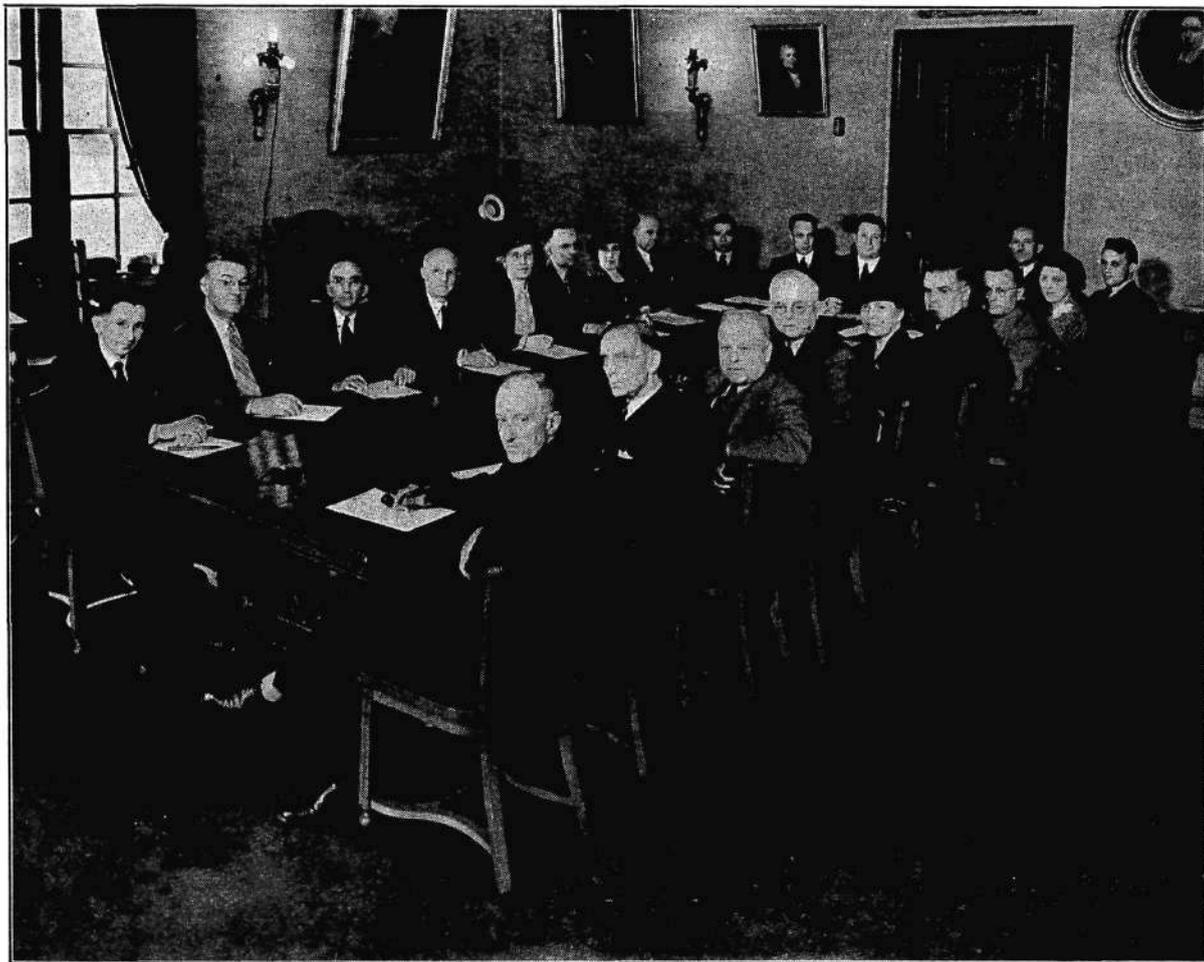




# THE STATE EMPLOYEE

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

## Your Executive Committee



The above photo of the Executive Committee of the Association was taken at its regular monthly meeting Monday, June 6th.

On the left side of the table, reading left to right are: George A. Kehoe, Public Service Dept.; John A. Cromie, Tax Dept.; Charles W. Swim, Audit & Control Dept.; William C. Hinckley, Social Welfare Dept.; Mrs. Mary A. Austin, Correction Dept.; Earl P. Pfannebecker, Tax Dept.; Treasurer of Association; Elizabeth Staley, Banking Dept.; and Arthur S. Hopkins, Conservation Dept.

On the far end of the table, left to right are: Davis L. Shultes, Insurance Dept.; John T. DeGraff, Counsel of Association; Charles A. Brind, Jr., President; William F. McDonough, Agriculture Dept.; and Joseph D. Lochner, Executive Secretary.

At the right of the table, reading left to right are: William R. Arnold, Public Works Dept.; John W. Henry, Labor Dept.; Dr. Horatio M. Pollock, Mental Hygiene Dept.; Dr. Riley M. Little, Education Dept.; Linda J. Wharton, Civil Service Dept.; John T. Higgins, Executive Dept.; Harold J. Fisher, State Dept.; and Mary H. Ahern, Secretary.

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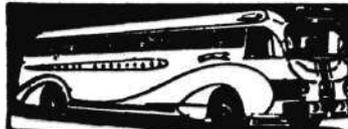


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THE STATE EMPLOYEE is published monthly except, May, July, and August. Publication office 2 Norton St., Albany, N. Y. Editorial and executive offices Room 156, State Capitol, Albany, N. Y. 10c a single copy, \$1.00 per year. Entered as Second-class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

JUNE, 1938

NO. 5.

## Constitutional Convention Proposal Summary

The following is a list of propositions thus far introduced in the Constitutional Convention, which affect State employee members of the Association, or are of interest to them:

**Int. 1, Print 1—Mr. W. S. Bennet**—Provides "that women and men enlisted and enrolled in and honorably discharged from the armed forces of the United States in the late world war, including nurses, who are citizens and residents of this state, shall be entitled to preference in appointment without regard to their standing on any list from which such appointment may be made," and strikes out provision that any honorably discharged soldiers, sailors, marines or nurses of the army, navy or marine corps of the United States disabled in actual performance of duty in any war, to an extent recognized by the U. S. Veterans' Bureau, who are citizens and residents of this state and were at the time of entrance into military or naval service of the U. S., and

whose disability exists at the time of application for such appointment or promotion in the civil service of the State or of any civil divisions, including cities and villages, without regard to their standing on any list from which such promotion or appointment may be made. To Civil Service Committee.

**Int. 67, Print 67—Mr. Corsi**—Provides that there shall be no discrimination in appointments and promotions in the civil service of the State or any civil division, including cities and villages, on account of race, religion, color or political creed. To Civil Service Committee.

**Int. 69, Print 69—Mr. Hooper**—Provides that appointments and promotions in civil service of the State and all civil divisions thereof, including cities and villages, shall be by written examinations only, which shall be open to all citizens regardless of race, creed, color or political belief, and that no person shall be required to furnish any photographic or other record in-

dicating his or her race, creed or color prior to such examination or appointment, and that appointments shall be made in numerical order according to standing on such list. To Civil Service Committee.

**Int. 70, Print 70—Mr. Gardner**—Provides that all revenues derived from motor fuel taxes and fees for registration, licensing and operating of motor vehicles and motor cycles shall be kept separate and apart from all other money, in a special highway fund and shall be appropriated by the legislature and used solely for the construction, reconstruction, maintenance and repair of highways and bridges and for the acquisition of rights of way; maintenance shall be deemed to include but not limited to snow removal, sanding and lighting of highways; that legislature may appropriate sums in such amounts as it may determine to aid municipalities for same purposes and that

*Continued on Page 8*

## Let's Be Reasonable

The time is here to politely inform the C. I. O. of a fact that would have long since been apparent to any advised group, namely, that they do not and cannot render any worthwhile service to State employees and that they should therefore cease the collection of dues from State employees and cease dissension creating organization tactics.

A labor or trade organization that seeks only to duplicate the functions or activities of an already well organized and intelligently active group is either a racket or an error of human judgment. In either case when the truth has been pointed out, the continuance of such a situation is a disregard of reason and common sense.

State employees have their own organization, an organization composed solely of State workers, an organization with policies determined by State workers, an organization that has planned and secured for State employees what is undoubtedly the best employment system as to fair selection of workers, as to salaries, and as to promotions, pensions, sick leaves, vacations and other matters anywhere in effect at the present time.

State employees through their own organization—The Association of State Civil Service Employees—have done all of this on dues of one dollar per year. This great accomplishment has been possible because employees have felt that they should look after their own working prob-

lems. In this they have followed the only true and sound labor organization policy known anywhere throughout the world. The only services which they have paid for and the only expenses they have incurred are those having to do with carrying out the details of plans which they have evolved, without cost to their fellow workers, in their meetings and in their employee governed committees. The costs include the maintenance of an efficiently manned and equipped headquarters to care for the arrangement of meetings, the advising of committees, the hundred and one services requested in correspondence and personally by members, the details of the group and local

*Continued on Page 11*

# Facts and Falacies About Classification

(Continued from April Issue)

Based on a Monograph by

Dr. Ismar Baruch

Chief of the United States Personnel  
Classification Division

Prepared for

THE STATE EMPLOYEE

By the Classification Unit of the New  
York State Department of  
Civil Service

Among operating officials, there is sometimes found a misunderstanding which may be expressed as: Duties classification unduly restrict administrators and supervisors in assigning work and delegating responsibility to the employees of the agencies concerned.

This idea rises primarily from the mistaken belief that the classification of a position **prescribes** what duties each incumbent shall perform and what responsibilities he shall exercise and, therefore, prevents his being assigned to duties and responsibilities not specifically covered by that classification. The classes and class specifications which a duties classification plan includes are **descriptive** and not **restrictive**. Such a plan is not intended and should not create a rigid system of classes which cannot be changed and to which positions and assignments of work to employees must at all times conform. Work assignments and delegations of responsibility are not intended to be controlled by a position classification plan, they belong to those administrative or supervising officials who are vested with the authority to make assignments and delegate responsibility.

In other words, so far as the principles and rules of a duties classification plan should be concerned, administrative officers, by creating new positions materially different from those already in existence, or by making changes in work assignments or responsibilities, may set in motion a train of events leading to changes in the classification plan itself, or in the classification of one or more individual positions. It should be an essential function of the Civil Service Department to take such changes into account when the changes are contem-

plated or immediately after they are made, and to determine and to take the necessary action to recognize the effects of these changes upon the classes, the class specifications, and the classification of individual positions.

Misunderstanding of certain other phases of a duties classification plan and its operation has sometimes led to the erroneous idea that duties classification can segregate positions into narrow water-tight compartments with the effect of unduly restricting employees' opportunities for promotion to positions of higher rank in the same general field.

The criticism that a well-made duties classification plan will restrict an employee's opportunities in the matter of promotion is as groundless as the contention that a classified perpetual inventory of supplies will prevent the intelligent purchase of additional items and new and different items.

The number and kinds of classes established are matters which depend upon what functions are performed in the service as a whole, how the service is organized to carry out these functions, and how duties and responsibilities are distributed among the various positions in the service.

The fact is that a good duties classification plan aids rather than hinders promotional processes, because it furnishes the only workable basis for determining present lines of promotion and developing new ones, for defining career avenues, for preparing training courses designed to equip employees for higher assignments, for identifying misplaced employees with positions for which they are better qualified, and for determining where in the service there exist actual or potential sources of supplies for filling positions of a given type.

It has been said occasionally by those whose information as to the true nature of duties classification is inadequate or inaccurate that the classification of positions is impracticable because positions and their duties and responsibilities are always changing.

In the course of time in any public jurisdiction new positions are

created, duties and responsibilities are materially altered, or positions are abolished. Hence, the classes and class specifications, whenever they may be set up, will ultimately become obsolete by reason of changes in the positions upon which they were originally made. Similarly, allocations of individual positions to classes may become inappropriate because of changes or developments in the duties and responsibilities of such individual positions.

A good duties classification plan, effectively administered, faces and takes into account these conditions. It anticipates the need for and lays down a method of action and procedure for the future as well as for the present. It includes not only the system of classes and class specifications but also, as an integral part of the plan itself, a code of formal fundamental rules for the maintenance of the classification plan and for the amendment and alteration of the class specifications and the allocation of individual positions, to keep pace with changes in the service and in the positions therein.

Thus, a duties classification plan is not something that should be fixed at a particular time and unchangeable thereafter. On the contrary, it should be active and growing in accordance with trends in the service itself. It should recognize that the classes and the class specifications themselves must reflect **current** duties and responsibilities of existing positions. It may well be said that a classification plan for positions is closely comparable to a perpetual inventory of supplies and equipment. Both are based on the characteristics of items as they currently exist. Changes in the characteristics of existing items should be accompanied by corresponding changes in the classification or inventory structure.

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**Join or Renew  
Your Membership  
T O D A Y !**

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## Executive Meeting

The regular monthly meeting of the Executive Committee was held on Monday, May 2nd, 1938. President Charles A. Brind, Jr., presided. Attending were: Elizabeth Staley, Mrs. Mary H. Austin, Linda Wharton, Dr. Horatio M. Pollock, Secretary Mary A. Ahern, Dr. Riley M. Little, William F. McDonough, George A. Kehoe, John W. Henry, John T. Higgins, William R. Arnold and Executive Secretary Joseph D. Lochner.

The first business was the consideration of an application for a chapter for the Public Service Motor Vehicle Inspectors. The committee moved to approve the chapter.

Report as to the paid 1938 membership indicated at the date of the meeting the total approximated 18,000.

Motion was introduced, seconded and unanimously carried to start a membership drive as of July 1, 1938, that definite and appropriate literature be prepared and distributed as of that date to familiarize State employees with the work and activities of the Association for the purpose of securing 100 per cent membership support.

## Buffalo Hospital Dinner

The Second Annual Dinner-Dance, sponsored by the Buffalo State Hospital Employee's Association, was held May 14th at the Hotel Buffalo.

Guests attending were Assemblyman Harold Ostertag; Assemblyman Harold B. Ehrlich; Joseph D. Lochner, Executive Secretary of the State Association; John A. McDonald of Rochester State Hospital, President of the Association of Employees of the Dept. of Mental Hygiene; Leo F. Clark, President of the Buffalo Chapter of the Association. James DeForest, President of the Buffalo State Hospital Employees' Association, presided, and Joseph Reiller acted as toastmaster.

The affair proved to be a most successful one, over 150 members of the Association being present. Following a most delicious dinner, dancing continued to a late hour.

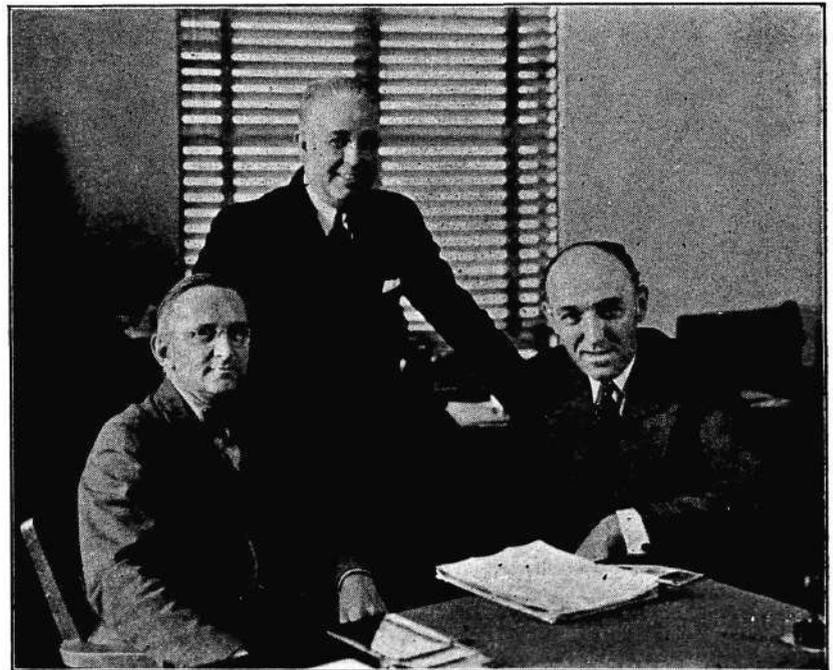
## Temporary Salary Standardization Board



Front Row, left to right: Director of the Budget Abraham S. Weber; Mrs. Marjorie Arnold, Tax Dept., representing non-competitive civil service employees; William J. Maher, Civil Service Dept.; Dr. Frank L. Tolman, Education Dept., representing competitive civil service employees; and Joseph E. Sheary, Public Works Dept.

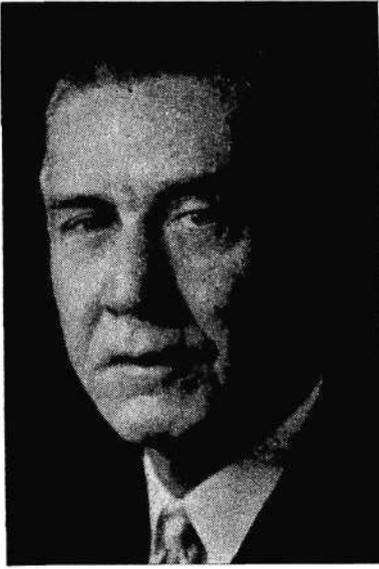
Back Row, left to right: Charles E. Johnson, Rose Marcus and Louis A. Liuzzi, Jr., constituting the technical staff of the Board.

## The Classification Board



Reading left to right: Charles L. Campbell, Chairman of the Board, also Vice-President of this Association; William J. Maher, of the Civil Service Dept.; and Arthur Maloy, of the Division of the Budget.

The Classification Board was established under the terms of the Feld-Ostertag Law.



HON. JAMES A. GARRITY

Sponsor of our Prison Guard bill in the Senate, was Senator James A. Garrity, who represents the 26th District, which is part of the County of Westchester.

Senator Garrity, besides being Chairman of the Internal Affairs Committee, is a member of the Finance, Motor Transportation and Traffic Regulation, Cities, Insurance, Villages, Labor and Industry, Mortgages and Real Estate, Penal Institutions, Public Relief and Welfare Committees.

He was educated in the public schools of Pennsylvania, going to work in the anthracite coal mines at an early age. He took an active interest in labor organizations for many years, finally taking up his residence in Yonkers in 1902, and served for fifteen years as chief probation officer of the City Court of Yonkers. He has conducted a general insurance agency, the James A. Garrity, Inc., agency at 20 So. Broadway, Yonkers. He is a director of the Yonkers National Bank and the Welfare Federation Community Chest.

He is a member of the Rotary Club, the Knights of Columbus, the Elks, Modern Woodmen, City Club. He was a four-minute man during the World War. He is married, has three children and four grandchildren.



HON. R. FOSTER PIPER

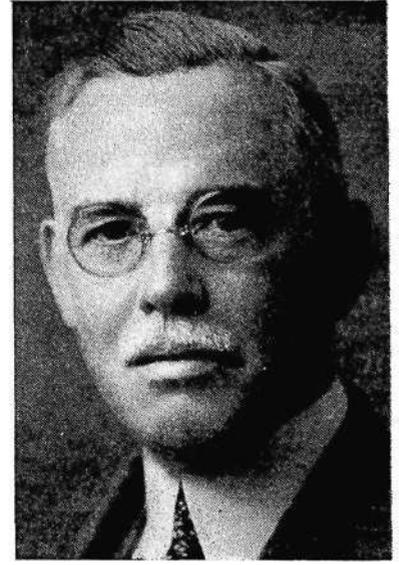
Co-sponsor of the measure recently enacted into law by Governor Lehman's signature, which will enable our Association to adopt a group life insurance plan, was Assemblyman R. Foster Piper.

Mr. Piper, who represents the eighth assembly district of Erie County, graduated from Syracuse University in 1910 and was admitted to the bar in 1911. He is senior member of the firm of Piper, Andrew and Sherwood Law Office, at 638 Prudential Building, Buffalo. He has been attorney for the village of Hamburg, where he resides, since 1922. In 1926 he served as counsel for the Joint Legislative Committee on Recodification of the Village Law of the State. He was first elected member of the Assembly in November, 1929.

He is a member of the Erie County Bar Association, the New York State Bar Association and various fraternal organizations and clubs in Hamburg and Buffalo.

Mr. Piper is Chairman of the Assembly Insurance Committee, and is a member of the Banks, Judiciary, Reapportionment and Rules Committees.

Association members should appreciate the amendment of the Insurance Law to make group life insurance possible.



HON. JAMES J. CRAWFORD

A good friend of State employees in the Senate is Senator James J. Crawford, representing the 11th Senatorial District, which is part of Kings County. He is Chairman of the important Senate Excise Committee, and is a member of Finance, Public Service, Taxation and Retrenchment, Banks and Agriculture Committees.

Senator Crawford was born in New York City, November 16, 1871. He was educated in the public schools of Brooklyn and has lived for fifty-seven years in the Williamsburg section. He is chairman of the Board of the United Loan Industrial Bank, Brooklyn; a member of the Executive Board of the Bank of the Manhattan Co, Brooklyn; president of the Williamsburg Manufacturer's and Merchants' Association of Brooklyn; a director of the Knickerbocker Fire Insurance Co., and of the Brooklyn Chamber of Commerce.

He is a trustee B. P. O. Elks Lodge No. 22, and a member of the Seneca Club of Brooklyn. His business address is 1476 Broadway, New York City, and home address 589 Bedford Ave., Brooklyn.

Senator Crawford is married; has six children and thirteen grandchildren. He was first elected to the State Senate on November 6, 1928.

## Onward and Upward!

A new and we believe sound efficiency rating plan for State employees is here at last! As a part of the career service plan the necessity of fair and uniform efficiency ratings looms large. Good service depends upon good morale. Good morale is stimulated and maintained by fair play in promotions—salary and otherwise. Fair, uniform efficiency ratings are a big factor in promotions.

The new efficiency rating system evolved by the State Civil Service Department for State employees is under Feld-Hamilton Law authorization. The plan is the result of extended study. Time has not permitted the Civil Service Department to submit it for general discussion and consideration such as the Department would like to have accorded it. But, this is not vital. **The plan now proposed and to be used immediately for rating all employees will be tested by its actual application throughout the service, and that is the only true test of a rating plan.** Where it may have weakness, such can be corrected. Where it is good, it can be made even better. The new plan has just been placed in the hands of Department heads. Ratings of all employees must be in the hands of the Civil Service Department by June 15. There must be the best of cooperation on the part of employees. Lack of uniformity and lack of completeness has destroyed the real usefulness of previous rating systems. The new system bids fair to outlaw partiality.

Obviously, this Association will insist upon the right of appeal from errors in rating. Provision for such appeal is not written into the new rating system, but it is an inherent right of every worker and proper provision for appeals relating to all employment matters must be provided in the civil service law.

Justice in promotion has been a crying need of workers in every field of employment ever since two or more human beings were first employed by the same employer. In early days, personal contact between each worker and his employer was the rule, and the employer rated his employees very definitely upon the value of their

services. The good advanced even to the high goal of partnership with the "boss," and often to ultimate succession to a successful business.

Now, with a total of 45,000,000 salaried or wage-earning employees in the nation, and with single groups under a single employer numbering into many thousands, the question of rating the efficiency of the individual is a distinct personnel problem. Justice in promotion—salary and otherwise—depends upon a fair, general plan of evaluating the efficiency and general capacity of the worker.

What crimes have been committed in the matter of promotions! Behold an ambitious youth studying to improve his efficiency, working overtime to assure generous measure of service, trusting fully in American traditions of fair play, finding himself after maturity of experience and capacity pushed aside either brutally or subtly to make place for the "boss' " nephew, or a diplomatic shirker who had deceived as to ability, or because someone did not like the color of his hair, the race from which he sprang, the political party to which he belonged, or the church he attended! Again and again and again in New York State service the most callous indifference to justice in promotions has occurred.

But better days are here. Now a definite plan of promotions, based upon fair and uniform standards of rating, is a legal part of the career service provided in the present Feld-Hamilton and Feld-Ostertag laws. Employees won establishment of the merit principle in promotions—they must help to make fair ratings work and work well in actual practice.

### Attica Meeting

Counsel of the Association, John T. DeGraff attending a special meeting of the Attica State Prison Employees' Benevolent Association on Monday evening, May 23rd, explained the many benefits resulting from the organization of a local chapter of this Association, as well as the many services and activities of the Association.



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FRANK J. CROHAN, President

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# Constitutional Convention Proposal Summary

*Continued from Page 3*

moneys so appropriated to such municipalities shall be deposited in special highway fund separate and apart from other money and used solely for purposes specified; reimbursement fund of \$50,000 to be maintained by state from motor fuel tax. To Finances and Revenues Committee.

**Int. 75, Print 75—Mr. Sexton**—Disqualifies as an elector and prohibits holding of office by election or appointment of "a citizen who by word of mouth or writing, advocates, advises or teaches the duty, necessity or propriety of overthrowing organized government by force or violence, or by assassination of executive head or of any of the executive officials of government, or who has pledged allegiance directly or indirectly to a foreign power or government, or is a member of an association, organization or group opposed to our form of government." To Bill of Rights Com.

**Int. 77, Print 77—Mr. Sexton**—Provides that the canal board shall fix, impose and collect tolls on persons or property except pleasure craft, farm machinery, farm equipment and farm implements transported on the canals. To Canals Committee.

**Int. 84, Print 84—Mr. Montana**—Substantially similar to Int. 70.

**Int. 108, Print 109—Mr. Dunnigan**—Provides that "No person employed by the state, or any subdivision thereof, or any board or commission appointed pursuant to law, or any public benefit corporation shall be permitted or required to work more than eight hours in any one calendar day or more than five days in any calendar week except in cases of extraordinary emergency caused by fire, flood or danger to life or property. The legislature may pass laws to regulate the hours and days of work so as not to interfere with the conduct of the public business but shall not require any person to work more than eight hours in one day nor more than five days in one week." To Civil Service Com.

**Int. 159, Print 160—Mr. Leet**—Provides that "Salaries of state and municipal officers and employees and state and municipal securities and income therefrom shall be subject to taxation imposed upon them and similar income or property in a manner not discriminatory against them, whether by the state, a municipality duly authorized or the United States; provided however, that they shall be taxable by the United States only in the manner and to the extent that it permits its securities held within the state, and its officers and employees resident within the state, to be taxed by the state." To Taxation Committee.

**Int. 162, Print 163—Mr. Leet**—Requires that appointments and promotions in civil service shall be made according to merit and fitness to be ascertained by competitive examinations, and, in classified service, shall be in numerical order in accordance with the

grade received on examination. To Civil Service Committee.

**Int. 164, Print 165—Mr. Leet**—Requires the legislature to provide for the speedy publication of all rules and regulations of all state departments, boards, bureaus, officers and commissions. To Legislation Powers, etc., Committee.

**Int. 165, Print 166—Mr. H. M. J. Lewis**—Substantially similar to Int. 70.

**Int. 172, Print 177—Mr. Weinfeld**—Extends to all persons the right to free speech and press guaranteed to citizens and includes the depicting, exhibiting, portraying and dissemination of sentiments through any medium of communication or dissemination of ideas; provides that no law shall be passed or enforced and no order, rule, injunction, mandate or other process shall be made or issued, to enjoin, as well as restrain or abridge, the exercise of that right; question as to whether such right has been abused shall be determined by a jury. To Bill of Rights Committee. Also to Judiciary Committee for opinion.

**Int. 178, Print 183—Mr. Schwartz**—Provides that appointments and promotions in civil service shall be made in the order of those graded highest according to merit and fitness. To Civil Service Committee.

**Int. 193, Print 198—Mr. Bergan**—Provides that no state fund shall be exempted from audit of comptroller, or from accounting method prescribed and that payment, accrual and collection of money, except on audit, shall be void; separate fund or account shall not be created for any purpose exempted from audit and accounting; attorney general shall be sole counsel and legal adviser of every department, office, bureau or agency of state in respect of official functions and duties and no other counsel or attorney shall represent or advise except assistants or deputies designated by attorney general. To Governor, State Officers Committee.

**Int. 212, Print 219—Mr. Lynch**—Provides that "in ascertaining merit and fitness, no inquiry shall be made of a candidate for a civil service position as to his political or religious opinions and affiliations, except as to his belief in the use of force and violence to overthrow the Government of the United States and no person who believes in the use of force and violence to overthrow the Government of the United States shall be eligible for civil service appointment. Competitive examinations, as far as practicable, shall be objective in nature and capable of being reviewed and free from the uncontrolled personal opinions of the examiner." To Civil Service Committee.

**Int. 233, Print 244—Mr. Killen**—Strikes out provision that no tolls shall hereafter be imposed on persons or property transported on the canals and

provision for annual equitable taxes to pay expenses of superintendence, repairs and improvements thereof; transfers from canal board to public works department power to cancel contracts for work or materials on canals when terms thereof prove to be unjust and oppressive. To Canals Committee.

**Int. 236, Print 247—Mr. J. J. Bennett**—Provides that "Membership in a pension or retirement system of the state or a municipal corporation of the State of New York is hereby declared to be a contractual relationship entitled to constitutional protection as such." To Governor, State Officers Committee.

**Int. 244, Print 255—Mr. Poletti**—Provides that "No person shall, on account of race, color, religion or creed, be denied the full protection of the laws of this state, or any subdivision thereof, or the equal use of any public property, service or facility, or of any privately owned place or service to which public patronage is solicited; or on such account be discriminated against with respect to hire, tenure or condition of employment by the state or by any subdivision thereof." To Bill of Rights Committee.

**Int. 255, Print 266—Mr. Moffat**—Provides that on and after April 1, 1941, fiscal year of state shall begin April 1 and end March 31 next following. To Finances and Revenues Committee.

**Int. 282, Print 293—Mr. Cole**—Gives preference in civil service appointments, retentions and promotions to veterans who served in Spanish American War, the Philippine insurrections, the World War, and to volunteer firemen after performing five years' service unless company disbands upon organization of paid fire department in such case period shall be for at least one year immediately preceding preferences now limited to disabled veterans is stricken out. To Civil Service Committee.

**Int. 284, Print 295—Mr. Cole**—Substantially similar to Int. 159.

**Int. 291, Print 302—Mr. Rippey**—Substantially similar to Int. 159.

**Int. 296, Print 307—Mr. Rippey**—Substantially similar to Int. 70.

**Int. 303, Print 314—Mr. W. S. Bennet**—Provides that "No public officer or employee of the United States Government or of any State, or of any political or other subdivision of any of them, or of any official board, authority, council, commission, corporation, or other agency of any of them, shall serve on any grand jury." To Judiciary Committee.

**Int. 304, Print 315—Mr. Koch**—Substantially similar to Int. 164.

**Int. 310, Print 329—Mr. A. P. Burke**—Provides that "No person other than a citizen of the United States and a citizen and actual resident of the state of New York for more than two

*Continued on Page 12*

# Vacations Restored

Our Association, under date of March 31, sent the following letter relative to the restoration of vacation leaves previously in effect, to the Director of the Budget, Abraham S. Weber:

"This letter supplements and reduces to writing the purport of the Association's position in connection with the four weeks' vacation which I have presented to you orally today and discussed many times in the past.

"As I have indicated, for at least thirty years prior to the change in the vacation period state employees have been accorded four weeks' vacation. The shift from four weeks to three weeks in 1933 was made as a part of the economy program of that year and was not, as we understand it, intended as a permanent arrangement. The Association feels that there is no further reason for the continuance of the temporary and shorter vacation period, particularly in those places where the employees will be able to absorb the additional service without undue hardship and without additional expense to the State.

"I want to assure you, on behalf of the employees who are members of our Association that they will be only too happy to assume such additional burden as may be necessary in restoring the vacation. At this time I would not wish to urge such restoration of vacation if it would entail an additional expenditure on the part of the State, but I feel quite confident that there are many, many places where the additional load can and will be willingly assumed.

"The Association has valued your personal interest in the employees in the past and I would appreciate it if when this matter is under consideration the position of The Association of State Civil Service Employees might be presented."

Sincerely yours,

(Signed)

CHARLES A. BRIND, Jr.,  
President

The foregoing letter was duly acknowledged by the Budget Director, and early in May when the four

weeks' vacation period was restored, a copy of the letter he sent to department heads on this subject was sent to the Association, which read as follows:

"By direction of Governor Lehman, I beg to advise you that authorization is granted for a vacation leave, with pay, not to exceed 22½ working days during the 1938 vacation period, for regular departmental employees.

"Under this order, it is directed that any Saturday leave, whether or not within the vacation period, shall be charged as a half-day against the total allowance."

The Association is pleased and gratified by the action of Governor Lehman in this respect, and feels sure that the additional vacation period will tend to revitalize employees during their vacation periods and urge them to greater efforts and efficiency during the remainder of the year.

## H. R. S. H. News

The Ninth Annual Card Party of the Hudson River State Hospital Employees Association was held in the Amusement Hall of the Hospital on Wednesday evening, May 25th, at 8 P. M. This event proved to be a most successful one, several hundred attending. Mary E. Belton served as Chairman of the party.

Gerald (Roddy) Magee, well-known and well-liked son of George Magee, Chief Engineer at the H. R. S. H. passed away at his home at the hospital on May 8th, after an illness of six months. Funeral services were conducted at the home on May 9th, and from the Chapel of Our Lady at the hospital where a solemn high mass of requiem was celebrated by the Rev. Charles A. Roth.

A native of New York City, Mr. Magee had spent the greater part of his life in Poughkeepsie, being graduated from St. Peter's High School, after which he attended Manhattan College.

A widely-known local athlete, the youth had been active in baseball and basketball circles. His parents are the only survivors.



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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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## New Books

### FICTION

**Dark Rose**, by Maurice Walsh. Stokes. \$2.50

The daring rescues of two lovely Scotch damsels in distress, are romantic episodes in this colorful tale of Lord Montrose's campaigns in Scotland against the covenanters.

**Free Land**, by R. W. Lane. Longman. \$2.50

A moving tale of the odds fought and conquered by a young man and his bride when they took and worked a 300 acre Minnesota claim in the '80's.

**Joseph in Egypt**, by Thomas Mann; tr. from the German by H. T. Lowe-Porter. Knopf \$5

With great imaginative and psychological insight, Thomas Mann interprets Joseph's story from the time he is bought by the Ishmaelites, through his rise to power in Potiphar's household, and to his fall because of his repulsion of the advances of Potiphar's wife.

**Ships in the Sky**, by Gunnar Gunnarsson. Bobbs. \$2.50

A seven-year-old boy's world first on a mountain Iceland farm and then on a farm on the coast is depicted with artless simplicity and with the illuminated understanding that maturity brings.

**Winter in April**, by Robert Nathan. Knopf. \$2

A charming and authentic portrait of an adolescent girl in love for the first time, as seen through the eyes of her grandfather, an elderly scholar of fine feeling and perception.

**The Yearling**, by M. K. Rawlings. Scribner. \$2.50

An intimate picture of life in the wild Florida scrubs during the four seasons of a year, in which Jody, a yearlin' boy is taught the lore of the wild and to hunt and farm by his kindly father.

### NON-FICTION

**Beyond Horizons**, by Lincoln Ellsworth. Doubleday. \$3.50

Ellsworth, the famous polar explorer, tells the story of his life from his frail, fear-ridden childhood in a luxurious Chicago home through his experiences in the Arctic and Antarctic regions.

**Gold Missus**, by Katharine Fowler-Lunn. Norton. \$3

The intrepid adventures of the author, an American geologist,

## Clothes for Afternoon and Evening

By Nellie Torrance, Skidmore College

Behind the choice of any girl's frock stand such important considerations as income, personality, coloring and figure. Two of them loom large when you pick your afternoon and evening dress — yourself and your income. If you can forget yourself you can indulge in "high fashion" garments which most persons like and which are the opposite of staples. These are the two extremes of dress.

Afternoon dresses, in general, possess simplicity, with perhaps a little softness or detail such as pleats, tucks or flower trim. Artificial flowers, pearls and costume jewelry, so fashion says, can be worn with afternoon clothes.

What does this dictum mean to you as a State employee? It means that you may make the same dress serve on more than one occasion. A black basic dress, with simple accessories for business, can be worn with a dressy decorative belt or a scarf for an afternoon affair. Perhaps a large ring, or wide interesting bracelet, could be used.

Naturally, we all want one dress, devoid of office dust, for special affairs. The present mode demands that dress should have fullness above the waistline. Interesting dresses of that type are now on the market. You may not be outstanding in one of them but will surely be in fashion.

A type of dress which is gaining popularity is one with a very full loose skirt, commonly called a

swing skirt. Perhaps a few of them may be seen on women who are found at the top of the fashion scale. If you are interested in a very full skirt for afternoon wear, you may have it made, or you may purchase a full skirted dress that flatters a trim waistline.

In colors, for afternoon or evening, you will be limited by what you can wear and by what the shops carry. Because "luggage tan" is fashionable, that is no reason that you look well in it, but if you enjoy popular colors, there is no reason why you shouldn't have this fashionable shade. If you are a blue-eyed blonde, you probably like to wear blue. Do so, by all means, if you enjoy it. To be really clever, however, you will surely want a color which flatters you, high fashion or no fashion.

If you are one who selects an evening dress to wear, once or twice at the most, you can select anything you like. By all means buy high fashion colors and design if they are becoming to you. Indulge in a gown, supported by a reverse halter, which leaves you bare across the chest from shoulder to shoulder. High waist lines, gathered bodices, extremely full skirts are also to be seen.

Maybe you are a girl who takes a "long time" view of clothes, not a seasonal view, which is the popular one. If you are one of the "long time" group, we hope to interest you in the next number. This will deal with "staple merchandise" in dress.

while prospecting for metals in practically unknown Sierra Leone.

**Hotel in Spain**, by N. J. Johnstone. Longmans. \$2.50

A breezily humorous account of the building of a small hotel in Spain and the entertaining of guests, ranging from the charming to the insufferable, in the year preceding the outbreak of the present civil war.

**Memoirs**, by Sir Ronald Storrs. Putnam. \$5

A brilliant narrative, studded with stories and quotations from letters and diaries, recording the author's distinguished career, as Oriental Secretary to the British Residency

in Egypt, and as Military Governor of Jerusalem, after 1917.

**R. F. D.**, by C. A. Smart. Norton. \$2.50

The deep satisfactions as well as the inherent difficulties in amateur farming are honestly described and appraised in this record of the working of 63 acres in Southern Ohio.

**Two Wars and More to Come**, by H. L. Matthews. Carrick. \$2.50

The courageous journalist-author who has observed and lived through both the Italo-Ethiopian and the Spanish civil war (up to August, 1937) writes convincingly and forcefully of his experiences and the course of events in these wars.

## Let's Be Reasonable

*Continued from Page 3*

insurance plans of great benefit to thousands of members, the issuance of a magazine, and bulletins informing as to every civil service activity, the gathering together of statistics and information helpful to committees and to legislation, and continuous effort to inform the public as to the vital importance of the merit system. The costs also include the services of legal counsel.

There is at hand after many weeks and months of activity, no evidence whatever that the C. I. O. has secured for State employees or aided in the securing of a single improvement in state service. On the other hand, the doubts and questioning they have created by statements issued relative to State employment matters, and their direct opposition to certain legislation fostered by employees through the employees' own Association—notably the Feld-Ostertag Bill—really menaced progress. Is there any reason that State employees should be deceived by statements and propaganda urging a new workers organization when employees are already efficiently organized? Is there any reason that State employees should be taxed to pay tribute to men or movements not responsible for a single real service to the solution of State employee problems, and that are powerless to render any real service? Would it not be deemed silly to have an empty vehicle trailing a filled one without usefulness and at added expense? Would it not be foolish for a farmer to have one idle horse always running about beside a busy, working horse? What would you think of a man who carried an extra empty suit case everywhere he went when he had no use for it? And where is the logic in having a workers' organization trailing, duplicating, and actually getting in the way of an honest, well organized group devoted wholly to good state service and good working conditions? Can any worker logically support a futile effort—a workers' organization shouting empty promises, running empty errands, bringing home empty hands?

The State Employees of this state have their own vigorous, well

equipped, unselfishly manned workers' organization in the State Association of State Civil Service Employees. This Association is tireless in its activities on behalf of State workers.

The C. I. O. may have a place among unorganized workers, but its purpose and its place in New York State Employment is not discernable at the present time. Its continuance, therefore, is a menace to sound and unselfish organization. Its leaders should withdraw it. State employees should renounce it as a useless and destructive element in State service.

**This Association urges that it disband. This Association urges that State workers join their fellow workers now 18,000 strong and work together for the good of all State Employees.**

This Association stands for the complete organization of workers in every group throughout the world to the end that they may cooperate with employers and governments in the development of healthy, happy home and family life. It is proud of the fact that it has attracted to its paid membership over 18,000 workers — the largest organized group of State employees in the United States. It has no quarrel with any labor group, A. F. of L., C. I. O. or whatever their name. It denounces with all its power any group that stirs up dissension, dissatisfaction and distrust among workers already organized and functioning along progressive, helpful lines.

The C. I. O. should withdraw!

## Congratulations!

Association officers and committees wish to publicly congratulate the Officers and Executive Board of the New York City Chapter as well as the Editor, and other officers of STATE CIVIL SERVICE, on the splendid 32 page April issue of this magazine.

The progress and growth of the New York City Chapter through the efforts of its officers and Executive Board, has been nothing short of phenomenal. From a total of 400 a couple of years ago, this Chapter has grown in membership to approximately 1,500, and is now the largest all-State-employee group in the Metropolitan area. Every State office in New York City and Brooklyn is represented through membership in this Chapter. Not only has it increased in membership, but, the services rendered by the Chapter have increased many fold.

The officers of the Chapter are: Milton Schwartz, Insurance Dept., President; Charles Hutchins, Tax Dept., 1st Vice President; Elizabeth E. Lewis, Education Dept., 2nd Vice President; James A. Scurry, Tax Dept., 3rd Vice President; George Mencher, Law Dept., Treasurer; Ruth Hawe, Tax Dept., Recording Secretary; Minna Queller, Labor Dept., Financial Secretary, and John Ferguson, Tax Dept., Corresponding Secretary.

The staff of STATE CIVIL SERVICE magazine consists of: J. Earl Kelly, of the Motor Vehicle Bureau, Editor; Milton Schwartz, Associate Editor; Alice C. Scully, Education Dept., Secretary, and Charles J. Conklin, of the Motor Vehicle Bureau, Publicity Director.

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# Constitutional Convention Proposal Summary

*Continued from Page 8*

years shall be eligible to participate in examinations for the civil service of the state and of all the civil divisions thereof" and that "No person holding a civil service position shall be removed from such position except for incompetency or misconduct shown after a hearing upon due notice, upon stated charges, and with the right to said person to a review by the courts;" requires that appointments and promotions shall be made by written competitive examinations, so far as practicable. To Civil Service Committee.

**Int. 332, Print 351—Mr. Dyett**—Substantially similar to Int. 69.

**Int. 336, Print 355—Mr. Nunan**—Substantially similar to Int. 70.

**Int. 337, Print 356—Mr. T. J. Curran**—Provides that no appointing officer shall participate in any manner, either directly or indirectly, in conducting, or grading the results of, civil service examinations except that civil service authorities may appoint from general lists to their own departments. To Civil Service Committee.

**Int. 338, Print 357—Mr. Kenyon**—Gives preference in civil service appointments, promotions and retentions to honorably discharged veterans who have served in armed forces of U. S. in time of war, and who are citizens and residents of this state and were residents of this state at time of entrance into service; preferences now limited to disabled veterans is stricken out. To Civil Service Committee.

**Int. 348, Print 367—Mr. Poletti**—Provides that civil service examinations shall be competitive and open to all persons without regard to race, creed, color or religion and that appointments and promotions shall be made from lists established as the result of such examinations only in the direct order of grade. To Civil Service Committee.

**Int. 359, Print 378—Mr. Moffat**—Provides that "Except for appropriations included in the bills introduced by the governor and the general supply bill enacted by the legislature no appropriations shall be made except by separate bills each for a single work or project. No appropriation or enactment shall be embraced in any appropriation bill introduced by the governor or in the general supply bill enacted by the legislature, unless it relates specifically to some particular appropriation in the bill, and any such provision and enactment shall be limited in its operation to such appropriation;" strikes out provision relative to restrictions for appropriation supply bills. To Finances and Revenues Committee.

**Int. 366—Mr. Cross**—Repeals provisions relating to continuance in office of commissioners of state board of charities and members of state board of social welfare, and powers that may be conferred on social welfare board by the legislature. To Social Welfare Committee.

**Int. 370 — Mr. Cross** — Provides that "Members of the board of social welfare, of the public health council and of the commission of correction, shall be appointed by the Governor, by and with the advice and consent of the Senate; and any member may be removed from office by the Governor for cause, an opportunity having been given him to be heard in his defense;" and repeals similar provisions relative to board of social welfare, department of mental hygiene and commission of correction. To Governor, State Officers Committee.

**Int. 374—Mr. Delany**—Creates a state department of state police and abolishes the department of architecture. To Governor, State Officers Committee.

**Int. 381—Mr. Leet**—Provides that every rule or regulation promulgated by a state department, board, bureau, officer or commission, before it becomes effective, shall be filed in office of secretary of state and presented to the legislature at the beginning of its next regular session; if disapproved by concurrent resolution of legislature any such rule shall be rescinded; nothing herein shall prevent any person aggrieved by such rule or regulation from appealing to the courts for a review in a manner which may be provided by law. To Legislature, Powers, etc., Committee.

**Int. 382—Mr. Leet**—Provides that "Any person aggrieved or affected by any rule, order or regulation promulgated by any state department, administrative board, bureau, officer or commission shall be entitled to appeal to the appellate division of the supreme court of the judicial department in which such person resides, for a declaratory judgment as to the validity, construction or constitutionality of such rule or regulation. The legislature shall enact laws to carry out the provisions of this section." To Judiciary Committee.

**Int. 403—Mr. Heffernan**—Provides that "All charges made and preferred against any civil service employee in any department, bureau, board or commission of the state or in any political subdivision thereof, shall be referred for trial to, and be heard and determined by, the Civil Service Commission of the state or of the political subdivision wherein the civil service employee against whom charges are made and preferred is employed. The legislature shall enact appropriate legislation for the enforcement of this section." To Civil Service Committee.

**Int. 407—Mr. H. C. Kelly**—Requires that civil service commission shall find that a veteran is disabled at time of examination to entitle him to preference in original appointment and provides that such preference shall not be accorded in any promotion. To Civil Service Committee.

**Int. 474—Mr. A. P. Burke**—Provides that no person other than a citizen of

U. S. and an actual resident of the state for more than two years shall be eligible to participate in civil service examinations and that no person now or hereafter employed in civil service, who was not appointed, promoted or employed following a competitive examination, shall acquire any rights or privileges extended to employees in the competitive civil service; no person holding civil service position shall be removed except for incompetency or misconduct shown after a hearing upon notice with stated charges and with right to said person to a review by the courts. To Civil Service Committee.

**Int. 476—Mr. H. C. Kelly**—Provides that all civil service examinations shall be conducted by or under the supervision and control of the civil service department, except that legislature may establish other agencies for the examination of teachers and members of the supervising service of the public school system. To Civil Service Committee.

**Int. 495—Mr. Koch**—Provides that no system of workmen's compensation insurance, whether state or other system, shall be subject to any governmental supervision or regulation from which any such system is exempt. To Industrial Rels and Workmen's Comp. Committee.

**Int. 498—Mr. Bontecou**—Establishes a department of professions in the state government and abolishes the department of architecture. To Governor, State Officers Committee.

**Int. 512—Mr. Eder**—Establishes a department of art, science and the professions as a civil department of the state government, and abolishes the departments of architecture and military and naval affairs. To Governor, State Officers Committee.

**Int. 517—Mr. Corsi**—Relates to appointments and promotions in civil service by providing that "no appointing power, except state and local civil service authorities established by law to conduct and rate such examinations generally, shall determine by examination merit and fitness for appointment or promotion to positions under its jurisdiction." To Civil Service Committee.

**Int. 531—Mr. Halpern**—Provides that "any public officer who shall refuse to testify or to answer any questions relating to his conduct in office or to the performance of his official duties, in any lawful inquiry, investigation, trial or proceeding, shall be removed from office by the appropriate authority or shall forfeit his office at the suit of the attorney general." To Governor, State Officers Committee.

**Int. 560—Mr. Weinfeld**—Provides that "Except in an emergency and subject to such limitations and restrictions as the legislature may by general laws prescribe, no officer or employee in

*Continued on Page 14*

## A Saving To You

Participation in the Association's Group Plan of Health and Accident Insurance, in spite of the nominal premiums you must pay, actually results in A SAVINGS TO YOU.

Not only because this insurance is obtainable through our Group Plan, at a Cost of ONLY ONE-THIRD to ONE-HALF of what the same protection would cost if purchased on an individual basis, but because of the broad and valuable protection which it accords, should you take advantage of this plan, sponsored by your Association for your benefit. Our Association did not make this plan available to you because of financial income to the organization, because there is none, but did so solely because of the need for the protection and benefits which the plan makes possible for you.

The week April 25th to 30th was known nationally as ACCIDENT AND HEALTH INSURANCE WEEK. Literature issued by the various insurance companies during this special event contained statistics which should prove interesting to any conscientious and responsible individual. Some of the facts relating to national accident and health hazard follows:

1. I person is accidentally injured every three seconds, and 1 person is killed by accident every five minutes. (Your plan covers you for both disabling and non-disabling accidents.)
2. 1 out of 4 persons you see on the street will either be sick or injured in the next 365 days.
3. A man dies but once in his lifetime, but he will have 8 accidents and be disabled by sickness or accident 17 times.
4. The World War caused the death of some 50,000 Americans, but in 1937, 109,700 Americans were killed by accidents.
5. Statistics show that it costs on the average five times as much to be disabled as to be well. Disability has caused many people to withdraw as much from their savings in three weeks as could be replaced in three years.
6. About 9 million people are annually admitted to hospitals, due to sickness or accident.

These foregoing facts are not related with the intent to intimidate employees so that they enter our group plan of insurance. They are, however, printed for the information of many individuals who because of past good health, do not think that the protection of their future is necessary.

Over 1400 claims, totalling in payments to State employees in excess of \$150,000, have been paid since the inauguration of the group plan about two years ago. **HOW MANY OF THESE CLAIMANTS ACTUALLY ANTICIPATED DISABILITY?** Where would have the funds to meet additional expenses connected with accidents and sickness disability come from, had not these claimants foresaw the protection accorded by the group plan? From savings accounts, thereby stabilizing the future of both the disabled and his or her dependents?

Investigate this group plan of accident and health insurance available to you. The over 5000 State employees, now members of the plan, can't be wrong. Write to your Association Headquarters, or to Ter Bush & Powell, Inc., of 423 State Street, Schenectady—TODAY. Request a copy of **HERE ARE THE FACTS**, a booklet which fully explains our group health and accident plan. If sickness or accident disability befalls you, in the future, do not have your normal recovery retarded by the worry resulting over financial obligations which you are unable to meet.

## Recent State Publications

*A selected list of documents submitted by the Legislative Reference Section of the New York State Library and on file in the Library.*

### Conservation Department

Conservation law in relation to fish and game, as amended to the close of the regular session, 1937. Report on the geology and hydrology of Kings and Queens counties, Long Island. (Bulletin GW.7.)

### New York State Legislature

Report of Joint Legislative Committee to study the situation concerning the inaugural baseball game and the growth of the sport. (L. D. 1938, No. 73.)

Preliminary report of Joint Legislative Committee on discrimination in employment of the middle aged. (L. D. 1938, No. 75.)

Fourth supplemental report of the Commission on the administration of justice in New York State. (L. D. 1938, No. 76.)

Report of the Joint Legislative Committee on revision of insurance laws. (L. D. 1938, No. 77.) Report of the Law Revision Commission for 1938. L. D. 1938, No. 65, 65(a)-65(r).

Proceedings of the United Spanish War Veterans, Department of New York for the year 1937, 34th annual encampment held at Jamestown, N. Y., July 11-14, 1937. (L. D. 1938, No. 30.)

Proceedings (of) 19th annual convention (of) the American Legion, Department of New York, August 12-14, 1937, Music Hall, Troy, N. Y. (L. D. 1938, No. 46.)

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## Convention Proposals

Continued from Page 12

the civil service of the state or of any of its political subdivisions or of any agency of the state or any of its political subdivisions shall be permitted or required to work more than five days in any calendar week or more than eight hours in any calendar day." To Bill of Rights Committee.

**Int. 562—Mr. Deyo**—Continues the public service commission of five members to be appointed by the governor by and with the advice and consent of the Senate; prescribes terms of office of commissioners, methods of filling vacancies, removals, compensation, jurisdiction and powers, limitation of legislature as to special laws fixing rates, review of decisions on appeal and powers of appellate division relative thereto. To Public Utilities Committee.

**Int. 570—Mr. Dunnigan**—Establishes a department of architecture in the state government and transfers and assigns the powers and functions of the division of architecture of the public works department to the division of architecture, hereby created in the executive department. To Governor, State Officers Committee.

**Int. 574 — Mr. Macy** — Provides that "Hereafter no employee of the state, in civil divisions or the cities thereof, shall receive or be paid a pension in excess of four thousand dollars per annum; provided, however, nothing herein shall affect the pension of any person who shall have retired." To Finances and Revenues Committee.

**Int. 581—Mr. Stuart**—Provides that "Maternity of a married woman in the civil service of the state, or of any of the civil divisions thereof, including cities and villages, or of any public body or agency, shall not be cause for dismissal, and adequate leaves of absence shall be allowed for the purposes of childbirth, but no such leave shall be extended beyond complete recovery without the consent of the woman affected, unless with full compensation for the time extended." To Civil Service Commission.

**Int. 587—Mrs. Rodgers**—Creates a state department for consumers as one of the civil departments and abolishes the department of architecture. To Governor, State Officers Committee.

**Int. 600—Mr. Gootrad**—Creates an industrial bill of rights by giving employees right to self-organization, to form, join or assist labor organizations, and to engage in concerted activities for collective bargaining or

other mutual aid or protection free from interference, restraint or coercion of employers, makes every promise to organize, join or remain a member of a company union, or to refrain from organizing, joining or remaining a member of any labor organization other than a company union and other conditions relative to company unions, invalid and void as against public policy; defines employees to include those in civil service, in hospitals and other institutions, and all other employees; defines company union as an organization which the employer has suggested or has participated in initiating or creating, or given aid to; permits strikes for mutual aid or protection and boycott or other conduct not involving fraud or violence; guarantees right of trial by jury in cases arising out of labor disputes or the exercise of any other right guaranteed herein; and defines labor disputes. To Industrial Rels. and Workman's Comp. Committee.

**Int. 602—Mr. Koch**—Provides that "No rule or regulation of any state department, board, bureau, commission or authority or of any officer of any such body, shall be effective until seven days after such rule or regulation shall have been published in the manner which the legislature shall prescribe by law." To Legislature, Powers, etc., Committee.

**Int. 619 — Mr. Poletti** — Provides that "Women shall have full political and civil rights and full opportunity for education. Women shall have full opportunity to work and shall receive remuneration without discrimination because of sex. The legislature shall have power to enact safeguards against physically harmful conditions of employment and economic exploitation, especially affecting women." To Social Welfare Committee.

**Int. 633—Mr. Nathan**—Abolishes the office of state comptroller and creates the office of auditor to be filled by appointment by the legislature; divides the functions of the comptroller between the auditor and the department of taxation and finance. To Governor, State Officers Committee.

**Int. 638—Mr. W. S. Bennet**—Substantially similar to Int. 159.

**Int. 641—Mr. Steingut**—Provides that "No person shall be denied the full and equal opportunity for employment by reason of race, color, creed or religion. Nor shall any person on account of race, color, creed or religion be discriminated against with respect to the hire, tenure or condition of employment. The legislature shall enact laws to provide for reasonable safeguards against the violation or threatened violation of the provisions of this section." To Bill of Rights Committee.

## Canal Workers Banquet

By Harry W. La Vere

The First Annual Banquet of the newly formed Central Chapter of the New York State Barge Canal Employees Civil Service Association, an affiliate of the State-wide Association, was held at the Wayne Hotel at Lyons. This chapter includes workers from Lake Oneida to Fairport on Erie Branch, Oswego, Cayuga and Seneca Canals. Before the banquet a business meeting was called by Mr. D. O'Hair of Lyons. New By-Laws were discussed and adopted. Feeling ran high in anticipation of a six day week beginning July 6, 1938.

Following the excellent banquet speeches were given by Mr. Mulligan, Engineer in charge of Canals at the Division Office in Syracuse and Mr. Keeler of Newark, Supt. of Section 6, Syracuse Division. Explanation of rules and regulations of the department were given and questions were freely asked and answered. Both speakers stressed cooperation and harmony that should be felt between the State as employer and chapter members as employees. Everyone departed with a feeling that in cooperation there is strength.

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# Development of State Employee Credit Unions

The following statistical table, explanatory of the growth and progress of the Federal Credit Unions successfully functioning in State employee groups throughout the State, will be of interest to the thousands of members of the credit unions; and this Association, which through its Credit Union Committee, was responsible for the establishment of these savings and loan organizations, takes pleasure in printing it herein.

This table was supplied through the courtesy of C. R. Orchard, Director of the Credit Union Section of the Farm Credit Administration, Washington, D. C., and gives information as to the status of these credit unions as of December 31, 1937.

Name	Charter No.	Began Business	No. of Members	Share Balance	Loans made since Organization		Dividend Paid 1938	
					No.	Amount	Rate	Amt.
State Albany Emp.....	51	1-2-35	1,097	\$68,200	1,821	\$206,761	5%	\$2,276
State Center St. Emp.....	165	3-20-35	808	45,234	1,737	163,381	5%	1,729
Buffalo State Hospital Emp.....	677	11-4-35	318	10,377	679	42,350	6%	450
State Rochester Emp.....	680	11-14-35	252	9,363	374	27,649	5%	308
Buffalo State Emp.....	723	12-3-35	246	7,599	389	21,368	5%	288
State D.P.W. District 8 Emp....	731	11-20-35	184	9,031	334	32,833	6%	398
Syracuse State School Emp.....	802	12-14-35	107	2,366	103	6,435	4%	60
Gowanda State Hospital Emp....	818	1-1-36	230	3,216	236	9,299	...	...
Wallkill Prison Emp.....	877	1-10-36	103	1,460	201	6,602	4%	28
Attica Prison Emp.....	884	2-1-36	135	4,021	171	13,835	6%	168
State Vocational Institute Emp..	888	1-14-36	58	999	72	3,378	3%	21
Matteawan State Hosp. Emp.....	903	1-20-36	481	11,654	1,039	51,634	6%	509
Hudson River State Hosp. Emp..	939	2-1-36	326	14,773	471	36,859	6%	580
Newark State School Emp.....	950	2-17-36	112	2,017	90	6,269	6%	77
Marcy State Hospital Emp.....	953	1-30-36	112	5,263	123	9,305	5½%	144
Utica State Hospital Emp.....	954	1-31-36	153	4,671	269	17,202	5%	184
Elmira Reformatory Emp.....	970	1-22-36	146	4,099	129	8,103	6%	147
Auburn Prison Emp.....	988	3-14-36	178	5,138	189	13,898	5%	126
Creedmoor State Hosp. Emp....	1002	2-15-36	289	8,460	427	27,897	5½%	283
Central Islip State Hosp. Emp...	1012	3-7-36	246	2,613	187	7,810	6%	97
State Psychiatric Institute Emp..	1023	3-2-36	...	.....	.....	.....	...	...
District No. 6 Highway Emp....	1080	3-6-36	89	790	98	3,808	3½%	20
Middletown State Hosp. Emp....	1216	5-1-36	146	2,467	125	6,041	4%	41
Harlem Valley State Hosp. Emp.	1507	7-7-36	242	2,302	203	8,095	6%	94
Placem't-Unemploy'm't Ins. Emp.	1949	2-8-37	164	2,231	128	6,076	5%	59
Brooklyn State Tax Emp.....	2086	4-8-37	123	2,008	47	3,224	5%	41
Security .....	2110	4-20-37	140	4,007	107	7,267	4%	46

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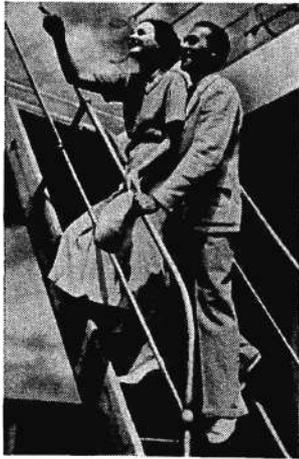
## Buffalo Women Dine

The Buffalo League of State Women Bowlers finished their first season of bowling with a banquet and bridge party on May 9th at the Park Lane.

The League, which began last fall, is made up of 30 girls of the Labor Dept., State Fund, State Teachers' College, Bureau of Rehabilitation, Liquor Board, State Highway Dept., Switchboard, Taxation and Finance, Law Dept.—each team being known by their own name, i. e., "The Swingers," "The Whirlers," "The Strikers," "The Comers," "The Skippers," and "State Fund."

All agree that this first season has proved a big success and all the girls are eagerly anticipating a better season next year plus at least two more teams.

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July 18, Aug. 1 and 15 —  
4 days, \$45 up

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### CANADA-BERMUDA TRIANGLE TRIPS

Carinthia Aug. 6 and 20 to  
Gaspe, Saguenay, Quebec and  
Bermuda, 13 days, \$145 up.

### CARINTHIA SEPTEMBER CRUISES

Sept. 3 to Nassau, Havana,  
Kingston, 12 days, \$115 up.  
Sept. 17 to Haiti, Kingston,  
Havana, Nassau — 13 days,  
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