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This set of questions and answers inaugurates a new feature which will appear in future issues of this magazine. Employees and members of the Association are urged to send any questions they may have concerning civil service procedure, retirement, etc., which would interest State employees, to the editor of this magazine. The most appropriate questions with the answers will be printed.

**QUESTION:**
What recourse does an employee have if the Department Head had advised the employee that a month hence, the employee is to be transferred from New York to Albany, or vice versa, or if dissatisfied, to resign, considering that the employee has always resided in the City of New York and has contracted obligations, such as a lease, as well as living arrangements, which are not easily disrupted?

**ANSWER:**
He has no legal rights to insist upon remaining in New York. His only remedy would be to attempt to persuade the Department head to rescind the order or to attempt to obtain a transfer to some other department in New York.

**QUESTION:**
What action should a Civil Service employee pursue and what are the rights of a Civil Service employee, who discovers several weeks prior to the close of a fiscal year, that the proposed budget approved for the ensuing year, eliminates the position held by the employee, giving consideration to the fact that the employee for a period of several years has had high service ratings?

**ANSWER:**
Employees in the competitive class whose services have been satisfactory can be discharged only on a seniority basis. If two or more employees holding the same position and the same salary grade, the one with the shortest services in the competitive class must be dismissed first. If the employee is dismissed from the violation of seniority rules reinstatement will be ordered by the courts.

*Continued on Page 15*
Annual Meeting—October 6, 1936

The Annual Meeting of this Association, held in the State Office Building, Albany, October 6th, was attended by delegates of Chapters and employee groups throughout the State. In the afternoon of the same day, a business meeting of the Executive Committee of the Association and of the delegates was held. Lengthy discussions took place relative to furthering State-wide organization, and the matters of policy for the coming year.

The program of the Annual Meeting included reports of officers and committees, general talks and discussions concerning Association work, group insurance and credit unions, resolutions forming the foundation of the Association’s program for the coming year, and finally the report of the Board of Canvassers as to the election of officers of the Association and members of the Executive Committee.

Reports of officers and committees presented at this meeting are to be found elsewhere in this magazine. Reports of the activities of the Legislative and Pension Committees given by Counsel John T. DeGraff at the meeting were contained in detail in the May issue of THE STATE EMPLOYEE, and will therefore not be repeated in this issue.

The Board of Canvassers selected reported that the following officers were elected by popular ballot of Association members, for the ensuing year:

President, Charles A. Brind, Jr., Dept. of Education
Vice President, Charles L. Campbell, Dept. of Civil Service
Secretary, James A. Conboy, Dept. of Agriculture and Markets
Treasurer, Frank O. Bauer, Dept. of Mental Hygiene

The Executive Committee of the Association for the coming year, elected by popular ballot also follows:

W. F. McDonough, Agriculture and Markets Dept.
R. B. Haner, Dept. of Audit and Control

Annual Report of President

Delivered by President Charles A. Brind, Jr. at Annual Meeting, October 6, 1936

The Association year from last October to this annual meeting has been a red-letter year for Civil Service employees and for the members of the Association. It is with a great deal of satisfaction that I am able to report that the Association in its efforts to favor the cause of the Civil Service worker has been successful upon every front. Not that this has come about because of any particular sagacity on the part of the present officers. Full credit is due to the continual building and the unremitting efforts in preceding years. I am, however, only too happy that great things came to be during my administration as your President and it has been a pleasure to gather them together as briefly as I can in this annual report.

First and foremost, our success in respect to the eight-hour day must be mentioned. This year witnessed the successful consummation of the long battle of the Association to have the twelve-hour day abolished from State service. This reform was achieved, as are most important advances in government, first by presenting the problem and its solution intelligently to the legislative and executive bodies, and then assuring that the people themselves know the situation and exert proper pressure upon their representatives. This latter requires intensive effort. In the legislature, Senator Desmond led the way with the introduction of a bill prepared by the Association’s legislative committee and counsel in 1931. Senator Desmond never lost interest in the matter, and was largely instrumental in the final success of the program. The first bill got nowhere, and similar bills failed in 1932, 1933 and 1934. All of this time, through news material, radio talks, meetings, petitions, personal correspondence and contact, the public was being informed honestly and fearlessly of the justice of a maximum eight-hour day for institutional workers. In 1934, the Association, realizing that a legislative survey would attract the attention of the legislature directly and of the people as well, prevailed upon Senator Kernan of Utica to introduce a resolution calling for the legislative study and an appropriation of ten thousand dollars for the study. Assemblyman Oster tag aided measurably with this resolution, was a leading member of the legislative study committee, and it was his eight-hour bill which finally passed both
Fighting For Civil Service

By W. F. McDonough,
Chairman, Legislative Committee Delivered at Annual Meeting, October 6, 1936

I am accorded the privilege of speaking to you as Chairman of your Legislative Committee. President Brind and Counsel DeGraff have covered legislative activities of last year so well that I am free to make some general observations pertaining to the position of the Association in the general scheme of State welfare and State employee welfare, and to point out if I can some ways to greater usefulness.

Has the Association of State Civil Service Employees a place among the groups seeking social and political security? Is that place influential and therefore important? If we have a place and do exert influence, are we filling our niche and performing our task?

I hold that there is nothing more important in all of human activities than honest and efficient government. The life, the liberty and the happiness of every human being whether in Russia or in New York depends upon a high type of regulation of human affairs. Our Association was founded and endures for the sole purpose of aiding in the establishment of honest and efficient government. Our position among the many associations, unions and fraternities of the State is therefore an important one. It is human nature to band together for protection. But intelligent human beings when banded together do much more than protect themselves. They push forward to attain better and better living conditions for themselves and others. Our membership is unique in its capacity through training, experience and environment to make outstanding contribution to society.

Up to this time our efforts have been to a certain extent directed to increasing our membership, perfecting our organization, and establishing confidence in the Association within and without the State service. We have the framework of a fine edifice in the form of a great program. The organization scaffolding is in place. Now we must do the real work of upbuilding. We may not expect to accomplish everything on the moment. Good building is slow building. But we must be very impatient of delays that can be avoided.

From this meeting on we should set our faces to constant effort to work and to fight for those things which we know in our hearts are the backbone of good State service and of good working conditions. With the rest of salaried and wage earning America we believe in social security. We want to banish fear of loss of employment, fear of insufficient income to support decent standards of living, fear of the recurring deprivations. All of these evils are the result of selfish and ruthless practices, and of a failure to plan for permanent prosperity which accords to the worker a fair remuneration for his toil.

First of all, we must take a militant stand for the extension of the competitive class in State service so that we may have a merit system that is all inclusive as the Constitution intended it to be. With only 16,000 out of 38,000 guaranteed the substantial rights inherent in the civil service law, we may not be satisfied. Last year when the legislation to establish unemployment insurance in this State was passed, public employees were excluded on the ground that their work was of a permanent nature. This is cited as an indication of the general misunderstanding that prevails as to permanency of State employment so far as the individual worker is concerned. While the competitive class have a measure of protection, the balance of workers have no protection, and a whole branch of service could be eliminated and the employees left without income just as the same thing occurs in business and industry. Why is not unemployment insurance needed for these thousands? The principal need, however, is for the competitive class protection for the thousands of faithful workers now in the non-competitive group and in other specific groups. We must fight for this coverage and carry that fight to the people if necessary as we did with the eight hour day proposal.

I am one of those who believe that the prosperity of America is dependent upon high wages. Unless there is buying power there is want in the home and there is poverty in the market place and on the farms. Rational regulations as to minimum wages and maximum hours of work are essential to the preservation of honest freedom in business and industry. Unless wages and hours of work are safeguarded and taken out of the gambling pit we cannot hope to maintain individual liberty, and the opportunity to pursue happiness has vanished. Salary scales in State service will always depend to a large degree upon the scales of pay in private employment. We are, therefore, as a salaried group vitally interested in those progressive policies by means of which it is sought to establish the highest possible standards of living. It is fair logic to contend that the State should lead in attention to adequate salaries. But this is doctrine that must be sold to the people of the State. New York State may not now lag in average scales of pay, but it has not yet adopted a comprehensive salary plan to assure justice to the worker through honest minimums and compulsory increments up to fitting maximums for each grade or class of workers. Unless the people of the State are fair as to social security and as to the salaries paid to their own employees, there will be no fairness or adequacy in private employment, which naturally looks to the people to set a good example. This Association has battled for the past six years to bring about the establishment of a comprehensive salary plan for State employees. It is time now to carry this battle to the people together with the extension of civil service protection.

There are other things for which we must fight, including the safeguarding of the retirement system and fair sick leaves and vacations for all. In our contacts with a goodly number of members of the Legislature, we have received lip service of the most disappointing type. While the door of the Governor's office has always been open to us, some other doors have often been closed.

Such things as these will occur just as long as the 38,000 State civil

Continued on Page 12
The N. Y. S. Employees Retirement System

By Hon. Morris S. Tremane, State Comptroller

Ancient history records the first pension in the thirtieth verse of the twenty-fifth chapter of the second book of Kings. It was paid by King Nebuchadnezzar to King Jehoiachin upon his release from prison in 600 B.C., and is recorded in the following words: "And his allowance was a continual allowance given him of the King, a daily rate for every day, all the days of his life."

A long time has elapsed from that day, twenty-five centuries ago, to the day in 1857 when the New York City Police Pension plan was established, the first of its kind and the forerunner of many others, including our own New York State Employees' Retirement System.

Our system, of which, under the law, the State Comptroller is sole administrator and who is reporting to you through the courtesy of the editors of "THE STATE EMPLOYEE", came into being in 1921 under authority of Chapter 741 of the Laws of 1920.

We members of the system, employees of the State and its municipalities, are fortunate that the Legislature had before it two exhaustive studies made by the New York City Pension Commission and the State Pension Commission. Largely from these studies was our retirement law drafted. As a result, and to the great credit of the members of the Legislature, we have one of the best, one of the most liberal and one of the soundest pension plans in existence.

Under the law the State solves in a simple way the problem of a fair retirement allowance to its employees. The amount, of course, depends upon the years of service, but, to illustrate, consider an employee appointed to State service at the age of twenty-five: He contributes at the rate of 4.37% of his salary, the State at the rate of 3.09%, and at sixty (retirement age) he will receive a life retirement allowance to its employees.

The investment record of the Employees' Retirement System is unique and unequalled. You may well be proud of your retirement system. It has enjoyed a phenomenal growth which reflects, as much as anything its strength. Three figures illustrate this far better than words:

Jan. 1, 1921 Oct. 1, 1936
Membership 4,250 59,713
Total Retirement Allowances Paid, 0 $19,216,210.10
Total Investments 0 $82,514,936.08
During the past ten years the par value of investments owned by your system has increased tenfold.

During the same period the average yield on all investments has increased from about 4.2% to almost 4.5%. This increase seems small, but it has meant additional income of over $5,000,000.

The investment record of the Employees' Retirement System is unique and unequalled. You may well be proud of it and comforted, too, for no trust fund of which I have any knowledge passed through the wild credit inflation and speculation of 1929 and the five subsequent years of depression unscathed, except ours.

There is no better way to conclude than to pay a just tribute to the Director of the System, Mr. Franklin B. Holmes, and his loyal and efficient staff. At small cost, about one-fifth what similar private institutions pay, so I am told by the Actuary, they administer in our behalf a really great institution.

I have often said that public business is conducted more efficiently and with less personal favoritism than private business.

Listed below is a statement of the assets of the Retirement System and the offsetting Distribution of Funds, as of the close of the last fiscal year; also a condensed statement of the receipts and disbursements for the fiscal year ended June 30, 1936:

**ASSETS**

Cash in bank $2,918,186.04
Bonds 77,273,339.23
Interest and items receivable 4,829,884.84
Total $85,021,610.11

**DISTRIBUTION OF FUNDS**

Members contributions $44,820,488.47
State and Municipal contributions 38,576,467.29
Reserve for possible depreciation in securities 1,040,000.00
Accumulated Interest Earnings 597,755.19
Administration and other items 186,929.16
Total $85,021,610.11

**RECEIPTS**

Members contributions $8,042,555.37
State and Municipal contributions 6,362,581.39
Interest 3,430,022.10
Bonds redeemed 3,428,049.76
Miscellaneous items 2,023,233.12
Total $23,280,444.74

Cash on hand July 1, 1935 572,426.17
Total $23,858,870.91

**DISBURSEMENTS**

Retirement allowances $3,866,230.52
Death benefits 306,926.89
Contributions returned 1,309,213.54
Bonds purchased 11,910,112.23
Administration 211,041.38
Loans to members 2,115,950.00
Miscellaneous items 2,023,233.12
Total $20,940,684.87

Cash on hand July 1, 1936 2,918,186.04
Total $23,858,870.91
Amendments to Association Constitution

The following proposed amendments to the Constitution were presented in proper form, signed by ten members of the Association in good standing, at the Annual Meeting of the Association, October 6, 1936, by John A. Cromie, Chairman of the Constitution Amendment Committee:

Article XI, Section 1 of the Present Constitution of the Association states: "A motion to amend this Constitution must be submitted in writing at a meeting of the Association. The motion must be signed by at least ten (10) members in good standing, and it shall be read by the Secretary at the meeting at which it is presented, and an exact copy shall be transmitted by the Secretary to each department and institution to be posted therein at least one week before the meeting at which the amendment is to be voted upon."

Section II of the same Article states: "No action shall be taken on any motion to amend this Constitution until at least one month has elapsed following the submission of such a motion. At least twenty-five (25) members must be present at the meeting and the concurrence of at least two-thirds of those present shall be necessary for the enactment of an amendment."

The Association would like to have the opinions, criticisms and suggestions of its members throughout the State to present at the meeting at which these amendments are voted upon.

This proposed revision of the Constitution, in order to save space, is printed in brief form showing only the changes. Any person desiring a copy of the present Constitution of the Association may obtain the same by addressing Association Headquarters, Room 156, State Capitol, Albany.

ARTICLE I
No change.

ARTICLE II
No change.

ARTICLE III
Section 1. No change.
Section 2. When approved by the Executive Committee, any officer or employee of the State may be admitted to (a) Honorary Membership, which shall not carry with it voting or other rights or privileges; (b) Limited Membership, which shall carry with it such privileges as may be conferred by the Executive Committee, except the right to vote or hold office.

ARTICLE IV
Officers
Section 1. The officers of this Association shall be a President, First, Second and Third Vice Presidents, a Secretary and a Treasurer.

ARTICLE V
Duties of Officers
Section 1. No change.
Section 2. Vice President. If the President is unable, from any cause, to act, one of the Vice Presidents, in the order of their seniority, shall perform the duties of his office.

Section 3. No change.
Section 4. No change.

ARTICLE VI
Terms and Qualifications of Officers
Section 1. (a) Officers of the Association shall be elected at the annual meeting and shall hold office for the term of one year or until their successors shall have qualified. Their terms shall begin at the annual meeting in October and shall terminate at the following annual meeting.
(b) No person shall hold more than one elective office at one time.
(c) All vacancies in any office shall be filled for the remainder of the term by the Executive Committee.

Section 2. Any officer, delegate or member of any committee may be removed from office for neglect of duty, absence from three consecutive meetings without cause, or for any other good and sufficient reason, by a two-thirds vote of the Executive Committee after written charges have been preferred against him and he has been afforded a reasonable opportunity to be heard.

Section 3. A Nominating Committee shall be named by the Executive Committee at least ninety days prior to the date of the annual meeting, and such Nominating Committee shall, after giving full consideration to all facts or petitions presented to them by individual members or groups of members, present, at least thirty days prior to the annual meeting, nominees for all of the elective offices of the Association, to be voted upon at the annual meeting of the Association.

Section 4. Independent Nominations. Nominations for officers may also be made, endorsed with the names of not less than one hundred members of the Association, if forwarded to the Secretary not less than thirty days prior to the annual meeting.

Section 5. Officers shall be elected at the annual meeting which will be deemed to continue from eleven o'clock noon to ten o'clock P. M. of the first Tuesday of each October. When the meeting is not actually convened the headquarters of the Association will be open to receive properly prepared ballots either by mail or in person from any member of the Association. Ballots with the names of all duly nominated candidates printed thereon shall be distributed in the official magazine or otherwise made available to members at all offices or locations designated by the Executive Committee, at least ten days prior to the annual meeting date, and all properly prepared ballots of members of the Association received at Association headquarters up to ten P. M. of the first Tuesday of October of each year shall be duly counted and recorded. The envelopes in which ballots are enclosed by the member shall be marked "Ballot," and such envelopes shall also bear the signature and membership receipt number of the member.

Section 6. The Executive Committee shall appoint a board of canvassers of at least three members of the Association to canvass and count the ballots properly cast for the purpose of electing officers of the Association. The persons receiving the greatest number of votes for the respective offices shall be deemed to be the duly elected officers of the Association for the next ensuing year.

Continued on Page 15
Democratic Platform as to Civil Service

"Under our administration the merit system has been respected and strengthened. We pledge its continual extension, to the end that citizens may enter the public service as a career, without regard to political, racial or religious considerations."

Republican Platform as to Civil Service

"We condemn the wrecking of Federal civil service and shall oppose similar inroads upon our State system. We shall continue to support and expand the State merit system to the end that citizens may enter the public service as a career without regard to political, racial or religious considerations."

### Pledges of Candidates for Governor

#### As to Civil Service

**Governor Herbert H. Lehman**

I am in receipt of your letter of October 9th asking me to send you a letter expressing my views with regard to matters of interest to civil service employees and to the great body of men and women of the State who are interested in maintaining the merit system in public employment.

I am very glad indeed to do so. I have been in Albany nearly eight years as Governor or Lieutenant-Governor. My attitude with regard to Civil Service and the merit system is a matter of record in which every official act of mine is set forth. The employees have been able to judge me by acts. It is, therefore, not necessary for me to make pledges or promises. My record speaks louder than could any promise.

During the years I have been Governor I have at all times fought for legislation to promote the principles of Civil Service and I have promptly vetoed many bills which attacked those principles and would have broken them down. I have administered the laws affecting the well-being of the Civil Service workers without thought of partisan or political effect.

It was a source of very great satisfaction to me to be able in my Executive Budget submitted to the Legislature last January to recommend that the State provide for an eight-hour day for ward attendants, guards, nurses and other employees engaged in the care of inmates and patients in all of our institutions. To effectuate this purpose I included in the budget an appropriation of $2,500,000 and gave assurance that the State would, by the end of the fiscal year, that is July 1, 1937, complete the institution of an eight-hour day for such employees. Chapter 716 of the Laws of 1936 which becomes effective on July 1, 1937, completes the institution of an eight-hour day for for these employees. It is, however, my hope and expectation that even prior to July 1st, effective date of Chapter 716, the eight-hour day and six-day week will be in effect in all of our State institutions.

During my years of service in Albany I have received the wholehearted support of the Civil Service em-

#### Judge William F. Bleakley

I am in receipt of your letter of October 9th. In view of the fact that I received your letter while traveling, I have not been afforded the opportunity to answer it in detail.

I am a firm believer in the Civil Service system. I favor appointment and promotion under civil service regulation. I favor an extension of the merit system whenever possible.

I realize that when a person enters the civil service he casts aside the opportunity to use initiative otherwise. His earnings are limited to the salary allotted to the position. He cannot enter business or a profession. The opportunity to capitalize his initiative is gone and he has to depend upon his salary not only for his subsistence but for saving something for his old age. I believe in giving full protection to the civil service employees in the matter of compensation.

In 1917 I was elected Judge of the City Court of Yonkers. One of the pledges made by me was that I would restore to office a probation officer who had been removed by a judge of his own political faith. Incidentally, that political faith was not mine.

My first act upon election was to keep that pledge, because the officer had been removed in violation of the civil service rules. My action was reviewed in the higher courts and was unanimously upheld.

Perhaps this action on my part speaks louder than anything else I might say to you.

Very truly yours,

(Signed) **WILLIAM F. BLEAKLEY**

employees of the State. I am deeply grateful for the confidence which they have placed in me and for the great help which they have given to my efforts in behalf of efficient, humane and honest government. If I am elected Governor, I shall continue to work in closest association with the Civil Service employees of the State, and I can assure them that I will not lessen my efforts to safeguard and advance their interests.

Very sincerely yours,

(Signed) **HERBERT H. LEHMAN**
Association Platform

The platform of this Association advocated by the President and endorsed at the Annual Meeting contains four main planks:
1. We believe that too many employees on State payrolls are not included in the competitive civil service. These employees do not receive the benefits accorded civil service employees in the competitive class nor do they have legal protection in order that they may properly perform their services free from all influences. The following record speaks for itself:

Classification of State Civil Service Employees—1935

<table>
<thead>
<tr>
<th>Classification</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competitive</td>
<td>15,693</td>
</tr>
<tr>
<td>Non-competitive</td>
<td>15,190</td>
</tr>
<tr>
<td>Labor</td>
<td>5,140</td>
</tr>
<tr>
<td>Unclassified</td>
<td>1,422</td>
</tr>
<tr>
<td>Exempt</td>
<td>755</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>38,200</td>
</tr>
</tbody>
</table>

2. It is necessary that the Civil Service Department receive sufficient funds from the Legislature to adequately perform its duties. With thousands upon thousands of new applicants for positions with the resultant necessity of large examinations, that Department is undermanned and has insufficient funds to function. If more funds were available more employees would be placed in the competitive class.

3. The Association believes that the solution of the salary problem in respect to State employees is the "salary schedule." The Association is squarely in favor of establishing a real salary schedule for State employees containing a minimum, increments and a maximum.

4. While the preliminary step to the eight-hour day has been taken, care must be exercised to see that all State employees are included, and that the shorter day is established as promptly as possible. Commutation allowances should be paid institution employees where due, and the Association will strive to secure these. Also time served during the moratorium on salary increases in State service should go to the credit of institutional and other State employees on a mandatory salary basis.

Employees throughout the State would do well to contact their local employee representatives in order that the Association's platform may be properly brought to their attention.

New Features

This issue contains two new features. We present the first of a series of articles of interest generally to State employees in the report of Comptroller Tremaine relative to the State Retirement System. This is the first time that any report as to our own retirement system has ever been published anywhere. It is indeed pleasant to realize that the retirement system has weathered the financial storm successfully. Full credit must be accorded Comptroller Tremaine and his associates for this record. When business investments were collapsing everywhere, our own money reposing in this system was steadily earning income. No inefficiency of public administration here!

The other new feature contained in this issue is the "question box." We have talked about a question box many times before but we have not had any interest manifested, followed by the submission of questions. The various chapters have now taken up this proposal and questions of interest will be submitted. Questions relating to the civil service will be handled by the Vice President of the Association, Charles Campbell, who is the principal examiner in that Department; we will submit questions in relation to retirement to Franklin B. Holmes, Executive Secretary of the retirement system, and questions of general legal import to the counsel of the Association. Other questions will likewise be presented to the proper source for authentic information. We can only print, of course, questions of general interest but we invite any member to submit any problem which should be answered through the columns of this paper.

The Annual Meeting

The record of the Annual Meeting is published elsewhere in this issue. Many new policies were adopted. Proposed amendments to the Constitution were introduced. These latter are published in full. It must be remembered that they are tentative and that they cannot be adopted until a new meeting is called. Such a meeting will not be called until the membership is generally satisfied with amendments whether these are amendments otherwise.

While we do not wish to place too much emphasis upon organization, nevertheless it is important in order that the Association function that it be properly put together. The Association has grown so that it includes chapter organizations in New York, Buffalo, Utica, and Rochester. It is essential that proper representation be given to all employees irrespective of where they live. On the other hand it is equally necessary that the present efficiency and reputation of this Association be not impaired or marred by the introduction of new proposals which may affect its stability. Great care must, therefore, be exercised before this organization is changed, that the change will be for the advantage of everybody. The present proposals are merely presented for study. They are not backed by any particular group. This Association is not divided into groups or factions and no section has any axe to grind at the expense of another. The Association as a whole labors to benefit the needs of a particular section or of a particular group and it is only by so doing that the power of the full membership of the Association can be recognized.

While many thousands of members were not affected by the great work done in securing the eight-hour day, the whole Association was back of this proposal and the same rule is in effect in respect to all other similar matters of interest in some locality. Anything that is done to change the present set-up must not impune this cohesion of organization.
Insurance Report
Delivered by Beulah Bailey,
Chairman, Insurance Committee
at Annual Meeting, October 6, 1936

In June, 1935, our Association entered into an agreement with the Commercial Casualty Company of Chicago, acting through their agents, Ford & Pine, of New York City, to bring before the members of the Association a group plan of health and accident insurance. The policy was approved by the Insurance Committee of the Association.

In September, 1935, the active campaign started. Articles were carried in the magazine, meetings were held in various State departments in Albany and in New York City. According to the law at that time, there had to be 75% of the membership apply for the insurance before a Master Policy could become effective. February 15, 1936, was set as the dead line for filing applications for the group plan. By February 15th we had only 400 applications so the Master Policy idea was for the time abandoned and the Association's agreement with Ford and Pine terminated as of that date. Ford and Pine being a New York City agency had aroused considerable interest in the plan among members of the New York City Chapter. The New York City Chapter entered into an agreement with the Continental Casualty Company to make possible a group plan of Health and Accident Insurance for the members of the New York City Chapter. That is now functioning.

In April, 1936, the chairman of your Insurance Committee was approached by the Commercial Casualty Company through their agents Ter Bush & Powell, Inc., of Schenectady. That agency was willing to undertake with the cooperation of the Association what then seemed like an almost impossible task of selling the idea of group plan health and accident insurance to the members of the Association outside of New York City. The Association, with a little doubt, not as to the soundness of the insurance idea, but as to ability of Ter Bush & Powell, or in fact any insurance agency, to put it over, entered into an agreement with the Company.

The 1936 Legislature amended the Insurance Law so that the minimum requirement for group insurance is now 1500 applicants or 75% of the membership. Today there are approximately 3,500 State employees in the group plan of health and accident insurance written by the Commercial Casualty Company and up to date 100 claims are being settled by the Company. A statement from Ford and Pine states that up to date 20 claims have been paid promptly and with utmost satisfaction to policyholders in New York City by the Continental Casualty Company.

The Insurance Committee of your Association is very happy to report that the group plan Health and Accident Insurance is now an assured success both in the New York City Chapter where the Continental Casualty Company issues the policies and outside of New York City with the Commercial Casualty Company. The continued success of the group plan at its present rates and with the present inclusions depends upon the fairness of the Association members in the plan as well as upon the two companies.

INSURANCE
FOR YOURSELF
YOUR FAMILY
YOUR HOME

Automobile
Fire

Estate Tax Insurance

423 State Street
Schenectady, N. Y.

Date..........................

TER BUSH & POWELL, INC.

(Tear along this line)

Automobile
Fire

Savings Insurance

Life Insurance

Savings Insurance

Schenectady, N. Y.

I am interested in your figures on the following forms of insurance. Please send a representative.

□ Automobile  □ Savings Insurance  □ Life Insurance

□ Fire  □ Retirement Insurance  □ Estate Tax Insurance

Name........................................ Address....................................

Department or Institution......................... City............................
The 1935 legislature approved Assemblyman Burke's bill calling for an eight-hour day. This bill did not receive executive approval. However, Governor Lehman placed an appropriation of two and one-half million dollars in his following annual budget bill to care for the additional employees engaged up to July 1, 1937, when the Ostertag bill making the eight-hour day mandatory becomes effective. The action of the Governor was to do administratively what a mandatory bill would require. However, a bill without an appropriation is not a very satisfactory thing and the appropriation was the assurance of abolition of the long day.

In the happy realization of institutional employees' hopes through the abolition of the twelve-hour day, both Republicans and Democrats had important parts. To the Association will go, rightfully, credit for having guided the proposal through many dark days of discouragement and defeat, to the final victory, and furthermore in my opinion without Bill McDonough there would have been no eight-hour day.

It is impossible in the time which I should devote to this report to discuss in detail the many conferences had during the past year on many matters of direct importance to Civil Service employees. Suffice it to say that all the committees have accorded your President and your members the fullest support and that the benefits accruing through their unselfish work and in the devotion of hours of time cannot be measured.

The State employees have the Association to thank for the return of six half days' vacation for Civil Service employees employed in administrative offices. Our efforts must be redoubled to return the vacation schedule interrupted by the depression years to normalcy and to extend it to those who have not received its benefits in the past.

The Association was successful in introducing during the past year the group accident and sickness insurance plan. Over 3,500 policies have been issued. Those who know tell us that there is no other policy as all-inclusive at such minimum rates as is our insurance plan. Much credit is due to Beulah Bailey, our last year's President, for initiating the insurance plan and as chairman of the Insurance Committee of this year, for bringing about its high degree of success.

During the past year our credit unions have spread all over the State. There is no group in the United States boasting as many successfully operated unions located in the various parts of its territory as we find functioning over our State. Twenty-seven credit unions are serving the members of our Association and other State employees. Lewis S. Armento is, of course, responsible for the success of this undertaking. The credit unions have proved a boon to our members both on the borrowing and on the investment side.

During the last year attempts were made to delete from the budget certain positions of Civil Service employees. I refer here to gas meter testers, investigators in the A. B. C. Board and many others. These positions were restored and I can assure you that much credit for such restoration is due to the efforts of committees of your Association working on this matter.

I am glad to report that the Association this year has an all time new record for membership. While the membership does not exceed greatly the record maintained last year, nevertheless there has been much solicitation this year and all persons who have joined the Association have done so upon their own initiative or through the efforts of our committee members. We have now approximately 12,100 members. As your President I am not satisfied, however, with this number. There is no reason why the Association should not have 100% membership of all Civil Service employees. Certainly I know of no Association existing in the country today which has benefited its members to the extent that the Association of State Civil Service Employees has benefited to all those employed by the State of New York, for such a minimum contribution. I should think that those who are reaping the benefit of the work of this Association would be ashamed not to be numbered upon its roster.

Over 200 bills affecting Civil Service, pensions, salaries, and hours of work were introduced in the legislature last year. I do not know of a single bill inimical to the interests of the Association and of State employees which was passed. On the other hand, a large number of bills of great value were signed by the Governor.

The “STATE EMPLOYEE” and the numerous bulletins and literature mailed to each and every State employee affected speak for themselves. The Association has sponsored educational courses during the past year and preceding years which have proved successful.

The Association through its counsel, John T. DeGraff, in the one case brought into the courts, upheld Civil Service principles establishing the illegality of the transfer of an employee in a non-similar position to Steward of Syracuse State School.

Socially, the Association has had many important events. The Annual Dinner of the Association held in Albany on February 27th, 1936 proved to be the largest dinner of its kind ever to be staged in the city. The only regret was the number of reservations which had to be refused because of the lack of seating space. Employees from all over the State attended, and the Association acted as hosts to all the heads of departments, the Governor, Lieutenant-Governor, members of the Legislature and others in high positions. Mrs. Hazel A. Ford was chairman of the Social Committee and Thomas C. Stowell, head of the committee in charge of the stunt show. The dinner in Buffalo similarly proved to be a great event, as were the ones in Hor-
New Hospitalization Plan
Edward R. Evans, Executive Director,
Associated Hospital Service of the Capitol District

SICKNESS AND ACCIDENTS REQUIRING HOSPITALIZATION COME UPON US WITHOUT WARNING. PROTECT YOURSELF BY PARTICIPATION IN THIS COOPERATIVE PLAN.

NOVEMBER 18TH IS THE DATE THE SECOND GROUP OF ASSOCIATION MEMBERS WILL ENTER THE PLAN. GET YOUR APPLICATION WITH FEE IN BEFORE THAT DATE, OR YOU WILL HAVE TO WAIT ANOTHER 60 DAYS.

BENEFITS TO THE SUBSCRIBER

When your OWN DOCTOR prescribes hospital care, as a subscriber you will be entitled to receive as a bed patient the following services up to and including 21 DAYS IN ANY ONE YEAR of your enrollment in one or more hospital admissions (A subscriber may be any employed person under 65 years):

1. Semi-private room and board (rooms with 2 to 6 beds) OR $5.00 deducted from the cost of private accommodations.

2. General nursing care.

3. Use of operating room.

4. Ordinary medications and dressings, including special prescriptions and serums.

5. Anesthesia when such is administered by salaried employee of hospital.

6. Routine laboratory examinations consisting of urine examinations, complete blood count, stool examinations and pathological tissue.

7. City ambulance calls when ordered by your doctor.


9. $6.00 per day allowed to any hospital anywhere, if hospitalization is necessary outside territory served by participating hospitals noted below.

BENEFITS TO DEPENDENTS

(Dependents may be wife or husband and unemployed persons under 21 years.)

1. $3.00 per day, up to and including 21 days, is deducted from total hospital service rendered to dependents.

RATES

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Whether one or more persons are included the total for all dependents is $6.00 annually.

ENROLLMENT

1. Any State employee located in Albany may participate in the plan as a member of the Association.

2. The SECOND Association group will enter the plan NOVEMBER 18TH. IF YOUR APPLICATION IS NOT RECEIVED PRIOR TO THAT DATE, YOU MUST WAIT 60 DAYS BEFORE THE NEXT GROUP IS ACCEPTED. (The first group entered September 18th.)

3. APPLICATIONS AND LITERATURE concerning the plan may be secured from Association Representatives or Association Headquarters, Room 150, State Capitol, Albany.

The Participating Hospitals are Albany Hospital, Brady Maternity Hospital, Memorial Hospital, St. Peter’s Hospital, and Samaritan Hospital, Troy.

The additional hospitalization feature available on the policies issued under the Association’s group plan does not interfere with or duplicate the benefits offered under this plan. The hospitalization feature on these policies is in the form of an additional cash indemnity and is actually additional protection.
N. Y. C. Chapter
By Robert Axel
Chairman of Publicity

Members of the New York City Chapter have manifested much enthusiasm and appreciation of the contemplated reorganization of the Association, including the rewriting of the Constitution, which was fully discussed at the Annual Meeting held in Albany on October 6th. This change in organization was evoked through a long-felt need for closer cooperation and coordinated effort among the many organizational units in the State.

The New York City Chapter is likewise engaged in the process of reorganization, and to this end an executive meeting will be held on October 22nd, at which time the various phases of reorganization will be discussed. A nominating committee will be appointed to set up a slate of candidates for the annual election to be held in November (the specific date to be announced later).

Members are urged to offer suggestions to their departmental delegates to the Executive Committee for the improvement of the local chapter. Departments which are not yet represented are requested to elect delegates and alternates.

This year will witness the development of a complete and varied program of activities and concerted effort for enhancing the aims and ideals of the Association in which all members are vitally interested. For this reason, it is patent that all those who are not members of the Association file application for membership in the local chapter at the earliest moment.

The Chapter is happy to take this opportunity of again pledging its whole-hearted cooperation and support to Charles A. Brind, Jr., who has been re-elected President for the ensuing year, and to the other Officers and Committees of the Association.

Mr. Irving Siegel, who has rendered excellent service to the Chapter as Treasurer and Labor Department Delegate during the past year, has been compelled to resign because of his transfer to the Division of Unemployment Insurance, 342 Madison Avenue. This vacancy in the Chapter has been filled by Mr. George Mencher, with the approval of the Executive Committee.

service employees fail to organize fully not only as to membership but as to obtaining the cooperation of powerful groups now organized for civic betterment and seeking as are we to assure clean and honest government. Every member of this Association has a representative in the Legislature and that representative is there by reason of party or primary action dependent upon your influence combined with that of your neighbors, friends, local merchants and business men supported by you, members of organizations supported by you, and local newspapers whose help you may enlist. I propose to you that during the coming year the Association keep its members advised not only as to the action of their representatives in the Legislature, but of their general attitude and helpfulness as well. If the before election promises do not jibe with the after election performance, then there is a militancy which may be properly invoked.

The most potent weapons of warfare which we have are publicity and appeals to the people, good legal assistance, and wise activity within our respective party organizations. Union in our Association does not make union as to a single party desirable or helpful. Each member of the Association, loyal to the program of the Association, may within his own political party organization be an active and effective worker for betterment of State employee working conditions.

In closing let me say a word about loyalty to the Association. No Association has ever had more loyal and unselfish men and women within its ranks. There are many persons who have spent interminable hours of their time, considerable sums of their own money, jeopardized their standing for their own promotion, all in order to perfect an effective and loyal organization of State employees. Within the service, there have been others who have wilfully impeded the progress of this Association. They have given of their loyalty to Associations who have openly or secretly flaunted the welfare of State employees. In the State Office Building in New York City there are three or four groups wasting their efforts, their time and some money in senseless and empty talk and criticisms which actually hamper, and hamper seriously, State workers in obtaining the advancement of reforms vital to their best interests. These groups are concerned with the veneer, with the outside of the cup, with the rainiment, and the real interests of State workers are lost sight of. Despite every effort of the Association to secure loyal membership support, the membership among New York City State workers has actually decreased because of stupid dissension—a dissension propagated and stimulated largely by one group, and that group affiliated with a non-State employee organization.

In certain sections of the State we have groups of employees who have joined practically 100 percent because they believe in loyalty and in working together. These groups have little opportunity to contact headquarters but they have confidence in those who lead the Association. No group and no individual can point to a single instance where this Association has not always stood for and worked for the interests of State workers whether members or not. Loyalty to an Association such as this founded upon sacrifice and upon principle wholly, is easy for right minded men and women.

I appeal to you if you would accomplish what you seek that you lay aside sectional, group or other considerations and give your heartfelt support to the Association and to its officers, committees and to the Executive Secretary, Joe Lochner. Mr. Lochner has done more unselfish work in season and out of season for this Association than any other person in like position in any of the very many groups and organizations with which I am familiar.

Join Today!
Additional Hospitalization Coverage

By Beulah Bailey, Chairman, Insurance Committee

Subject to the approval of the Insurance Department, Ter Bush & Powell, Inc., will offer effective with the November 15th renewal an extra hospitalization coverage as an addition to the policies issued under the group plan of accident and sickness insurance written by the Commercial Casualty Company and sponsored by this Association. This additional coverage consists of the payment to policyholders, who pay the additional premium noted below, of 50% additional benefits for a period not to exceed 3 months, while the policyholder is in a hospital. An endorsement is placed on the policies of members of strict underwriting. All persons now insured under our group plan who are healthy and well and who have no deformities can buy the increased coverage.

This additional feature of the policy would in no way interfere or duplicate the benefits of the coverage offered by participation in the Hospitalization Plans in effect in Albany, New York City, Rochester, Syracuse, etc. It is a cash indemnity paid in addition to any hospitalization protection you may have.

Report of President

Continued from Page 10

...n, the victory dinner in several of our State institutions, the clam bake at Utica and others too numerous to mention. The President's main regret in this respect is that he is unable to attend all of the functions sponsored in different parts of the State by the various chapters.

In the capital district surrounding Albany, Troy and Schenectady, the Association has entered wholeheartedly in the local hospitalization plan and accorded the privileges and the benefits therein contained to members residing in this area. It is impossible to say too much concerning the value of carrying this type of insurance. There is no conflict between the hospitalization plan and the group accident and sickness insurance policy.

Financially, the Association's expenses are well within our income. Frank Bauer, our Treasurer, gives the full report later.

I have tried to review a few of the outstanding events and successes of this year. They really make quite a long list and any one of them would be sufficient to justify the existence of the Association. To those who have labored with me during the past year I cannot but accord simple thanks. There can be no compensation for their attainments beyond the satisfaction which comes because of the success which has crowned their efforts.

Buffalo Chapter

By Harry C. Duple, President

With the re-opening of the fall season the Buffalo Chapter of the State Civil Service Employees' Association has held two meetings of delegates. At the first meeting on September 24, 1936, it was approved that plans be outlined for a social gathering of the State Employees residing in or near Buffalo and at the following meeting held on October 7, 1936, plans were presented which were enthusiastically adopted that a Hallowe'en Party be held at Eggertsville, New York, on October 27, 1936.

Over five hundred tickets were snapped up on the first day and there is every indication that the event will be successful.

Employees in the State Building will be augmented by employees from the Cancer Research Institute, the Buffalo State Hospital, the Gowanda State Hospital, Attica Prison, and Niagara Frontier Park employees and other smaller groups of State employees stationed in or around Buffalo, New York.

The Credit Union in the State Building continues to go along in a healthy manner. It has provided services of a helpful nature in a variety of emergency situations which have more than justified the belief of those who were instrumental in its formation.

The State Employees as well as County and City employees turned out in large numbers at the funeral of Irving Green, Parole Officer from the State Industrial School who died as the result of an attack made upon him by two of his charges whom he was returning to the institution for parole violation.

Employees in the State Building have been breathing sighs of relief at the cessation of the riveting and pounding which has been in progress for almost a year past during the erection of the new Federal Court House across Court Street. Concentration is again in order.

The President of the Chapter attended a meeting of the Executive Committee and group representatives in Albany on October 6, 1936, at which time a lively discussion was had as to the problems confronting the Association and policies of the Association for the coming year were voted upon.
Annual Meeting  
Continued from Page 3
Elizabeth Staley, Banking Dept.
C. L. Campbell, Civil Serv. Dept.
A. S. Hopkins, Conservation Dept.
Mrs. C. P. Farrington, Correction Dept.
Dr. R. M. Little, Education Dept.
John Wright, Executive Dept.
Clifford Shoro, Health Dept.
Francis C. Mahler, Law Dept.
John W. Henry, Labor Dept.
Davis Schultes, Insurance Dept.
Dr. H. M. Pollock, Mental Hygiene Dept.
George Kehoe, Public Service Dept.
Harold Fisher, State Dept.
Wm. C. Hinckley, Social Welfare Dept.
John A. Cromie, Tax Dept.

Resolutions were approved at the annual meeting calling for a comprehensive mandatory salary plan for all State employees; for the complete application of the eight-hour day in State employment; for the extension of the competitive class protection to the thousands of State workers not now within that class; for provision in appropriations for the payment of commutation to all entitled to receive it; for increased appropriation for the State Civil Service Department and the supplying of personnel and facilities to that Department needed to properly administer the work; for provision for movement of household effects for employees transferred from one part of the State to another in the regular performance of their duties, and for the setting apart by the Governor of May 4th each year as Civil Service Day.

Two Insurance Plans  
By Beulah Bailey, Chairman
Insurance Committee

There has been much confusion in the minds of some of our members as to why health and accident insurance policies are being offered to State employees by two companies, the Commercial Casualty Company of Newark, and the Continental Casualty Company of Chicago. If you will turn to the report of the Insurance Chairman on another page of this issue, you will find a statement of the reason.

The Continental Casualty Company of Chicago is issuing group plan accident and sickness policies to members of the New York City Chapter, and the Commercial Casualty Company to all members of the Association outside of New York City. The Continental has its agreement with the New York City Chapter, the Commercial with the State-wide Association. This is explained in report referred to.

In accordance with the Commercial's agreement with the Association, Ter Bush & Powell, Inc., agent for the Commercial, are not to carry on any advertising or soliciting campaign in New York City. However, if requests come directly from New York City members of the Association to Ter Bush & Powell, policies will be issued.

The Association has complete confidence in both companies and the pages of THE STATE EMPLOYEE are open to advertising by both companies. There will naturally be more news items in the magazine in regard to the Commercial than the Continental, as the Commercial is State-wide and has issued many more policies and their material is of interest to many more members.

November 15th
Premium Payment

On November 15th accident and sickness insurance premiums are again due. You will receive from Ter Bush & Powell, Inc., of Schenectady, notice that your next quarterly, semi-annual, or annual premium is due and it should be paid promptly direct to them or to any of the licensed insurance representatives listed below:

ALBANY—Assn. Headquarters, Room 156, State Capitol
AUBURN—Auburn State Prison, Thomas F. Carey
ATTICA—Peter A. Carnevale, State Prison
BUFFALO—Claire Brown, Education Dept., 65 Court St.
BUFFALO—Agnes H. Louch- ren, State Hospital
BUFFALO—Catherine H. McGavis, State Institute, 113 High St.
DANNEMORA—Camile Dame, State Hospital
INDUSTRY—Lucy Bayer, State School
MARCY—James G. Carter, State Hospital
NEWARK—Newton H. DePuy, State School
QUEENS VILLAGE—A. B. Driscoll, Creedmoor State Hospital
POTSDAM—Lura Hutson, State Normal School
POUGHKEEPSIE—Mary Bel ton, State Hospital
RAY BROOK—Anna M. San low, State Hospital
ROCHESTER—Melba Binn, Education Dept., 709 Terminal Bldg.
ROCHESTER—John McDonald, State Hospital
ROME—Ruth Stedman, Rome State School
SYRACUSE—Anna B. O'Boyle, Labor Dept., 214 S. Warren St.
UTICA—Roscoe Griffith, Utica State Hospital
WARWICK—State School, John J. Marcoux
WASSAIC—Alice V. Hamilton, State School
WINGDALE—Alice E. Moore, State Hospital
W. COXSACKIE—Viola Dimmick

ROOM and BOARD
Attractive Comfortable Rooms for Women
Homelike Atmosphere
Call 2-1033
102 SO. LAKE AVENUE  Just Off Madison Ave.

WALLPAPER—DU PONT PAINT
35 CENTRAL AVE
Anson Thompson Co.
ALBANY  PHONE 5-1613
Amendments  
Continued from Page 6

Any person whose name is printed on the ballot may be present during the canvass of the ballots. In case of a tie vote for any office, a new ballot shall be taken.

ARTICLE VII  
Chapters and Delegates

Section 1. Chapters. Fifty or more members of the Association in any Department or locality may, with the approval of the Executive Committee, form a Chapter of the Association. The constitution and by-laws of such Chapter must be approved by the Executive Committee, and such Chapter may be dissolved or revoked upon a two-thirds vote of the Executive Committee of the Association at a regular or special meeting.

Section 2. Delegates. Members of each Chapter and the members of each State Department who are not members of an organized Chapter shall, by majority vote, elect one or more delegates to the annual meeting of the Association, said delegates to represent the members of the Chapter or the Department in which they are elected at all regular and special meetings of the Association until their successors are elected. Such delegate or delegates shall have one vote for each one hundred members or fraction thereof in such Chapter or Department based upon the paid membership in the Association at the close of the preceding year. Such delegates shall have and may exercise all the powers, rights and privileges of members at an annual meeting.

ARTICLE VIII

Section 1. No change.

Section 2. The Executive Committee shall have power and authority to transact all business pertaining to the Association and may appoint one or more subcommittees to perform such duties and functions as may be delegated thereto.

ARTICLE IX

Section 1. No change.

Section 2. All disbursements of funds of the Association must be authorized by the Executive Committee or at a regularly assembled meeting of the Association. All bills for disbursements shall be approved by the President and the Chairman of the Auditing Committee before presentation to the Treasurer for payment. The Treasurer shall pay all bills so authorized and approved.

ARTICLE X

Section 1. (a) No change.

(b) Notice of a special meeting shall be given by publication in the official magazine or by mailing to each delegate at least three days before such meeting.

Section 2. No change.

ARTICLE XI

Section 1. This Constitution may be amended, repealed or altered in whole or in part by a two-thirds vote at any duly organized meeting of the Association providing the proposed change is published in the official magazine or mailed to each delegate not less than ten days before the time of the meeting which is to consider the change.

Question Box  
Continued from Page 2

QUESTION:

Do applicants on an existing Civil Service list have any recourse in the event that the position in the department is filled by transfer of an employee of another department, who does not have a title equal to that called for in the competitive examination, although the employee transferred may have acceptable qualifications for the duties of the position in the opinion of the Civil Service Commissioner?

ANSWER:

The answer to this question depends upon what is meant by "Acceptable Qualifications." The mere fact that an employee may have personal qualifications to fit him for the performance of the duties of the position does not make him eligible for transfer. He must have occupied a position similar to that to which he is transferred and have passed a competitive examination similar to that required for the position to be filled. If he has not met the requirements of the law, the person on the existing list for the position can, by appropriate legal procedure obtain an order cancelling the appointment and require the department head to fill the position from the existing list.
Party tonight... without "BLUES" tomorrow

IF YOU ALKALIZE WITH MILK

Don't let a party ruin the next morning for you, leave you feeling tired and under the weather. Drink a glass or two of milk before you go to bed... some more milk in the morning. Milk has a definite alkaline effect, helps to counteract the acid poisons in your system.

Morning, afternoon, evening—whenever you feel tired or out of sorts, alkalize by drinking milk. It's the natural way to help restore the normal alkaline balance, soothe your digestion and make you feel fresher and more alert. And of course, amid today's rising prices, there are few foods more economical than milk.

Bureau of Milk Publicity, Albany.

THE STATE OF NEW YORK