheider—** Same as S. 1, Referred to Civil Service Committee.
- Int. 233, Print 233—Mr. Phelps—** Prohibits oral examinations for competitive civil service positions except where merit and fitness cannot be determined by written examination (Same as S. 181.) Referred to Civil Service Committee.
- Int. 248, Print 248—Mr. Walsh—** Provides that person to be eligible for appointment as referee in labor dept., excepting those who have held such office before July 1, 1938, must be an attorney and counsellor-at-law. Referred to Labor Committee.
- Int. 249, Print 249—Mr. Jarema—** Provides that each appointment or promotion from civil service lists resulting from examinations, must be of one standing highest. (Same as S. 232.) Referred to Judiciary Committee.
- Int. 250, Print 250—Mr. Breitbart—** Same as S. 221. Referred to Labor Committee.
- Int. 265, Print 265—Mr. Dollinger—** Provides that persons in labor class, to permit promotion into competitive class, must have served at least two, instead of three years in similar position. Referred to Civil Service Committee.
- Int. 277, Print 860—Mr. Fitzpatrick—** Provides that employees of mental hygiene institutions who are heads of families must be allowed to live outside the institution and receive additional sum of \$10 a month with certain exceptions. Referred to Ways and Means Committee.
- Int. 278, Print 278—Mr. Fitzpatrick—** Provides for annual salary increments of \$120 a year for five successive years, with certain maximum limitations, for all state employees either in graded or ungraded service of classified state service, and appropriates \$2,600,000.
- Int. 289, Print 289—Mr. Austin—** Makes provision relative to separation from service and reinstatement apply also to person holding position in non-competitive or labor classes for one year or more. Referred to Civil Service Committee.
- Int. 290, Print 290—Mr. Babcock—** Includes Spanish-American and World War veterans with those eligible for pension after twenty years of service and provides amount of pension. (Same as S. 230.) Referred to Pensions Committee.
- Int. 293, Print 714—Mr. Breitbart—** Provides for two days' rest in seven for State employees in competitive and non-competitive class, including institutional employees under certain conditions and excepting State police and militia. (Same as S. 186.) Referred to Labor Committee.
- Int. 295, Print 961—Mr. Cariello—** Same as S. 799. Referred to Civil Service Committee.
- Int. 296, Print 962—Mr. Cariello—** Same as S. 352. Referred to Civil Service Committee.
- Int. 297, Print 297—Mr. Dollinger—** Provides that there shall be no age limitations or restrictions for employment in technical or professional civil service positions except new applicants may be required to be over 21 and under 55 years. Referred to Civil Service Committee.
- Int. 303, Print 303—Mr. Goldberg—** Prohibits discrimination by reason of race, nationality or color in mercantile establishments, or with respect to housing, or in case of licenses to conduct business or civil appointments. Referred to Judiciary Committee.
- Int. 305, Print 305—Mr. Justice—** Prohibits in New York City, removal of persons in civil service non-competitive or labor classes except for incompetency or misconduct and then only after hearing with right of court review. Referred to Civil Service Committee.
- Int. 310, Print 310—Mr. Quinn—** Provides for crediting as for one year of State service, for pension purposes, service as member of legislature at extraordinary session, on payment into fund of past annuity contributions or deductions, etc. Referred to Civil Service Committee.
- Int. 322, Print 825—Mr. Ostertag—** Same as S. 322. Referred to Civil Service Committee.
- Int. 323, Print 824—Mr. Ostertag—** Same as S. 321. Referred to Civil Service Committee.
- Int. 332, Print 332—Mr. Wagner—** Relates to the practice of nursing, provides for licensing to practice as registered nurse, for appointment of advisory council, nothing in article to prevent a person from engaging in nursing if he or she does not assume title of registered nurse. Referred to Education Committee.
- Int. 344, Print 347—Mr. Canney—** Same as S. 268. Referred to Ways and Means Committee.

Continued on Page 10

BUSINESS AND PROFESSIONAL DIRECTORY

State employees are urged to give special consideration to this directory, arranged alphabetically, of business and professional firms and to patronize those listed herewith. When patronizing them, mention that you saw their advertisement in THE STATE EMPLOYEE:

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Lido Beauty Salon
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105 No. Pearl St., opp. Strand Theatre
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95 So. Pearl St. — Tel. 3-4534
Discount to State Employees

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Champagne's Radio Store
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Appliances
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FLOOR COVERINGS

Clark Carpet Co.
Floor Coverings Specialists
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Phone 5-3418

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Phones—3-4250, 3-4258 and 3-4259

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Lawyer's, 39 Maiden Lane, formerly
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KODAKS

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Nurses' Uniforms, Maids' Uniforms,
Smocks for Men and Women. Broad-
way Arcade. Phone 4-8520.

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Wine and Spirit Merchants
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Sense vs. Nonsense

Continued from Page 3

forty years, and he calls on me and knows it all!"

Appreciation of the shallowness of the whole idea of duplication of effort is lighting up the broad field of industrial employment and before long we will look back upon disunity-promoting, rapid-fire organizers as the childish prattling of the toddling age of infancy in labor organization effort.

Your Association stands like a sound rock in a disturbed age. Those who seek to enroll State workers in other groups offer only the quicksands of inexperience, the hurricanes of discontent, and the needless expense of an unnecessary and unproductive experiment. State employees have their own great organization—The Association of State Civil Service Employees—Join it today and do your part in promoting unity and harmony.

Books At Discount

The Association is now able to secure for you the latest fiction, biography, travel, science and other books at a considerable saving. If you desire a book, first direct a letter to the Association, Room 156, State Capitol, Albany, and first get a quotation before making your purchase. The saving will surprise you.

Summary of Legislation Pending

Continued from Page 8

- Int. 349, Print 352—Mr. Canney**—Same as S. 269. Referred to Ways and Means Committee.
- Int. 351, Print 354—Mr. Crews**—Provides for eight-hour day and 48-hour week for all employees in hospitals and for one day of rest in seven. Referred to Labor Committee.
- Int. 359, Print 362—Mr. Ostertag**—Same as S. 568. Referred to Ways and Means Committee.
- Int. 410, Print 416—Mr. Rapp**—Provides for retirement at age of 50 of members of State police division in executive dept. after serving 20 years on one-half of salary. Passed Assembly, referred to Senate Pensions Committee.
- Int. 420, Print 426—Mr. Bormann**—Same as S. 466. Referred to Civil Service Committee.
- Int. 426, Print 432—Mr. Ehrlich**—Provides that no person employed by state or canal system shall work more than six days a week, with no reduction in wages. Referred to Labor Committee. (Same as S. 304.)
- Int. 427, Print 432—Mr. Ehrlich**—Same as S. 305. Referred to Health Committee.
- Int. 431, Print 437—Mr. Fitzpatrick**—Same as S. 550. Referred to Health Committee.
- Int. 433, Print 439—Mr. Flynn**—Provides no person shall be denied right to take examination for or be barred from appointment or promotion to any civil service position or class solely by reason of his age over that of 18 years. Referred to Civil Service Committee.
- Int. 447, Print 453—Mr. Ostertag**—Same as S. 300. Referred to Labor Committee.
- Int. 451, Print 457—Mr. Ross**—Prohibits removal of person in non-competitive or labor class holding civil service position for at least five consecutive years, without charges and opportunity to answer, except in accordance with provisions of subd. 2, section 22. Referred to Civil Service Committee.
- Int. 458, Print 464—Mr. Babcock**—Same as S. 320. Referred to Pensions Committee.
- Int. 498, Print 507—Mr. Dollinger**—Provides that employees shall receive at least one week continuous vacation every year with pay in addition to time allowed as consecutive hours of rest. Referred to Labor Committee.
- Int. 503, Print 512—Mr. C. N. Hammond**—Appropriates \$1500 for expert and special services in research work in bureau of research, taxation dept. Referred to Ways and Means Committee.
- Int. 516, Print 1211—Mr. Averill**—Provides that commissioners of canals and waterways, highways and architecture and chief engineer in public works dept. must have license to practice and be duly registered. Referred to Ways and Means Committee.
- Int. 537, Print 546—Mr. Ostertag**—Same as S. 358. Referred to Ways and Means Committee.
- Int. 556, Print 566—Mr. Holley**—Creates in State Health Dept. a consumers bureau for registration, advertising control, analysis, scientific research, education and publicity of manufacture and sale of drugs, cosmetics or health devices. Referred to Health Committee.
- Int. 575, Print 585—Mr. Andrews**—Relates to annual increments to state civil service employees by striking out qualifying provision "unless his service for year immediately preceding, shall have been found to be inefficient and unsatisfactory" under rules established by department heads. Referred to Civil Service Committee.
- Int. 576, Print 586—Mr. Babcock**—Same as S. 683. Referred to Pensions Committee.
- Int. 578, Print 588—Mr. Babcock**—Same as S. 681. Referred to Pensions Committee.
- Int. 579, Print 589—Mr. Babcock**—Same as S. 678. Referred to Pensions Committee.
- Int. 580, Print 590—Mr. Babcock**—Same as S. 680. Referred to Pensions Committee.
- Int. 606, Print 1244—Mr. Sherman**—Same as S. 442. Referred to Civil Service Committee.
- Int. 614, Print 639—Mr. Conway**—Same as S. 452. Referred to Civil Service Committee.
- Int. 628, Print 643—Mr. Justice**—Creates board of appeals and review for hearing grievances relative to allocations established by temporary salary standardization board for civil service employees, provides for public hearing at which representatives may appear and make recommendations, and appropriates \$75,000. Referred to Ways and Means Committee.
- Int. 663, Print 678—Mr. Owens**—Same as S. 546; 908. Referred to Civil Service Committee.
- Int. 669, Print 684—Mr. Steingut**—Provides persons engaged in cleaning windows of public buildings from outside shall use safety devices provided for their protection. Referred to Labor Committee.
- Int. 688, Print 703—Mr. Sherman**—Same as S. 533. Referred to Cities Committee.
- Int. 689, Print 704—Mr. Wickins**—Same as S. 437. Referred to Ways and Means Committee.
- Int. 690, Print 1320—Mr. Newell**—Remembers certain sections of civil service law to avoid confusion and error. Referred to Civil Service Committee.
- Int. 703, Print 723—Mr. Fite**—Defines continuous service for purpose of additional salary increases for employees in mental hygiene department. Referred to Ways and Means Committee.
- Int. 704, Print 724—Mr. Fite**—Provides employees of mental hygiene institutions who are heads of families and living outside the institution shall not be required to take more than one meal each day in the institution. Referred to Ways and Means Committee.
- Int. 706, Print 726—Mr. J. E. Hill**—Same as S. 485. Third Reading on February 10th.
- Int. 708, Print 728—Mr. J. A. L. Parsons**—Same as S. 760. Referred to Internal Affairs Committee.
- Int. 717, Print 739—Mr. Brenner**—Provides superintendents of mental hygiene institutions may, subject to Civil Service Law, remove officer or employee for cause upon charges in writing after hearing at which such officer or employee shall have right to be represented by counsel. Referred to Health Committee.
- Int. 736, Print 758—Mr. Ostertag**—Provides for extension of benefits of Civil Service Law, rules and regulations to villages upon application of village board. Referred to Civil Service Committee.
- Int. 759, Print 784—Mr. E. S. Moran**—Abolishes office of manager of State Insurance Fund and provides for director appointed and removed by industrial commissioner and provides for approval of budget of such fund by budget division instead of state estimate and control board. Referred to Labor Committee.
- Int. 764, Print 789—Mr. E. S. Moran**—Requires semi-annual inspection of motor vehicles at state or licensed inspection stations, fixes fee for such stations, authorizes commissioner to establish standards of safety and appropriate \$40,000. Referred to Ways and Means Committee.
- Int. 787, Print 1240—Mr. Wadsworth**—Provides no person shall be denied right to take examination for or be barred from appointment or promotion to any position in classified civil service solely by reason of his age, except positions as policemen or firemen or similar positions. Referred to Civil Service Committee.
- Int. 799, Print 827—Mr. Louis**—Provides allowable prior service credit may be received by person becoming member of State retirement system on or before January 1, 1939, instead of 1938. Referred to Pensions Committee.
- Int. 824, Print 852—Mr. Ostertag**—Same as S. 507. Referred to Ways and Means Committee.
- Int. 850, Print 885—Mr. Middleton**—Provides that no person in civil service shall discharge, promote, reduce or change rank or compensation of another person in said service because of race, creed, organizational opinion, or lawful organizational activity, nor use official authority or influence to coerce the organizational action of any body or person. Referred to Civil Service Committee.
- Int. 865, Print 924—Mr. Delany**—Same as S. 415. Referred to General Laws Committee.
- Int. 915, Print 969—Mr. DeMatteo**—Same as S. 660. Referred to Ways and Means Committee.

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Mental Hygiene Meeting

A meeting of the Executive Committee of the Association of Employees of the Department of Mental Hygiene with the Officers of the Association of State Civil Service Employees took place at the Wellington Hotel, February 9th.

President of the Mental Hygiene Assn., John McDonald of Rochester State Hospital, presided. Attending from his organization were Mrs. Lucy S. Baumgrass, Secretary-Treasurer; John Livingstone, Hudson River State Hospital; C. C. Colesanti, Middletown State Hospital; H. Redmond, St. Lawrence State Hospital, Ogdensburg; John Rice, Rochester State Hospital; R. K. Roach and Fred O. Field, Willard State Hospital. Officers of the State Association attending included: President Charles A. Brind, Jr., Counsel John T. DeGraff, Chairman Salary Committee Dr. Frank L. Tolman, Chairman of Legislative Committee Wm. F. McDonough and Executive Secretary Joseph D. Lochner.

Pending legislation affecting mental hygiene institution employees was discussed in detail, and drafting of further legislative measures was planned. A further conference will be planned for February 23rd.

Buffalo Chapter Dinner

The Buffalo Chapter of the Association held its Annual Dinner February 12th at the Hotel Buffalo. Several hundred persons attended crowding the hall to capacity.

The principle speakers were Civil Service Commissioner Howard G. E. Smith, Hon. John T. DeGraff, Counsel of the Association, and Joseph M. Ryan, member of the State Liquor Authority, from Buffalo.

President of the Chapter, F. Leo Clark, opened the dinner by introducing the toastmaster of the evening, James Cotter.

Following the speaking and the dinner, dancing continued to the wee hours of the morning.

As this issue was going to press when this event was taking place, a more detailed account will be carried in the next issue of the magazine.

Six Days Shalt Thou Labor

Again and again this Association requested the Governor and the Legislature to abolish the seven-day week in the case of canal and bridge workers. Bills to outlaw this discredited policy have followed each other with each recurring Legislature. It was the same with the twelve-hour day for many, many years. The weight of numbers helped to bring the maximum eight-hour day. The fact that there are hundreds of men on a seven-day week schedule does not fit in with New York State's labor policy generally.

Civil employees do not strike, but as the Association has respectfully pointed out, it is not in keeping with fair play to penalize loyalty. New York State is too big to take advantage of a situation which could be corrected with an outlay of money insignificant in comparison with the odium of perpetuating a labor condition abhorrent to all decent standards.

The Association is happy indeed to note Governor Lehman's fine action in including in the supplementary budget a request for sufficient money to outlaw the seven-day week on canals for the fiscal year beginning July 1, 1938.

Senate Bill 304, by Senator McIlroy, which has just been reported out of committee, and Assembly Bill 426, by Mr. Ehrlich, would assure continuance of the Governor's action throughout the years to come.

Pres. Brind and Dr. Tolman Feted

The Men's Group of the State Education Department on Friday evening, February 11, tendered a Testimonial Dinner to President Charles A. Brind, Jr., and Chairman of the Association's Salary Committee, Dr. Frank L. Tolman, in appreciation of their untiring and unselfish efforts in behalf of the Career Bill. The affair was held at the Fort Orange Club, Albany.

Guests included besides Mr. Brind and Dr. Tolman, Abraham S. Weber, Director of the Budget; William J. Maher, Assistant Secretary of Civil Service Department; James Byrne, Chancellor, Board of Regents 1933-1937; Thomas J. Mangan, Present Chancellor of the Board of Regents; William J. Wallin, Vice Chancellor of the Board of Regents; and the following members of the Board of Regents: William Leland Thompson, Grant C. Madill, George Hopkins Bond, Owen D. Young and George J. Ryan.

Toastmaster of the occasion was Chancellor Thomas J. Mangan. Following the presentation of guests, informal addresses were given by Vice Chancellor William J. Wallin, Director of the Budget Abraham S. Weber, and Board of Regents Member George Hopkins Bond.

Testimonials were presented to the guests of honor by President of the University of the State of New York and Commissioner of Education, Dr. Frank P. Graves.

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Legislative Summary

Continued from Page 10

- Int. 920, Print 1242—Mr. E. S. Moran—** Provides for leave of absence without pay to civil service officer or employee for appearance before public bodies or officers within or without state on matters affecting his interest or conditions of employment. Referred to Civil Service Committee.
- Int. 921, Print 975—Mr. Ostertag—** Same as S. 655. Referred to Civil Service Committee.
- Int. 922, Print 1110—Mr. Ostertag—** Same as S. 662. Referred to Civil Service Committee.
- Int. 942, Print 1002—Mr. Doran—** Same as S. 757. Referred to Excise Committee.
- Int. 951, Print 1011—Mr. Farenga—** Provides applicant for examination for position in competitive class of civil service must be U. S. citizen and have been resident of State for two years immediately preceding such examination. Referred to Civil Service Committee.
- Int. 952, Print 1012—Mr. Crews—** Provides no rule shall be made prescribing educational requirements as condition to civil service examination, except for technical and other positions for which requirements are expressly provided by law. Referred to Civil Service Committee.
- Int. 959, Print 1019—Mr. Farenga—** Same as A. 267. Referred to Cities Committee.
- Int. 1011, Print 1080—Mr. Babcock—** Same as S. 766. Referred to Pensions Committee.
- Int. 1012, Print 1081—Mr. Babcock—** Same as S. 851. Referred to Pensions Committee.
- Int. 1013, Print 1082—Mr. Babcock—** Same as S. 852. Referred to Pensions Committee.
- Int. 1065, Print 1137—Mr. Ostertag—** Same as S. 654. Referred to Civil Service Committee.
- Int. 1085, Print 1158—Mr. Cariello—** Same as S. 685, 844. Referred to Civil Service Committee.
- Int. 1101, Print 1184—Mr. Cariello—** Same as S. 796. Referred to Civil Service Committee.
- Int. 1125, Print 1208—Mr. Rossi—** Requires classified civil service employees except those in exempt class, be notified in writing of any charge or accusation of dereliction of duty, with five days to answer and permits suspension, for not more than 30 days without pay or dismissal, after hearing. Referred to Civil Service Committee.
- Int. 1130, Print 1218—Mr. Farenga—** Provides application for examination for competitive civil service position must be citizen of U. S. and have been resident of state for one year immediately preceding date of examination. Referred to Civil Service Committee.
- Int. 1131, Print 1219—Mr. Farenga—** Provides for transfer and protection of rights of officers and employees of Manhattan State Hospital upon removal to new institution. Referred to N. Y. City Committee.

Int. 1160, Print 1254—Mr. DeMatteo— Same as S. 873. Referred to Judiciary Committee.

Int. 1197, Print 1307—Mr. Doran— Permits widow of state employee who has served 25 years or more and receiving or eligible to receive retirement allowance at time of death, to be paid one-half of his retirement allowance for life or until her remarriage, with certain exceptions. Referred to Civil Service Committee.

Int. 1221, Print 1334—Mr. Sellmayer— Allows credit to members of state employees' retirement system for prior service as official of District of Columbia, U. S. marshal or deputy marshal or U. S. collector of customs. Referred to Civil Service Committee.

Here Are The Facts

Ter Bush & Powell, Inc., of Schenectady, the insurance agency which is handling the Association's State-wide Plan of Accident and Health Insurance, has just issued a new 24-page booklet, titled "HERE ARE THE FACTS." This booklet is complete in every detail, informing as to rates, coverage, indemnities, claims paid, purpose, hospitalization, etc.

Over 5,000 State employees are at present members of this group plan and are taking advantage of substantial savings resulting from participation in this low cost, broad coverage insurance protection.

Secure your copy of "HERE ARE THE FACTS" today, and examine it carefully.



JOIN
and RENEW
Membership
TODAY!

Remedy For Slaughter

Mounting deaths from accidents due to motor cars and their use on the highways, despite heroic efforts on the part of officers of the law charged with responsibility for travel safety, create a situation which at present finds the people generally either chaotic or despairing.

Neither chaos nor despair are helpful to constructive thinking. Intelligent people mobilize all the powers of citizenry to combat disease, insect pests, droughts, floods and highly destructive enemies. There is no such thing as defeat for progressive men and women in any field. Attack is more effective than defense. State employees through their ever alert Association again press forward to help with the problem of highway safety. The Association calls upon an already available army of forty thousand men and women to pledge themselves to "do all in their power to drive carefully and with full regard for the rules of the highway and the Laws of the State" and to do battle for the proper use and not the misuse of motor cars and of highways. This potent army would "Out of the nettle, danger, pluck the flower, safety."

As a mark of their plan and of their unity, hundreds of State employees will henceforth display their Association's auto emblem on their cars. The emblem means that the driver of the car is an emissary of safety. The State employee displaying this emblem asks no privileges; he voluntarily accepts a responsibility as a good citizen to maintain safety through care and good-will and to set an example of humane and unselfish service to a cause which cries loud for rational action. Display your emblem—practice the virtues for which it stands.

After You Have Tried Others
For Real Value

Try

HOTEL CAPITOL

GREEN ST. OFF STATE
TAP ROOM

Legislative Report

Continued from Page 7

are receiving less than the minimum specified for their positions.

Appropriations for new positions have been made at the minimum salary provided in the schedules. It is obviously unfair to appoint a new employee at the minimum rate when others who have held the position for a number of years are working below the minimum. This amendment would permit employees now receiving less than the minimum to be gradually increased to the minimum specified for their position without making any increase in the appropriation now in the budget.

The Association is convinced that over 90 per cent of the allocations of the Board have worked out fairly and equitably, to the satisfaction of employees as well as State officials. Those positions which have not been satisfactorily adjusted can be corrected in part by the Standardization Board which may revise the allocation of positions to salary grades, but the most important work now to be done is the responsibility of the Civil Service Commission which has the duty of assigning appropriate titles so that employees performing essentially the same work may be assigned to the same salary schedule. The Association is confident that both agencies will cooperate fully to lay the proper foundation for the career service principle which will become effective July 1st next.

This is unquestionably the most important civil service measure before the Legislature this year. Its passage is essential to the satisfactory operation of the Feld-Hamilton career service bill. Every State employee is urged to get behind this bill and to write his local Assemblyman and Senator advocating its early adoption by the Legislature.

Space does not permit a complete summary of all the other bills before the Legislature, but among the more important proposals which have not been acted upon in Committee are the following bills:

Authorizing the restoration of time service to employees whose statutory increases were suspended from 1932 to 1935;

Permitting trained nurses to be licensed as registered nurses without examination.

Annual Dinner

Governor Lehman, Lieutenant-Governor Bray, many department heads and Legislative leaders have already signified their intention of attending the Annual Dinner of the Association at the DeWitt Clinton Hotel, February 24th, at 7:30 P. M.

Advance sale of tickets indicates that a capacity crowd will be in attendance. For the past few years this dinner has been so successful, that several hundred guests have had to be refused accommodations because of lack of space.

The Special Entertainment Committee, composed of former newspaper men now in State Service, of which Thomas Stowell of the Health Department is Chairman, has been working steadily for the past few weeks preparing what will no doubt be the most entertaining program yet achieved.

It is expected that more out of town guests will attend than heretofore.

Following the dinner and entertainment, dancing will continue until 2 A. M. to music furnished by the Hotel DeWitt Clinton Orchestra.

Harold J. Fisher, of the Department of State, is Chairman of the Social Committee of the Association, and is in charge of all arrangements connected with the Annual Dinner. The remainder of the Committee is composed of: Hazel A. Ford, Dept. of Tax; Lillian Hyatt, Dept. of Education; Grace E. Keck, Health Dept.; Mrs. Beulah Bailey Thull, Tax Dept.; Nina Foran, Civil Service Dept.; Isabel Neary, Correction Dept., Wayne Soper, Education Dept.; and Janet Macfarlane, Mental Hygiene Dept.

Prohibiting the removal of employees who have served in the non-competitive class continuously for five years except upon written charges with the opportunity to make an explanation in writing;

Liberalizing the requirements for the allowance of commutation and providing that no employee who is permitted to live outside an institution shall be required to take more than one meal a day at the institution.

Providing for a five-day week for State employees.

Executive Committee Meeting

The regular monthly meeting of the Executive Committee was held on Monday, February 7th. President Charles A. Brind, Jr., presided. Attending were: William F. McDonough, Charles W. Swim, Arthur S. Hopkins, Davis L. Shultes, John W. Henry, Dr. Horatio M. Pollock, George A. Kehoe, William C. Hinckley, Harold J. Fisher, Mrs. Mary Austin, Counsel John T. De Graff, Secretary Mary H. Ahern, Treasurer Earl P. Pfannebecker, and Executive Secretary, Joseph D. Lochner.

A report was made on membership which indicated that over 4,000 new members have been obtained for 1938, and that over 5,000 memberships have been received more than at the same date last year. The report presented positive evidence that a new total membership during 1938 was eminent.

A Constitution was submitted for the approval of a Chapter of the Association at Westfield State Farm, Bedford Hills. This Constitution was approved by resolution of the Committee.

The Committee also approved the Constitution of the newly formed Barge Canal Civil Service Employees' Association, an affiliate of our Association, the members of which are all members of the State body.

A proposition to secure advertising for the official magazine, THE STATE EMPLOYEE, was heard and discussed and put aside for further consideration.

The Annual Dinner of the Association, set for February 24, was discussed in detail.

Amending the Pension Law to authorize retirement at age fifty-five and to provide for a death benefit equal to the employee's annual salary if he has served in excess of ten years.

Amending the salary schedules of employees in the Department of Correction, Division of Parole, Department of Labor and other departments.

A complete digest of all the bills introduced since the last issue of the State Employee will be found elsewhere in this issue.

Clothing Hints

*Nellie Torrance, Skidmore College,
Saratoga Springs, New York*

After you have begun to beat the brave game of fashion; after you have given your new dress selections greater attention; after you have chosen dresses which will still be in vogue for several years, then you are faced with the task of caring for the new dress accessions, if they are to look well a couple of years hence.

The old adage "A stitch in time saves nine" must have been coined by a dressmaker. In matters of dress not only must it be comprehended, but practical. Dresses must be sent to reliable cleaners that won't stretch or shrink them. The frequent "enlivening" pressings of garments at home must cease as soon as an accident puts a spot on the dress.

Reliable laundries that preserve the colors in your summer cottons and linens must be chosen. These garments must make their last trip of the season from the laundry to the home, unstarched; otherwise, the starch might decay during the winter months. Winter woollens, sometime in the spring, should be thoroughly aired, sunned, brushed, and wrapped in newspaper. If the wrapping is done carefully no moths can creep in. Of course, a careful brushing at first is essential in order that the moths will not get themselves wrapped in with the garment, and thus act as a foil to your best laid plans for protection.

Shoes and Stockings

Squeeze the heels of your shoes when they are still warm after you've taken them off. This will tend to keep the backs hugging your feet. If you have very good eyesight you might save your hosiery by repairing the runs with a needle made specially for that purpose. This may be purchased in any good notions department.

Little Time Savers

If your income requires you to conserve time, launder your own underwear—try knit slips and nighties or pajamas. Be sure they are sufficiently large when you purchase them, for they shrink unbelievably. To care for these garments at home, you merely have to swish them in suds, rinse and hang up to

dry. They are not friends with an iron. That means that the sprinkling is eliminated as well as the ironing.

Pressing the seats and elbows of all your dresses, once a week, will eliminate running to the ironing board to get a dress presentable for immediate wear.

Having "a place for everything and everything in its place" will save time, when you need time most. It will require a few minutes longer when you're putting things away—but when there are just fifteen minutes in which to get dressed, you'll be glad that you don't have to turn bureau drawers and closet upside down to find the right pair of hose and the proper hat. When you are cudgeling your brains to discover the proper place for this and that, do the placing in a logical way, by having the things you use most in the most convenient place.

One Basic Color in Clothes

Having one basic color at a time saves money and time. If you wear both black and brown during the winter season it calls for black and brown shoes, hat, purse and gloves. Unless you have a coat of eel gray, or maroon color, or a mink coat, you will need two coats, one for the brown clothes and another for the black. Why not decide which of the two colors is most flattering, and build your wardrobe around it? Then, when you must change your dress some time, in a hurry, you won't have also to change shoes, gloves and switch coin purse, lipstick, powder, etc., from one bag to another. One basic color effect saves time, money, and prevents a frayed temper.

McDonough Appointed

Appointments of 17 department heads for the 1938 New York State Agricultural and Industrial Exposition are announced by Dr. Albert L. Brown, director of the State Fair. The head of the Dairy Products Department will be William F. McDonough, of the Department of Agriculture and Markets. Mr. McDonough is Chairman of the Legislative Committee of this Association, and a former President.

Wassiac News

Wassiac State School Social Club has organized an Employees' Association, and has taken membership in the Association of Employees of the Department of Mental Hygiene of the State of New York. Officers elected at annual meeting held on January 3rd were: Louis E. Watts, President; George J. Penfield, Vice President; Grace Odell, Secretary, and Paul O. Becker, Treasurer.

The following committee has been appointed to assist the local representative of the Association of State Civil Service Employees, Mrs. Alice H. Murtagh, in her present drive for 100 per cent membership: Alice Victory, Grace Odell, George Bowles, Dr. R. J. Depher, May Riordan, Ferris Chapman and Harold J. Chapman.

The Social Club will hold a dance Monday evening, February 21st, for the benefit of the Kingston Colony Fund. It will be held in the auditorium of the school building.

The Social Club held a successful game party Friday evening, February 4th, in the club rooms.



De Witt Clinton Cocktail Lounge

The "funspot" of smart Albany. Always a good time there. Three full hours of smooth music, dancing, sophisticated entertainment. After shopping, after work, before dinner...any day...COME for a wonderful time.

**4 to 7 EVERY afternoon
INCLUDING Sunday**

Washington and Lincoln

February is blessed among the months because it brings to the mind of every true citizen a recollection of political virtue triumphant in two of the early leaders of our Republic. "Let us raise a standard to which the wise and the honest can repair," said Washington; "I know that I am right, because I know that liberty is right," spoke Lincoln.

Civil servants have an especial claim to be proud of Washington and Lincoln and to call upon their record of service and their ideals as a mighty argument for the advancement of the merit system. Washington and Lincoln by their devotion to efficient government laid the foundation for all of those things which today preserve good government. In their days also there were selfish men and women who wished to use the government for their own ends. Washington struggled continuously during the Revolutionary War with Tories and traitors, insubordination and interference, and later as President was harried with political parasites seeking selfish advantage and ready to sacrifice the very Nation itself that they might attain their own ends. Lincoln, despite his sincerity and capability, and notwithstanding his championing of justice, was beset by greedy individuals wishing for preference and privilege. Unworthy office hunters were described by Lincoln as a greater menace than the Rebellion itself.

Out of the pages of the history of the United States in the stirring times of Washington and of Lincoln, there shines the pure light of loyalty to the principle that the servants of the people should be chosen because of their merit and fitness and promoted in responsibility as they progressed in knowledge and wisdom. To one of his friends, Lincoln wrote: "The way for a young man to rise is to improve himself every way he can, never suspecting that anybody wishes to hinder him." The merit system says just that to the youth who look forward to useful and honorable careers in the service of the people.

Washington proclaiming: "The aggregate happiness of society, which is best promoted by the practice of a virtuous policy, is, or ought to be, the end of all government," and Lincoln dedicating the Nation to the noble doctrine of "With malice toward none; with charity for all, with firmness in the right as God gives us to see the right," warn all those in public office today that liberty and progress depend upon observance of practices that demand the support of the merit system in all its entirety. There can be no compromise with the philosophy that merit and fitness must be the everlasting mark of the servants of the people, nor with the direct mandate of our State Constitution that all of our citizens shall have equal opportunity to compete through publicly conducted tests for civil positions. We have seen in the past in this State the disgusting spectacle of privilege and partizanship and prejudice playing a part in getting a citizen a job or getting him out of a job. Such things cannot occur without connivance intentional or unintentional upon the part of those sworn to the high duty of obeying the Constitution. Well did Washington and Lincoln know that vigilance must guard liberty. Well do civil service employees know that the public servant in high or low position desecrates his honor and violates his trust when he fails to safeguard the civil service law in spirit and in letter.

In the name of Washington and Lincoln this Association dedicates itself to eternal vigilance and vigorous action to drive from places, in public service those who would bring shame upon the merit system or those who would by subterfuge or otherwise set aside that system, because we know that these things constitute the betrayal of liberty and justice and of that equal opportunity which Washington and Lincoln sacrificed so much to establish.

H. R. S. H. News

The Hudson River State Hospital Federal Credit Union held its annual meeting January 19, at which time the following officers were elected: George G. Lozier, President; Otto V. Faust, Vice President; Sara Galbraith, Secretary; Raymond A. Joyce, Treasurer; Clara Campasso, Assistant Treasurer. Credit Committee: George Magee, Chairman, Andrew J. Delaney and John Livingstone. Supervisory Committee: August Eitzen, Chairman, Grenard G. Kipp and Howard A. Chase. Board of Directors: George G. Lozier, Otto Faust, Sara Galbraith, Raymond A. Joyce, Mary E. Belton, Mary V. Manna and Gladys Hand. A dividend of 6 per cent was voted. Reports shows 326 members, total investment \$14,772.83, and loans since organization \$36,859.

On February 9th, John Livingstone attended an Executive Committee meeting of the Association of Employees of the Dept. of Mental Hygiene, held in the Hotel Wellington, Albany. A luncheon was had with President Charles A. Brind, Jr., Counsel John T. DeGraff, Legislative Committee Chairman, Wm. F. McDonough, and Executive Secretary Joseph D. Lochner.

H. V. S. H. News

The Harlem Valley State Hospital Employees' Association held its annual election January 3rd. Officers elected were: William Mark Duffy, President; Clara Green, Vice President; Alice E. Moore, Secretary and Treasurer; Rose Marie Lisewski, Member at Large of Executive Committee; Andrew Maseo, Member Executive Committee, Male Service; Sarah Herdman, Member Executive Committee, Female Service; John O. Martin, Inside Steward's Department; Charles Martin, Outside Steward's Department, and Louis Illig, Legislative Representative.

The H. V. S. H. Federal Credit Union held its annual meeting in the new Community Hall on Tuesday, January 18th. President Marvin Angel presided. A 6 per cent dividend was declared. The following officers were elected: Directors: Marvin Angel, President; Rooney Maseo, Vice President; Frank Chilcutt, Treasurer; John Hayes, Clerk, and Mark Duffy

A NEW RECORD

Over 12,000 State Employees have paid their 1938 dues in this Association, as this issue goes to press. With only six weeks of the new year elapsed, this response is phenomenal and exceeds all previous years by thousands.

Your Officers and Committees appreciate your response to their 100% Membership request.

SPECIAL — AS WE GO TO PRESS—THE BUDGET BILL CARRYING SALARY ADJUSTMENTS ON A CAREER BASIS AS COVERED IN THE FELD-HAMILTON LAW WAS PASSED FEB. 16 BY BOTH HOUSES OF THE LEGISLATURE AND IS NOW LAW! UNDER THIS BILL THOUSANDS OF STATE WORKERS WILL RECEIVE INCREASES ON JULY 1 NEXT! THIS MARKS ANOTHER GREAT ACHIEVEMENT OF YOUR ASSOCIATION.

Join or Renew Your Membership TODAY. Secure the membership of all your fellow employees. LET US ALL WORK TO EQUAL LAST YEAR'S MEMBERSHIP TOTAL OF 15,000 BY THE END OF FEBRUARY, AND START ON A NEW RECORD ON MARCH 1st.

Act Today!

Secure and Examine a copy of LOYALTY, a pamphlet recently issued by the Association, which explains in detail the many splendid past accomplishments of our organization; the many fine which it renders to members everyday; and its broad progressive program for the future.



EVERY LOYAL STATE EMPLOYEE DISPLAYS HIS ASSOCIATION MEMBERSHIP CARD — SECURE YOURS TODAY — Hand your Application Card to your Chapter, Local Representative or send to Association Headquarters.

Simply detach application herewith, and send with \$1.00 Annual Dues to your local Chapter, Representative or to Association Headquarters. Join your State-wide, all-State-employee Association TODAY.

.....

Print Last Name Above First Name Initial

RESIDENCE.....

WORK ADDRESS.....

INSTITUTION OR DIV.....

DEPT. EMPLOYED.....TITLE.....

THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES
of the State of New York
 Room 156, State Capitol, Albany, N. Y.

Membership Application.....Dues to Dec. 31, 1938 — \$1.00.....
 \$.50 of which is for a year's subscription to "The State Employee"

ST. James I. Wyer
 399 Western Ave.
 Albany, N. Y.