



# THE STATE EMPLOYEE

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

## Record of Progress



Governor HERBERT H. LEHMAN

### Governor Lehman Lauds Achievements of this Association



Said Governor Lehman at  
Annual Dinner of This Association  
February 27, 1935



"I hope this Association will go on to ever-greater strength, ever-greater numbers. I would like to see this organization include in its membership all of the Civil Service employees of the State; you would help yourselves, and the efficiency and the effectiveness of the State Service would be enhanced. In the consideration of the many matters pertaining to your welfare, your officers and committees have been of the greatest service, not only to you but to me as Governor. I have worked with them for a long time; I have consulted with them frequently."

## HOTEL LEXINGTON

Popular with State Employees

### Offers Big Values

Many state employees tell us that they enjoy stopping at the Lexington . . . whether in New York on business or pleasure.

"Many highly complimentary remarks have reached me about the fine treatment you accord state employees," writes J. D. Lochner, Business Manager of the Association of State Civil Service Employees.

The Lexington is one of Manhattan's newest hotels. Naturally, everything is modern . . . arranged to give you maximum comfort and luxury. Yet rates are amazingly low . . . as little as \$3 a day.

## HOTEL LEXINGTON

48th St. and Lexington Ave., New York

CHARLES E. ROCHESTER, Manager



We are ready; your Spring Hat is here.

**\$1.98 to \$10.00**

Smart Stetson Hats

Beautiful No-Mend Hosiery  
Chiffon and Service

**\$1. 3 pairs, \$2.85**

Regulars — Longs — Shorts

Real Value pure silk Hosiery  
Chiffon and Service

**59c. 2 pairs, \$1.10**

Charge accounts, liberal terms  
We deliver anywhere

**Sparborg's**

530-532 BROADWAY

Phone 3-2281

Let Us Assure Your Comfort With

**BLACK STORK**  
HI-TEST ANTHRACITE

NIAGARA HUDSON COKE  
or AMBRICOAL

A Phone Call Will Secure Our Utmost Attention

**JOHN T. D. BLACKBURN, Inc.**

Since 1876—59 Years of Service

Deliveries in ALBANY, DELMAR, ELSMERE, SLINGERLANDS,  
WATERVLIET, RENSSELAER, LATHAMS

Offices

Yards

129 Water St.  
11 No. Pearl St.

85 Central Ave.  
Stop 41 Schdy Rd

No. 1. Foot of Colonie St.  
No. 2. Stop 41 Schdy Rd.

Phone 3-1268

**WALLPAPER - DU PONT PAINT**

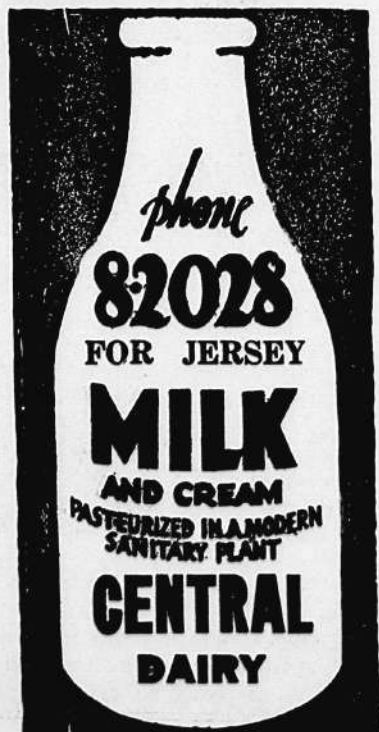
35

CENTRAL AVE

**Anson R. Thompson Co.**

ALBANY

PHONE 15-1613



THE STATE EMPLOYEE is published monthly except April and July. Publication office 2 Norton St., Albany, N. Y. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 10c a single copy, \$1.00 per year. Entered as Second-class matter July 19, 1934, at the Post Office at Albany, N. Y., under the Act of March 3, 1879. Letters to the Editor, contributions, news items, applications for membership and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y. Members of the Association receive THE STATE EMPLOYEE upon payment of membership dues.

# THE STATE EMPLOYEE

Official Publication of  
The Association of State Civil Service Employees of the State of New York  
Room 156, State Capitol, Albany, N. Y.

Editor, BEULAH BAILEY  
Business Manager, JOSEPH D. LOCHNER

## OFFICERS

BEULAH BAILEY, *President*  
FRANK L. TOLMAN, *Vice President*  
FRANK O. BAUER, *Treasurer*



JOHN T. DEGRAFF, *Counsel*  
W. F. McDONOUGH, *Secretary*  
JOSEPH D. LOCHNER, *Business Secretary*

VOL. 4.

MARCH, 1935

NO. 3.

## The Annual Dinner—1935

On February 27th at the DeWitt Clinton Hotel, Albany, was held the Annual Dinner of the Association. The guests of honor were Governor and Mrs. Lehman, Comptroller Tremaine, Colonel Rice, Colonel and Mrs. Greene, Mr. Weber, Assemblyman Alterman, Miss Reavy and Mr. and Mrs. Poletti. It happened that many of the department heads were out of town representing the State at various inter-state conferences, but they sent representatives in their place. Conservation was represented by Mr. Lutz and Mr. Halpin; Social Welfare by Miss Rose McHugh; Taxation by Commissioner Manicoff; Education

by Dr. Little; Labor by Mr. Henry and Miss Miller; Correction by Mr. Tremaine; Mental Hygiene by Dr. Pollock, and for the first time the three Civil Service Commissioners were present: Colonel Rice, already mentioned, and Judge Clark and Commissioner Smith. Mr. Elliot Kaplan, of the National Civil Service Reform Association attended also. Counsel to the Association, Mr. John De Graff was present.

The Legislative guests included Senators Byrne, Crawford, Nunan, Burchill, Schwartzwald and Assemblymen Ostertag, Hayes and Todd.

This was not an Albany Dinner,

but a State-wide dinner. There were members present from all over the State. From New York City was Commissioner and Mrs. Manicoff, Mr. John Ferguson, Mrs. Harding and many others from the Brooklyn and New York City offices of the Tax, Mr. Thomas Gorman of the State Insurance Fund, New York City, Mr. Rufus Jarnigan from Buffalo, Mr. Leslie Wood from Rochester, Mr. John Gould from Hornell, Mr. W. Mitchell from Ithaca, Mr. A. H. VanAuken from Utica, Mr. Edward Karr from Syracuse, Mr. Frank Strong and W. C. Ruland from Binghamton, Mr. James McKiernan from

*Continued on Page 4*

## A State-wide Organization

By Beulah Bailey, *President*

What constitutes a democratic organization? The answer is found in the basic meaning of the word "democrat" itself which comes from the Greek "demos" meaning "people" and the verb "krateo" meaning "to rule." A democratic organization must be one ruled by the people constituting it. Whether or not our Association of State Civil Service Employees is to be a truly democratic organization is up to its members. It is easy to fall into a state of lethargy — and rest upon the thought that things will go on whether we take an interest or not, what else are officers for?

This year we are making a drive for a more democratic organization. Our constitution provides that we have an Executive Com-

mittee of eighteen members representing the eighteen state departments. This Committee is to be elected by the members of the Association in the various Departments. Last fall we held such an election. We are glad our Constitution is not like some constitutions, where it would take a majority vote of all members to consummate an election. In some departments real interest was shown, and many voted, but in other departments, well, it is better left unsaid.

The time has come when our Constitution should be amended to provide for more widespread representation. The nucleus of the Association might lie in Albany, but its tendrils through which comes its strength are spread all

over the State. The local groups must be represented in addition to the departmental representation.

Wednesday, February 27th, a meeting was held in Albany. At the meeting were representatives from Buffalo, Rochester, Utica, Hornell, Binghamton, Poughkeepsie and New York. A resolution was passed empowering the President to appoint a Committee whose purpose will be to draft amendments to the Constitution providing for wider representation. There has been appointed the following committee: Rufus Jarnigan, Buffalo; C. C. Colesanti, Middletown; Leslie Wood, Rochester; Thomas Cobey, Poughkeepsie, John Ferguson, New York City, and John A. Cromie, Albany.

*Continued on Page 5*

## Annual Dinner—1935

*Continued from Page 3*

Central Islip, Mr. Richard Gilmer from Kings Park, Mr. and Mrs. LaPiere from Industry, Mr. and Mrs. Carlton Nuhn and party from Poughkeepsie. Mr. William Kerr, a member of the Executive Committee, and Thomas J. Cobey of Public Works, brought quite a large group from Poughkeepsie; as did Mrs. Morse from Hudson Training School; Miss Hamilton from Wassaic State School, and Mr. Temple from Saratoga Springs Authority. The Saratoga Springs Authority was most generous with a gift to the dinner of 16 cases of Geyser water.

A word of greeting was received from President Roosevelt, which appears elsewhere in the magazine.

In accordance with the power vested in the Executive Committee by our Constitution, the Committee elected Governor Lehman to Honorary Membership in the Association. A membership card was given him at the Dinner.

Governor Lehman's, Comptroller Tremaine's and Colonel Green's speeches appear on another page. Colonel Rice read some very amusing letters received by the Civil Service Commission; there was a good laugh in each one.

For many years it has been the custom of the Association to give the retiring President a present. This year Mr. McDonough was presented with a gold watch bearing the inscription: "William F. McDonough, President 1929 to 1934, with sincere gratitude from the Association of State Civil Service Employees, February 27, 1935," a chain and a card case bearing the insignia of the Association. The present President in presenting the gift said: "Mr. McDonough, the members of the Association of State Civil Service Employees of the State of New York have asked me to present this gift to you as a very small token of their affection and appreciation."

This was the largest Dinner the Association has ever had, there being nearly 500 present. The main dining room of the DeWitt Clinton Hotel was filled to capacity. More would have been present if space had permitted.

## Gov. Lehman's Remarks at the Annual Dinner

"Miss Bailey, Guests and Members of the Association of State Civil Service Employees of the State of New York:

"Before I commence my remarks, Miss Bailey, I want to thank you and, through you, all the members of the Civil Service Employees Association, for this very great compliment of honor that has been paid to me here tonight through the awarding to me of the card of Honorary Membership in the Association. I thank you, my friends. I am proud to be a member, and I can safely promise that I will be as loyal and interested a member of the Association as any of you.

"While I was writing out a few notes here, my wife leaned over and said, 'I have listened to most of your speeches, and you start every one of them by saying "I am happy to be here." Please say something original tonight.' There is nothing I can say with greater feeling than that I am happy to be here on this, the sixth occasion since my first arrival in Albany as Lieutenant-Governor in 1929. I remember your Association Dinner that year was among the very first dinners I attended. I look back with pleasure upon them all.

"Undoubtedly you all know that part of my joy is to balance the budget. I was feeling very happy when I came in tonight and noticed several bottles of Saratoga Spring Water from the State's Springs, for I said to myself after counting up eleven bottles in sight, 'Thank Heaven, that organization has sold at least eleven bottles. That is going to help balance the budget.' And then I hear it is a gift!

"I think you may be very proud indeed of the progress of your Association, and very happy that you have had a part in the building of the Civil Service started in this State in 1883; and proud and happy that you have been connected with these activities as a leader in the States of the Union. I was greatly surprised to learn that there are only ten States in our entire nation that have Civil Service, and in those States somewhat less than 40 per cent are under Civil Serv-

ice, as compared with 90 per cent under Civil Service in this State.

"I entered public service seven years ago. I was happy and eager to do what I could to further the interests of Civil Service; and as I proceeded in that work and in the activities which were entrusted to me, my interest increased, because I realized the loyalty, the interest, the devotion, the industry that is displayed by the members who go to make up the great Civil Service system of the State. We can judge these things only by those with whom we come in intimate and personal contact.

"I have not, of course, had the privilege of becoming a personal observer of the work done by each and every member; but I can judge the Civil Service people in my own office, and I take pleasure and great pride in giving public testimony to the devotion and the interest and the industry of the men and women who work in the Executive Office of the State of New York. I have been in business in many activities, and I can say without hesitation that I have never seen a body of people more willing, more eager to give of themselves to the work that has been assigned than the men and women with whom I am associated each day of the year! They typify the spirit of Civil Service throughout the State, and I am grateful to them.

"The success of government depends largely on personnel. It is the personnel, the spirit, the individual work that counts for most. I have never seen an organization break down, manned by men and women eager and willing to do the work assigned them.

"Because of the interest and devotion which I have seen while here, I have been very eager to do everything I can to strengthen the Merit System. It is a source of great satisfaction to me to be able to report that the proportion of State employees enrolled under Civil Service has increased in each of the last three years. It is a source of satisfaction to be able to tell you, as I think most of you

*Continued on Page 5*

## Gov. Lehman's Remarks

*Continued from Page 4*

know, that in the setting up of new Bureaus, such as the A. B. C. Board and the newly-created Mortgage Board, the bill itself provides for Civil Service Employees to man the organizations.

"It was a particular pleasure to me to be able to recommend to the Legislature this year the restoration of salaries and salary increases for State employees. There are many other things we want to do, not only in the way of salary increases but in the way of better working conditions — notably shorter hours for the employees connected with our institutions—and I hope that just as soon as the means of the State will permit, that these things which we are eager to see accomplished will be accomplished for the good of the Service and for the good of those who work for the State of New York.

"I remember very distinctly the first dinner of your Association that I attended in January some years ago—I think in 1929. Mr. McDonough, I think you will remember that I gave you just one little piece of advice on that evening; and that was, to build up as strong an organization of the Civil Service workers in the State as was possible. That was sincere advice, and it is equally sincere when I offer the same advice tonight. I hope this organization will go on to ever-greater strength, ever-greater numbers. I would like to see this organization include in its membership all of the Civil Service employees of the State; you would help yourselves, and the efficiency and effectiveness of the State service would be enhanced.

"In the consideration of the many matters pertaining to your welfare, your officers and committees have been of the greatest service, not only to you but to me as Governor of the State. I have worked with them for a long time—I have consulted with them frequently—and I can say to you now that when my decision was reached to recommend the restoration of salaries and restoration of mandatory salary increases,

that decision was based very largely on the data and information that was provided me by the officers and members of the committees of your organization.

"I cannot conclude my remarks without saying a special word of appreciation to the man who did so much to build up this organization. The Association of State Civil Service Employees of the State of New York—your former President, Mr. William F. McDonough. It is no small thing, as I know, to build up an organization from a handful of people, six hundred or under, to twelve thousand. That is doing things—that is going places. And I congratulate you here in this room and all the members of your organization, and all the Civil Service employees of the State, that you and they have had the privilege and benefit of leadership such as that which came to you through Bill McDonough.

"Now just one more word—a word of thanks and appreciation for the loyal support which I have received ever since I came to Albany and assumed public office. A successful administration along any line depends on the personnel—and I do not mean by any means the executives alone. No organization can succeed except through complete organization and cooperation—all the cogs working together from the top to the bottom. I have appreciated your cooperation, and I want you to know it. And I have complete confidence that I will continue to have your loyal support during this year and next year.

"I thank you."

## Hornell Dinner

On February 20th employees of the 6th Public Works District had a dinner for 170 at Hornell. It was a most delightful and enthusiastic affair. In addition to the 6th District people representatives of State employee groups from Industry and Albion attended. Mr. Lacy Ketchum was the master of ceremonies. Mayor Leon F. Wheatley, of Hornell, a former State Senator, gave an address of welcome which was responded to by District Engineer O. J. Dempster. President Beulah Bailey was the principal speaker.

## State Organization

*Continued from Page 3*

At the meeting February 27th many views of organization were presented. One would divide the State into districts. In each district there would be a local executive committee representing the various departments and units within the district. This committee, elected by the Association members in the various departments or units; the units continuing to have their own local organization as in our hospitals. The size of the local committees would depend upon the number of departments or units within a district. This local executive committee would elect one of its members to serve on the State Executive Committee, or such representative could be elected from the district at large. Program policies should originate in these local groups and the final program should be determined by the State Executive Committee, composed of representatives from each department as at present, and representatives from each district of the State.

No matter what plan is determined upon by the Committee, some change in the Constitution must be made in order to finance these local groups.

These are merely suggestions which were voiced at the meeting. The Committee would appreciate it if members throughout the State would send in their suggestions for a wider representation. They may be sent to Committee on Organization, Room 156, State Capitol, Albany.

Will each and every member help to make this a truly democratic organization. Your officers are willing to do all within their power, but they need the help of all. Any of you who like to organize, who like social groups, organize with your own Association. There is room for and need for social groups, social committees, athletic committees, educational committees within every unit, within every department. Especially at this time do we need the Recreational Committee, spring is nearly here and it will soon be time to think of the summer camp at Lake George.

# Plea for 8 Hour Day

Counsel JOHN T. DEGRAFF, at Legislative Committee  
Hearing, February 20, 1935

Committee of Labor and Industries,  
New York State Assembly:

"I am appearing here today as the direct representative of the Association of State Civil Service Employees to ask that your Committee as the regularly constituted labor body of the State Assembly put forward a measure which will abolish the twelve hour day from State institutional service. This Association has caused to be introduced in this Legislature for the past five sessions bills which would take away from these employees the long day. It is not because this Legislature, hearkening to other workers has set up as the legal day in this State an eight hour maximum that we ask this for employees of the State itself. It is because of the fundamental logic and the moral considerations which first inspired the gradual shortening throughout the centuries as civilization progressed of the working hours for men and women everywhere throughout the Nation. This reform in the State's employment policy is as sound and necessary as a social measure in order to accord to human beings the opportunity to share in the cultural and finer things of family and community life, as a health measure safeguarding one of the most valuable possessions of the individual, as a measure insuring more efficient and capable daily service to the State because of the prevention of physical and mental fatigue resulting from this too great exaction of human energy, and as a measure to aid in the establishment of an employment equilibrium necessary to the economic and political welfare of the Nation.

"The essential facts are that New York State is requiring in its Mental Hygiene, prison and social welfare institutions that approximately 8,000 men and women be on duty twelve hours a day. Here is the State of New York in the carrying out of a necessary social welfare work to alleviate human ills and to protect society from suffering, requiring those who do the day in and day out work of its institutions to toil a longer day than it recognizes

as sound or moral in private industry.

"On the excellent theory that the Superintendents of Hospitals for the insane and Wardens of prisons must live more or less in a depressing and distressing environment the State places this group in its highest paid class and furnishes them and their families with every need and every convenience possible. Does this same theory not apply to those workers in the wards, in the sick rooms, in the prison corridors and yards? Does it not apply at least to the degree of according these workers a day of minimum and not maximum hours? There are many comparatively young men and women who are employed in these State institutions. The long hours detract from their opportunity for study and improvement. Recently our Association spent a considerable sum in a study as to ways and means to provide extension courses along cultural and utility lines for these employees of the State in such educational opportunities as are readily open to other young people. We found that the greatest handicap was the abnormally long day of work that robs youth of its enthusiasm and its spirit to be forever pressing forward to better things. The long day dulls not only physical energy but it dulls patriotic and spiritual energy and casts somewhat of a shadow over the splendid achievements of the State along other lines.

"Now I know that the crux of the matter is so called lack of money on the part of the State. The State has appropriated and borrowed and is appropriating and borrowing today large sums for the accomplishment of worth while things. A few years ago it would have been thought inconceivable that the Federal Government could finance so many socially sound and necessary programs. Of all the things that we can honestly appropriate or borrow money for, of all the things that we are morally justified in incurring debts for future citizens, those that stand out as wholly logical are the ones that correct social wrongs,

## 100% Support

In addition to the groups mentioned in the February issue of this magazine, the following groups have not attained 100 percent membership:

Mattewan State Hospital, Beacon, the representative of which is Dr. Raymond F. C. Kieb.

Division of Parole, Buffalo, the representative of which is Harry Dupree.

State Employment Division, Binghamton, the representative of which is Mrs. Bessie McGowan.

State Employment Division, Elmira, the representative of which is Webster W. Eaton.

State Agricultural School, Cobleskill, the representative of which is Miss Alida V. A. Borek.

State Agricultural School, Morrisville, the representative is H. S. Smith.

Division of Boiler Inspection, Dept. of Labor, (State-wide) the representative of which is Wm. H. Furman.

Possibly there may be other groups who have attained this perfect support, but have not so notified headquarters. If your group has 100 percent membership, please notify headquarters so that such notice may be placed in following issues of our magazine.

---

that help to the establishment of sound family and community life, the things that emphasize human dignity, instead of degrading it, the just and fair things that cause citizens to revere their government and to truly love their State and their Nation. One such thing is very certainly the abolition of the long day from State service.

"Let's make this hearing something more than a formality. Your Committee has the power if it possess the will to pass in the Assembly of this State this year a measure which will correct a colossal social injustice, a measure that will help the great Governor of this State to do what everyone knows he in his great heart would be glad to do. Now is the time to act. Action has already been overlong delayed."

## Legislation

Your Legislative Committee, Salary Committee, Pension Committee and Counsel, have been exceedingly busy giving attention to the large number of bills which have thus far been introduced relating to employee matters. Forty-two bills relating to civil service; twenty-two relating to the retirement system, and a number of labor and other bills of importance to State employees have been introduced. It is not possible to review all of these bills here, and only a comparatively small number will be finally approved by the Governor.

The restoration of salaries, increments and time service throughout State service, already attained through the budget bill, and adjustment of time service for employees of Mattewan and Dannemora State Hospitals, attained through the supplementary budget bill, will be the outstanding features of Executive and Legislative action this year. Governor Lehman deserves great credit for his courageous stand for higher wages as evidenced in this restoration. Various powerful groups were opposed to such action. Many city and private groups of employers have as yet refused to restore cuts made several years ago. State employees are exceedingly fortunate in having as Governor of the State a man who is humane enough to understand the workers' needs, and far-sighted enough to vision the value to the business of the State in the increased purchasing power of the worker. It was his appreciation of the tragedy of low salaries that prevented cuts of State employees receiving less than \$2,000 at any time.

The Association is now as it has been at all times, anxious that the State adopt a compensation plan which will more adequately and more fairly reward the very large number of civil servants who are drawing salaries below \$3,000 to \$4,000. It has cited as the most important thing in all our National planning that the over eighty per cent of our population now in the salaried and wage earning group, should have incomes sufficient to maintain good homes and good community life. Senate Bill Print No. 1657, intro-

duced by Senator Nunan, and Assembly Bill Print No. 2033, introduced by Assemblyman Zimmerman, would grant automatic salary increase of "\$125 each year until five such increments or such part thereof as will not be in excess of the maximum salary for which he shall have qualified or a salary of \$3,600 shall have been reached," to all State employees. The bill carries an appropriation of \$2,400,000. Such an addition to the payroll for the lower paid employees referred to would be welcome indeed. Naturally, State employees throughout the classes affected, are heartily in favor of these bills. The Association will urge these measures strongly.

The shorter day legislation is not being advanced by legislative leaders. To meet the serious objection that revenues could not be provided to meet the cost of this humane and sound improvement, the Ostertag bill which provides for a maximum forty-eight hour week for all State institutional employees was amended recently to make the effective date July 1, 1936. The Association obtained the endorsement of Secretary O'Hanlon of the State Federation of Labor for this bill. Everything that could possibly be done by this Association and the Association of Employees of the Mental Hygiene Department has and is being done to secure this desirable reform. The Legislative Committee requested by the Association last year has now reported favorably upon the abolition of the long day and other improvements in institutional employment. Institutional employees must not relax their efforts. This Association will most assuredly not stop its great battle waged constantly during the past four years, until this fair and just principle is won.

The Lavery bill granting the shorter day to prison guards was passed by the Assembly, but may be amended before final adoption to make effective date July 1, 1936. This bill covers prison employees only. It is in line with the legislation proposed by this Association to cover all institutional employees and to grant to all the shorter day. There is need for complete unity of

*Continued on Page 12*

## Political Wisdom

Recently, Vincent Dailey, State Manager of the Home Owners Loan Corporation, and a recognized political leader of this State, decrying the charge that political influence was controlling his appointments to Federal positions in the HOLC, said, concerning the winning of elections through political patronage:

"That is the biggest bunk heard in politics today. Elections are won by public service given to the people by the party in power."

And Commissioner Smith of the State Civil Service Commission, recently said along this line:

"Of course, every leader or county chairman looks for patronage; that is natural and it is a part of party organization. But no leader or chairman, Democrat or Republican, has ever asked me to do anything that was out of order. I have been asked by leaders of both parties for information as to the proper steps to take to secure positions in accordance with civil service law. After the fifty-two years in which the civil service law has been in force in this State, all real leaders and chairman know by this time that the law must be observed and the smart leader of today makes it a point to see that his constituents try examinations. Then, if they get on the lists and are appointed, the leader has done his duty and we are satisfied that the law has been enforced."

This Association has repeatedly stated that the efficient civil service worker, chosen in fair competition with all other party affiliates, is the greatest asset of any political party or any political leader. Civil service workers can be of inestimable value to their party organizations through the thoroughness and cheerfulness with which they perform their daily tasks in meeting and serving the taxpayers of the State. There is nothing that need be discordant between civil service and political party organization when justice and fairness and merit and fitness hold sway.

# Col. Frederick Stuart Greene Praises Merit System

"We who work for the State of New York are exceedingly fortunate people, because we are working for an efficient organization. I was talking to a big business man not long ago, and he told me that in his opinion the business of the State of New York was conducted as well as the business of any large corporation in the United States—and he mentioned the Standard Oil and the United States Steel—and he said that he didn't believe the business of those corporations was conducted any better than that of the State of New York.

"I am convinced that we have a wonderful business organization, and I attribute this to the fact that we have such good Civil Service Laws and Rules, and such a good Civil Service personnel. I don't claim it is perfect by any means.

"The best way to get new employees each time is to select the one you think is the best person to fill the job, and "fire" him the minute he shows he isn't the best person. But I do know, and I do not think anybody can dispute me, that the worst way for a government unit—United States, state, county or city—to fill positions is through the political patronage system and favoritism. I will tell you why; Such employees are likely to have short terms, and therefore have little continuity of service. If you are selecting for political reasons, instead of getting the best from the different localities from New York to Buffalo, you are likely to get those not so well qualified; and you also have to consider social affiliations, religious affiliations, etc. But the worst part of the whole thing is the lack of loyalty of such appointees to the State and to their bosses—they are more apt to think that their loyalty is due to the party to which they belong, and especially to the boss of this party to whom they are indebted for their appointment.

"Now let us compare this with the Civil Service way. First, the appointee is well qualified. Nothing is perfect in this world, but at least this is far better than appointing a

certain person because somebody recommends him. My experience has been that Civil Service Examinations are exceedingly efficient. Then again, a Civil Service employee has a certain feeling of security. I know that, because in 1921 and 1922 when I was "given the air" up here, I took a contract in a State that doesn't have Civil Service, and I never saw more unhappy employees in my life—they knew that with every change of administration they would be thrown out. They were anything but efficient. Then again, and most important of all, we have loyalty to the State and to the Department for which the man works, and this with continuity of service constitutes one of the greatest assets of the State of New York, and is all due to the Civil Service rules and regulations which we have.

"I am glad to say that every year since I have been here—and I have been here, God knows, much longer than a lot of people have wanted me to be—the Civil Service in this State has been growing by leaps and bounds. It seems to me that every Department is going more and more towards Civil Service for its employees.

"In my own Department, about which, of course, I know more than I do any other, we have put over eight hundred men under Civil Service who were not there in 1919. And that is just one Department.

"Let us take the Canal Division in my Department—let's look at that. Speaking entirely frankly, I say that for nearly one hundred years that was regarded as a safe political harbor in which to place 'lame political ducks'—this went on for seventy-five years or more. There were twenty-two section superintendents along the Canal at one time—undertakers, farmers, hardware merchants, almost anything. To be an efficient canal section superintendent is a highly responsible job. There are only seven today as against twenty-two, these seven being Civil Service appointees, appointed after examination—and they are doing a

better job today than the twenty-two they had in former years.

"Our maintenance foremen are only part-time men—they don't work in the winter. We put seven hundred under Civil Service at one stroke. We did not place them under examination all over the State. We put thirty-five maintenance foremen under Civil Service in the Canal Division.

"Now, my friends, there is a great satisfaction in working for the State. I believe that most of you here are happy in your jobs. I like my job. In the first place, I like my boss. He doesn't always appreciate my clumsy sense of humor. He sometimes says I talk too much. Nevertheless, he's one grand person to work for and to work under.

"But here is the great satisfaction of working for the State of New York. Let me illustrate by a very homely metaphor: Suppose that you're a clerk in a grocery store, and somebody comes in and asks you to give him a can of tomatoes. In giving him the can, you have done a service to two people—to the man who bought it and to the proprietor. But every act of your life and my life, as long as we are employed by the State, is a service to the twelve million people of this State. That should be a great source of satisfaction and a great source of happiness to all of you. The opportunity to serve is a great one.

"The State of New York has set up the best Retirement System in the world. We know that in our old age we are going to have enough to keep us going. It is a wonderful thing for people like myself who have never been able to save a penny. My pension payment is the only money I have ever saved in my life, and that is only because Comptroller Tremaine grabs it first.

"Let me repeat, that the one thing that is more satisfaction than anything else to you and to me, and to all of us who work for the State of New York is the opportunity to do a real service to so many people."



# State Comptroller Morris S. Tremaine Speaks at Annual Dinner

"I have been in Albany a long time—Al Smith says I've been here as long as the man on the iron horse in front of the Capitol—and I am always amazed at the expertness, the accuracy and the loyalty invariably displayed by those humble employees who do the everyday work of our great State.

"The first annual report of the Retirement System, in 1921, showed a total membership of 4,280. The report I have just signed shows nearly 49,000 members.

"In 1921 the total investments were, in round figures \$90,000. In the report just signed they were over fifty-eight and one-half million dollars — your money, our money.

"I am happy to report that not one cent of this investment has been lost and not one cent of these savings is in jeopardy. During the past calendar year we invested nearly \$11,000,000 at rates earning for you well over 4½ per cent.

"From small beginnings the Retirement System has become one of the biggest and most successfully

operated insurance businesses in the State.

"By means of excess earnings on investments and on the operation of loans to members, the system has been operated during the past few years without the necessity of one cent of appropriation of public money for administration purposes. In other words, so far as salaries and administrative costs are concerned, the system has been self-supporting—and has an excess in these interest earnings of more than half a million dollars.

"I think I can say without fear of successful contradiction that the investment record of the Retirement System during the past few years is not matched by any insurance company or other financial institution in the country.

"To give you another slant on the size this business has grown to, let me give you in round figures the amount of business transacted during the single month of January just past. Receipts amounted to something over \$5,330,000 and disbursements were over \$4,700,000.

"During that one month over \$200,000 was paid out in retirement allowances. During the same month, loans to members from their own contribution reserves amounted to over \$172,000.

"Loans to members constitute one of the many services rendered by the system under the able direction of Franklin B. Holmes, who, as you know, guards the actuarial integrity of the system as a hen watches her brood. As you know, the law permits loans to members up to one-half their accumulated contributions, or not more than can be repaid from 10 per cent of the borrowers salary before he or she reaches 60 years of age.

"I understand there is a bill now before the Legislature designed to raise this to 65 years, which in my humble opinion would be an undesirable thing for the members themselves. If members were permitted to use up so much of their reserves in loans, it seems to me it would defeat the very purpose for which the system was set up, namely, the provision for means of living after retiring from public service. In other words, nobody has yet discovered a way to have his cake and eat it, too.

"It is true that some of us have been picked out to wear the labels of public office and in a well-ordered society, that is, perhaps, as it should be. But we who wear the labels need not kid ourselves; it is those behind the scenes who make the wheels go round. No actor ever made a good showing without a good supporting cast.

"Speaking of birthday presents, the one which afforded me the most pleasure and genuine satisfaction was in the form of a report on the past year's operations of the State Employees Retirement System, which I have just signed. I consider it a birthday present for us all because we are all members, and, while the comptroller is by law the administrative head of the system, we all have our proportionate stake in it. It represents our individual and collective nest-egg for our old age."

## Greetings from President Roosevelt

PATRONS ARE REQUESTED TO FAVOR THE COMPANY BY CRITICISM AND SUGGESTION CONCERNING ITS SERVICE 12018

<p><b>CLASS OF SERVICE</b></p> <p>This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable sign above or preceding the address.</p>	<h1 style="margin: 0;">WESTERN UNION</h1> <p style="font-size: small; margin: 0;">NEWCOMB CARLTON, PRESIDENT      J. C. WILLEYER, FIRST VICE-PRESIDENT</p>	<p><b>SIGNS</b></p> <p>DL = Day Letter</p> <p>NM = Night Message</p> <p>NL = Night Letter</p> <p>LCO = Deferred Cable</p> <p>NLT = Cable Night Letter</p> <p>WLT = Week-End Letter</p>
---	--	--

The filing time as shown in the date line on full-rate telegrams and day letters, and the time of receipt at destination as shown on all messages, is STANDARD TIME.

Received at

Miss Beulah Bailey  
Pres., Civil Service Assn,  
Room 156, State Capitol  
Albany, N. Y.

The President asks me to convey to all attending the Annual Dinner of the Assoc. of State Civil Service Employees his greetings and sincere best wishes for a most successful meeting.

(Signed) M. H. McIntyre

## Falsehoods Are Futile

Members of this Association who have read "The Chief" of February 2 and February 23, and those to whom two circulars have been sent one bearing heading, "The Civil Service Association" with "Headquarters at 2 Lafayette St.," the address of "The Chief," and one bearing the signature "James B. Cahill," dated January 2, all State employees, and all public workers wherever located, are hereby advised that these circulars and the issues of the paper referred to contained absolutely false and libelous statements relating to the policies of this Association and to its officers.

When every salaried and wage earning group and individual worker should be unselfishly intent upon a program to make effective sound, stable, fair employment practices, and a return to prosperity of our beloved country, it is inconceivable that there should be men so bemired in ignorance and so bold as to put forth direct appeals to intolerance, unworthy passions and selfish motives. The statements referred to are not constructive, no conference was had with State employees to secure correct information, and no officer of the Association of State Civil Service Employees was consulted to learn the facts; it is a rash, unfair, indecent attack upon a great organization and upon the men and women regularly chosen by that Association to represent it as its officers. How can it be looked upon as anything but an insolent attempt to disorganize State workers by stirring up discord and discontent?

The remarkable success which has thus far crowned the work of this Association—the only State-wide, all-State-employee Association in existence in this State—gives the lie to every statement that is derogatory to the Association or its officers.

The statement that the Association did not favor salary and increment restoration is answered directly by no less a person than the Governor himself in a public statement printed elsewhere in this issue. The officers of this Association have never received pay

or bonuses for their services. Both falsehoods were obviously deliberate. With such men as Prial and Cahill daring to speak for city and county groups it is little wonder that this Association is constantly receiving applications for membership and pledges of support from such workers. This Association understands perfectly that the rank and file of city and county workers do not approve false statements by their representatives, and do not approve petty, ignorant attacks upon other public employee groups.

Mr. Prial is the man who opposed the election of Governor Lehman last fall with such statements in his paper as "THE BEST ASSURANCE AGAINST FURTHER PAY CUTS AND FURLOUGHS IS THE DEFEAT OF GOVERNOR LEHMAN" and "CIVIL SERVICE EMPLOYEES NEED HAVE NO SCRUPLES OR HESITANCY IN VOTING AGAINST GOVERNOR LEHMAN." Mr. Prial by his speeches and news articles dragged civil service into politics in a disgraceful manner and without regard to the reactions of public opinion toward civil service. He has consistently printed statements belittling to this Association. The Governor whom he so vigorously denounced was the first to restore salaries and increments. If Mr. Prial is so powerful and so resourceful, why does he not lead New York City employees and the employees of other cities that he seems to claim to represent to a restoration of their pay cuts as did this Association in the case of its members? It takes intelligent effort and honest appeals to secure just reforms, and it is with these weapons and not with abuse and ballyhoo that this Association wages its successful battles on behalf of State employees.

Since no possibly honest reason for the attacks upon this Association referred to are discernible, we are led to the natural conclusion that they are prompted by the personal ambitions or vindictiveness of Mr. Prial, Mr. Cahill or others

who have lent themselves to scurrility and libel, to the mercenary interest inherent in racketeering organizations, or to the organizations devoted to unpatriotic purposes. Are these attacks political, unpatriotic or mercenary? One thing is certain they cannot be inspired by honest motives, because honesty is constructive and honesty does not resort to falsity.

This Association is too big, and its record is too clean and honest and successful to be harmed or disturbed by mud-slinging or black-guard methods. We wish simply through this statement to inform State employees as to the utter falsity of the charges made, and to point out the apparent ignorance and misinformation and lack of constructive helpfulness underlying them so that they may judge correctly as to the total lack of credence which may be placed in any future statements by these individuals or others when directed at this Association. This Association is working whole-heartedly for the things which city and county workers in common with State workers wish to see accomplished, and is cooperating fully and harmoniously with intelligent leaders of city and county employees, with the State Federation of Labor, with teachers, and with every other forward looking organization in the State. State employees have in this their own Association the outstanding public employee organization in the country and one of whose ideals, accomplishments and leadership each member may well be very proud indeed.



**Engraved and Printed**

Wedding Invitations  
and Announcements

Greeting Cards, Stationery  
and Gifts

34 MAIDEN LANE ALBANY  
3 Doors below North Pearl Street

## Credit Union

State employees in the Albany area have organized THE NEW YORK STATE ALBANY EMPLOYEES FEDERAL CREDIT UNION. This Association is happy to endorse this new venture and to support it in every possible way. The credit union offers an opportunity for saving with promise of attractive dividends. It also offers advantages through loans to members at reasonable rates thus defeating the many loan sharks who prey upon those who must borrow for certain needs as they arise. To participate in saving or borrowing, employees have only to become members by obtaining one fully paid share of stock in the credit union. The cost per share is \$5.00, and the start toward membership may be made with fifty cents as the first payment. Loans up to \$50.00 at the discretion of the credit committee may be approved without co-signers, and loans up to \$200.00 may be

granted with proper endorsements or security. At least ten credit unions organized by different groups are functioning successfully in Albany, and like unions are active among various city employees, teachers, Federal employees, and others. The credit union is purely cooperative, all profits and advantages accruing solely to members.

Col. Frederick S. Greene, Superintendent of Public Works, took the first share in the Albany State Employees Credit Union. It is growing fast and the Association is being praised for its hearty support of the project. Headquarters of the Credit Union are in the Albany State Office Building, main floor, and are open 12:15 to 1 P. M., and after 4:30 P. M. each day.

The Association will be glad to furnish information and help to groups of its members wherever located who may be interested in forming credit unions.

## Buffalo Chapter

By Rufus Jarnigan, President  
Buffalo Chapter

The following are the highlights of meeting held February 15, of the Buffalo Chapter of the Association of State Civil Service Employees.

The first item on the agenda for discussion pertained to restoration of salaries which had been recommended by Gov. Lehman and approved by both Houses of the Legislature. It was observed that the Governor's message in recommending this restoration followed very closely the arguments submitted to him by this Association.

Reports on the membership drive were submitted, which indicated that there has been a substantial increase in membership this year, however, it was decided that concerted efforts should be put forth to enroll all departments 100%. To attain this end the following membership was appointed: Henry Scilheimer, Chairman, Harry DuPree, John Keating and Miss Catherine McGavis.

The question of Constitution and By-Laws for the Local Chapter to conform with the State Association was discussed, but this matter was postponed until the next meeting.

The need of additional local officers was explained, and duties assigned to each. It was decided that the additional officers should be a Vice President, a Treasurer and a Legislative Representative. The following were elected to perform the duties of the above offices:

Vice President, Theodosia Hewlett; Treasurer, William McKernan; and Legislative Representative, Edward Ryan.

A brief discussion followed concerning legislation now awaiting action in the Legislature which affected State employees.

The Massachusetts Bonding and Insurance Company of Boston, Mass. Offers Accident and Sickness Insurance to Men and Women for Small Monthly Premiums.—Information upon request.

Herman E. Light, District Mgr.,  
869 Madison Av., Albany, N. Y.

# ★ Enjoy a 4 STAR HOTEL in New York ★



1400 large rooms...each with bath (tub and shower)  
Servidor and radio...from

\$2.50 SINGLE \$3.50 DOUBLE

TWO-ROOM SUITES from \$7.00  
Special Rates For Longer Periods

★ for BUSINESS...1 block from Times Square, 3 blocks from 5th Ave. 8 minutes to Wall St. Underground passageway to all subways.

★ for DINING...3 fine restaurants to choose from—the Coffee Room, the Tavern Grill and Bar, and the Main Dining Room, with dancing.

★ for RECREATION...69 fine theatres within 6 blocks. 1 block from Broadway...4 short blocks to Madison Square Garden.

★ for QUIET SLEEP...Our 32 stories of fresh air and sunshine assure you quiet rest. Simmons beds assure you comfort.

JOHN T. WEST, *Manager*  
FRANK W. KRIDEL  
*Managing Director*

Hotel  LINCOLN  
44TH TO 45TH STREETS AT 8TH AVENUE • NEW YORK

## Legislation

*Continued from Page 7*

action by all State employees to the end that they may obtain general improvement for all through legislation that is proposed. Those in departmental service desirous of a five day week schedule on present hour basis, must realize that they are vitally interested in securing the shorter day for institutional employees if they are to get favorable action on the shorter week proposal. There can be no selfishness or jockeying for group advantage if generally good employment practice is to prevail throughout the State service, and unified action for the good of all is obviously the sound and honest plan.

Bills relating to pension matters that are of particular interest include a fifty-five year retirement measure, and permission for members of the State Hospital Retirement System to enter the State Retirement System. These are in line with recommendations of the Association. Others relate to various features which are being carefully studied by the Pension Committee.

The decision of the Court of Appeals which denies back salary to a reinstated person wrongfully dismissed, would work a distinct hardship to such workers and would make it very difficult to prevent

abuses in dismissals. Bills have been introduced to correct the situation, and will be urged.

Legislation to legalize the titles adopted by the Civil Service Department, where such titles are questioned, is being prepared by the Civil Service Department. This Association has urged upon the Governor the need that any legislation of this character must protect employees who are not rightly classified in the matter of appeals and hearings. It is necessary that the Civil Service Department be strengthened in personnel to assure constant attention to promotions or transfers within departments of the service, and for needed cooperation with the Division of the Budget to the end that opportunities for salary increases and the maintenance of salary scales may not be lost sight of.

Copies of any bills will be sent to members upon request; also copies of the Legislative Study of Working Conditions in institutions, so far as available supply will permit. This report will be carried in full in an early issue of THE STATE EMPLOYEE. Advance copies have already been sent to Association representatives at institutions.

## Moratorium on Salary Increases

The Association has received many inquiries from State employees, especially institutional employees, regarding the effect of the moratorium on time service increases and other mandatory increments.

For your information we quote Section 18 of Chapter 104 of the Laws of 1935: "None of the several sums heretofore appropriated by the legislature of the year nineteen hundred thirty-five for personal service shall be available for the payment of the amount or any part of the amount of a statutory increase of salary or compensation based on a time service which includes any accrual of time for service rendered between July first, nineteen hundred thirty-two, and June thirtieth, nineteen hundred thirty-five."

It is quite clear from quotation above that service rendered by employees between July 1, 1932, and June 30, 1935 is not considered in any way so far as mandatory increases are concerned.

Time accrued to the employee previous to July 1, 1932, is to the credit of the employee, and the remainder of time necessary to accord him an increase must be rendered the State after June 30, 1935. For example, as in the case of the first time service increase which is usually accorded institutional employees after three years service; if the employee had accrued two years service prior to July 1, 1932, he must serve the remaining year beginning July 1, 1935.

This is true in the case of any mandatory or statutory increase.

## New York Chapter

By John T. Ferguson, President  
New York City Chapter

In line with plan outlined at the meeting of the executive committee of the Association held at the State Office Building, Albany, on February 27th, at which the Presidents of the out-of-town chapters were present, the New York City chapter held an enthusiastic meeting in one of the large hearing rooms of the State Building here on Wednesday, March 6th, when definite steps were taken to make this unit more democratic.

A representative committee is to be formed composed of an elected delegate from each division or bureau of every department. The chosen members of the different divisions will in turn select among themselves one person from their department to be on our local executive committee. This committee will elect a member to the State Executive Committee.

At this meeting the following resolution was duly made, seconded and carried:

"That the New York City Chapter endorses Senate Bill introduced as No. 1446 by Senator Joseph B. Nunan, Jr., of Queens, New York City . . . and . . . Assembly Bill, introduced as No. 1829 by Assemblyman Frederick L. Zimmerman of Queens, New York City."—(Which bills would grant automatic salary increase of \$125.00 each year until five such increments or such part thereof as will not be in excess of the maximum salary for which he shall have qualified or a salary of \$3,600 shall have been reached, to all State employees. This bill carries an appropriation of \$2,400,000.

### For Rent

Pine Hills—419 Hudson Ave., near Quail St. Modern One Family House and Garage. 9 rooms and bath, 6 sleeping rooms, living room, dining room and kitchen, front porch and enclosed back porch. Convenient to buses, trolleys, schools and churches. Rent \$65. Phone 8-1509.

**WILLIAM MYERS**

*Dispensing*  
**OPTICIAN**

*Prescriptions*  
**FILLED**

**EYGLASSES at MODERATE PRICES**

25  
CANTON Ave. NEW PALACE BLDG. PHONE 4-2110

## A Great Essay Contest

However valuable an institution or an agency may be, it cannot hope to survive, prosper or develop without public interest and public support. The civil service system in public employment typifies at its best every sound and fair principle dear to good men and women. It's appeal to youth lies in the fair play plan of free and open competition with recognition for those who achieve. Clean sports, with the badge of merit for the contestant who wins honorably and fairly, are the only ones that American youth respects. Despised are those who ask preference, who plead weakness, who play unfairly. Merit and fitness are the great virtues.

This Association realizes that good public service will always be the highest type of human achievement. It understands that the oncoming generation, the boys and girls who are now in high school and college, will within a few years be not only voting and selecting

the leaders of government, but many of them will be seeking opportunity for service in governmental positions. Just as surely as our government endures, so surely will civil service principles become more and more revered as vital to its success. The United States and England stand out today as the most progressive governments of the world, and both owe much of their efficiency to recognition of the fact that public service should be open to all citizens and that the only qualifications should be character and fitness.

On April 1st next, this Association's State-wide Essay Contest, open to students of High Schools, Colleges, Boy Scouts and Girl Scouts, with a prize of \$25 each for the successful essay writer in each of the four groups, will come to a close. The subject of the essay is "The Civil Service System; Its Benefits to the State and to the Worker." Members of the Association

are requested to urge all young people in the groups mentioned with whom they come in contact to make a complete study of the civil service system and to present an essay. Essays should be mailed to Association Headquarters, Room 156, State Capitol, Albany. Here is an admirable opportunity to spread information among young people and to arouse their interest in maintaining the merit system as a vital part of their government. Whether successful or not as to the prize, the young person who studies the civil service system through consultation of material in public libraries on Civics, Personnel Administration, Political Science, Public Administration, and the references furnished in special circular sent out by this Association, will be amply repaid. This contest is another real and important service to present and future civil servants of New York State, and your Association is proud to sponsor it.

## Highway Appropriations

We are advised that the following resolution has been adopted by Section 6, Hornell, New York, and by Section 9, Binghamton, New York, of the New York State Association of Highway Engineers. Action will be taken on this resolution by the other sections of the Highway Engineers Association at their next meetings:

"WHEREAS in automobile accidents more than 30,000 persons are killed annually in the United States, hundreds of thousands seriously injured, crippled or disabled for life, and millions of dollars of property damage done; and

"WHEREAS many of these accidents could be avoided by improvements in the engineering features of the highways on which they occur; and

"WHEREAS the development of the modern automobile has resulted in driving speeds greatly in excess of those for which our roadways were designed, so as to make construction formerly considered adequate now appear dangerous and obsolete;

"BE IT RESOLVED by the New York State Association of Highway Engineers through its various sections

"That we urge upon all governing bodies the grave necessity of the making of adequate appropriations and allocation of funds to provide for the immediate initiation of comprehensive, nation-wide engineering studies, designed to determine wherein our highways are responsible for motor accidents, to devise changes in design and construction to meet modern requirements and to finance the

construction thereby shown necessary.

"BE IT FURTHER RESOLVED

"That the accomplishment of these engineering studies, the promotion of design safe at the driving speeds now possible and contemplated, the securing of adequate funds for the construction shown necessary and the construction of safe and adequate roadway shall be a major objective of this organization.

"BE IT FURTHER RESOLVED that our Secretary, President and Directors be instructed to present copies of these resolutions to such bodies and Highway Officials as may aid and assist in the purposes outlined and that we be informed what appropriation of funds from our treasury is necessary for these purposes in order that we may so authorize their use."

---

Use Bill for 1935 Dues on Page 16 Today

---

## Membership Support

"To Employees of the Department of Mental Hygiene:

"As the Committee of the Association of Employees of the the Department of Mental Hygiene which assists in formulating the policies of the Association of State Civil Service Employees, we are addressing you to urge your membership in the Association of State Civil Service Employees and your hearty cooperation in maintaining and building up this State-wide, all State-employee Association.

"Last year the Association attained a membership of approximately 11,000 and there were thousands of institution employees who lent loyal support through membership and otherwise to the State employees organization efforts. It is apparent that State employees, like all other groups, must maintain a strong central organization in order that the general problems effecting State employment will have intelligent and sustained attention. The Association of State Civil Service Employees, through its regularly established and well-equipped headquarters in the State Capitol at Albany, its counsel, its active committees and its many close contacts with Executive, Legislative and Administrative officers of the State government and its cooperation with other powerful, organized groups, has been able to deal with every State employee problem in the most effective way. Without this organization State employees as a whole would be practically helpless in securing the attention of the Governor and others to important employee matters. The Association has been remarkably successful throughout the depression in safeguarding what is good in civil service, budgeting and retirement matters. It has a sound program for future improvements.

"It is obvious that the expenses of conducting any efficient organization are considerable. Last year the Association expended over \$11,600 for coun-

sel, other necessary help, distribution of magazine and informational matter, postage, telegraph service and equipment and supplies. (Expenditures were itemized in THE STATE EMPLOYEE, November, 1934.) The officers and committees receive no compensation whatever and are entirely unselfish in their contributions of time, thought and effort throughout the entire year. The Association is able to do a tremendous amount of work with dues of only \$1.00 for the entire year, but some things are left undone which it would be desirable to do if more funds were available. The Association has shown plainly that by exercising the strictest economy great accomplishment is possible but it is only possible if great numbers of the employees support it with the small dues required. There is no other employee organization in the country that carries on anything like the amount of service that the employees organization does for such low annual dues.

"This is a direct appeal to you to begin at once a vigorous campaign to enroll every State hospital employee as a member of the Association of State Civil Service Employees. There is no question but that all employees of the State have been and are benefited by the activities of the Association and the very least that any State employee can do is to support by membership the Association that works so unselfishly for them.

"Signed,

- "JOHN LIVINGSTONE,  
"Chairman, Hudson River State Hospital
- "JOHN A. McDONALD,  
"Rochester State Hospital
- "HERMAN REDMOND,  
"St. Lawrence State Hospital
- "JAMES P. McKIERNAN,  
"Central Islip State Hospital
- "ROSCOE C. GRIFFITH,  
"Utica State Hospital
- "C. C. COLESANTI,  
"Middletown State Hospital"





*Who wouldn't  
be romantic?*

There's no atmosphere quite like that of the

### DE WITT CLINTON Mezzanine Cocktail Lounge

Cocktails from 25c. Hors d'oeuvres with our compliments. Soft lights. Sweet music. Smart people. Every afternoon from 4 to 7.

*Come today!*

 **Dial 3-3810** 

**Domestic and  
Imported**

**Wines & Liquors**

▼  
**WE DELIVER**

**To Your Office or Home**

▼  
**Geo. B. Beatty**

**RETAIL**

**WINES and LIQUORS**

**188 State Street**

**Opposite State Capitol**

# Advertising in this... M A G A Z I N E ...is IMPORTANT

It is important to State Employees because they can depend upon every statement made and because the advertisers are real friends of State Employees.

●

It is important to Advertisers because through the columns of this magazine they reach a great population of regularly employed citizens and their families and can be assured of valuable patronage.

●

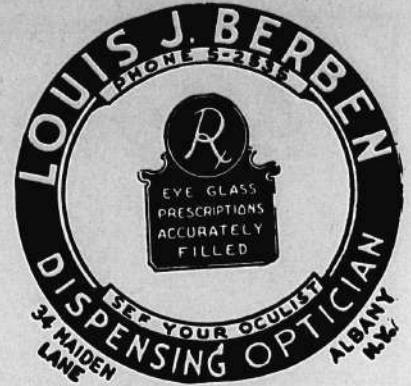
It is important to the State Employees' Association because it aids in making possible this highly helpful medium of Progress—THE STATE EMPLOYEE.

●

Cooperation between Advertisers and State Employees wherever located throughout the State and the Association is urged. State Employees should patronize advertisers and secure advertising of alert business men in all parts of the State. The Association will advise quickly concerning rates and service. Advertisers are invited to suggest further ways of mutual helpfulness.

Get The *Killip* Quality  
LAUNDERING COMPANY

A Little Different  
A Little Better



After You Have Tried Others  
For Real Value  
Try

**HOTEL CAPITOL**  
GREEN ST. OFF STATE  
TAP ROOM

## To Members Who Have Not Paid Their 1935 Dues:

**This is your bill. It is sent to you in this way in order to conserve Association Funds, used in billing individually. Detach below dotted line, sign, send with One Dollar to Association Headquarters, Room 156 State Capitol, Albany, N. Y. Membership card will be sent you immediately.**

Enclosed herewith is (\$1.00) one dollar in payment of 1935 dues to The Association of State Civil Service Employees of the State of New York.

Signature