

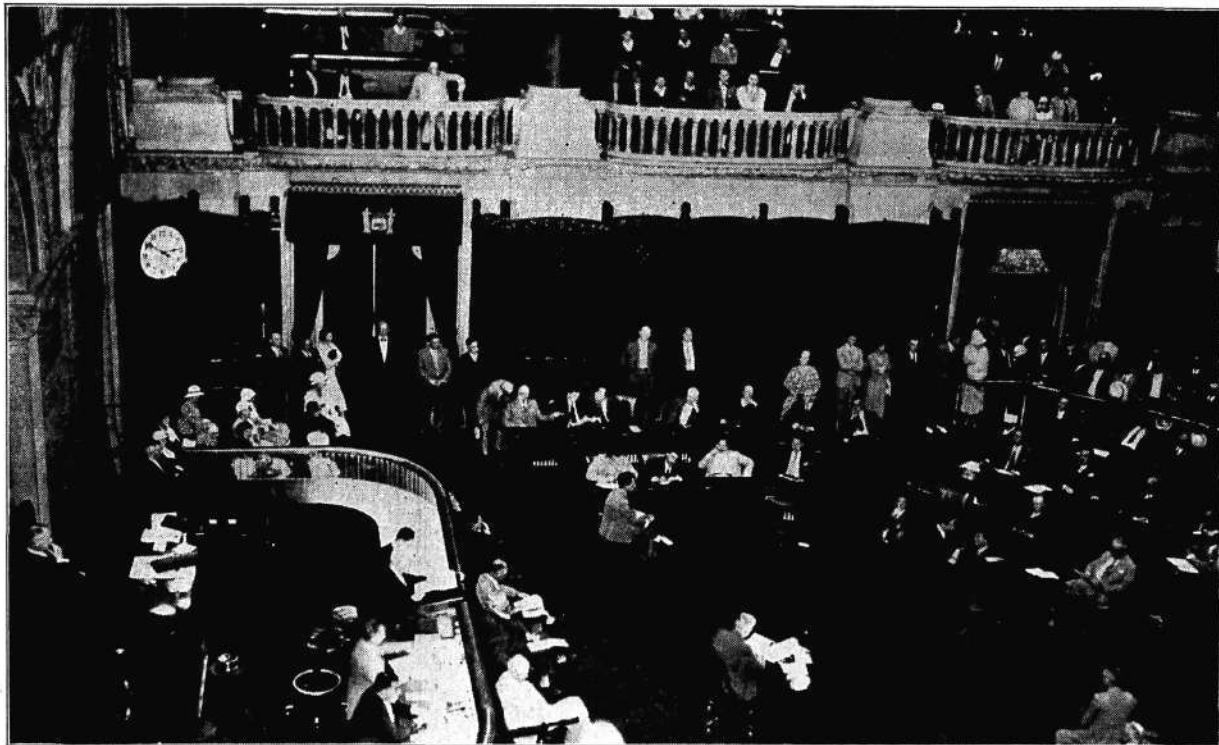


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THE STATE EMPLOYEE

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



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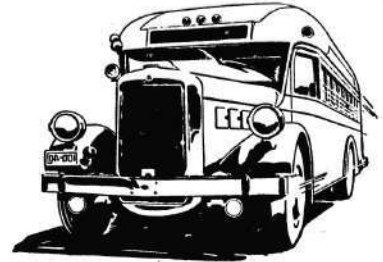
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THE STATE EMPLOYEE is published monthly except June, July, and August. Publication office 2 Norton St., Albany, N. Y. Editorial and executive offices Room 156, State Capitol, Albany, N. Y. 10c a single copy, \$1.00 per year. Entered as Second-class 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.

Editor, CHARLES A. BRIND, JR.
Business Manager, JOSEPH D. LOCHNER

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VOL. 5.

JANUARY, 1936

NO. 1.

Eight Hour Day Victory

The 12,000 members of this Association thrilled with pride and pleasure on Monday evening, January 13, 1936, when they heard Governor Herbert H. Lehman's progressive budget message recommending that the twelve-hour day be banished from New York State civil service. The Governor referred to the action, as doing "simple justice to the men and women in institutions who render humanitarian and exacting service but who are compelled to work unconscionable long hours." Simple justice! How many times has this Association through the press, the radio, petitions, letters, wires, public meetings, and, through THE STATE EMPLOYEE and the Association publications which preceded it, used these words to de-

scribe the situation. The Governor recognized the real facts and acted in his usually earnest way.

We are proud to record here some of the important activities of the Association leading up to the Governor's recommendation of Monday. In December, 1930, the leaders of the Association having discovered that selfish groups seemed intent upon delaying and blocking efforts of State workers to abolish the long day in the interest of better service and more favorable living conditions, decided upon a campaign to enlist public support for and the adoption of a maximum eight-hour day. In an Association bulletin of that date the following pledge appeared:

"This Association, pledged to unselfish efforts on behalf of the

maintenance and promotion of efficiency in public service, believes that the abolition of the twelve-hour day would be a good investment and in the best interests of the State service and good citizenship. It urges upon leaders of State Government the value of such a policy and asks all citizens to lend consideration and support."

It must not be understood that efforts to abolish the long day had not been made prior to that time. Various attempts had been made by the Association. The fact that Illinois had adopted an eight-hour day in its institutions in 1915 had long before lent hope that New York State would move more promptly to favorable attention to
Continued on Page 6

Summary of Legislation Pending

The following is a complete list of bills thus far introduced in both houses of the Legislature which affect State employees and are of interest to them. In future issues of this magazine this list will be continued so that if such issues are kept for reference a complete record will be had. Record of Legislative action on these bills will also be printed.

SENATE

- Int. 23, Print 23—Senator Desmond—Amends section 112, Correction Law, to limit guards and uniformed employees in State prisons and reformatories to eight-hour day and six-day week. Referred to Penal Institutions Committee.
- Int. 25, Print 25—Senator Desmond

—Amends sections 2, 220, adds new 220-e, Labor Law, no state employee work more than 48 hours per week or 6 days per week, including employees on public works. Referred to Labor Committee.

Int. 26, Print 26—Senator Desmond—Amends secs. 2, 160, 220, Labor Law, to apply 8-hour day to all State employees. Referred to Labor Committee.

Int. 47, Print 47—Senator Lee—Adds new Art. 3-a, Railroad Law, section 111 of the bill provides that officers and employees engaged in grade crossing eliminations are transferred without examinations to the Dept. of Public Works subject to the power of the head of the Dept. to abolish

unnecessary offices and positions or to transfer employees from one position to another, or to change the title of the position. Referred to Public Service Committee. Same as A. 57.

Int. 57, Print 57—Senator Wicks—Amends Sec. 11, adds new Art. 12, State Charities Law, repeals Chap. 798, Laws of 1931. Sec. 239 provides that no persons employed during the emergency period shall be subject to provisions of civil service law. Sec. 251 provides for transfer of employees of T.E.R.A. without examinations; positions be exempt for 4 months, after which shall be filled from civil service eligible lists. Referred to Relief and Welfare
Continued on Page 4

Pending Legislation

Continued from Page 3

Committee. Same as A. 61.

- Int. 89, Print 89—Senator Berg—** Adds new Sec. 21-c, Civil Service Law, giving disabled veterans and nurses preference in retention of positions abolished through lack of appropriation or work. Referred to Civil Service Committee. Same as A. 157.
- Int. 90, Print 90—Senator Hanley—** Amends Subd. 4, Sec. 220, Labor Law, providing State hospital stationary firemen, other employees in State institutions, engineers, electricians and elevator-men in public buildings division during annual legislative session shall not work more than 48 hours per week or 6 days per week. Referred to Labor Committee. Same as A. 33.
- Int. 92, Print 92—Senator Kelly—** Amends subd. 4, Sec. 220, Labor Law, providing same as above bill of Senator Hanley. Labor Committee.
- Int. 114, Print 114—Senator Garrity—** Amends Sec. 112, Correction Law, limiting guards and other uniformed employees in State prisons and reformatories to 48 hours' work per week, 6 day week. One day rest in week. Referred to Penal Institutions Committee. Same as A. 91, 165.
- Int. 135, Print 135—Senator Nunan—** Adds new sec. 168, Labor Law, providing no state hospital nurse or other employee work more than 8 hours per day and 8 consecutive hours in 24 shall constitute day's work. Referred to Labor Committee. Same as A. 115.
- Int. 137, Print 137—Senator Coughlin—** Amends Sec. 6, Art. 5, Constitution, authorizing legislature to provide that any civil service promotion shall be one graded highest. Referred to Judiciary Committee. Same as A. 127.
- Int. 194, Print 197—Senator Feld—** Amends Sec. 31-a, Civil Service Law by providing eligibility term for reinstatement of persons on preferred lists shall be eight, instead of four years from date person was separated from service. Referred to Civil Service Committee.
- Int. 213, Print 216—Senator N. A. O'Brien—** Adds new sec. 9-a, Civil Service Law, prohibiting a

public officer or employee from performing service of motion picture operator or stage hand in connection with performance given by or for inmates of any state institution unless civil service employees are by occupation or vocation motion picture operators or stage hands. Referred to Civil Service Committee.

- Int. 215, Print 218—Senator N. A. O'Brien—** Adds new sec. 9-a Civil Service Law, making it unlawful for any band or orchestra composed principally of civil service employees to play at any function not directly connected with public department or bureau. Referred to Civil Service Committee. (Same as A. 134.)

IN ASSEMBLY

- Int. 33, Print 33—Mr. Ostertag—** Amends Subd. 4, Sec. 220, Labor Law, providing state hospital stationary firemen and all other employees as well as engineers, electricians and elevator-men in public bldgs. division during legislative session not required to work more than 48 hours a week or 6 days a week. Referred to Labor Committee. Same as S. 90.
- Int. 67, Print 67, Mr. M. B. Stewart—** Amends Sec. 112, Correction Law, to limit hours of guards and other uniformed employees in State prisons, reformatories and hospitals for criminal insane to 48 hours for 6 days, one day of week a day of rest. Referred to Penal Institutions Committee. Same as S. 43.
- Int. 91, Print 91—Mr. Lavery—** Amends Sec. 112, Correction Law, to limit hours of work of guards and uniformed employees in state prisons and reformatories to 48 hours for 6 days, one day of week be a day of rest. Referred to Penal Institutions Committee. Same as S. 114; A. 165.
- Int. 115, Print 115—Mr. Fitzpatrick—** Adds new sec. 168, Labor Law, providing no state hospital nurse or other employee shall be allowed to work more than 8 hours a day and 8 consecutive hours in any 24. Referred to Labor Committee. Same as S. 135.
- Int. 121, Print 121—Mr. Austin—** Adds new sec. 14-b, Civil Service Law, extending for not less than eleven nor more than four years after expiration of eligibility

terms, certain eligible lists of candidates for appointment as special deputy clerks, assistant deputy clerks and library clerks, supreme court, 1st Dept. Referred to Civil Service Committee.

- Int. 122, Print 122—Mr. Austin—** Adds new Sec. 22, Civil Service Law, relative to removals, to hearings and court review. Referred to Civil Service Committee.
- Int. 127, Print 127—Miss Byrne—** Amends Sec. 6, Art. 5, Constitution, authorizing legislature to provide that any civil service promotion shall be of one graded highest. Referred to Civil Service Committee. Same as S. 137.
- Int. 134, Print 134—Mr. McCaffrey—** Adds new sec. 9-a, Civil Service Law, making it unlawful for any band or orchestra composed principally of civil service employees to play at any function not directly connected with public department or bureau. Referred to Civil Service Committee.
- Int. 152, Print 152, Mr. Breitbart—** Adds new sec. 73, Civil Rights Law, prohibiting civil service or school examinations or tests of fitness for license or permit on the Sabbath or other religious holy days, with certain exception. Referred to Judiciary Committee.
- Int. 157, Print 157—Mr. Mercier—** Adds new sec. 21-c, Civil Service Law, giving disabled war veterans and nurses preference in retention in positions abolished or reduced through lack of appropriation or work. Referred to Civil Service Committee. Same as S. 89.
- Int. 165, Print 165—Mr. Ostertag—** Amends sec. 112, Correction Law, requiring commissioner to apportion guards and other uniformed employees and fix hours of duty so as not to exceed 48 hours for 6 days, one day of week a day of rest. Referred to Penal Institutions Committee. Same as S. 114; A. 91.
- Int. 171, Print 172—Mr. Bernhardt—** Amends Sec. 31, Civil Service Law, providing person holding position subject to qualifying examinations, as well as in competitive class, and who has been

Continued on Page 9

The Annual Dinner—February 27th

Association's big "Get Together" of the year, the annual dinner to the Governor, Lieutenant Governor, department heads and members, will take place Thursday night, February 27, at the De Witt Clinton Hotel, in Albany.

Announcement of the big date has just been made by Hazel A. Ford, chairman of the Association's Social Committee, after consultation with Governor Lehman.

Everything indicates that this year's dinner event will surpass, in program features, any other social activity during the history of the organization.

All of the dining, dancing and entertainment facilities of the De Witt, including music by Bobby Meeker's famous dance band, have been reserved for the use of our Association and guests.

A stunt show to be staged after the eats, promises to outshine the famous annual gag dinners of the Albany Legislative Correspondents' Association.

Mrs. Ford has enlisted the services of some of the best known newspapermen in the State service to arrange the stunt show—a group of bon-ton press agents who combine the acumen of old P. T. Barnum and the good taste of Emily Post. They will see to it that public officials who are put on the grid-dle for the night are just deliciously broiled and not burnt up—at least the scars will not be permanent.

At the head of the show committee is **Thomas C. Stowell of the Health Department's publicity staff**, a veteran of the stage and screen who is almost as well known in theatrical circles as "Uncle Tom's Cabin." He will be assisted in concocting laugh hits about the persons and activities of dignified public figures by:

Allan Reagan, Director of the State Publicity Bureau, Department of Conservation, who is revealing to the world just now that New York State has everything but wants more;

John L. (Jack) Halpin, secretary to the Conservation Commissioner and an authority on bobsled, ski, and stocking runs—**Clarence H. Knapp,**

head of publications in the Department of State, who writes pieces for the New Yorker and other giggily magazines;

Walter T. Brown, argus factotum of the Executive Chamber, who knows all and sees all—perhaps he'll tell some; **Howard E. Silberstein, publications editor of the Department of Taxation and Finance**, who has It, Which and Such—and makes you think of the elegance of a whole embassy staff at Washington;

John F. (Jack) Tremain, secretary of the State Commission of Correction, who for years has been meeting all the very worst people of the State without ever getting a spot of mud on his escutcheon;

Frederick (Freddie) Hollowell, secretary to the State Comptroller and spokesman for the Department of Audit and Control, seat of all power and authority in State matters; **Foster Potter**, who keeps the publicity mill churning in the Department of Agriculture and Markets, even though he never saw a churn, and

Last but not least—yowser, not least folks, **Charles H. (Charlie) McTigue, Secretary to the State Tax Commission**, who used to write pieces for the newspapers and now makes edicts on "What the Well-dressed Man Will Wear" for Harper's Bazaar, with daily personal exemplifications.

These fine old exponents of bunk and bombast are surrounding their plans with an air of mystery as thick as the combined beards of all the cabinet members in the Balkan mountains.

One cannot ascertain, if one tries, just what character the stunt show will take—whether it will be in the form of refined humor or low comedy, vaudeville, circus, pageantry, dramatics, musical comedy, motion pictures, television, what not.

The old sages of the newspaper and publicity world promise only one thing—that the show will be funny, somewhat subtle, they say, but awfully funny if you keep your eye on the stage and watch the actors closely.

The stunt men are having secret conclaves in all sorts of out-of-the-

way places—not all of them on Capitol hill—and they glower at one if one tries to break in on their meetings.

A reporter for "State Employee" was glowered at the other night for speaking to a member of the sub-committee on wigs and toupees, of the full stunt show committee, which was having a meeting at State and Pearl Streets.

Mrs. Ford's committee is arranging the speaking and stunt program so that a large part of the night may be devoted to dancing, to the music of Bobby Meeker and his boys, who make up one of the most popular orchestras in the country.

The chief speaker of the evening of course will be Governor Lehman, who has always been a whole-hearted supporter of our Association and on many occasions has evidenced his deep interest in Civil Service matters generally.

Everything indicates that the attendance will test the capacity of the De Witt. Get your reservations in early. Tickets (two bucks a throw) are now available, through Mrs. Ford and her associates on the Social Committee:

May Fitzgerald of Correction
 Lewis S. Armento of Public Works
 Beulah Bailey of Taxation and Finance
 Nina Foran of Civil Service
 Margaret Duncan of Taxation and Finance
 Grace E. Keck, State Health Laboratory
 W. D. Bauer of Public Works

Bowling League

The standing of the Association State Civil Service Employees Bowling League, composed of State employees in Albany follows:

	Team Standing		
	W.	L.	Pct.
Comptrollers	27	8	.822
Grade Cross. Engrs.	33	12	.733
Tax	29	16	.644
Civil Service	23	22	.511
Health—Public Serv.	22	23	.477
Architects	21	24	.467
Law	9	33	.214
Public Works	9	33	.214

8 Hour Day Victory

Continued on Page 3

hours of work in institutions.

In 1931, the Association declared in its official publication:

"Because every enlightened thought relative to labor as expressed during many years, condemns the exploitation of labor through exactment of overlong hours of service, the Association urges, with confidence of approval, action to provide that State workers in all lines of activity shall not be required to work beyond a maximum of eight hours each day and that all may be accorded one day of rest in seven."

In the same year, President McDonough, Counsel J. Stanley Carter, and the Legislative Committee, prepared an amendment to the Labor Law which was introduced by Senator Thomas C. Desmond, of Newburgh. Senator Desmond was the first to go the full way in asking that the State declare by law that the twelve-hour day be abolished for State employees.

Senator Desmond carried the shorter day message in many public appeals. On March 1, 1933, with W. F. McDonough, President of the Association, he addressed a large public meeting held under the auspices of this Association at Chancellor's Hall in Albany. This was the first public meeting in the Capital City at which the policy of the State in maintaining a twelve-hour day was fully portrayed and condemned. It had an important effect upon the public and the legislative mind. Countless citizens were uninformed as to the labor policy of the State in regard to hours of work in State institutions and the Association expended thousands of dollars in correctly informing and enlisting the aid of citizens.

Bills were introduced in 1931, 1932, 1933 and 1934 but failed of passage. Despite heroic efforts of different legislators during those years, selfish, short-sighted interests, always opposed to social progress if it meant expenditures for which they might be taxed, were successful in preventing favorable consideration of these sound social measures.

In 1934, watchful attention to the situation by Association leaders seeming to indicate that the maximum eight-hour day bills would again die in Legislative Committees, President McDonough, Counsel Charles J. Tobin, and the Legislative Committee of the Association, drafted a resolution calling for a Legislative survey of hours of work and working conditions in State institutions, and through the cooperation of Senator Michael J. Kernan and Assemblyman Harold Ostertag the resolution was adopted by the Senate and Assembly and a survey made following the 1934 session of the Legislature. This was a non-partisan survey as the Assembly was Republican and the Senate Democratic.

Assemblyman Ostertag promptly introduced a measure in the 1935 Assembly to establish a maximum eight-hour day for all workers in prisons, hospitals and other institutions. In the preparation of the bill consultation was had with the Legislative Committee of the Association and its counsel, John T. De Graff. Assemblyman Ostertag gave great impetus to the movement.

The Legislative Committee reported to the 1935 Legislature, and as a result of this study, and the recommendations strongly urging the abolition of the long day and better working conditions generally in institutions, the Legislature of 1935 passed bills sponsored by Assemblyman Hugh A. Lavery and Assemblyman James A. Burke, the first covering employees of prisons and the second employees of hospitals and other institutions. This Association had from the beginning insisted that the twelve-hour day was unjust to employees in whatever institution or group they were employed and that all should be given the shorter day. It favored no group above another. Governor Lehman and others who had been consistently for a maximum eight-hour day but who were unable to find the money to put the policy in effect, likewise insisted that all employees should get consideration when the time came to do away with the twelve-hour day.

Governor Lehman in a message written on May 6, 1935, deploring his inability to sign the Burke or Lavery bills because of the financial condition of the State and the

fact that the Legislature had not appropriated the money for the additional help required, stated:

"I have no hesitation in saying that just as soon as possible the hours of State employees in such institutions should be reduced. Nothing, however, would be gained by the enactment of these bills at the present time; they would go in effect only on July 1, 1936. If next year the finances of the State permit a change in the hours of working conditions of guards, hospital attendants and other employees, I shall be only too glad to recommend it."

With faith in Governor Lehman borne of its experience in dealings with him over many years, and a knowledge of his splendid attention to upholding civil service principles, to preservation of the pension system, to restoration of salaries, and countless other enlightened, progressive and humanitarian actions marking him as an outstanding statesman of his time, this Association predicted in **THE STATE EMPLOYEE** of April, 1935:

"One does not have to be a seer to know that the twelve-hour day is doomed in this State and that within the year 1936. Your Association predicts this without reservations.

"Employees of the State of New York, wherever you may be employed, you have a call that is distinct and clear, to organized effort to bring about the abolition of the long day in institutional work—a martial call to assert yourselves as citizens who resent unfair discrimination in labor policies regardless of where such policies prevail. Begin now to call again upon Church leaders, leaders of the press, political leaders, social leaders, fraternal leaders, and all citizens, to the end that they may uphold the hands of the Governor of this State and that he may establish the maximum eight-hour day by executive planning at the latest by July 1, 1936. Your Association stands today as always the leader in this fight for fair play for institutional workers; it calls upon you to help it extend its efforts along this way."

On October 17, 1935, thanks to the fine work of many employees in

Continued on Page 12

Group Insurance Plan

Do You Realize the Opportunity Your Association Has Made Possible for You to Provide a Steady Income When You Are Disabled Through Accident or Sickness?

Inquiries but not applications are continually coming into Headquarters. If you are interested in Group Insurance send your application in before February 15th. That is absolutely the dead line. If there have not been enough applications received by that time to make it possible to go on, the whole thing will be dropped, and all money received so far will be returned.

The high points of Group Insurance are:

1. Every employed member of the Association, regardless of sex, age, physical condition or past history, is eligible.

2. As long as the Master Policy is in force, the coverage is non-cancellable, and may not be modified. An individual may receive indemnity any number of times and still be eligible for benefits according to the policy, without fear of being disbarred from further indemnity, so long as he retains his membership in the Association.

3. No medical examination is necessary. The sickness protec-

tion features are extremely broad; it is unnecessary that disability have its inception after the date of execution of a policy. Every disability is covered regardless of nature or date of inception.

4. Every member, male or female, pays the same rate.

5. Insurance provided by this plan is against sickness or disease which causes total loss of time and against loss of life, limb, limbs, sight or time resulting from accidental injury sustained while the insurance is in force.

6. The cost is less than one-half of individual policy rates.

It is now up to interested members of the Association to unite behind this plan. Use the application for insurance printed on another page of this issue. No payment of premium is necessary at this time. You send your application in and payment will be forthcoming only when the necessary number of applications for insurance are received to put the plan into effect.

Additional applications may be obtained at Room 156, State Capitol, Albany.

**Use Insurance Application
Page 15**

PREMIUM SCHEDULE FOR OFFICE WORKERS

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

PREMIUM SCHEDULE FOR NON-OFFICE WORKERS

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



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Editorial Page

8 Hour Day Facts

The recommendations by Governor Lehman in his annual budget message read in part:

"I have recommended an appropriation of two and a half million dollars for the employment of additional ward attendants, guards, nurses and other employees rendering similar services having to do with the immediate care of inmates, patients, and other wards of the State.

"It is my strong desire that prior to July 1, 1937, we will have attained, generally speaking, an eight-hour day or the substantial equivalent thereof, for the groups of employees to which I have alluded and will have accomplished the change from the present unfortunate working conditions without that loss and waste which would accompany hurried and precipitate action."

This Association finds no equivocation in this message. It sees in these words no hairsplitting, no pettiness, no quibbling. The statement says very plainly that employees in State institutions are to be placed on an eight-hour day basis; that the transition from a longer day as now in effect to the eight-hour day will be begun on July 1, 1936; that to provide funds to begin the change the Governor has set up in his budget for use as of July 1, 1936, the sum of \$2,500,000. This Association understands this statement of Executive policy to mean that every employee who is now working more than eight hours per day in every State institution—Department of Correction, Department of Mental Hygiene, Department of Social Welfare, Department of Health—employees in every State institution where inmates, patients or other wards of any kind are ministered to by the State, will be placed upon an eight-hour day by July 1, 1937, and that as many of these groups as the appropriation of two and one-half million dollars recommended by the Governor will care for on an eight-hour day basis will be so employed by July 1, 1936, or as soon there-

after within the fiscal year beginning July 1, 1936, as is possible.

Understanding full well that policies of government go oft awry because of inefficient or unsympathetic administrative action, the Association urged upon the Governor immediately following the eight-hour day recommendation the need for Executive direction to administrative heads to assure that the fair and honest eight-hour day policy, entirely free of petty or unfriendly manipulation, be established completely and generously at the earliest possible moment. To this request the Governor replied as follows:

"It is my very sincere and strong desire that the reforms I have recommended be put into effect and administered both with intelligence and understanding to the end that they may become effective as fully and at as early a date as is possible."

There could never be an eight-hour day without the money to hire the necessary help and, also, in some cases to supply living accommodations for the workers. The Legislature cannot make available any money for this purpose without the approval of the Governor. Any bill passed by the Legislature providing for an eight-hour day must provide the money to establish it and then gain Executive approval of the outlay or it would be useless. Under the Constitution, appropriations for State government are supposed to originate with the Governor in orderly annual budgeting. That the eight-hour day should be provided for in regular budget making, which Governor Lehman has seen fit to do in part this year, is clearly understood as the right procedure by all who know about State government.

The two political parties in the Legislature were plainly favorable to an eight-hour day even last year. Both Assembly and Senate voted unanimously for the eight-hour day. There was apparently nothing political about their action. The bills of last year carried no appropriations. The matter of appropriations was left entirely to the Gov-

ernor. The bills this year as now introduced carry no appropriations. Assemblyman Ostertag who has done so much both as a member of the Legislative Committee of 1934 appointed to study hours of work and as a member of the Assembly introducing a bill to assure workers a maximum eight-hour day, makes his bill provide for an eight-hour day effective as of July 1, 1937, waiting upon executive budgeting for the fiscal year beginning at that date. The Assembly legislative program with reference to hours of work in State institutions carried in our weekly bulletin recently, urged the legal reform as of July 1, 1937. It will thus be seen that Legislative thought was all for waiting upon the Governor to provide the money in his budget, and that the Legislature last year asked unanimously to begin the plan on July 1, 1936, as the Governor now provides.

This Association believed and still believes that the eight-hour day in New York State service has been overlong delayed. The State could well have afforded it back in 1920 and since that time. But that is water over the dam. This Association was not in favor of waiting until July 1, 1937. As noted on another page of this issue of THE STATE EMPLOYEE, it predicted unreservedly last April that the plan would be begun within the year 1936. Its alert and forward looking officers and committees understood full well that public opinion would support the Governor in providing the necessary funds to begin this wholly honest and just reform in State government.

The bond issue voted last fall will be helpful in providing funds for needed buildings at institutions. This factor is important, and doubtless the Governor had it in mind when providing for personnel.

The Association is pledged to the elimination from the Labor Law of those provisions which fail to accord to State workers the same rights which it demands for private workers. It is wholly in

Continued on Page 13

Important Recognition

The Civil Service Department as one of the eighteen departments of New York State Government, is equal in importance to any Department of State Government. It is essential that all civil officers and employees appreciate this fact. For many years it has not been adequately financed to perform the vital functions imposed upon it by the Constitution and the laws and needs of the State. Likewise, it is a very obvious fact that its Commissioners, three in number, are not compensated as they should be in view of the services which they perform. These Commissioners, if pay for their services was based upon the importance of their work and its value to the people of the State, would each receive salaries equal to if not in excess of the highest paid to members of any commission or to any department head in State service, or to any judge or justice in the State service. The Civil Service Commissioners are serving willingly and well, at what are moderate honorariums compared with the compensation received by many public officials. They are in fact giving to their State a great deal of time and splendid effort, with a public spirit-ness unexcelled in State or Nation.

We trust that the day may come and very soon (and this Association shall urge it as a matter of equity and fairness), when these public servants may be properly compensated, or at least be paid salaries equal to those paid to commissioners or others in similarly responsible positions in other branches of State government.

It is pleasing to note that Governor Lehman has taken cognizance of the need for upbuilding the Civil Service Department. His budget recommendations for the coming fiscal year contain an increased allowance for that Department. While it is not a large amount, and there is every reason to give thought to greatly increasing the personnel and maintenance allowances for this Department in order that it may function completely and efficiently, it is a step in the right direction and a timely recognition of civil service needs.

N. Y. City Chapter

By ROBERT AXEL,
Chairman of Publicity

At the annual meeting of the Association of State Civil Service employees held in Albany on October 1, 1935, a resolution was presented by Mr. Edward A. Selle, President of the N. Y. City Chapter, petitioning the Governor and State Legislature to give consideration to a general salary increase for State civil service employees commensurate with the rise in the cost of living. The resolution received unanimous approval at this meeting. The preliminary work relating to the presentation of this proposal was delegated to the N. Y. City Chapter.

At recent meetings of the Legislative Committee of the Chapter held in the State Office Building, New York City, further consideration was given to the resolution passed by the Association, with particular reference to salary increases of State employees coming under the civil service classification. A summary of the current State budget as it affects the thousands of civil service employees in the State is at present being tabulated by the following members of the Legislative Committee:

Earl Kelley, Chairman, Dept. of Taxation and Finance,

John Ferguson, Dept. of Taxation and Finance.

William Hildebrandt, Dept. of Taxation and Finance,

William Hopkins, Dept. of Law, Elizabeth Lewis, Dept. of Education,

Milton Schwartz, Dept. of Insurance.

The Committee, in behalf of the Association, is considering various plans for adjusting salaries of employees whose earnings fall in the lower brackets. On the basis of its findings and recommendations, the Committee will draft a bill to be presented at the present session of the State Legislature. All members of the Association and others interested in the Merit System should support this much-needed, progressive measure.

Pending Legislation

Continued from Page 4

separated from service through abolition or consolidation of offices shall be placed on preferred list for reinstatement; also defining "skilled mechanic" under competitive class, to include electrical workers, elevator construction, etc. Referred to Civil Service Committee.

Int. 172, Print 173—Mr. Bernhardt
—Amends Sec. 61, Civil Service Law, by providing should beneficiary of a retirement allowance under subd. 3 work for labor or profit, amount earned therefor shall be deducted from such allowance each month while work lasts. Referred to Civil Service Committee.

Int. 173, Print 174—Mr. Bernhardt
—Adds new Sec. 29-2, Civil Service Law, providing a person whose spouse holds a civil service position, shall not be appointed to any position. Referred to Civil Service Committee.

Int. 317, Print 318—Mr. McDermott
—Amends Subd. 4, Sec. 220, Labor Law, by providing that stationary firemen in State hospitals, employees in State institutions, except mechanics, and engineers, electricians, elevatormen in Public Buildings, division of public works dept., shall not be permitted to work more than 48 hours a week or six days in any one week. Referred to Labor Committee. (Same as S. 92.)

Int. 332, Print 333—Mr. Justice
—Adds new sec. 168, Labor Law, providing no State hospital nurse or other employee shall be allowed to work more than eight hours a day and eight consecutive hours in any 24 shall constitute a legal day's work. Referred to Labor Committee. (Same as S. 135; A. 115.)

Int. 365—Mr. Ostertag
—Amends subd. 14, sec. 50, Civil Service Law, so as to include in definition of "Final average salary" for retirement purposes, average annual compensation of a member for state service during any ten consecutive years of such service as he may select. Referred to Civil Service Committee.

Civil Service Appointments

The following is a list of appointments to positions in the State service, made since the publication of the December issue:

Name	Position	Department
Nathan Slutsky.....	Investigator.....	State Insurance Fund, N.Y.C.
Arthur D. Plotnick.....	Investigator.....	State Insurance Fund, N.Y.C.
Sidney Horn.....	Investigator.....	State Insurance Fund, N.Y.C.
Arthur S. Schechter.....	Investigator.....	State Insurance Fund, N.Y.C.
Hyman L. Saminsky.....	Investigator.....	State Insurance Fund, N.Y.C.
Theodore Weinstein.....	Junior Messenger.....	Mortgage Commission, N.Y.C.
Evelyn B. Hanifin.....	Stenographer.....	St. Institute, Farmingdale
Emmett J. Cochrane.....	Clerk.....	State Prison, Attica
Frank M. Kirkland.....	Guard.....	State Institute, Napanoch
James J. Hanley.....	Senior Clerk.....	State School, Warwick
Peter J. Woloson.....	Teacher of Soc. Sciences.....	State Reformatory, Elmira
Angelo F. Porcari.....	Teacher of Illiterate and Backward Adults.....	State Reformatory, Elmira
Beatrice Wintle.....	Cook.....	State Reformatory, Elmira
Ben Steiger.....	Clerk.....	State Insurance Fund, N.Y.C.
Evelyn H. Koppelman.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Albert W. Miller.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Harry J. Gorski.....	Underwriting Clerk.....	State Insurance Fund, N.Y.C.
Henry J. VanDeusen.....	Underwriting Clerk.....	State Insurance Fund, N.Y.C.
Charles L. Ghazza.....	Underwriting Clerk.....	State Insurance Fund, N.Y.C.
Lemuel A. Herendeen.....	Underwriting Clerk.....	State Insurance Fund, N.Y.C.
Vaughn H. Ray.....	Underwriting Clerk.....	State Insurance Fund, N.Y.C.
George E. Bayha.....	Underwriting Clerk.....	State Insurance Fund, N.Y.C.
Herman Yeoman.....	Voucher & Treas. Clerk.....	Pilgrim St. Hosp., Brentwood
Edith T. Field.....	Medical Record Libr'n.....	Oneonta Hospital, Oneonta
William L. Mensel.....	Investigator.....	State Insurance Fund, N.Y.C.
Julius Umansky.....	Min. Wage Investigator.....	Labor, N.Y.C.
R. W. Stewart.....	Industrial Relations Investigator.....	Labor, N.Y.C.
David Roth.....	Junior Clerk.....	Labor, N.Y.C.
James K. Wardwell.....	Milk Control Investigator.....	Agriculture, Albany
Craig B. Aiken.....	Milk Control Investigator.....	Agriculture, Albany
Maurice L. True.....	Milk Control Investigator.....	Agriculture, Albany
John W. Dalton.....	Milk Control Investigator.....	Agriculture, Albany
Bessie B. Tibbitts.....	Supt. of T. B. Nurses.....	Oneonta Hospital, Oneonta
Mrs. Beatrice F. Auringer.....	Attendant-Telephone Opr.....	Syracuse Psychopathic Hospital, Syracuse
Helen Behr.....	Asst. Typist & Tel. Opr.....	Oneonta Hospital, Oneonta
Thomas E. Rooney.....	Teacher of Com. Art.....	Elmira Reformatory, Elmira
Paul T. Klink.....	Guard.....	Auburn Prison, Auburn
Michael P. Bergin.....	Guard.....	Auburn Prison, Auburn
F. Virginia Thompson.....	Spec. Attdt.-Stenographer.....	Rochester St. Hosp., Rochester
Sylvia G. Fishbein.....	Min. Wage Investigator.....	Labor, N.Y.C.
Morris Sacharoff.....	Min. Wage Investigator.....	Labor, N.Y.C.
Albert I. Cohen.....	Min. Wage Investigator.....	Labor, N.Y.C.
Carrie L. Allgood.....	Min. Wage Investigator.....	Labor, N.Y.C.
John Coggeshall.....	Min. Wage Investigator.....	Labor, N.Y.C.
Harold R. Segal.....	Min. Wage Investigator.....	Labor, N.Y.C.
Emanuel M. Miller.....	Court Attendant.....	Supreme Court, Kings County
Nelson L. Collins.....	Guard.....	Great Meadow Prison, Comstock
Stella M. Carson.....	Typist.....	State Insurance Fund, N.Y.C.
Sylvia Finklestein.....	Typist.....	State Insurance Fund, N.Y.C.
Joseph Sherry.....	Guard.....	State Vocational Institution, W. Coxsackie
Martin Ryan.....	Guard.....	Sing Sing Prison, Ossining
Carl M. Costello.....	Guard.....	State Vocational Institution, W. Coxsackie
Joseph Malone.....	Trav. Payroll Auditor.....	State Insurance Fund, N.Y.C.
Arnold R. Kaplan.....	Senior Messenger.....	Mortgage Commission, N.Y.C.
John P. O'Boyle.....	Junior Messenger.....	Mortgage Commission, N.Y.C.
Oliver A. Tweddy.....	Stenographer.....	Woodbourne Institution, Woodbourne
Gladys Rabinowitz.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Isidore Satran.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Helen Sulsky.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Nathan Lazer.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Anna Shaps.....	Typist.....	State Insurance Fund, N.Y.C.
George L. Sikofsky.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Sidney Siegel.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Benjamin Levine.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Sol Kornfeld.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Clive A. Wray.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Leo Rabinowitz.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Henry A. Bergossi.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Miriam Hager Berson.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Abraham Schechter.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Rudolph H. Franz.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Meyer Schackenbaum.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Julius Yanuck.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Clara Weiss.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Arthur Shaw.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Milton Judkowitz.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Joseph Allison.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Milton Prince.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Sylvia Datkyn.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
David M. Langer.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Isidore Koniak.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Sidney Wohlfeld.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Robert Garfield.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Harry Frankel.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Max Schnitzer.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Eliot Jacobsen.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Isaiah Myer.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Charles Kaplan.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Matthew Ginsburg.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Milton Horowitz.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Malcolm Pitkin.....	Junior Clerk.....	State Insurance Fund, N.Y.C.
Howard R. Hovey.....	Junior Clerk.....	State Insurance Fund, N.Y.C.

Use Milk

By PETER G. TEN EYCK
Commissioner of Agriculture
and Markets

Milk—oldest of human foods—can be brought into the diet in many ways so that the few who do not favor it as a beverage can obtain its healthful benefits through combination with other foods.

How this can be done is told in an attractive 32 page recipe book—"100 Ways to Get More Milk in Your Meals"—recently issued by the Milk Publicity Bureau of the Department of Agriculture and Markets, which is in charge of New York State's campaign to increase fluid milk consumption.

The recipes, all using milk in some quantity, were selected by culinary experts and tell how to prepare soups and chowders, vegetables, meat, fowl and fish dishes, egg and cheese delicacies, sauces, breads, cereals, beverages and desserts.

In its introduction the booklet says:

"Bread may be the staff of life, but milk is certainly the fountain of youth! Milk is rich in vitamins, minerals, carbohydrates and proteins—the elements that preserve the characteristics of youth. A necessary part of every diet, child's or adult's.

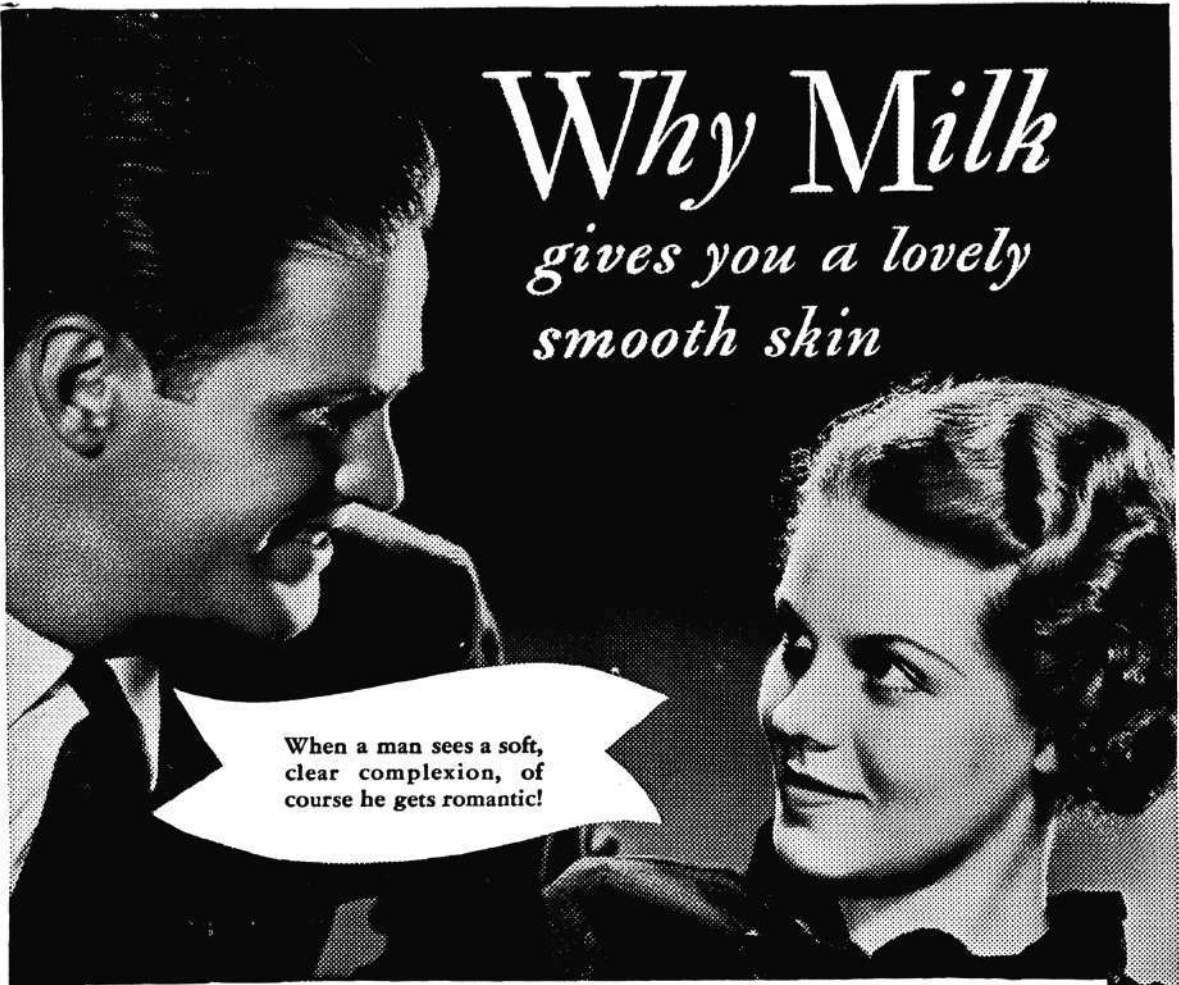
"And milk is one of the least expensive foods. In these days of budgeted incomes, it is a godsend for milk provides maximum health at minimum cost.

"Since adult palates demand variety in food, the trick is to use more milk in cooking. And, once you get the knack, it is surprising how easy it is to devise appetizing dishes, infinite in variety—the new things a homemaker is always looking for. Without their realizing it, your family's milk need can be adequately provided. You can thus be sure that both children and adults get the nutritive elements they need so badly—and at little cost."



Why Milk

*gives you a lovely
smooth skin*



When a man sees a soft,
clear complexion, of
course he gets romantic!

If your skin is not as clear and silky as you'd like it to be, here's one of the simplest (and least expensive) beauty treatments in the world. Simply drink milk... cool, fresh milk!... at least one glass a day. It sounds a little too easy, doesn't it? But here's the point:

Milk is the richest source of *calcium* of all foods. And *calcium* is usually the first thing the famous skin specialists and dermatologists prescribe. You get a *calcium treatment* for your skin with every glass of milk you drink.

Try this delicious way of clearing your complexion. Look what milk does for a baby's skin! Make milk your daily luncheon beverage. A few cents a day for a precious *calcium treatment*... for milk is today's outstanding example of a real economy food.



REDUCE WITH MILK—

Lose weight scientifically, this pleasant way that keeps your pep up. Write for the booklet all Hollywood is raving over: "The Milky Way." Diets of the Movie Stars. Send a post card with your name and address: Bureau of Milk Publicity, Albany.

**THE STATE
OF NEW YORK**

CLEAR UP YOUR COMPLEXION WITH MILK

8 Hour Day Victory

Continued from Page 6

institutions, petitions prepared by the Association, containing the names of over 4000 workers and petitions signed by over 400 business men, asking for the banning of the twelve-hour day, were presented by President Brind to Governor Lehman.

Governor Lehman has not disappointed. With characteristic courage he has provided in his budget for the fiscal year beginning July 1, 1936, the sum of \$2,500,000 to be used in the establishment of the maximum eight-hour day policy in State institutional employment. In a letter to Chairman W. F. McDonough, of the Association's Legislative Committee, acknowledging congratulations upon the recommendation for abolition of the long day, Governor Lehman stated on January 15, 1936:

"It was a source of very great satisfaction to me to be able to make the recommendations contained in my budget. I need not assure you, I am certain, that it is my very sincere and strong desire that the reforms I have recommended be put into effect and administered both with intelligence and understanding to the end that they may become effective as fully and at as early a date as is possible."

Thus the battle of the Association to have inaugurated a just reform in the hours of employment of State workers, is won. To William F. McDonough, President of the Association of State Civil Service Employees from 1929 to 1934, who led the fight almost single handed for several years' to Miss Beulah Bailey, President of the Association in 1935 and Vice-President during the five previous years, and to Charles A. Brind, Jr., the present President, great credit is due for securing public, legislative and executive support of the plan. Officers and members of the Association of Mental Hygiene Department employees were constantly active both in their own Association and through this Association in working for the eight-hour day. The State Federation of Labor endorsed the bills presented by the Association. The press was exceedingly helpful and many indi-

viduals and groups lent valuable aid. To the twelve thousand loyal State civil service workers who are members of the Association goes the real honor of having inspired and supported the officers and committees and made possible the intensive and successful campaign to further elevate State service and improve State employment conditions. In the final analysis, it was organization and the power which comes from working together that won this battle as it has won all other battles since the World began. It is only another highly significant lesson to State employees that to improve their working conditions they must work through their single, state-wide, all-State-employee Association. State civil service employees must know that they are only just beginning to reap the fruits of intelligent cooperative action. For years they allowed themselves to be lost in divided and ineffective effort. Twelve thousand strong is only a beginning. But it is a good beginning and it has brought good results.

Credit Union Growth

During 1935, thirteen Credit Unions were established among State employee groups throughout the State, principally due to the work of the Credit Union Committee of this Association, under the leadership of Lewis S. Armento, Chairman of that Committee. The Credit Unions organized are as follows:

1. N. Y. State Albany Employees F. C. U.;
2. N. Y. State Centre Street F. C. U.;
3. Buffalo State Hospital Employees F. C. U.;
4. N. Y. State Rochester Employees F. C. U.;
5. Brooklyn State Tax Employees F. C. U.;
6. Buffalo State Employees F. C. U.;
7. N. Y. State Dept. Public Works District 8 Employees F. C. U.;
8. Gowanda State Hospital Employees F. C. U.;
9. Wallkill Prison Employees F. C. U.;
10. Attica State Prison Employees F. C. U.;
11. N. Y. State Vocational Institute Employees (W. Coxsackie) F. C. U.;
12. Matteawan State Hospital Employees F. C. U.;
13. Hudson River State Hospital Employees F. C. U.

This Association stands ready to cooperate with these groups at any time and in any way possible.

Albany Credit Union

The N. Y. S. Albany Employees F. C. U. at their Annual Meeting held at the State Office Building, January 20, 1936, expressed their gratitude for the excellent services that the Association of State Civil Service Employees has rendered in developing the credit union movement in the State of New York and particularly in the State Office Building, in Albany, N. Y. At this meeting the members voted that all stockholders be paid a 6 per cent dividend on their shares.

Officers for this year were elected as follows: President, Lewis S. Armento; Vice President, Charles Messina; Treasurer, Edward J. Ramer, and Secretary, Leonard F. Requa, Jr. The Board of Directors are Henry A. Cohen, Douglas M. Lasher and Mary Prior.

The Credit Committee consists of Thomas Halpin, Chairman, Maurice Reiner, Secretary, William Maher, Charles Messina and John J. Kelly.

The Supervisory Committee is composed of Charles H. Mullens, Joseph E. Sheary and Major Frank S. Harris.



Second Chance

For several weeks last fall, after the classes in the educational courses sponsored by your Association had started, we received many expressions of regret from interested would-be registrants who just had not gotten around to making inquiry and enrolling in proper time to begin the work. Much disappointment, too, was shown that certain courses had been dropped due to insufficient registration, and it appeared that if all these interested people had only made known their intention of taking the course most of the classes dropped would have developed.

To those disappointed ones, therefore, opportunity again presents itself. The second term's work is about to begin. While this is a continuation of the study of the first term, in the classes listed below it is perfectly possible for students entering now to follow the discussion intelligently and to advantage. Therefore if you wish to become better informed on these subjects come to the meeting at the time and place listed, prepared to pay the \$5 fee required for the second term.

INTERIOR DECORATING —
Monday, Feb. 3, at 7:30 p. m.

STATISTICS—Wednesday, at 5:00
p. m.

CREATIVE WRITING — Wed-
nesday, January 29, at 7:00 p. m.

BETTER SPEECH—Friday, Jan-
uary 31, at 7:00 p. m.

SOCIAL WORK—Friday, January
31, at 7:00 p. m.

All these classes are held in State Office Building Hearing Rooms.

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MORE
FUN!**



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Piano—Guitar—Accordion, etc.

Rates as low as \$1 per lesson

Instruments supplied when needed

Trial lesson FREE—Phone 3-3546

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Eight Hour Day Facts

Continued from Page 8

the interest of labor welfare generally that the eight-hour day be established by law. A bill accomplishing this as of July 1, 1937, is already in the Legislature. Before that date another executive budget will be prepared and it can include the funds above the present two and one-half million which will abolish the long day completely and with regard to every position. In the meantime, when practically everyone but this Association had given up doing anything in 1936, the Governor's very substantial recommendation of \$2,500,000 will have brought happiness and a brighter outlook to thousands of State workers as of July 1, 1936, and the way will be open to assure the shorter day to all workers by July 1, 1937. Nothing whatever is therefore lost by conforming to present legislative bills calling for establishment of the eight-hour day by law as of July 1, 1937.

This Association feels that the establishment of the eight-hour day by statute will make certain that future executives or administrators who may not be friendly to humanitarian ideals shall not be allowed to revert to unjust and discredited working conditions. What is needed at this time is that wholly possible spirit of cheerful cooperation between administrative officers and employees which will place humane consideration of employees and efficient carrying out of the work before all else. Administrative officers and the lowest paid employee are alike public servants. Both will be guilty of disloyalty to the State if they do not meet the situation fairly.

It must be understood by employees that the Legislature must approve of the Governor's recommendation of the \$2,500,000 for eight-hour day action, before this money will become available. While there is every indication at this time that this feature of the budget will be approved unanimously, each State employee should immediately contact his Assemblyman and Senator and let them know in no uncertain way that they favor this appropriation. Partisan politics or confusing statements by so-

called workers' organizations, must not be permitted to interfere with or wreck this mighty advance toward better things for institution employees.

It is well for institution employees to keep in close and constant touch with the Association to the end that there may be the best possible cooperation on the part of employees in working out the problem of changing from the long day to the eight-hour day plan. Certainly there will be no diminution of the splendid service which employees have always rendered in taking care of the inmates, patients and wards of the State entrusted to their care. Employees of New York State institutions have built up for themselves during many years of faithful service much of which was poorly paid for so far as dollars and cents go, and a great deal of which was over-exacting as to hours of work with consequent social denials of many kinds, a reputation for remarkably efficient and valuable public service. It is unfortunate that at least a part of these will doubtless have to continue on the long hour plan. None know better than institution employees themselves that their institutions dealing as they do with human beings, their hopes, their little measures of happiness, their sorrows and their woes, are not factories where only lifeless machines and cold commodities form the considerations. Practically every branch of institutional service is particularly sensitive from the human touch standpoint to reorganizations of personnel. For this reason, if for no other, the sacrifices necessary for the period until every employee shall be on an eight-hour day as visioned by the Governor's message, will be cheerfully borne by the State's caretakers of its wards. These workers have not been misled in the past by groups intent upon creating dissatisfaction for selfish purposes, or by cheerless fault finding inspired by thwarted ambitions or unhallowed purposes. The eight-hour day is at last on the horizon. Let us greet its certain coming for all with commensurate hopeful joy.

Civil Service Appointments

Continued from Page 10

Name	Position	Department
Julius Lieblein	Junior Clerk	State Insurance Fund, N.Y.C.
Isaac Kramer	Junior Clerk	State Insurance Fund, N.Y.C.
William Gotlieb	Junior Clerk	State Insurance Fund, N.Y.C.
Edwin A. Davis	Investigator	State Insurance Fund, N.Y.C.
Maria G. Jakup	Typist	State Insurance Fund, N.Y.C.
Isabel N. Malakoff	Typist	State Insurance Fund, N.Y.C.
Lillian Raines	Typist	State Insurance Fund, N.Y.C.
Joseph G. Cleary	Underwriting Clerk	State Insurance Fund, N.Y.C.
Helen Minkoff	Calculating Mach. Opr.	State Insurance Fund, N.Y.C.
Oscar C. Sorenson	Safety Inspector	State Insurance Fund, N.Y.C.
Isadore Siegel	Addressograph Opr.	State Insurance Fund, N.Y.C.
Ernest W. Staub	Safety Inspector	State Insurance Fund, N.Y.C.
Harry W. Congdor	Investigator	State Insurance Fund, N.Y.C.
Samuel Burrows	Investigator	A.B.C. Bd., Albany
Vincent J. Sabbatino	Investigator	A.B.C. Bd., Albany
Simon H. Goldstein	Investigator	A.B.C. Bd., Albany
Maurice Maltinsky	Radiographer & Clinical Photographer	State Hospital, Mr. Morris
Abraham Bodinger	Underwriting Clerk	State Insurance Fund, N.Y.C.
Harold O. Sohmer	Underwriting Clerk	State Insurance Fund, N.Y.C.
Joseph Lieberman	Junior Clerk	State Insurance Fund, N.Y.C.
Arthur J. Enright	Junior Clerk	State Insurance Fund, N.Y.C.
William Sellar	Safety Inspector	State Insurance Fund, N.Y.C.
Isaac Antopolsky	Investigator	State Insurance Fund, N.Y.C.
Louis Olitsky	Investigator	State Insurance Fund, N.Y.C.
Abram Brown	Junior Clerk	State Insurance Fund, N.Y.C.
Albert Reice	Junior Clerk	State Insurance Fund, N.Y.C.
Wm. R. Fitzpatrick	Traveling Payroll Aud.	State Insurance Fund, N.Y.C.
Meyer Splyer	Underwriting Clerk	State Insurance Fund, N.Y.C.
Catherine J. Ambrose	Key Punch Operator	State Insurance Fund, N.Y.C.
August Westfal	Guard	Sing Sing Prison, Ossining
Ulmont Winters	Guard	Great Meadow Prison, Comstock
Grace M. Longhurst	Supt. T. B. Nurses	State Hospital, Mt. Morris
Steven D. Whitaker	Occupational Therapist	State Hospital, Wingdale
Mrs. Isabelle H. Rudd	Stenographer	State Hospital, Wingdale
Noel F. McDonald	Bookkeeper	Park Commission, Red House

N. Y. C. Credit Union

With a capital of \$10,000 and a membership of 366, the N. Y. S. Centre St. Employees Federal Credit Union launches a new year of activity and progress.

A 5 per cent dividend was paid to all shareholders for the year 1935 and a 6 per cent dividend is contemplated for the year 1936.

The newly elected officials of the credit union include:

President, Joseph Gruber; Vice President, Richard Cadbury; Treasurer, Sidney G. Rosenberg; Asst. Treasurer, Arthur Eisenberg, Secretary, Carl Typermass.

Credit Committee includes James G. Carlin, Eugene P. Fowler, William Gould, Abraham Levine and Maurice H. Kahn.

Supervisory Committee consists of A. Charles Ruocco, Margaret E. Kennedy, Louis Salzman and Martha A. Walsh.

Advisory Council comprises Julius Dreyfuss, Thomas A. Glynn, Evelyn Halpern, Patrick J. Honan, Alfred W. Jones, Matthew F. McAvoy, Mabel N. Parrell, Hugh T. Reilly, Jr., William Tanner, William R. Weiner.

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Application for New York State Civil Service Office Employees Group Insurance

DATE.....193.....

Name in Full (Print).....

Residence Address.....

Street City State

Place of Business..... Date of Birth.....

Month Day Year

Name of Beneficiary (in full)..... (.....)

Relationship

Address of Beneficiary.....

Street City State

My Monthly Salary is \$..... Monthly Indemnity applied for \$.....

Enclosed herewith find { Check Money Order for \$..... for first semi-annual..... Premium in advance.

Cash quarterly

I have Accident and Health Insurance with the..... Company.

Weekly Benefits are \$.....: my policy expires.....193.....

I, member of the ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK, understand and agree that this application is void unless at date the insurance is to become effective I am on duty and regularly employed.

Signature of Member.

FRANK J. MCGARRY
 51 State Street
 Albany, New York
 Phone No. 4-2916
 Representative Group Dept., Albany Division

CONTINENTAL CASUALTY COMPANY
 75 Fulton Street
 New York City
 Telephone BEEkman-3-6180
 FORD & PINE-Representatives Group Department

WHEN YOU



WEEK END
IN
New York

Now is the time to come to New York for a bright week end! See those brilliant new shows...enjoy the gay night life...visit all the sights you missed before.

And when you check in at the Lexington you'll be checking out all your cares. Comfortable rooms for as little as \$3 single, \$4 double—all with bath and radio. And four restaurants, including the famous SILVER GRILL where Ozzie Nelson's Orchestra plays nightly.

The Lexington is just 4 short blocks from Grand Central and close to the theatres and shops. Garage accommodations!

HOTEL LEXINGTON

48th St. at Lexington Ave., New York
801 ROOMS...FROM \$3
Charles E. Rochester, Manager
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Spread cost
evenly
thru year

THE City of Albany allows a discount of 1 per cent on real estate taxes paid on or before February 9. A Commercial Bank Personal Loan takes the worry and trouble out of paying taxes. You not only save money but you have a full year to repay your loan in 12 monthly deposits which you can make conveniently out of income. When deposits are made regularly, the cost is only \$5.10 for each \$100.00 borrowed. You do not have to be a bank depositor. No investigation charge.

Consider a dignified Personal Loan whenever you need funds to buy merchandise, pay bills or for any worthy purpose.

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The Bank insures your life for the full amount of your loan, without charge or medical examination. Your family and any co-makers are thereby protected should you not live to pay the loan.

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**National Commercial
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MAIN OFFICE: 60 STATE STREET

PARK BRANCH
Washington Avenue at Lark Street

NORTHERN BRANCH
Broadway at Pleasant Street

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ATTENTION ENGINEERS:
CONVENTION
Ass'n of Highway Officials
OF THE
North Atlantic States
ATLANTIC CITY
February 12-13-14

Miss Genevieve Watter
State Education Dept.
Albany, N. Y.

