



# THE STATE EMPLOYEE

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

NOVEMBER

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An illustration within a rectangular border. On the left is a Revolutionary War soldier in a tricorn hat, a long coat with a sash, breeches, and boots, holding a long rifle. On the right is a modern soldier in a helmet with a crest, a short-sleeved uniform shirt, trousers with a belt, and gaiters, also holding a rifle. The text is centered between the two figures.

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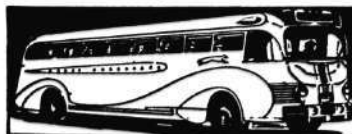
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# THE STATE EMPLOYEE

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## Worker Organization Must Be Intelligent

Is labor to disregard fundamental human laws for a false and fleeting moment of success? No catastrophe however great ever upsets the principles of fair play and unselfish co-operation. The depression brought the sudden realization that the right arm of society and of business, the working man, was so unorganized as to present a liability to recovery and to national welfare. But when the worker organizes and exerts his strength it must be for the common good.

All of society is vitally interested in worker organization—the capitalist, the worker, and the people as a whole acting through their government. "Woe to him that is alone for when he falleth he hath no one to lift him up." Disorganization of workers and lack of co-

operation between capital, labor and the government is worse than inefficiency, it is degradation. It is an economic and political transgression of sound social action.

It is an alarming disregard of all experience to say that government has nothing to do with business. Government as an employee of labor is an ever present example of good or evil practice with reference to the outstanding problem of business and capital. Business is continually asking for guidance as to the right answer to the question. "How shall we deal with the human beings who make our factories, mines and farms yield wealth and prosperity?" England, as a government outstanding among nations, has made the selection and treatment of its own governmental workers a first consider-

ation and has made a success of the matter.

Within the last two years, the State of New York has taken the most progressive steps in dealing with its own employees taken since 1883 when it adopted the civil service system. We refer to the abolition of the discreditable twelve-hour day and to the enactment of the Feld-Hamilton law. These great improvements were sponsored by organized State workers. They would not be on the statutes today and the State would be in the deplorable position of having to defend overlong hours of work and lack of any comprehensive salary plan at a time when sensitive labor situations would make such a defense a grave matter indeed but for the constant

*Continued on page 11*

## Greatest Campaign Ever

Your Association is getting its 100 per cent Membership Campaign for 1938 in full swing. Greater interest and enthusiasm in Association membership prevails than ever before. Hundreds of members have already paid, in advance, their dues for the coming year. Hundreds of new memberships have been received. Headquarters has not in any previous year received as many requests for membership applications.

The Albany Office of the Division of Employment of the State Department of Labor was the first unit to register 100 per cent membership for 1938. Campaigns are being conducted in practically every State office, department and institution throughout the State. Mem-

bership support in good proportion has been received from countless offices and institutions never before heard from. There are very few units of State Government from Niagara Falls to Montauk Point which have not joined the great 1938 membership parade.

Throughout the State Education Department in Albany a very thorough but simple plan is being used with good results in an effort towards 100 per cent membership. The roster of employees of the Department has been divided into lists of employees of the separate divisions or branches. A membership committee has been appointed, composed of one wideawake employee from each division. Each committee member is supplied with appli-

cations and with a list of the employees of his division, and is made responsible for the membership of the employees on his list. This method relieves a single representative of the burdensome membership work in the larger departments and institutions, and where used has been most successful.

The President of the Association, the Counsel and the Executive Secretary have a long schedule of road work ahead in answer to numerous requests for appearances and talks before local groups.

The Association has without doubt enjoyed the greatest advance enrollment of any workers' group in the United States during many years. Last year over 5,000 work-

*Continued on page 10*

# Pres. Brind's Remarks at N. Y. C. Dinner

*Speech of President Charles A. Brind, Jr., at Testimonial Dinner of the N. Y. C. Chapter, October 9th*

Now if I told you everything that I had in my mind that I would like to say to you tonight, I am afraid it would be way into the wee hours of the morning. But this is no place for us to boast about what our Association has done in the past, and it is not serious enough for me here tonight to go into the things that we plan to do in the future.

We had an annual meeting last week in Albany. We went over both the past and the future. They will all be incorporated in the next edition of our State Employee. I hope you will read them over, and if you have any comments or any suggestions to make, let us have them. But I do want to say this: It is important to discuss for just one moment our present position in the way of organization.

All over the country there is a great furor to organize. They tell me there are over 40,000,000 people who are unorganized, and consequently there is a great demand in all parts to organize. What a field for the professional organizer! What promises! Anything to get joiners.

In the midst of this turmoil stands your Association, founded in antiquity. I guess we can say "antiquity" because it goes back as far as 1910. Through the years, this Association has been functioning, quietly but effectively, because we have been above bickering; because we have stood for sound principles; because we only endorse programs after due and careful consideration; because we have always sought to be reasonable. We have only sought those things we deemed improvements that are fair and just.

We have waxed strong. We do not introduce legislation aimed at the moon. We do not introduce legislation unless we have a reasonable expectation of passing it. We do not like to keep legislation dangling forever to build up a cause for inducing membership in our Association. So that today, ladies and gentlemen, we have an Association of 15,000 members, the largest State Civil Service Association consisting

wholly of State Employees in the United States, and I think probably in Canada also.

We have more enterprises, socially and economically, than any other Civil Service Association. We go into group insurance. We publish a magazine. We serve you continuously. We bombard you with bulletins. We have an able counsel always ready to assist you. We have committees that look after your interests in all types of legislation, and those committees and my fellow colleagues, I want to say to you, serve patiently, carefully, and without any compensation at all in the hope of building up the proper kind of merit system of Civil Service.

One of the nice things in the past year has been the perfect cohesion, the wonderful connections that I have had with State employees all over the State of New York, and I have had no better cooperation from any chapter than this very chapter located right here in the City of New York. The response, the help that this group here has given me, has given the State Association, has been so marvelous, that I am only too happy at this time to express to you my personal appreciation and the personal appreciation of all State Civil Service employees for your thorough cooperation. Your President has always been available. Earl Kelly—His praises have already been sung tonight. I do not need to mention the chairman of this wonderful dinner—certainly a marvelous turnout.

Now, on the subject of organization, just let me finish with one more thing. Remember, this is your own organization. It has no other interests. It consists only of State employees. It has no other interests except yours. It spends all its money for you. It pays no officers. It has no entangling alliances. It is entitled to come first in your consideration of membership in any association. Now we are gathered here tonight in commemoration of the enactment of the Feld-Hamilton Career Bill. The Standardization Board has been in service. Its duties, I understand, have been completed on October 1st. We do

not yet know the findings of that Board, yet I am confident that every one of you ultimately, if not immediately—and by "immediately" I mean the 1st of July—will benefit both financially and with a degree of contentment that you as Civil Service employees have never had before. The headaches of the department heads, I think, are gone as far as the personnel service of the State is concerned. Discrimination and favoritism, as far as the employees are concerned, are also gone. True, it may be necessary to make some minor changes in our bill. I have already felt that it will be necessary for us that we should go to the Legislature this year and ask for some kind of a committee to be set up in conjunction with the Civil Service, a bureau perhaps, a department or a division, or whatever you call them, in that department to take care of the many problems that have arisen in connection with classification.

There is no doubt that there are many individuals now not properly classified, and it would be necessary, I think, and very desirable that there should be some person responsible, and responsible only for the proper reclassification or classification of those of you who are not properly classified—a proper place where, if you feel you are not classified, you can take your claims and receive full consideration. Classification now is extremely important, because upon your title depends your salary.

Another thing I think we can well do. You know that it was not possible, much as all of us would have desired to have it, to bring each individual immediately up to his minimum. But under that same law, new entries into the service must be appointed at the minimum, and under the present terms of the bill, it may well be that we who have served many years may be receiving moneys under the increment, but the new appointee may come in at a greater salary than ours. I shall favor legislation next year—and I hope we shall have full support on it—legislation which will say that in a case where any indi-

*Continued on page 12*



## What Title?

When this Association made its epochal analysis of State Civil Service employment conditions in 1929, it was amazed even in the light of known individual experiences to find the hodge-podge of titles descriptive of duties which existed throughout the service. Multitudinous events and individuals contributed throughout many years to bring about absurd inequities in titles with consequent unfairness in remuneration. Thousands of honest, industrious workers were herded into blind alleys—making promotion uncertain or impossible. Without wilful intent the State was virtually robbing many workers of pay fairly earned, and sapping initiative and enthusiasm from practically every branch of the service.

Of all the beneficial activities of recent years the classification of State positions by the Legislative Committee under the able leadership of Hon. Eberly Hutchinson was the most constructive as to civil service administration. Viewed now in a saner atmosphere than that of the period of politically inspired attacks upon reclassification legislation in 1932 and 1933, and with due appreciation of many shortcomings of the classification, the merits of correct and uniform title classification of positions is apparent to all.

When the Temporary Salary Standardization Board began their work under the terms of the Feld-Hamilton Law last summer they were brought face to face with the fact that correct classification of positions is a primary essential of any career service plan. The fact that the State Civil Service Department was not equipped or manned to deal adequately with classification and reclassification during the years prior to the Legislative reclassification nor since reclassification was never more sadly obvious than when the Board and the Association's committees began their work.

Nothing in the whole scheme of work planning, of salary planning, or of promotion planning is so vital to assuring adequate and like pay for like duties as is the fair and equitable appraisal of the duties and responsibilities of each position in the service. Without this sound

background salary scales however honestly sought are impossible, and hopes of high morale through fairness in promotion are shattered on a thousand rocks of disappointment and despair.

Your Association has pledged itself to seek such financial aid for the Civil Service Department that that Department may establish a classification unit in the Department to function in correcting misnomers in titles and assure adequate, equitable compensation for State workers.

The effect of proper classification of positions with consequent fairness in matters of pay and promotion is very great indeed as to efficiency of the whole service. We believe that any large employing jurisdiction that lacks a sound classification unit is powerless to improve the character of its service. The Committee on Administrative Management of which Louis Brownlow, Charles E. Merriam and Luther Gulick were members, reported as to their survey in Federal departments: "Good personnel may admittedly be very ineffective if placed in an organization framework that is structurally unsound. Emphasis upon good personnel should not be allowed to minimize the emphasis that properly should be given to sound organization. Both problems are of major importance, and in fact interlock." In this connection it is pertinent to quote the very lucid sentiments of the Chief of Staff of the U. S. Army in one of his yearly reports: "The unailing formula for production of morale is patriotism, self-respect, discipline, and self-confidence within a military unit, joined with fair treatment and merited appreciation from without. Though it can survive and develop in adversity that comes as an inescapable incident of service, it will quickly wither and die if soldiers come to believe themselves the victims of indifference or injustice on the part of their government, or of ignorance, personal ambition or ineptitude on the part of their military leaders." What is true of the military is true of the civil branch of service in this human matter.

## Buffalo Employees Hospitalization Plan

A group of State employees in the State Office Building, Buffalo, have entered the Group Hospitalization Plan offered by the Hospital Service Corporation of Western New York, a plan similar to that sponsored by the Associated Hospital Service of the Capitol District, in which a large number of State Employees in the Albany area have participated for the past year.

Association members in Western New York who may be interested in the splendid opportunities offered by such a plan, should contact Mr. H. M. Gregory, Division of Parole, Room 301, State Office Building, Buffalo, who is the collection agent designated for the group.

The next group of State employees to enter the plan offered by the Hospital Service Corporation of Western New York, will be on January 14th. Interested employees should, therefore, secure all information from Mr. Gregory, and complete all arrangements before January 14th, making at least a quarterly payment by that date.

Another group of State employees in the Albany area entered the Hospitalization Plan sponsored by the Associated Hospitals Service of the Capital District on November 18th. Over 700 State Employees in the Albany area are availing themselves of the protection offered by this plan.

The Association's call for expansion of the Civil Service Department so that it may meet the everyday needs of recruitment, of adequate and equitable salaries, of a fair career service promotion plan, of adjustment of employee appeals in cases of dismissals and as to any fixed standards of work, are proposals salutary for the State and for the worker. We must press these improvements as great immediate needs. Your Association is proud to lead in the program for these sound and progressive advances as it was proud to foster and work for the eight hour day, the Feld-Hamilton law, and the many other gains already attained for State workers. We ask the united support of every worker.

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. . . THE MEMBERS' PAGE . . .

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### Civil and Otherwise

*By Caduceus*

Some of us gaffers who try occasional promotional examinations find that the real Terror of the Test is the necessity of writing for four or five hours with pen and ink. Couldn't the C. S. Commission permit us to tote noiseless typewriters into the examination room, affixing, if necessary, our thumb-prints on each answer page along with the usual symbol number?

It has always been our luck to draw questions like: "Outline the history of the world from Noah to the New Deal. (Time allowed for this part of the examination, two hours.)" We are good (Oh Yeah?—Editor) but not that good.

One of the crack income tax auditors in the Utica district explained, diplomatically, to a young physician that costs of his medical education could not be deducted in his return. "But," protested the doc., "this is an injustice to me. My only means of making a living is by medical practice. Other men have various means—some tradesmen can even turn to digging ditches when necessary." Our auditor was too tactful, he confesses, to point out that it was conceivable that even a doctor might do fair work at dredging.

In the Motor Vehicle Bureau one of the men who had acquired the malaise known as "athlete's foot" received from his friends at least a dozen formulae for treatment. One, which he adopted, concerned, in part, the rite of sprinkling gasoline lightly into his shoes. He reports great improvement and claims, further, that he is getting over 100 miles to the gallon, even in heavy traffic.

*Editor's Note: Several employees recently recommended a question box for their magazine. We attempted this before, but members failed to supply the ammunition in the way of questions. How about it, do you want a question box?*

### My Amanuensis

*By William J. Night, State Dept. of Education, Syracuse*

She can take a note in shorthand  
And can type my letters too,  
She can search the musty files  
For the record to review.

She can greet the surly caller  
In a manner all her own,  
That disarms his rising anger  
And restores his patience frown.

When my memory is faulty  
And a name I can't recall,  
She will give the word I'm seeking  
That my prestige may not fall.

When a problem grave confronts me  
And her counsel I would take,  
With a wisdom born of women  
A decision she will make.

If there's shopping that's required  
And a gift I must procure,  
I can always trust her judgment  
If of my choice I would be sure

If the load of care seems heavy  
And of troubles I must speak,  
I can safely voice my grievance  
As her sympathy I seek.

She requests no special favors  
And for praise she'll never ask,  
She's content to just be helpful  
In her daily humble task.

### Fall Ecstasies

When summer it has ended,  
As summers always do,  
The poet's task is to begin  
To write of autumn's hue.

To write of crops and harvests,  
Leaves, red and brown and gold,  
Of harvest moons and crispy air,  
And sunsets to behold.

I love these beauties of the Fall.  
As well as any one,  
But I love something better  
When the frost has just begun.

Give me drips of molten buckwheat,  
Cooked to discs of golden brown,  
In stacks of four upon a plate,  
And plenty more around'.

With chunks of yellow butter  
On top and in between,  
'Mid floods of maple syrup,  
Isn't that a pretty scene?

With good old fashioned sausage  
meat,  
A piping hot and brown,  
A steaming cup of coffee  
To wash the morsels down.

So when the air is crispy,  
You can have your leaves of gold,  
I'll take the good old "buckwheats,"  
All my stomach it will hold.

—Amicus

### Just A Mutt

*By Frank Dux*

*State Institute, Napanoch*

Poor, homeless, lost little Mutt,  
Tries to be game though heart-  
broken, but;  
He knows he'd be welcomed by a  
man with a heart  
He'd like with children at play take  
part.

He's willing to learn his master's  
wish,  
Will suffer abuse as part of his dish.  
Will not complain when the going  
is tough,  
To be near his idol is quite enough.

He may be shaggy, dirty and soiled  
But the heart within him is not  
spoiled.

His master may deserve contempt and  
scorn  
By his poor little Mutt he'll be not  
forlorn.

There is much that man could learn  
from a dog  
To prevent his assuming the ways of  
of a hog.  
Now if a lost little Mutt happens your  
way,  
Try to be decent and call it a day.

*Editor's Note: If you are an AMATEUR PHOTOGRAPHER, let's see some of your work, it might be worthwhile to place in your magazine.*

*Editor's Note: Tell us what you think the coming FASHIONS will be.*

# BUSINESS AND PROFESSIONAL DIRECTORY

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

## BEAUTY SHOPPES

### Lido Beauty Salon

Specializing in Permanent Waves  
Soapless Oil Shampoo and Wave 85c  
105 No. Pearl St., opp. Strand Theatre  
Telephone 4-2518

## CURTAINS AND VENETIAN BLINDS

### The Curtain Shop

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

## ELECTRICAL APPLIANCES

### Champagne's Radio Store

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

**J. Harry Kane.** Shelvador Refrigerators. Radios, Washers, Vacuum Cleaners & Sewing Machines. Repairing and Servicing. 170 N. Pearl St. (Next Palace Theatre). Tel. 4-2010.

## FLOOR COVERINGS

### Clark Carpet Co.

Floor Coverings Specialists  
112-114 No. Pearl St., Albany  
Phone 5-3418

## FLORISTS

### Danker's

New Location—121 N. Pearl St.  
Just above Orange St.  
Phones—3-4250, 3-4258 and 3-4259

## FURNITURE

### John B. Hauf, Inc.

"The House of Quality." 175 Central Ave. Phone 4-2104. Furniture that adds distinction to any home.

## GIFTS

### The Linen Chest, Inc.

Linen — Lamps — Gifts  
Ask about our Layaway Plan  
37 Maiden Lane — 4-3218

## GREETING CARDS—KODAKS

Kodak finishing 2c per print, any size roll. Sizes 127-120-116-118, 130-124-122. Lawyer's, 39 Maiden Lane, formerly 106 State St.

## JEWELERS

### John A. Regan & Co., Jewelers

Diamonds, Watches, Jewelry. Expert Watch Repairing, Temporary Address, 518 Broadway. Phone 3-0566.

## KODAKS

### F. E. Colwell

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

## MUSICAL

### Modern Music Shop and Studios

86 No. Pearl St. — Tel. 3-9500  
The latest popular sheet music, player rolls and records.  
Band and orchestra instruments.  
Instructions on all musical instruments.

## OPTICIANS

### Louis J. Berben

Dispensing Optician  
35 Maiden Lane — Phone 3-0566  
3 Doors Below No. Pearl St.

## PAINTS, WALL PAPER

### Sherwin-Williams

Paint and Wall Paper Headquarters  
480 Broadway — 324 Central Ave.  
Albany, N. Y.

## PICTURE FRAMING

### Capital Glass Co.

Attractive modern mouldings and frames at reasonable prices  
355 Central Ave. — Phone 5-9711

## RIDING EQUIPMENT

### Army and Navy Store

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

## SHOE SPECIALIST

### T. Arthur Cohen

M. W. Locke Shoes  
New Address,  
81 Chapel St.

## STAMP COLLECTORS

### Albany Book Shop, Inc.

7 Steuben St. — Phone 5-9295  
Collections of all kinds, U. S. and Foreign, Finest stock available.

## STAMP EXCHANGE

U. S., Br. Col. Foreign Singles, Blocks, Sheets, Rarities. Finest stock in northern N. Y. Approvals—want list filled.  
61 Columbia St., Albany.

## STATIONERY

### C. W. Lewis

Office Supplies  
91 North Pearl Street  
Tel. 4-3615

## UNIFORMS

### Doyle's Uniform Shop

Nurses' Uniforms, Maids' Uniforms, Smocks for Men and Women. Broadway Arcade. Phone 4-8520.

## WINES & LIQUORS

### Winchell & Co., Inc.

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

## W. R. C. Chapter Elects

The Annual Meeting and Election of Officers of the W. R. C. Home Chapter of the Association was held in the Assembly Hall at the Institution, Monday evening, November 15th.

Miss Louise E. Reed was unani-

mously elected to succeed C. F. Gilday to the office of Local Secretary, in charge of all activities of the Chapter.

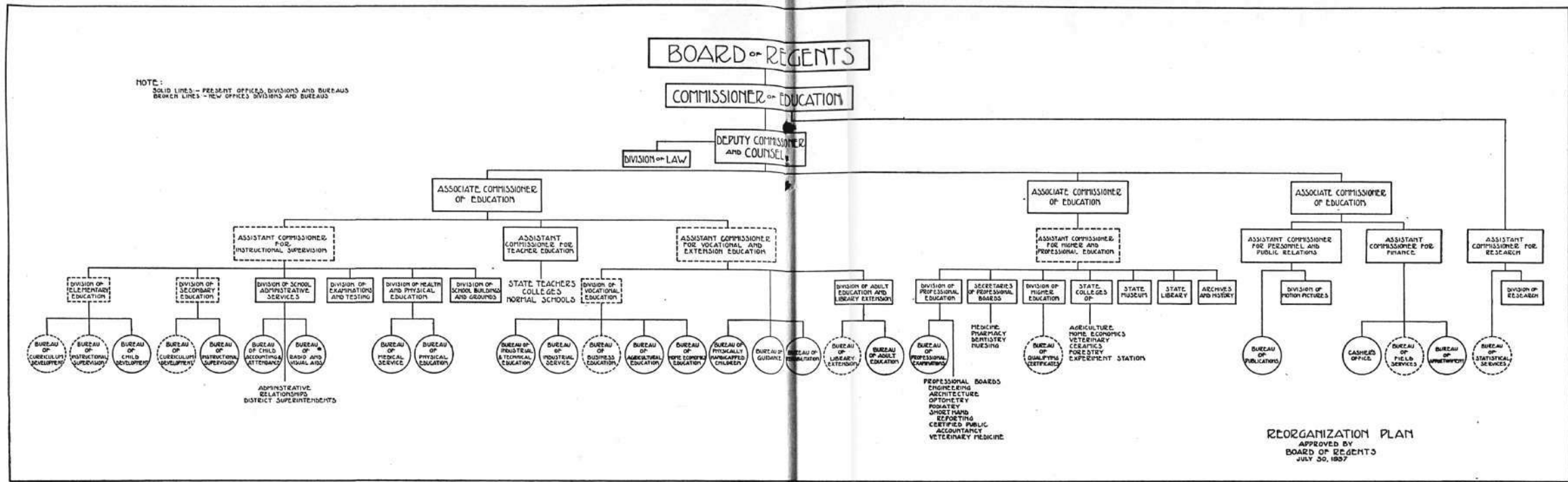
To assist her, both an Executive and a Membership Committee were formed. The Executive Committee is as follows: Miss Reed, Chairman, Helen Fingar, Ruth Munyan,

and C. F. Gilday, advisory member. The Membership Committee is composed of Donald Mills, Chairman, Kathryn A. King, and Stuart Holdridge.

The next annual meeting will be held November 15th, 1938, and will be a combination of business, dinner and entertainment.



# The Reorganized State



The present organization of the New York State Education Department, as approved by the Board of Regents recently, is shown in the above chart. Under this plan, as compared with the former organization, the most drastic changes are found in the creation of the offices of **Associate Commissioners**, in the enlarged number of bureaus, and in the establishment of definite lines of authority and responsibility.

**THE REGENTS.** At the head of New York's vast educational system stands the Board of Regents. It has four main functions: To operate the State Education Department; to establish educational policies for the State; to enact rules and regulations in conformity with the mandates of the Legislature; and to operate a State system of public education. In order that it may be relieved from administrative matters and devote its attention to broad educational policies and programs, the Regents entrust the administration of the above functions to the Commissioner of Education and his staff, reserving for itself the determinations of policies.

**THE COMMISSIONER.** Serving directly under the Regents is

the Commissioner of Education. He is the chief administrative officer and the guiding hand of the Department. The present organization is designed to relieve him of onerous administrative duties and allow him to devote more time to study, to research work, to public contacts and to the study of educational institutions in order that he may be aided in formulating educational programs and policies to be submitted to the Board of Regents.

**DEPUTY COMMISSIONER.** In the absence of the Commissioner the Deputy Commissioner is clothed with his powers and duties. As indicated by the chart, all activities of the Department except research will clear through the office of the Deputy Commissioner who will be aided by three new officers to be known as **Associate Commissioners of Education**. The Deputy and the Associate Commissioners would constitute the cabinet of the Commissioner and with him will correlate and integrate the work of the several divisions and bureaus of the Department.

**LAW DIVISION.** The Law Division, under the general supervision of the Deputy Commissioner and

Counsel, prepares papers and briefs, argues and tries cases in which the Board of Regents and officers of the Department are involved; prepares memorandums for the Commissioner in appeal cases; conducts proceedings for removal of school officers; prepares school law bulletins and legislative bills relating to educational matters; advises district officers relative to school taxes and appropriations of money for school building purposes, issuance and validation of bonds; examines contracts for instruction and transportation; advises in all cases relating to enforcement of professional laws and assists the boards of examiners in the several professions relative to trials of practitioners for revocation of licenses; considers applications for, passes upon questions of law relating thereto, and prepares the charters for action by the Board of Regents.

**ASSOCIATE COMMISSIONER.** The Associate Commissioner listed at the left-hand side of the chart, supervises the work of three Assistant Commissioners. The Assistant Commissioner for Instructional Service has a large program. He is concerned with elementary

# Education Department

and secondary schools. Six divisions, two of them new, are brought under his supervision and comprise elementary education, secondary education, school administrative service, examinations and testing, health and physical education, and school buildings and grounds. Four of these divisions are composed of two or three bureaus each, either existing or planned. This official initiates such policies and procedures to insure a unified service from the divisions under his control and which will tend to bring into a close relationship the separate and clear-cut functions of each. Nursery schools and other early childhood education; programs of study in elementary schools, field service to public and private elementary schools; secondary education on the junior and senior high school levels and its curriculum development and instructional supervision; rural education; school attendance; radio and visual aids in education; school examinations and testing; medical service; health education; and the surveying of school building needs and the planning and construction of new schools are all part of the multitudinous and complex duties

of the present associate commissioner and his heads of divisions and bureau chiefs.

**ASSISTANT COMMISSIONER FOR TEACHER EDUCATION.** The Assistant Commissioner for Teacher Education, as the title implies, administers the Education Law in relation to teacher training institutions and the licensing of teachers for service in the public schools.

**ASSISTANT COMMISSIONER FOR VOCATIONAL AND EXTENSION EDUCATION.** The Assistant Commissioner has under him a division of vocational education that will embrace industrial and technical education, agricultural, business, and home economics education, and employees and members training service to various types of business, commercial, and labor organizations.

The other division of vocational education deals with educational work among adults, including literacy tests for new voters, supervision in the field of public libraries and library extension service.

Reporting directly to the Assistant Commissioner for Vocational Education is the Bureau of Guid-

ance, which organizes and supervises guidance programs in public schools; the Bureau for Physically Handicapped Children, which performs an educational service to the physically handicapped children of the State; and the Bureau of Rehabilitation that retrains the vocationally handicapped, over the age of 16, who have received their disability as a result of accident, disease, or birth.

**HIGHER AND PROFESSIONAL EDUCATION.** The second Associate Commissioner has charge of higher and professional education. In addition to the fields of education covered by his title, he has general supervision of the State Museum, the State Library, and Archives and History.

The chart indicates the growing number of professional boards coming under the division of professional education, as well as the bureaus entrusted with the examinations of the candidates for the professions. Four of the professional boards, it will be noted, have secretaries while the Division acts as a clearing house for the others. State colleges in various branches of education are



# Chapter Pres. Schwartz Speaks

*Speech by Milton Schwartz, President of New York City Chapter, Delivered at Testimonial Dinner, October 9, 1937*

Your Excellency, Mr. Toastmaster, Honored and Distinguished Guests, State Employees, Ladies and Gentlemen:

On behalf of the New York City Chapter of the Association of State Civil Service Employees, it is my extreme pleasure to greet and welcome you here tonight. This occasion marks the celebration of the enactment into law of the Feld-Hamilton Salary Career Act. This is an occasion of thanksgiving and expressions of our gratitude to those staunch friends of Civil Service, His Excellency, the Governor, Senator Feld and Assemblyman Hamilton.

This occasion also marks the first social gathering ever held in the metropolitan area by this Association or by this Chapter. I cannot conceive of a more appropriate occasion for our first social gathering than the present celebration and testimonial to our guests of honor.

The Feld-Hamilton Salary Career Bill, in my opinion, is the greatest step forward in the improvement of the merit system since the enactment of the Civil Service Law. The Act provides equal pay for equal work. Under its provisions, advancement and salary increases will be based on merit alone and on no other consideration. Meritorious service will be rewarded. Salary inequalities will be corrected to a major extent. This will make happier and more contented employees, improving their efficiency, and thereby improving the efficiency of the State Government.

I say to you with all the emphasis at my command, that the Salary Career Bill and legislation of a similar nature could never have been enacted into law if we did not have public officials of the type of His Excellency, Senator Feld and Assemblyman Hamilton, who have faith in and believe in the principles of the merit system in State government. His Excellency's record on Civil Service is too well-known to require any comment from me. Nothing that I can say will in any way add to his splendid record. Governor Lehman, you have been called, truly, a Civil Service Gov-

ernor. We know that you watched with keen interest the progress of the Salary Bill through the legislative houses. We also know that when this bill was placed on your desk, after it had passed both houses, that you gave it your careful consideration to determine whether under its provisions the Civil Service system would be improved; to determine whether the merit system would be enhanced. Your conclusions in this respect were evidenced when you signed the bill making it law.

Governor Lehman, on behalf of Civil Service employees, I express to you their gratitude for your support of the Salary Bill.

One of the first things necessary in order to have our proposed bill enacted into law was to find a member of each house of the State Legislature who was sympathetic to Civil Service and who would sponsor our bill. That was an easy task. The legislative records of Senator Feld and Assemblyman Hamilton are matters of common knowledge.

I recall just a few months ago that I attended a dinner given to Senator Feld by the City Civil Service employees, among whom were numbered hundreds of school teachers, policemen and firemen. Senator Feld, the State Civil Service employees pay their tribute to your splendid legislative record and to the hard fight you put up in the Senate in support of this measure which now bears your name. The State Civil Service employees will be ever grateful to you for the consideration you have shown to them.

Unfortunately, Assemblyman Hamilton could not be with us this evening because of his ill health. He has asked Assemblyman Ostertag to represent him, and while Assemblyman Ostertag is pinch-hitting, he can stand on his own feet as a champion of the cause of Civil Service. He is well known for his sponsorship, among other things, of the Eight-Hour Day for institutional employees.

Assemblyman Ostertag, will you convey to Assemblyman Hamilton the gratitude of all State employees

for his consistent efforts in behalf of Civil Service legislation and for his support of the Career Bill which bears his name. Will you also express to him the wish of every State employee that he be quickly restored to good health.

I want to thank the chairman of the dinner committee, Mr. Charles J. Conklin, and the members of the dinner committee for their hard work and for the excellent results achieved this evening.

I am indebted to the members of my executive board and to those who supported me, for their wholehearted cooperation and unselfish devotion to me and to this Association. I deeply appreciate the honor conferred upon this Association and this Chapter by the presence of so many distinguished guests. I do hope that the presence of so many department heads will mark the beginning of a better understanding between them and the State employees. To each and every one present I wish a most enjoyable evening.

## Greatest Campaign

*Continued from page 3*

ers paid their dues before the new year began. This is the spirit of progressiveness which gives life and vigor to State employee unity and loyalty. The greatest State in the Union and the greatest State civil service organization in the Union are fitting, and this supremacy in 1938 is already assured.

In response to hundreds of requests from State employees for information concerning the many phases of the Association, and to aid representatives in their present campaign to familiarize State employees with the organization continuously functioning for their welfare, the Association has just issued a sixteen page booklet, entitled "Loyalty," which explains in detail its progressive program and services, its work and accomplishments.

Volunteer your assistance to your local representative of the Association in its present efforts towards 100 per cent membership. Join and renew your membership today.

## Can We Wait Longer?

The merit system must be a fact if it is to benefit fully the State and the civil service employee. That is the reason that this Association places among its foremost proposals for the new year the extension of the competitive class to all proper positions in State service.

Only those who indulge in the futile pastime of burying their heads in the sands of sloth can disregard the direct mandate of the Constitution that all appointments and promotions in the civil service of the State shall be made according to merit and fitness to be ascertained by competitive examinations; the limitation that this course should be practicable is a part of this direction and is obviously fair. Will any one familiar with selection of workers venture to say that an eligible list for attendant in State Hospitals for instance could not be established as the result of a competitive examination? And the same query could be propounded a hundred times in connection with thousands of positions filled with entire disregard of constitutional direction. What of the rights of citizens under this same constitution to compete fairly for these positions? Why should nearly 20,000 positions be filled without regard for the merit system when that system has been made a constitutional plan for all of the people? What of the stability of employment, or the preservation of pension and other rights of many of the thousands of employees in the so-called non-competitive, labor, and exempt classes? These workers toil side by side with an actual minority of workers chosen through competitive examination—chosen in the constitutional way—and therefore having rights of tenure and retirement not always assured to non-competitive, exempt or labor positions.

Theodore Roosevelt, a great statesman and a pioneer champion of the merit system declared that system to be as necessary as the public school system itself. He visualized the public school system as serving fully, and he did not, we may be certain, foresee a half-way civil service plan.

This Association has pointed out the vital threat to the merit sys-

tem in a vast array of positions wholly unprotected as to political and other influences, and the disastrous effect upon morale and efficiency of work existent in a failure to accord equality of opportunity in promotions, and stability of work, such as is inherent in the flagrant disregard of constitutional provisions referred to. The Association feels that the time is here when the Civil Service Commission must meet the problem squarely and if it is unequal to the task of selection of workers upon the basis prescribed that it should so inform the Governor and the Legislature and ask for the relief needed. The Association has already pointed out to the Commission the many positions now classified as non-competitive, exempt or labor which it feels should be covered in the competitive class. It does not suggest that there are not some positions properly classified outside the competitive class. It does state emphatically that there are thousands of positions which are now improperly without that classification.

## Members Receive Over \$100,000

Over \$100,000 has already been paid out to more than 1,000 policy-holders under the Association's group plan of accident and sickness insurance. Now that winter is here, illness' are becoming more prevalent and many hundreds of Association members may be sick or injured, as they were last winter. Join our group plan and receive monthly benefits during your disability. Send your application in today. Over 5,000 members are already enrolled in this low cost—full coverage plan.

Your Association receives no financial benefit from this plan; it is sponsored only that you and your associates may secure adequate protection at rates one-third to one-half as much as an equivalent individual policy.

Applications sent in between now and December 25th, need not be paid for until February 3, 1938. Send in your application now. Investigate into this splendid plan today.

## Worker Organization Must Be Intelligent

*Continued from page 3*

activity of State employees as organized in this Association. But organized employees could not have brought about these splendid reforms alone. They had to have the sympathy of a progressive Governor and of forward looking legislative bodies, wise enough to realize that the reforms proposed by the organized workers were sound and just. Unselfish cooperation, we have stated, is necessary between employer and employee and here in the relations of the State of New York and its organized workers we find evidence and example of the highest type of cooperation.

This relationship must continue. It must not be even threatened let alone destroyed by insincere or uninformed groups within the personnel administrative bodies or within the ranks of employees. This Association is assurance of intelligent presentation of employee problems and needs.

The State must go another step further in its employment plan and provide for complete functioning by its employment branch—the State Department of Civil Service. Today that Department is not equipped to meet all pertinent problems. One of the principal needs is a board of appeals within the State Civil Service Department where questions of standards of efficiency, dismissals of employees, and like matters may be taken and decided upon in a fair and impartial manner. There is no place for bickering and dissatisfaction among any group of workers in any Department. There is a fair way to settle every human dispute. It is a way that leaves the public service unimpaired, and the public servant free to serve cheerfully, efficiently and with whole hearted loyalty the people who employ him.

## Eight Hour Day

Attorney General John J. Bennett, Jr., has ruled that mounted policemen at Walkill Prison and Woodburne Institution for Defective Delinquents, come within the provisions of Section 168 of the Labor Law providing an eight-hour day for certain State employees.

## President Brind's Remarks

*Continued from page 4*

vidual is receiving less than the minimum, and it becomes necessary to appoint a new individual into that department under that title, that the appointee receive the salary of the incumbent and that the incumbent receive the minimum that he is entitled to under the statute.

Now I say that this bill establishes the principle that, as I view it, is the most important part of the whole transaction, the principle of a Salary schedule that an employee is entitled to the minimum, entitled every year to the increment and finally reaching his maximum, and then with another opportunity, through promotion, to start in at a higher level commencing at that minimum and again reaching the maximum.

We have here tonight, and we have this dinner in their honor, three champions of Civil Service. Mr. Milton Schwartz spoke of the Governor as the Civil Service Governor. I would add just one more word to it. I would say to Governor Lehman, the most civil Civil Service Governor I have ever known.

To my good friend, Senator Feld, whom I have known for many years prior to that bill because of my association with him in the Education Department. I would say that I know of his service to the teachers of the State. I know of his service at the time that we felt it necessary to have this bill introduced, and it was because of the Senator's service to the teachers, because of his thorough knowledge of salaries and salary schedules that I asked him to introduce that bill. And he has certainly done that. He has not only the interests of the teachers at heart, but of the employees of the State of New York.

Assemblyman Hamilton we have known since he joined the Legislature. He has not only been interested in this bill; he was chairman of the Civil Service Committee and has fathered and has stood staunchly in every case for the furtherance of the merit system.

To those three great champions I want to say that it was the desire of the New York Chapter here tonight to present to them something

in the way of a permanent reminder of this great event, some token of the appreciation of the great body of your fellow laborers. So that Chapter has passed a resolution, and that resolution has been carefully engrossed, fully illuminated, and that resolution speaks for itself. I want to read it to you. This resolution reads as follows:

At a meeting of the Executive Committee of the New York Chapter of the Association of State Civil Service Employees held on 27th day of September, 1937, the following testimonial was unanimously adopted.

WHEREAS, His Excellency, Herbert H. Lehman, Governor of the State of New York, the Honorable A. Spencer Feld, member of the New York Senate, and the Honorable Laurens M. Hamilton, member of the New York Assembly, have earnestly and conscientiously during their public careers, labored to strengthen and preserve the principles of merit and fitness in the Civil Service of the State and to give the fullest effect to the constitutional provisions therefor, and

WHEREAS, His Excellency, the Governor, the Honorable Senator and the Honorable Assemblyman in loyalty to these ideals and in a splendid spirit of mutual cooperation, have accomplished the adoption of Chapter 859, Laws of 1937, known as the Feld-Hamilton Career Service Act providing fair and just salary standards with equitable regard for the rights of the citizens of the State and their Civil servants alike, be it therefore

RESOLVED, that the members of the New York Chapter of the Association of State Civil Service Employees declare and signify herewith, their sincere appreciation and lasting gratitude to His Excellency Herbert H. Lehman, to the Honorable A. Spencer Feld and to the Honorable Laurens M. Hamilton for their eminent contribution to the Civil Service of the State of New York.

(Signed) Milton Schwartz,  
President

Ruth A. Hawe,  
Secretary

## Nov. Payments Due

Payment of all accident and sickness premiums under the Association's group plan of accident and sickness insurance were due November 15th, and the final day of the grace period is December 15th. Do not let your policy lapse as it is very difficult to reinstate them due to the requirement of a certificate of good health. Pay your premiums right after December 1st, and then you will be sure it will not lapse. Send your premium direct to Ter Bush & Powell, Inc., 423 State Street, Schenectady, or pay your local insurance representative of this plan.

## Hospitalization

Do not confuse the Association's group plan of accident and sickness with the so-called 3-cents a Day Hospitalization Plans available throughout the State.

The group plan of accident and sickness insurance pays a monthly indemnity for all accidents and illness'. The Hospitalization Plan pays certain hospital costs while a bed patient in a hospital.

They are two separate individual plans, and their particular coverages do not conflict in any way.

## Warning

All persons insured under the group plan of accident and health insurance are again warned that the policy requires the personal attendance of a legally qualified physician at least once every seven days during a period of disability. There are many reasons for this requirement, the chief one being that the length of disability is usually shortened considerably under the watchful eye of a physician. The above requirement is strictly adhered to in the settlement of all claims.

Governor Lehman, Senator A. Spencer Feld and Laurens M. Hamilton, we trust in years to come this reminder will enhance the satisfaction of a really great accomplishment, the writing in, shall I say, of the word "Career" into Civil Service, a satisfaction which, after all, is the highest emolument of State service.



## Buffalo Chapter

The second annual Fall Dance of the Buffalo Chapter was held on Tuesday, November 16th, at the Eggertsville Hose Company.

Owing to the success of last year's dance, it was a foregone conclusion that this would be equally as big a success and was looked forward to with great anticipation. There were about 250 present and while an excellent orchestra furnished plenty of good dance tunes, giving all a chance to prove their ability as exponents of the "Big Apple," etc., a delicious buffet luncheon was served throughout the evening. A rousing cheer greeted the two members who started the party off with a "Paul Jones."

Who were the two good-looking Rochester Delegates who drove up in the new tan Chevrolet? And HOW can Dan Muckler PROVE he attended?

Frank Waring was the center of many farewells, since he is taking up his duties at the Utica office. Good luck and our loss is Utica's gain.

Mr. Richard Cohen, Senior Parole Officer from New York City, was among those out-of-towners who didn't seem exactly bored.

Why was Roy Able so quiet?

Great plans are ahead for the beginning of the women's bowling team to start Monday, November 22nd—games to be played at the alleys of Greg Mulleavy, popular Bison baseball star.

## Syracuse Chapter

*By A. E. Jones, President*

The first social event undertaken by the newly formed Syracuse Chapter will be a dinner at Turn Hall, December 6th, at 7:00 P. M. All State employees are invited to attend. The Social Committee at the last meeting reported that advance sales indicated a large turnout. Counsel of the Association, John T. DeGraff, is expected to attend to explain the progressive program for the ensuing year.

The Chapter's 100 per cent Membership Campaign is now under way. The Membership Committee is hard at work and reports that a good percentage of members in the Syracuse area will be obtained.

## New York City Chapter

*By Milton Schwartz, President*

The annual meeting and election of officers of the New York City Chapter was held on October 28th. The officers elected for the year 1938 are as follows:

President, Milton Schwartz, Insurance Department

Vice President, Charles Hutchins, Tax Department

Second Vice President, Elizabeth Lewis, Education Department

Third Vice President, James Scurry, Tax Department, Brooklyn

Treasurer, George Mencher, Law Department

Recording Secretary, Ruth Hawe, Tax Department

Corresponding Secretary, Joseph Gruber, Banking Department

Financial Secretary, Minna Queller, Labor Department

Duly elected departmental representatives follows:

Banking Department, Clinton Ganse

Education Department, B. C. Riffell

Executive Department:  
Liquor Board, Mary E. Armstrong

Mortgage Commission, Irving Jorrisch

Health Department, Stella Lehat

Insurance Department, Edward J. Reilly

Law Department, Marie D. Farrell

Labor Department:  
Workmen's Compensation, Dr. George N. Edson

Unemployment Insurance, Carrie Unger

Public Service Department, Joseph J. Clark

Public Works Department, Mary M. Smith

Social Welfare Department, Richard Cadbury

Division of the Blind, Mae A. Pritchell

State Department, Irene Keenholts

Tax Department, John Ferguson

Motor Vehicle Bureau, J. Earl Kelly

Brooklyn Motor Vehicle Bureau, Louis Strauss

Files Bureau, Larry Epstein

A meeting of the Executive Board of the Chapter is to be held on Monday, December 6th, at 5:00 P. M., in Room 755, State Centre Street Building, and at that meeting the President will appoint members to the following committees: Legislative, Membership, Grievance, Publication and Publicity, Civil Service, and Committee to Revise the Constitution and By-Laws.

## BUY YOUR GROUP ACCIDENT AND SICKNESS POLICY—TODAY!

**\$50.00 per Month Benefits Cost \$4.05 each 3 Months**

**About 5000 Members Now Insured**

**Benefits Already Paid to State Employees Totals  
over \$100,000**

**Insurance effective as soon as application is approved by  
the Company**

**3 State Employees Killed Recently**

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**YOU MAY BE NEXT . . . DO IT NOW**

**Do not confuse this plan, which pays you a monthly indemnity  
for all accidents and illness' with any hospitalization plan,  
which covers only certain hospital expenses.**

**Ter Bush & Powell, Inc.**

**423 State Street**

**Schenectady, N. Y.**

## Some Committee Appointments 1938

### Legislative Committee

W. F. McDonough, Chairman, Dept. of Agriculture and Markets  
 James O. Hoyle, Dept. of Education  
 Elmer E. Lawton, Dept. of Public Works  
 Elmer Neumann, Dept. of Labor  
 John Livingstone, Hudson River State Hospital, Poughkeepsie  
 Earl Kelly, Dept. of Tax, New York City  
 Harry C. Dupree, Division of Parole, Buffalo

### Salary Committee

Dr. Frank L. Tolman, Chairman, Dept. of Education  
 Charles C. Dubuar, Dept. of Insurance  
 Douglas Lasher, Dept. of Agriculture and Markets  
 Albert Stevens, Jr., Dept. of Labor  
 Leonard Requa, Dept. of Social Welfare  
 John McDonald, Rochester State Hospital, Rochester  
 John Jahn, Dept. of Public Works  
 Milton Schwartz, Dept. of Insurance, New York City  
 A. H. Van Auken, Dept. of Labor, Utica

### Pension Committee

Leon Aronowitz, Chairman, Dept. of Tax  
 John W. Henry, Dept. of Labor  
 William J. Pierce, Dept. of Law  
 William R. Arnold, Dept. of Public Works  
 George Kehoe, Dept. of Public Service  
 Paul L. Wood, Dept. of Public Works, Rochester  
 Mrs. Lucy Baumgrass, Utica State Hospital, Utica

### Constitutional Amendment Committee

John A. Cromie, Chairman, Dept. of Tax  
 W. F. McDonough, Dept. of Agriculture and Markets  
 John T. Higgins, Division of Standards and Purchase  
 Arthur S. Hopkins, Dept. of Conservation  
 Leslie S. Wood, Dept. of Education, Rochester  
 A. E. Jones, Dept. of Education, Syracuse  
 John Jahn, Dept. of Public Works, Albany  
 F. Leo Clarke, Dept. of Public Service, Buffalo  
 Charles Hutchins, Dept. of Tax, New York City  
 C. C. Colesanti, Middletown State Hospital, Middletown

### Auditing Committee

O. E. Maxwell, Chairman, Dept. of Agriculture and Markets  
 Francis E. Maher, Dept. of Law  
 Robert B. Haner, Dept. of Audit and Control

### Group Insurance Committee

Beulah Bailey, Chairman, Dept. of Tax  
 Milton Schwartz, Dept. of Insurance, New York City  
 John Livingstone, Hudson River State Hospital, Poughkeepsie

### Education Committee

Ralph D. Fleming, Chairman, Dept. of Education  
 Davis Shultes, Dept. of Insurance  
 Wayne W. Soper, Dept. of Education  
 Frank P. Johnson, Dept. of Education  
 Beulah Bailey, Dept. of Tax

### Automobile Emblem Committee

John T. Higgins, Chairman, Division Standards and Purchase  
 Roger Stonehouse, Dept. of Education  
 Harold Fisher, Dept. of State

## Group Plan State-wide

Our group plan of accident and sickness insurance is now truly state-wide. The small plan sponsored by the N. Y. C. Chapter has been discontinued, and has been superseded by the state-wide plan.

There is only one plan now that costs one-third to one-half the price of a similar individual policy. New York City members are sending in their applications in large groups. Applications received on or before December 25th can be paid for any time up to February 3, 1938; just send in your application—no money is necessary—you will be notified how much is due and when to pay.

DINNER DANCE  
Every Evening  
from 6:30 to 9:30  
SUPPER DANCE  
Friday and Saturday  
from 10 to 2

at the  
**DE WITT  
CLINTON**  
Albany

**ARTHUR  
WARREN**  
and his Orchestra

DANCING in the  
Cocktail Lounge  
EVERY day... 4 to 7

After You Have Tried Others  
For Real Value

Try

**HOTEL CAPITOL**

GREEN ST. OFF STATE  
TAP ROOM

**Join Now!**

## Reorganization of Education Dept.

*Continued from page 9*

also shown as coming under the jurisdiction of this Commissioner.

**PUBLIC RELATIONS AND FINANCE.** Personnel, Public Relations, and Finance are delegated to the office of the remaining Associate Commissioner, as indicated at the right of the chart. Under him serve two assistants, one in charge of personnel and public relations; the other as head of finance. The former official supervises the work of the Publications Bureau and that of the Division of Motion Pictures, in addition to having charge of the general administrative work of the Department; while the latter is made responsible for the financial administration of the Department and that of other state-supported educational institutions.

**RESEARCH.** Finally, we have the office of Assistant Commissioner for Research, as noted at the extreme right of the chart. This official reports directly to the Commissioner and works under his immediate supervision. To him are entrusted all research activities of the Department. He coordinates educational research and directs school surveys already approved by the Commissioner. Under this official comes the Division of Research, which among other duties is to conduct special studies, advise on the use of educational measuring devices study problem children and supervise classes for the mentally handicapped.

The Bureau of Statistical Service in this Division is concerned with administering the statistical surveys of the Department and collects required school and college data. This Bureau will also serve under the Assistant Commissioner for Research.

The staff of the various bureaus and divisions of the Department comprises more than 700 persons who are engaged in some 23 broad divisions of educational service to the people of the State.

## Regular Meetings of Executive Committee

At the last meeting of the Executive Committee of the Association, resolution was adopted providing for regular monthly meetings of this Committee, unless more frequent meetings were desirable, to be held on the first Monday of each month.

Any member or group of members desiring to bring any matter to the attention of this Committee will be given the opportunity to do so. It will be necessary for such member to acquaint Executive Headquarters with his desires, so that the matter may be put on the calendar for a meeting of this committee.

## H. R. S. H. News

On Monday evening, November 1, 1937, John Livingstone, delegated by the Association of Employees of the Department of Mental Hygiene of the State of New York, and accompanied by Mr. August Eitzen, former Secretary of the HRSHE Employees Association, visited the Wassaic State School at Wassaic, N. Y., and addressed the employees in regard to the formation of an Employee Association. At present they only have a Social Club, and do not have a voice in legislation, which does affect the employee personnel. Much interest was manifested, and we hope to welcome them as a unit in the State Association.

## NOTICE

### Effective Dec. 1st, 1937

As a token of our appreciation to the many State Employees we have served in the past—we have just mailed a "Personal Courtesy Card" to every State Employee in this District. When presented this card entitles the user to 8% discount on all purchases.

MacMillen furs, always noted for their high quality—are now styled by the well-known Viennese, Mr. Louis VonSitany, who is now Manager of our shop. Come in and let him show you our newest furs—you'll be amazed at the moderate prices. Mr. Sitany can also suggest many new ways for restyling your old furs.

\* If you have not received a Courtesy Discount Card, or would like another for a member of your immediate family, we'll be happy to send you one. Just drop us a line, or Telephone 3-5410.

*(Deferred Payments Can Be Arranged)*



*Put Your Faith in This Label*

## Renew Today!



# JOIN NOW!

Reason Not Racket

Work Not Strikes

Worker Welfare... Not Agitation

## UNITY and LOYALTY

These have won splendid attention to sound employment practices affecting State Civil Service Employees

These will win approval for the Association's Progressive Program for 1938

The problems of State workers cannot with advantage be shuffled together with those of numberless groups in other States and other jurisdictions.

Able, Conscientious Leaders chosen from the ranks of State workers in the democratic way by free and open ballot, receiving no pay from any one and rendering no tribute to any outside leadership, serve the workers in this Association.

DO YOU AS A STATE WORKER BELIEVE IN  
UNITY AND IN LOYALTY TO PROGRESSIVE  
PRINCIPLES AND ACTION? YOUR ANSWER  
IS YOUR MEMBERSHIP CARD FOR 1938 IN



The Association of State Civil Service Employees  
of the State of New York

THE LARGEST STATE-WIDE, ALL-STATE WORKER ORGANIZATION IN THE UNITED STATES

The Only State-Wide, All State-Employee Organization in New York State  
Room 156, State Capitol, Albany, N. Y.

Use this application Today. Renewals for 1938 membership will be accepted at this time. Simply detach application herewith, and send with \$1.00 Annual Dues to your local Chapter, Representative or to Association Headquarters. Join your State-wide, all-State-employee Association TODAY.

..... Print Last Name Above First Name Initial  
RESIDENCE .....  
WORK ADDRESS.....  
INSTITUTION OR DIV.....  
DEPT. EMPLOYED..... TITLE.....

THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES  
of the State of New York

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

Membership Application.....Dues to Dec. 31, 1938 — \$1.00.....  
\$.50 of which is for a year's subscription to "The State Employee"

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