



THE STATE EMPLOYEE

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



Association Activities -- 1935

1. Strengthen Civil Service Law and Administration.
2. Secure Establishment of Adequate and Fair Salary Scales with Security of Employment.
3. Shorter Hours of Work in Institutions.
4. Safeguard Employees' Retirement System.
5. Study and Support Sound Unemployment Insurance Plans.
6. Promote Educational Plans for State Workers for Greater Efficiency and as Aids to Promotion.
7. Continuous Attention to Welfare of State Workers and Salaried Employees Everywhere.
8. Complete Unity of State Workers in this State-wide Association.

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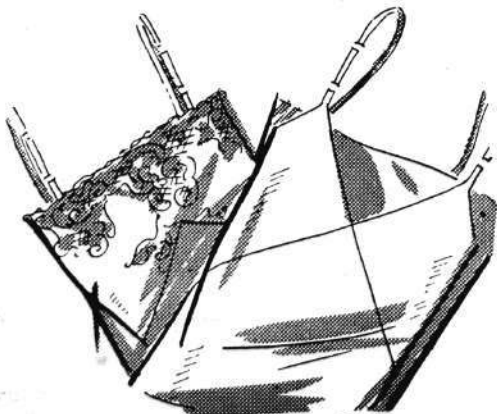
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THE STATE EMPLOYEE

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Room 156, State Capitol, Albany, N. Y.

Editor, BEULAH BAILEY
Business Manager, JOSEPH D. LOCHNER

OFFICERS

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DECEMBER, 1934

NO. 10.

Association Activities 1935

Beulah Bailey, President

The interest of the civil service employees serving the State in New York City is identical with the interest of the employee serving the State in Buffalo, Albany, Rochester or any of the State institutions or schools. It is true that in the institutions they do have special interests peculiar to that type of work, but in the broad principle our interests are one. Ours is not an association peculiar to New York City or to "up state". It is an Association whose one and only purpose is to serve civil service employees of the State of New York.

We must never look upon the Association as an "Albany Association". Last year out of the eleven thousand members less than three thousand were residents of Albany. I wonder if we realize that there are more State employees living outside of Albany and the Capitol District than there are in Albany. As Albany is the Capital of the State and the executive center for all State departments, so it must be the executive center for our Association.

The Association during the last five years has grown so rapidly from a small semi-social organization to its present size and its present program that possibly the framework for elective representation of the various groups, in the central group has been neglected. This year we are going to have more complete representation. As we are state-wide in our in-

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The Shorter Day Makes Gains

The Legislative Committee headed by Senator Michael J. Kernan of Utica and Assemblyman Harold C. Ostertag of Attica, heeding one of the provisions of the Legislative Resolution, made a preliminary report to the Governor in October. The purpose of this part of the resolution was to supply to the Governor at this time of year when budget and revenue plans are being perfected, an opportunity to survey the facts as to needs of the hospital, prison and welfare institutions with reference to the plan to revise present personal service requirements to provide for the abolition of the twelve hour day.

The report, while indicating that the work not being finished no final determination could be made at this time, indicates that the Committee is impressed with the economic and social soundness of the proposals of this Association as urged throughout many years, and gives hope that the final report which will go to the Legislature on February first will advise and urge definite planning for employee conditions in State institutions which will eliminate the long day, provide adequate salary adjustments, proper sick and other leaves, and eventually lead to a home planning program that will afford to workers in institutions the natural opportunities which should properly be available to all citizens of this country for their social and economic welfare. The following constitutes the main

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Adequate Salaries

This Association has consistently sought to have a compensation plan adopted in this State which would be based upon just consideration of the duties and responsibilities of each position, with minimum scales that would make it possible for a young man entering the State service to take upon himself the support of a home and a family with all of the honor and respect which goes with this only sound and proper means of maintaining a moral and a progressive society. It will continue to work vigorously for this.

From the inception of its activities following the reorganization in October, 1929, it has sought to have especial attention accorded to the low paid workers on the ground that they must receive such return for their work that they might be able to maintain decent standards of living. All of the principles of the merit system favor the selection of the most efficient citizens and this implies that there shall be a minimum of public employees, that they shall render the maximum of good service, and that their compensation and employment conditions will be on a relatively high plane.

That the Association has found favor for low paid workers to at least a limited extent—and even a remarkable degree for this period—is evident in the increase obtained for workers in the competitive class receiving less than \$1,800 in the year 1932 which total of \$250,000 increase has been carried on each year since that time. In addition to this there were the

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Onward To Better Things

Continuation from November Issue of Report of the Retiring President, W. F. McDonough, at Annual Meeting, October 2, 1934

Without criticism of any person or group in the discussion as to why civil service administration is so often the object of honest questioning or why certain practices prevail or do not prevail, and only with the purpose of helping to bring about improvement and increased respect for the civil service system, I wish to point out that I believe our present civil service functioning in this State could be improved greatly in the following matters:

1. The civil service department is in need of laws or rules which will provide for classification of all positions upon a sound basis as to duties and responsibilities with due flexibility and due regard for employee protection in his chosen line of work. And no classification system that does not provide for a tribunal where employees will have equal voice with appointing officers in shaping policies and in dealing with individual or group cases, is sound or conducive to the maintenance of good morale.

It must be clear to all thoughtful persons that the State should have a sound compensation plan which will assure adequate pay for the work performed. The Civil Service Department and the Division of the Budget should have a well coordinated, functioning agency to deal with rates of pay and increments so as to fairly reward industry, initiative and faithful service.

2. By civil service rule and therefore by direction of the Governor, there should be constant and efficient contact between the civil service commission and appointing officers as to present and apparent positions to the end that fair play and progressive civil service principles would apply in all appointments, promotions, efficiency ratings, hours of work, sick leaves, vacations, and every employment matter. By what stretch of the imagination can the employment agency of the State

disregard any one of these matters and do justice to real personnel administration? The Civil Service Department is apparently not manned sufficiently to meet these problems adequately at the present time.

3. The Civil Service Department should control completely under proper rules all appointments to State service. There is no place in honest personnel management for provisional appointments except where the appointees are selected by the Civil Service Department. As the employment agency of the State, responsible under the basic law of the State to select and supply the personnel for State service, the Civil Service Department fails to function when it permits appointments to be made without tests or qualifications of a kind over which it has adequate supervision. When provisional appointments are approved by the Civil Service Department, the fact of equal opportunity to qualify which is the right of every citizen is denied and a constitutional right becomes inoperative. With adequate rules and personnel, every need of State service could be anticipated and provided for better through the Civil Service Department than in any other way and without violence to the fundamental rights resting in the civil service system. The Civil Service Department cannot rightfully delegate to anyone its responsibility to select civil service employees. If civil service is to endure, the Civil Service Department cannot lend itself longer to provisional appointments under the present day policy.

4. Any system of selection that places written tests above other evidences of character and fitness and general merit, such as training, experience and successful accomplishment, is unsound and does not serve the best interests of State service. In other words, to fail to consider a candidate's qualifications because he or she fails to attain a certain mark in an examination where written tests may be of

questionable adequacy, is to deprive the State service of some of the most successful and efficient workers available, and this a merit and efficiency system cannot consistently do. There is obviously a need for changes along progressive and practical lines in the present system of selection for appointments and promotions. There is no grave danger of unfairly limiting competition, nor is their need for anxiety as to political or other abuse, in any system of selection that opens every possible door and window to opportunity for appraising the qualifications of citizens seeking to serve the State.

5. Along with improvement in selection it should be possible to bring about a change in the present practice which permits the passing over of those who attain to high places on civil service lists. What other possible explanation for this is there except that the system of selection is exceedingly fallible? We may well understand that ratings will never do perfect justice to all applicants and there is a degree of flexibility that is desirable. Where the best possible system of selection is employed, every passing over of certified candidates should be the subject of investigation by the Civil Service Commission itself, and the candidate should be heard fully and completely and advised as to the reasons for failure to obtain the appointment lost to another lower on the list.

6. The delays in providing eligible lists, and the failure to establish new lists in the case of those which are more than two or three years old, has brought seemingly just criticism of the State Civil Service Department. This condition is brought about by lack of financial means on the part of the Department and by reason of the policy of extending established lists beyond reasonable lengths. Four years is too long, in my opinion, to continue any list. It is always the case with such lists

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Civil Service Security

It has been suggested in Pennsylvania that the Republican Legislature which expires December 1st, call a special session to enact a civil service law to protect the thousands of Republican State Employees. The Republicans have been in power for forty years in Pennsylvania. During that time there was no interest shown by the party in power in civil service for State employees. In fact all proposals of such a nature were fought. Now the employees without the safeguard of civil service are facing a very critical situation as after January 1st, the Democrats will be in power in Pennsylvania.

It is situations like this which should make us here in New York State appreciate what civil service means to us. We are even more fortunate in our status than the Federal employee as ours is a constitutional right and the Federal employees' is only statutory.

As we go to press we are glad to hear that the Division of Milk Control in the Department of Agriculture and Markets have withdrawn their appeal to Supreme Court from the opinion of Attorney General Bennett which maintained that the personnel of the Division of Milk Control should be supplied from eligible civil service lists established by competitive examination.

The Association appreciates the way the Attorney General has stood firmly for the principle of civil service not only in this particular but in all cases. A favorable court decision in this case would it seems have been certain had the court action not been withdrawn. The exemption of a whole bureau in any branch of the service would be contrary not only to the fundamental principles of civil service but to the Constitution of the State.

Civil Service Commissioner Smith in an address in Chicago in October, before the Civil Service Assembly said, "Vigorous and constructive action is necessary to combat the growing tendency throughout the country to break

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Association Activities

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terests, state-wide in our membership, so must we be state-wide in our organization set-up.

The State Hospital groups are at present represented on all important councils of the Association through the Committee of Five appointed by the President of the Mental Hygiene Association. The majority of members of the Mental Hygiene Association are also members of our State Association.

Local committees comprised of elected representatives of each department will be set up in the five city centers outside of Albany. The State Association will function through this local committee. The local group will be represented either by one person or several persons in proportion to the local membership at the annual meeting of the Association, or any state-wide special meeting called by the President at Albany. These local representatives will assist in the formulating of the policies of the Association. The local committee will be urged to contribute to THE STATE EMPLOYEE, any items or articles of interest to their respective groups.

A temporary local executive committee has recently been appointed at Buffalo. This committee will set up by the vote of its members of the Association located in the Buffalo District, a permanent executive Committee. Such a committee is at present functioning in New York City. Beginning December 1st, and continuing for three months there will be an Assistant Secretary of the Association in the New York office.

We all know that the effectiveness of the Association depends not upon its officers but upon its membership. Our goal this year is 100% membership. There are some civil service employees who say "We will join as soon as you do something for us." This statement seems to me unfair on three counts. First, there is not a civil service employee in the State who

has not already benefited by the work of the Association. Second, it is not a case of "you" doing something for "us". The "you" is the "us". Never lose sight of the fact that it is your Association. Third, is it fair to sit still and watch others do the initial work which benefits not the few but the many and give aid only when success is assured?

What membership in the Association means was well expressed by Mrs. Morse of the New York State Training School for Girls in her message to the employees at the School.

"I wonder if there are any of you who do not realize the security which membership in the State Civil Service of the State represents? Do you realize that this Association is working as no other force in the State toward the protection of the State employee? It is organized to put over a most effective piece of legislation and that legislation is always toward the benefit of the State employee.

"During this depression no other force has so stood between the State employee and the general trend during these past three years toward cutting down salaries of employees; toward the elimination of time service and other bonuses for the State employee as well as toward a full retention of State maintenance of the retirement fund for all State employees. During the past session this Association has carried on a most intensive program for the restoration of the deferred increments and time service and toward the safe-guarding of the pension system.

"To repeat, this organization represents a greater security than any other force in our State policies.

"These legislative services will be continued this coming session.

"Every one of us can help support such by our membership. Our membership represents a personal obligation, I think none of us should ignore."

A Victory for Civil Service

There can be no doubt in the minds of those familiar with the history of civil service in this State and elsewhere that the only hope for wise attention to the safeguarding and to the development of this good employment system is the vision and the honesty of those statesmen who have to do with its actual operation. With the Governor of the State of New York rests the salvation of the State's civil service system. He above all others is responsible for its general application and its greatest usefulness. He may by sound action bring about the strengthening of the civil service law, by careful consideration promote fair rules and regulations having the force and effect of law, and by attention to employment conditions affecting the civil forces of the State make the State a model employer as it should be.

This Association considers complete political and other non-partisanship a sacred responsibility of organized public workers. It violates no part of this code when it accords to an outstanding statesman due honor and praise for outstanding support of civil service principles. It is meet therefore that the Association reiterate its faith and confidence in Herbert H. Lehman as the most illustrious exponent of the merit system of this day not only in this State but throughout the Nation, and it is natural that the friends of the civil service system within and without the service should rejoice at his reelection to the Governorship of our State. It cannot but be that the great vote of public approval given to him was in large part because of his championship of the merit system and the fair play, equal opportunity, and good employment features inherent in that system.

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Milk and Health

By Thomas Parran, Jr., M. D.
State Commissioner of Health

For the first time in history the great New York State has mobilized all of its resources in the interest of the public health. A special agency has been created in the State government. All existing departments are focusing their efforts on this task. The services of the largest advertising agency in the country have been engaged. The Legislature by resolution and the Governor by proclamation have called upon the people of the State to "Drink More Milk". The mayors of every large city, the educational agencies throughout the State, the voluntary health agencies, the social welfare forces, all are lending their efforts to promote the public health through improved nutrition.

It is possible for this milk consumption campaign to do more to save the lives of babies, to promote the physical vigor of our children, to surmount attacks of disease, to improve physical and mental fitness in the working period of life, and to extend our span of healthful years than could be accomplished through a frontal attack upon disease alone.

The young woman busy in the factory or office; the young woman in her home, bearing and rearing children; the man at work in the shop or on the farm; the profes-

sional man and woman whose mental wear and tear is even more arduous than physical exercise,—all face many hazards to health and long life. Happily, the one most important hazard faced by any of us can be eliminated. That is the hazard of improper food. Rarely is it a question of insufficient food. For some of us it is the overeating of an undigestible, fattening heavy diet, while we starve our tissues because of insufficient vitamin elements. Starvation in the old traditional sense is rare even for the poorest paid laborer or the family on relief. But tissues frequently are starved by the lack of proper foods although the total energy is ample. Nor is it so often a question of inability to buy milk and other protective foods because the same funds now being spent for improper diets would supply one entirely adequate. There is one general rule for all housekeepers, "At least one-fifth of the food budget should be spent for milk in its various forms."

Milk has never been given an adequate place in our dietary. The amount of milk now consumed in this and other states is less than one-half of the minimum which is needed for nutrition. Every boy needs a quart of milk a day until he is fully grown; every girl until she has weaned her last baby. Every other adult should have at least a pint of milk per day.

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Yet there is a food which comes as close to being an antidote for premature age as anything yet discovered—MILK! Milk helps build up your resistance, so that your body is able to fight off germs and sickness. It supplies materials to replace dying tissue, and furnishes you with weapons to overcome the poisons of fatigue. In the language of scientists, milk helps you to "preserve the characteristics of youth."



THE STATE OF NEW YORK

It is significant that the races and tribes throughout the world who have the longest lives are great milk-drinkers. Milk actually lengthens life.

This is because milk brings you elements lacking in other foods. And in milk alone is found the *Vitalactic Principle* which makes the whole greater than the sum of those elements. It is a real bargain in food-values. Remember, too, that milk, by itself, is not fattening. Every child should have a quart a day, adults at least a pint.

Drink More Milk: IT'S GOOD FOR YOU



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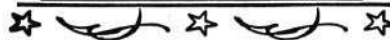
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The New Executive Committee and Other Representation

The Constitution of this Association states that the members of the Executive Committee are to be elected by ballot. Members in the various departments were therefore given the opportunity to vote for the representative of their department. Ballot form was printed in the November issue of this magazine. The following employees were elected to represent their respective departments on the Executive Committee:

Agriculture and Markets—
Spencer G. Duncan
Audit and Control—
Robert B. Haner
Banking— Elizabeth E. Staley
Civil Service—
Charles L. Campbell
Conservation—
Arthur S. Hopkins
Correction—
Mrs. C. P. Farrington
Education— Joseph Gavit
Executive— Samuel Viner
Health— Clifford Shoro
Insurance— Davis Shultes
Labor— John W. Henry
Law— Francis C. Mahar
Mental Hygiene— Olive E. West
Public Service— Carl D. Taylor
Public Works— Wm. H. Kerr
Social Welfare—
Wm. C. Hinckley
State— Harold E. Fisher
Taxation and Finance—
John A. Cromie

The present Constitution provides only for the above executive committee. Until an amendment to the Constitution providing for larger representation on the Executive Committee is adopted, we will have a sub-Executive Committee, composed of the following members, which will join with the Executive Committee in determining the policies of the Association.

- Five representatives of the State Hospital employees to be appointed by the President of the Association of Employees of the Department of Mental Hygiene.
- Representatives from each of the five State administrative districts; New York, Buffalo, Roch-

ester, Syracuse and Utica, to be chosen by the local group.

A representative of the Highway Engineers' Association, and similar organizations the members of which organizations are also members of our State-wide Association.

Also in each administrative group, including Albany, there will be a membership and social committee.

The following standing committees of the Association have been appointed for 1935 by the President.

Legislative Committee

W. F. McDonough, Chairman
Chas. A. Brind, Education Dep't
Samuel Viner, Div. of Parole
Timothy Cohan, Dep't of Law
Margaret Duncan, Dep Tax & Fin

Committee on Salaries

Frank L. Tolman, Chairman
Daniel E. Bellows, Dep't of Labor
Scott Nichols, Dep. Audit & Con.
Elmer E. Lawton, Dep. Pub. Wks.
C. C. Colesanti, Middlet'n St. Hos.

Committee on Pensions

William J. Pierce, Chairman
John W. Henry, Labor Dep't
Robert Haynor, Dep. Audit & Con.
Gertrude Robinson, Dep. T & F
Dr. Horatio Pollock Men Hy Dep
Wm. R. Arnold, Pub. Wks. Dept.

Education Committee

Istar Haupt, Chairman
Mary B. Brewster, Dep't of Ed.
Helen A. Cobb, Men. Hy. Dep't
W. C. Smith, Dep't of Education
Roy Fales, Dep't of Education



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determine whether you need
glasses or not.

*Eyes Examined
Appointment Not Necessary*

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The Shorter Day

Continued from Page 3

body of the recent report by the Committee to the Governor:

"A vast amount of data and information obtained from the questionnaires submitted to each of the institutions, among other things, includes records of a great preponderance of institution employees who are required to work from nine to twelve or more hours each day. It is most apparent that conditions and methods vary considerably in the different institutions thus making contact with each institution necessary. The committee now has before it estimates furnished by each institution as to increased cost of salaries that would necessarily occur provided the 48 hour week was made the basis of employment. The committee is extremely interested before definitely making any recommendations to the Legislature, to find out the actual increased cost to the State, provided a 48 hour employment week was adopted. It now has before it the cost estimate as made by the institutions.

"The committee has not completed a thorough analysis of the needs of each institution. A preliminary estimate based upon the survey as far as now completed indicates a possible expenditure of approximately five million dollars to establish a maximum 48 hour week for the people who are caring for the unfortunate wards of the State in State institutions. This figure should be considered as approximate only as the committee can not submit a definite estimate at this time. It is the intention of the committee that every institution in the State of New York shall be visited before the final report is made on February 1, 1935.

"The committee would urge that the Division of the Budget make an estimate of the cost of establishing a maximum 48 hour week for these employees based upon any facts which it may have.

"We therefore recommend that in the preparation of the 1935-36 budget, and in budget hearings

with Department and Institution heads that the Division of the Budget prepare in addition to the regular budget, an alternate budget for State institutions based on a 48 hour week. This alternate budget to be prepared for the use of this committee in arriving at our final conclusions regarding this particular phase of our study. It is felt that the preparation of such an alternate budget would eliminate to a considerable extent further argument in regard to the increased cost under this 48 hour week plan and would, at the same time, facilitate throwing into actual operation any recommendation which this committee might finally make and with which recommendation the Legislature concurred.

"In making said alternate budget, the committee would be pleased, to furnish to the Division of the Budget such data as has been obtained by this committee relative to the increased cost.

"It is the desire of the committee to acquaint itself with all phases of thought, with actual conditions in each institution before definitely making recommendations as a result of this study."

Promotion Examinations

Assistant Stenographer, Department of Audit and Control, Employee's Retirement System. Appointment expected at \$1,200. Application must be filed before December 3, 1934.

Assistant Stenographer, Department of Mental Hygiene. Two appointments expected at \$1,200. Application must be filed before December 3, 1934.

Junior Stenographer, Department of Public Service. Appointment expected at \$1,080. Application must be filed before December 3, 1934.

Assistant Typist, Department of Correction. Appointment expected at \$1,140. Application must be filed before December 4, 1934.

Head Corporation Tax Clerk, Corporation Tax Bureau, Taxation and Finance Department. Appointment expected at \$2,280. Applications must be filed before December 4, 1934.

For further information regarding the above promotion examinations apply to the State Civil Service Department, Albany, N. Y.

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Some Problems Involved

On December 15th the State Civil Service Commission will hold examinations for Clerk, State and County Departments and Institutions. The resulting eligible lists will supersede those about to expire after having been in existence the maximum four years provided by law.

Anticipating a large number of candidates the Commission announced that application blanks would be issued from an office at 120 Broadway, to applicants of the Metropolitan district. Within a few hours after this fact was publicly announced several thousand would-be applicants stormed the office, interfered with the business of other concerns in the building, necessitated calling a special squad of police, and were augmented by several hundred citizens attracted by the crowd, apparently in the belief that there was a run on one of the banks located in the building. The office had to be closed and the would-be applicants notified to write to Albany for application blanks.

This transferred the problem to the Commission's Albany office where in the next twenty-four hours eight thousand requests for applications were received by mail. Additional clerks and typists were employed to handle this volume of incoming mail and to issue the applications the same day so that the office might be cleared for the next day's rush.

Meanwhile examinations must be prepared, approved, printed in the Commission's own office, assembled, packed and shipped to some thirty different points throughout the State where the candidates will be examined. The Commission frequently uses trucks guarded by State Troopers, to transport the examination papers to New York City. Housing facilities must be obtained and procurers employed in sufficient numbers to conduct the tests. All this must be done as economically as possible.

The Commission has no funds for renting necessary space in which to conduct examinations. It

depends entirely upon the use of public buildings, primarily schools, which can only be obtained on Saturdays. This is the principal reason why Civil Service examinations are usually held on the last day of the week.

Occasionally a complaint is received from some candidate that he has had great difficulty in accommodating himself to the classroom desks. Every effort is made to provide as satisfactory accommodations as possible, but it is obvious that in examinations where the competition runs into the thousands there is little opportunity to make special provisions for the individual.

All of the activities of the Commission, from the time the announcement is made public until the tests have been held and the papers returned to Albany for rating, must be coordinated. Appli-

cations must be issued, when returned they must be examined as to age, residence, citizenship, education, training and experience, to see if these meet the minimum qualifications established; those who fail to meet them must be notified of their disapproval; the candidates accepted must be notified when and where to appear; the examination questions must be prepared, printed, assembled, shipped. All this involves an infinite number of details which must be coordinated to the end that on the day of the examination there shall be no weak link in the chain. The Commission is conscious of the effort it must make to insure a fair opportunity for each individual taking the examination.

Note: An article on "Civil Service" will appear in each number of the State Employee.

This Store

Is Proud to Number Many State Employees Among its Customers

Because of their appreciation of correct personal appearance, this store is proud to play no inconsiderable part in satisfying the clothing demands of State Employees. Indeed, it is this store's reputation for correctness that reflects so flatteringly in the character of its patrons.



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Civil Service Security

Continued from Page 5

down the civil service system. The people should be educated by proper publicity to look upon the public employee with an appreciative eye. His work should be regarded in the same light as that of any other profession, such as the lawyer, the doctor, or the engineer."

We in New York State are fortunate in our Constitution and in our public officials who are striving to uphold the Civil Service. But we have our part to play. Ours is the task to show our officials, our legislators and above all our employer, the people of the State of New York, that we are competent to serve them. This can not be done by words, but only by efficiency in our daily tasks. In return for our service, we ask for fair play, understanding of our problems, and an upholding of civil service principles.

In our daily work we are individuals, but as the civil service employees of the State of New York we are a group. Within that group there must be unity and cooperation. For social purposes there may be a need for various small groups, but in our broader state policies, we should have only one group. We as a country have long since learned that in unity there is strength. Must we as civil service employees learn the same lesson over again through experience? Let us have one state-wide organization for State employees cooperating always with city, county, Federal and organized salaried and wage earning groups at all times.

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Onward to Better Things

Continued from Page 4

that many persons thereon are not available, and discouragement and discontent result on the part of appointing officers when furnished with such lists. After having qualified for State service, citizens have the right to have their names certified for a reasonable length of time for the positions for which they have qualified, but it is unfair to State service to continue to certify their names when they no longer wish positions and it is unfair to the army of new citizens of each successive year to find the gates of opportunity closed to them by reason of continuance of ancient lists. It seems wholly proper to consider a change for examinations, as is now the practice in New York City service, for instance, and thus to relieve the State of the burden of cost of frequent examinations and to place it upon aspirants for the positions.

7. The Civil Service Department should maintain lists of civil service workers in the competitive and non-competitive classes, who may lose their positions in one institution or office, and certify these monthly to the various departments and institutions in order that the appointing officer may have the benefit of the experienced workers, and a fair degree of justice result to the dismissed workers.

8. Immediate consideration should be given to a plan which will bring under the laws and rules of demotion, promotion, etc., of the competitive class those workers in the non-competitive class who have served in that class for a period of five years or more and who have rendered faithful and efficient service, this latter to be determined by the State Department of Civil Service after due inquiry. Such employees would, of course, be eligible only for promotion examinations in the competitive classes indicated by the positions held by them during the preceding years. It is vital to the State service that the fundamental principles of the civil service plan apply to all civil workers of the State, and this cannot be properly disregarded, as it

now is, with non-competitive groups of such large numbers, existing within the service.

9. The Civil Service law has for some years carried a provision providing that dismissal from State service in the competitive class for reasons of economy or through no fault of the employee, must be in the inverse order of appointment; in other words, it recognized the age-old principle that those who served well through long years should receive credit for seniority to the extent of retaining positions while like positions were continued. Last year at the direct request of this Association, the law was amended to apply the same principle to demotions in service when such were found necessary for reasons similar to those recognized in dismissals. There is immediate need for action on the part of the Civil Service Commission, either through adoption of rules or through seeking further amendment of the law in the way which the Commission feels necessary, in order to prevent the too often recurring misunderstandings or deliberate breakings of the law which have already cost the State more than \$90,000 in back pay. Such a sum would relieve in a measure as to the low salary scales. As paid out it has been for idleness. The intent of the law is plain. Is it not a matter for the Commission to plan so that employees and the State will both be protected in strict accord with the intent of the law.

State employment practices will never be so perfect that they cannot be improved or that they will not need changing to meet arising crises in social and economic affairs. State employees can feel no sense of security so long as large groups of workers in private employ are subject to loss of living incomes without chance of engaging in new work and without any financial resources for themselves or their dependents. State employees are, therefore, interested in every idea and every plan for the stability of employment and welfare of workers generally. Unemployment insurance, or provision for periods of unemployment, is absolutely es-

sential to National well-being. Recently the need for health care for those unable to pay for it themselves has been advanced as a great social need. Obviously to neglect the health of a people is as serious as to neglect other essential public services even such as education.

The Association must give its support to the efforts that are being made by the American Federation of Labor and forward looking groups generally to prevent as far as human action can prevent the throwing of large numbers of salaried or wage earning men and women out of employment with no resources and no work in sight.

It is obvious too that State employees must be alert to see to it that false economy does not work during the present period of stress to lower the salary base, already low. There is a tendency as we know to utilize emergency workers and there is danger that this policy may work toward lower scales. The restoration of salaries and thought to living costs in connection with employees in the lower scales of pay should be considered.

Any program that does not attempt to secure prompt restoration of salaries, of time service and other increments is incomplete.

The promotion of educational centers for the advancement of efficiency of State service, and for the bringing of cultural and practical benefits to State workers has become a definite part of this Association's work.

Organized State employees must give constant thought to allying themselves with organized groups such as the labor groups; the educational groups, the health and social groups, in dealing with problems of wide general interest. Single organizations serve best when they join with other organizations to lend support to more abundant well being along every line of endeavor leading to the goal of human happiness.

This Association, I am sure, has a future of great usefulness to the State and every State employee has a call to service in helping to realize that future.

Association Card Parties

The series of card parties inaugurated this fall by the State Association of Civil Service Employees will be continued through the winter, according to an announcement today by Mrs. Hazel Ford and Miss May Fitzgerald, the special committee, sponsoring the events.

"State employees have greeted the card parties with surprising enthusiasm," Mrs. Ford declared. The three held thus far have been very successful. More than two hundred persons attended the party on the evening of November 22nd, and we expect an even larger attendance at those scheduled early in the coming year.

The parties are an aftermath of a series of unsuccessful benefits staged by the Association last year. These were designed to establish a fund for the construction of a gymnasium for the use of State employees, but instead a deficit of over \$500.00 resulted. Although the Association boasts of a substantial balance it was determined several months ago to raise the amount necessary to cancel the deficit without resorting to funds now in hand. From present indications the card parties will accomplish this end.

All of the parties thus far have been held on the mezzanine floor of the DeWitt Clinton Hotel.

Some Important Facts About Your Retirement System

At the present time the retirement system has 50,000 members of a total of 106,000 registered for membership. The difference represents the number who have quit or died.

Up to date, or since the system was started back in 1921, there have been a total of 4878 annuitants. On the October payroll appeared the names of 3447 annuitants who drew a total of \$198,396 in pensions. October's receipts were \$1,507,223, representing contributions from members and from other sources. The disbursements for the month were \$1,764,910 which included the monthly annuitants' payroll, the administrative payroll (the bureau operates with 105 employees) and purchase of securities amounting to \$1,250,000.

Not only is every new state employee a member of the retirement system but every member has certain other advantages made possible through the retirement fund.

If under age 60 he can borrow at any time and on short notice not to exceed one-half of his total contributions in the fund. He can borrow his own money and repay it at an actual cost to him of only 2 per cent. He

really pays 6 per cent but 4 per cent of that is credited to his account. Between 60 and 70 applications for such loans are received daily at the offices of the retirement system in State Office Building.

Repayments are made by the simple expedient of extracting the money from the pay envelope of the employee.

Besides the loan feature the retirement system offers another service to members. It permits budget banking. Thousands of state employees use the retirement system for Christmas and vacation savings. All that is required is to notify the director's office that they want so much taken from their pay and it will be accomplished. Besides they receive 4 per cent interest on all money thus saved.

You can build a permanent bank account if you want to. Any member can direct that as much money as he desires be taken from his pay and placed in his retirement account at interest.

In the savings department, some employees have as much as \$50 to \$100 put away each pay day. The smallest amount being set aside each pay day is 80 cents.

The State provides four ways by which the retirement earnings of an employee, including the State's contribution, of course, can be distributed. Or the employee, if not satisfied with any of the four optional plans, can write one of his own, subject to actuarial approval.

Providing budget savings, permanent savings, loans, death and accident benefits, and pensions, the retirement system is viewed as being just about as complete as can be desired. All that is lacking is a form of straight life insurance.

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Adequate Salaries

Continued from Page 3

additions to hospital, prison, welfare and other worker payrolls obtained in 1932 which carried in part throughout the years since. Most important of all was it that despite the fact that Federal Employees from the top to the bottom suffered reductions running to 29% of their incomes, and other employees in many business and industrial lines were reduced likewise, the State of New York hearkened to the pleas of this Association and because the Association convinced by intelligent arguments as to the low general level of State employee scales made no reduction whatever in the budget items for any employee drawing less than \$2,000 per year.

In THE STATE EMPLOYEE of October this year in its article "Looking Ahead—1935 Budget", this Association reiterated its stand "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." The increased cost of living and other important considerations were urged on behalf of salary restoration and salary adjustments upwards for the lower paid groups.

In the face of the facts it is difficult to understand how any State worker could be so misinformed as to write as one recently did: "We think it is time that something be done for the person whose salary is less than \$1800."

We can only charge it up to the spread of misinformation by some unworthy person, or to failure to keep in touch with the real activities of the Association. Members should be careful not to be deceived as to the activities of their Association, and, as the writer of the letter was not a member, to enrolling all such so that they may understand the benefits of organized efforts. This correspondent is typical of those who benefit without helping and who do not even appreciate the fact that they have or are benefiting. As an \$1,800 worker, even if only a five per cent reduction had been applied in April 1933 when other workers were reduced he would now be losing \$90 per year. So it goes.

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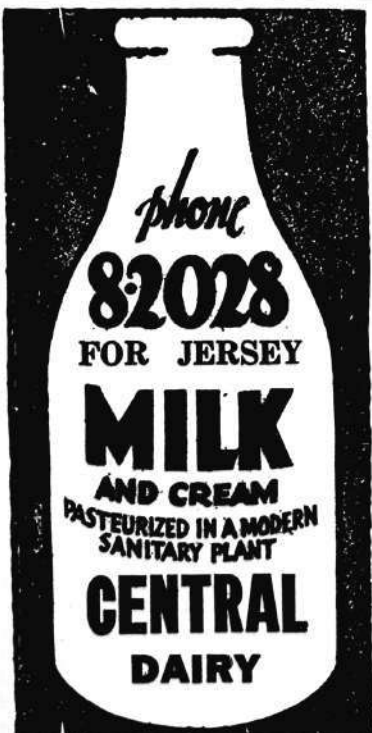
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