BUY YOUR GROUP ACCIDENT AND SICKNESS POLICY—TODAY!

$50.00 per Month Benefits Cost $4.05 each 3 Months
About 5000 Members Now Insured
Benefits Already Paid to State Employees Totals over $100,000
Insurance effective as soon as application is approved by the Company
3 State Employees Killed Recently
Over 250 Receiving Benefits Every Month
YOU MAY BE NEXT . . . . DO IT NOW
Do not confuse this plan, which pays you a monthly indemnity for all accidents and illnesses, with any hospitalization plan, which covers only certain hospital expenses.

Ter Bush & Powell, Inc.
423 State Street
Schenectady, N. Y.

ON YOUR TRIP TO EUROPE

save time . . . trouble . . . money
. . . we'll tell you how . . . FREE

You get so much more for your money from a trip that is well planned in advance. Consult us without obligation—let our experts prepare a few plans that will show you how to increase the joy of travel. It’s our business to take care of all the details of routes, reservations, hotels, etc.

ASK MR. CURTIS
LANSING TRAVEL BUREAU
504 Broadway
Tel. 4-6787
Albany, N. Y.

BEER, ALES AND PORTER
LAGER—Amsterdam, Ballantine, Beverwyck, Budweiser, Carlings, Dublin, Fitzgerald, Hedrick, Pabst, Liberty, Pied Bros., Quandt, Simon, Stanton, Utica Club, Valley Forge

ALES—Amsterdam, Ballantine, Beverwyck, Carling’s, Burke’s, Dublin, Fitzgerald, Geneese Twelvethorn, Hedrick, Pabst, Quandt, Romehead, Stanton, Turn o’ Shafts, Utica Club, V. F. Stock, Standard, Rochester, Old Shay—Half & Half.

Bass (Imported) Ale and Guinness (Imported) Stout

B. J. E. MULLEN
Famous Soft Drinks
AGERS OF GINGER ALE FOR OVER 50 YEARS
4-2204—Phone 4-2268
Morton Ave., Oneida Terrace and Catherine St.
By Which We Rise

Every victory brings responsibility. The State of New York as an employer has taken its employees into closer business partnership. It has created a legal ladder for the use and protection of its workers. The workers themselves have sought such an instrument for many years. By means of the career ladder employees will rise only to build the structure of good service higher and higher. This partnership with employees assures greater dividends of service for the people, and a higher standard of living for the employee. The reason these happy results are certain is the stimulation to a constantly higher development of individual talents and skill, the promised reward for initiative and industry, and the spirit of cooperation engendered by the Feld-Hamilton Career Law. The broad field of public service embracing as it now does vital social and cultural needs—security of life, freedom of worship, protection of property, educational opportunities, advancement of health—is a challenge to young men and women everywhere. Work here is not only "a business with an income at its heels." Public service is filled with the daybreak, the noon-day and the sunset of reaching after and grasping hold of and enjoying the glorious vantage of building better and better and better the highways of life and of beautifying their borders, all in the cheerful will to carry to fruition the hopes of the millions of citizens of the commonwealth.

Approximately 20,000 employees are affected by the Feld-Hamilton Law. We estimate that ninety-five per cent of these employees will receive a salary increment in the fiscal budget for the year beginning July 1, 1938. Part time employees, exempt positions, and positions now having mandatory salaries are not included under the law. Each employee receiving less than the maximum of his grade will receive the annual increment of the grade his position is allocated to, and continue to receive yearly increments until the maximum of his salary grade is reached. It is estimated that 70 per cent of increments accorded employees will amount to the modest sum of $100. The total increase will Continued on Page 4

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 our 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. 1, Print 1—Senator Cheney—Provides that whenever a position in competitive class is abolished and incumbent is appointed from eligible list after promotion examination, said person shall not be separated from service but shall be demoted to position or grade from which he was promoted and if there be no vacancy, one shall be created by demoting incumbent of lower grade. Civil Service Commission. Civil Service Law, Sec. 31-aa, new.

Int. 19, Print 10—Senator McElroy—Authorizes extension of rules of State civil service commission to guards and keepers in county jails and penitentiaries. Internal Affairs Committee. (Same as A. 19.) County Law, Sec. 102, new.

Int. 86, Print 86—Senator McElroy—Directs State Education Dept. to establish a state school of aviation at Syracuse and appropriates $150,000 Finance Committee. Education Law, Art. 32-b, new.

Int. 105, Print 106—Senator Desmon—Permits state, county, municipal or school or public improvement district to employ independent engineers to study, advise and report on feasibility, practicability benefit to public, suitability of sites, plans, costs and other matters relating to project to be constructed. Judiciary Com. Public Projects Efficiency Law, new.

Int. 142—Senator McElroy—Requires persons employed by State or sub-divisions for architectural, engineering or technical service on construction or maintenance of public works, buildings or projects, to be selected from present employees or civil service list except in special or exceptional cases. Civil Service Com. (Same as A. 46.) Civil Service Law, Sec. 31-c, new.

Int. 150—Senator McNaboe—Provides for filing of written demand with recording officer for hearing on removal of any person holding civil service position, decision of such officer being subject to review by court. Civil Service Com. Civil Service Law, Sec. 22.

Int. 183—Senator McNaboe—Prohibits oral examinations for competitive civil service positions except where merit and fitness cannot be determined by written examination. Civil Service Com. Civil Service Law, Sec. 14-c, new.

Int. 183—Senator Page—Requires state executive officers to grant vacations with pay to employees on a per diem or hourly basis for not exceeding two Continued on Page 4
Legislative Summary

Continued from Page 3

weeks in any year. Finance Com. Public Officers Law, Sec. 71-a, new.

Int. 180—Senator Piscopo—Provides for

two days' rest in seven for State civil service employees, except those in

charitable, penal and reformatory in-

stitutions. Labor Com. Labor Law,

Sec. 161-a, new.

Int. 187—Senator Esquirol—Provides for

license of registered nurses and nursing

sides by board of not less than

seven members appointed by Regents,

and makes general rules and regulat-

ions. Education Com. Educ. Law,

Art. 52, repeal, Art. 52, new.

Int. 213—Senator Crawford—Provides

that persons in labor class to permit

promotion into competitive class, must

have served at least two, instead of

three years in similar position. Civil

Service Com. (Same as A. 255.) Civil

Service Law, Sec. 14.

Int. 223—Senator Howard—Provides a

person in competitive, non-competitive or labor class of State or other

civil service whose salary is paid per

diem, hourly, semi-monthly or monthly

shall be granted sick leave with pay

of not more than thirteen days per year and

more in discretion of dept. Labor

Com. (Same as A. 250.) Labor Law,

Sec. 18-aa, new.

Int. 222—Senator Howard—Makes provi-

sion relative to separation from serv-

ice and reinstatement apply also to

person holding position in labor class

and non-competitive classes for one

year or more. Civil Service Com. Civil

Service Law, Sec. 31.

Int. 230—Senator McKelvey—Includes

Spanish-American and World War

veterans with those eligible for pen-
sion after twenty years of service and

provides amount of pension. Pensions

Com. Civil Service Law, Sec. 21-a.

Int. 222—Senator McNaboe—Provides

classified on the basis of duties and

responsibilities, and for the further

reason that a Temporary Standard-

ization Board had to take a veri-
table hodge-podge of salary stand-

ards prevailing for a long time with

an imperfect and often incomplete

classification and do the best job

ey could under the circumstances,

not the best under the sun. It was

not expected by anyone familiar

with State employment conditions

that a salary scheme barnacled with

unholy neglect for decades could be

totally hygienized in a few weeks.

State workers know that the mem-

bers of the Temporary Salary Stan-
dardization Board were em-

ployees of the State themselves and

thoroughly sympathetic with the

purposes of the career law. State

employees know that their Associa-
tion was alive to the difficulties and

did all that it could to aid the Board,

and that it is ready now with legis-
lative proposals to assure correction

of any errors and, best of all, to

strengthen career opportunities by

permanent civil service law im-

provements and to do certain jus-
tice to present and future em-

ployees.

Truth and progress are ever on

the offensive. They must always be

attacking because they are restless

servants of social justice. If our

vision of usefulness as public serv-

ants gives us to see the true impor-
tance of our relationship to general

welfare, we will also see the need of

support of the Association's great

and important present program to

improve the functioning of the State

Civil Service Department through

the carrying out to the full extent of

its duties as to selection, appoint-

ment, and promotion. This it can-

not do without a classification unit

and without a unit that can deal

with appeals relating to standards

of work, dismissals, transfers and

the like. Watch your opportunity

as it is unfolded to you in the com-

ing weeks by your Association and

like true crusaders give unflinching

devotion to advancing the truly pro-

gressive proposals presented for ac-

tion by the present Legislature.

Int. 230, Assemblyman Breithaupt—Same

as S. 221.

Int. 265, Assemblyman Dollinger—Same

as S. 213.

Int. 267, Assemblyman Fitzpatrick—

Makes it a misdemeanor for any State,

or municipal officer or employee to

deny any person privilege of appear-

ing in person or by counsel before any

department, bureau, board or commis-

sion. Cities Com. General Municipal

Law, Sec. 50, new.

Int. 181—Assemblyman Phelps—Same as

S. 181.

Int. 246, Assemblyman Jarema—Same

as S. 232.

ASSEMBLY

Int. 48, Print 48—Assemblyman Dollin-
ger—Same as S. 179.

Int. 53, Print 52—Assemblyman McCaf-
frey—Same as S. 105.

Int. 225, Assemblyman Kreinheder—

Same as S. 1.

Int. 231, Assemblyman Phelps—Same as

S. 232.

Int. 233, Assemblyman Phelps—Same as

S. 232.

Int. 240, Assemblyman Jarema—Same

as S. 232.

not it is believed exceed the mod-
erate amount stated to the Governor

and the Legislature when the bill

was before them last year.

So disgracefully low were sala-

daries paid New York State employees

throughout all of the prosperous

pre-depression years, that on two

occasions, 1920 and 1932, bonus pay-

ments of $100 per year were ap-

proved for those in certain classes.

Thousands of instances of working

five to ten years or more without a

single dollar of recognition were on

record. The standard of living of

State workers was as uncertain as

the constant rise and fall of prices

under the spell of magicians of in-
dustry or "acts of God." In the

face of the fact that New York

State led the Nation if not the

world in wealth and in labor legisla-
tion beneficial to private workers,

State civil service employees were

forgotten people. The idealism of

the merit system was all that saved

the vast public projects from de-

moralization.

The Feld-Hamilton law is not a

bonus proposition. It is an attempt

to bring about permanent justice

and to stimulate high efficiency. It

is economically sound and morally

elevating. It is not perfect because

all positions are not as yet properly

classified on the basis of duties and

responsibilities, and for the further

reason that a Temporary Standard-

ization Board had to take a veri-
table hodge-podge of salary stand-

ards prevailing for a long time with

an imperfect and often incomplete

classification and do the best job

they could under the circumstances,

not the best under the sun. It was

not expected by anyone familiar

with State employment conditions

that a salary scheme barnacled with

unholy neglect for decades could be

totally hygienized in a few weeks.

State workers know that the mem-

bers of the Temporary Salary Stan-
dardization Board were em-

ployees of the State themselves and

thoroughly sympathetic with the

purposes of the career law. State

employees know that their Associa-
tion was alive to the difficulties and

did all that it could to aid the Board,

and that it is ready now with legis-
lative proposals to assure correction

of any errors and, best of all, to

strengthen career opportunities by

permanent civil service law im-

provements and to do certain jus-
tice to present and future em-

ployees.

Truth and progress are ever on

the offensive. They must always be

attacking because they are restless

servants of social justice. If our

vision of usefulness as public serv-

ants gives us to see the true impor-
tance of our relationship to general

welfare, we will also see the need of

support of the Association's great

and important present program to

improve the functioning of the State

Civil Service Department through

the carrying out to the full extent of

its duties as to selection, appoint-

ment, and promotion. This it can-

not do without a classification unit

and without a unit that can deal

with appeals relating to standards

of work, dismissals, transfers and

the like. Watch your opportunity

as it is unfolded to you in the com-

ing weeks by your Association and

like true crusaders give unflinching

devotion to advancing the truly pro-

gressive proposals presented for ac-

tion by the present Legislature.

Int. 259, Assemblyman Breithaupt—Same

as S. 221.

Int. 265, Assemblyman Dollinger—Same

as S. 213.

Int. 267, Assemblyman Fitzpatrick—

Makes it a misdemeanor for any State,

or municipal officer or employee to

deny any person privilege of appear-

ing in person or by counsel before any

department, bureau, board or commis-

sion. Cities Com. General Municipal

Law, Sec. 50, new.

Int. 277, Assemblyman Fitzpatrick—

Provides for annual salary increments

of $10 a year for five successive years,

with certain maximum limitations, for

all State employees either in graded or

ungraded service of classified State

service, and appropriates $2,600,000.

Ways and Means Com. Civil Service

Law, Sec. 9-a, new.

Int. 185, Assemblyman Todd—Same as

S. 187.
Like Treatment

Equality on the basis of merit and fitness is the first tenet of the merit system. Thousands of civil employees in mental hygiene hospitals, prisons, and other institutions have mandatory salary laws of one kind or another. Does the present classification of these positions do the employees justice? Are the salary grades fixed by statute fair? Are these not career positions as well as others now provided for on a sounder, broader basis?

This Association representing all classes and groups of employees everywhere from the mountain ranger protecting public preserves to the attendant caring for helpless patients and the guard making safe the lives and property of citizens generally, does not believe that many of the present mandatory salary provisions conceived in a more or less hit or miss fashion do meet the demands of career principles which are based upon adequate as well as equal pay for like work.

Are present provisions of law as they relate to time service and maintenance as desirable for the employee or for the State as straight, adequate salaries? Would a change from the present system not prove socially desirable by its promotion of better family life for the worker, and materially economical for the State by supplying quarters for patients now given over to employees? This Association has again and again pointed out the continuance minimums, guaranteed increments to the faithful and competent, and a final maximum—always with hope and expectation of promotion to a new and higher minimum with new fields to conquer—are written into the statute.

And with tenure of office, decent working conditions, reasonable hours of service, the State offers an honorable career to those who would seek to serve.

Service rendered by government must be expert. It must be trained. It must be far better than average. The State must be the leader. It must set a pace and an example which will be followed with zeal to emulate by its citizenry.

As the Standardization Board finishes the work allotted by the bill, the Association pauses to pay it homage—the deceased Henry F. Lutz, Abraham S. Weber, William J. Maher, Dr. Frank L. Tolman and Mrs. Marjorie Arnold. Day after day, yes night after night, these five labored, and labored honestly, to assign titles fairly to appropriate grades. A most difficult task! A thankless task and without any material compensation. A debt of gratitude is owed them by every State employee.

To the Association's own representative, Dr. Tolman, we make very special mention. For years he has served us quietly, yet forcefully, and in many capacities. His inspiration has guided us through many crises. Time and labor have been ours for the asking and he has given unstintingly. His work on the Standardization Board is another milestone in an unselfish career devoted to public service.

Of course the final results of the Standardization Board are not perfect. No such vast undertaking completed under forced draft could be perfect, and the Board itself will no doubt be the first to admit imperfections. But it is 95 per cent perfect—at least 95 per cent of the service affected are very happy with their allocations and such percentage is a triumph indeed. The Association offers its compliments and its thanks to the Standardization Board.

Much also should be said of the Director of the Budget, Abraham S. Weber. "Abe" came up from the ranks—He is a career man. He has been thoroughly sympathetic with ideals and principles incorporated into the Feld-Hamilton Bill. No one has been more anxious to see them treated justly. The law now applies to nearly 20,000 people in the State and doing. In the meantime, we pause to bask in the tremendous success of a great undertaking.

By the President
The N. Y. S. Employees Retirement System

Through the courtesy of State Comptroller Morris S. Tremaine and Franklin B. Holmes, Director of the State Employees Retirement System, and in accordance with the Association's policy of keeping its members informed on the condition of the State Retirement Fund, a statement of assets, receipts and expenditures of the Fund is contained herewith.

State employees may well be proud of the very efficient and proper administration of their retirement system. During the many years of its operation, not one cent being lost of either principal or interest, on all its investments. While many systems have fallen by the wayside, our System has continued to function 100 per cent, retaining all of its soundness and stability.

One of the most important points in the Association's progressive program during the past has been the protection of the stability of the State Employees' Retirement System, and it will continue its efforts along this line.

STATEMENT OF ASSETS OF THE N. Y. STATE EMPLOYEES' RETIREMENT SYSTEM and the DISTRIBUTION OF ASSETS AMONG THE FUNDS as of JUNE 30TH, 1937

ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash in bank</td>
<td>$4,414,546.88</td>
</tr>
<tr>
<td>Bonds</td>
<td>$85,764,451.74</td>
</tr>
<tr>
<td>F. H. A. Insured Mortgages</td>
<td>$2,222,891.64</td>
</tr>
<tr>
<td>Revolving Fund Advances</td>
<td>$2,808.08</td>
</tr>
<tr>
<td>Accrued Interest Receivable</td>
<td>$1,074,595.53</td>
</tr>
<tr>
<td>State Appropriation Accrued</td>
<td>$4,108,000.00</td>
</tr>
</tbody>
</table>

Pension Reserve: 2,010,226.40
Administration: for 1937-8 $16,566.64
Old Acct. 7,453.56
Non-members: 24,020.20
Pension Accumulation — Benefit — Chap. 94, Laws '32
Designated Annuities: 178,120.40
Conscience Fund: $80.00
Accumulated Interest Earnings: $32,350.08
Reserve for Possible Depreciation in Value of Securities: $1,790,000.00

$97,587,293.87

**An additional amount of $750,000.00 was transferred from Interest Earnings to Reserve for Possible Depreciation in Value of Securities.

RECEIPTS 1936-1937

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members' Contributions</td>
<td>$9,275,240.90</td>
</tr>
<tr>
<td>Pension Accumulation Fund</td>
<td>$6,745,339.02</td>
</tr>
<tr>
<td>Interest</td>
<td>$3,697,266.13</td>
</tr>
<tr>
<td>Redemption of Bonds</td>
<td>$5,079,236.64</td>
</tr>
<tr>
<td>Redemption of F. H. A. Mortgages</td>
<td>$32,102.67</td>
</tr>
<tr>
<td>Retirement Allowances Returned</td>
<td>$69,169.33</td>
</tr>
<tr>
<td>Administration Fund</td>
<td>$17,482.91</td>
</tr>
</tbody>
</table>

$24,915,837.60

DISBURSEMENTS 1936-1937

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement Allowances</td>
<td>$2,964,962.11</td>
</tr>
<tr>
<td>Lump Sum Payments</td>
<td>$2,282,324.48</td>
</tr>
<tr>
<td>Ordinary Death Benefits</td>
<td>$365,930.91</td>
</tr>
<tr>
<td>Contributions Withdrawn</td>
<td>$1,581,525.59</td>
</tr>
<tr>
<td>Contributions Borrowed by Contributters</td>
<td>$2,329,819.00</td>
</tr>
<tr>
<td>Pensions -- Appellate Div., 2nd Dept.</td>
<td>$1,675.77</td>
</tr>
<tr>
<td>Securities Purchased</td>
<td>$13,286,872.10</td>
</tr>
<tr>
<td>F. H. A. Mortgages Purchased</td>
<td>$2,273,016.92</td>
</tr>
<tr>
<td>Servicing and Investment Charges</td>
<td>$2,848.18</td>
</tr>
</tbody>
</table>

$23,419,476.76

Civil Service News in N. Y. State Journal

This Association has been advised by the New York State Journal that their magazine, issued weekly, will contain up to the minute news and information on civil service examinations, eligible lists, etc., and takes pleasure in passing this information on to its readers.

The business and editorial offices of the New York State Journal are located at 182 State Street, Albany, New York.

Effects of Career Law

THE NUMBER OF SALARY INCREASES, AND AMOUNT OF INCREASED APPROPRIATIONS IN EACH DEPARTMENT AS A RESULT OF THE FELD-HAMILTON CAREER LAW, AS TAKEN FROM LINE ITEM APPROPRIATIONS IN BUDGET.

Executive Department—

Executive Chamber .......................... 16 increases, totaling $1,770.00
Budget ........................................ 14 increases, totaling 1,850.00
Div. St. Planning ............................. 7 increases, totaling 750.00
Div. Parole .................................... 132 increases, totaling 15,520.00
A. B. C. Division .............................. 169 increases, totaling 18,940.00
County and N. Y. C. A. B. C. Boards .... 153 increases, totaling 17,950.00

Law Department ............................. 133 increases, totaling 14,790.00
Audit & Control Department ................. 106 increases, totaling 13,180.00
Employees' Retirement System ............... 94 increases, totaling 8,100.00
Agriculture & Markets Department .......... 234 increases, totaling 24,260.00
Banking Department .......................... 37 increases, totaling 3,720.00
(Appropriation for probable increases to Bank Examiners) . 25,000.00

Civil Service Department .................... 78 increases, totaling 9,030.00
Conservation Department (Proper) ........ 40 increases, totaling 4,995.00
Conservation Fund ........................... 98 increases, totaling 10,865.00
Conservation Department, Miscellaneous divisions and park commissions .......... 169 increases, totaling 17,909.00
Correction Department, including Institutions .................. 649 increases, totaling 63,522.00
Education Department (Proper) ............. 528 increases, totaling 71,280.00
State Colleges, Normal Schools, Agricultural Schools and other Educational Institutions .......................... 100 increases, totaling 10,570.00
Health Department (Proper) ................ 291 increases, totaling 38,475.00
Laboratories & Research Div ............... 173 increases, totaling 19,270.00
State Health Institute, Buffalo ............ 64 increases, totaling 7,150.00
State Hospital, Ithaca ....................... 34 increases, totaling 2,812.00
State Hospital, Mt. Morris .................. 58 increases, totaling 5,190.00
State Hospital, Oneonta ...................... 67 increases, totaling 6,600.00
Insurance Department ...................... 153 increases, totaling 17,735.00
Refund—Examinations Bureau ............... 93 increases, totaling 13,565.00
Labor Department (Proper) ................ 823 increases, totaling 92,857.00
Div. of Bedding .............................. 37 increases, totaling 3,670.00
Mental Hygiene Department (Proper) ....... 81 increases, totaling 9,965.00
Psychiatric Institute, New York City .... 195 increases, totaling 19,580.00
Psychopathic Hospital, Syracuse .......... 80 increases, totaling 8,440.00
Public Service Department ................. 307 increases, totaling 26,495.00
Public Works Department—
Administration Bureau ........................ * increases, totaling 13,630.00
Canals and Waterways ........................ * increases, totaling 25,507.20
Highways Div. .. ................................ * increases, totaling 19,850.00
Engineering Div. ............................ * increases, totaling 35,280.00
Public Bldgs. Div. ........................... * increases, totaling 21,410.00
Architecture Div. ........................... * increases, totaling 17,170.00
Social Welfare Department (Proper) ....... 128 increases, totaling 13,165.00
Warwick State School, State School, N. Y. 124 increases, totaling 10,610.00
State Department ........................... 153 increases, totaling 13,400.00
Taxation and Finance Department .......... 1065 increases, totaling 113,900.00

* Increases are contained in lump sum appropriations and the exact number are therefore not available.
Ladies’ Fashions

Meet Miss Nellie Torrence. Her capable pen is to furnish us with a series of articles, beginning with this number, on women’s styles in clothing, the business dress, the distinguished dress, color, ensemble and other subjects of interest to women. Miss Torrence is well qualified as a stylist. She holds an advanced degree from New York University School of Retailing, has worked at the trade and now teaches clothing and design in Skidmore College. We hope the women members of the Association will like these articles.

Beating the Fashion Game
By Nellie Torrance, Skidmore College

Being in fashion gives us happiness. The majority of us, however, have a limited amount of money to spend on clothing, so we have to combine smartness with economy. We can’t start each season with a new wardrobe, so why not purchase clothing which we will not have to discard after a few months’ wear? That new dress you buy need not be “dated,” nor “up to the minute.”

Then, when spring, 1939, rolls around, the dress will not shriek “1938” when you open the closet door preparatory to putting on the garment.

Look Back on Your Clothes!

Didn’t the dress in the high-style color look “dated” the next season? Wasn’t the dress you purchased because every one else had one, just “impossible” six months later? We have all had such experiences. They carry a valuable lesson in how to deal with that compelling force called fashion.

Now, while your mind is still on dresses you’ve owned in the past, recall the one which gave you the greatest satisfaction. What were its characteristics? To enumerate: It fitted well; it flattered you; it brought compliments every time you wore it; it was comfortable; it could be worn with several sets of accessories; it gave you a confident feeling that your appearance was right; and it was different. I’ll wager you wore it two or more seasons. It didn’t wear out nor go out of fashion in six months, as the “high-fashion” color or the “just-like-everyone else-has” dress did.

When you purchased it, it was different from what your friends were buying for their wardrobes. In the store, when you were considering whether it should be that dress, or the little “up-to-the-minute” number, you murmured, “I like it, but it really isn’t like the dresses in the shop windows.” Furthermore, it didn’t look like the previous year’s dresses, or the vintage of 1936. In other words, it wasn’t “dated.” That was the dress which gave satisfaction over perhaps three or four seasons because it was different and “individual.”

Each season you will purchase a dress or two, as you always do, but you will select them to wear several seasons, measuring your expenditure from the standpoint of fashion as well as quality. Remember the characteristics that the dress possessed which gave you satisfaction over so many seasons, and purchase accordingly. After two years of careful selection you will find your wardrobe growing and you won’t be left with “just nothing to wear.”

You’ll enjoy wearing your old dresses and you won’t have to wear the new ones to the extent that you grow weary of them, or have them become shabby in a few months.
Association’s Legislative Program

The Association’s Officers, Counsel and Legislative Committees have been most busy during the past few weeks in preparing for early introduction in the Legislature many measures to carry out the Association’s broad and progressive program for the coming year, and which, if enacted will considerably improve working conditions in State service and greatly benefit practically all State employees.

All Association members throughout the State should note each measure as it is introduced, and immediately contact their representatives in the Legislature and ask their immediate interest and support of same.

A few bills have already been introduced and reference is made to these by Introductory number. Others are nearing completion and will be introduced within the next couple weeks. A near complete list follows:

MEASURES INTRODUCED

Sick Leaves
Senate Int. 305, Print 307, by Senator McIlroy, and Assembly Int. 427, by Assemblyman Ehrlich, provides for fourteen days sick leave per year for employees of Mental Hygiene Institutions, accumulative for a period of two years.

Six Day Week
Senate Int. 304, Print 306, by Senator McIlroy, and Assembly Int. 307, by Assemblyman Ehrlich, provides a six day work week for all employees of State Canals and Bridges, with no reduction in present salaries.

Retirement
Assembly Int. 431, by Assemblyman Fitzpatrick, provides for the transfer of the administration of the State Hospital Employees’ Retirement System to the State Employees’ Retirement Fund, giving all members of the Hospital System the opportunity of transferring over to the State System by January 1, 1940.

Senior Employees Retained
Senate Int. 1, Print 1, by Senator Cheney, and Assembly Int. 226, Print 226, by Assemblyman Kreinheider, provides that in the event a position in the competitive class which has been filled by promotion is abolished, the incumbent shall not be separated from service, but demoted to position or grade formerly held by him, or if there is no vacancy, one shall be created by demoting employee of lower grade.

BEING PREPARED FOR INTRODUCTION

Changes in Titles
A measure to establish a Classifications Division in the State Civil Service Department with power to change the titles, if justifiable, of present positions, upon the appeal of incumbents.

Changes in Salary Allocations
A bill to reestablish the Salary Standardization Board to hear appeals on salary allocations made, and empowered to make changes, as well as allocate newly created positions. Also providing that when new positions are created, after July 1st, that the new appointee receive the salary of the lowest paid employee in the promotional unit having the same title, and all present employees having that title advanced toward the minimum. It also provides that when a position is vacated which is above the minimum, that the savings accumulated by bringing the position back to the minimum be distributed to employees below their minimum.

Licensing of Nurses
A measure permitting all trained nurses of State institutions to be licensed as Registered Nurses without examination.

Traveling Expenses Reimbursement
A bill to reimburse employees for expenses incurred in transporting themselves and family effects to assume state duties at a new locality in State, when transferred.

Filling Vacancies by Promotion
A measure providing that before a vacancy is to be filled by open competitive examination that notice be posted at least 20 days prior to the announcement of the examination, so that present employees who consider themselves eligible to fill the vacancy by promotion may appeal.

Eight Hour Day
A measure extending the eight hour day to all State employees.

Salaries
Legislation to increase present salaries of prison guards, parole officers, and other employees by extension of the provisions of the Field-Hamilton Civil Service Career Law.

Engineers’ Convention
Bill Barden, Chairman, Publicity Committee of the New York State Association of Highway Engineers, recently announced that the Third Annual Convention of that organization would be held at the Hotel Martin, Utica, on March 3, 4, and 5, 1938. He advises to watch bulletin boards for further details.
The Governor's Message

In his annual message to the Legislature, Governor Lehman reviewed some of the achievements he has made in his two previous terms of office and voiced a plea for further accomplishments, largely in the field of social legislation, which he hopes to secure during his third and final term. In all, some 28 topics were discussed in a message which took over an hour to deliver.

Cooperation the Keynote
Closer cooperation between the four active agencies of society, business, labor, the farmer and the consumer, to be secured through wise and forward-looking governmental policies, was advocated. The government's mission, said Governor Lehman, is to instill in all groups faith and confidence in the future. In turn, each of these groups must trust in, cooperated with, government and each other.

Interdependence of the Body Politic
Early in the message, Governor Lehman plainly indicated that the employer and employee were interdependent, as well as the consumer and the farmer. "Their interests," he said, "are common; the prosperity of any one group is dependent upon the prosperity of all. That is particularly true with regard to employer and employee."

Labor Milestones in New York State
The Governor reviewed the milestones laid during the last five legislative sessions to secure the basic rights of labor, such as the Unemployment Insurance Law, the Minimum Wage Law and the Social Security Law, as well as legislation passed invalidating yellow dog contracts, modifying labor injunctions and strengthening the Workmen's Compensation Law. By means of the State Labor Relations Board and the State Mediation Board, social institutions are set up to "reconcile the individual rights of the employer and employee with the general needs of the whole community." The State was called upon to oppose the unfair tactics of labor spies and strike breaking agencies, shown toward labor unions.

The employer, the wage earner and the State, all have accepted new definitions of labor relations, the Governor indicated. "The enlightened employer in the State now accepts the principle that the worker has a right to invoke collective bargaining and to demand that it be carried on by his own chosen representatives. The enlightened wage-earner realizes that the greatest gains that labor has achieved have come through the support of public opinion and that public opinion will demand that every reasonable effort be made to adjust difficulties without conflict or stoppage. We can be grateful that the State has initiated liberal, progressive and humanitarian policies" (in industrial relations).

The Governor recommended an extension of the unemployment insurance law "so as to include all employees up to the first $3000 of their wages as a substitute for the present provision limiting coverage to employees receiving $3000 a year, or less."

Low Cost Housing
Housing at low cost is a building program that will stimulate business, Governor Lehman holds, but it can be secured "only by direct participation in a joint partnership between Federal, State and local Governments."

I recommend that life insurance companies be authorized to invest their funds, for a limited period and in a limited amount in the acquisition of land and construction of apartment or other dwelling houses. I recommend that the State (Housing) Act be broadened to permit counties, towns and villages to establish Housing Authorities, where advisable."

Crime Control
The Governor recommended that a State Department of Justice be established, modeled after that of the Federal Government. He also recommended that the people of the State be provided with "The right in a criminal proceeding to appeal a court decision. The (women jurors) system should be made mandatory."

Functions of Government
Of interest to State employees are the Governor's comments on the place of government which he affirms "exists to render service to all of its people . . . to the extent that government does not give honest, efficient and intelligent service to its people, it fails in its avowed purpose."

Government efficiency has improved, the Governor believes, as evidenced by the improvements made in the mechanism of county and local governments, the New York City Charter, the strengthening of civil service and State and local units and "the extension of the eight hour day to many additional employees. Even more significant is the civil service career bill which was passed last year."

Life Insurance for the Worker
Life insurance would be carried by low-paid wage earners in the State "if its cost were brought within their means," and this would tend to lessen the public relief burden of the taxpayer. The Governor recommended that the Legislature consider a "law empowering the mutual savings banks of the State to establish insurance departments under public supervision." A system established by the State of Massachusetts, the Governor said, had provided "dependable life insurance and annuities at low cost." It has not resulted in injuring private insurance companies, he added.

Constitutional Convention
The Constitutional Convention, convening in April, will enable the people of the State to "have a rare opportunity to improve the machinery of Government." The present Constitution will be "reappraised" by a commission, non-partisan and non-political. No agenda has been prepared but research work of a factual nature has been done. The material is to be made available to the delegates and to the public in the near future.

Child Labor Must Go
Regarding child labor, the Governor endorsed Federal Legislation "as the most expeditious method to abolish it." He advocated that the Legislature recommend "immediate action by Congress." But if necessary, "because of the lack of power on the part of Congress, then I stand ready, as I have in the past, Continued on Page 11
January

THE STATE EMPLOYEE

BUSINESS AND PROFESSIONAL DIRECTORY

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

BEAUTY SHOPPES

Lido Beauty Salon
Specializing in Permanent Waves
Soapless Oil Shampoo and Wave 55c
106 No. Pearl St., opp. Strand Theatre
Telephone 4-2618

CURTAIN SHOP

The Curtain Shop
Curtains—Spreads—Draperies
95 So. Pearl St.—Tel. 3-4534
Discount to State Employees

ELECTRICAL APPLIANCES

Champagne's Radio Store
Radio—Frigidaire—Electrical Appliances
41 Beaver St.—Tel. 3-5417
Expert Repair and Service

FLOOR COVERINGS

Clark Carpets Co.
Floor Coverings Specialists
112-114 No. Pearl St., Albany
Phone 5-5418

FLORETS

Danker's
New Location—121 N. Pearl St.
Just above Orange St.
Phones—5-4250, 5-4268 and 5-4298

FURNITURE

John E. Hauf, Inc.
"The House of Quality." 173 Central Ave. Phone 4-2104. Furniture that adds distinction to any home.

GIFTS

The Linen Chest, Inc.
Linen—Lamps—Gifts
Ask about our Layaway Plan
37 Maiden Lane—4-5218

GREETING CARDS—KODAKS

Kodak finishing 2c per print, any size roll. Sizes 137-129-116-118, 130-124-122. Lawyer's, 39 Maiden Lane, formerly 106 State St.

JEWELERS

John A. Hegan & Co., Jewelers
Diamonds, Watches, Jewelry. Expert Watch Repairing, Temporary Address, 518 Broadway. Phone 3-5566.

KODAKS

F. E. Colwell & Co.
Kodaks and Photographic Supplies
35 Maiden Lane, Albany

MUSICAL

Modern Music Shop
and Studios
86 No. Pearl St.—Tel. 3-5950
The latest popular sheet music, player rolls and records.
Band and orchestra instruments.
Instructons on all musical instruments.

OPTICIANS

Louis J. Berben
Dispensing Optician
35 Maiden Lane — Phone 3-5509
3 Doors Below No. Pearl St.

PAINT and WALL PAPER

Sherrin-Williams
Paint and Wall Paper Headquarters
490 Broadway — 324 Central Ave.
Albany, N. Y.

PICTURE FRAMING

Capital Glass Co.
Attractive modern mouldings and frames at reasonable prices
335 Central Ave.—Phone 5-5711

RIDING EQUIPMENT

Army and Navy Store
90 So. Pearl St., Albany
Riding Habits and Boots for men, women and children—Cut Prices

SHOE SPECIALIST

T. Arthur Cohen
M. W. Locke Shoes
New Address, 81 Chapel St.

STAMP COLLECTORS

Albany Book Shop, Inc.
7 Stetson St.—Phone 5-9295
Collections of all kinds, U. S. and Foreign, Finest stock available.

STAMP EXCHANGE

61 Columbia St., Albany

STATIONERY

C. W. Lewis
Office Supplies
91 North Pearl Street
Tel. 4-5651

UNIFORMS

Doyle's Uniform Shop
Nurses' Uniforms, Maids' Uniforms. Smocks for Men and Women. Broadway Arcade. Phone 4-5650.

WINES & LIQUORS

Winchell & Co., Inc.
Wine and Spirit Merchants
59 State St., Albany
Prompt City Delivery—Phone 4-5616

Governor's Message

Continued from Page 10

to urge that the State of New York ratify a constitutional amendment granting Congress that power.”

Closing Thoughts

The message closes with the

statement that the Governor's recommendations are made "in the light of progress we have made during the past several years." Cooperation between business, labor, agriculture, the consumer and government is again stressed as a stim-
By Thomas Adamiec, Chairman, Publicity Committee

The Harlem Valley State Hospital Employees' Association was organized two years ago, and has been a very active, progressive organization, working in full harmony with the State-wide Association. It has sponsored outdoor picnics, dances and carnivals. During the past year, it has taken over the softball team, "The Harlem Valley Players," a dramatic club, and has been instrumental in organizing and equipping a male and female basketball team. These two teams have already played some fine basketball. All home games are played on Thursday evenings, and the female basketball team plays all preliminary games.

The Association recently elected the following officers for the year 1938: President, William Mark Duffy; Vice President, Clara Green; Secretary-Treasurer, Alice E. Moore; Chairman at Large of the Executive Committee, Rose Marie Lisewski; Member, Ward Service, Male, Andrew Masseo; Member, Ward Service, Female, Sarah Herdman; Member, Inside Steward's Department, John Martin; Member, Outside Steward's Department, Charles Martin.

Executive Committee and Chairman of Committees of the Harlem Valley Employees' Association, Year 1937.

Front row, seated, left to right—Mildred Adamiec, Chairman at Large of Executive Committee; Alice E. Moore, Secretary; Dr. R. H. Hutchings, Jr., President; William Mark Duffy, 2nd Vice President; Ida Mae Coiteux, Member, Ward Service, Female.

Standing, left to right—Charles Martin, Member, Outside Steward's Department; Andrew Masseo, Member, Ward Service, Male; Thomas Adamiec, Chairman, Publicity Committee; Frances Doyle, Chairman, Sick Committee; Louis Illig, Chairman, Legislative Committee; Lee Brillard, Chairman, Membership Committee; Joseph Duffy, Chairman, Basketball Team Committee; Wilfred Coiteux, Chairman, Entertainment Committee.

In Ovals, left to right—Charles Schwimmer, Member, Inside Steward's Department; Genevieve Lake, 1st Vice President; John Rice, Treasurer.

H. R. S. H. News

As of January 3rd, the Hudson River State Hospital Employees' Association started their drive for 100 per cent membership in the State Association. An application for membership for 1938, a copy of LOYALTY, a pamphlet just issued by the State Association explaining in detail, its accomplishments, program, services, etc., and an individual letter signed by the Officers of the H. R. S. H. Employees' Assn. was addressed to each employee of the institution. It is expected that total membership during 1938 will exceed any previous years.

A most enjoyable Christmas Dinner was tendered to patients and employees of H. R. S. H. on Christmas Day. Turkey, stuffing, and all the dressings was on the menu, and the feast was appreciated by all who had the opportunity to attend.

Elizabeth M. Connelly was elected President of the Alumnae Assn. of the H. R. S. H. at a meeting held in Avery Home January 6. Others named were Helen S. Dunbar, Vice President; James F. Connelly, Secretary, and Andrew Morris, Treasurer.

The regular monthly meeting of the H. R. S. H. Employees' Assn. was held in the Amusement Hall, on Wed. Noon, 12:45, Jan. 19th. The Officers feel that the changing of the monthly meeting from the first Monday to the third Monday is going to be the means of added interest especially among the members of the Fire Dept. who in the past could not attend due to the fact that fire drill fell on Wednesdays. The drill day having been changed should prove to be that we get the bunch out to the meetings and we all know that among that group we can expect to get some new ideas, and make our meetings more interesting.

The Second Annual Meeting of the H. R. S. H. Federal Credit Union was held in the Amusement Hall on Wed. evening, Jan. 19th, at 7:30 P. M., at which time 4 Directors were elected for 2-year terms and 1 for 1-year, 2 to be elected to the Credit Committee for 2-year terms and 3 to the Supervisory Committee for 1-year terms.
Annual Dinner
February 24th
President Brind recently announced the appointment of a Social Committee for the Association to care for all social functions of the Association for the year 1938, including of course the Annual Dinner. The personnel of the Committee follows:

Harold J. Fisher, Chairman, Dept. of State
Mrs. Hazel A. Ford, Dept. of Taxation and Finance
Lillian Hyatt, Dept. of Education
Grace E. Keck, Dept. of Health
Janet MacFarlane, Dept. of Mental Hygiene
Mrs. Beulah Bailey Thull, Dept. of Tax
Nina Foran, Dept. of Civil Service
Isabel Neary, Dept. of Correction
Wayne Soper, Dept. of Education

The Social Committee has already met and discussed the many matters connected with the annual dinner, and expect to make an early announcement concerning the dinner.

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

With The New Books
A book list, with annotations, prepared by the Book Information Section of the New York State Library containing titles that you cannot afford to overlook. Scrutinize this list when you want "a good book to read."

FICTION
The Citadel, by A. J. Cronin. Little. $2.50.
A tale of the medical profession in rural and urban England, with its emphasis on the temptations and pitfalls which a physician faces.

Enchanter's Nightshade, by Ann Bridge. Little. $2.50.
The exciting, romantic story of a young English girl's experiences as governess in a titled, sophisticated Italian family.

The Faithful Wife, by Sigrid Undset. Knopf. $2.50.
Brilliantly written and penetrating story of marriage and divorce.

Summer Moonshine, by P. G. Wodehouse. Doubleday. $2.
Another of Wodehouse's hilarious tales written with his accustomed effortless absurdity.

They Seek a Country, by F. B. Young. Reynal. $2.75.
Powerful, moving novel, weaving together a romance and authentic details of the great Boer trek.

NON-FICTION
Ringside Seats, by Mrs. K. F. Gerould. Dodd. $2.50.
Popular essays, ranging from literary estimates to reflections on certain contemporary attitudes, toward divorce for example.

Last Flight, by Amelia Earhart. Harcourt. $2.50.
The record of Amelia Earhart's last hazardous adventure, compiled from the log-books and messages she sent back en route.

Madame Curie, by Eve Curie; tr. by Vincent Sheean. Doubleday. $3.50.
A daughter's deeply moving life of her world renowned mother, Marie Curie.

The Rest of My Life, by Carolyn Wells. Lippincott. $2.75.
In discussing the many things she is planning to do, the author writes an entertaining book in which her delightful personality stands out against the background of her experiences.

MacMillen's
The House of Fine Fur Prestige
Our Entire Stock of Fur Coats at Radical Reductions of 40% TO 60%
Style, Quality and Workmanship of the true MacMillen Standards Insures you Unsurpassed Value.

MacMillen Furs, Inc.
119 STATE STREET
ALBANY, N. Y.
State employees are grieved by the death of Henry F. Lutz, Director of State Parks, and Chairman of the Temporary Salary Standardization Board created by the Feld-Hamilton Civil Service Career Law, which was sponsored by our Association.

Mr. Lutz, a native of New York City, secured his elementary and high school education in the schools of this city. He entered recreational work as a profession and served from 1917 to 1920 in the recreational service of the Parks and Playgrounds Association of America. From 1920 to 1924 he was secretary of the City Recreation Committee of New York City and in 1924, when the State Council of Parks was organized he became its secretary. In 1926, he became executive officer of the Division of Parks in the Conservation Department, continuing as the permanent secretary of the State Council of Parks. During his years in State service, Mr. Lutz, through his geniality and fine humor, endeared himself to the numerous officials and employees with whom he came in contact.

Mr. Lutz is survived by his wife, a son, Harry, and a daughter, Mrs. Edward Quirin, all of New York City.

Governor Lehman, when being informed of the death of Mr. Lutz, said: "I am shocked and deeply grieved to hear of the untimely death of my friend and associate, Henry F. Lutz. I considered him one of the most efficient and valuable men in the State service. . . . To every responsibility to which he was entrusted, he brought to utmost loyalty and devotion. I will miss him both as a friend and as a coworker in the State service."

Canal Workers Meet

The first conference of delegates of the newly formed Barge Canal Civil Service Employees' Association, an affiliate of this Association, was held in Albany on Wednesday and Thursday, January 12 and 13.

Delegates attending included A. S. Bailey, John W. Savage and V. R. Warner from the Champlain Canal Section; Fred A. Dalton and John J. Hannon from the Eastern Section of the Erie Canal; T. J. Connors and H. Easman from the Central Section of the Erie Canal; and George J. Eddy and Clyde H. Ferguson from the Western Section of the Erie Canal System.

A Constitution was drafted and adopted for the Association; conferences were had with Counsel of the Association, John T. DeGraff, and Executive Secretary, Joseph D. Lochner; and the Association's program for the future was formulated.

John J. Hannon was elected to head the Barge Canal Civil Service Employees' Association for the coming year, and Clyde H. Ferguson was elected as Secretary.

Every member of the newly formed organization must be a member of the State-wide Civil Service Employees' Association, and our organization is looking forward to much cooperation and assistance during the forthcoming year.

Of immediate interest to the newly formed group is the establishment of the shorter work week. At present the large percentage of its membership works seven days per week.
January

THE STATE EMPLOYEE

The N. Y. C. Chapter

By Milton Schwartz
President, N. Y. C. Chapter

Recently the Executive Board of our Chapter met in Room 755 of the State Building, 80 Centre Street, for a discussion of old and new business. This meeting was typically well attended with 23 out of 26 Board members present. Although there are several new members on the Board for the coming year, their enthusiasm is equal in kind and degree to that of the veterans. The Chapter has been most fortunate in the past in having active, hard-working Board members. It will be remembered that last year during the Legislative session, January to May, they met once every week and it was only upon rare occasions, and for a very good reason, that a member was absent from one of these meetings. It appears that the new Board for the coming year will establish as fine a record.

It now appears highly probable that commencing February, 1938, and each month thereafter, "State Service," which made its appearance last year as the official publication of the N. Y. C. Chapter will be printed and distributed without charge to every State employee in the Metropolitan District. The Committee in charge of the magazine is working out certain details preparatory to its publication.

The following committee appointments for the year 1938 are announced:

Civil Service Committee
Charles Hutchins, Chairman
James Scully
Clinton Ganse
Irving Jorrish
Richard Cadbury, Asst. Chairman
Irene Keenholts
Louis Strauss
Larry Epstein

Membership Committee
Elizabeth E. Lewis, Chairlady
Ruth Hawe
Joseph Gruber
Minna Queller
Clinton Ganse
Stella Lehat
Edward Reilly
Carrie Unger
Marie Farrell
Joseph J. Clark

Legislative Committee
J. Earl Kelly, Chairman
Irving Jorrish
Edward Reilly
Elizabeth E. Lewis
John Ferguson
Dr. Edson

Publication and Publicity Committee
J. Earl Kelly, Chairman
Alice C. Scully
Elizabeth E. Lewis
James Scully
Bernard C. Riffel
Marie Farrell
Joseph J. Clark

YOU will enjoy

The Friendly... Attentive Service and the Splendid Menus of the...

HOTEL TEN EYCK

A Famous Gathering-Place at New York's State Capital.

* Dancing in the Band Box: Saturday Afternoons, 12:30 to 2:00. Nightly for Dinner and Supper Dancing. (Except Sundays). Herb Gordon and His Orchestra.

FILON J. RYAN, Manager
Frontier State Park Police Dept.

First row, left to right—S. W. Rhodes, Arthur Adriance, Frank Brown, John H. Flynn, Chief Tracy G. Levee, Michael J. Senf, Horatio Collins and Edward W. Gray.

Second row, left to right—Walter Scales, Joseph Theriault, Hawley White, Charles Poole and Joseph Klein.

This picture was taken when the police department first appeared in their new uniform overcoats furnished by the State Park Commission. All the employees in this picture have been in service from 10 to 35 years.

Recent State Publications

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

Department of Agriculture and Markets

Report of analyses of samples of vegetable seeds collected in New York State July 1, 1935, to June 30, 1936. (Bul. 310, Part II.)

List of brands of concentrated commercial feeding stuffs for which wholesalers’ licenses were issued between January 1 and June 30, 1937, for license year ending December 31, 1937. (Bul. 312.)

Statistics relative to the Dairy industry in New York State, 1936-1937. (Bul. 313.)

Conservation Department

Adirondack canoe routes. (Recreation circular 7, 1936 ed.)

Ski trails of New York State.

Department of Correction

Correction, Vol. 7, No. 12, December, 1937.

Executive Department


Planning Bulletin 32—A simplified rural zoning ordinance.

Department of Health


Department of Labor

Industrial Bulletin, Vo. 16, No. 12, December, 1937.

New York State Unemployment Insurance Law information for employees.

Department of Mental Hygiene

42nd Annual Report of the Board of Visitors of Brooklyn State Hospital, 1937.

13th Annual Report of the Board of Visitors of Harlem Valley State Hospital, 1937.

Department of Public Service

Proceedings of the Department of Public Service—Metropolitan Di-
Civil Service Examinations

The State Department of Civil Service announces that written and unwritten open competitive examinations will be held on February 23rd for the following positions. Application forms may not be issued by mail after February 3rd, for written examinations and after February 23 for unwritten ones. Applications should be filed or postmarked on or before February 4 for written examinations and February 25 for unwritten ones.

WRITTEN EXAMINATIONS

1. Assistant Industrial Hygiene Mechanical Engineer, Dept. of Labor. Appointment expected at $3000 per year.
2. Assistant in Teacher Certification, Dept. of Education. One appointment expected at $3250.
3. Assistant Principal, School of Nursing, Dept. of Mental Hygiene. Appointment expected at Creedmoor State Hospital at $1500 per year and maintenance.
4. Assistant Social Worker, Dept. of Mental Hygiene. Appointment expected at $1200 and maintenance. Preferred maximum age limit 45.
5. Assistant Tabulating Clerk, State and County Depts. and Institutions. Number of appointments expected in Albany offices at from $000 to $1200 per year.
6. Child Guidance Clinic Worker, Dept. of Mental Hygiene. Appointment expected at $1500 and necessary traveling expenses.
7. Conservation Publications Editor, Conservation Department. One appointment expected at $2400.
8. Dentist, Dept. of Mental Hygiene. Salary $2000 to $2400 per year, with increase from minimum to maximum at $200 at the end of each year of continuous service. Appointment expected at Rochester State Hospital at $2000 with maintenance.
15. Junior Sanitary Engineer, Dept. of Health. Seven appointments expected at $2400.

Continued on Page 18

FLICK TRAVEL SERVICE, INC.
TEN EYCK HOTEL BUILDING
82 State St. Phone 4-8911 Albany, N. Y.
William J. Hacker, President
M. Rodney Burr, Vice-Pres. & Treas.
Jean Flick Lobrano, Vice-Pres.
John T. DeGraff, Secretary
Membership Committees

Membership committees, to assist local representatives in securing 100 per cent membership support of the employees in their respective offices, departments, or institutions, have been appointed in many places, and have accomplished remarkable results. The fact that membership response throughout the State is exceeding all previous years is no doubt a result of these committees.

Committees appointed follow, and if any appointments are omitted, please advise Association Headquarters, so that additional appointments may be printed in a future issue.


State Agricultural and Industrial School at Industry: Agnes B. Johnston, Anna L. Breen, Florence LaPierre, Mayme Sweeney, Catharine Carroll, Allen Flynn, Edward Davies, George B. Carroll, Harry Walker and Egbert Hart. The local representative is Joseph McMahon.

Binghamton State Hospital: Josephine Phillips, Bruce Chase, Mike Kriska, Margaret Doyle, Doris Kadin, Mary Gardner, Mary LaVelle, Marie Simpson, Ernest French, Clarence Mathewson, Fred Wilcox, Earl Conrad and William Fogarty. The local representative is Frank Strong.


Wassaic State School: Alice Victory, Grace Odell, George Bowles, Dr. R. J. Depner, May Riordan Ferris and Harold J. Chapman. The local representative is Mrs. Alice H. Murtagh.

Letchworth Village at Thiells: David Roche, Otho Davis, Ada Baisley, Nan Donovan and A. L. Chick. The local representative is Earl Gay.

Syracuse State Highway District Office: Hoyt Champlain, William Schreiber, George Sidman and Walter Mestler. The local representative is William Gibson.

Middletown State Hospital: Mrs. M. Brown, Mrs. L. Hunter, Mrs. H. Gunderson, Mrs. J. Davis, Mrs. E. VanKeuren, C. C. Colesanti, F. Cady, J. Fay, B. Hunter and T. Stevens. The local representative is Samuel Decker.


Marcy State Hospital: Mrs. Gladys Burke, Miss M. Pierce, Mrs. M. Barrey, Mrs. W. Moffatt, Mrs. D. Jones, W. Wiskin, Mrs. C. Morton, G. Jones, N. Kidder, W. Johnson, G. Rounds, Miss Plante, H. Quinn, F. Raymo, Mr. Carter, Mrs. Baumgras, Mr. Baumgras, Mr. Newlands, Mr. Truax, Miss Finney, Mr. I. Pride, Mrs. F. Nelson, Mr. T. Barrey, Mrs. R. Morgan, Wm. Bobinski, Mrs. A. Squires, John Quebler and L. Gurtry. The local representative is Ethel Kuehn.

Brooklyn State Hospital: Carl Peterson, A. Ferrone, Harry Blake, H. Kennedy, L. Harte and M. Shea. The local representative is George W. Geiger.


Credmoor State Hospital: Chas. Miskelly, Jessie Cuthbert, Alice Streek, Margaret Clarke, Agnes Leuffer, Thomas Rooney, Alex Fraser and Alfred Haughn. The local representative is Luther Baird.

Civil Service Examinations

Continued from Page 17

22. Senior Civil Service Examiner (Police), Dept. of Civil Service. Appointment expected at $2700.
23. Senior Tuberculosis Hospital Physician (Surgery), Dept. of Health. One appointment expected at Mt. Morris State Hospital at $3000.
26. Toll Collector, Jones Beach State Parkway Authority. Salary 50c to 75c per hour. Examination is open to residents of 7th Judicial District.
27. Women’s Parole Agent, Dept. of Correction, Westfield State Farm. Salary $900 to $1150 a year and maintenance.

UNWRITTEN EXAMINATIONS

29. Chief of Health Education (Health Service), Dept. of Education. One appointment expected at $5000.
30. Curator, Washington’s Headquarters and Museum of Newburgh. Appointment expected at $1200. Examination is open only to residents of 9th Judicial District.
32. Institution Director of Education, Dept. of Correction. Appointment expected at Sing Sing Prison at $3500.
33. Instructor in Blacksmithing, Dept. of Correction. One appointment expected at Elmira Reformatory at $1800 per year.
34. Research Assistant in Neurolathology, Dept. Mental Hygiene. Appointment expected at Psychiatric Institute and Hospital at $3500.
35. Teacher (Applied Arts and Crafts), Dept. of Correction. Appointments expected at State Vocational Institution at W. Coxsackie at $1700.
CAN Your SKIN STAND A CLOSE-UP?

So often an unpleasant skin is due merely to calcium deficiency. And, try everything, nothing will clear it until calcium is added to the diet. Fresh milk is the best food source of calcium known. That's why thousands of women now drink milk regularly... a calcium beauty treatment for only a few cents! Follow their lead. Coax your skin back to alluring youthfulness!

Clear up your Complexion with MILK

To REDUCE, scientifically, without sacrificing pep, health and good-looks, go on the famous fresh milk reducing diet. Write for the FREE booklet, "The NEW Milky Way," a brand-new edition of this famous booklet which includes tested reducing diets and beauty suggestions. Simply send a postcard with your name and address to: Bureau of Milk Publicity, Albany.

THE STATE OF NEW YORK
New Association Auto Emblem

Is now available For Sale to Association members, in connection with the SAFETY CAMPAIGN now being conducted by the Association.

THE EMBLEM... is 3¼" in diameter (actual size above) cut from 12 gauge metal, with a dark blue hard-fired jewelers transparent enamel border, letters in bronze, and the center of the emblem is in lacquered bronze relief. It attaches to the top of license plates.

COST... The remarkable low price of 80¢ each is made possible by volume purchasing and because the Association does not benefit financially from the sale of the emblem.

ORDER YOUR EMBLEM TODAY. EXECUTE "SAFETY DRIVING PLEDGE" LOW. USE ORDER FORM BELOW. Send both to Association Headquarters, Room 156, State Capitol, Albany. Sample emblems have been sent to Association Representatives in larger departments and institutions for the inspection of members.

The Executive Committee of the Association at meeting October 18th, adopted the following resolutions:

"RESOLVED, that the committee hereby pledges the hearty cooperation of the 15,000 State employee members to the Motor Vehicle Bureau of the State, the State Troopers and other law enforcing agencies, to assure safe driving and the saving of human life throughout the State."

"RESOLVED, that each Association member purchasing the emblem subscribe to the following pledge:

[SAFETY PLEDGE]

As an employee of the State of New York, and as a member of The Association of State Civil Service Employees, I shall do all in my power to drive carefully and with full regard for the rules of the highway, and the laws of the State of New York."

Please send Association Automobile Emblems, for which I enclose $______

Name ____________________________
Address __________________________