



# THE STATE EMPLOYEE

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

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OCTOBER, 1934

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VOL. 3 Number 8

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## THIS MONTH

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# 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, W. F. McDONOUGH  
Business Manager, JOSEPH D. LOCHNER

### OFFICERS

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VOL. 3.

OCTOBER, 1934

NO. 8.

## Eight Hour Day and Your Part

The Legislative Committee appointed to study working conditions, hours of employment, and salaries of state institutional workers, are busy visiting the various institutions throughout the State. Officers of this Association and of the Mental Hygiene Employees Association are in constant contact with Chairman Kernan and Vice Chairman Ostertag.

Newspaper reports and comments indicate wide public interest in this important activity intended to bring to civil employees in the hospitals, prisons and welfare institutions of the State a status that will permit home and family life and hours of work conducive to health and high efficiency not easily maintained when twelve hours or more of work are required.

Employees are urged to write

to Senator Michael J. Kernan, State Capitol, Albany, N. Y., giving in detail the facts as to their daily work and living conditions that they believe should be studied by the Legislative Committee with a view to improvement. Senator Kernan and Assemblyman Ostertag, as well as other members of the Committee, should be contacted personally by employees in so far as this is possible on the occasions of the hearings at the institutions. The Association has urged strongly upon the Committee the fact that this study is in the interest of the rank and file of workers employed on the long day plan and that they should be consulted on every possible opportunity if the true facts as to the effect of the long day upon the human outlook and aspirations of the workers is to be obtained.

## Looking Ahead—1935 Budget

Ten months from now, or to be exact on July 1, 1935, a new budget carefully itemized and controlling almost completely as to each and every expenditure by the State during the twelve months that follow July 1, 1935, will become effective. That budget is now in course of preparation. Last month's "State Employee" contained an excellent article by Director of the Budget Weber, outlining the special features of budget making.

It is entirely pertinent to express at this time the state employees' anxiety that the forthcoming budget take into serious consideration the rising cost of food and other necessities of life, and the need for restoration of

the salaries, time service and other increments left out of the State budget since April, 1933. The booklets issued by this Association—"Facts About Salaries Paid State Employees in New York State", and "Cost of Living and Price Trends and Their Relationship to Salaries Paid to Employees of the State of New York", issued in November, 1932 and November, 1933 respectively, contained the basic facts now so helpful to a review of present conditions. The former, established fact of low scales of pay in effect in State service during the long period of high salaries in private business and industry prior to 1931. This is important

Continued on Page 12

# A Great Year Ahead for Your Association

Every year that this Association continues, it becomes a more vital and important part of State service. Obviously this is because it stands for what is progressive and fundamental to good State government. It places efficiency and economy as the two most necessary attributes of public service. These are the things which good citizens have always sought.

The Association will begin another year on October 2, 1934. New officers will be chosen. New activities will be planned to advance still further the merit system of selection, to secure a State compensation plan that will provide adequately for State servants, a promotion plan that will emphasize fitness and reward it properly, and plans for greater recognition of the social side of work and wise attention to fair hours, old age and disability pensions, sick leaves, vacations and opportunities for self-improvement.

This year the Association inaugurates under its Constitution, the sound and fair policy of providing for the direct election of its officers. A Nominating Committee has selected, after careful review of all suggestions made to them, the list of candidates whose names appear upon the ballot on the next page. These State civil service workers are truly representative of the State service. They have faith in the merit system as a means of promoting efficiency and economy in State government and the fair treatment of the rank and file of workers. They have proven over long periods not only their loyalty to State service and high devotion to duty, but loyalty to the principles of sound organization and united effort. It is an honest thing to say that no forward-looking organizations anywhere have ever presented better fitted candidates than those presented by the Nominating Committee of this Association for the 1934-35 term of office.

## **Beulah Bailey**

Beulah Bailey, the candidate for

President, has served as Vice President of the Association since 1929. She is well known to the councils of the Association. Miss Bailey is a civil service worker in the State Department of Taxation and Finance. Her duties, which are of an extremely important nature, have brought her into intimate contact with every feature of State government, with a vast number of employees, and with executive, legislative and administrative officers throughout the State. Her articles in magazines and talks within and without the State on tax subjects have been of outstanding value and interest to thousands. For years she has taken a keen interest in the improvement of civil service, and she has given unselfish service to organization efforts on behalf of public employees.

## **Frank L. Tolman**

Frank L. Tolman, the nominee for Vice President, has served for several years upon the important Salary Committee of the Association. He is the author of the booklet "Facts About Salaries Paid State Employees in New York State". This booklet has become virtually a text book for public men and all interested in the personnel side of State expenditures. His fearless defense of public workers from the onslaughts of unscrupulous persons masquerading in the guise of economists, and his public appearances in opposition to the lowering of standards of public service, have won him the sincere gratitude of State employees throughout the State. A modest, progressive man of high intellectual attainments, Dr. Tolman's advice is sought and respected by leaders of State government and by employees alike.

## **Frank O. Bauer**

Frank O. Bauer, the nominee for Treasurer is typical of the efficient, faithful civil servant who by dint of energy and enterprise attains to

responsible and renowned public service. As Treasurer of the very important Department of Mental Hygiene he is conservator of the millions of dollars expended throughout the institutions of the State. Year after year he has given freely of what would otherwise be leisure hours to attending the financial affairs of the Association. The Association is fortunate in having such splendid zeal and careful watchfulness of its financial resources.

## **W. F. McDonough**

The present President of the Association, W. F. McDonough, is named as the nominee for secretary. In this Association all State employees expect to bear a substantial part of the duties of organized efforts. Mr. McDonough while retiring from the Presidency, willingly consents to active participation in the long time program for employee betterment which is being undertaken by the Association. All of the experience gained by Mr. McDonough as President will be at the ready service of Miss Bailey, Dr. Tolman, Mr. Bauer and the Executive Committee of the Association.

In gratefully refusing the nomination for a further period as president, offered by the Nominating Committee, Mr. McDonough praised Miss Bailey as the ideal leader of the organized State employees. Speaking of the new candidates for President and Vice President, Mr. McDonough said: "The successful leadership of Miss Bailey is assured by the fact that she understands the needs of the rank and file of State employees, men and women. Her work as Vice President, particularly that which had to do with educational activities, commends her to all. The Association is a cooperative attempt to improve State service and the position of the State worker, and no two people in the whole State are more honestly interested in these things than are Miss Bailey and Dr. Tolman."

# A Blot On Our State Government

The twelve-hour day and the delay in improving the living conditions of workers in State hospitals, prisons and welfare institutions presents an existing situation which it is difficult to understand. The Legislative study now in progress under the direction of Senator Michael J. Kernan, Utica, and Assemblyman Harold C. Ostertag of Wyoming County, offers the medium for bringing directly to public attention the fact that employment conditions in New York State institutions possess features which are highly objectionable from the standpoint of social progress and human welfare.

The only answers to the question "How can this thing be"? that have been heard from official circles are: "The State of New York cannot afford to finance an eight-hour day in State institutions", and "Conditions in other states are no better". If there were no such things as human longings and aspirations leading ever onward toward better and happier ways, slavery in this country would not have been abolished, the shorter day and workmen's compensation would not have come to private industry, and as within the year, child labor would not have been barred in the great textile industry of this country. It is not a question of what other states find possible, or what other states lag in social progress. It is simply a question of what is right and possible. To make life alone secure, was not the extent of the vision of America's founders. They understood that God made human beings conscious of such things as peace, contentment, pleasurable pastimes, the beauty of the sun in the daytime and the stars at night, home comforts and children's laughter, as living rewards in the pursuit of happiness.

But some other States do have the eight-hour day in their institutions—Illinois for instance; and

the Federal Government has the eight-hour day.

Every logical voice that has arisen out of the stampede of depression has asked that relief expenditures be well planned and with an eye to an ultimate goal beneficial to the taxpayer and the social status of those relieved. Millions are being spent in this State to give employment, and relief to the unemployed—over a hundred millions thus far. If we wish to boast of any intelligence in our planning or in our expenditures it will be idle so long as we overlook this sound, logical, thrifty way of giving honorable work to at least a few thousands, and fair treatment to other thousands now submerged in the unhealthy and unfair bondage of the twelve-hour day.

And while we turn our thoughts to the shortening of hours for institutional workers, we must rightly give thought also to the living conditions of those workers. It has been the policy of the State to keep the workers within the grounds of the institutions. Only a small number of the many hospital workers are given money allowance making it possible for them to live outside the institutions. The employment of married persons is discouraged by the fact that children may not be reared in the quarters furnished for other than staff employees. When men and women workers in the institutions marry and children are born, the children must be boarded out in nearby villages or cities. Of course, the wives of such marriages could give up their employment and take up a residence outside the institution but the salary of the average worker is so moderate that this is frequently wholly impossible. Here is a social problem that cannot fail to attract the attention of the Legislative Committee. How can this situation be improved? Surely if no other course were open, it would seem highly preferable to encourage family life among employees within the institution

grounds than to erect such a barrier as separation of parents and children. But is not the socially and economically sound plan to build individual homes for workers upon the grounds of the institution and from adequate salaries paid for the work performed collect a rental which in time would completely return the investment of the State? Would not this be more moral, more humane, more stimulating to good citizenship?

Workers in State institutions in common with public workers everywhere go about their daily duties with all of the zeal and good will that marks the unselfish and heroic soldier bearing the sacred insignia of patriotic loyalty. They have a responsibility that weighs heavily upon them to care for the dependents or wards entrusted to their care, many hundreds of whom are woeful victims of bodily and mental suffering and whose family ties spread throughout the State. These public servants do not sulk or shirk or carry the burdens of their over-long days into the corridors of their institutions. If in the short days of fall and winter they never see the sunshine, they are still the cheerful willing caretakers of institutions doing as difficult a type of work as is known to society. The point is—do the citizens of the State who employ them wish such tremendously unfair sacrifices? We do not believe it.

In this question of the abolition of the long day in State service is a challenge to good government, to good morals, to good citizenship, that should attract the thought and the wisdom of every father and mother, of every member of the Executive and the Legislative branches of State government, of every judge of our courts, of every teacher in our schools, of every Rabbi, Priest and Minister in our churches, and of every good citizen wherever he may be.

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## Court Decision Upholds Seniority

Supreme Court Justice Ellis J. Staley in a recent opinion in a case involving three employees dismissed from the Department of Public Works on account of the curtailed State building program upheld the legality of seniority rights, but stated these rested upon titles before reclassification. Portions of the opinion are here quoted:

"Section 31 of the Civil Service Law requires, among other things, that when the position of a civil service employee is abolished, without his fault, he shall be suspended in the inverse order of original appointment in the service.

"Section 31 must be given a reasonable construction so as to accomplish the purposes intended by the enactment of the Civil Service Law, which were, selection and promotion of employees in the public service upon merit and experience, without, however, interfering with the right of those in charge of public affairs from altering, changing and abolishing positions and departments as the exigencies of the state service require.

"In line with the spirit of Section 31, and the Civil Service Law in general, it seems to me that where an employee has come into the State service, and from time to time has been promoted upon his application and with his consent, after taking a competitive examination, and later it appears that the position to which he has been promoted is no longer necessary, that employee may be suspended, even though there are others in positions which the employee has held, and from which he has been promoted, junior in point of service.

"Suspensions may be made, therefore, of those in existing positions irrespective of previous service, but as between incumbents of such positions the suspension must be in the in-

Continued on Page 10

## State Hospital Employees Meet

Representatives of the Association of Employees of the Department of Mental Hygiene, met at the State Office Building on August 30, and discussed the questions affecting their members throughout the State, and elected officers for the coming year.

Particular attention was given to the work of the Legislative Committee now making a study of hours of work, wages, sick leave, and other matters vital to good social conditions among the thousands of workers who care for the insane, the mentally defective, the blind and other infirm wards of the State. A resolution was adopted urging upon the Legislative Committee the desirability of close attention to the matter of environment and working and living conditions of the twelve-hour workers, to the end that a shorter day be established.

A strong feeling was manifest for the restoration of time service and other increments and of the salary scales reduced by the State in 1933

Dr. Frederick W. Parsons addressed the conference briefly. W. F. McDonough, President of the Association of State Civil Service Employees, outlined the program of the Association for the coming year and promised that the strenuous efforts of the Association during the past years for the upbuilding of State service would be continued with unabated zeal and that particular attention would be given to seeking establishment of a shorter day for institution workers and the restoration of salary income to meet the increasing cost of living. He pointed out that government reports showed a 23½ per cent increase in the cost of food stuffs since the decrease in State salaries and the abandonment of time service and other increments in April, 1933. He urged complete organization of all State employees and of increased efforts to correctly inform the public as to the needs for improvement of the civil service system.

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# Educational Courses

## Under the Joint Auspices of New York University and The Association of State Civil Service Employees

**FOREWORD.** Last year the extension courses were under the auspices of Syracuse University. In August, Syracuse University asked to withdraw their supervision for 1934 and 1935. Due to a little administrative trouble the final credits for 1933-34 were not sent by Syracuse to the enrolled students. The first week in September the Civil Service Association sent a bare statement of the term marks to the students, and lists of the state employees who had completed the courses were sent to the Civil Service Commission and to the respective department heads. If any one wishes a credit certificate from Syracuse University, notify the Association of State Civil Service Employees and they will see that a certificate is forthcoming.

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lar University procedure. This fee is much less than the usual fee charged by New York University, so it will necessitate a certain minimum registration before any course may be given. If a person registers for a course and there is not sufficient registration to warrant the giving of the course, the money will be refunded. This is the only case in which fees will be refunded.

### Secretary's Office

New York University will have a secretary at the Association Headquarters, Room 156, State Capitol, Telephone 3-4610. Beginning October 1, the secretary's office hours will be, daily, except Saturday and Sunday, from 12-2

and 4-9 P. M. Richard P. Saunders, Administrative Assistant to the Staff of the Division of General Education of New York University, will be directly in charge of the Center.

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# at Albany Center

By Beulah Bailey

List of Courses and Instructions on Pages 11-13

**GENERAL INFORMATION.** For 1934 and 1935 the educational courses will be under the auspices of New York University and our Association. We will have here the "Albany Center of the Division of General Education of New York University." The center is established as an educational service open to all interested adults in the Capitol District, whether State employees or not. This year, credit and non-credit students can not be enrolled in the same course, so the majority of courses will be for non-credit. The sole purpose of this educational center is to provide courses that are practical and interesting. Credit courses will be given if there is sufficient demand.

## No Admission Requirements

There will be no formal requirement for admission to courses not offering college credit other than a real interest in the work. The various courses have been planned with the hope that they will not only be very practical but will also appeal to a wide range of interest. More courses may be included if there is sufficient demand. New York University will award a certificate to all successful students, which will state the character and amount of work completed. Lists of the civil service employees com-

pleting the course will be sent to the Association of State Civil Service Employees and to the respective department heads by New York University. No courses listed in this preliminary announcement will carry college or university credit toward academic or professional degrees. A limited number of university degree courses may be offered if there is sufficient demand. In this case the regular university fee of \$10 a point will be required.

## Registration Days

Mr. Richard P. Saunders of New York University and Miss E. M. Slattery, Resident Secretary of the Center will be in charge of the registration. Registration days are October 1, 2, and 3, in Hearing Room 6, of the State Office Building, from 9 A. M. to 7 P. M.

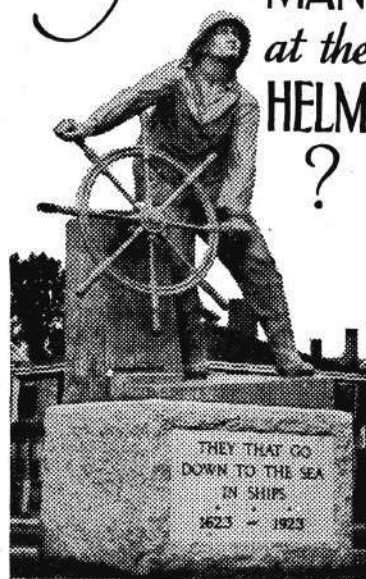
Registration is for one semester only. Miss Slattery will be available for consultation in the Association Headquarters, Room 156, State Capitol, Thursday, Friday and Saturday, September 27-29. Classes will start the week beginning October 7.

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## Supreme Court Upholds Seniority Rights

*Continued from Page 6*

verse order of appointment in the service.

"In other words, in the case at bar, as between Shepherd and others holding positions similar to his at the time of his suspension, those junior in point of service must first be suspended.

"The reclassification statute did not pass the Legislature. Nevertheless, there actually was a reclassification by the Joint Legislative Committee and Section 12 of Chapter 25 of the Laws of 1932, gave effect to their reclassification for certain limited purposes. The subject of that enactment has been continued in the appropriation acts of 1933 and 1934.

"The purpose of this section

was simply and solely to allocate appropriations, and for that sole purpose incumbents of positions were to have the rights under their old titles prior to reclassification.

"Since the reclassification bill did not finally become a law, it appears to me that it can be given no force or effect. Therefore, the petitioner must be deemed to be holding the position which he held before reclassification except for the purpose of appropriations.

"It is argued by the Attorney-General, that under Paragraph 1 of Section 6 of the Civil Service Law, the Civil Service Commission has the power to make rules and regulations with respect to the

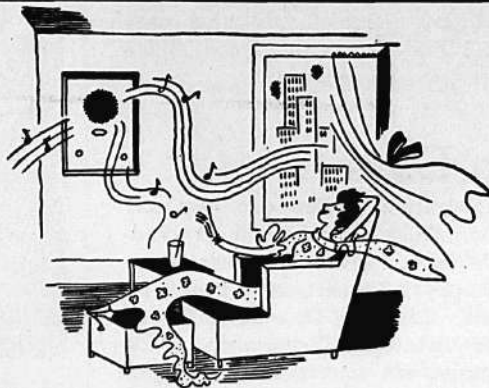
civil service of the State, which rules shall have the force and effect of law, and that, therefore, the reclassification having been adopted by the Civil Service Commission has the force and effect of law.

"I do not think that the Civil Service Commission intended to exercise its power under Paragraph 1 of Section 6 of the Civil Service Law, when it concurred in the reclassification. That reclassification was the result of action of the Legislature, the Civil Service Commission, the Director of the Budget, State heads of departments, and private organizations. That reclassification has been disapproved, because of the failure of the enactment of the bill providing for it. To hold that the reclassification has the force of law indirectly, when it has been disapproved directly, is to take an illogical and arbitrary position.

"I hold therefore, for the purpose of this application, that Shepherd and others associated with him, hold the positions in which they were employed prior to reclassification."

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## State Hospital Employees Re-elect

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Continued on Page 13

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## Looking Ahead — 1935 Budget

*Continued from Page 3*

now in considering the cost of living changes. For instance, because salaries paid State employees were so much lower than they should have been, the statement that food prices are still 30 per cent below 1929 do not indicate the same situation with reference to State employees as with other salaried workers, because at that time thousands of State workers were finding great difficulty to meet the living costs from their meager earnings.

The outstanding fact is that since April, 1933, when the salary reduction took effect for State workers, the costs of food stuffs alone have advanced 23½ per cent and are at the highest point since

December, 1931. This advance in price has gone largely to the suffering farmers who for a long time bore the brunt of economic ills. The higher prices are not condemned. They have brought a billion and a half more in purchasing power to the farmer and have thus given real impetus to general business improvement. The goal of all economists is to establish a balance between agricultural and manufactured commodities and on through all of the interdependent branches of business. With regard to the situation from the standpoint of the National Administration, The New York Times in editorial comment on September 5 last,

suggests the following reply to protests at advancing food prices.

"While retail food prices have risen by 23½ per cent since April of last year, basic farm prices have advanced by 61 per cent. Farm purchasing power is increasing, and you will profit more through larger purchases of industrial goods by the farmer than you will lose by paying somewhat higher prices for your food. Between cheap meat and a bankrupt agriculture on one side, and, on the other, somewhat dearer meat and more prosperity on the farms, self-interests bids you to choose the latter".

What State employees wish to see accomplished in the new budget is that the money derived from cutting the salaries of State workers which represent so small a saving for the taxpayer and so great a sacrifice to the individual worker be restored to the worker, that the time service and other increments taken from institution workers, teachers and others be returned to the schedules, and that attention be given to afford some real relief through increased incomes for the over seventy-five per cent of State employees who receive less than two thousand dollars per year.

There will be still further increases in food and living costs. These increases spell general prosperity when the balance is maintained through increased payroll purchasing power. Again we point out that over eighty per cent of all purchasers are salaried or wage earning folk or their dependents. They are the medium through which prosperity circulates. The prices of food are up 23½ per cent from April, 1933, the salary reduction month. The balancing requires salary adjustment to meet this situation. We urge that you begin now to consult with the business leaders of your community and with the Governor and your representatives in the Legislature about this matter of salary and increment restoration.

WHAT THIS SEAL MEANS.

... a responsible, progressive organization brings you a reliable product.

These 48,000 farmer-members of the Dairymen's League Cooperative Association testify that every bottle of milk bearing the name DAIRYLEA has passed a rigid inspection for purity and richness. It has more than met the requirements of the most exacting regulations known to the milk industry.



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### Albany Center

Continued from Page 11

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The Governor of the State signed a bill passed by the Legislature of the State at the behest of those interested in the social and economic well-being of the State, empowering the Commissioner of Agriculture and Markets of the State to tell all of the men and women and boys and girls and babies of the State, the true facts about milk and its relation to their common welfare. The producer of milk, who is for this very reason one of the great benefactors of mankind, pays for the costs of the telling of the story of milk's goodness and the desirability of its greater use by everyone, young and old. But the State is doing the advertising and the Great Seal of the State is upon the documents of many kinds through which much of the story is being told.

State employees as a very important part of the State, hereby

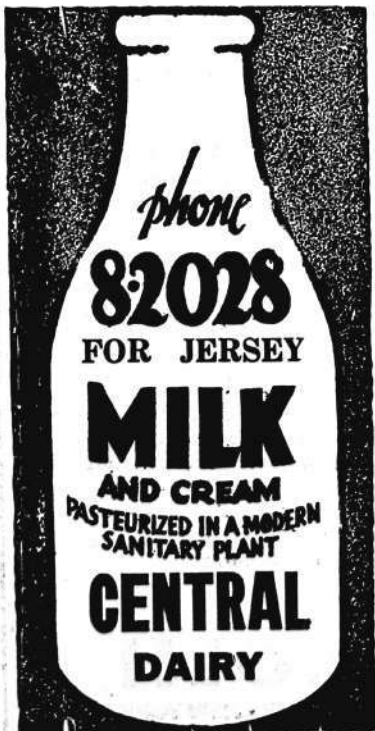
rally to willing service of the dairymen and consumers of the State and through this page, contributed freely and happily, they call upon every State employee to inform himself or herself of the tremendous importance of milk,—its production, its distribution, and its consumption,—to the State and to the people of the State.

Milk is bottled health, vigor, strength. Milk is a vital necessity for infants. The cow has been truly named the foster mother of the human race. And a quart of milk, as an example of its food value, supplies for grown-ups the bodily energy supplied by nine eggs, three fourths of a pound of steak, two pounds of potatoes. It contains practically all of the elements that the human body needs; minerals, vitamins, proteins, sugars and fats—all necessary for building a healthy body and warding off disease. The form in which it is taken is not important. Some like it hot, some like it cold, some like it flavored with cocoa, chocolate, vanilla, coffee or other appetizing syrups. It makes fleshy people slim safely. It gives strong muscles and the fresh glow of health to vitamin, mineral or protein lacking thin people.

Good milk is a New York State product. New York State dairy

products aside from milk, have commanded first place in the markets of this country for over a century all because of the quality of its pastures and its dairy methods. The dairy industry has been the main support of hundreds of the villages, cities and towns of the Commonwealth. While serving the health of the citizens of the State, the dairy farmer has also created a large measure of the wealth of the State. No need to go to questionable food products served in cans or otherwise, from far-away places, when the outstanding food of all times and places, good fluid milk, fresh from healthy cows, is right at your door. It is produced by your neighbors, the farmers of your state, in fact, State employees, by a group of those who actually employ you to carry on important public projects.

Let all of us collectively, and each of us individually, as loyal citizens of the State, join energetically in the fine, progressive efforts now being made by the Commissioner of Agriculture and Markets, Charles H. Baldwin, to increase for reasons of health and prosperity the daily consumption of milk by every man, woman and child in the State. Call upon the Milk Publicity Bureau to send you their attractive booklets. Talk milk in your homes, clubs and offices. And—drink plenty of milk yourself every day of the year.



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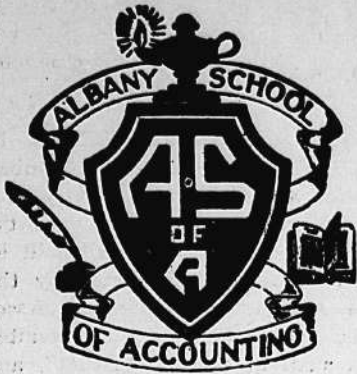
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**BALLOT**

# ANNUAL ELECTION OF OFFICERS

The Election of Officers of the Association for the year beginning October 2, 1934, will occur on October 2, 1934, and will be conducted in accordance with the provisions of the Constitution quoted below:

**"ARTICLE VII, SECTION 2.** Election of officers will occur at the annual meeting which will be deemed to continue from twelve o'clock noon to ten o'clock P. M. of the First Tuesday of each October. When the meeting is now actually convened the headquarters of the Association will be open to receive properly prepared ballots either by mail or in person from any member of the Association. Ballots with the names of the candidates printed thereon and blank spaces for insertion of any other names desired shall be made available at least ten days prior to the annual meeting at all offices or locations designated by the Executive Committee, and all properly prepared ballots of members of the Association received at Association headquarters up to ten P. M. of the First Tuesday of October of each year shall be duly counted and recorded. The envelopes in which ballots are enclosed by the members shall be marked "Ballot", and such envelopes shall also bear the signature and membership receipt number of the member.

**"ARTICLE VII, Section 3.** The Executive Committee shall appoint a board of canvassers of at least three members of the Association to canvass and count the ballots properly cast for the purpose of electing officers of the Association. The persons receiving the greatest number of votes for the respective offices shall be deemed to be the duly elected officers of the Association for the next ensuing year.

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

The officers to be chosen are, President, Vice President, Secretary and Treasurer.

The ticket presented below is that submitted by the Nominating Committee chosen under the following provision of the Constitution. Special bulletin was sent to each office and institution on August 25, 1934, asking that suggestions or petitions relative to nominations be sent to John A. Cromie, Chairman of the Committee. The other members of the Committee were two former presidents; Robert B. Haner and William C. Smith.

**ARTICLE VII, SECTION 1.** A Nominating Committee shall be named by the Executive Committee at least one month prior to the date of the annual meeting, and such Nominating Committee shall, after giving full consideration to all facts or petitions presented to them by individual members or groups of members, present, at least two weeks prior to the first Tuesday in October of each year nominees for all of the elective offices of the Association, to be voted upon at the annual meeting of the Association, which will be held on the First Tuesday of October of each year."

The names of candidates other than regular nominees which you may wish to vote for may be written on blank lines provided.

Members will note that envelopes containing ballot must be marked "Ballot" and bear the signature and number of receipt card of member. This must appear on reverse side of envelope.

## THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK

### Official Ballot—Annual Election—October 2, 1934

Check

- President: Beulah Bailey  
President: .....
- Vice President: Frank L. Tolman  
Vice President: .....
- Secretary: W. F. McDonough  
Secretary: .....
- Treasurer: Frank O. Bauer  
Treasurer: .....

Mail or deliver this Ballot so as to reach the Association Headquarters, Room 156, State Capitol, Albany, N. Y., before 10 P. M., October 2, 1934.