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1400 large rooms... each with bath (tub and shower)
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---

ALBANY SCHOOL OF ACCOUNTING, INC.
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JOHN J. MAGILTON, C. P. A.
Director
WRITE FOR LITERATURE
Night School Only
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 describe 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 and support for 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 and six-day week. Referred to Penal Institutions Committee.
Int. 25, Print 25—Senator Desmond
—Amends sections 2, 220, adds new 220-c, 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 25—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 reten-
tion of positions abolished
through lack of appropriation or
work. Referred to Civil Service
Committee. Same as A. 137.

Int, 90, Print 90—Senator Hanley—
Amends Subd. 4, Sec. 220, Labor
Law, providing State hospital
stationary firemen, other em-
ployees in State institutions, en-
gineers, electricians and eleva-
tor 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 Com-
mittee. 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. Re-
ferred to Penal Institutions Com-
mittee. 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 con-
secutive hours in 24 shall consti-
tute day's work. Referred to La-
bor Committee. Same as A. 115.

Int. 137, Print 137—Senator Cough-
lin—Amends Sec. 6, Art. 5, Con-
stitution, authorizing legislature
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, in-
stead of four years from date per-
son was separated from service.
Referred to Civil Service Com-
mittee.

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 pic-
ture operator or stage hand in
connection with performance
given by or for inmates of any
state institution unless civil serv-
vice employees are by occupation
or vocation motion picture oper-
ators 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 com-
posed principally of civil service
employees to play at any function
not directly connected with pub-
lic department or bureau. Re-
ferred to Civil Service Commit-
tee. (Same as A. 134.)

IN ASSEMBLY

Int. 33, Print 33—Mr. Oster-tag—
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 legisla-
tive 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 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 al-
lowed to work more than 8 hours
a day and 8 consecutive hours in
any 24. Referred to Labor Com-
mittee. 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. Re-
ferred to Civil Service Commit-
tee.

Int. 122, Print 122—Mr. Austin—
Adds new Sec. 22, Civil Service
Law, relative to removals, to
hearings and court review. Re-
ferred to Civil Service Commit-
tee.

Int. 127, Print 127—Miss Byrne—
Amends Sec. 6, Art. 5, Constitu-
tion, authorizing legislature to
provide that any civil service pro-
motion 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 prin-
cipally of civil service employees
to play at any function not di-
rectly connected with public de-
partment or bureau. Referred
to Civil Service Committee.

Int. 152, Print 152, Mr. Breibart—
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 excep-
tion. Referred to Judiciary Com-
mittee.

Int. 157, Print 157—Mr. Mercier—
Adds new sec. 21-c, Civil Service
Law, giving disabled war veter-
ans and nurses preference in re-
tention in positions abolished or
reduced through lack of appropri-
at ion or work. Referred to Civil
Service Committee. Same as S.
89.

Int. 165, Print 165—Mr. Oster-tag—
Amends sec. 112, Correction Law,
requiring commissioner to appor-
tion guards and other uniformed
employees and six hours of duty
so as not to exceed 48 hours for
6 days, one day of week a day of
rest. Referred to Penal Institu-
tions 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 ex-
aminations, as well as in com-
petitive 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 griddle 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 giddily 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 subcommittee 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:

<table>
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<tr>
<th>Department</th>
<th>Team Standing</th>
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<tbody>
<tr>
<td>Tax</td>
<td>W. L. Pet.</td>
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<tr>
<td>Comptrollers</td>
<td>27 8 .822</td>
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<tr>
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<td>33 12 .733</td>
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<tr>
<td>Tax</td>
<td>29 16 .644</td>
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<td>23 22 .511</td>
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<td>Architects</td>
<td>21 24 .467</td>
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<tr>
<td>Law</td>
<td>9 33 .214</td>
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<tr>
<td>Public Works</td>
<td>9 33 .214</td>
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</tbody>
</table>

Team Standing
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 seems 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, deploiring 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
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 protection 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

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PREMIUM SCHEDULE FOR NON-OFFICE WORKERS

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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 thereafter 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 Governor. 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 and very soon (and this Association unexcelled in State or National), 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.

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,
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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 that 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 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. 317, Print 333—Mr. Justice—Amends Subd. 14, sec. 50, 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.
Civil Service Appointments

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

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<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Department</th>
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<tr>
<td>Nathan Slutsky</td>
<td>Investigator</td>
<td>State Insurance Fund, N.Y.C.</td>
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<td>Arthur D. Plotnick</td>
<td>Investigator</td>
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<td>Investigator</td>
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<td>Arthur S. Schechter</td>
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<td>Henley B. Bucchanan</td>
<td>Investigator</td>
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<td>Theodore Weinstein</td>
<td>Junior Messenger</td>
<td>Mortgage Commission, N.Y.C.</td>
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<td>Evelyn B. Hamlin</td>
<td>Stenographer</td>
<td>St. Institute, Farmingdale</td>
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<td>Ethel H. Hinkley</td>
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<td>State Institute, Napanoch</td>
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<td>Frank M. Kirkland</td>
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<td>Janet L. Koppelman</td>
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<td>Peter J. Woloson</td>
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<td>Adam F. Porcaro</td>
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<td>State Institute, Farmingdale</td>
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<td>Beatrice Winkle</td>
<td>Cook</td>
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<td>Henry L. Saminsky</td>
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<td>James J. Hanley</td>
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<td>R. K. Wart</td>
<td>Industrial relations Investigator</td>
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<td>David Roth</td>
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<td>Emanuel S. Supt.</td>
<td>Supt of T.R. Nurses</td>
<td>Oneonta Hospital, Oneonta</td>
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<td>Mrs. Beatrice F. Auttger</td>
<td>Attendant-Telephon Opr.</td>
<td>Syracuse Psychpathical Hospital, Syracuse</td>
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<td>Helen Behr</td>
<td>Asst. Typist &amp; Tel. Opr.</td>
<td>Oneonta Hospital, Oneonta</td>
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<td>W. Charles E. Art</td>
<td>Teacher of Art</td>
<td>Elmirah Reformatory, Elmirah</td>
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<td>Paul T. Klirn</td>
<td>Guard</td>
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<td>Mabel W. Fish</td>
<td>Guard</td>
<td>Rochester St. Hosp., Rochester</td>
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<td>Sylvia G. Flaherty</td>
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<td>Howard H. Hevey</td>
<td>Junior Clerk</td>
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Use Milk

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 thus be sure that both children and adults get the nutritive elements they need so badly—and at little cost."

Superfluos H.AIR

Permanently Removed
By Minute Rasp, Modeling Material, or Wire Brush.
SARAH WHITE

January
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 individuals 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:


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. Ramirez, 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 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 — Wednesday, January 29, at 7:00 p.m.

BETTER SPEECH — Friday, January 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.

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 confining 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 mislead 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.
Further Proof

"Why should I join the Association of State Civil Service Employees?"

Up to Monday, January 13, 1936, just a few of the important proposals of the Association which have been adopted by the State, included: Establishment of the State Retirement System; development of civil service system and civil service protection; addition to the payroll of State employees of many millions of dollars; restoration of salaries, 1935; recognition of State civil service employees as an organized body. Through the intensive work of the Association over a period of six long years, another truly great reform has been recommended by the Governor of the State for enactment—the abolition of the twelve-hour day and the establishment in its place of a maximum eight-hour day for institution workers.

It would seem that in the light of the progressive accomplishments of the Association, and of the very great need for day in and day out organized effort on the part of State civil service employees that there would never again be need to urge membership support of the Association.

What do you think about it? Do you not need alert and active representatives to keep constantly to the fore the needs of State workers and to place your side of every employment subject before the Governor, the Legislature, the Civil Service Commission, the State Budget Division, the State Retirement System; and to plead the cause of civil service throughout the length and breadth of the State? And if you do realize that you need these things, do you not realize that the way to obtain them is through support of your own all-State-employee, State-wide, non-profit cooperative Association, with its complete organization, including Counsel, Headquarters in the State Capitol, a regular monthly magazine, daily activity throughout the year, and a present membership of 12,000.

Your Association needs more than your membership. It needs the membership of your fellow worker and of every State civil service worker. Only in this way can it serve fully—only in this way can workers show true loyalty to the Association established to serve them in their employment problems. Please begin membership enrollments today. Send your application with dues of one dollar to cover membership until December 31, 1936, to your local chapter, to your local representative, or Direct to Headquarters, Room 156, State Capitol, Albany, N. Y.

Nurses’ Meeting

On January 7th, in the State Office Building, Albany, a meeting of Trained Nurses from hospitals under the jurisdiction of the Department of Mental Hygiene was held. Those representing the various institutions attending were: Messrs. Dave Duncan, Cecil Bybee, Fred J. Wattix and C. C. Colesanti from Middletown State Hospital. Messrs. Stephen Guinan and John K. Vreeland from Willard State Hospital. Messrs. Edwin Fairbanks and Joseph Carey from Binghamton State Hospital. Mr. William Jackson and Miss Margaret A. Simpson from Marcy State Hospital. Miss Anna Williams from Utica State Hospital. Misses Martha Campbell and Janice Reynolds from Rockland State Hospital. Miss Margaret Green and Henry Girouard from Brooklyn State Hospital. Miss Dolores Hefferon, Creedmoor State Hospital, Miss Liane Haley, St. Lawrence State Hospital. Messrs. Archie B. Graham and Willard E. Weiss, Rochester State Hospital. Misses Evelyn Christopher, Thelma Purcell, Pauline T. Weil, Mary Clarke, Kathryn Becker, Marguerite Campbell, Rita Daly and Mrs. Marie Cannon and Messrs. Albert Balser, Edward Weaver, from Hudson River State Hospital.

Miss Rita Daly, of Hudson River State Hospital, was Chairman of the Meeting.

Armento Honored

Lewis S. Armento, chairman of the Credit Union Committee, was signally honored by the Credit Union National Association for his excellent work in promoting the Credit Union movement among State Employees and local groups in Albany. He was made a member of the Founders Club. Within the past ten years only six persons in the State of New York have received that honor. He was elected secretary of the Credit Union Association of the State of New York, a State-wide organization which is developing a definite educational program for officers and members of credit unions.

Print Last Name Above First Name

Residence ........................................

Work Address ..................................

Dept. Employed ..................................

Title ...........................................

Institution or Div. .............................

THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK
ROOM 156, STATE CAPITOL, ALBANY, N. Y.

Membership Application ................... Dues to Dec. 31, 1936 — $1.00 ...........

$.50 of which is for a year's subscription to "The State Employee"

JOIN TODAY!
## Civil Service Appointments

Continued from Page 10

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Department</th>
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<tbody>
<tr>
<td>Julius Lieblein</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Isaac Bohen</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>William Gottlieb</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Edwin A. Davis</td>
<td>Investigator</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Maria G. Jakup</td>
<td>Typist</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Isabel N. Malakoff</td>
<td>Typist</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Lillian Rains</td>
<td>Typist</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Joseph G. Cherry</td>
<td>Underwriting Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Oscar C. Sorensen</td>
<td>Safety Inspector</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>James B. Ragle</td>
<td>Addressograph Opr.</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Ernest W. Staib</td>
<td>Safety Inspector</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Harry C. Conover</td>
<td>Investigator</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>SamuelY. Burrows</td>
<td>Investigator</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Vincent J. Babpath</td>
<td>Investigator</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Simon H. Goldstein</td>
<td>Investigator</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Maurice Maltinsky</td>
<td>Radiographer &amp; Clinical</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Abraham Bodinger</td>
<td>Underwriting Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Harold O. Bohen</td>
<td>Underwriting Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Joseph Lieberman</td>
<td>Junior Clerk</td>
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<tr>
<td>Arthur J. Enright</td>
<td>Junior Clerk</td>
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</tr>
<tr>
<td>William Sofer</td>
<td>Safety Inspector</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Isma Antopolsky</td>
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<tr>
<td>Louis Ollisky</td>
<td>Investigator</td>
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<td>Abram Brown</td>
<td>Junior Clerk</td>
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<tr>
<td>Albert Reiser</td>
<td>Junior Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
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<tr>
<td>Wm. B. Fitzpatrick</td>
<td>Traveling Payroll Auditor</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Meyer Splaver</td>
<td>Underwriting Clerk</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>Catherine J. Ambrose</td>
<td>Key Punch Operator</td>
<td>State Insurance Fund, N.Y.C.</td>
</tr>
<tr>
<td>August Wenzel, Jr.</td>
<td>Guard</td>
<td>State Hospital, Mt. Morris</td>
</tr>
<tr>
<td>Ilmont Winters</td>
<td>Guard</td>
<td>Great Meadow Prison, Comstock</td>
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<tr>
<td>Grace K. S. S.</td>
<td>Supt. Court, State Hospital, Mt. Morris</td>
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<tr>
<td>Steven D. Whiteaker</td>
<td>Occupational Therapist</td>
<td>State Hospital, Wingdale</td>
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<tr>
<td>Mrs. Isabelle H. Rudd</td>
<td>Stenographer</td>
<td>State Hospital, Wingdale</td>
</tr>
<tr>
<td>Noel E. McDonald</td>
<td>Bookkeeper</td>
<td>Park Commission, Red House</td>
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**Application for New York State Civil Service Office Employees Group Insurance**

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<tr>
<th>DATE</th>
<th>193</th>
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<tbody>
<tr>
<td>Name in Full (Print)</td>
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<tr>
<td>Residence Address</td>
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<td>Place of Business</td>
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<td>Name of Beneficiary (in full)</td>
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<tr>
<td>Address of Beneficiary</td>
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<tr>
<td>My Monthly Salary is $</td>
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<tr>
<td>Enclosed herewith find</td>
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<tr>
<td>I have Accident and Health Insurance with the</td>
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<tr>
<td>Weekly Benefits are $</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td></td>
</tr>
</tbody>
</table>

**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**

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**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 incudes 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.


---

**WALLPAPER-DU RONT PAINT**

35 CENTRAL AVE

**Anson Thompson Co.**

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Pay Taxes with a low cost PERSONAL LOAN

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.

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Free Insurance

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.

Requirements are few and fair... good character, a clear record and a steady adequate income. Applications for Personal Loans to pay Albany real estate taxes should be made at once.

NATIONAL COMMERCIAL BANK AND TRUST COMPANY
MAIN OFFICE: 60 STATE STREET
PARK BRANCH
Washington Avenue at Luck Street
NORTHERN BRANCH
Broadway at Pleasant Street
Member Federal Deposit Insurance Corporation

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