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

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

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

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

The Lincoln, one of New York's newest and largest fine hotels, is equally convenient for business and pleasure: one block from Broadway and Times Square, 69 theatres within 6 blocks, underground entrance to all subways, and 4 short blocks from the new Lincoln tunnel and new express highway, leading directly to Holland Tunnel, George Washington Bridge and all arterial highways.

**HOTEL FOUR FINE RESTAURANTS**

Frank W. Krikel, Managing Director

**LINCOLN**

44th TO 45th STREETS AT 8th AVE • NEW YORK CITY

Usual discount accorded state employees!

1400 ROOMS WITH BATH (TUB AND SHOWER) RADIO

**BEER, ALES AND PORTER**

**LAGER** — Amsterdam, Ballantine, Budweiser, Carlings, Dobler, Fitzgerald, Hedrick, Pabst, Liberty, Quandt, Ruppert, Simon, Stanton, Utica Club, Valley Forge.

**ALES** — Amsterdam, Ballantine, Carling's, Burke's, Dobler, Fitzgerald, Genesee Twelvehorse, Hedrick, Pabst, Quandt, Ramshead, Ruppert, Stanton, Tom o' Shanta, 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 60 YEARS

4-2204 — Phone — 4-2268

Morton Avenue, Oneida Terrace & Catherine Street

**NEW YORK**

$200 Round Trip

Similar low fares, convenience service to Boston, Binghamton, Syracuse, Buffalo, and all parts of America.

**GREYHOUND TERMINAL**

350 Broadway

Phone 4-6185

**WALDORF FOR JUNE**

**WEDDINGS**

**DANCES**

**TO HIRE**

**NEW CUTAWAYS**

**DRESS SUITS**

**TUXEDOS**

—Complete Outfits—

Waldorf Tuxedo Co.

"Men's Formal Wear—Exclusively"

452 Broadway 2nd Floor

Opp. Postoffice Phone 4-5011

Open Evenings by Appointment

Get Your Association Pins

50c Each

at Association Headquarters

Hundreds of members already being worn by Association members

**GERM-PROOF DUST-PROOF CENTRAL DAIRY's famous Cellophane Hood MAKES SURE that your Grade A milk and cream comes to you absolutely pure—top quality milk and cream with top quality protection.**
Constitutional Convention Proposal Summary

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

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

Int. 67, Print 67—Mr. Corsi—Provides that appointments and promotions in civil service of the State and all civil divisions thereof, including cities and villages, shall be by written examinations only, which shall be open to all citizens regardless of race, creed, color or political belief, and that no person shall be required to furnish any photographic or other record indicating his or her race, creed or color prior to such examination or appointment, and that appointments shall be made in numerical order according to standing on such list. To Civil Service Committee.

Int. 69, Print 69—Mr. Hooper—Provides that appointments and promotions in civil service of the State and all civil divisions thereof, including cities and villages, shall be by written examinations only, which shall be open to all citizens regardless of race, creed, color or political belief, and that no person shall be required to furnish any photographic or other record indicating his or her race, creed or color prior to such examination or appointment, and that appointments shall be made in numerical order according to standing on such list. To Civil Service Committee.

Let's Be Reasonable

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

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

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

State employees through their own organization—The Association of State Civil Service Employees—have done all of this on dues of one dollar per year. This great accomplishment has been possible because employees have felt that they should look after their own working problems. In this they have followed the only true and sound labor organization policy known anywhere throughout the world. The only services which they have paid for and the only expenses they have incurred are those having to do with carrying out the details of plans which they have evolved, without cost to their fellow workers, in their meetings and in their employee governed committees. The costs include the maintenance of an efficiently manned and equipped headquarters to care for the arrangement of meetings, the advising of committees, the hundred and one services requested in correspondence and personally by members, the details of the group and local

Continued on Page 8

Continued on Page 11
Facts and Falacies About Classification

(Continued from April Issue)

Based on a Monograph by
Dr. Ismar Baruch
Chief of the United States Personnel Classification Division

Prepared for
THE STATE EMPLOYEE
By the Classification Unit of the New York State Department of Civil Service

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

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

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

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

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

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

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

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

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

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

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

Join or Renew
Your Membership
TODAY!
Executive Meeting

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

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

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

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

Buffalo Hospital Dinner

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

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

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

Temporary Salary Standardization Board

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

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

The Classification Board

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

The Classification Board was established under the terms of the Feld-Ostertag Law.
HON. JAMES A. GARRITY

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

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

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

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

HON. R. FOSTER PIPER

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

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

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

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

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

HON. JAMES J. CRAWFORD

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

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

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

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

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

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

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

Justice in promotion has been a crying need of workers in every field of employment ever since two or more human beings were first employed by the same employer. In early days, personal contact between each worker and his employer was the rule, and the employer rated his employees very definitely upon the value of their services. The good advanced even to the high goal of partnership with the "boss," and often to ultimate succession to a successful business.

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

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

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

Attica Meeting

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

Continued from Page 3

money's so appropriated to such munici-

pals shall be deposited in special highway fund separate and apart from other money and used solely for purposes specified; reimbursement fund of $50,000 to be maintained by state from fuel tax. To Finan-
ces and Revenues Committee.

Int. 75, Print 75—Mr. Sexton—Disquali-
fies an elector and prohibits holding
of office by election or appointment
of "a citizen who by word of mouth or writing, advocates, advises or teaches the duty, necessity or pro-
priety of overthrowing organized govern-
ment by force or violence, or by assassination of executive head or of any of the executive officials of gov-
ernment, or who has pledged alle-
giance directly or indirectly to a for-
gain power or government, or is a
member of an association, organiz-
ation or group opposed to our form of
government." To Bill of Rights Com.

Int. 77, Print 77—Mr. Sexton—Provides
that the canal board shall fix, impose and collect tolls on persons or prop-
erty except pleasure craft, farm ma-
achinery, farm equipment and farm im-
plements transported on the canals.
To Canals Committee.

Int. 84, Print 84—Mr. Montan—Substan-
tially similar to Int. 76.

Int. 95, Print 95—Mr. Dunnigan—Pro-
vides that "No person employed by the
state, or any subdivision thereof, or
any board or commission appointed
pursuant to law, or any public benefit
 corporation shall be permitted or re-
quired to work more than eight hours
in any one calendar day or more than
five days in any calendar week except in
cases of extraordinary emergency
caused by fire, flood or danger to life or
property. The legislature may pass
laws to regulate the hours and
days of work so as not to interfere with
the conduct of the public busi-
ness but shall not require any per-
son to work more than eight hours in
one day nor more than five days in one
week." To Civil Service Com.

Int. 100, Print 100—Mr. Leet—Provides
that salaries of state and municipal
officers and employees and state and
municipal securities and income there-
from shall be subject to taxation im-
posed upon them and similar income
or property in a manner not discrimi-

natory against them, whether by the
state or by any subdivision thereof,
the United States; provided how-
ever, that they shall be taxable by the
United States only in the manner and
to the extent that it permits its se-
curities to be state, and its
and officers and employees resident within
the state, to be taxed by the state." To Taxation Committee.

Int. 159, Print 159—Mr. Leet—Provides
that "no public officer or
employee of the United States Gov-
ernment or any State, or of any pol-
itical or other subdivision of any of
them, or of any official board, author-
ity, council, commission, corporation,
or other agency of any of them, shall
serve on any grand jury." To Ju-
diciary Committee.

Int. 255, Print 255—Mr. Poletti—Provides
that "No person shall, on account of
race, color, religion or creed, be de-
ned the full protection of the laws of
this state, or any subdivision there-
of, or of the United States only in the manner and
other subdivision of any of them, shall,
serve on any grand jury." To Bill of Rights Com.

Int. 256—Print 256—Mr. Moffat—Pro-
vides that on and after April 1, 1941,
fiscal year of state shall begin April
1 and end March 31 next following.
To Finances and Revenues Committee.

Int. 292, Print 292—Mr. Cole—Gives pre-
ference in civil service appointments,
retentions and promotions to veter-
ans who served in Spanish American
War, the Philippine insurrections, the
World War, and to volunteer firemen
after performing five years' service
with any fire department in
which public patronage is solicited;
the organization of paid fire department
in such case period shall be for at least
one year immediately preceding prior
time limit to disabled veter-
ans is stricken out. To Civil Service Committee.

Int. 283, Print 283—Mr. Cole—Substan-
tially similar to Int. 159.

Int. 291, Print 291—Mr. Bippey—Sub-
stantially similar to Int. 159.

Int. 296, Print 296—Mr. Rippey—Sub-
stantially similar to Int. 70.

Int. 304, Print 304—Mr. W. S. Bennett—
Provides that "No public officer or
employee of the United States Gov-
ernment or any State, or of any pol-
itical or other subdivision of any of
them, or of any official board, author-
ity, council, commission, corporation,
or other agency of any of them, shall
serve on any grand jury." To Ju-
diciary Committee.

Int. 304—Print 304—Mr. Koch—Substan-
tially similar to Int. 104.

Int. 310, Print 310—Mr. A. P. Burke—
Provides that "No person other than a
citizen of the state and a citizen and actual resident of the
state of New York for more than two
years, nor a member of the armed forces of the United States,
shall serve on any grand jury." To Ju-
diciary Committee.

Continued on Page 12
Vacations Restored

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

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

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

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

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

Sincerely yours,

(Signed)

CHARLES A. BRIND, Jr.,
President

The foregoing letter was duly acknowledged by the Budget Director, and early in May when the four weeks' vacation period was restored, a copy of the letter he sent to department heads on this subject was sent to the Association, which read as follows:

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

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

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

H. R. S. H. News

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

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

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

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

By Nellie Torrance, Skidmore College

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

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

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

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

A type of dress which is gaining popularity is one with a very full loose skirt, commonly called a swing skirt. Perhaps a few of them may be seen on women who are found at the top of the fashion scale. If you are interested in a very full skirt for afternoon wear, you may have it made, or you may purchase a full skirted dress that flatters a trim waistline.

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

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

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

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

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

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

Two Wars and More to Come, by H. L. Matthews. Carick. $2.50

The courageous journalist-author who has observed and lived through both the Italo-Ethiopian and the Spanish civil war (up to August, 1937) writes convincingly and forcefully of his experiences and the course of events in these wars.
insurance plans of great benefit to thousands of members, the issuance of a magazine, and bulletins informing as to every civil service activity, the gathering together of statistics and information helpful to committees and to legislation, and continuous effort to inform the public as to the vital importance of the merit system. The costs also include the services of legal counsel.

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

The State Employees of this state have their own vigorous, well equipped, unselfishly manned workers' organization in the State Association of State Civil Service Employees. This Association is tireless in its activities on behalf of State workers.

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

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

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

The C. I. O. should withdraw!

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

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

years shall be eligible to participate in examinations for the civil service of the state and all of the civil divisions thereof and that "No person holding a civil service position shall be removed from such position except for incompetency or misconduct shown after a hearing upon due notice, upon stated charges, and with the right to said person to a review by the courts." requires that appointments and promotions shall be made by written competitive examinations, so far as practicable. Int. 359, Print 378—Mr. Moffat—Provides that competitive examinations, except that civil service examinations substantially similar to Int. 69.

Provides that no appointing officer directly or indirectly, in conducting, or grading the results of, civil service examinations except that civil service examinations substantially similar to Int. 70.

To Civil Service Committee.

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

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

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

Int. 368—Mr. Crosl—Repeals provisions relating to continuance in office of commissioners of state board of charities and members of state board of social welfare, and powers that may be conferred on social welfare board by the legislature. To Social Welfare Committee.

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

Int. 374—Mr. Delany—Provides that any rule or regulation promulgated by a state department, board, bureau, office or commission, before it becomes effective, shall be filed in the office of the secretary of state and presented to the legislature at the beginning of its next regular session; if disapproved by concurrent resolution of legislature any such rule shall be rescinded; nothing herein shall prevent any person aggrieved by such rule or regulation from appealing to the courts for a review in a manner which may be provided by law. To Legislature, Powers, etc., Committee.

Int. 385—Mr. Leet—Provides that "Any person aggrieved or affected by any rule, order or regulation promulgated by any state department, administrative board, bureau, officer or commission shall be entitled to appeal to the appellate division of the supreme court of the judicial department in which such person resides, for a declaratory judgment as to the validity, construction or constitutionality of such rule or regulation. The legislature shall enact laws to carry out the provisions of this section." To Judiciary Committee.

Int. 408—Mr. Kefferman—Provides that "All salary scales and preferred against any civil service employee in any department, board, bureau, office or commission of the state or in any political subdivision thereof, shall be referred to the civil service commission for the best and determined by the Civil Service Commission of the state or of the political subdivision wherein the civil service employee against whom charges are made shall be employed. The legislature shall enact appropriate legislation for the enforcement of this section." To Civil Service Committee.

Int. 409—Mr. H. C. Kelly—Requires that civil service commission shall find that a veteran is disabled at time of examination to entitle him to preference in original appointment and provides that such preference shall not be accorded in any promotion. To Civil Service Committee.

Int. 471—Mr. A. F. Burke—Provides that no person other than a citizen of U.S. and an actual resident of the state for more than ten years shall be eligible to participate in civil service examinations and that no person now or hereafter employed in civil service who was not appointed, promoted or employed following a competitive examination shall be given any rights or privileges extended to employees in the competitive civil service; no person holding civil service position shall be removed except for incompetency or misconduct shown after a hearing upon notice with stated charges and with right to said person to a review by the courts. To Civil Service Committee.

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

Int. 485—Mr. Koch—Provides that no system of workers' compensation insurance, whether state or other system, shall be subject to any governmental supervision or regulation from which any such system is exempt. To Industrial Relations and Workmen's Compensation Committee.

Int. 493—Mr. Bontecou—Establishes a department of professions in the state government and abolishes the department of architecture. To Governor, State Officers Committee.

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

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

Int. 533—Mr. Hulpern—Provides that "any public officer who shall refuse to testify or to answer any questions relating to his conduct in office or to the performance of his official duties, in any lawful inquiry, investigation, trial or proceeding, shall be removed from office by the appropriate authority or shall forfeit his office at the suit of the attorney general." To Governor, State Officers Committee.

Int. 560—Mr. Weinfield—Provides that "Except in an emergency and subject to such limitations and restrictions as the legislature may by general laws prescribe, no officer or employee in..." (Continued on Page 14)
A Saving To You

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

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

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

1. I person is accidentally injured every three seconds, and 1 person is killed by accident every five minutes. (Your plan covers you for both disabling and non-disabling accidents.)

2. 1 out of 4 persons you see on the street will either be sick or injured in the next 365 days.

3. A man dies but once in his lifetime, but he will have 8 accidents and be disabled by sickness or accident 17 times.

4. The World War caused the death of some 50,000 Americans, but in 1937, 109,700 Americans were killed by accidents.

5. Statistics show that it costs on the average five times as much to be disabled as to be well. Disability has caused many people to withdraw as much from their savings in three weeks as could be replaced in three years.

6. About 9 million people are annually admitted to hospitals, due to sickness or accident.

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

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

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

Borden Boulevard

Two words that guarantee everything most desirable in dairy products.

4-4158
Convention Proposals
Continued from Page 12

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

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

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

Int. 571 — Mr. Macy — Provides that "hereafter no employee of the state, in civil divisions or the cities thereof, shall receive or be paid a pension in excess of four thousand dollars per annum; provided, however, nothing herein shall affect the pension of any person who shall have retired." To Finances and Revenues Committee.

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

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

Int. 600—Mr. Goetrud—Creates an industrial bill of rights by giving employees right to self-organization, to form, join or assist labor organizations, and to engage in concerted activities for collective bargaining or other mutual aid or protection free from interference, restraint or coercion of employers, makes every promise to organize, join or remain a member of a company union, or to refrain from organizing, joining or remaining a member of any labor organization other than a company union and other conditions relative to company unions, invalid and void as against public policy; defines employees to include those in civil service, in hospitals and other institutions, and all other employees; defines company union as an organization which the employer has suggested or has participated in initiating or creating, or given aid to; permits strikes for mutual aid or protection and boycott or other conduct not involving fraud or violence; guarantees right of trial by jury in cases arising out of labor disputes or the exercise of any other right guaranteed herein; and defines labor disputes. To Industrial Rela., Workman's Comp. Committee.

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

Int. 610 — Mr. Poletti — Provides that "women shall have full political and civil rights and full opportunity for education. Women shall have full opportunity to work and shall receive remuneration without discrimination because of sex. The legislature shall have power to enact safeguards against physically harmful conditions of employment and economic exploitation, especially affecting women." To Social Welfare Committee.

Int. 633—Mr. Nathan—Abolishes the office of state comptroller and creates the office of state comptroller and creates the office of comptroller and the comptroller shall have power to appoint by the legislature; divides the functions of the comptroller between the auditor and the department of taxation and finance. To Governor, State Officers Committee.

Int. 635—Mr. W. S. Bennet—Substantially similar to Int. 139.

Int. 641—Mr. Steig—Provides that "no person shall be denied the full respect to the hire, tenure or conditions of employment by reason of race, color, creed or religion be discriminated against with respect to the hire, tenure or conditions of employment. The legislature shall enact laws to provide for reasonable safeguards against the violation of the provisions of this section." To Bill of Rights Committee.

Secure an Association Auto Emblem For Your Car T O D A Y ! Send Your Order To ASSOCIATION HEADQUARTERS Price 80c each
Development of State Employee Credit Unions

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

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

<table>
<thead>
<tr>
<th>Name</th>
<th>No. of Business</th>
<th>No. of Members</th>
<th>Share Balance</th>
<th>Loans made since Organization</th>
<th>Dividend Paid 1938</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Albany Emp.</td>
<td>51</td>
<td>1-2-35</td>
<td>1,097</td>
<td>$68,200</td>
<td>1,821</td>
</tr>
<tr>
<td>State Center St. Emp.</td>
<td>165</td>
<td>3-20-35</td>
<td>808</td>
<td>45,234</td>
<td>1,737</td>
</tr>
<tr>
<td>Buffalo State Hospital Emp.</td>
<td>677</td>
<td>11-4-35</td>
<td>318</td>
<td>10,377</td>
<td>679</td>
</tr>
<tr>
<td>State Rochester Emp.</td>
<td>680</td>
<td>11-14-35</td>
<td>252</td>
<td>9,363</td>
<td>374</td>
</tr>
<tr>
<td>Buffalo State Emp.</td>
<td>723</td>
<td>12-3-35</td>
<td>246</td>
<td>7,599</td>
<td>389</td>
</tr>
<tr>
<td>State D.P.W. District 8 Emp.</td>
<td>731</td>
<td>11-20-35</td>
<td>184</td>
<td>9,031</td>
<td>334</td>
</tr>
<tr>
<td>Syracuse State School Emp.</td>
<td>802</td>
<td>12-14-35</td>
<td>107</td>
<td>2,366</td>
<td>103</td>
</tr>
<tr>
<td>Gowanda State Hospital Emp.</td>
<td>818</td>
<td>1-1-36</td>
<td>230</td>
<td>3,216</td>
<td>236</td>
</tr>
<tr>
<td>Wallkill Prison Emp.</td>
<td>877</td>
<td>1-10-36</td>
<td>103</td>
<td>1,460</td>
<td>201</td>
</tr>
<tr>
<td>Attica Prison Emp.</td>
<td>884</td>
<td>2-1-36</td>
<td>135</td>
<td>4,021</td>
<td>171</td>
</tr>
<tr>
<td>State Vocational Institute Emp.</td>
<td>888</td>
<td>1-14-36</td>
<td>58</td>
<td>999</td>
<td>72</td>
</tr>
<tr>
<td>Matteawan State Hosp. Emp.</td>
<td>903</td>
<td>1-20-36</td>
<td>481</td>
<td>11,654</td>
<td>1,039</td>
</tr>
<tr>
<td>Hudson River State Hosp. Emp.</td>
<td>939</td>
<td>2-1-36</td>
<td>326</td>
<td>14,773</td>
<td>471</td>
</tr>
<tr>
<td>Newark State School Emp.</td>
<td>950</td>
<td>2-17-36</td>
<td>112</td>
<td>2,017</td>
<td>90</td>
</tr>
<tr>
<td>Marcy State Hospital Emp.</td>
<td>953</td>
<td>1-30-36</td>
<td>112</td>
<td>5,263</td>
<td>123</td>
</tr>
<tr>
<td>Utica State Hospital Emp.</td>
<td>954</td>
<td>1-31-36</td>
<td>153</td>
<td>4,671</td>
<td>269</td>
</tr>
<tr>
<td>Elmira Reformatory Emp.</td>
<td>970</td>
<td>1-22-36</td>
<td>146</td>
<td>4,099</td>
<td>129</td>
</tr>
<tr>
<td>Auburn Prison Emp.</td>
<td>968</td>
<td>3-14-36</td>
<td>178</td>
<td>5,138</td>
<td>189</td>
</tr>
<tr>
<td>Creedmoor State Hosp. Emp.</td>
<td>1002</td>
<td>2-15-36</td>
<td>289</td>
<td>8,460</td>
<td>427</td>
</tr>
<tr>
<td>Central Islip State Hosp. Emp.</td>
<td>1012</td>
<td>3-7-36</td>
<td>246</td>
<td>2,613</td>
<td>187</td>
</tr>
<tr>
<td>State Psychiatric Institute Emp.</td>
<td>1023</td>
<td>3-2-36</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>District No. 6 Highway Emp.</td>
<td>1080</td>
<td>3-6-36</td>
<td>89</td>
<td>790</td>
<td>98</td>
</tr>
<tr>
<td>Middletown State Hosp. Emp.</td>
<td>1216</td>
<td>5-1-36</td>
<td>146</td>
<td>2,467</td>
<td>125</td>
</tr>
<tr>
<td>Harlem Valley State Hosp. Emp.</td>
<td>1507</td>
<td>7-7-36</td>
<td>242</td>
<td>2,302</td>
<td>203</td>
</tr>
<tr>
<td>Placent's-Unemployment Ins. Emp.</td>
<td>1949</td>
<td>2-8-37</td>
<td>164</td>
<td>2,231</td>
<td>128</td>
</tr>
<tr>
<td>Brooklyn State Tax Emp.</td>
<td>2066</td>
<td>3-8-37</td>
<td>123</td>
<td>2,008</td>
<td>47</td>
</tr>
<tr>
<td>Security</td>
<td>2110</td>
<td>4-20-37</td>
<td>140</td>
<td>4,007</td>
<td>107</td>
</tr>
</tbody>
</table>

Buffalo Women Dine

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


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

Made to Make Movies inexpensively...

CINÉ-KODAK EIGHT

only $34.50

THE secret is simple. Ciné-Kodak Eight is specially designed to make movies inexpensively: Black-and-white film costs only $2.25 (including finishing); gives you 20 to 30 "newsreel length" movie scenes. Or for full-color Kodachrome pictures, the cost is only a few cents more per scene. Let us show you sample movies of each.

Albany Hardware & Iron Co.

39-43 STATE ST., ALBANY, N. Y.
That Extra Week Means A
SEAGOING VACATION
with
CUNARD WHITE STAR

Two to four weeks gives you time for a real change . . . new horizons . . . the completely care-free and pleasure-packed vacation that only a great ocean liner affords. Plan your sea-breeze vacation now . . . whether it be a cruise or a trip to Europe. And sail by the Line that has spent 98 years packing more and more pleasure into every day at sea . . . perfecting its service and its fine continental cuisine to surpass your own dream of utter luxury . . . adding brilliant entertainment to day-long sports on sunny decks. It's the vacation you want . . . securely founded on Britain's sea-tradition. Book now through your local agent or Cunard White Star, 25 Broadway and 638 Fifth Avenue, New York.

BOOK THAT Sea-Breeze CRUISE NOW

EARLY-BIRD BARGAINS!
Carinthia to Nassau, Havana
June 11, 18 — 8½ days, $75 up.

FOURTH OF JULY WEEK-END!
Britannic to cool Nova Scotia, 4 days, Fri. to Tues., $45 up.

FRANCONIA to NORTH CAPE
July 2 — 4 days, $50 up.

MONDAY-to-FRIDAY TRIPS!
Georgic, Britannic to Nova Scotia July 15, Aug. 1 and 15 — 4 days, $45 up.

JULY 26 to NASSAU, HAVANA
Carinthia 10-day cruise, $105 up.

CANADA-BERMUDA TRIPLES
Carinthia Aug. 6 and 20 to Gaspe, Saguenay, Quebec and Bermuda, 13 days, $145 up.

CARNITHIA SEPTEMBER CRUISES
Sept. 3 to Nassau, Havana, Kingston, 12 days, $115 up.
Sept. 17 to Haiti, Kingston, Havana, Nassau — 13 days, $122.50 up.
Also 5 other cruises in October and November . . . 8½ and 13 days . . . rates from $75 and $122.50.

YOU CAN AFFORD EUROPE
(Some of the Many Tours Available)
29 DAYS — $299:
July 2, from N. Y. in the Carinthia.
July 11 to 14, London
July 15, Holland motor tour: The Hague, Haarlem, Isle of Mark, Amsterdam
July 16, Brussels
July 17 to 22, Paris
July 31, Return N. Y., Britannic

31 DAYS — $320:
July 6, from N. Y. in the Queen Mary (same itinerary as the preceding).

31 DAYS — $308:
July 8, from N. Y. in the Laconia (same itinerary except return from Liverpool in the Samaria to N. Y. Aug. 7 . . . 4 weeks and a weekend).

Rates quoted include Third Class at sea, sightseeing and all regular travel expenses abroad. Some tours available with Tourist and Cabin Class, at slightly higher rates. Many other itineraries.

Let the British Tradition distinguish your voyage . . . it costs no more to sail

CUNARD WHITE STAR